



## CENTRAL UNION SCHOOL DISTRICT

January 10, 2022

### AGENDA

The regular open public meeting of the Central Union School District Board of Trustees will be held on Monday, January 10, 2022 at District Presentation Center, 15783 18th Avenue, Lemoore, CA 93245. The Board meeting will begin with a preliminary open session at **5:30 p.m.** and adjourn into closed session. After the closed session the general open session will be called to order at **6:00 p.m.**

Any individual who requires a translator, disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing no later than 8:00 a.m. the day of the meeting.

Any writings or documents that are public records and are provided to a majority of the governing board regarding an open session item on this agenda are available for public inspection and may be accessed under the Board Agenda and backup information housed on the District website at [www.central.k12.ca.us](http://www.central.k12.ca.us).

#### ***CUSD Mission Statement ~***

*Central Union School District seeks to be an exemplary learning community. We build the foundation of this community through meaningful relationships, relevant and engaging learning, effective communication, and providing a safe atmosphere. Each student will be treated as an individual, given the tools to be a lifelong learner, and taught to function as a member of a group and as a productive member of society. We challenge ourselves to be better than we think we can be, and advocate for the greater good of our community. Our success in this mission will build lifelong, confident learners, who have the tools necessary for success in a changing world.*

#### **1. OPEN PUBLIC SESSION:**

- a. Call to Order
- b. Roll Call
- c. Flag Salute

#### **Trustees:**

Dale Davidson, Jeffrey Gilcrease, Ceil Howe III, and Steven Salefske

#### **District Officials:**

Superintendent Tom Addington, Elizabeth Alvarado, Loretta Black, Darin Denney, Traci Fullerton, Brittany Gately, Anne Gonzales, Christina Gonzales, Michelle King, Penny Miller, Cindee Rael, Teresa Santamaria, Davinder Sidhu, Heiko

Sweeney and Mark Tompkins.

CUSD Employee Associations' Representatives and others in attendance

**2. PROCEDURE FOR VISITORS WHO WISH TO ADDRESS THE BOARD:**

If any visitor wishes to address the Board, the request form, entitled “*Request to Address the Board*” should be filled out as soon as possible. **Complete the form in its entirety and give it to the Superintendent.** Persons may speak to any item on the agenda when it comes up for discussion or persons may speak during the time designated, “Courtesy to Visitors.” Persons speaking to the board should understand that the Board invites your comments. Most questions asked of the Board require research and/or investigation. Therefore, the Board may respond to your questions in writing. Your input is important. However, if the comments involve a District employee or a student, the President will, at that time, explain the rights of the Speaker and the rights of the employee and/or student. Each address to the Board should not exceed five minutes in length with no more than thirty minutes per item.

**3. PRESENTATION(S):**

- a. none

**4. DISTRICT REPORTS:**

- a. Site Report Update - Central Elementary (ag)
- b. Superintendent Update (ta)

ENROLLMENT	BEG. OF YEAR 2020-2021	BEG. OF YEAR 2021-2022	December 2020-2021	December 2021-2022	Transfer Students From	TOTAL
AKERS	715	720	734	724	LESD	11
CENTRAL	248	257	262	273	HANFORD	3
NEUTRA	496	449	485	447	OTHER	0
STRATFORD	287	260	306	289	Intra-District	11
<b>TOTAL</b>	1746	1686	1787	1733	TOTAL	25

- c. Business Update - (ts)

5. **COURTESY TO VISITORS:**

6. **CORRESPONDENCE AND BOARD INFORMATION:**

- a. Quarterly Williams Compliance Report

7. **CONSENT AGENDA:**

*(at this time board members may request that an item or items be removed from the consent agenda and placed as 'new business')*

- a. Approve minutes of the organizational board meeting of December 13, 2021
- b. Approve new hires:
  - i. Luis Cisneros Custodian/Gardener
  - ii. Nicole DeSousa School Clerk
  - iii. Catherine Gresham Specialty Instructional Aide
  - iv. Beth Skoglund Specialty Instructional Aide
- c. Approve separations:
  - i. 25-12-21
- d. Approve agreement with Kings County Office of Education for ESSER-III PD with KCOE (ta)
- e. Approve agreement with Ahkavan Consulting, Inc. for professional development training on Increasing Instructional Aides Ability to Support Reading Instruction (ta)
- f. Approve agreement with Thriving YOUniveristy for Parent workshops (ds)
- g. Approve revised agreement with Thriving YOUniversity Staff for staff workshops (ds)
- h. Approve agreement with Document Tracking Services for District document management (ta)
- i. Approve agreement with California State University Fresno for placement of school psychologist intern (ta)
- j. Approve revisions to Maintenance Supervisor Job Description (ta)
- k. Approve two Polaris Gem ELXDs surplus (sp)

Approve items a) through k):

8. **OLD BUSINESS:**

- a. none

9. **NEW BUSINESS**

- a. Announce out any closed session decision. (ta)
- b. Approve opening of Hearing on Redistricting Trustee Areas (Map E)

*President Salefske to provide an opportunity for the public to address the Central Union School District redistricting Map selection.*

- c. *Approve closing of Hearing on Redistricting Trustee Areas (Map E)*
- d. Approve Resolution #A-01-10-2022 District Trustee Area Map Redistricting Adoption (ta)
- e. Approve December 2021 District warrants and payroll; December 2021 financial and cafeteria statements (ts)
- f. Approve Annual Developer fee report (ts)
- g. Approve increases to food items served through site Snack Shack (ts)
- h. Approve the Total Compensation Systems report for fiscal year ending June 30, 2021 GASB 74/75 report of Retiree Health Liabilities (ts)
- i. Approve Resolution #B-01-10-2022 Investment Policy and Investment Authority (ts)
- j. Approve 2020-21 draft of Annual School Site Accountability Report Cards (ta)
- k. Accept and Approve 2021-2024 Central Union Elementary Teachers Association (CUETA) Collective Bargaining Agreement including revised schedule salary retroactive to July 1, 2021 two percent (2%) stipend allocation based upon adjusted compensation, and increase to District contribution of health benefits (ta)
- l. Accept and Approve 2021-2024 Central Union Classified Employees Association (CUCEA) Collective Bargaining Agreement including revised schedule salary retroactive to July 1, 2021, two percent (2%) stipend allocation based upon adjusted compensation, and increase to District contribution of health benefits (ta)
- m. Approve revised schedule salary for management, unrepresented confidential employees, retroactive to July 1, 2021, two percent (2%) stipend allocation based upon adjusted compensation, and increase to District contribution of health benefits (ta)
- n. Approve superintendent salary adjustment retroactive to July 1, 2021, two percent (2%) stipend allocation based upon adjusted compensation, and increase to District contribution of health benefits (ta)

**10. BOARD MEMBER COMMENTS:**

**11. CLOSED SESSION:**

The closed session of the Board of Trustees will be held to consider the following:

- a. Personnel (Gov. Code 54957)

## Quarterly Report on *Williams* Uniform Complaints

[Education Code § 35186(d)]

District: Central Union School District

Person completing this form: Traci Fullerton Title: Personnel Analyst/Exe Secretary

Quarterly Report Submission Month/Quarter:  
(check one)

- |   |                                      |
|---|--------------------------------------|
| <input type="checkbox"/> October            | 1 <sup>st</sup> Quarter (7/1-9/30)   |
| <input checked="" type="checkbox"/> January | 2 <sup>nd</sup> Quarter (10/1-12/31) |
| <input type="checkbox"/> April              | 3 <sup>rd</sup> Quarter (1/1-3/31)   |
| <input type="checkbox"/> July               | 4 <sup>th</sup> Quarter (4/1-6/30)   |

Quarterly Report Submission Year: 2021-2022

Date for information to be reported publicly at governing board meeting: 1/10/22

Please check the box that applies:

No complaints were filed with any school in the district during the quarter indicated above.

Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints.

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
<b>Textbooks and Instructional Materials</b>	0	0	0
<b>Teacher Vacancy or Misassignment</b>	0	0	0
<b>Facilities Conditions</b>	0	0	0
<b>TOTALS</b>	0	0	0

Tom Addington

Print Name of District Superintendent

1/10/22

Signature of District Superintendent

Date

Please submit to: Genevieve Almanzar, Coordinator  
Kings County Office of Education  
Williams Compliance  
(559) 589-7035  
[info.foundationalservices@kingscoe.org](mailto:info.foundationalservices@kingscoe.org)



## CENTRAL UNION SCHOOL DISTRICT

December 13, 2021

### MINUTES

The **Annual Organizational** meeting open public meeting of the Central Union School District Board of Trustees was held on **Monday, December 13, 2021** at District Presentation Center, 15783 18th Avenue, Lemoore, CA 93245. The Board meeting began with a preliminary open session at **5:30 p.m.** and adjourned into closed session at **5:30 p.m.** Following the closed session meeting of the Board of Trustees, the general open session was called to order via the video conference session at **6:04 p.m.** The meeting adjourned at **7:06 p.m.**

Any individual who requires a translator, disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing no later than 8:00 a.m. the day of the meeting.

Any writings or documents that are public records and are provided to a majority of the governing board regarding an open session item on this agenda are available for public inspection and may be accessed under the Board Agenda and backup information housed on the District website at [www.central.k12.ca.us](http://www.central.k12.ca.us).

#### ***CUSD Mission Statement ~***

*Central Union School District seeks to be an exemplary learning community. We build the foundation of this community through meaningful relationships, relevant and engaging learning, effective communication, and providing a safe atmosphere. Each student will be treated as an individual, given the tools to be a lifelong learner, and taught to function as a member of a group and as a productive member of society. We challenge ourselves to be better than we think we can be, and advocate for the greater good of our community. Our success in this mission will build lifelong, confident learners, who have the tools necessary for success in a changing world.*

#### **1. OPEN PUBLIC SESSION:**

- a. Call to Order
- b. Roll Call
- c. Flag Salute

#### **Trustees:**

Jeffrey Gilcrease, Ceil Howe III, and Steven Salefske were present. Dale Davidson was absent.

#### **District Officials:**

Superintendent Tom Addington, Elizabeth Alvarado, Loretta Black, Darin Denney, Traci Fullerton, Brittany Gately, Anne Gonzales, Christina Gonzales, Michelle King, Penny Miller, Teresa Santamaria, Davinder Sidhu, Heiko Sweeney were present. Cindee Rael and Mark Tompkins were absent.

CUSD Employee Associations' Representatives and others in attendance

**2. PROCEDURE FOR VISITORS WHO WISH TO ADDRESS THE BOARD:**

If any visitor wishes to address the Board, the request form, entitled “*Request to Address the Board*” should be filled out as soon as possible. **Complete the form in its entirety and give it to the Superintendent.** Persons may speak to any item on the agenda when it comes up for discussion or persons may speak during the time designated, “Courtesy to Visitors.” Persons speaking to the board should understand that the Board invites your comments. Most questions asked of the Board require research and/or investigation. Therefore, the Board may respond to your questions in writing. Your input is important. However, if the comments involve a District employee or a student, the President will, at that time, explain the rights of the Speaker and the rights of the employee and/or student. Each address to the Board should not exceed five minutes in length with no more than thirty minutes per item.

**3. ELECTION OF BOARD OFFICES**

- a. Elected Steven Salefske as President of the Board of Education
- b. Elected Dale Davidson as Clerk of the Board of Education

**4. PRESENTATION(S):**

- a. SchoolWorks - Brett Merrick - Review of Central Union School District Facility Master Plan
- b. SchoolWorks - Ken Reynolds - Central Union Trustee Redistricting updated trustee area description

**5. DISTRICT REPORTS:**

- a. R.J. Neutra Site Update - Principal Michelle King
- b. Superintendent Update

ENROLLMENT	BEG. OF YEAR 2020-2021	BEG. OF YEAR 2021-2022	November 2020-2021	November 2021-2022	Transfer Students From	TOTAL
AKERS	715	720	733	725	LESD	11
CENTRAL	248	257	262	277	HANFORD	3

<b>NEUTRA</b>	496	449	488	451	OTHER	0
<b>STRATFORD</b>	287	260	307	285	Intra-District	11
<b>TOTAL</b>	1746	1686	1790	1738	TOTAL	25

c. Business Update - First Interim Report

**6. COURTESY TO VISITORS:**

**7. CONSENT AGENDA**

- a. Approved minutes of the regular board meeting of November 8, 2021
- b. Approved separations:
  - i. 19-11/21
  - ii. 20-11/21
  - iii. 21-11/21
  - iv. 22-12/21
  - v. 23-12/21
  - vi. 24-12/21
- c. Approved Agreement with Omni Group, Inc. re 457(b) Deferred Compensation Plan
- d. Approved Agreement with licensed LMFT Silvia Villegas-Cadena for therapeutic educationally related mental health services for CUESD
- e. Approved Agreement with licensed LMFT Guadalupe Avalos for therapeutic educationally related mental health services for CUESD
- f. Approved School Connected Organizations - Booster/Parent Clubs
- g. Approved technology surplus
- h. Approved the following administrators as teacher evaluators: Tom Addington, Elizabeth Alvarado, Loretta Black, Darin Denney, Brittany Gately, Anne Gonzales, Christina Gonzales, Michelle King, Penny Miller, Cindee Rael, Davinder Sidhu, and Heiko Sweeney,
- i. Approved Davinder Sidhu to direct the District Civil Rights Plan and oversee compliance, and authorization
- j. Approved Tom Addington (or Superintendent's Designee) to serve as the District Safety Officer, and authorization to serve as the Injury and Illness Prevention Director

Approved items a) through j)

Motion: Ceil Howe, III

Seconded: Jeffrey Gilcrease

Dale Davidson

Vote: ABSENT

Ceil Howe, III

Vote: AYE

Jeffrey Gilcrease      Vote: AYE                      Steven Salefske      Vote: AYE

**8. OLD BUSINESS:**

- a.** Reviewed and approved Map E for School Redistricting Maps as presented by SchoolWorks

Motion: Ceil Howe, III    Seconded: Jeffrey Gilcrease

Dale Davidson      Vote: ABSENT                      Ceil Howe, III      Vote: AYE  
Jeffrey Gilcrease      Vote: AYE                              Steven Salefske      Vote: AYE

- b.** Approved Second reading of Educator Effectiveness plan for expenditures

Motion: Jeffrey Gilcrease    Seconded: Ceil Howe, III

Dale Davidson      Vote: ABSENT                      Ceil Howe, III      Vote: AYE  
Jeffrey Gilcrease      Vote: AYE                              Steven Salefske      Vote: AYE

**9. NEW BUSINESS**

- a.** No announcements from closed session.
- b.** Approved November 2021 District warrants; November 2021 financial and cafeteria statements
- c.** Approved 2021-2022 District First Interim Budget
- d.** Approved Resolution #T-12-13-2021 Budget Revisions

One motion was made for items b, c and d.

Motion: Ceil Howe, III    Seconded: Jeffrey Gilcrease

Dale Davidson      Vote: ABSENT                      Ceil Howe, III      Vote: AYE  
Jeffrey Gilcrease      Vote: AYE                              Steven Salefske      Vote: AYE

- e.** Approved annual renewal agreement with Super Co-Op for food service procurement

Motion: Jeffrey Gilcrease    Seconded: Ceil Howe, III

Dale Davidson      Vote: ABSENT                      Ceil Howe, III      Vote: AYE  
Jeffrey Gilcrease      Vote: AYE                              Steven Salefske      Vote: AYE

- f.** Approved Resolution #U-12-13-2021 Certification of Verified Authorized Signatures on behalf of the Board

Motion: Jeffrey Gilcrease

Seconded: Ceil Howe, III

Dale Davidson      Vote: ABSENT  
Jeffrey Gilcrease      Vote: AYE

Ceil Howe, III      Vote: AYE  
Steven Salefske      Vote: AYE

- g.**      Approved the 2022-2023 School District Calendar and Certificated work year calendar

Motion: Ceil Howe, III

Seconded: Jeffrey Gilcrease

Dale Davidson      Vote: ABSENT  
Jeffrey Gilcrease      Vote: AYE

Ceil Howe, III      Vote: AYE  
Steven Salefske      Vote: AYE

- h.**      Adopted the Central Union Board meeting schedule for the 2022 calendar year

Motion: Ceil Howe, III

Seconded: Jeffrey Gilcrease

Dale Davidson      Vote: ABSENT  
Jeffrey Gilcrease      Vote: AYE

Ceil Howe, III      Vote: AYE  
Steven Salefske      Vote: AYE

- i.**      Approved updated School Facility Master Plan conducted by SchoolWorks

Motion: Jeffrey Gilcrease

Seconded: Ceil Howe, III

Dale Davidson      Vote: ABSENT  
Jeffrey Gilcrease      Vote: AYE

Ceil Howe, III      Vote: AYE  
Steven Salefske      Vote: AYE

- j.**      Reviewed and approved the continued temporary substitute teacher compensation through June 4, 2022.

Motion: Jeffrey Gilcrease

Seconded: Ceil Howe, III

Dale Davidson      Vote: ABSENT  
Jeffrey Gilcrease      Vote: AYE

Ceil Howe, III      Vote: AYE  
Steven Salefske      Vote: AYE

- 10. BOARD MEMBER COMMENTS:** Mr. Salefske wished everyone a restful holiday and Merry Christmas.

**11. CLOSED SESSION**

The closed session of the Board of Trustees will be held to consider the following:

- a.**      Labor Negotiations (Gov. Code §54957.6)

Agency designated representatives:

Employee organization: CUETA & CUCEA

**b.** Personnel (Gov. Code §54957)

Respectively submitted,

---

President

---

Clerk

ES-200

**2022-2023**

**MEMORANDUM OF UNDERSTANDING**

between **KINGS COUNTY OFFICE OF EDUCATION**  
and **CENTRAL UNION ELEMENTARY DISTRICT**

Agreement for Consultative Services/Academic and Learning Support:

**All District Staff Development**

**THIS AGREEMENT** is made and entered into by and between the Kings County Office of Education, herein after called **KCOE** and CENTRAL UNION ELEMENTARY DISTRICT, herein after called **the District**. The District and KCOE are authorized under Education Code Sections 10400 and 10401 to enter into cooperative agreements for improvement of local education program.

**WHEREAS** the District and KCOE desire to enter into this agreement for services, herein after called the **Agreement** upon the terms, covenants, and conditions, and for the consideration as set forth below.

- The term of the Agreement shall be from July 1, 2022, through June 30, 2023.
- If the District believes that KCOE is not performing their responsibilities, the District shall notify KCOE in writing.

**KCOE:**

- Shall provide 3 consultants for **up to 4 (four) days** to teach/train staff in All District Staff Development, with an additional **4 (four) half days for each consultant** for planning and preparation.
- Days of service to include objectives as determined by the District with tools and techniques in best practices, management, instructional strategies, student motivation/engagement, curriculum planning and identified areas for support.

**THE DISTRICT:**

- Shall work with KCOE consultant(s) to determine the dates of service **up to 4 (four) days**. Days of service can include full (8-hour) days, half (4-hour) days, and/or a combination thereof.
- Shall pay KCOE the amount **of up to \$18,000.00** for services provided by KCOE consultant(s); KCOE days are equivalent to a daily rate of \$1,000.00 per consultant and prorated equivalent to \$500.00 for one half day per consultant.
- Will be invoiced for the actual number of service days provided upon the last day of training or by two billing periods, November 15, 2022 and May 1, 2023.

- Shall pay KCOE for any scheduled days/times, unless notice of cancellation is given one (1) business day prior. This will be charged according to the daily rate for any scheduled full or half days. If the required notice is given, an attempt will be made to replace the cancelled time with another time, as agreed upon by both parties. No guarantee can be made that a replacement date will be available due to KCOE's other commitments, but efforts will be made to reschedule.
- May be charged a \$25.00 per participant materials fee for training materials for the school year. Materials fees will be invoiced in full by the first billing period.
- May be charged a Planning/Prep Time Fee needed for up to one (1) day of Professional Development. Planning and preparation time is considered a consulting activity, is billed at the consulting rate calculated at \$500.00 (.5 per consulting day), and will be billed in full by the first billing period.

**CONTRACT TERMS AND CONDITIONS:**

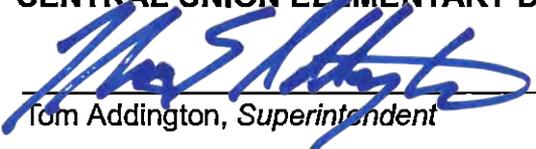
- This contract is written for developing sustainability of effective reform for positive change at CENTRAL UNION ELEMENTARY DISTRICT.
- The term of this Agreement is from July 1, 2022 through June 30, 2023. Any changes must be submitted in writing within 30 days in advance of proposed changes and must be mutually agreed upon by both parties.

**KINGS COUNTY OFFICE OF EDUCATION:**

\_\_\_\_\_  
 Joy Santos, Assistant Superintendent of Educational Services

\_\_\_\_\_  
 Date

**CENTRAL UNION ELEMENTARY DISTRICT:**

  
 \_\_\_\_\_  
 Tom Addington, Superintendent

December 16, 2021  
 \_\_\_\_\_  
 Date

**ES-200**

# Standard Vendor Contract

**School District: Central Union Unified School District**

Central Union Unified School District here in after called DISTRICT, has need of the specialized services of Nancy Akhavan Consulting, Inc. an independent contractor, hereinafter called CONTRACTOR, for the period specified below, according to the following terms and conditions:

## I. SERVICE TO BE PERFORMED

CONTRACTOR shall provide those services and/or materials and carry out the work described below, as required to complete the Contract.

CONTRACTOR agrees to: Provide Literacy Professional Development as outlined in the attached scope of work.

Scope of Work is attached. Days are as outlined below:

Structure of Days:

A. Two, 3.5 hour sessions per day, one in the morning and one in the afternoon

It is my understanding the contracted time would be as follows:

A. Eight (2 for each of 4 campuses), 2 hour sessions

B. The week of January 11th, 2022 would offer four sessions

The week of January 18th, 2022 would offer four sessions

Schedule:

Central	January 12th & 19th	12:00pm - 2:00pm
Stratford	January 11th & 18th	8:00am - 10:00am
Neutra	January 13th & 20th	8:00am - 9:10am & 9:50am - 10:40am (40 minute break)
Akers	January 14th & 21st	8:00am - 9:00am & 9:15am - 10:15am (15 minute break)

## II. TERM OF CONTRACT

This Contract will become effective on January 10, 2022 and will terminate upon the completion of the services or **June 30, 2022** or as set forth below.

## III. TERMINATION OF CONTRACT

This Contract shall terminate as set out in Article I, except:

(a) DISTRICT may terminate at any time if CONTRACTOR does not perform, or refuses to perform, according to this Contract.

- (b) DISTRICT may terminate services of CONTRACTOR at any time if CONTRACTOR'S performance is unsatisfactory as to the manner of performance or the product of said performance fails to meet the DISTRICT'S requirements as specified in Article I.
- (c) Either party may terminate upon 30 days written notice.
- (d) In the event of early termination, CONTRACTOR shall be paid for all work or services performed to the date of termination, based on DISTRICT and CONTRACTOR'S determination of services performed.

IV. SUPPLIES AND EQUIPMENT

DISTRICT may provide such supplies and equipment as shown below for the convenience of CONTRACTOR and such accommodation shall not operate as an indication of employment.

CONTRACTOR shall not have access to and use of supplies and equipment owned by the DISTRICT, unless stated in this paragraph for the purpose of performance of the services described in Article I. CONTRACTOR agrees to use ordinary care to safeguard and maintain supplies or equipment listed below, and shall be held accountable for loss, damage, or destruction arising within this clause.

**(If none, please indicate)**

V. COMPENSATION

1) DISTRICT shall pay CONTRACTOR a fee of \$ \$17,600 plus materials costs per participant.

2) CONTRACTOR shall be allowed and authorized to incur and shall be reimbursed for the following personal expenses attendant to the performance of services (i.e., mileage, hotel, meals, etc.) \$ none

**Total Compensation (1 +2) shall not exceed \$ \$22,000.00**

The amount listed under Total Compensation is for the performance of this Contract and includes all fees, costs, and expenses incurred by CONTRACTOR.

An invoice describing in detail the services and materials provided shall be provided to the DISTRICT at the completion of the work specified herein.

VI. COMPLIANCE WITH LAW

CONTRACTOR shall provide all necessary notices and pay all fees required by law and shall comply with all laws, ordinances, rules and regulations relating to the work and to the preservation of the public health and safety.

VII. ASSIGNMENT

The obligations of CONTRACTOR under this Contract shall not be assigned by CONTRACTOR without the express prior written consent of DISTRICT.

VIII. ENTIRE AGREEMENT

This Contract contains the entire agreement of the parties. It may not be modified except by written agreement signed by both parties.

IX. DISTRICT'S RIGHT OF RETENTION

DISTRICT shall become the owner of and entitled to exclusive possession of all records, documents, graphs, photographic or other reproductions of any kind produced in the scope of services performed and no other

uses thereof will be permitted except by permission of the DISTRICT. Proprietary materials will be exempted from this clause.

X. INDEPENDENT CONTRACTOR

CONTRACTOR enters into this Contract as, and shall continue to be, an independent contractor. Under no circumstances shall CONTRACTOR be considered an employee of DISTRICT within the meaning of any federal, state, or local law or regulation including, but not limited to, laws or regulations governing unemployment insurance, old age benefits, workers' compensation, industrial illness or accident coverage, taxes, or labor and employment in general. Under no circumstances shall CONTRACTOR look to DISTRICT as his/her employer, or as a partner, agent, or principal. CONTRACTOR shall not be entitled any benefits accorded to DISTRICT'S employees, including, without limitation, workers' compensation, disability insurance, vacation, or sick pay. CONTRACTOR shall be responsible for providing, at CONTRACTOR'S expense, and in the CONTRACTOR'S name, disability, workers' compensation or other insurance, as well as licenses and permits usual or necessary for conducting the services hereunder.

CONTRACTOR shall pay, when and as due, any and all local, state, federal income or other taxes incurred as a result of CONTRACTOR'S compensation hereunder, including estimated taxes, and shall provide DISTRICT with proof of said payments upon demand. CONTRACTOR hereby indemnifies DISTRICT for any claims, losses, costs, fees, liabilities, damages, or injuries suffered by DISTRICT arising out of CONTRACTOR'S breach of this Section.

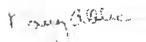
XI. INDEMNIFICATION

- (a) The CONTRACTOR agrees to hold the DISTRICT, its officers, agents, and employees harmless and defend against any and all claims and liabilities arising out of CONTRACTOR'S activity, performance, and operations under this Contract.
- (b) The CONTRACTOR will indemnify the DISTRICT against all claims, demands, and liability for damages for death or bodily injury to persons or for injury to property arising out of or connected with the services to be provided under this Contract. However, this indemnification will not extend to any loss, damage or expense arising out of the sole negligence or willful misconduct of the DISTRICT, or DISTRICT'S agents, servants, or other independent contractors.

XII. NOTICES

All notices provided for by this Contract shall be in writing and may be delivered by deposit in the United States mail, postage prepaid. Notices to the DISTRICT shall be addressed to the Superintendent of the DISTRICT. Notices to the CONTRACTOR shall be addressed to the CONTRACTOR'S address designated herein. The effective date of notice to the CONTRACTOR shall be the date of deposit in the mail or other delivery. The effective date of notice to the DISTRICT shall be the date of receipt by the District's Superintendent.

The following signatures attest the parties agreement hereto:

<b>* Contractor Information *</b>	
_____ Nancy Akhavan Consulting, Inc. Company Name (If Applicable)	
_____ Nancy Akhavan CONTRACTOR Name (Please Print or Type)	 _____ CONTRACTOR Signature
_____ 3766 W. Locust Ave Street Address	_____ Fresno, CA 93711 City, State, Zip

559-355-9291

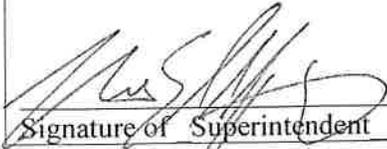
Telephone Number

December 12, 2021

Date

**SITE/DISTRICT COMPLETES:**

**\* Central Union Unified School District \***

  
Signature of Superintendent

12/28/21  
Date

Revised: 11/21



**THRIVING**  
YOUiversity  
empowering individuals & organizations to thrive

---

**Professional Services Contract**  
**2021-2022**



**THRIVING**  
YOUiversity  
empowering individuals & organizations to thrive

## Professional Services Contract

### GENERAL PROVISIONS

#### 1. Contract

This Contract is entered into 25th day of October 2021 between **Central Union School District** (hereinafter referred to as “Local Education Agency” or “LEA”) and **Thriving YOUiversity, LLC** (hereinafter referred to as “CONTRACTOR”) for the purpose of providing Professional Learning for LEA.

#### 2. Term of Contract

The term (“Term”) of this CONTRACT shall commence on **October 25, 2021** and shall end on **May 13, 2022**.

#### 3. Description of Services: Thriving YOUiversity, LLC will provide two partial days of virtual professional learning “More Good Days: Brain Based Parenting Strategies” for Central Union School District:

- Part #1 December 8, 2021 5:30 pm - 6:30 pm
- Part #2 March 21, ~~2021~~ 5:30 pm - 6:30 pm

2022

Also included in this package will be:

- Access to our online professional learning community “The THRIVE Tribe”, and additionally for educators “The THRIVE Tribe—Becoming Better Educators” and for leaders, “The THRIVE Tribe—Becoming Better Leaders”
- Access to a Google Drive folder full of research, resources, and activities to support the learning session.

#### 4. Rates

Consultation: LEA shall pay CONTRACTOR the virtual partial session rate of \$2,000.00 per session.

Total Contract Amount: \$4,000.00



**THRIVING**  
YOUiversity  
empowering individuals & organizations to thrive

**5. Payment and Invoices**

Thriving YOUiversity, LLC will invoice LEA after contract has been approved. All payment terms are due net 30 days from the date of invoice. After 30 day a nonpayment, a 10% late fee will be applied. Please make payments to:

Thriving YOUiversity, LLC  
21520 Yorba Linda Blvd., Suite G #454  
Yorba Linda, CA 92887

**6. Notices**

All notices shall be in writing and may be delivered in person or by certified or registered mail, postage prepaid.

If mailed or delivered by hand, notice shall be effective as of the date of receipt by addressee. All notices mailed to LEA shall be addressed to the person and address as indicated on the Notice page of the Contract. Notices to CONTRACTOR shall be addressed as indicated on Notice page of this Contract.

The parties hereto have executed this Contract by and through their duly authorized agents or representatives.

Central Union School District

Thriving YOUiversity, LLC

  
\_\_\_\_\_  
Authorized Signature  
Date 12/28/21

  
\_\_\_\_\_  
Authorized Signature  
Date October 25, 2021



**NOTICES**

**Notices to LEA shall be addressed to:**

Davinder Sidhu  
Name

Central Union School District  
LEA

15783 18th Avenue  
Address

Lemoore California 93245  
City State Zip

559.924.3405 559.924.1153  
Phone FAX

dsidhu@central.k12.ca.us  
Email

**Notices to CONTRACTOR shall be addressed to:**

Dr. Joelle Hood  
Name

Thriving YOUiversity, LLC  
CONTRACTOR

21520 Yorba Linda Blvd., Suite G #454  
Address

Yorba Linda CA 92887  
City State Zip

760-963-3654  
Phone FAX

joelle@thrivingyouiversity.com  
Email



**THRIVING**  
YOUiversity  
empowering individuals & organizations to thrive

---

## **Professional Services Contract**

**2021-2022**



## Professional Services Contract

### GENERAL PROVISIONS

#### 1. Contract

This Contract is entered into this **25th day of October 2021** between **Central Union School District** (hereinafter referred to as “Local Education Agency” or “LEA”) and **Thriving YOUiversity, LLC** (hereinafter referred to as “CONTRACTOR”) for the purpose of providing Professional Learning for LEA.

#### 2. Term of Contract

The term (“Term”) of this CONTRACT shall commence on **October 25, 2021** and shall end on **April 28, 2022**.

#### 3. Description of Services: Thriving YOUiversity, LLC will provide three partial days of virtual professional learning for Central Union School District on the following days:

- Integrating S.E.A.L.
  - January 27, 2022
  - March 10, 2022
  - April 28, 2022.

Also included in this package will be:

- Access to our online professional learning community “The THRIVE Tribe”, and additionally for educators “The THRIVE Tribe—Becoming Better Educators” and for leaders, “The THRIVE Tribe—Becoming Better Leaders”
- Access to a Google Drive folder full of research, resources, and activities to support the learning session.



**THRIVING**  
 YOUiversity  
 empowering individuals & organizations to thrive

**4. Rates**

Consultation: LEA shall pay CONTRACTOR the partial day virtual rate of \$2,000.00 per session.

Total Contract Amount: \$6,000.00

**5. Payment and Invoices**

Thriving YOUiversity, LLC will invoice LEA after contract has been approved. All payment terms are due net 30 days from the date of invoice. After 30 day a nonpayment, a 10% late fee will be applied. Please make payments to:

Thriving YOUiversity, LLC  
 21520 Yorba Linda Blvd., Suite G #454  
 Yorba Linda, CA 92887

**6. Notices**

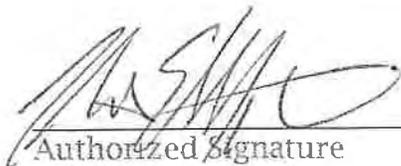
All notices shall be in writing and may be delivered in person or by certified or registered mail, postage prepaid.

If mailed or delivered by hand, notice shall be effective as of the date of receipt by addressee. All notices mailed to LEA shall be addressed to the person and address as indicated on the Notice page of the Contract. Notices to CONTRACTOR shall be addressed as indicated on Notice page of this Contract.

The parties hereto have executed this Contract by and through their duly authorized agents or representatives.

Central Union School District

Thriving YOUiversity, LLC

  
 \_\_\_\_\_  
 Authorized Signature

Date 12/28/21

  
 \_\_\_\_\_  
 Authorized Signature

Date October 25, 2021



**THRIVING**  
YOUiversity  
empowering individuals & organizations to thrive

## NOTICES

**Notices to LEA shall be addressed to:**

Davinder Sidhu

Name

Central Union School District

LEA

15783 18th Avenue

Address

Lemoore California 93245

City State Zip

559.924.3405 559.924.1153

Phone FAX

dsidhu@central.k12.ca.us

Email

**Notices to CONTRACTOR shall be addressed to:**

Dr. Joelle Hood

Name

Thriving YOUiversity, LLC

CONTRACTOR

21520 Yorba Linda Blvd., Suite G #454

Address

Yorba Linda CA 92887

City State Zip

760-963-3654

Phone FAX

joelle@thrivingyouiversity.com

Email



## LICENSING AGREEMENT

This Agreement effective **February 1, 2022**, is made and entered into by **Central Union Elementary School District** as Licensee and Document Tracking Services (DTS) as Licensor each a "Party" and collectively the "Parties".

Licensee desires that DTS provide a license to use DTS proprietary web-based application in accordance with the following provisions:

- A. License. DTS hereby grants to Licensee a non-exclusive license to use DTS application in order to create, edit, update, print and track specific documents as described in Exhibit **A** of this agreement.
  - (i) DTS retains all rights, title and interest in DTS application and any registered trademarks associated with the license.
  - (ii) Licensee retains all rights, title and interest in the documents as described in Exhibit **A** of this agreement.
- B. Internet Areas. All parties including third party licensees shall not be permitted to establish any "pointers" or links between the Online Area and any other area on or outside of the DTS login without the prior written approval.
- C. Term of License. The term of the Agreement is for **three (3) years** from the effective date (as noted in paragraph one) of the license agreement.
- D. Personnel. DTS will assign the appropriate personnel to represent DTS in all aspects of the license including but not limited to account set up and customer license inquiries.
- E. Content. DTS will be solely responsible for loading the content supplied by Licensee into DTS secure server and provide complete access to Licensee and its representatives.
- F. Security of Data. DTS at all times will have complete security of Licensee documents on dedicated servers that only authorized DTS personnel will have access to; all login by DTS authorized will be stored and saved as to time of log-in and log-out.
  - (i) Licensee may request DTS to only store Licensee documents for the period of time that allows Licensee and its authorized personnel to create, edit and update their documents.
- G. Management of Database. DTS shall allow Licensee to review, edit, create, update and otherwise manage all content of Licensee available through the Secure Login of DTS.
- H. Customer License. DTS shall respond promptly and professionally to questions, comments, complaints and other reasonable requests regarding any aspect of DTS application by Licensee. DTS business hours are Monday-Friday 8AM PST to 5PM PST except for national/state holidays.



- I. License Fee. Licensee shall pay an **annual fee of \$1,125 for three (3) years.**
- J. Document Set Up Fee. The one-time set up fee for documents as described in Exhibit A and made a part of this Agreement is **\$0.**
- K. Payment Terms. Licensee shall pay the annual licensing fee upon execution of the Agreement between parties and the electronic submittal of the invoice to Licensee.
- L. Number of Documents. The maximum number of documents per school district is limited to **five (5).**
- M. Warranty. Licensee represents and warrants that all information provided to DTS, including but not limited to narratives, editorials, information regarding schools, is owned by Licensee and Licensee has the right to use and allow use by DTS as called for hereunder and that no copyrights, trademark rights or intellectual property rights of any nature of any third party will be infringed by the intended use thereof. In the event any claim is brought against DTS based on an alleged violation of the rights warranted herein, Licensee agrees to indemnify and hold DTS harmless from all such claims, including attorney fees and costs incurred by DTS in defending such claims.
- N. Definitions.
  - (i) Document. A document is defined as **a)** a specific template provided by CDE or; **b)** any specific word document or forms that have different fields or school references such as elementary, middle or high schools\* submitted by District or CDE; or **c)** individual inserts submitted by District or CDE that are integrated into existing documents or are offered as supplemental and/or addendums to other report documents.
    - \* Licensee submits a SPSA template for their elementary, middle and high schools, which is counted as three (3) separate documents.
  - (ii) Customized Documents. Any document that is not a standard CDE template is considered a custom document and as such may be subject to additional setup fees; DTS shall provide an estimated cost of these additional fees prior to the execution of this agreement.
- O. Document Setup Fee. DTS will charge a one-time setup fee of \$200 per standard document up to a maximum of \$850 for customized documents.
- P. Additional Fees. Licensee shall pay additional fees if Licensee exceeds the number of documents as described in section L of this agreement. The fee for each additional document is \$39 per document times the number of schools in the district. The fee shall be payable within thirty (30) days from DTS invoice.
- Q. Additional Services. DTS can also provide Data Transfer and Document Translation services to Licensee for an additional fee. The fee for each additional service would be agreed upon between the parties and invoiced at the time the services were requested. The fee shall be payable within thirty (30) days from DTS invoice.



The Parties hereto have executed this Agreement as of the Effective Date.

Document Tracking Services, LLC

By: Aaron Tarazon, Director  
Document Tracking Services  
10606 Camino Ruiz, Suite 8-132  
San Diego, CA 92126  
858-784-0960 - Phone  
858-587-4640 - Corporate Fax

Date: December 20, 2021

Licensee

By:   
Date: December 26, 2021

Central Union Elementary School District



## **Exhibit A**

The following are standard documents to be used in conjunction with the license.

1. 2023 School Accountability Report Card, English & Spanish (CDE Template)
2. 2023 School Plan for Student Achievement (CDE Template)
3. 2023 Local Control and Accountability Plan (CDE Template)
4. Others to be identified as needed.



December 20, 2021

Central Union Elementary School District  
15783 18TH Avenue  
15783 18TH Avenue

Re: Document Tracking Services

**INVOICE #9324506**

Pursuant to the licensing agreement between Central Union Elementary School District and Document Tracking Services (DTS):

**Document Tracking Services (Year 1 of 3)**

Document Tracking Services [2/1/22 to 2/1/23]:	\$1,125
4 schools and District Personnel = 5 sites	
License Agreement includes up to 5 documents	
Includes 10% discount for 3-year license (original fee of \$1,250)	

**Translation Services**

2023 Spanish School Accountability Report Card:	\$600
\$150 x 4 School Accountability Report Cards	

**Total Balance Due: \$1,725**

**Please Make Checks Payable To: Document Tracking Services**

**Send to:**

Aaron Tarazon, Director  
Document Tracking Services  
10606 Camino Ruiz, Suite 8-132  
San Diego, CA 92126  
858-784-0960 - Phone  
858-587-4640 - Corporate Fax

Thank you!

  
 \_\_\_\_\_  
 Approved Per Payment (Signature)

Thomas Addington/Superintendent  
 \_\_\_\_\_  
 Name/Role (Printed)



Discovery. Diversity. Distinction.

**University-Agency Agreement for Experiential Education,  
California State University, Fresno**

**California State University, Fresno** is committed to service in the community, and applied learning experiences for students. This is accomplished through field education, service-learning, internships, research, and other activities that integrate our students' academic study with practical experience.

THIS AGREEMENT, made and entered into this \_\_\_\_\_ day of \_\_\_\_\_ of 20\_\_\_\_ is between the Trustees of the California State University, hereinafter called the "Trustees," on behalf of California State University, Fresno, hereinafter called the "University," and Central Union School District, hereinafter called the "Learning Site."

In consideration of the mutual promises set forth below, the University and Learning Site ("parties") agree as follows:

**I. Learning Site's Responsibilities**

- A. Identify the student's supervisor, who agrees to: meet with the student regularly to facilitate the student's learning experience; provide support, review progress on assigned tasks, verify service hours, give feedback and be responsible for the safety and supervision of student while on site.
- B. Provide an orientation that includes: a site tour; an introduction to staff relevant to the student's experiential learning activities; a description of the characteristics of and risks associated with the Learning Site's operations, services and/or clients; a discussion concerning safety policies and emergency procedures; and information detailing where students check-in and how they log their time.
- C. Provide student with a written description of the student's tasks and responsibilities.
- D. Provide appropriate training, equipment, materials and work area for students prior to students performing assigned tasks or working with the Learning Site's clients.
- E. Inform student if there is a need for a background check, fingerprinting and/or a health screening test (such as a tuberculosis test); and if yes, obtain the student's fingerprints, background check and/or health screening test results; and maintain the confidentiality of any results as required by federal and state law.
- F. Evaluate the student if requested by the University and contact the University if the student fails to perform assigned tasks or engages in misconduct.
- G. Provide emergency first aid for any student who becomes sick or injured by conditions arising out of or in the course of said student's participation in the learning experience at the Learning Site, and providing prompt notification (within 24 hours) to the University. Student is responsible for all associated costs and fees.
- H. The Learning Site will notify the University contact listed in the specific student's Learning agreement as soon as possible of any unusual and/or uncontrolled health & safety hazards and/or incidents of violence that occur at the Learning Site during the contract period.
- I. The Learning Site reserves the right to dismiss a student for any reason. The Learning Site shall provide notification of the termination as soon as possible to the University contact

listed in the specific student's Learning agreement.

- J. The Learning Site is aware of and informed about the hazards currently known to be associated with the novel coronavirus referred to as "COVID-19". The Learning Site is familiar with and informed about the Centers for Disease Control and Prevention (CDC) current guidelines regarding COVID-19 as well as applicable federal, state and local governmental directives regarding COVID-19. The Learning Site to the best of its knowledge and belief, is in compliance with those current CDC guidelines and applicable governmental directives. If the current CDC guidelines or applicable government directives are modified, changed or updated, The Learning Site will take steps to comply with the modified, changed or updated guidelines or directives. If at any time Learning Site becomes aware that it is not in compliance with CDC guidelines or an applicable governmental directive, it will notify the University's Administrator of Environmental Health & Safety, Risk Management at (559) 278-6910 that fact.

## **II. University's Responsibilities**

- A. The University will advise the student(s) of their responsibility to:
1. Participate in all training required by the Learning Site.
  2. Exhibit professional, ethical and appropriate behavior when at the Learning Site.
  3. Complete all assigned tasks and responsibilities in a timely and efficient manner.
  4. Abide by the Learning Site's rules and standards of conduct.
  5. Maintain the confidentiality of the Learning Site's proprietary information, records and information concerning its clients.

## **III. General Provisions**

- A. This Agreement will become effective as of the date last written below and continue for a period of 5 years unless terminated by either party after giving the other party 30 days written notice of the intent to terminate. If the Learning Site terminates this Agreement, it will permit any student working at the Learning Site at the time of termination to complete his or her work. At the 5-year termination date the agreement can be renewed once it has been reviewed, updated as applicable and executed by the appropriate parties.
- B. The Learning Site and the University agree to indemnify, defend and hold harmless each other from any and all liability for any personal injury, damages, wrongful death or other losses and costs, including but not limited to reasonable attorney fees and defense costs, arising out of the negligence or willful misconduct of their respective officers, employees, agents or volunteers in the performance of this Agreement. This paragraph will survive expiration or termination of this Agreement.
- C. Each party agrees to maintain general liability coverage of at least \$1,000,000 per occurrence, \$2,000,000 aggregate and to provide evidence of coverage upon request. Insurance must be placed with insurers with a current A.M. Best rating of at least A, or a qualified program of self-insurance.
- D. The Learning Site and the University will meet upon request or as necessary to resolve any potential conflicts and to facilitate a mutually beneficial experience for all involved.
- E. Students participating in a learning activity at the Learning Site are considered trainees, and are not officers, employees, agents or volunteers of the University or the Learning Site. (For paid internships only, students may be eligible for Workers Compensation, benefits and/or compensation of other types which would be the responsibility of the Learning Site to determine and provide as required by law.)
- F. Nothing contained in this Agreement confers on either party the right to use the other party's name

without prior written permission, or constitutes an endorsement of any commercial product or service by the University.

- G. There shall be no monetary obligation on the University or the Learning Site, one to the other.
- H. As trainees, and solely for the purposes provided in this section, the students and instructors shall be considered member of the Learning Site "workforce" as defined by the HIPAA regulations of 45 CFR Section 160.103, and shall be subject to Learning Site's policies protecting the confidentiality of personal health information, as well as any other confidential information that may arise out of performance of this agreement. AGENCY shall provide the students with substantially the same training that it provides to its employees for such purposes.
- I. This Agreement may not be altered unless both parties agree in writing. The parties agree to follow all applicable federal, state and local laws and regulations, including but not limited to laws prohibiting discrimination and harassment. Additionally, this agreement is not legal and binding upon any of the parties concerned until signed on behalf of the Trustees by the University, and the Learning Site.
- J. Any written notice given under this agreement shall be sent by registered mail to each of the addresses below:

UNIVERSITY:  
 Name: Brian Cotham  
 Title: Director of Procurement  
 Phone: 559-278-2893  
 Email: bcotham@csufresno.edu

LEARNING SITE:  
 Name: Tom Addington  
 Title: Superintendent  
 Phone: 559-925-2619  
 Email: taddingt@central.k12.ca.us

IN WITNESS WHEREOF, this Agreement has been executed by the parties as of the date last written below.

**CALIFORNIA STATE UNIVERSITY, FRESNO**

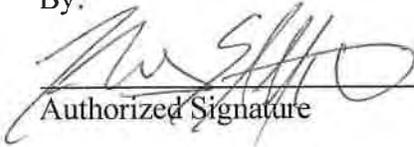
**CENTRAL UNION SCHOOL DISTRICT**  
**(NAME OF LEARNING SITE)**

By:

By:

\_\_\_\_\_  
Authorized Signature

\_\_\_\_\_  
Date

  
Authorized Signature

12/28/21  
Date

\_\_\_\_\_  
Brian Cotham, Director of Procurement  
California State University, Fresno  
5150 N. Maple Ave., M/S JA111  
Fresno, CA 93740

\_\_\_\_\_  
Tom Addington  
Superintendent  
Central Union School District  
15783 18<sup>th</sup> Avenue, Lemoore, CA 93245

Department and Person initiating agreement:

\_\_\_\_\_  
College/Department

\_\_\_\_\_  
Name (Individual)

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



**Board Members**  
Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union School Board of Trustees  
From: Thomas Addington, Superintendent  
Date: January 2, 2022

For Indian Education Council Meeting

x	Action ( <b>Consent</b> or New Business)
	Information

Item:

Update and review the essential elements of the Maintenance Supervisor job description.

Rationale/Purpose:

The Maintenance supervisor job description is in need of significant update and review of the necessary functions of this position.

The essential elements of the Maintenance supervisor have moved beyond that of general building and routine maintenance and repair of facilities. While these elements continue to be components of the position, the District is in need of elevating the responsibilities, and management of this position. Greater accountability and responsibility for construction management, adherence and oversight of established laws, codes, rules, regulations, ordinances, policies, and procedures related to school facilities, assistance in the development, coordination, and implementation of the District's Master Facility Plan, and working with the CBO and Superintendent to realize the needs of all school facilities, enhanced and increasing responsibility for supervision and direction of all grounds and landscaping and custodial staff throughout the District.

In addition, with the update and revision of the job description, in order to maintain a competitive compensation, the salary schedule has been updated and revised to reflect current market forces within the county for similar positions with similar responsibilities.

Recommendation:

Accept and approve job description revisions. Salary schedule adjustments have been provided and are listed for acceptance in new business item ( ).

### Compensation comparison

Maintenance Supervisor	STEP	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
Central Union Current	Annual	\$ 72,310	\$ 73,639	\$ 74,968	\$ 76,297	\$ 77,625	\$ 78,954	\$ 80,283

Central Union Revised	Annual	\$ 80,283	\$ 82,691	\$ 85,172	\$ 87,727	\$ 90,359	\$ 93,070	\$ 95,862	\$ 98,738
-----------------------	--------	-----------	-----------	-----------	-----------	-----------	-----------	-----------	-----------

Comparison Districts - Kings County School Districts	Corcoran	\$ 87,434	\$ 90,885	\$ 95,487	\$ 100,089	\$ 104,691	\$ 109,293	\$ 113,894			
	Pioneer	\$ 80,915	\$ 83,340	\$ 85,841	\$ 88,416	\$ 91,068	\$ 93,800	\$ 96,615	\$ 99,514	\$ 102,499	\$ 105,575
	Reef Sunset	\$ 90,039	\$ 92,179	\$ 94,318	\$ 96,459	\$ 98,596	\$ 100,864	\$ 103,184	\$ 105,557		
	Lemoore Hi	\$ 86,405	\$ 89,868	\$ 93,436	\$ 97,200	\$ 101,087	\$ 105,132				
	KRH	\$ 95,984	\$ 97,930	\$ 99,876	\$ 101,874	\$ 103,898					
	Lemoore El	\$ 98,939	\$ 103,061	\$ 107,355	\$ 111,829	\$ 116,488					



Central Union School District  
Lemoore, CA

**CENTRAL UNION SCHOOL DISTRICT-**  
**~~Maintenance Supervisor~~ JOB DESCRIPTION**

MAINTENANCE SUPERVISOR

**ESSENTIAL FUNCTION**

Under the direction of the Chief Business Officer, with oversight from the District Superintendent, the Maintenance Supervisor plans, organizes, controls, and directs the operations and activities involved in the inspection, cleaning, construction, maintenance, and repair of District buildings, facilities, grounds, vehicles and equipment; coordinates and directs communications, personnel, projects, safety programs and resources to meet District needs and assure safe, clean, and orderly buildings, grounds and facilities; and supervises and evaluates the performance of assigned personnel.

~~Under the general supervision of the Superintendent, responsible for the operation and maintenance of all buildings, grounds, and power equipment owned by the District and to do related work as required. If directed by the Superintendent, shall be qualified to drive district school buses and provide bus transportation for children.~~

**DIRECTLY RESPONSIBLE TO**

Chief Business Official  
District Superintendent  
Custodians/Head Custodians Gardeners

**IMMEDIATE SUBORDINATES**

Maintenance Technician  
~~—Maintenance Engineers~~  
Custodians  
Lead Groundskeeper  
Groundskeeper  
Clerk  
Bus Drivers  
Maintenance Equipment Technician  
Utility Painter

**DUTIES AND RESPONSIBILITIES**

~~Supervise Maintenance and Operations; supervise the activities of all operation and maintenance personnel; instruct M&O personnel in the proper operation and care of all district buildings and equipment and report to the Superintendent the results of such inspections and submit applicable reports and recommendations; develop and maintain a preventative maintenance program for all tools, equipment and structures; serve as building inspector and all new building projects in the district; coordinate all custodial and gardening work in the district; supervise all grounds personnel; supervise the maintenance of all lawns, shrubs and plants within the district; establish watering and mowing schedules and coordinate them with school activities; perform reseeding, plant replacement and landscaping with existing crew as required; evaluate all personnel under his supervision once yearly; purchase custodial supplies; be responsible for assigning personnel under his supervision to jobs; interviews driver candidates, conducts training programs for prospective drivers as prescribed by state law and district policy, evaluates the performance of the drivers and~~

mechanic; and all acts of the district supervisor of buildings and grounds are subject to review and final approval of the district superintendent.

## QUALIFICATIONS

These may change or evolve in the future, are but are not limited to the following:

- Plan, organize, control, and direct operations and activities involved in the inspection, cleaning, construction, maintenance, and repair of District buildings, facilities, grounds, and equipment
- Establish and maintain departmental and project timelines and priorities
- Assure related activities comply with established laws, codes, rules, regulations, ordinances, policies, and procedures.
- Direct and participate in the preparation and maintenance of a variety of records and reports related to projects, safety, personnel, budgets, deferred maintenance, repairs, and assigned activities
- Supervise the management of facilities, grounds, maintenance, custodial, and warehouse
- Provide in-service training of employees as to techniques, procedures, proper use of equipment, achieving the maximum standard of performance
- Supervise and evaluate assigned classified staff
- Supervise and assist the custodial staff in achieving safety, cleanliness, and neatness standards at each school site
- Prepare cost estimates and checks against actual costs after completion
- Prepare specifications for materials to be used and inspect work done for compliance with standards established, whether done by staff personnel or by contracted services
- Maintain complete records and maps of utility systems and changes made in systems
- Maintain an inventory control and records program for maintenance and operations
- Maintain a complete and balanced program of preventative maintenance
- Maintain cost records for analysis and determine efficiency and economical procedures
- Plan, evaluate, and initiate programs to meet the current and future facilities needs of the district
- Assist in the development, coordination, and implementation of the District's Master Facility Plan
- Implement Williams Act standards and Facility Inspection Tool (FIT) to maintain school facilities in clean, safe, and good repair
- Participate in the planning, development, scheduling, design, and implementation of construction and renovation projects; develop related plans and specifications; coordinate construction projects with architects, staff administrators, vendors, outside contractors, and others
- Assist the CBO in preparing bids as appropriate and prepare specifications for bids and contracts relative to services and purchase of material and equipment in conformance with contracts.
- Supervise and direct all grounds and landscaping works and is conversant with modern methods of grounds keeping including the proper mixing and application of herbicides and pesticides;

- Inspect buildings and grounds for fire, sanitary, and safety hazards and prepare evaluation reports as necessary.
- Communicate with personnel, administrators, outside organizations, and the public to exchange information, coordinate activities, and resolve issues or concerns
- Perform related duties as assigned that support the overall objective of the position

**KNOWLEDGE OF**~~Knowledge of:~~

- Custodial and maintenance techniques applicable to modern school plants.
- Current procedures and practices in the operational field of building services/methods practices, equipment, and supplies
- Tools, materials, working practices, and methods of the building trades
- Laws affecting construction of school buildings, including OSHA standards and building codes, ordinances, and other safety regulations
- Effective supervisory techniques including work assignment and delegation, performance evaluation, training, and motivation
- Management and evaluation of employees
- Principles of school construction including general characteristics and related costs of various methods of construction
- Database management and various computer applications, spreadsheet, and word processing

**ABILITY TO:**

- Plan and supervise a preventative maintenance program, materials and equipment, and working procedures required in the daily cleaning and upkeep of school buildings

Train and supervise

Ability to:

- Supervise personnel
- Prepare estimates of materials and labor costs of maintenance of replacement projects, landscaping, plant propagation, soils, insecticides, and garden tools
- Plan and supervise the work of others and to develop and maintain cooperative working relations with those contracted in the course of the work
- Carry out written and oral instructions,; read and interpret building plans, and the ability to supervise building, remodeling, or repair of structures and equipment
- Use hand and power tools
- Prepare and present oral and written reports
- Deal with vendors, knowledge of equipment, supplies, and their source
- Drive a car/truck and other motorized vehicles related to school maintenance and facilities
- Analyze problems, identify solutions, and implement recommendations in support of goals
- Read, understand and interpret drawings, plans, blueprints,; ~~prepare plans~~ and specifications ~~for,; inspect~~ building and ~~groundsground improvement~~ projects;~~and develop and implement new procedures.~~
- Operate a computer, tablet and work with standard computer operating system and software necessary for the proper execution of duties
- Work effectively with all levels of district employees and representative of the private sector and community

- o Establish and maintain effective working relationships with co-workers and other school officials

## QUALIFICATIONS

### EDUCATION AND EXPERIENCE:

Education and Experience:

Graduation from twelfth grade; equivalent of two years of college or a combination of technical courses with college; and custodial, maintenance, and gardening, ~~and~~ transportation experience.

Minimum of three (3) years of responsible management experience in facility and maintenance such as school facility maintenance, architecture, engineering projects, business, in public sector management.

Demonstrated knowledge of California school facility functions, including State construction programs, facility planning, and maintenance and operations techniques.

Possession of a valid California motor vehicle operator's license authorizing the driving of a district vehicle. Insurability by the district's liability insurance carrier.

**PHYSICAL ABILITIES:**

Vision to inspect printed material, Hearing and speaking to communicate with district staff and the public, Walking or standing for extended periods of time, bending, kneeling, and reaching to perform related job tasks, Dexterity of hands and fingers to file and operate equipment, Agility to climb a ladder.

**WORKING CONDITIONS:**

Environment: Work is performed in indoor and outdoor environments, including offices, warehouse, grounds, and construction zones.

There may be exposure to chemicals, fumes, odors, dust, dirt, electrical wiring, adverse weather conditions while driving or moving outdoors, protruding or falling objects on grounds and construction sites, occasional herbicides/pesticides, gasoline, oil, and solvents.

Tight locations, Heights (rooftops), Twelve-month employee

Requirements:

Possess qualities of leadership and hold a valid California School Bus Driver's License.

**Clearance Information**

- TB Test clearance
- Criminal Justice Fingerprint clearance
- Valid Driver's license and insurability

**Salary and Work Year Information:**

Classified Management Salary: Maintenance Supervisor Work Year: 261 days, July 1 through June 30.

The above statements are intended to describe the general nature and level of work being performed. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

SPECIAL NOTE:

A pre-employment physical examination may be required for the successful candidate prior to employment.



## **CENTRAL UNION SCHOOL DISTRICT** **JOB DESCRIPTION**

### **MAINTENANCE SUPERVISOR**

#### **ESSENTIAL FUNCTION**

Under the direction of the Chief Business Officer, with oversight from the District Superintendent, the Maintenance Supervisor plans, organizes, controls, and directs the operations and activities involved in the inspection, cleaning, construction, maintenance, and repair of District buildings, facilities, grounds, vehicles and equipment; coordinates and directs communications, personnel, projects, safety programs and resources to meet District needs and assure safe, clean, and orderly buildings, grounds and facilities; and supervises and evaluates the performance of assigned personnel.

#### **DIRECTLY RESPONSIBLE TO**

Chief Business Official  
District Superintendent

#### **IMMEDIATE SUBORDINATES**

Maintenance Technician  
Head Custodians  
Custodians  
Lead Groundskeeper  
Groundskeeper  
Clerk

#### **DUTIES AND RESPONSIBILITIES**

These may change or evolve in the future, are but are not limited to the following:

- Plan, organize, control, and direct operations and activities involved in the inspection, cleaning, construction, maintenance, and repair of District buildings, facilities, grounds, and equipment
- Establish and maintain departmental and project timelines and priorities
- Assure related activities comply with established laws, codes, rules, regulations, ordinances, policies, and procedures.
- Direct and participate in the preparation and maintenance of a variety of records and reports related to projects, safety, personnel, budgets, deferred maintenance, repairs, and assigned activities
- Supervise the management of facilities, grounds, maintenance, custodial, and warehouse
- Provide in-service training of employees as to techniques, procedures, proper use of equipment, achieving the maximum standard of performance
- Supervise and evaluate assigned classified staff

- Supervise and assist the custodial staff in achieving safety, cleanliness, and neatness standards at each school site
- Prepare cost estimates and checks against actual costs after completion
- Prepare specifications for materials to be used and inspect work done for compliance with standards established, whether done by staff personnel or by contracted services
- Maintain complete records and maps of utility systems and changes made in systems
- Maintain an inventory control and records program for maintenance and operations
- Maintain a complete and balanced program of preventative maintenance
- Maintain cost records for analysis and determine efficiency and economical procedures
- Plan, evaluate, and initiate programs to meet the current and future facilities needs of the district
- Assist in the development, coordination, and implementation of the District's Master Facility Plan
- Implement Williams Act standards and Facility Inspection Tool (FIT) to maintain school facilities in clean, safe, and good repair
- Participate in the planning, development, scheduling, design, and implementation of construction and renovation projects; develop related plans and specifications; coordinate construction projects with architects, staff administrators, vendors, outside contractors, and others
- Assist the CBO in preparing bids as appropriate and prepare specifications for bids and contracts relative to services and purchase of material and equipment in conformance with contracts.
- Supervise and direct all grounds and landscaping works and is conversant with modern methods of grounds keeping including the proper mixing and application of herbicides and pesticides;
- Inspect buildings and grounds for fire, sanitary, and safety hazards and prepare evaluation reports as necessary.
- Communicate with personnel, administrators, outside organizations, and the public to exchange information, coordinate activities, and resolve issues or concerns
- Perform related duties as assigned that support the overall objective of the position

**KNOWLEDGE OF:**

- Custodial and maintenance techniques applicable to modern school plants.
- Current procedures and practices in the operational field of building services/methods practices, equipment, and supplies
- Tools, materials, working practices, and methods of the building trades
- Laws affecting construction of school buildings, including OSHA standards and building codes, ordinances, and other safety regulations
- Effective supervisory techniques including work assignment and delegation, performance evaluation, training, and motivation
- Management and evaluation of employees
- Principles of school construction including general characteristics and related costs of various methods of construction

- Database management and various computer applications, spreadsheet, and word processing

#### **ABILITY TO:**

- Plan and supervise a preventative maintenance program, materials and equipment, and working procedures required in the daily cleaning and upkeep of school buildings
- Train and supervise personnel
- Prepare estimates of materials and labor costs of maintenance of replacement projects, landscaping, plant propagation, soils, insecticides, and garden tools
- Plan and supervise the work of others and to develop and maintain cooperative working relations with those contracted in the course of the work
- Carry out written and oral instructions, read and interpret building plans, and the ability to supervise building, remodeling, or repair of structures and equipment
- Use hand and power tools
- Prepare and present oral and written reports
- Deal with vendors, knowledge of equipment, supplies, and their source
- Drive a car/truck and other motorized vehicles related to school maintenance and facilities
- Analyze problems, identify solutions, and implement recommendations in support of goals
- Read, understand and interpret drawings, plans, blueprints, and specifications for building and grounds projects
- Operate a computer, tablet and work with standard computer operating system and software necessary for the proper execution of duties
- Work effectively with all levels of district employees and representative of the private sector and community
- Establish and maintain effective working relationships with co-workers and other school officials

#### **QUALIFICATIONS**

##### **EDUCATION AND EXPERIENCE:**

Graduation from twelfth grade; equivalent of two years of college or a combination of technical courses with college; and custodial, maintenance, and gardening experience.

Minimum of three (3) years of responsible management experience in facility and maintenance such as school facility maintenance, architecture, engineering projects, business, in public sector management.

Demonstrated knowledge of California school facility functions, including State construction programs, facility planning, and maintenance and operations techniques.

Possession of a valid California motor vehicle operator's license authorizing the driving of a district vehicle. Insurability by the district's liability insurance carrier.

**PHYSICAL ABILITIES:**

Vision to inspect printed material, Hearing and speaking to communicate with district staff and the public, Walking or standing for extended periods of time, bending, kneeling, and reaching to perform related job tasks, Dexterity of hands and fingers to file and operate equipment, Agility to climb a ladder.

**WORKING CONDITIONS:**

**Environment:** Work is performed in indoor and outdoor environments, including offices, warehouse, grounds, and construction zones.

There may be exposure to chemicals, fumes, odors, dust, dirt, electrical wiring, adverse weather conditions while driving or moving outdoors, protruding or falling objects on grounds and construction sites, occasional herbicides/pesticides, gasoline, oil, and solvents.

Tight locations, Heights (rooftops), Twelve-month employee

**Clearance Information**

- TB Test clearance
- Criminal Justice Fingerprint clearance
- Valid Driver's license and insurability

**Salary and Work Year Information:**

Classified Management Salary: Maintenance Supervisor Work Year: 261 days, July 1 through June 30.

The above statements are intended to describe the general nature and level of work performed. They are not intended to be an exhaustive list of all responsibilities, duties, and skills required of personnel so classified.

**SPECIAL NOTE:**

A pre-employment physical examination may be required for the successful candidate prior to employment.

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



**Central Union School District**  
Lemoore, CA

**Board Members**

Dale Davidson  
Casey Fisher  
Jeffrey Gilcrease  
Ceil Howe, III

---

To: Tom Addington  
From: Steve Plooy  
Date: December 29, 2021

For Board Meeting

Action (Consent or New Business)

Information

**Item:**

Surplus of two 2015 Polaris Gem ELXD

**Rationale/Purpose:**

The 2015 Polaris Gem ELXD are no longer operational not worth the money for repairs.

**Fiscal Impact:**

None

**Recommendation:**

Approve surplus of Polaris Gem ELXD 2015

**POLARIS GEM ELXD  
2015**

<u>SITE</u>	<u>License Plate No.</u>	<u>Vin Number</u>
Central	1477368	52CG2DGA4F0012542
Stratford	1390044	52CG2DGA1F0012546

**CENTRAL UNION SCHOOL DISTRICT  
RESOLUTION #A-01-10-2022**

**BEFORE THE BOARD OF TRUSTEES  
OF THE CENTRAL UNION SCHOOL DISTRICT  
KINGS COUNTY, CALIFORNIA**

**IN THE MATTER OF**

**District Trustee Area Map Redistricting Adoption**

**WHEREAS**, every 10 years, a new U.S. Census is conducted, and the population counts are then used for redistricting consideration, and

**WHEREAS**, following the release of the new Census data, all jurisdictions must evaluate current trustee boundary areas using the new Census counts, and

**WHEREAS**, California State Education Code Section 1002 requires that after every decennial federal census, School Districts shall adjust the boundaries of any or all of the trustee areas of the District to meet the criteria set forth in Education Code 1002, and

**WHEREAS**, trustee area boundaries must comply with the United States Voting Rights Act of 1965 as amended, and

**WHEREAS**, the District engaged SchoolWorks, Inc., to compile demographic data and to analyze the population and ethnic distribution for each of the current trustee boundaries to ensure that the trustee areas are in compliance with the requirement for equal representation based on the newest data available from the 2020 Census, and

**WHEREAS**, California Code, Education Code §5019.5 states that the boundaries of the trustee areas shall be adjusted by the governing board of each school district before the first day of March of the year following the year in which the results of each decennial census are released, and

**WHEREAS**, the Board duly noticed and held public hearings on the trustee areas on the following dates: October 18, 2021, November 8, 2021, December 13, 2021, and January 10, 2021, and

**WHEREAS**, all Board meetings were open and public meetings during the Trustee discussion and deliberation and meetings were conducted in compliance with the requirements of the Ralph M. Brown Act, and

**WHEREAS**, maps of the existing District area and maps of the proposed redistricting area plans, and demographic data regarding the various map considerations, were available at the District office, on the District website, and notification was provided via the District global messaging service.

**NOW THEREFORE, BE IT RESOLVED THAT** the Board of Trustees for the Central Union Elementary School District adopts the redistricting plan establishing trustee areas and boundaries as set forth in Map E, and

**BE IT FURTHER RESOLVED THAT** the adopted Map E layout and explanatory demographic data regarding the trustee areas are attached and incorporated to this resolution as Appendix A herein by reference, and

**BE IT FURTHER RESOLVED THAT**, the Board of Trustees directs the superintendent to take the necessary action for notification to the appropriate County authorities in advance of the notification deadline of March 1, 2022.

The foregoing Resolution was adopted at a regular meeting of the Board of Trustees of the Central Union Elementary School District on this 10th day of January 2022, by the following vote:

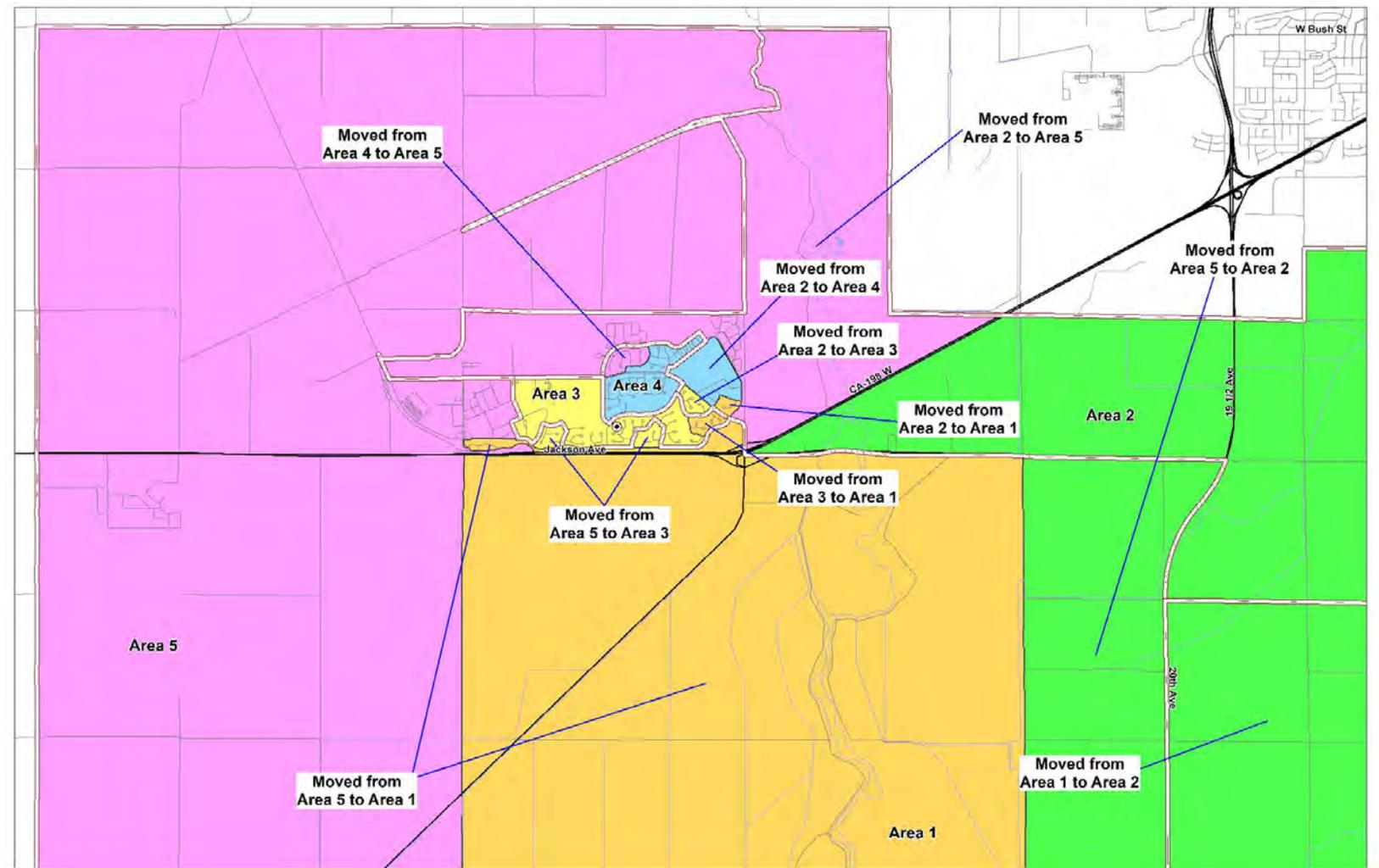
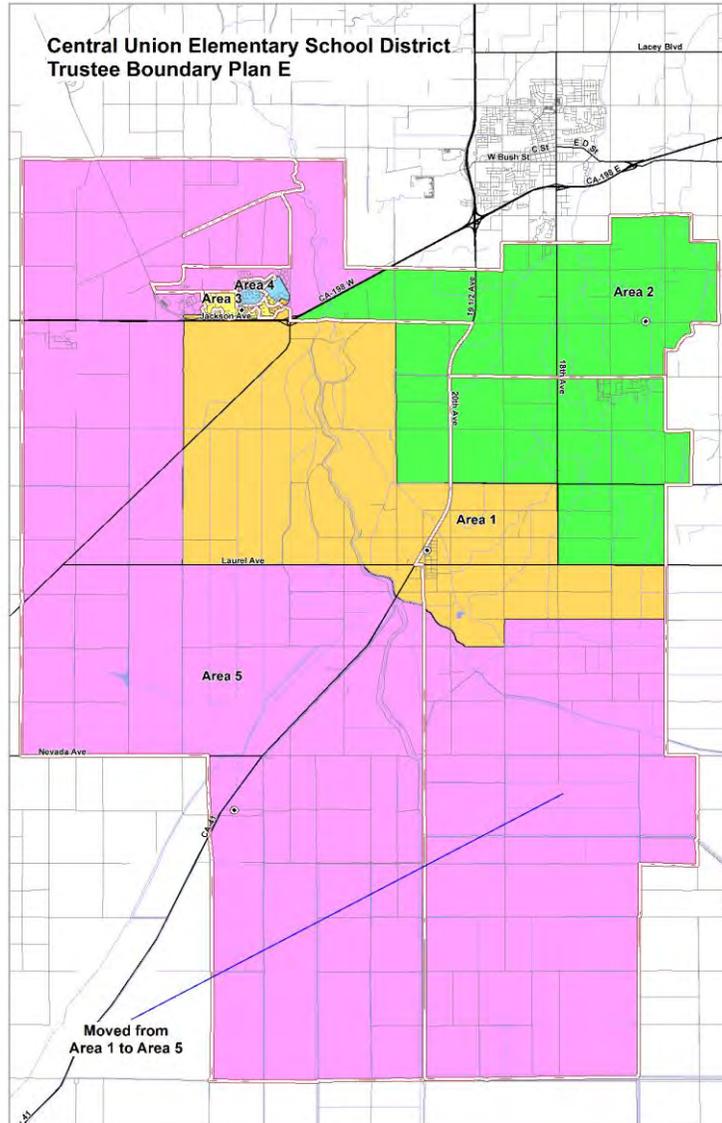
	AYE	NO	ABSTAIN	ABSENT
<hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dale Davidson, Trustee Area 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jeffrey Gilcrease, Trustee Area 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Steven Salefske, Trustee Area 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Vacant, Trustee Area 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Ceil Howe, III, Trustee Area 5				

I, **Dale Davidson**, Clerk of the Board of Trustees of the Central Union School District, do hereby certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its meeting held on January 10, 2022.

---

**Dale Davidson**, Clerk  
 Board of Trustees  
 Central Union School District  
 Kings County, California

# Trustee Area Boundary Map E



# Total Population and % Deviation, Map E

**Central Union School District  
Census 2020 Data Summary by Trustee Areas  
Plan E**

**Total Population Statistics**

Area:	1	2	3	4	5	Total
Trustees:	1	1	1	1	1	5
Population	2,030	2,005	2,067	1,990	2,033	<b>10,125</b>
% of Total Pop.	20.05%	19.80%	20.41%	19.65%	20.08%	
Ideal Pop.	2,025	2,025	2,025	2,025	2,025	
Ideal Pop. %	20.00%	20.00%	20.00%	20.00%	20.00%	
						<b>Peak</b>
Deviation	5	-20	42	-35	8	<b>77</b>
Dev %	0.25%	-0.99%	2.07%	-1.73%	0.40%	<b>3.80%</b>

Peak Deviation may not exceed 10%.



# Demographics by Trustee Area, Map E

Census Data by Trustee Area including Racial/Ethnic details  
Plan E

Area:	1	%	2	%	3	%	4	%	5	%	Total	%
Trustees:	1		1		1		1		1		5	
<b>Total Population</b>	<b>2030</b>		<b>2005</b>		<b>2067</b>		<b>1990</b>		<b>2033</b>		<b>10125</b>	
Hispanic	1220	60.10%	726	36.21%	500	24.19%	523	26.28%	501	24.64%	3470	34.27%
White - NH	564	27.78%	469	23.39%	938	45.38%	882	44.32%	940	46.24%	3793	37.46%
Black - NH	99	4.88%	64	3.19%	308	14.90%	226	11.36%	265	13.03%	962	9.50%
American Indian - NH	16	0.79%	663	33.07%	14	0.68%	14	0.70%	13	0.64%	720	7.11%
Asian - NH	47	2.32%	5	0.25%	121	5.85%	109	5.48%	147	7.23%	429	4.24%
Pacific Islander - NH	4	0.20%	3	0.15%	20	0.97%	29	1.46%	28	1.38%	84	0.83%
Other - NH	11	0.54%	14	0.70%	19	0.92%	10	0.50%	6	0.30%	60	0.59%
Multiple Races - NH	69	3.40%	61	3.04%	147	7.11%	197	9.90%	133	6.54%	607	6.00%
<b>18+ Population</b>	<b>1380</b>		<b>1383</b>		<b>1289</b>		<b>1089</b>		<b>1664</b>		<b>6805</b>	
Hispanic	819	59.35%	474	34.27%	299	23.20%	270	24.79%	397	23.86%	2259	33.20%
White - NH	404	29.28%	380	27.48%	620	48.10%	512	47.02%	777	46.69%	2693	39.57%
Black - NH	74	5.36%	56	4.05%	200	15.52%	135	12.40%	240	14.42%	705	10.36%
American Indian - NH	7	0.51%	406	29.36%	9	0.70%	10	0.92%	12	0.72%	444	6.52%
Asian - NH	34	1.67%	5	0.25%	81	3.92%	75	3.77%	134	6.59%	329	3.25%
Pacific Islander - NH	3	0.22%	3	0.22%	11	0.85%	16	1.47%	22	1.32%	55	0.81%
Other - NH	10	0.72%	12	0.87%	11	0.85%	2	0.18%	4	0.24%	39	0.57%
Multiple Races - NH	29	2.10%	47	3.40%	58	4.50%	69	6.34%	78	4.69%	281	4.13%
<b>CVAP</b>	<b>1005</b>		<b>1150</b>		<b>1434</b>		<b>1175</b>		<b>1771</b>		<b>6535</b>	
Hispanic	425	42.29%	321	27.91%	310	21.62%	292	24.85%	385	21.74%	1733	26.52%
White - NH	475	47.26%	391	34.00%	709	49.44%	602	51.23%	925	52.23%	3102	47.47%
Black - NH	87	8.66%	68	5.91%	299	20.85%	181	15.40%	327	18.46%	962	14.72%
American Indian - NH	1	0.10%	334	29.04%	10	0.70%	7	0.60%	20	1.13%	372	5.69%
Asian - NH	10	1.00%	17	1.48%	56	3.91%	49	4.17%	80	4.52%	212	3.24%
Pacific Islander - NH	1	0.10%	0	0.00%	14	0.98%	6	0.51%	9	0.51%	30	0.46%
Multiple Races - NH	6	0.60%	19	1.65%	36	2.51%	38	3.23%	25	1.41%	124	1.90%

NH = Not of Hispanic Origin  
CVAP = Citizen Voting Age Population



**Fiscal Position Report**  
 December 2021  
 Unrestricted

Fund: 0100 General Fund

		December Amount	YTD Amount	Working Budget	% of Budget	% Remain
<b>BEGINNING BALANCE</b>						
Net Beginning Balance	9791-9795		\$13,543,730.41	\$13,543,730.41		
<b>REVENUES</b>						
1) LCFF Sources	8010-8099	\$0.00	\$5,978,959.19	\$17,340,645.00	34.48	65.52
2) Federal Revenues	8100-8299	\$0.00	\$5,098,200.46	\$7,717,161.76	66.06	33.94
3) Other State Revenues	8300-8599	\$0.00	(\$6,508.29)	\$336,140.00	(1.94)	101.94
4) Other Local Revenues	8600-8799	\$5,817.34	\$83,625.07	\$329,250.00	25.40	74.60
5) Total, Revenues		\$5,817.34	\$11,154,276.43	\$25,723,196.76	43.36	56.64
<b>EXPENDITURES</b>						
1) Certificated Salaries	1000-1999	\$1,005,902.12	\$5,101,368.45	\$11,643,531.60	43.81	56.19
2) Classified Salaries	2000-2999	\$276,185.73	\$1,521,059.19	\$3,433,809.11	44.30	55.70
3) Employee Benefits	3000-3999	\$496,593.11	\$2,781,778.11	\$6,645,783.60	41.86	58.14
4) Books and Supplies	4000-4999	\$31,359.99	\$327,554.12	\$435,036.76	75.29	24.71
5) Services, Oth Oper Exp	5000-5999	\$234,080.86	\$1,282,997.84	\$2,102,393.50	61.03	38.97
6) Capital Outlay	6000-6999	\$0.00	\$15,465.71	\$200,000.00	7.73	92.27
7) Other Outgo(excl. 7300`s)	7100-7499	\$0.00	\$29,365.00	\$78,485.00	37.41	62.59
9) Total Expenditures		\$2,044,121.81	\$11,059,588.42	\$24,539,039.57	45.07	54.93
<b>OTHER FINANCING SOURCES/USES</b>						
1) Transfers						
A) Transfers In	8910-8929	\$0.00	\$47,472.56	\$4,303,182.00	1.10	98.90
B) Transfers Out	7610-7629	\$0.00	\$0.00	\$1,205,913.72	0.00	100.00
3) Contributions	8980-8999	\$0.00	\$0.00	(\$2,178,482.68)	0.00	100.00
4) Total, Other Financing Sources/Uses		\$0.00	\$47,472.56	\$918,785.60	1.43	98.57
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>		<b>(\$2,038,304.47)</b>	<b>\$142,160.57</b>	<b>\$2,102,942.79</b>		
<b>ENDING FUND BALANCE</b>			<b>\$13,685,890.98</b>	<b>\$15,646,673.20</b>		

11 Central Union Elementary School District  
 Fiscal Year: 2022  
 Requested by tsantamaria

**Fiscal Position Report**  
 December 2021  
 Restricted

Fund: 0100 General Fund

		December Amount	YTD Amount	Working Budget	% of Budget	% Remain
<b>BEGINNING BALANCE</b>						
Net Beginning Balance	9791-9795		\$941,994.85	\$941,994.85		
<b>REVENUES</b>						
2) Federal Revenues	8100-8299	\$0.00	(\$1,398,226.25)	\$1,976,294.00	(70.75)	170.75
3) Other State Revenues	8300-8599	\$0.00	\$3,843.74	\$2,404,971.66	0.16	99.84
4) Other Local Revenues	8600-8799	\$0.00	\$260,419.00	\$580,006.00	44.90	55.10
5) Total, Revenues		\$0.00	(\$1,133,963.51)	\$4,961,271.66	(22.86)	122.86
<b>EXPENDITURES</b>						
1) Certificated Salaries	1000-1999	\$87,467.76	\$442,051.71	\$1,743,993.43	25.35	74.65
2) Classified Salaries	2000-2999	\$39,158.98	\$279,166.90	\$496,460.00	56.23	43.77
3) Employee Benefits	3000-3999	\$46,721.30	\$253,471.19	\$2,185,033.01	11.60	88.40
4) Books and Supplies	4000-4999	\$22,329.06	\$153,978.57	\$743,879.98	20.70	79.30
5) Services, Oth Oper Exp	5000-5999	\$111,339.52	\$561,874.06	\$738,570.25	76.08	23.92
6) Capital Outlay	6000-6999	\$0.00	\$6,082.47	\$129,228.67	4.71	95.29
7) Other Outgo(excl. 7300`s)	7100-7499	\$0.00	\$0.00	\$239,152.00	0.00	100.00
9) Total Expenditures		\$307,016.62	\$1,696,624.90	\$6,276,317.34	27.03	72.97
<b>OTHER FINANCING SOURCES/USES</b>						
1) Transfers						
B) Transfers Out	7610-7629	\$0.00	\$0.00	\$0.00	0.00	100.00
3) Contributions	8980-8999	\$0.00	\$0.00	\$2,178,482.68	0.00	100.00
4) Total, Other Financing Sources/Uses		\$0.00	\$0.00	\$2,178,482.68	0.00	100.00
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>		<u>(\$307,016.62)</u>	<u>(\$2,830,588.41)</u>	<u>\$863,437.00</u>		
<b>ENDING FUND BALANCE</b>			<u>(\$1,888,593.56)</u>	<u>\$1,805,431.85</u>		

**Fiscal Position Report**  
 December 2021

Fund: 1300 Cafeteria Fund

		December Amount	YTD Amount	Working Budget	% of Budget	% Remain
<b>BEGINNING BALANCE</b>						
Net Beginning Balance	9791-9795		\$38,007.45	\$38,007.45		
<b>REVENUES</b>						
2) Federal Revenues	8100-8299	\$146,629.07	\$386,901.11	\$765,000.00	50.58	49.42
3) Other State Revenues	8300-8599	\$10,227.28	\$44,935.20	\$100,000.00	44.94	55.06
4) Other Local Revenues	8600-8799	\$1,017.25	\$2,674.66	\$306,000.00	0.87	99.13
5) Total, Revenues		<b>\$157,873.60</b>	<b>\$434,510.97</b>	<b>\$1,171,000.00</b>	<b>37.11</b>	<b>62.89</b>
<b>EXPENDITURES</b>						
2) Classified Salaries	2000-2999	\$45,342.91	\$229,997.14	\$490,502.00	46.89	53.11
3) Employee Benefits	3000-3999	\$18,673.92	\$99,571.45	\$242,889.00	40.99	59.01
4) Books and Supplies	4000-4999	\$47,672.44	\$218,796.28	\$434,735.67	50.33	49.67
5) Services, Oth Oper Exp	5000-5999	\$3,080.81	\$16,808.78	\$25,035.50	67.14	32.86
6) Capital Outlay	6000-6999	\$0.00	\$8,944.65	\$0.00	0.00	100.00
9) Total Expenditures		<b>\$114,770.08</b>	<b>\$574,118.30</b>	<b>\$1,193,162.17</b>	<b>48.12</b>	<b>51.88</b>
<b>NET INCREASE (DECREASE) IN FUND BALANCE</b>		<b>\$43,103.52</b>	<b>(\$139,607.33)</b>	<b>(\$22,162.17)</b>		
<b>ENDING FUND BALANCE</b>			<b>(\$101,599.88)</b>	<b>\$15,845.28</b>		

## Warrant Register For Warrants Dated 12/03/2021

Warrant Number	Vendor Number	Vendor Name	Amount
12674644	4092	AMERICAN BUSINESS MACHINES	\$15.00
12674645	51	APPLE COMPUTER INC	\$3,071.28
12674646	2703	AT&T	\$2,495.55
12674647	2796	AT&T	\$241.69
12674648	3300	BSK ASSOCIATES	\$2,900.00
12674649	4515	CWDL CPAS	\$10,012.50
12674650	2864	DIGITECH INTEGRATION INC.	\$302.96
12674651	2800	CARRIE DOZIER	\$98.62
12674652	2241	ANNE GONZALES	\$215.36
12674653	4330	HAND2MIND INC.	\$1,093.89
12674654	4585	PAYNE HODGSON	\$50.40
12674655	542	KINGS CO OFFICE OF EDUCATION	\$9,993.24
12674656	1369	LIBRARY STORE INC.	\$62.77
12674657	4554	MANGINI ASSOCIATES INC	\$26,723.98
12674658	720	ORIENTAL TRADING COMPANY	\$742.65
12674659	4009	OWEN REFRIGERATION & AIR	\$1,759.20
12674660	725	PACIFIC GAS & ELECTRIC CO	\$1,411.00
12674661	3718	PLAIN INSANE GRAPHICS	\$895.54
12674662	752	POSITIVE PROMOTIONS	\$410.77
12674663	778	CINDEE RAE	\$38.12
12674664	2038	CHRISTINE SANTOS	\$347.42
12674665	3893	SHERWIN-WILLIAMS CO.	\$403.07
12674666	879	SISC III	\$261,434.68
12674667	4111	KELLI SOWERS	\$67.76
12674668	766	STANDARD LIFE INSURANCE	\$1,576.77
12674669	4044	SYNCHRONY BANK	\$12,978.78
12674670	4421	KHARISA SZCZERBA	\$900.00
12674671	1013	WEST VALLEY SUPPLY	\$38.51
<b>Total Amount of All Warrants:</b>			<b>\$340,281.51</b>

*Amfan*  
12/6/21

### Credit Card Register For Payments Dated 12/03/2021

Document Number	Vendor Number	Vendor Name	Amount
14032255	572	LEMOORE AUTO SUPPLY	\$194.84

**Total Amount of All Credit Card Payments:**

**\$194.84**

*Ampan*  
12/4/21

## Commercial Payment Register For Payments Dated: 12/03/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12674644	4092	AMERICAN BUSINESS MACH	PV - 23404	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$15.00
Total For Fund Number: 0100							\$15.00
<b>Total Amount of Payment:</b>							<b>\$15.00</b>
12674645	51	APPLE COMPUTER INC	PO - 23439	0100-0050-0-0000-7700-440000-121-00-0000	Classroom Standards	Equipment-Non Depreciated	\$3,071.28
Total For Fund Number: 0100							\$3,071.28
<b>Total Amount of Payment:</b>							<b>\$3,071.28</b>
12674646	2703	AT&T	PO - 23125	0100-0000-0-1110-8200-590010-222-00-0000	Unrestricted Resources	Communications - Telephone	\$714.23
			PO - 23125	0100-0000-0-1110-8200-590010-323-00-0000	Unrestricted Resources	Communications - Telephone	\$725.61
			PO - 23125	0100-0000-0-1110-8200-590010-424-00-0000	Unrestricted Resources	Communications - Telephone	\$580.56
			PO - 23125	0100-0000-0-1110-8200-590010-525-00-0000	Unrestricted Resources	Communications - Telephone	\$475.15
Total For Fund Number: 0100							\$2,495.55
<b>Total Amount of Payment:</b>							<b>\$2,495.55</b>
12674647	2796	AT&T	PO - 23124	0100-0000-0-1110-8200-590010-525-00-0000	Unrestricted Resources	Communications - Telephone	\$44.05
			PO - 23124	0100-0000-0-0000-8200-590010-121-00-0000	Unrestricted Resources	Communications - Telephone	\$131.07
			PO - 23124	0100-0000-0-1110-8200-590010-222-00-0000	Unrestricted Resources	Communications - Telephone	\$0.01
			PO - 23124	0100-0000-0-1110-8200-590010-424-00-0000	Unrestricted Resources	Communications - Telephone	\$66.56
Total For Fund Number: 0100							\$241.69
<b>Total Amount of Payment:</b>							<b>\$241.69</b>
12674648	3300	BSK ASSOCIATES	PV - 23405	1400-0000-0-0000-8500-617000-525-00-7587	Unrestricted Resources	Land Improvements	\$2,900.00
Total For Fund Number: 1400							\$2,900.00
<b>Total Amount of Payment:</b>							<b>\$2,900.00</b>
12674649	4515	CWDL CPAS	PV - 23406	0100-0000-0-0000-7190-580070-121-00-0000	Unrestricted Resources	Prof Serv. & Oper. Exp. - Audit Exp	\$10,012.50
Total For Fund Number: 0100							\$10,012.50
<b>Total Amount of Payment:</b>							<b>\$10,012.50</b>
12674650	2864	DIGITECH INTEGRATION INC	PO - 23644	0100-8150-0-0000-8100-560009-424-00-0000	Ongoing & Major Maint. Acct.	Outsider Services	\$302.96
Total For Fund Number: 0100							\$302.96
<b>Total Amount of Payment:</b>							<b>\$302.96</b>
12674651	2800	DOZIER, CARRIE	PV - 23407	0100-0000-0-1110-3140-520003-121-00-0000	Unrestricted Resources	Mileage-Other	\$98.62
Total For Fund Number: 0100							\$98.62
<b>Total Amount of Payment:</b>							<b>\$98.62</b>
12674652	2241	GONZALES, ANNE	PV - 23417	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$10.84
			PV - 23418	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$76.66
			PV - 23424	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$127.86
Total For Fund Number: 0100							\$215.36

**Commercial Payment Register**  
**For Payments Dated: 12/03/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - LI - L2	Resource	Object	Amount
<b>Total Amount of Payment:</b>							<b>\$215.36</b>
12674653	4330	HAND2MIND INC.	PO - 23595	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$1,093.89
Total For Fund Number: 0100							\$1,093.89
<b>Total Amount of Payment:</b>							<b>\$1,093.89</b>
12674654	4585	HODGSON, PAYNE	PV - 23408	0100-0000-0-1110-8200-520003-120-00-0000	Unrestricted Resources	Mileage-Other	\$50.40
Total For Fund Number: 0100							\$50.40
<b>Total Amount of Payment:</b>							<b>\$50.40</b>
12674655	542	KINGS CO OFFICE OF EDUCA	PO - 23629	0100-6500-0-5760-1110-580004-121-00-0000	Special Education	Contract w/County Schools	\$9,993.24
Total For Fund Number: 0100							\$9,993.24
<b>Total Amount of Payment:</b>							<b>\$9,993.24</b>
12674656	1369	LIBRARY STORE INC.	PO - 23624	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$50.00
			PV - 23419	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$12.77
Total For Fund Number: 0100							\$62.77
<b>Total Amount of Payment:</b>							<b>\$62.77</b>
12674657	4554	MANGINI ASSOCIATES INC	PV - 23409	1400-0000-0-0000-8500-617000-525-00-7587	Unrestricted Resources	Land Improvements	\$26,723.98
Total For Fund Number: 1400							\$26,723.98
<b>Total Amount of Payment:</b>							<b>\$26,723.98</b>
12674658	720	ORIENTAL TRADING COMPA	PO - 23615	0100-1100-0-1110-1000-430000-222-00-0000	State Lottery	Materials and Supplies	\$742.65
Total For Fund Number: 0100							\$742.65
<b>Total Amount of Payment:</b>							<b>\$742.65</b>
12674659	4009	OWEN REFRIGERATION & AI	PO - 23653	1300-5310-0-0000-3700-560009-000-00-0000	Child Nutrition - School Programs	Outsider Services	\$439.80
			PO - 23653	1300-5310-0-0000-3700-560009-000-00-0000	Child Nutrition - School Programs	Outsider Services	\$439.80
			PO - 23653	1300-5310-0-0000-3700-560009-000-00-0000	Child Nutrition - School Programs	Outsider Services	\$439.80
			PO - 23653	1300-5310-0-0000-3700-560009-000-00-0000	Child Nutrition - School Programs	Outsider Services	\$439.80
Total For Fund Number: 1300							\$1,759.20
<b>Total Amount of Payment:</b>							<b>\$1,759.20</b>
12674660	725	PACIFIC GAS & ELECTRIC CC	PV - 23410	0100-0000-0-1110-8200-550020-222-00-0000	Unrestricted Resources	Electricity	\$51.93
			PO - 23114	0100-0000-0-1110-8200-550020-323-00-0000	Unrestricted Resources	Electricity	\$25.44
			PO - 23114	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$413.61
			PO - 23114	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$43.89
			PO - 23114	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$23.82
			PO - 23114	0100-0000-0-1110-8200-550020-120-00-0000	Unrestricted Resources	Electricity	\$23.82
			PO - 23114	0100-0000-0-1110-8200-550020-120-00-0000	Unrestricted Resources	Electricity	\$720.65

**Commercial Payment Register**  
**For Payments Dated: 12/03/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12674660	725	PACIFIC GAS & ELECTRIC CO	PO - 23114	0100-0000-0-1110-8200-550020-323-00-0000	Unrestricted Resources	Electricity	\$25.46
			PO - 23114	0100-0000-0-1110-8200-550020-323-00-0000	Unrestricted Resources	Electricity	\$23.82
			PO - 23114	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$34.74
			PO - 23114	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$23.82
						Total For Fund Number: 0100	\$1,411.00
						<b>Total Amount of Payment:</b>	<b>\$1,411.00</b>
12674661	3718	PLAIN INSANE GRAPHICS	PO - 23641	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	\$895.54
						<b>Total Amount of Payment:</b>	<b>\$895.54</b>
12674662	752	POSITIVE PROMOTIONS	PO - 23609	0100-1100-0-1110-2700-430000-525-00-0000	State Lottery	Materials and Supplies	\$410.77
						<b>Total Amount of Payment:</b>	<b>\$410.77</b>
12674663	778	RAEL, CINDEE	PV - 23420	0100-0000-0-0000-2110-520003-121-00-0000	Unrestricted Resources	Mileage-Other	\$38.12
						<b>Total Amount of Payment:</b>	<b>\$38.12</b>
12674664	2038	SANTOS, CHRISTINE	PV - 23421	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$347.42
						<b>Total Amount of Payment:</b>	<b>\$347.42</b>
12674665	3893	SHERWIN-WILLIAMS CO.	PO - 23645	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$211.61
			PO - 23650	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$191.46
						Total For Fund Number: 0100	\$403.07
						<b>Total Amount of Payment:</b>	<b>\$403.07</b>
12674666	879	SISC III	PV - 23428	0100-0000-0-0000-7490-370200-122-00-0000	Unrestricted Resources	Retiree Benefits, classified	\$2,991.80
			PV - 23430	0100-0000-0-0000-0000-951410-000-00-0000	Unrestricted Resources	Summer Health and Welfare	\$1,620.86
			PV - 23425	0100-0000-0-0000-0000-951400-000-00-0000	Unrestricted Resources	Health and Welfare	\$9,359.10
			PV - 23426	0100-0000-0-0000-0000-951400-000-00-0000	Unrestricted Resources	Health and Welfare	\$216,718.02
			PV - 23427	0100-0000-0-1110-1000-370100-122-00-0000	Unrestricted Resources	Retiree Benefits, certificated	\$24,173.30
						Total For Fund Number: 0100	\$254,863.08
12674666	879	SISC III	PV - 23429	1300-0000-0-0000-0000-951400-000-00-0000	Unrestricted Resources	Health and Welfare	\$6,571.60
						<b>Total Amount of Payment:</b>	<b>\$261,434.68</b>
12674667	4111	SOWERS, KELLI	PV - 23423	0100-0000-0-1110-3120-520003-121-00-0000	Unrestricted Resources	Mileage-Other	\$67.76
						<b>Total Amount of Payment:</b>	<b>\$67.76</b>

## Commercial Payment Register For Payments Dated: 12/03/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12674668	766	STANDARD LIFE INSURANCE	PV - 23416	0100-0000-0-0000-0000-951400-000-00-0000	Unrestricted Resources	Health and Welfare	\$1,502.13
			PV - 23416	0100-0000-0-0000-7100-340100-121-00-0000	Unrestricted Resources	Health & Welfare Benefits, certificated	\$37.32
						Total For Fund Number: 0100	\$1,539.45
12674668	766	STANDARD LIFE INSURANCE	PV - 23416	1300-0000-0-0000-0000-951400-000-00-0000	Unrestricted Resources	Health and Welfare	\$37.32
						<b>Total Amount of Payment:</b>	<b>\$1,576.77</b>
12674669	4044	SYNCHRONY BANK	PO - 23493	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$257.35
			PO - 23495	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$16.59
			PO - 23496	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$18.82
			PO - 23497	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$53.61
			PO - 23497	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$70.38
			PO - 23497	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$139.41
			PO - 23497	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$61.12
			PO - 23509	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$38.29
			PO - 23507	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$12.32
			PO - 23507	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$91.09
			PO - 23503	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$11.98
			PO - 23503	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$111.74
			PO - 23503	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$12.77
			PO - 23514	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	\$42.88
			PO - 23529	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$239.11
			PO - 23530	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$153.86
			PO - 23597	0100-7388-0-1110-2700-430000-121-00-0000	SB 117 COVID-19 LEA Response Funds	Materials and Supplies	\$2,382.50
			PV - 23411	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$20.37
			PV - 23412	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$20.37
			PV - 23413	0100-1100-0-1110-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$14.99
			PV - 23414	0100-1100-0-1110-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$14.99
			PV - 23415	0100-1100-0-1110-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$14.99
			PO - 23535	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$83.64
PO - 23535	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$16.08			
PO - 23536	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$170.48			
PO - 23558	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$47.18			

## Commercial Payment Register For Payments Dated: 12/03/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12674669	4044	SYNCHRONY BANK	PO - 23559	0100-6500-0-5760-1110-430000-000-00-0000	Special Education	Materials and Supplies	\$26.81
			PO - 23582	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$96.51
			PO - 23583	0100-3213-0-0000-7410-430000-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Materials and Supplies	\$3,856.00
			PO - 23585	0100-3213-0-0000-7410-430000-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Materials and Supplies	\$100.71
			PO - 23568	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$19.05
			PO - 23570	0100-1100-0-1110-1000-430000-222-00-0000	State Lottery	Materials and Supplies	\$95.34
			PO - 23562	0100-0000-0-1110-1000-430001-936-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$13.40
			PO - 23562	0100-0000-0-1110-1000-430001-936-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$267.49
			PO - 23562	0100-0000-0-1110-1000-430001-936-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$13.23
			PO - 23534	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$109.08
			PO - 23437	0100-1100-0-1110-2700-430000-222-00-0000	State Lottery	Materials and Supplies	\$57.90
			PO - 23437	0100-1100-0-1110-2700-430000-222-00-0000	State Lottery	Materials and Supplies	\$467.04
			PO - 23455	0100-3220-0-1110-1000-430000-121-00-0000	CRF- Coronavirus Relief Fund	Materials and Supplies	\$1,143.55
			PO - 23455	0100-3220-0-1110-1000-430000-121-00-0000	CRF- Coronavirus Relief Fund	Materials and Supplies	\$1,668.80
			PO - 23472	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$21.42
			PO - 23476	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$112.60
			PO - 23476	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$85.79
					Total For Fund Number: 0100		\$12,271.63
12674669	4044	SYNCHRONY BANK	PO - 23516	1300-5310-0-0000-3700-430000-000-00-0000	Child Nutrition - School Programs	Materials and Supplies	\$90.02
			PO - 23511	1300-5310-0-0000-3700-430000-000-00-1300	Child Nutrition - School Programs	Materials and Supplies	\$150.02
			PO - 23511	1300-5310-0-0000-3700-430000-000-00-1300	Child Nutrition - School Programs	Materials and Supplies	\$450.06
			PO - 23494	1300-5310-0-0000-3700-430000-000-00-0000	Child Nutrition - School Programs	Materials and Supplies	\$17.05
					Total For Fund Number: 1300		\$707.15
					<b>Total Amount of Payment:</b>		<b>\$12,978.78</b>
12674670	4421	SZCZERBA, KHARISA	PV - 23422	0100-0000-0-0000-0000-955500-000-00-0000	Unrestricted Resources	Classified Employee Summer Assistance Program (CSESAP)	\$900.00
					Total For Fund Number: 0100		\$900.00
					<b>Total Amount of Payment:</b>		<b>\$900.00</b>
12674671	1013	WEST VALLEY SUPPLY	PO - 23153	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$38.51
					Total For Fund Number: 0100		\$38.51
					<b>Total Amount of Payment:</b>		<b>\$38.51</b>
14032255	572	LEMOORE AUTO SUPPLY	PO - 23147	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$42.75

## Commercial Payment Register For Payments Dated: 12/03/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
14032255	572	LEMOORE AUTO SUPPLY	CM - 23044	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	-\$57.18
			PO - 23147	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$137.67
			PO - 23147	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$62.18
			PO - 23147	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$9.42
						Total For Fund Number: 0100	\$194.84
						<b>Total Amount of Payment:</b>	<b>\$194.84</b>

**Commercial Payment Register**  
**For Payments Dated: 12/03/2021**

**District: 11 Central Union Elementary School District**

**Fund**

0100

1300

1400

**Total**

\$301,777.10

\$9,075.27

\$29,623.98

\$340,476.35

**Total # of Payments: 29**

**Total # of Payments: 29**

**Grand Total: \$ 340,476.35**

# School District Payment Order

District Name: **Central Union Elementary School District**

As per the Authorized Signature Permit, the following payments are authorized as listed on the payment register.

<b>Warrants</b>	<b>28</b>	<b>\$340,281.51</b>
<b>Credit Card Payments</b>	<b>1</b>	<b>\$194.84</b>
<b>Grand Total for Payments Dated:</b>	<b>12/03/2021</b>	<b>\$340,476.35</b>

Authorized Officer/Employee

Or

Board Members \*

1

*[Handwritten Signature]*

---



---



---



---



---



---



---



---

\* If this option is chosen, must have a majority of board members authorization (EC 42632)

Date \_\_\_\_\_

KCOE Examination and Approval	
By _____	Date _____

**This order must be returned to KCOE prior to distribution of payments.**

## Warrant Register For Warrants Dated 12/10/2021

Warrant Number	Vendor Number	Vendor Name	Amount
12675107	4259	VANESSA AGUINIGA	\$47.25
12675108	4092	AMERICAN BUSINESS MACHINES	\$315.67
12675109	4568	ARAMARK UNIFORM & CAREER APPAREL GF	\$5,877.25
12675110	111	BILLINGSLEY TIRE INC	\$46.06
12675111	4426	BIMBO BAKERIES USA INC	\$784.13
12675112	3300	BSK ASSOCIATES	\$2,900.00
12675113	4202	CALIFORNIA CONSULTING INC.	\$3,500.00
12675114	1751	CDW-G	\$5,260.62
12675115	2661	DASSEL'S PETROLEUM	\$1,675.92
12675116	1899	DFAS CLEVELAND DISBURSING OFFICER	\$141,010.93
12675117	3417	ELITE CORPORATE WELLNESS	\$330.00
12675118	3342	ENFINITY	\$12,572.47
12675119	1670	FIRST CLASS PEST CONTROL	\$284.00
12675120	2582	BRYON GODINHO	\$50.40
12675121	401	GOLD STAR FOODS INC.	\$25,708.21
12675122	2241	ANNE GONZALES	\$83.63
12675123	417	CHRISTINA GONZALES	\$543.31
12675124	4358	HOME DEPOT PRO	\$763.71
12675125	148	INSTITUTE FOR EDUCATIONAL DEVELOPMEI	\$279.00
12675126	544	KINGS CO TROPHY	\$42.90
12675127	1643	KINGS COUNTY AIR CONDITIONING	\$8,476.00
12675128	552	KINGS WASTE & RECYCLING AUTHRTY	\$43.24
12675129	4726	KATIE KIRBY	\$48.83
12675130	4327	LAWNMOWER MAN	\$85.51
12675131	4720	LINDE GAS & EQUIPMENT INC	\$84.82
12675132	565	CHRISTINA LUIS	\$23.18
12675133	642	MILLER'S RENTALAND INC.	\$491.00
12675134	4009	OWEN REFRIGERATION & AIR	\$560.52
12675135	761	PRODUCERS DAIRY	\$6,998.68
12675136	4567	SYLVIA RIOS	\$52.81
12675137	4467	RURAL COMMUNITY ASST. CORP.	\$2,093.75
12675138	834	SCHOLASTIC BOOK FAIR	\$3,801.15
12675139	840	SCHOOL SERV OF CALIF INC	\$195.00
12675140	3893	SHERWIN-WILLIAMS CO.	\$267.57
12675141	3974	SIM-PBK	\$8,325.00
12675142	4469	NICKOLAS STARNE	\$44.46
12675143	914	STONEYS SAND & GRAVEL LLC	\$344.91
12675144	915	STRATFORD AUTO SUPPLY	\$157.46
12675145	916	STRATFORD PUBLIC UTILITY DIST	\$4,861.60
12675146	926	SYSCO FOOD SERVICES OF MODESTO	\$12,341.58
12675147	4701	THRIVING YOUNIVERSITY	\$91,140.00
12675148	949	MARK TOMPKINS	\$33.60
12675149	1710	JENNIFER WARD	\$85.89
12675150	3262	JILL WHITE	\$47.95
12675151	2394	WINDTAMER TARPS	\$608.11

**Total Amount of All Warrants:**

**\$343,288.08**

*Infum*

### Credit Card Register For Payments Dated 12/10/2021

Document Number	Vendor Number	Vendor Name	Amount
14032301	575	LEMOORE HARDWARE	\$314.40

**Total Amount of All Credit Card Payments:**

**\$314.40**



## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12675107	4259	AGUINIGA, VANESSA	PO - 23677	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$47.25
Total For Fund Number: 0100							<u>\$47.25</u>
<b>Total Amount of Payment:</b>							<b><u>\$47.25</u></b>
12675108	4092	AMERICAN BUSINESS MACH	PV - 23439	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$15.00
			PV - 23440	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$15.00
			PO - 23557	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$255.67
			PV - 23442	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$15.00
			PV - 23443	0100-0000-0-0000-7200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$15.00
Total For Fund Number: 0100							<u>\$315.67</u>
<b>Total Amount of Payment:</b>							<b><u>\$315.67</u></b>
12675109	4568	ARAMARK UNIFORM & CAR	PO - 23604	0100-0000-0-1110-8200-430012-323-00-0000	Unrestricted Resources	Custodian Supplies	\$617.73
			PO - 23604	0100-0000-0-1110-8200-430012-424-00-0000	Unrestricted Resources	Custodian Supplies	\$617.73
			PO - 23604	0100-0000-0-1110-8200-430012-525-00-0000	Unrestricted Resources	Custodian Supplies	\$617.71
			PO - 23132	0100-0000-0-1110-8200-560000-120-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.02
			PO - 23132	0100-0000-0-1110-8200-560000-120-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.02
			PO - 23132	0100-0000-0-1110-8200-560000-120-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.02
			PO - 23132	0100-0000-0-1110-8200-560000-120-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.02
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$126.78
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$37.24
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$37.24
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$37.24
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$126.78
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$11.59
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$67.79
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$11.59
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$11.59
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$67.79
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.27
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$31.27
			PO - 23604	0100-0000-0-1110-8200-430012-120-00-0000	Unrestricted Resources	Custodian Supplies	\$617.73
			PO - 23604	0100-0000-0-1110-8200-430012-222-00-0000	Unrestricted Resources	Custodian Supplies	\$617.73
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$37.24

**Commercial Payment Register**  
**For Payments Dated: 12/10/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12675109	4568	ARAMARK UNIFORM & CAR	PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$126.78
			PO - 23132	0100-0000-0-1110-8200-560000-222-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$37.24
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$67.79
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$11.59
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$19.59
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$107.26
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$91.47
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$107.26
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$19.59
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$91.47
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$19.59
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$127.94
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$100.94
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$34.94
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$34.94
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$127.94
			PO - 23132	0100-0000-0-1110-8200-560000-424-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$127.94
			PO - 23132	0100-0000-0-1110-8200-560000-525-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$19.59
			PO - 23132	0100-0000-0-1110-8200-560000-323-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$67.79
						Total For Fund Number: 0100	\$5,189.77
12675109	4568	ARAMARK UNIFORM & CAR	PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$80.18
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$91.69
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$80.18
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$91.69
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$80.18
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$91.69
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$91.69
			PO - 23287	1300-5310-0-0000-3700-560000-000-00-0000	Child Nutrition - School Programs	Rentals, Leases and Repairs	\$80.18
						Total For Fund Number: 1300	\$687.48
						<b>Total Amount of Payment:</b>	<b>\$5,877.25</b>
12675110	111	BILLINGSLEY TIRE INC	PO - 23361	0100-8150-0-0000-8100-430011-120-00-0000	Ongoing & Major Maint. Acct.	Vehicle Repair Supplies	\$46.06
						Total For Fund Number: 0100	\$46.06
						<b>Total Amount of Payment:</b>	<b>\$46.06</b>

## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675111	4426	BIMBO BAKERIES USA INC	PO - 23286	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$426.79
			PO - 23286	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$134.64
			PO - 23286	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$66.76
			PO - 23286	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$41.70
			PO - 23286	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$114.24
Total For Fund Number: 1300							\$784.13
<b>Total Amount of Payment:</b>							<b>\$784.13</b>
12675112	3300	BSK ASSOCIATES	PV - 23441	1400-0000-0-0000-8500-617000-525-00-7587	Unrestricted Resources	Land Improvements	\$2,900.00
Total For Fund Number: 1400							\$2,900.00
<b>Total Amount of Payment:</b>							<b>\$2,900.00</b>
12675113	4202	CALIFORNIA CONSULTING IN	PO - 23018	0100-0000-0-0000-7200-580000-121-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$3,500.00
Total For Fund Number: 0100							\$3,500.00
<b>Total Amount of Payment:</b>							<b>\$3,500.00</b>
12675114	1751	CDW-G	PO - 23638	0100-6537-0-5760-1110-440000-000-00-0000	Special Ed: Learning Recovery Support	Equipment-Non Depreciated	\$3,182.11
			PO - 23646	0100-0097-0-0000-7600-440000-107-00-0000	Safety Credits	Equipment-Non Depreciated	\$2,078.51
Total For Fund Number: 0100							\$5,260.62
<b>Total Amount of Payment:</b>							<b>\$5,260.62</b>
12675115	2661	DASSEL'S PETROLEUM	PO - 23136	0100-8150-0-0000-8100-430010-120-00-0000	Ongoing & Major Maint. Acct.	Matl & Suppl. -Gasoline/Diesel Fuel	\$1,491.56
			PO - 23136	0100-0000-0-0000-8100-430010-525-00-0000	Unrestricted Resources	Matl & Suppl. -Gasoline/Diesel Fuel	\$83.13
			PO - 23136	0100-0000-0-0000-8100-430010-424-00-0000	Unrestricted Resources	Matl & Suppl. -Gasoline/Diesel Fuel	\$101.23
Total For Fund Number: 0100							\$1,675.92
<b>Total Amount of Payment:</b>							<b>\$1,675.92</b>
12675116	1899	DISBURSING OFFICER, DFAS	PO - 23192	0100-0000-0-1110-8200-550030-222-00-0000	Unrestricted Resources	Water/Sewer	\$80,349.00
			PO - 23192	0100-0000-0-1110-8200-550030-424-00-0000	Unrestricted Resources	Water/Sewer	\$60,661.93
Total For Fund Number: 0100							\$141,010.93
<b>Total Amount of Payment:</b>							<b>\$141,010.93</b>
12675117	3417	ELITE CORPORATE WELLNE	PV - 23431	0100-0000-0-0000-7200-580000-121-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$330.00
Total For Fund Number: 0100							\$330.00
<b>Total Amount of Payment:</b>							<b>\$330.00</b>
12675118	3342	ENFINITY	PO - 23118	0100-0000-0-1110-8200-550020-525-00-0000	Unrestricted Resources	Electricity	\$3,885.84
			PO - 23118	0100-0000-0-1110-8200-550020-323-00-0000	Unrestricted Resources	Electricity	\$3,778.82

### Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675118	3342	ENFINITY	PO - 23118	0100-0000-0-1110-8200-550020-222-00-0000	Unrestricted Resources	Electricity	\$4,907.81
Total For Fund Number: 0100							\$12,572.47
<b>Total Amount of Payment:</b>							<b>\$12,572.47</b>
12675119	1670	FIRST CLASS PEST CONTROL	PO - 23371	0100-0000-0-0000-8200-550070-121-00-0000	Unrestricted Resources	Pest Control	\$54.00
			PO - 23371	0100-0000-0-1110-8200-550070-424-00-0000	Unrestricted Resources	Pest Control	\$46.00
			PO - 23371	0100-0000-0-1110-8200-550070-525-00-0000	Unrestricted Resources	Pest Control	\$46.00
			PO - 23371	0100-0000-0-1110-8200-550070-222-00-0000	Unrestricted Resources	Pest Control	\$47.00
			PO - 23371	0100-0000-0-1110-8200-550070-323-00-0000	Unrestricted Resources	Pest Control	\$45.00
			PV - 23432	0100-0026-0-8100-5900-580008-520-00-0000	Local Project	Other Contract Expenses	\$46.00
Total For Fund Number: 0100							\$284.00
<b>Total Amount of Payment:</b>							<b>\$284.00</b>
12675120	2582	GODINHO, BRYON	PV - 23433	0100-0000-0-1110-8200-520003-120-00-0000	Unrestricted Resources	Mileage-Other	\$50.40
Total For Fund Number: 0100							\$50.40
<b>Total Amount of Payment:</b>							<b>\$50.40</b>
12675121	401	GOLD STAR FOODS INC.	CM - 23045	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	-\$9.00
			CM - 23046	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	-\$22.50
			CM - 23047	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	-\$237.28
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$1,697.75
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$726.33
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$22.50
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$51.60
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$4,551.26
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$263.16
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,118.90
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$481.67
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$704.79
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$18.00
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,045.44
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$733.73
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,673.08
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$31.35
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,868.51
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$4.50

## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675121	401	GOLD STAR FOODS INC.	PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$811.55
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,010.84
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,255.80
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$728.20
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$6.75
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,004.29
			PO - 23483	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$148.80
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$900.45
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$876.68
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$856.81
			PO - 23283	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$1,444.00
			PO - 23283	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$1,035.30
			PO - 23283	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$308.35
			PO - 23283	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$596.60
Total For Fund Number: 1300							\$25,708.21
<b>Total Amount of Payment:</b>							<b>\$25,708.21</b>
12675122	2241	GONZALES. ANNE	PV - 23447	0100-1100-0-0000-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$83.63
Total For Fund Number: 0100							\$83.63
<b>Total Amount of Payment:</b>							<b>\$83.63</b>
12675123	417	GONZALES, CHRISTINA	PO - 23657	0100-1100-0-1110-2700-430000-525-00-0000	State Lottery	Materials and Supplies	\$543.31
Total For Fund Number: 0100							\$543.31
<b>Total Amount of Payment:</b>							<b>\$543.31</b>
12675124	4358	HOME DEPOT PRO	CM - 23048	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	-\$18.66
			PO - 23518	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$195.59
			PO - 23518	0100-8150-0-0000-8100-430014-424-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$586.78
Total For Fund Number: 0100							\$763.71
<b>Total Amount of Payment:</b>							<b>\$763.71</b>
12675125	148	INSTITUTE FOR EDUCATION.	PO - 23656	0100-4511-0-1110-1000-520000-323-00-0000	Johnson-O-Malley - Indian Education	Travel and Conferences	\$279.00
Total For Fund Number: 0100							\$279.00
<b>Total Amount of Payment:</b>							<b>\$279.00</b>
12675126	544	KINGS CO TROPHY	PO - 23564	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$42.90
Total For Fund Number: 0100							\$42.90
<b>Total Amount of Payment:</b>							<b>\$42.90</b>
12675127	1643	KINGS COUNTY AIR CONDIT	PO - 23589	1400-0000-0-0000-8500-560009-000-00-0000	Unrestricted Resources	Outsider Services	\$8,476.00

**Commercial Payment Register**  
**For Payments Dated: 12/10/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
Total For Fund Number: 1400							\$8,476.00
<b>Total Amount of Payment:</b>							<b>\$8,476.00</b>
12675128	552	KINGS WASTE & RECYCLINC	PO - 23144	0100-8150-0-0000-8100-580000-323-00-0000	Ongoing & Major Maint. Acct.	Other Services and Operating Expenditures	\$43.24
Total For Fund Number: 0100							\$43.24
<b>Total Amount of Payment:</b>							<b>\$43.24</b>
12675129	4726	KIRBY, KATIE	PO - 23669	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$48.83
Total For Fund Number: 0100							\$48.83
<b>Total Amount of Payment:</b>							<b>\$48.83</b>
12675130	4327	LAWNMOWER MAN	PO - 23145	0100-8150-0-0000-8100-560009-120-00-0000	Ongoing & Major Maint. Acct.	Outsider Services	\$85.51
Total For Fund Number: 0100							\$85.51
<b>Total Amount of Payment:</b>							<b>\$85.51</b>
12675131	4720	LINDE GAS & EQUIPMENT IN	PO - 23574	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$42.41
			PO - 23574	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$42.41
Total For Fund Number: 0100							\$84.82
<b>Total Amount of Payment:</b>							<b>\$84.82</b>
12675132	565	LUIS, CHRISTINA	PV - 23446	0100-0050-0-0000-7700-520003-121-00-0000	Classroom Standards	Mileage-Other	\$23.18
Total For Fund Number: 0100							\$23.18
<b>Total Amount of Payment:</b>							<b>\$23.18</b>
12675133	642	MILLER'S RENTALAND INC.	PO - 23681	0100-8150-0-0000-8100-560000-120-00-0000	Ongoing & Major Maint. Acct.	Rentals, Leases and Repairs	\$491.00
Total For Fund Number: 0100							\$491.00
<b>Total Amount of Payment:</b>							<b>\$491.00</b>
12675134	4009	OWEN REFRIGERATION & AI	PO - 23680	1300-5310-0-0000-3700-560009-000-00-0000	Child Nutrition - School Programs	Outsider Services	\$560.52
Total For Fund Number: 1300							\$560.52
<b>Total Amount of Payment:</b>							<b>\$560.52</b>
12675135	761	PRODUCERS DAIRY	PO - 23282	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$2,352.55
			PO - 23282	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,362.67
			PO - 23282	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,799.71
			PO - 23282	1300-5310-0-0000-3700-470000-000-00-0000	Child Nutrition - School Programs	Food	\$1,483.75
Total For Fund Number: 1300							\$6,998.68
<b>Total Amount of Payment:</b>							<b>\$6,998.68</b>
12675136	4567	RIOS, SYLVIA	PV - 23434	1300-5310-0-0000-3700-520003-000-00-0000	Child Nutrition - School Programs	Mileage-Other	\$52.81
Total For Fund Number: 1300							\$52.81
<b>Total Amount of Payment:</b>							<b>\$52.81</b>

## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - L1 - L2	Resource	Object	Amount			
12675137	4467	RURAL COMMUNITY ASST. C	PV - 23435	0100-0000-0-1110-8200-580000-121-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$2,093.75			
						Total For Fund Number: 0100	<u>\$2,093.75</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$2,093.75</u></u>			
12675138	834	SCHOLASTIC BOOK FAIR	PO - 23673	0100-1100-0-1110-2420-430000-222-00-0000	State Lottery	Materials and Supplies	\$3,801.15			
						Total For Fund Number: 0100	<u>\$3,801.15</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$3,801.15</u></u>			
12675139	840	SCHOOL SERV OF CALIF INC	PO - 23565	0100-0000-0-0000-7200-520000-121-00-0000	Unrestricted Resources	Travel and Conferences	\$195.00			
						Total For Fund Number: 0100	<u>\$195.00</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$195.00</u></u>			
12675140	3893	SHERWIN-WILLIAMS CO.	PO - 23674	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$267.57			
						Total For Fund Number: 0100	<u>\$267.57</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$267.57</u></u>			
12675141	3974	SIM-PBK	PV - 23436	3510-0000-0-0000-8500-620010-649-00-0000	Unrestricted Resources	Architect Fees	\$8,325.00			
						Total For Fund Number: 3510	<u>\$8,325.00</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$8,325.00</u></u>			
12675142	4469	STARNE, NICKOLAS	PV - 23445	0100-0050-0-0000-7700-520003-121-00-0000	Classroom Standards	Mileage-Other	\$44.46			
						Total For Fund Number: 0100	<u>\$44.46</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$44.46</u></u>			
12675143	914	STONEYS SAND & GRAVEL	PO - 23678	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$344.91			
						Total For Fund Number: 0100	<u>\$344.91</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$344.91</u></u>			
12675144	915	STRATFORD AUTO SUPPLY	PO - 23580	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$65.67			
						PO - 23580	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$64.32
						PO - 23580	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$22.38
						PO - 23580	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$5.09
						Total For Fund Number: 0100	<u>\$157.46</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$157.46</u></u>			
12675145	916	STRATFORD PUBLIC UTILITY	PO - 23110	0100-0000-0-1110-8200-550030-525-00-0000	Unrestricted Resources	Water/Sewer	\$1,966.28			
						PO - 23110	0100-0000-0-1110-8200-550030-525-00-0000	Unrestricted Resources	Water/Sewer	\$1,775.61
						PO - 23110	0100-0000-0-1110-8200-550030-525-00-0000	Unrestricted Resources	Water/Sewer	\$1,119.71
						Total For Fund Number: 0100	<u>\$4,861.60</u>			
						<b>Total Amount of Payment:</b>	<u><u>\$4,861.60</u></u>			
12675146	926	SYSCO FOOD SERVICES OF M	CM - 23051	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	-\$17.62			
						PO - 23284	1300-5310-0-0000-3700-470010-000-00-0000	Child Nutrition - School Programs	Other Food Service Supplies	\$36.05

## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12675146	926	SYSCO FOOD SERVICES OF N	PO - 23284	1300-5310-0-0000-3700-470010-000-00-0000	Child Nutrition - School Programs	Other Food Service Supplies	\$87.36
			PO - 23284	1300-5310-0-0000-3700-470010-000-00-0000	Child Nutrition - School Programs	Other Food Service Supplies	\$49.98
			PO - 23284	1300-5310-0-0000-3700-470010-000-00-0000	Child Nutrition - School Programs	Other Food Service Supplies	\$54.37
			PO - 23284	1300-5310-0-0000-3700-470010-000-00-0000	Child Nutrition - School Programs	Other Food Service Supplies	\$108.38
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$1,569.04
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$611.94
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$761.19
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$698.06
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$839.12
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$495.31
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$223.01
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$180.24
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$1,234.46
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$272.81
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$576.46
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$698.69
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$283.35
			PO - 23284	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	\$208.91
			CM - 23049	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	-\$8.41
			CM - 23050	1300-5310-0-0000-3700-470002-000-00-0000	Child Nutrition - School Programs	Food - Breakfast Program	-\$77.76
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$140.72
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$1,059.66
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$1,810.56
			PO - 23284	1300-5310-0-0000-3700-470001-000-00-0000	Child Nutrition - School Programs	Food - Lunch Program	\$445.70
Total For Fund Number: 1300							\$12,341.58
<b>Total Amount of Payment:</b>							<b>\$12,341.58</b>
12675147	4701	THRIVING YOUNIVERSITY	PO - 23401	0100-3213-0-0000-7410-580022-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Professional Development	\$91,140.00
Total For Fund Number: 0100							\$91,140.00
<b>Total Amount of Payment:</b>							<b>\$91,140.00</b>
12675148	949	TOMPKINS, MARK	PV - 23444	0100-0050-0-0000-7700-520003-121-00-0000	Classroom Standards	Mileage-Other	\$33.60
Total For Fund Number: 0100							\$33.60
<b>Total Amount of Payment:</b>							<b>\$33.60</b>

## Commercial Payment Register For Payments Dated: 12/10/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - LI - L2	Resource	Object	Amount
12675149	1710	WARD, JENNIFER	PV - 23437	0100-0000-0-1110-1000-430001-938-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$85.89
Total For Fund Number: 0100							\$85.89
<b>Total Amount of Payment:</b>							<b>\$85.89</b>
12675150	3262	WHITE, JILL	PV - 23438	0100-0000-0-1110-1000-430001-733-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$47.95
Total For Fund Number: 0100							\$47.95
<b>Total Amount of Payment:</b>							<b>\$47.95</b>
12675151	2394	WINDTAMER TARPS	PO - 23611	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$608.11
Total For Fund Number: 0100							\$608.11
<b>Total Amount of Payment:</b>							<b>\$608.11</b>
14032301	575	LEMOORE HARDWARE	PO - 23148	0100-8150-0-0000-8100-430014-424-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$1.04
			PO - 23148	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$19.82
			PO - 23148	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$5.21
			PO - 23148	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$18.40
			PO - 23148	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$24.66
			PO - 23148	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$36.09
			PO - 23148	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$79.31
			PO - 23148	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$18.22
			PO - 23148	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$20.09
			PO - 23148	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$50.88
			PO - 23148	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$40.68
Total For Fund Number: 0100							\$314.40
<b>Total Amount of Payment:</b>							<b>\$314.40</b>

# School District Payment Order

District Name: **Central Union Elementary School District**

As per the Authorized Signature Permit, the following payments are authorized as listed on the payment register.

	Warrants	45	\$343,288.08
	Credit Card Payments	1	\$314.40
<b>Grand Total for Payments Dated:</b>		<b>12/10/2021</b>	<b>\$343,602.48</b>

Authorized Officer/Employee

Or

Board Members \*




---



---



---



---



---



---



---



---

\* If this option is chosen, must have a majority of board members authorization (EC 42632)

Date \_\_\_\_\_

KCOE Examination and Approval

By \_\_\_\_\_ Date \_\_\_\_\_

**This order must be returned to KCOE prior to distribution of payments.**

## Warrant Register For Warrants Dated 12/17/2021

Warrant Number	Vendor Number	Vendor Name	Amount
12675629	16	ACSA	\$150.00
12675630	63	AT&T	\$43.73
12675631	4727	JANDERY AVILA	\$20.00
12675632	4314	CANON FINANCIAL SERVICES INC	\$4,943.99
12675633	1880	CENTRAL SANITARY SUPPLY	\$6,586.44
12675634	2864	DIGITECH INTEGRATION INC.	\$570.00
12675635	3941	FURTADO WELDING AND INDUSTRIAL SUPPI	\$21.60
12675636	2241	ANNE GONZALES	\$98.57
12675637	4358	HOME DEPOT PRO	\$167.39
12675638	3561	KINGS CO MOBILE LOCKSMITH SERV	\$183.10
12675639	542	KINGS CO OFFICE OF EDUCATION	\$24,394.00
12675640	3005	LAWRENCE TRACTOR CO INC.	\$469.66
12675641	2071	LINDAMOOD PHONEME SEQUENCING	\$1,365.00
12675642	2886	LOWE'S	\$332.57
12675643	1937	MATSON ALARM CO INC	\$704.28
12675644	712	OFFICE DEPOT INC	\$3,001.60
12675645	4301	OIL CHANGER	\$56.05
12675646	720	ORIENTAL TRADING COMPANY	\$2,238.20
12675647	2472	PRUDENT PUBLISHING	\$245.89
12675648	778	CINDEE RAEI	\$14.56
12675649	4723	JORDAN RAEI	\$85.78
12675650	3838	RACHEL ROBERTS	\$46.12
12675651	886	SO. CALIF.GAS CO	\$8,077.28
12675652	4111	KELLI SOWERS	\$50.00
12675653	1126	HEIKO SWEENEY	\$39.20
12675654	3329	VALLEY ELECTRICAL SUPPLIERS INC.	\$166.31
12675655	4204	VANIR CONSTRUCTION MANAGEMENT INC.	\$5,190.00
12675656	3196	ZINGY LEARNING	\$1,500.00
<b>Total Amount of All Warrants:</b>			<b>\$60,761.320</b>

*Anjovin*  
12/23/21

## Commercial Payment Register For Payments Dated: 12/17/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675629	16	ACSA	PO - 23707	0100-1100-0-1110-2700-520000-222-00-0000	State Lottery	Travel and Conferences	\$150,000
<b>Total For Fund Number: 0100</b>							<u>\$150,000</u>
<b>Total Amount of Payment:</b>							<u><u>\$150,000</u></u>
12675630	63	AT&T	PO - 23126	0100-0000-0-1110-8200-590010-424-00-0000	Unrestricted Resources	Communications - Telephone	\$43,730
<b>Total For Fund Number: 0100</b>							<u>\$43,730</u>
<b>Total Amount of Payment:</b>							<u><u>\$43,730</u></u>
12675631	4727	AVILA, JANDERY	PV - 23448	1300-0000-0-0000-0000-869900-000-00-0000	Unrestricted Resources	All Other Local Revenues	\$20,000
<b>Total For Fund Number: 1300</b>							<u>\$20,000</u>
<b>Total Amount of Payment:</b>							<u><u>\$20,000</u></u>
12675632	4314	CANON FINANCIAL SERVICE	PO - 23120	0100-0000-0-0000-7200-560000-121-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$4,943,990
<b>Total For Fund Number: 0100</b>							<u>\$4,943,990</u>
<b>Total Amount of Payment:</b>							<u><u>\$4,943,990</u></u>
12675633	1880	CENTRAL SANITARY SUPPL	PO - 23553	0100-0000-0-1110-8200-430012-525-00-0000	Unrestricted Resources	Custodian Supplies	\$104,540
			PO - 23553	0100-0000-0-1110-8200-430012-525-00-0000	Unrestricted Resources	Custodian Supplies	\$78,400
			PO - 23553	0100-0000-0-1110-8200-430012-222-00-0000	Unrestricted Resources	Custodian Supplies	\$3,220,110
			PO - 23553	0100-0000-0-1110-8200-430012-222-00-0000	Unrestricted Resources	Custodian Supplies	\$418,150
			PO - 23553	0100-0000-0-1110-8200-430012-222-00-0000	Unrestricted Resources	Custodian Supplies	\$313,610
			PO - 23553	0100-0000-0-1110-8200-430012-323-00-0000	Unrestricted Resources	Custodian Supplies	\$805,030
			PO - 23553	0100-0000-0-1110-8200-430012-323-00-0000	Unrestricted Resources	Custodian Supplies	\$104,540
			PO - 23553	0100-0000-0-1110-8200-430012-323-00-0000	Unrestricted Resources	Custodian Supplies	\$78,400
			PO - 23553	0100-0000-0-1110-8200-430012-424-00-0000	Unrestricted Resources	Custodian Supplies	\$536,680
			PO - 23553	0100-0000-0-1110-8200-430012-424-00-0000	Unrestricted Resources	Custodian Supplies	\$69,680
			PO - 23553	0100-0000-0-1110-8200-430012-424-00-0000	Unrestricted Resources	Custodian Supplies	\$52,270
			PO - 23553	0100-0000-0-1110-8200-430012-525-00-0000	Unrestricted Resources	Custodian Supplies	\$805,030
<b>Total For Fund Number: 0100</b>							<u>\$6,586,440</u>
<b>Total Amount of Payment:</b>							<u><u>\$6,586,440</u></u>
12675634	2864	DIGITECH INTEGRATION INC	PO - 23702	0100-8150-0-0000-8100-560009-424-00-0000	Ongoing & Major Maint. Acct.	Outsider Services	\$570,000
<b>Total For Fund Number: 0100</b>							<u>\$570,000</u>
<b>Total Amount of Payment:</b>							<u><u>\$570,000</u></u>
12675635	3941	FURTADO WELDING AND INI	PO - 23137	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$21,600
<b>Total For Fund Number: 0100</b>							<u>\$21,600</u>
<b>Total Amount of Payment:</b>							<u><u>\$21,600</u></u>
12675636	2241	GONZALES, ANNE	PV - 23449	0100-1100-0-0000-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$40,800
			PV - 23450	0100-1100-0-0000-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$57,770

**Commercial Payment Register**  
**For Payments Dated: 12/17/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
Total For Fund Number: 0100							\$98,570
<b>Total Amount of Payment:</b>							<b>\$98,570</b>
12675637	4358	HOME DEPOT PRO	PO - 23140	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$34,240
			PO - 23140	0100-8150-0-0000-8100-430014-222-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$133,150
Total For Fund Number: 0100							\$167,390
<b>Total Amount of Payment:</b>							<b>\$167,390</b>
12675638	3561	KINGS CO MOBILE LOCKSMI	PO - 23693	0100-8150-0-0000-8100-430014-323-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$183,100
Total For Fund Number: 0100							\$183,100
<b>Total Amount of Payment:</b>							<b>\$183,100</b>
12675639	542	KINGS CO OFFICE OF EDUCA	PV - 23451	0100-0000-0-0000-7490-580060-121-00-0000	Unrestricted Resources	Prof. Serv. & Oper. Exp. -Fingerprinting	\$94,000
			PO - 23510	0100-1100-0-1110-1000-520000-424-00-0000	State Lottery	Travel and Conferences	\$300,000
			PO - 23011	0100-0000-0-0000-7490-580004-121-00-0000	Unrestricted Resources	Contract w/County Schools	\$24,000,000
Total For Fund Number: 0100							\$24,394,000
<b>Total Amount of Payment:</b>							<b>\$24,394,000</b>
12675640	3005	LAWRENCE TRACTOR CO IN	PO - 23146	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$469,660
Total For Fund Number: 0100							\$469,660
<b>Total Amount of Payment:</b>							<b>\$469,660</b>
12675641	2071	LINDAMOOD PHONEME SEQ	PO - 23429	0100-3010-0-1110-1000-580009-525-00-0000	IASA-Title I Basic Grants Low Income	Instructional Consultant	\$1,365,000
Total For Fund Number: 0100							\$1,365,000
<b>Total Amount of Payment:</b>							<b>\$1,365,000</b>
12675642	2886	LOWE'S	PO - 23149	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$23,820
			PO - 23149	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$94,660
			PV - 23452	0100-0000-0-1110-8200-430014-121-00-0635	Unrestricted Resources	Maintenance Supplies	\$34,440
			PV - 23453	0100-0000-0-1110-8200-430014-121-00-0635	Unrestricted Resources	Maintenance Supplies	\$50,560
			PV - 23454	0100-0000-0-1110-8200-430014-121-00-0635	Unrestricted Resources	Maintenance Supplies	\$129,090
Total For Fund Number: 0100							\$332,570
<b>Total Amount of Payment:</b>							<b>\$332,570</b>
12675643	1937	MATSON ALARM CO INC	PO - 23699	0100-8150-0-0000-8100-560009-525-00-0000	Ongoing & Major Maint. Acct.	Outsider Services	\$208,780
			PO - 23116	0100-0000-0-1110-8200-580000-121-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$86,000
			PO - 23116	0100-0000-0-1110-8200-580000-121-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$42,500
			PO - 23116	0100-0000-0-1110-8200-580000-323-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$193,500

## Commercial Payment Register For Payments Dated: 12/17/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675643	1937	MATSON ALARM CO INC	PO - 23116	0100-0000-0-1110-8200-580000-525-00-0000	Unrestricted Resources	Other Services and Operating Expenditures	\$173,500
<b>Total For Fund Number: 0100</b>							<b>\$704,280</b>
<b>Total Amount of Payment:</b>							<b>\$704,280</b>
12675644	712	OFFICE DEPOT INC	CM - 23052	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	-\$8,530
			PO - 23563	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$11,340
			PO - 23563	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$70,290
			PO - 23569	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$59,330
			PO - 23593	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$88,540
			PO - 23594	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$164,670
			PO - 23587	0100-3213-0-0000-7410-430000-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Materials and Supplies	\$49,480
			PO - 23584	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$67,920
			PO - 23633	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$85,790
			PO - 23634	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$247,110
			PV - 23455	0100-0000-0-1110-1000-430001-924-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$24,660
			PV - 23456	0100-1100-0-1110-2700-430000-222-00-0000	State Lottery	Materials and Supplies	\$353,910
			PO - 23596	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$1,501,070
			PO - 23607	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$135,130
			PO - 23607	0100-1100-0-1110-1000-430001-222-00-0000	State Lottery	Instructional Materials/Classroom	\$64,240
			PO - 23608	0100-0000-0-0000-8200-430000-121-00-0000	Unrestricted Resources	Materials and Supplies	\$36,860
			PO - 23599	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$49,790
<b>Total For Fund Number: 0100</b>							<b>\$3,001,600</b>
<b>Total Amount of Payment:</b>							<b>\$3,001,600</b>
12675645	4301	OIL CHANGER	PO - 23150	0100-8150-0-0000-8100-430014-120-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$56,050
<b>Total For Fund Number: 0100</b>							<b>\$56,050</b>
<b>Total Amount of Payment:</b>							<b>\$56,050</b>
12675646	720	ORIENTAL TRADING COMPA	PO - 23600	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$50,000
			PO - 23600	0100-1100-0-1110-1000-430001-424-00-0000	State Lottery	Instructional Materials/Classroom	\$11,430
			PO - 23642	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	\$1,250,200

**Commercial Payment Register**  
**For Payments Dated: 12/17/2021**

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY - GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12675646	720	ORIENTAL TRADING COMPA	PO - 23642	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	\$583.800
			PO - 23642	0100-3010-0-1110-1000-430000-525-00-0000	IASA-Title I Basic Grants Low Income	Materials and Supplies	\$342.770
Total For Fund Number: 0100							\$2,238.200
<b>Total Amount of Payment:</b>							<b>\$2,238.200</b>
12675647	2472	PRUDENT PUBLISHING	PO - 23635	0100-1100-0-1110-1000-430000-222-00-0000	State Lottery	Materials and Supplies	\$245.890
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$245.890</b>
12675648	778	RAEL, CINDEE	PV - 23457	0100-0000-0-0000-2110-520003-121-00-0000	Unrestricted Resources	Mileage-Other	\$14.560
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$14.560</b>
12675649	4723	RAEL, JORDAN	PV - 23458	0100-1100-0-0000-2700-430000-323-00-0000	State Lottery	Materials and Supplies	\$85.780
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$85.780</b>
12675650	3838	ROBERTS, RACHEL	PV - 23459	0100-0000-0-1110-1000-430001-712-00-0000	Unrestricted Resources	Instructional Materials/Classroom	\$46.120
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$46.120</b>
12675651	886	SO. CALIF.GAS CO	PO - 23111	0100-0000-0-1110-8200-550010-525-00-0000	Unrestricted Resources	Gas	\$1,592.870
			PO - 23111	0100-0000-0-1110-8200-550010-525-00-0000	Unrestricted Resources	Gas	\$126.450
			PO - 23111	0100-0000-0-1110-8200-550010-323-00-0000	Unrestricted Resources	Gas	\$1,006.920
			PO - 23111	0100-0000-0-1110-8200-550010-323-00-0000	Unrestricted Resources	Gas	\$203.540
			PO - 23111	0100-0000-0-1110-8200-550010-323-00-0000	Unrestricted Resources	Gas	\$79.590
			PO - 23111	0100-0000-0-1110-8200-550010-424-00-0000	Unrestricted Resources	Gas	\$1,540.290
			PO - 23111	0100-0000-0-1110-8200-550010-222-00-0000	Unrestricted Resources	Gas	\$3,527.620
Total For Fund Number: 0100							\$8,077.280
<b>Total Amount of Payment:</b>							<b>\$8,077.280</b>
12675652	4111	SOWERS, KELLI	PO - 23696	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$50.000
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$50.000</b>
12675653	1126	SWEENEY, HEIKO	PV - 23460	0100-1100-0-1110-2700-520003-222-00-0000	State Lottery	Mileage-Other	\$39.200
			Total For Fund Number: 0100				
<b>Total Amount of Payment:</b>							<b>\$39.200</b>
12675654	3329	VALLEY ELECTRICAL SUPPL	PO - 23658	0100-8150-0-0000-8100-430014-525-00-0000	Ongoing & Major Maint. Acct.	Maintenance Supplies	\$166.310

### Commercial Payment Register For Payments Dated: 12/17/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
						Total For Fund Number: 0100	\$166.310
						<b>Total Amount of Payment:</b>	<b>\$166.310</b>
12675655	4204	VANIR CONSTRUCTION MAN	PV - 23461	3500-0000-0-0000-8500-620000-647-00-0000	Unrestricted Resources	Buildings and Improvement of Buildings	\$1,038.000
						Total For Fund Number: 3500	\$1,038.000
12675655	4204	VANIR CONSTRUCTION MAN	PV - 23461	4000-0000-0-0000-8500-620000-647-80-0000	Unrestricted Resources	Buildings and Improvement of Buildings	\$4,152.000
						Total For Fund Number: 4000	\$4,152.000
						<b>Total Amount of Payment:</b>	<b>\$5,190.000</b>
12675656	3196	ZINGY LEARNING	PO - 23703	0100-1100-0-1110-1000-580011-222-00-0000	State Lottery	Software License Renewals	\$1,500.000
						Total For Fund Number: 0100	\$1,500.000
						<b>Total Amount of Payment:</b>	<b>\$1,500.000</b>

# School District Payment Order

District Name: **Central Union Elementary School District**

As per the Authorized Signature Permit, the following payments are authorized as listed on the payment register.

	<b>Warrants</b>	<b>28</b>	<b>\$60,761.320</b>
	<b>Credit Card Payments</b>	<b>0</b>	
<b>Grand Total for Payments Dated:</b>	<b>12/17/2021</b>		<b>\$60,761.320</b>

Authorized Officer/Employee

Or

Board Members \*

*[Handwritten Signature]*

---



---



---



---



---



---



---



---

\* If this option is chosen, must have a majority of board members authorization (EC 42632)

Date \_\_\_\_\_

KCOE Examination and Approval	
By _____	Date _____

**This order must be returned to KCOE prior to distribution of payments.**

**Warrant Register For Warrants  
Dated 12/22/2021**

<b>Warrant Number</b>	<b>Vendor Number</b>	<b>Vendor Name</b>	<b>Amount</b>
12676026	4092	AMERICAN BUSINESS MACHINES	\$245.05
12676027	65	ATKINSON ANDELSON LOYA & RUDD	\$4,761.17
12676028	4595	EMS LINQ INC.	\$20.80
12676029	3111	JENNIFER ESCOLA	\$46.92
12676030	3983	BRITTANY GATELY	\$19.83
12676031	4718	MICHELLE KING	\$732.95
12676032	598	LOZANO SMITH	\$6,650.41
12676033	616	ALICIA MARTELLA	\$707.07
12676034	746	PITNEY BOWES	\$788.84
12676035	4698	TERESA SANTAMARIA	\$20.67
12676036	2038	CHRISTINE SANTOS	\$108.47
12676037	4701	THRIVING YOUNIVERSITY	\$2,000.00
12676038	3984	UNION BANK (ADDINGTON)	\$639.52
12676039	3986	UNION BANK (FULLERTON)	\$3,193.45
12676040	1593	VERIZON WIRELESS	\$502.14

**Total Amount of All Warrants:****\$20,437.29**

# Commercial Payment Register

## For Payments Dated: 12/22/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - LI - L2	Resource	Object	Amount	
12676026	4092	AMERICAN BUSINESS MACH	PO - 23668	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$245.05	
							Total For Fund Number: 0100	\$245.05
							<b>Total Amount of Payment:</b>	<b>\$245.05</b>
12676027	65	ATKINSON ANDELSON LOYA	PV - 23462	0100-6500-0-5760-1110-580010-121-00-0000	Special Education	Prof. Serv & Oper. Exp.- Legal	\$4,761.17	
							Total For Fund Number: 0100	\$4,761.17
							<b>Total Amount of Payment:</b>	<b>\$4,761.17</b>
12676028	4595	EMS LINQ INC,	PO - 23714	1300-5310-0-0000-3700-580011-000-00-0000	Child Nutrition - School Programs	Software License Renewals	\$20.80	
							Total For Fund Number: 1300	\$20.80
							<b>Total Amount of Payment:</b>	<b>\$20.80</b>
12676029	3111	ESCOLA, JENNIFER	PV - 23463	0100-1100-0-1110-1000-430000-919-00-0000	State Lottery	Materials and Supplies	\$46.92	
							Total For Fund Number: 0100	\$46.92
							<b>Total Amount of Payment:</b>	<b>\$46.92</b>
12676030	3983	GATELY, BRITTANY	PV - 23464	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$19.83	
							Total For Fund Number: 0100	\$19.83
							<b>Total Amount of Payment:</b>	<b>\$19.83</b>
12676031	4718	KING, MICHELLE	PV - 23465	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$732.95	
							Total For Fund Number: 0100	\$732.95
							<b>Total Amount of Payment:</b>	<b>\$732.95</b>
12676032	598	LOZANO SMITH	PO - 23009	0100-0000-0-0000-7100-580010-121-00-0000	Unrestricted Resources	Prof. Serv & Oper. Exp.- Legal	\$4,640.41	
			PO - 23009	0100-0000-0-0000-7100-580010-121-00-0000	Unrestricted Resources	Prof. Serv & Oper. Exp.- Legal	\$1,410.00	
							Total For Fund Number: 0100	\$6,050.41
12676032	598	LOZANO SMITH	PV - 23466	3500-0000-0-0000-8500-580010-647-00-0000	Unrestricted Resources	Prof. Serv & Oper. Exp.- Legal	\$120.00	
							Total For Fund Number: 3500	\$120.00
12676032	598	LOZANO SMITH	PV - 23466	4000-0000-0-0000-8500-580010-647-80-0000	Unrestricted Resources	Prof. Serv & Oper. Exp.- Legal	\$480.00	
							Total For Fund Number: 4000	\$480.00
							<b>Total Amount of Payment:</b>	<b>\$6,650.41</b>
12676033	616	MARTELLA, ALICIA	PV - 23467	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$119.40	
			PV - 23468	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$42.88	
			PV - 23469	0100-1100-0-1110-1000-430000-424-00-0000	State Lottery	Materials and Supplies	\$544.79	
							Total For Fund Number: 0100	\$707.07
							<b>Total Amount of Payment:</b>	<b>\$707.07</b>
12676034	746	PITNEY BOWES	PV - 23470	0100-0000-0-0000-7200-560000-121-00-0000	Unrestricted Resources	Rentals, Leases and Repairs	\$788.84	
							Total For Fund Number: 0100	\$788.84
							<b>Total Amount of Payment:</b>	<b>\$788.84</b>
12676035	4698	SANTAMARIA, TERESA	PV - 23471	0100-0000-0-0000-7200-520003-121-00-0000	Unrestricted Resources	Mileage-Other	\$20.67	
							Total For Fund Number: 0100	\$20.67
							<b>Total Amount of Payment:</b>	<b>\$20.67</b>

# Commercial Payment Register

## For Payments Dated: 12/22/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12676036	2038	SANTOS, CHRISTINE	PV - 23472	0100-1100-0-1110-1000-430000-323-00-0000	State Lottery	Materials and Supplies	\$108.47
Total For Fund Number: 0100							\$108.47
<b>Total Amount of Payment:</b>							<b>\$108.47</b>
12676037	4701	THRIVING YOUNIVERSITY	PO - 23401	0100-3213-0-0000-7410-580022-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Professional Development	\$2,000.00
Total For Fund Number: 0100							\$2,000.00
<b>Total Amount of Payment:</b>							<b>\$2,000.00</b>
12676038	3984	UNION BANK (ADDINGTON)	PV - 23473	0100-0000-0-0000-7100-520000-121-00-0000	Unrestricted Resources	Travel and Conferences	\$451.40
			PV - 23474	0100-0000-0-0000-7100-520000-121-00-0000	Unrestricted Resources	Travel and Conferences	\$188.12
Total For Fund Number: 0100							\$639.52
<b>Total Amount of Payment:</b>							<b>\$639.52</b>
12676039	3986	UNION BANK (FULLERTON)	PO - 23605	0100-1100-0-1110-1000-430000-525-00-0000	State Lottery	Materials and Supplies	\$119.88
			PO - 23603	0100-1100-0-1110-2700-430000-525-00-0000	State Lottery	Materials and Supplies	\$428.99
			PO - 23643	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$7.94
			PO - 23643	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$12.77
			PO - 23643	0100-3213-0-0000-7410-430001-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Instructional Materials/Classroom	\$29.29
			PO - 23643	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$4.42
			PO - 23643	0100-1100-0-1110-2700-430000-424-00-0000	State Lottery	Materials and Supplies	\$2.77
			PO - 23651	0100-8150-0-0000-8100-430000-120-00-0000	Ongoing & Major Maint. Acct.	Materials and Supplies	\$159.80
			PO - 23683	0100-3210-0-1110-1000-430000-000-00-0000	Elementary & Secondary School Emergency Relief (ESSER) Fund	Materials and Supplies	\$399.99
			PO - 23661	0100-3215-0-0000-2110-430000-000-00-0000	GEER- Governor's Emergency Education Relief Fund	Materials and Supplies	\$244.21
			PV - 23475	0100-1100-0-1110-2700-520000-222-00-0000	State Lottery	Travel and Conferences	\$150.00
			PV - 23476	0100-3213-0-0000-7410-430000-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Materials and Supplies	\$282.13
			PO - 23020	0100-0000-0-0000-7200-530000-121-00-0000	Unrestricted Resources	Dues and Memberships	\$127.63
			PO - 23640	0100-3213-0-0000-7410-430000-000-00-0000	Elementary & Secondary School Emergency Relief III (ESSER III) Fund	Materials and Supplies	\$90.94
Total For Fund Number: 0100							\$2,060.76
12676039	3986	UNION BANK (FULLERTON)	PO - 23628	1300-5310-0-0000-3700-440000-000-00-1300	Child Nutrition - School Programs	Equipment-Non Depreciated	\$1,132.69
Total For Fund Number: 1300							\$1,132.69
<b>Total Amount of Payment:</b>							<b>\$3,193.45</b>

## Commercial Payment Register

### For Payments Dated: 12/22/2021

Document No	Vendor No	Vendor Name	Reference No	FD - RE - PY- GO - FN - OB - SI - L1 - L2	Resource	Object	Amount
12676040	1593	VERIZON WIRELESS	PO - 23515	0100-0000-0-1110-3140-590010-121-00-0000	Unrestricted Resources	Communications - Telephone	\$0.17
			PO - 23515	0100-0000-0-0000-2110-590010-121-00-0000	Unrestricted Resources	Communications - Telephone	\$0.17
			PO - 23515	0100-0000-0-0000-7200-590010-121-00-0000	Unrestricted Resources	Communications - Telephone	\$402.18
			PO - 23515	0100-8150-0-0000-8100-590010-120-00-0000	Ongoing & Major Maint. Acct.	Communications - Telephone	\$89.67
			PO - 23515	0100-8150-0-0000-8100-590010-525-00-0000	Ongoing & Major Maint. Acct.	Communications - Telephone	\$0.17
			PO - 23515	0100-8150-0-0000-8100-590010-222-00-0000	Ongoing & Major Maint. Acct.	Communications - Telephone	\$0.17
			PO - 23515	0100-8150-0-0000-8100-590010-424-00-0000	Ongoing & Major Maint. Acct.	Communications - Telephone	\$9.61
Total For Fund Number: 0100							\$502.14
<b>Total Amount of Payment:</b>							<b>\$502.14</b>

# SCHOOL DISTRICT PAYMENT ORDER

District Name: Central Union Elementary School District

As per the Authorized Signature Permit, the following payments are authorized as listed on the payment register.

Warrants	15	\$20,437.29
Credit Card Payments	0	
<b>Grand Total for Payments Dated:</b>	<b>12/22/2021</b>	<b>\$20,437.29</b>

Authorized Officer/Employee

*[Handwritten Signature]*

Or

Board Members \*

---

---

---

---

---

---

---

---

\* If this option is chosen, must have a majority of board members authorization (EC 42632)

Date \_\_\_\_\_

KCOE Examination and Approval	
By _____	Date _____

This order must be returned to KCOE prior to distribution of payments.

## **ANNUAL REPORT OF DEVELOPER FEES**

School District Name: Central Union School District  
Reporting Period: July 1, 2020 – June 30, 2021  
Date Report Made Available to the Public: December 22, 2021  
Date Report Presented to the Board: January 10, 2022

### **DESCRIPTION OF THE TYPE AND AMOUNT OF THE FEE**

This district has levied school facilities fees pursuant to the various resolutions, the most recent of which is Resolution #H-04-27-2020. These resolutions were adopted under the authority of the Government Code Section 53080 for the purpose of funding the construction or reconstruction of school facilities.

The amount collected by this district is \$ 4.08 per square foot of assessable space for residential construction and \$0.66 per square foot of covered and enclosed space of commercial/industrial development, but subject to the district's determination that a particular project is exempt from all or part of these fees.

Pursuant to Education Code Section 17623 and an agreement with the district(s) sharing territory with the district, generally only 60% of the maximum fee specified above is distributed to this district.

**Central Union School District  
Developer Fees Annual Report  
Fiscal Year ending June 30, 2021**

**Statement of Revenues, Expenditures and Fund Balance**

**Revenues**

Interest	\$402.31	
Mitigation/developer fees	<u>\$8,846.39</u>	
Total revenues		\$9,248.70

**Expenditures**

SchoolWorks - developer fee study fees	\$1,250.00	
Division of the State Architect - fees	<u>\$500.00</u>	
Total expenditures		<u>\$1,750.00</u>

Net increase (decrease)		\$7,498.70
<b>Beginning fund balance</b>		<u>\$41,297.16</u>

<b>Ending Fund Balance</b>		<u><u>\$48,795.86</u></u>
----------------------------	--	---------------------------

**Balance Sheet**

**Assets**

Cash in County Treasury	\$47,912.88
Accounts Receivable	<u>\$1,382.98</u>

<b>Total Assets</b>	<u><u>\$49,295.86</u></u>
---------------------	---------------------------

**Liabilities and Fund Balance**

Accounts Payable	500.00
Fund balance	<u>48,795.86</u>

<b>Total Liabilities and Fund Balance</b>	<u><u>49,295.86</u></u>
---	-------------------------

CENTRAL UNION ELEM. SCH. DIST  
Developer Fees  
2020-21

<b>COLLECTION PERIOD: JULY THRU SEPT 2020</b>					<b>1ST QTR.</b>
<b>CHECK#</b>	<b>DATE</b>	<b>ADDRESS</b>	<b>SQ. FT.</b>	<b>RATE</b>	<b>AMOUNT</b>
01-248973	7/29/20	19261 19th Ave-SFD	615	2.2246	1,368.13
01-248973	7/15/20	14500 18th Ave-LEM	1121	2.2246	2,493.78
		<b>SUB-TOTAL RESIDENTIAL</b>	<b>1,736</b>	<b>2.2246</b>	<b>3,861.91</b>
		<b>SUB-TOTAL COMMERCIAL</b>			
<b>COLLECTION PERIOD: OCT THRU DEC 2020</b>					<b>2ND QTR.</b>
<b>CHECK #</b>	<b>DATE</b>	<b>ADDRESS</b>	<b>SQ. FT.</b>	<b>RATE</b>	<b>AMOUNT</b>
		<b>SUB-TOTAL RESIDENTIAL</b>	<b>0</b>	<b>0.0000</b>	<b>0.00</b>
		<b>SUB-TOTAL COMMERCIAL</b>	<b>0</b>	<b>0.0000</b>	<b>0.00</b>
<b>COLLECTION PERIOD: JAN THRU MARCH 2021</b>					<b>3RD QTR.</b>
<b>CHECK #</b>	<b>DATE</b>	<b>ADDRESS</b>	<b>SQ. FT.</b>	<b>RATE</b>	<b>AMOUNT</b>
01-262569	1/31/21	15884 18th Ave-LEM	1500	2.401	3,601.50
		<b>SUB-TOTAL RESIDENTIAL</b>	<b>1,500</b>	<b>2.401</b>	<b>3,601.50</b>
		<b>SUB-TOTAL COMMERCIAL</b>			
<b>COLLECTION PERIOD: APRIL THRU JUNE 2021</b>					<b>4TH QTR.</b>
<b>CHECK #</b>	<b>DATE</b>	<b>ADDRESS</b>	<b>SQ. FT.</b>	<b>RATE</b>	<b>AMOUNT</b>
01-272841	6/30/21	19738 Jersey Ave-LEM	576	0.4165	1,382.98
		<b>SUB-TOTAL RESIDENTIAL</b>			
		<b>SUB-TOTAL COMMERCIAL</b>	<b>576</b>	<b>0.4165</b>	<b>1,382.98</b>
		<b>TOTAL RESIDENTIAL</b>	<b>3,236</b>	<b>2.31</b>	<b>7,463.41</b>
		<b>TOTAL COMMERCIAL</b>	<b>576</b>	<b>2.40</b>	<b>1,382.98</b>
		<b>TOTAL AMOUNT COLLECTED</b>	<b>2020-21</b>		<b>8,846.39</b>

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>A. REVENUES</b>					
1) LCFF Sources		8010-8099	0.00	0.00	0.0%
2) Federal Revenue		8100-8299	0.00	0.00	0.0%
3) Other State Revenue		8300-8599	0.00	0.00	0.0%
4) Other Local Revenue		8600-8799	9,248.70	7,400.00	-20.0%
5) TOTAL REVENUES			9,248.70	7,400.00	-20.0%
<b>B. EXPENDITURES</b>					
1) Certificated Salaries		1000-1999	0.00	0.00	0.0%
2) Classified Salaries		2000-2999	0.00	0.00	0.0%
3) Employee Benefits		3000-3999	0.00	0.00	0.0%
4) Books and Supplies		4000-4999	0.00	0.00	0.0%
5) Services and Other Operating Expenditures		5000-5999	1,750.00	1,250.00	-28.6%
6) Capital Outlay		6000-6999	0.00	0.00	0.0%
7) Other Outgo (excluding Transfers of Indirect Costs)		7100-7299, 7400-7499	0.00	0.00	0.0%
8) Other Outgo - Transfers of Indirect Costs		7300-7399	0.00	0.00	0.0%
9) TOTAL EXPENDITURES			1,750.00	1,250.00	-28.6%
<b>C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5 - B9)</b>			7,498.70	6,150.00	-18.0%
<b>D. OTHER FINANCING SOURCES/USES</b>					
1) Interfund Transfers					
a) Transfers In		8900-8929	0.00	0.00	0.0%
b) Transfers Out		7600-7629	0.00	0.00	0.0%
2) Other Sources/Uses					
a) Sources		8930-8979	0.00	0.00	0.0%
b) Uses		7630-7699	0.00	0.00	0.0%
3) Contributions		8980-8999	0.00	0.00	0.0%
4) TOTAL OTHER FINANCING SOURCES/USES			0.00	0.00	0.0%

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)</b>			7,498.70	6,150.00	-18.0%
<b>F. FUND BALANCE, RESERVES</b>					
1) Beginning Fund Balance					
a) As of July 1 - Unaudited		9791	41,297.16	48,795.86	18.2%
b) Audit Adjustments		9793	0.00	0.00	0.0%
c) As of July 1 - Audited (F1a + F1b)			41,297.16	48,795.86	18.2%
d) Other Restatements		9795	0.00	0.00	0.0%
e) Adjusted Beginning Balance (F1c + F1d)			41,297.16	48,795.86	18.2%
2) Ending Balance, June 30 (E + F1e)			48,795.86	54,945.86	12.6%
Components of Ending Fund Balance					
a) Nonspendable					
Revolving Cash		9711	0.00	0.00	0.0%
Stores		9712	0.00	0.00	0.0%
Prepaid Items		9713	0.00	0.00	0.0%
All Others		9719	0.00	0.00	0.0%
b) Restricted			48,795.86	54,945.86	12.6%
c) Committed					
Stabilization Arrangements		9750	0.00	0.00	0.0%
Other Commitments		9760	0.00	0.00	0.0%
d) Assigned					
Other Assignments		9780	0.00	165.87	New
e) Unassigned/Unappropriated					
Reserve for Economic Uncertainties		9789	0.00	0.00	0.0%
Unassigned/Unappropriated Amount		9790	0.00	(165.87)	New

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>G. ASSETS</b>					
1) Cash					
a) in County Treasury		9110	47,912.88		
1) Fair Value Adjustment to Cash in County Treasury		9111	0.00		
b) in Banks		9120	0.00		
c) in Revolving Cash Account		9130	0.00		
d) with Fiscal Agent/Trustee		9135	0.00		
e) Collections Awaiting Deposit		9140	0.00		
2) Investments		9150	0.00		
3) Accounts Receivable		9200	1,382.98		
4) Due from Grantor Government		9290	0.00		
5) Due from Other Funds		9310	0.00		
6) Stores		9320	0.00		
7) Prepaid Expenditures		9330	0.00		
8) Other Current Assets		9340	0.00		
9) TOTAL, ASSETS			49,295.86		
<b>H. DEFERRED OUTFLOWS OF RESOURCES</b>					
1) Deferred Outflows of Resources		9490	0.00		
2) TOTAL, DEFERRED OUTFLOWS			0.00		
<b>I. LIABILITIES</b>					
1) Accounts Payable		9500	500.00		
2) Due to Grantor Governments		9590	0.00		
3) Due to Other Funds		9610	0.00		
4) Current Loans		9640	0.00		
5) Unearned Revenue		9650	0.00		
6) TOTAL, LIABILITIES			500.00		
<b>J. DEFERRED INFLOWS OF RESOURCES</b>					
1) Deferred Inflows of Resources		9690	0.00		
2) TOTAL, DEFERRED INFLOWS			0.00		
<b>K. FUND EQUITY</b>					
Ending Fund Balance, June 30 (must agree with line F2) (G9 + H2) - (I6 + J2)			48,795.86		

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>OTHER STATE REVENUE</b>					
Tax Relief Subventions					
Restricted Levies - Other					
Homeowners' Exemptions		8575	0.00	0.00	0.0%
Other Subventions/In-Lieu Taxes		8576	0.00	0.00	0.0%
All Other State Revenue		8590	0.00	0.00	0.0%
<b>TOTAL, OTHER STATE REVENUE</b>			0.00	0.00	0.0%
<b>OTHER LOCAL REVENUE</b>					
Other Local Revenue					
County and District Taxes					
Other Restricted Levies					
Secured Roll		8615	0.00	0.00	0.0%
Unsecured Roll		8616	0.00	0.00	0.0%
Prior Years' Taxes		8617	0.00	0.00	0.0%
Supplemental Taxes		8618	0.00	0.00	0.0%
Non-Ad Valorem Taxes					
Parcel Taxes		8621	0.00	0.00	0.0%
Other		8622	0.00	0.00	0.0%
Community Redevelopment Funds					
Not Subject to LCFF Deduction		8625	0.00	0.00	0.0%
Penalties and Interest from					
Delinquent Non-LCFF Taxes		8629	0.00	0.00	0.0%
Sales					
Sale of Equipment/Supplies		8631	0.00	0.00	0.0%
Interest					
		8660	402.31	400.00	-0.6%
Net Increase (Decrease) in the Fair Value of Investments					
		8662	0.00	0.00	0.0%
Fees and Contracts					
Mitigation/Developer Fees		8681	8,846.39	7,000.00	-20.9%
Other Local Revenue					
All Other Local Revenue		8699	0.00	0.00	0.0%
All Other Transfers In from All Others		8799	0.00	0.00	0.0%
<b>TOTAL, OTHER LOCAL REVENUE</b>			9,248.70	7,400.00	-20.0%
<b>TOTAL REVENUES</b>			9,248.70	7,400.00	-20.0%

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>CERTIFICATED SALARIES</b>					
Other Certificated Salaries		1900	0.00	0.00	0.0%
<b>TOTAL, CERTIFICATED SALARIES</b>			0.00	0.00	0.0%
<b>CLASSIFIED SALARIES</b>					
Classified Support Salaries		2200	0.00	0.00	0.0%
Classified Supervisors' and Administrators' Salaries		2300	0.00	0.00	0.0%
Clerical, Technical and Office Salaries		2400	0.00	0.00	0.0%
Other Classified Salaries		2900	0.00	0.00	0.0%
<b>TOTAL, CLASSIFIED SALARIES</b>			0.00	0.00	0.0%
<b>EMPLOYEE BENEFITS</b>					
STRS		3101-3102	0.00	0.00	0.0%
PERS		3201-3202	0.00	0.00	0.0%
OASDI/Medicare/Alternative		3301-3302	0.00	0.00	0.0%
Health and Welfare Benefits		3401-3402	0.00	0.00	0.0%
Unemployment Insurance		3501-3502	0.00	0.00	0.0%
Workers' Compensation		3601-3602	0.00	0.00	0.0%
OPEB, Allocated		3701-3702	0.00	0.00	0.0%
OPEB, Active Employees		3751-3752	0.00	0.00	0.0%
Other Employee Benefits		3901-3902	0.00	0.00	0.0%
<b>TOTAL, EMPLOYEE BENEFITS</b>			0.00	0.00	0.0%
<b>BOOKS AND SUPPLIES</b>					
Approved Textbooks and Core Curricula Materials		4100	0.00	0.00	0.0%
Books and Other Reference Materials		4200	0.00	0.00	0.0%
Materials and Supplies		4300	0.00	0.00	0.0%
Noncapitalized Equipment		4400	0.00	0.00	0.0%
<b>TOTAL, BOOKS AND SUPPLIES</b>			0.00	0.00	0.0%

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>INTERFUND TRANSFERS</b>					
<b>INTERFUND TRANSFERS IN</b>					
Other Authorized Interfund Transfers In		8919	0.00	0.00	0.0%
<b>(a) TOTAL, INTERFUND TRANSFERS IN</b>			0.00	0.00	0.0%
<b>INTERFUND TRANSFERS OUT</b>					
To: State School Building Fund/ County School Facilities Fund		7613	0.00	0.00	0.0%
Other Authorized Interfund Transfers Out		7619	0.00	0.00	0.0%
<b>(b) TOTAL, INTERFUND TRANSFERS OUT</b>			0.00	0.00	0.0%
<b>OTHER SOURCES/USES</b>					
<b>SOURCES</b>					
<b>Proceeds</b>					
Proceeds from Disposal of Capital Assets		8953	0.00	0.00	0.0%
<b>Other Sources</b>					
Transfers from Funds of Lapsed/Reorganized LEAs		8965	0.00	0.00	0.0%
Long-Term Debt Proceeds					
Proceeds from Certificates of Participation		8971	0.00	0.00	0.0%
Proceeds from Leases		8972	0.00	0.00	0.0%
Proceeds from Lease Revenue Bonds		8973	0.00	0.00	0.0%
All Other Financing Sources		8979	0.00	0.00	0.0%
<b>(c) TOTAL, SOURCES</b>			0.00	0.00	0.0%
<b>USES</b>					
Transfers of Funds from Lapsed/Reorganized LEAs		7651	0.00	0.00	0.0%
All Other Financing Uses		7699	0.00	0.00	0.0%
<b>(d) TOTAL, USES</b>			0.00	0.00	0.0%
<b>CONTRIBUTIONS</b>					
Contributions from Unrestricted Revenues		8980	0.00	0.00	0.0%
Contributions from Restricted Revenues		8990	0.00	0.00	0.0%
<b>(e) TOTAL, CONTRIBUTIONS</b>			0.00	0.00	0.0%
<b>TOTAL, OTHER FINANCING SOURCES/USES (a - b + c - d + e)</b>			0.00	0.00	0.0%

Description	Resource Codes	Object Codes	2020-21 Unaudited Actuals	2021-22 Budget	Percent Difference
<b>SERVICES AND OTHER OPERATING EXPENDITURES</b>					
Subagreements for Services		5100	0.00	0.00	0.0%
Travel and Conferences		5200	0.00	0.00	0.0%
Insurance		5400-5450	0.00	0.00	0.0%
Operations and Housekeeping Services		5500	0.00	0.00	0.0%
Rentals, Leases, Repairs, and Noncapitalized Improvements		5600	0.00	0.00	0.0%
Transfers of Direct Costs		5710	0.00	0.00	0.0%
Transfers of Direct Costs - Interfund		5750	0.00	0.00	0.0%
Professional/Consulting Services and Operating Expenditures		5800	1,750.00	1,250.00	-28.6%
Communications		5900	0.00	0.00	0.0%
<b>TOTAL, SERVICES AND OTHER OPERATING EXPENDITURES</b>			<b>1,750.00</b>	<b>1,250.00</b>	<b>-28.6%</b>
<b>CAPITAL OUTLAY</b>					
Land		6100	0.00	0.00	0.0%
Land Improvements		6170	0.00	0.00	0.0%
Buildings and Improvements of Buildings		6200	0.00	0.00	0.0%
Books and Media for New School Libraries or Major Expansion of School Libraries		6300	0.00	0.00	0.0%
Equipment		6400	0.00	0.00	0.0%
Equipment Replacement		6500	0.00	0.00	0.0%
Lease Assets		6600	0.00	0.00	0.0%
<b>TOTAL, CAPITAL OUTLAY</b>			<b>0.00</b>	<b>0.00</b>	<b>0.0%</b>
<b>OTHER OUTGO (excluding Transfers of Indirect Costs)</b>					
Other Transfers Out					
All Other Transfers Out to All Others		7299	0.00	0.00	0.0%
Debt Service					
Debt Service - Interest		7438	0.00	0.00	0.0%
Other Debt Service - Principal		7439	0.00	0.00	0.0%
<b>TOTAL, OTHER OUTGO (excluding Transfers of Indirect Costs)</b>			<b>0.00</b>	<b>0.00</b>	<b>0.0%</b>
<b>TOTAL, EXPENDITURES</b>			<b>1,750.00</b>	<b>1,250.00</b>	<b>-28.6%</b>

# Budget Report

From 7/1/2020 thru 6/30/2021

Fund: 2500 CapitalFacilities Fund

FD---RE---Y-GO---FN---OB-----SI--L1-L2	Expended				Encumbered	Unencumbered	
	Working	Current	Year To Date	%		Balance	%
2500-0000-0-0000-0000-979100-000-00-0000	\$165.87	\$165.87	\$165.87	100.00	\$0.00	\$0.00	0.00
2500-9010-0-0000-0000-979100-000-00-0000	\$41,131.29	\$41,131.29	\$41,131.29	100.00	\$0.00	\$0.00	0.00
<b>**** Total Adjusted Beginning Balance</b>	<b>\$41,297.16</b>	<b>\$41,297.16</b>	<b>\$41,297.16</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
866000 Interest							
2500-9010-0-0000-0000-866000-000-00-0000	\$402.31	\$402.31	\$402.31	100.00	\$0.00	\$0.00	0.00
<b>Totals:</b>	<b>\$402.31</b>	<b>\$402.31</b>	<b>\$402.31</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
868100 Mitigation/Developer Fees							
2500-9010-0-0000-0000-868100-000-00-0000	\$8,846.39	\$8,846.39	\$8,846.39	100.00	\$0.00	\$0.00	0.00
<b>Totals:</b>	<b>\$8,846.39</b>	<b>\$8,846.39</b>	<b>\$8,846.39</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
898000 Contributions from Unrestricted Revenues							
2500-0000-0-0000-0000-898000-000-00-0000	(\$165.87)	(\$165.87)	(\$165.87)	100.00	\$0.00	\$0.00	0.00
2500-9010-0-0000-0000-898000-000-00-0000	\$165.87	\$165.87	\$165.87	100.00	\$0.00	\$0.00	0.00
<b>Totals:</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** 8000 Totals</b>	<b>\$9,248.70</b>	<b>\$9,248.70</b>	<b>\$9,248.70</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** Total Income &amp; Beginning Balance</b>	<b>\$50,545.86</b>	<b>\$50,545.86</b>	<b>\$50,545.86</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
580000 Other Services and Operating Expenditures							
2500-9010-0-0000-8100-580000-000-00-0000	\$1,750.00	\$1,750.00	\$1,750.00	100.00	\$0.00	\$0.00	0.00
<b>Totals:</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** 5000 Totals</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** 1000 - 5000</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>\$1,750.00</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
974000 Legally Restricted Balance							
2500-9010-0-0000-0000-974000-000-00-0000	\$48,795.86	\$48,795.86	\$48,795.86	100.00	\$0.00	\$0.00	0.00
<b>Totals:</b>	<b>\$48,795.86</b>	<b>\$48,795.86</b>	<b>\$48,795.86</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** 9000 Totals</b>	<b>\$48,795.86</b>	<b>\$48,795.86</b>	<b>\$48,795.86</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>
<b>**** 1000 - 9000</b>	<b>\$50,545.86</b>	<b>\$50,545.86</b>	<b>\$50,545.86</b>	<b>100.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>0.00</b>

# Budget Report

From 7/1/2020 thru 6/30/2021

FUND SUMMARY							
Fund: 2500 Capital Facilities Fund							
Note this summary includes only the account lines that were included on this report							
	Working	Expended Current	Year To Date	%	Encumbered	Unencumbered Balance	%
<b>Revenues</b>							
Total: 8000 Revenues	\$9,248.70	\$9,248.70	\$9,248.70	100.00	\$0.00	\$0.00	0.00
<b>Expenditures</b>							
Total: 1000 Certificated	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 2000 Classified	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 3000 Benefits	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 1000 - 3000	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 4000 Books & Supplies	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 5000 Services & Other	\$1,750.00	\$1,750.00	\$1,750.00	100.00	\$0.00	\$0.00	0.00
Total: 4000 - 5000	\$1,750.00	\$1,750.00	\$1,750.00	100.00	\$0.00	\$0.00	0.00
Total: 1000 - 5000	\$1,750.00	\$1,750.00	\$1,750.00	100.00	\$0.00	\$0.00	0.00
Total: 6000 Capital Outlay	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 7000 Other Outgo/Financing Uses	\$0.00	\$0.00	\$0.00	0.00	\$0.00	\$0.00	0.00
Total: 1000 - 7000	\$1,750.00	\$1,750.00	\$1,750.00	100.00	\$0.00	\$0.00	0.00
<b>Total: Net Increase/(Decrease) in Fund Balance</b>	<b>\$7,498.70</b>	<b>\$7,498.70</b>	<b>\$7,498.70</b>	<b>100.00</b>			
Total: Beginning Balance	\$41,297.16	\$41,297.16	\$41,297.16	100.00			
Total: Estimated Fund Balance (9790)	\$48,795.86	\$48,795.86	\$48,795.86	100.00			
<b>Components of Ending Balance</b>							
Total: Reserves (9710 - 9719)	\$0.00	\$0.00	\$0.00	0.00			
Total: Designated (9740 - 9789)	\$48,795.86	\$48,795.86	\$48,795.86	100.00			
Total: Undesignated	\$0.00	\$0.00	\$0.00	0.00			

# Detailed General Ledger

From 07/01/2020 thru 06/30/2021

Fund: 2500 CapitalFacilities Fund

Date	Reference	VendorNo	Description	DocumentNo	FD---RE---Y-GO---FN---OB-----SI--L1-L2	Amount
<b>911000 Cash in County Treasury</b>						<b>\$40,949.06</b>
Balance Forward						
07/24/20	CA - 40442		Developer Fees-June 2020		2500-9010-0-0000-0000-911000-000-00-0000	\$348.10
08/19/20	CA - 40516		CU DEV FEES JUL 2020		2500-9010-0-0000-0000-911000-000-00-0000	\$3,861.91
10/01/20	CA - 40712		Interest Qtr 1		2500-9010-0-0000-0000-911000-000-00-0000	\$138.44
01/01/21	CA - 40963		Interest Qtr 2		2500-9010-0-0000-0000-911000-000-00-0000	\$105.31
02/05/21	APY - 202125	3899	Accounts Payable 2/5/2021	12654083	2500-9010-0-0000-0000-911000-000-00-0000	\$1,250.00-
02/05/21	APYC - 202125	3899	Accounts Payable 2/5/2021	11011	2500-0000-0-0000-0000-911000-000-00-0000	\$1,250.00
02/17/21	RW - 21721		Redeemed Warrants		2500-0000-0-0000-0000-911000-000-00-0000	\$1,250.00-
02/26/21	CA - 41045		Developer Fees-1/21		2500-9010-0-0000-0000-911000-000-00-0000	\$3,601.50
04/01/21	CA - 41238		Interest Qtr 3		2500-9010-0-0000-0000-911000-000-00-0000	\$83.90
06/18/21	APY - 2021618	296	Accounts Payable 6/18/2021	12662941	2500-0000-0-0000-0000-911000-121-00-0000	\$500.00-
06/18/21	APYC - 202161	296	Accounts Payable 6/18/2021	11011	2500-0000-0-0000-0000-911000-000-00-0000	\$500.00
06/24/21	<a href="#">JE - 21038</a>		CORRECT CODING JECR		2500-0000-0-0000-0000-911000-121-00-0000	\$500.00
06/24/21	<a href="#">JE - 21038</a>		CORRECT CODING JEDR		2500-9010-0-0000-0000-911000-000-00-0000	\$500.00-
06/30/21	CA - 41496		Interest Qtr 4		2500-9010-0-0000-0000-911000-000-00-0000	\$74.66
06/30/21	<a href="#">JE - 21073</a>		Developer Fee Fund Year End Entries JECR		2500-9010-0-0000-0000-911000-000-00-0000	\$48,961.73
06/30/21	<a href="#">JE - 21073</a>		Developer Fee Fund Year End Entries JEDR		2500-0000-0-0000-0000-911000-000-00-0000	\$165.87-
06/30/21	<a href="#">JE - 21073</a>		Developer Fee Fund Year End Entries JEDR		2500-9010-0-0000-0000-911000-000-00-0000	\$48,795.86-
Total Activity						<u>\$6,963.82</u>
Ending Balance						<u>\$47,912.88</u>
<b>920000 Accounts Receivable</b>						
Balance Forward						\$348.10
07/24/20	CA - 40442		Developer Fees-June 2020		2500-9010-0-0000-0000-920000-000-00-0000	\$348.10-
06/30/21	AR - 1697		County of Kings (2148)	1697	2500-9010-0-0000-0000-920000-000-00-0000	\$1,382.98

# Detailed General Ledger

From 07/01/2020 thru 06/30/2021

Fund: 2500 CapitalFacilities Fund

Date	Reference	VendorNo	Description	DocumentNo	FD---RE---Y-GO---FN---OB-----SI--L1-L2	Amount
			Total Activity			<u>\$1,034.88</u>
			Ending Balance			<u><u>\$1,382.98</u></u>
			<b>950100 Accounts Payable Clearing</b>			
02/05/21	APYC - 202125	3899	Accounts Payable 2/5/2021	11011	2500-0000-0-0000-0000-950100-000-00-0000	\$1,250.00-
02/17/21	RW - 21721		Redeemed Warrants		2500-0000-0-0000-0000-950100-000-00-0000	\$1,250.00
06/18/21	APYC - 202161	296	Accounts Payable 6/18/2021	11011	2500-0000-0-0000-0000-950100-000-00-0000	\$500.00-
			Total Activity			<u>\$500.00-</u>
			Ending Balance			<u><u>\$500.00-</u></u>
			<b>972000 Reserve for Encumbrances</b>			
			Total Activity			<u>\$0.00</u>
			Ending Balance			<u><u>\$0.00</u></u>
			<b>974000 Legally Restricted Balance</b>			
			Total Activity			<u>\$48,795.86-</u>
			Ending Balance			<u><u>\$48,795.86-</u></u>
			<b>979000 Undesignated/Unappropriated</b>			
			Total Activity			<u>\$41,131.29</u>
			Ending Balance			<u><u>\$41,131.29</u></u>
			<b>979100 Beginning Balance</b>			
			Balance Forward			\$41,297.16-
			Total Activity			
			Ending Balance			<u><u>\$41,297.16-</u></u>
			<b>981000 Estimated Revenue</b>			

# Detailed General Ledger

From 07/01/2020 thru 06/30/2021

Fund: 2500 CapitalFacilities Fund

Date	Reference	VendorNo	Description	DocumentNo	FD---RE---Y-GO---FN---OB-----SI--L1-L2	Amount
Total Activity						<u>\$9,414.57</u>
Ending Balance						<u><u>\$9,414.57</u></u>
<b>982000 Appropriations</b>						
Total Activity						<u>\$500.00-</u>
Ending Balance						<u><u>\$500.00-</u></u>
<b>983000 Encumbrances</b>						
Total Activity						<u>\$0.00</u>
Ending Balance						<u><u>\$0.00</u></u>
<b>580000 Other Services and Operating Expenditures</b>						
02/05/21	<b>PO - 21668</b>	3899	SCHOOLWORKS INC.	12654083	2500-9010-0-0000-8100-580000-000-00-0000	\$1,250.00
06/18/21	PV - 22021	296	DIVISION OF THE STATE ARCHITECT	12662941	2500-0000-0-0000-7200-580000-121-00-0000	\$500.00
06/24/21	<b>JE - 21038</b>		CORRECT CODING JECR		2500-0000-0-0000-7200-580000-121-00-0000	\$500.00-
06/24/21	<b>JE - 21038</b>		CORRECT CODING JEDR		2500-9010-0-0000-8100-580000-000-00-0000	\$500.00
Total Activity						<u>\$1,750.00</u>
Ending Balance						<u><u>\$1,750.00</u></u>
<b>866000 Interest</b>						
10/01/20	CA - 40712		Interest Qtr 1		2500-9010-0-0000-0000-866000-000-00-0000	\$138.44-
01/01/21	CA - 40963		Interest Qtr 2		2500-9010-0-0000-0000-866000-000-00-0000	\$105.31-
04/01/21	CA - 41238		Interest Qtr 3		2500-9010-0-0000-0000-866000-000-00-0000	\$83.90-
06/30/21	CA - 41496		Interest Qtr 4		2500-9010-0-0000-0000-866000-000-00-0000	\$74.66-
Total Activity						<u>\$402.31-</u>
Ending Balance						<u><u>\$402.31-</u></u>
<b>868100 Mitigation/Developer Fees</b>						
08/19/20	CA - 40516		CU DEV FEES JUL 2020		2500-9010-0-0000-0000-868100-000-00-0000	\$3,861.91-

11 Central Union Elementary School District  
 Fiscal Year: 2021  
 Requested by tsantamaria

## Detailed General Ledger

From 07/01/2020 thru 06/30/2021

Fund: 2500 CapitalFacilities Fund

Date	Reference	VendorNo	Description	DocumentNo	FD---RE---Y-GO---FN---OB-----SI--L1-L2	Amount
<b>868100 Mitigation/Developer Fees</b>						
02/26/21	CA - 41045		Developer Fees-1/21		2500-9010-0-0000-0000-868100-000-00-0000	\$3,601.50-
06/30/21	AR - 1697		County of Kings (2148)	1697	2500-9010-0-0000-0000-868100-000-00-0000	\$1,382.98-
Total Activity						<u>\$8,846.39-</u>
Ending Balance						<u><u>\$8,846.39-</u></u>
<b>898000 Contributions from Unrestricted Revenues</b>						
06/30/21	<u>JE - 21073</u>		Developer Fee Fund Year End Entries JECR		2500-9010-0-0000-0000-898000-000-00-0000	\$165.87-
06/30/21	<u>JE - 21073</u>		Developer Fee Fund Year End Entries JEDR		2500-0000-0-0000-0000-898000-000-00-0000	\$165.87
Total Activity						<u>\$0.00</u>
Ending Balance						<u><u>\$0.00</u></u>

11 Central Union Elementary School District  
 Fiscal Year: 2021  
 Requested by tsantamaria

# Detailed General Ledger

From 07/01/2020 thru 06/30/2021

Fund: 2500 CapitalFacilities Fund

Date	Reference	VendorNo	Description	DocumentNo	FD---RE---Y-GO---FN---OB-----SI--L1-L2	Amount
Fund Total Assets						\$49,295.86
Liabilities						\$40,547.16-
Income						\$9,248.70-
Expenditures						\$1,750.00
Fund Total Liabilites						\$48,045.86-

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



Central Union School District  
Lemoore, CA

**Board Members**

Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Tom Addington  
From: Teresa Santamaria  
Date: December 13, 2021

For Board Meeting

Top of Form

Action (Consent or New Business)

Bottom of Form

Information

Item:

Snack Cart Implementation Stratford and Central and reinstate at Akers.  
Snack Cart Price Increase

Rationale/Purpose:

Launch Snack Cart at Stratford and Central. No snack cart has been implemented at these school sites for 6-8 grade students.

Akers will resume Snack Cart. A La Carte sales stopped due to COVID.

Price increase to items due to current COVID inflation of prices.

Fiscal Impact:

All revenue from the sale of nonprogram foods accrues to the nonprofit school food service account.

Recommendation:

Approve the launching of Snack Carts to give students an opportunity to purchase additional snacks during lunch to go with the free lunch meals at the revised prices.

# Student Snack Bar

Baked Chips.....	1.25	(Was 1.00)
Fruit Snacks.....	.50	(Same)
Cookies.....	.50	(Was. 25)
Brownies.....	1.00	(Was. 75)
Churros.....	1.00	(New)
Rice Krispies.....	1.00	(Same)
Pretzels.....	1.00	(New)
Bottled Drinks.....	1.50	(New)
Water.....	1.00	(Same)

## All snacks are USDA Smart Snack approved

(The information below will be for parents/students, and I'd like to post it on our website, also provide it to both school sites. Akers and Stratford will launch Snack Bar In January)

A student ID Card is required

Must have money on accounts

No cash allowed due to COVID

To add money to student accounts, visit District website Nutrition Services

<https://family.titank12.com/?identifier=7NK96G&lang=English>

**Central Union School District**  
**Actuarial Study of**  
**Retiree Health Liabilities Under GASB 74/75**  
**Roll-forward Valuation**  
**Valuation Date: June 30, 2020**  
**Measurement Date: June 30, 2021**  
**For Fiscal Year-End: June 30, 2021**

*Prepared by:*  
*Total Compensation Systems, Inc.*

*Date: December 8, 2021*

**Table of Contents**

**PART I: EXECUTIVE SUMMARY ..... 1**

- A. INTRODUCTION ..... 1
- B. KEY RESULTS ..... 1
- C. SUMMARY OF GASB 75 ACCOUNTING RESULTS ..... 2
  - 1. *Changes in Net OPEB Liability* ..... 2
  - 2. *Deferred Inflows and Outflows* ..... 2
  - 3. *OPEB Expense* ..... 3
  - 4. *Adjustments* ..... 3
  - 5. *Trend and Interest Rate Sensitivities* ..... 3
- D. DESCRIPTION OF RETIREE BENEFITS ..... 4
- E. SUMMARY OF VALUATION DATA ..... 4
- F. CERTIFICATION ..... 5

**PART II: LIABILITIES AND COSTS FOR RETIREE BENEFITS ..... 7**

- A. INTRODUCTION ..... 7
- B. LIABILITY FOR RETIREE BENEFITS ..... 7
- C. ACTUARIAL ACCRUAL ..... 8
- D. ACTUARIAL ASSUMPTIONS ..... 8
- E. TOTAL OPEB LIABILITY ..... 9
- F. VALUATION RESULTS ..... 10
  - 1. *Actuarial Present Value of Projected Benefit Payments (APVPBP)* ..... 10
  - 2. *Service Cost* ..... 10
  - 3. *Total OPEB Liability and Net OPEB Liability* ..... 11
  - 4. *"Pay As You Go" Projection of Retiree Benefit Payments* ..... 11
- G. ADDITIONAL RECONCILIATION OF GASB 75 RESULTS ..... 12
- H. PROCEDURES FOR FUTURE VALUATIONS ..... 13

**PART III: ACTUARIAL ASSUMPTIONS AND METHODS ..... 14**

- A. ACTUARIAL METHODS AND ASSUMPTIONS: ..... 14
- B. ECONOMIC ASSUMPTIONS: ..... 15
- C. NON-ECONOMIC ASSUMPTIONS: ..... 16

**PART IV: APPENDICES ..... 17**

- APPENDIX A: DEMOGRAPHIC DATA BY AGE ..... 17
- APPENDIX B: ADMINISTRATIVE BEST PRACTICES ..... 18
- APPENDIX C: GASB 74/75 ACCOUNTING ENTRIES AND DISCLOSURES ..... 19
- APPENDIX D: DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES ..... 23
- APPENDIX E: GLOSSARY OF RETIREE HEALTH VALUATION TERMS ..... 26

**Central Union School District  
Actuarial Study of Retiree Health Liabilities**

**PART I: EXECUTIVE SUMMARY**

**A. Introduction**

This report was produced by Total Compensation Systems, Inc. for Central Union School District to determine the liabilities associated with its current retiree health program as of a June 30, 2021 measurement date and to provide the necessary information to determine accounting entries for the fiscal year ending June 30, 2021. This report may not be suitable for other purposes such as determining employer contributions or assessing the potential impact of changes in plan design.

Different users of this report will likely be interested in different sections of information contained within. We anticipate that the following portions may be of most interest depending on the reader:

- A high level comparison of key results from the current year to the prior year is shown on this page.
- The values we anticipate will be disclosed in the June 30, 2021 year-end financials are shown on pages 2 and 3.
- Additional accounting information is shown on page 12 and Appendices C and D.
- Description and details of measured valuation liabilities can be found beginning on page 10.
- Guidance regarding the next actuarial valuation for the June 30, 2022 measurement date is provided on page 13.

**B. Key Results**

Central Union SD uses an Actuarial Measurement Date that is the same as its Fiscal Year-End. This means that these actuarial results measured as of June 30, 2021 will be used directly for the June 30, 2021 Fiscal Year-End.

<b>Key Results</b>	<b>Current Year</b>	<b>Prior Year</b>
	<i>June 30, 2021 Measurement Date for June 30, 2021 Fiscal Year-End</i>	<i>June 30, 2020 Measurement Date for June 30, 2020 Fiscal Year-End</i>
Total OPEB Liability (TOL)	\$4,870,515	\$4,639,075
Fiduciary Net Position (FNP)	\$0	\$0
Net OPEB Liability (NOL)	\$4,870,515	\$4,639,075
Service Cost ( <i>for year following</i> )	\$320,806	\$310,272
Estimated Pay-as-you-go Cost ( <i>for year following</i> )	\$236,388	\$195,594
GASB 75 OPEB Expense ( <i>for year ending</i> )	\$276,872	\$606,693

Refer to results section beginning on page 10 or the glossary on page 26 for descriptions of the above items.

<b>Key Assumptions</b>	<b>Current Year</b>	<b>Prior Year</b>
	<i>June 30, 2021 Measurement Date for June 30, 2021 Fiscal Year-End</i>	<i>June 30, 2020 Measurement Date for June 30, 2020 Fiscal Year-End</i>
Valuation Interest Rate	2.16%	2.20%
Expected Rate of Return on Assets	N/A	N/A
Long-Term Medical Trend Rate	4.00%	4.00%
Projected Payroll Growth	2.75%	2.75%

# Total Compensation Systems, Inc.

## C. Summary of GASB 75 Accounting Results

### 1. Changes in Net OPEB Liability

The following table shows the reconciliation of the June 30, 2020 Net OPEB Liability (NOL) in the prior valuation to the June 30, 2021 NOL. A more detailed version of this table can be found on page 12.

	<i>TOL</i>	<i>FNP</i>	<i>NOL</i>
<b>Balance at June 30, 2020 Measurement Date</b>	<b>\$4,639,075</b>	<b>\$0</b>	<b>\$4,639,075</b>
Service Cost	\$310,272	\$0	\$310,272
Interest on TOL / Return on FNP	\$103,321	\$0	\$103,321
Employer Contributions	\$0	\$195,594	(\$195,594)
Benefit Payments	(\$195,594)	(\$195,594)	\$0
Administrative Expenses	\$0	\$0	\$0
Experience (Gains)/Losses	\$0	\$0	\$0
Changes in Assumptions	\$13,441	\$0	\$13,441
Other	\$0	\$0	\$0
Net Change	\$231,440	\$0	\$231,440
<b>Actual Balance at June 30, 2021 Measurement Date</b>	<b>\$4,870,515</b>	<b>\$0</b>	<b>\$4,870,515</b>

### 2. Deferred Inflows and Outflows

Changes in the NOL arising from certain sources are recognized on a deferred basis. The following tables show the balance of each deferral item as of the measurement date and the scheduled future recognition. A reconciliation of these balances can be found on page 12 while the complete deferral history is shown beginning on page 23.

<b>Balances at June 30, 2021 Fiscal Year-End</b>	<i>Deferred Outflows</i>	<i>Deferred Inflows</i>
Differences between expected and actual experience	\$0	(\$1,626,180)
Changes in assumptions	\$116,182	(\$3,856)
Differences between projected and actual return on assets	\$0	\$0
<b>Total</b>	<b>\$116,182</b>	<b>(\$1,630,036)</b>

<b>To be recognized fiscal year ending June 30:</b>	<i>Deferred Outflows</i>	<i>Deferred Inflows</i>
2022	\$10,130	(\$146,851)
2023	\$10,130	(\$146,851)
2024	\$10,130	(\$146,851)
2025	\$10,130	(\$146,851)
2026	\$10,130	(\$146,851)
Thereafter	\$65,532	(\$895,781)
<b>Total</b>	<b>\$116,182</b>	<b>(\$1,630,036)</b>

## Total Compensation Systems, Inc.

---

### 3. OPEB Expense

Under GASB 74 and 75, OPEB expense includes service cost, interest cost, administrative expenses, and change in TOL due to plan changes, adjusted for deferred inflows and outflows. OPEB expense can also be derived as change in net position, adjusted for employer contributions, which can be found on page 12.

<b>To be recognized fiscal year ending June 30, 2021</b>	<i>Expense Component</i>
Service Cost	\$310,272
Interest Cost	\$103,321
Expected Return on Assets	\$0
Administrative Expenses	\$0
Recognition of Experience (Gain)/Loss Deferrals	(\$146,503)
Recognition of Assumption Change Deferrals	\$9,782
Recognition of Investment (Gain)/Loss Deferrals	\$0
Employee Contributions	\$0
Changes in Benefit Terms	\$0
<b>Net OPEB Expense for fiscal year ending June 30, 2021</b>	<b>\$276,872</b>

\* May include a slight rounding error.

### 4. Adjustments

We are unaware of any adjustments that need to be made.

### 5. Trend and Interest Rate Sensitivities

The following presents what the Net OPEB Liability would be if it were calculated using a discount rate assumption or a healthcare trend rate assumption one percent higher or lower than the current assumption.

<b>Net OPEB Liability at June 30, 2021 Measurement Date</b>	<i>Discount Rate</i>	<i>Healthcare Trend Rate</i>
1% Decrease in Assumption	\$5,169,976	\$4,331,634
Current Assumption	\$4,870,515	\$4,870,515
1% Increase in Assumption	\$4,577,755	\$5,505,327

## Total Compensation Systems, Inc.

---

### D. Description of Retiree Benefits

Following is a description of the current retiree benefit plan:

	<u>Certificated</u>	<u>Classified</u>	<u>Management</u>
Benefit types provided	Medical only	Medical only	Medical only
Duration of Benefits	Until Medicare Eligible	Until Medicare Eligible	Until Medicare Eligible
Required Service	10 years	20 years	20 years
Minimum Age	55	55	57
Dependent Coverage	Yes	Yes	Yes
District Contribution %	100%	100%	100%
District Cap	Active cap	Active cap	Active cap

### E. Summary of Valuation Data

Because this is a roll-forward valuation, this report is based on census data previously provided to us as of June, 2020 for the June 30, 2020 full valuation. Distributions of participants by age and service can be found on page 17. The active count below excludes employees for whom it was not possible to receive retiree benefits (e.g. employees who were already older than the maximum age to which benefits are payable or who will not accrue the required service prior to reaching the maximum age).

	<b>Valuation Year</b>
	<i>June 30, 2020 Valuation Date</i>
	<i>June 30, 2021 Measurement Date</i>
<b>Active Employees eligible for future benefits</b>	
Count	154
Average Age	45.2
Average Years of Service	12.1
<b>Retirees currently receiving benefits</b>	
Count	18
Average Age	61.2

We were not provided with information about any terminated, vested employees.

## Total Compensation Systems, Inc.

---

### F. Certification

The actuarial information in this report is intended solely to assist Central Union SD in complying with Governmental Accounting Standards Board Accounting Statement 74 and 75 and, unless otherwise stated, fully and fairly discloses actuarial information required for compliance. Nothing in this report should be construed as an accounting opinion, accounting advice or legal advice. TCS recommends that third parties retain their own actuary or other qualified professionals when reviewing this report. TCS's work is prepared solely for the use and benefit of Central Union SD. Release of this report may be subject to provisions of the Agreement between Central Union SD and TCS. No third party recipient of this report product should rely on the report for any purpose other than accounting compliance. Any other use of this report is unauthorized without first consulting with TCS.

This report is for fiscal year July 1, 2020 to June 30, 2021, using a measurement date of June 30, 2021. The calculations in this report have been made based on our understanding of plan provisions and actual practice at the time we were provided the required information. We relied on information provided by Central Union SD. Much or all of this information was unaudited at the time of our evaluation. We reviewed the information provided for reasonableness, but this review should not be viewed as fulfilling any audit requirements. We relied on the following materials to complete this study:

- We used paper reports and digital files containing participant demographic data from the District personnel records.
- We used relevant sections of collective bargaining agreements provided by the District.

All costs, liabilities, and other estimates are based on actuarial assumptions and methods that comply with all applicable Actuarial Standards of Practice (ASOPs). Each assumption is deemed to be reasonable by itself, taking into account plan experience and reasonable future expectations and in combination represent our estimate of anticipated experience of the Plan.

This report contains estimates of the Plan's financial condition and future results only as of a single date. Future results can vary dramatically and the accuracy of estimates contained in this report depends on the actuarial assumptions used. This valuation cannot predict the Plan's future condition nor guarantee its future financial soundness. Actuarial valuations do not affect the ultimate cost of Plan benefits, only the timing of Plan contributions. While the valuation is based on individually reasonable assumptions, other assumption sets may also be reasonable and valuation results based on those assumptions would be different. Determining results using alternative assumptions (except for the alternate discount and trend rates shown in this report) is outside the scope of our engagement.

Future actuarial measurements may differ significantly from those presented in this report due to factors such as, but not limited to, the following: plan experience differing from that anticipated by the economic or demographic assumptions; changes in economic or demographic assumptions; increases or decreases expected as part of the natural operation of the measurement methodology (such as the end of an amortization period or additional cost or contribution requirements based on the plan's funded status); and changes in plan provisions or applicable law. We were not asked to perform analyses to estimate the potential range of such future measurements.

The signing actuary is independent of Central Union SD and any plan sponsor. TCS does not intend to benefit from and assumes no duty or liability to other parties who receive this report. TCS is not aware of any relationship that would impair the objectivity of the opinion.

On the basis of the foregoing, I hereby certify that, to the best of my knowledge and belief, this report is complete and has been prepared in accordance with generally accepted actuarial principles and practices and all applicable Actuarial Standards of Practice. I meet the Qualifications Standards of the American Academy of

## **Total Compensation Systems, Inc.**

---

Actuaries to render the actuarial opinion contained herein.

Respectfully submitted,



Will Kane, FSA, EA, MAAA  
Actuary  
Total Compensation Systems, Inc.  
(805) 496-1700

## PART II: LIABILITIES AND COSTS FOR RETIREE BENEFITS

### A. Introduction.

We calculated the actuarial present value of projected benefit payments (APVPBP) separately for each participant. We determined eligibility for retiree benefits based on information supplied by Central Union SD. We then selected assumptions that, based on plan provisions and our training and experience, represent our best prediction of future plan experience. For each participant, we applied the appropriate assumption factors based on the participant's age, sex, length of service, and employee classification.

The actuarial assumptions used for this study are summarized beginning on page 14.

### B. Liability for Retiree Benefits.

For each participant, we projected future premium costs using an assumed trend rate (see Appendix C). To the extent Central Union SD uses contribution caps, the influence of the trend factor is further reduced. We multiplied each year's benefit payments by the probability that benefits will be paid; i.e. based on the probability that the participant is living, has not terminated employment, has retired and remains eligible. The probability that benefit will be paid is zero if the participant is not eligible. The participant is not eligible if s/he has not met minimum service, minimum age or, if applicable, maximum age requirements.

The product of each year's benefit payments and the probability the benefit will be paid equals the expected cost for that year. We multiplied the above expected cost figures by the probability that the retiree would elect coverage. A retiree may not elect to be covered if retiree health coverage is available less expensively from another source (e.g. Medicare risk contract) or the retiree is covered under a spouse's plan. Finally, we discounted the expected cost for each year to the measurement date June 30, 2021 at 2.16% interest.

For any *current retirees*, the approach used was similar. The major difference is that the probability of payment for current retirees depends only on mortality and age restrictions (i.e. for retired employees the probability of being retired and of not being terminated are always both 100%).

The value generated from the process described above is called the actuarial present value of projected benefit payments (APVPBP). We added APVPBP for each participant to get the total APVPBP for all participants which is the estimated present value of all future retiree health benefits for all **current** participants. The APVPBP is the amount on June 30, 2021 that, if all actuarial assumptions are exactly right, would be sufficient to expense all promised benefits until the last participant dies or reaches the maximum eligibility age. However, for most actuarial and accounting purposes, the APVPBP is not used directly but is instead apportioned over the lifetime of each participant as described in the following sections.

## Total Compensation Systems, Inc.

---

### C. Actuarial Accrual

Accounting principles provide that the cost of retiree benefits should be “accrued” over employees' working lifetime. For this reason, the Governmental Accounting Standards Board (GASB) issued in June of 2015 Accounting Standards 74 and 75 for retiree health benefits. These standards apply to all public employers that pay any part of the cost of retiree health benefits for current or future retirees (including early retirees), whether they pay directly or indirectly (via an “implicit rate subsidy”).

To actuarially accrue retiree health benefits requires determining the amount to expense each year so that the liability accumulated at retirement is, on average, sufficient (with interest) to cover all retiree health expenditures without the need for additional expenses. There are many different ways to determine the annual accrual amount. The calculation method used is called an “actuarial cost method” and uses the APVPBP to develop expense and liability figures. Furthermore, the APVPBP should be accrued over the working lifetime of employees.

In order to accrue the APVPBP over the working lifetime of employees, actuarial cost methods apportion the APVPBP into two parts: the portions attributable to service rendered prior to the measurement date (the past service liability or Total OPEB Liability (TOL) under GASB 74 and 75) and to service after the measurement date but prior to retirement (the future service liability or present value of future service costs). Of the future service liability, the portion attributable to the single year immediately following the measurement date is known as the normal cost or Service Cost under GASB 74 and 75.

The service cost can be thought of as the value of the benefit earned each year if benefits are accrued during the working lifetime of employees. The actuarial cost method mandated by GASB 75 is the “entry age actuarial cost method”. Under the entry age actuarial cost method, the actuary determines the service cost as the annual amount needing to be expensed from hire until retirement to fully accrue the cost of retiree health benefits. Under GASB 75, the service cost is calculated to be a level percentage of each employee’s projected pay.

### D. Actuarial Assumptions

The APVPBP and service cost are determined using several key assumptions:

- The current **cost of retiree health benefits** (often varying by age, Medicare status and/or dependent coverage). The higher the current cost of retiree benefits, the higher the service cost.
- The **“trend” rate** at which retiree health benefits are expected to increase over time. A higher trend rate increases the service cost. A “cap” on District contributions can reduce trend to zero once the cap is reached thereby dramatically reducing service costs.
- **Mortality rates** varying by age and sex (and sometimes retirement or disability status). If employees die prior to retirement, past contributions are available to fund benefits for employees who live to retirement. After retirement, death results in benefit termination or reduction. Although higher mortality rates reduce service costs, the mortality assumption is not likely to vary from employer to employer.
- **Employment termination rates** have the same effect as mortality inasmuch as higher termination rates reduce service costs. Employment termination can vary considerably between public agencies.
- The **service requirement** reflects years of service required to earn full or partial retiree benefits. While a longer service requirement reduces costs, cost reductions are not usually substantial unless the service period exceeds 20 years of service.

## Total Compensation Systems, Inc.

---

- **Retirement rates** determine what proportion of employees retire at each age (assuming employees reach the requisite length of service). Retirement rates often vary by employee classification and implicitly reflect the minimum retirement age required for eligibility. Retirement rates also depend on the amount of pension benefits available. Higher retirement rates increase service costs but, except for differences in minimum retirement age, retirement rates tend to be consistent between public agencies for each employee type.
- **Participation rates** indicate what proportion of retirees are expected to elect retiree health benefits if a significant retiree contribution is required. Higher participation rates increase costs.
- The **discount rate** estimates investment earnings for assets earmarked to cover retiree health benefit liabilities. The discount rate depends on the nature of underlying assets for funded plans. The rate used for a funded plan is the **real** rate of return expected for plan assets plus the long term inflation assumption. For an unfunded plan, the discount rate is based on an index of 20 year General Obligation municipal bonds rated AA or higher. For partially funded plans, the discount rate is a blend of the funded and unfunded rates.

### E. Total OPEB Liability

The assumptions listed above are not exhaustive, but are the most common assumptions used in actuarial cost calculations. If all actuarial assumptions are exactly met and an employer expensed the service cost every year for all past and current employees and retirees, a sizeable liability would have accumulated (after adding interest and subtracting retiree benefit costs). The liability that would have accumulated is called the Total OPEB Liability (TOL). The excess of TOL over the value of plan assets is called the Net OPEB Liability (NOL). Under GASB 74 and 75, in order for assets to count toward offsetting the TOL, the assets have to be held in an irrevocable trust that is safe from creditors and can only be used to provide OPEB benefits to eligible participants.

Changes in the TOL can arise in several ways - e.g., as a result of plan changes or changes in actuarial assumptions. Change in the TOL can also arise from actuarial gains and losses. Actuarial gains and losses result from differences between actuarial assumptions and actual plan experience. GASB 75 allows certain changes in the TOL to be deferred (i.e. deferred inflows and outflows of resources).

Under GASB 74 and 75, a portion of actuarial gains and losses can be deferred as follows:

- Investment gains and losses are deferred five years.
- Experience gains and losses are deferred over the Expected Average Remaining Service Lives (EARSL) of plan participants. In calculating the EARSL, terminated employees (primarily retirees) are considered to have a working lifetime of zero. This often makes the EARSL quite short.
- Liability changes resulting from changes in economic and demographic assumptions are also deferred based on the EARSL.
- Liability changes resulting from plan changes, for example, cannot be deferred.

## Total Compensation Systems, Inc.

### F. Valuation Results

This section details the measured values of the concepts described on the previous pages. Because this is a roll-forward valuation, the results shown in this section do not match the overall results as of the measurement date.

#### 1. Actuarial Present Value of Projected Benefit Payments (APVPBP)

##### **Actuarial Present Value of Projected Benefit Payments as of June 30, 2020 Valuation Date**

	<i>Total</i>	<i>Certificated Management</i>	<i>Certificated</i>	<i>Classified</i>	<i>Classified Management</i>
Active: Pre-65 Benefit	\$8,464,871	\$918,231	\$5,144,470	\$2,158,911	\$243,259
Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Subtotal	\$8,464,871	\$918,231	\$5,144,470	\$2,158,911	\$243,259
Retiree: Pre-65 Benefit	\$771,600	\$147,101	\$436,610	\$187,889	\$0
Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Subtotal	\$771,600	\$147,101	\$436,610	\$187,889	\$0
Grand Total	\$9,236,471	\$1,065,332	\$5,581,080	\$2,346,800	\$243,259
Subtotal Pre-65 Benefit	\$9,236,471	\$1,065,332	\$5,581,080	\$2,346,800	\$243,259
Subtotal Post-65 Benefit	\$0	\$0	\$0	\$0	\$0

#### 2. Service Cost

The service cost represents the value of the benefit earned during a single year of employment. It is the APVPBP spread over the expected working lifetime of the employee and divided into annual segments. We applied an "entry age" actuarial cost method to determine funding rates for active employees. The table below summarizes the calculated service cost.

##### **Service Cost Valuation Year Beginning July 1, 2020**

	<i>Total</i>	<i>Certificated Management</i>	<i>Certificated</i>	<i>Classified</i>	<i>Classified Management</i>
# of Eligible Employees	154	16	98	36	4
<b>First Year Service Cost</b>					
Pre-65 Benefit	\$312,220	\$33,296	\$196,196	\$74,448	\$8,280
Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Total	\$312,220	\$33,296	\$196,196	\$74,448	\$8,280

Accruing retiree health benefit costs using service costs levels out the cost of retiree health benefits over time and more fairly reflects the value of benefits "earned" each year by employees. While the service cost for each employee is targeted to remain level as a percentage of covered payroll, the service cost as a dollar amount would increase each year based on covered payroll. Additionally, the overall service cost may grow or shrink based on changes in the demographic makeup of the employees from year to year.

## Total Compensation Systems, Inc.

### 3. Total OPEB Liability and Net OPEB Liability

If actuarial assumptions are borne out by experience, the District will fully accrue retiree benefits by expensing an amount each year that equals the service cost. If no accruals had taken place in the past, there would be a shortfall of many years' accruals, accumulated interest and forfeitures for terminated or deceased employees. This shortfall is called the Total OPEB Liability. We calculated the Total OPEB Liability (TOL) as the APVPBP minus the present value of future service costs. To the extent that benefits are funded through a GASB 74 qualifying trust, the trust's Fiduciary Net Position (FNP) is subtracted to get the NOL. The FNP is the value of assets adjusted for any applicable payables and receivables as shown in the table on page 15.

#### Total OPEB Liability and Net OPEB Liability as of June 30, 2020 Valuation Date

	<i>Certificated</i>		<i>Certificated</i>	<i>Classified</i>	<i>Classified</i>
	<i>Total</i>	<i>Management</i>			
Active: Pre-65 Benefit	3,878,968	\$463,435	\$2,126,816	\$1,137,497	\$151,220
Active: Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Subtotal	\$3,878,968	\$463,435	\$2,126,816	\$1,137,497	\$151,220
Retiree: Pre-65 Benefit	\$771,600	\$147,101	\$436,610	\$187,889	\$0
Retiree: Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Subtotal	\$771,600	\$147,101	\$436,610	\$187,889	\$0
Subtotal: Pre-65 Benefit	\$4,650,568	\$610,536	\$2,563,426	\$1,325,386	\$151,220
Subtotal: Post-65 Benefit	\$0	\$0	\$0	\$0	\$0
Total OPEB Liability (TOL)	\$4,650,568	\$610,536	\$2,563,426	\$1,325,386	\$151,220
Fiduciary Net Position as of June 30, 2020	\$0				
Net OPEB Liability (NOL)	\$4,650,568				

### 4. "Pay As You Go" Projection of Retiree Benefit Payments

We used the actuarial assumptions shown in Appendix C to project the District's ten year retiree benefit outlay. Because these cost estimates reflect average assumptions applied to a relatively small number of participants, estimates for individual years are **certain** to be **inaccurate**. However, these estimates show the size of cash outflow.

The following table shows a projection of annual amounts needed to pay the District's share of retiree health costs.

<i>Year Beginning July 1</i>	<i>Total</i>	<i>Certificated Management</i>	<i>Certificated</i>	<i>Classified</i>	<i>Classified Management</i>
2020	\$195,594	\$31,876	\$102,718	\$61,000	\$0
2021	\$236,388	\$36,601	\$158,751	\$39,738	\$1,298
2022	\$289,146	\$43,522	\$198,991	\$43,899	\$2,734
2023	\$346,183	\$56,018	\$238,680	\$46,873	\$4,612
2024	\$294,904	\$53,375	\$183,548	\$47,691	\$10,290
2025	\$265,037	\$54,264	\$142,310	\$53,650	\$14,813
2026	\$275,941	\$73,284	\$110,570	\$73,268	\$18,819
2027	\$327,633	\$80,159	\$156,169	\$68,636	\$22,669
2028	\$380,486	\$77,198	\$220,325	\$72,798	\$10,165
2029	\$374,538	\$43,019	\$264,951	\$53,384	\$13,184

## Total Compensation Systems, Inc.

### G. Additional Reconciliation of GASB 75 Results

The following table shows the reconciliation of the June 30, 2020 Net OPEB Liability (NOL) in the prior valuation to the June 30, 2021 NOL. For some plans, it will provide additional detail and transparency beyond that shown in the table on Page 2.

	<i>TOL</i>	<i>FNP</i>	<i>NOL</i>
<b>Balance at June 30, 2020</b>	<b>\$4,639,075</b>	<b>\$0</b>	<b>\$4,639,075</b>
Service Cost	\$310,272	\$0	\$310,272
Interest on Total OPEB Liability	\$103,321	\$0	\$103,321
Expected Investment Income	\$0	\$0	\$0
Administrative Expenses	\$0	\$0	\$0
Employee Contributions	\$0	\$0	\$0
Employer Contributions to Trust	\$0	\$0	\$0
Employer Contributions as Benefit Payments	\$0	\$195,594	(\$195,594)
Benefit Payments from Trust	\$0	\$0	\$0
Expected Benefit Payments from Employer	(\$195,594)	(\$195,594)	\$0
<b>Expected Balance at June 30, 2021</b>	<b>\$4,857,074</b>	<b>\$0</b>	<b>\$4,857,074</b>
Experience (Gains)/Losses	\$0	\$0	\$0
Changes in Assumptions	\$13,441	\$0	\$13,441
Changes in Benefit Terms	\$0	\$0	\$0
Investment Gains/(Losses)	\$0	\$0	\$0
Other	\$0	\$0	\$0
Net Change during 2021	\$231,440	\$0	\$231,440
<b>Actual Balance at June 30, 2021*</b>	<b>\$4,870,515</b>	<b>\$0</b>	<b>\$4,870,515</b>

\* May include a slight rounding error.

Changes in the NOL arising from certain sources are recognized on a deferred basis. The deferral history for Central Union SD is shown beginning on page 23. The following table summarizes the beginning and ending balances for each deferral item. The current year expense reflects the change in deferral balances for the measurement year.

### Deferred Inflow/Outflow Balances Fiscal Year Ending June 30, 2021

	<i>Beginning Balance</i>	<i>Change Due to New Deferrals</i>	<i>Change Due to Recognition</i>	<i>Ending Balance</i>
Experience (Gains)/Losses	(\$1,772,683)	\$0	\$146,503	(\$1,626,180)
Assumption Changes	\$108,667	\$13,441	(\$9,782)	\$112,326
Investment (Gains)/Losses	\$0	\$0	\$0	\$0
Deferred Balances	(\$1,664,016)	\$13,441	\$136,721	(\$1,513,854)

The following table shows the reconciliation of Net Position (NOL less the balance of any deferred inflows or outflows). When adjusted for contributions, the change in Net Position is equal to the OPEB expense shown previously on page 3.

### OPEB Expense Fiscal Year Ending June 30, 2021

	<i>Beginning Net Position</i>	<i>Ending Net Position</i>	<i>Change</i>
Net OPEB Liability (NOL)	\$4,639,075	\$4,870,515	\$231,440
Deferred Balances	(\$1,664,016)	(\$1,513,854)	\$150,162
Net Position	\$6,303,091	\$6,384,369	\$81,278
Adjust Out Employer Contributions			\$195,594
OPEB Expense			\$276,872

# Total Compensation Systems, Inc.

---

## H. Procedures for Future Valuations

GASB 74/75 require annual measurements of liability with a full actuarial valuation required every two years. This means that for the measurement date one year following a full actuarial valuation, a streamlined “roll-forward” valuation may be performed in place of a full valuation. The following outlines the key differences between full and roll-forward valuations.

	Full Actuarial Valuation	Roll-Forward Valuation
Collect New Census Data	Yes	No
Reflect Updates to Plan Design	Yes	No
Update Actuarial Assumptions	Yes	Typically Not
Update Valuation Interest Rate	Yes	Yes
Actual Assets as of Measurement Date	Yes	Yes
Timing	4-6 weeks after information is received	1-2 weeks after information is received
Fees	Full	Reduced
Information Needed from Employer	Moderate	Minimal
Required Frequency	At least every two years	Each year, unless a full valuation is performed

The majority of employers use an alternating cycle of a full valuation one year followed by a roll-forward valuation the next year. However, a full valuation may be required or preferred under certain circumstances. Following are examples of actions that could cause the employer to consider a full valuation instead of a roll-forward valuation.

- The employer considers or puts in place an early retirement incentive program.
- The employer considers or implements changes to retiree benefit provisions or eligibility requirements.
- The employer desires the measured liability to incorporate more recent census data or assumptions.
- The employer forms a qualifying trust or changes its investment policy.
- The employer adds or terminates a group of participants that constitutes a significant part of the covered group.

We anticipate that the next valuation we perform for Central Union SD will be a full valuation with a measurement date of June 30, 2022 which will be used for the fiscal year ending June 30, 2022.

**PART III: ACTUARIAL ASSUMPTIONS AND METHODS**

Following is a summary of actuarial assumptions and methods used in this study. The District should carefully review these assumptions and methods to make sure they reflect the District's assessment of its underlying experience. It is important for Central Union SD to understand that the appropriateness of all selected actuarial assumptions and methods are Central Union SD's responsibility. Unless otherwise disclosed in this report, TCS believes that all methods and assumptions are within a reasonable range based on the provisions of GASB 74 and 75, applicable actuarial standards of practice, Central Union SD's actual historical experience, and TCS's judgment based on experience and training.

**A. ACTUARIAL METHODS AND ASSUMPTIONS:**

*ACTUARIAL COST METHOD:* GASB 74 and 75 require use of the entry age actuarial cost method.

Entry age is based on the age at hire for eligible employees. The attribution period is determined as the difference between the expected retirement age and the age at hire. The APVPBP and present value of future service costs are determined on a participant by participant basis and then aggregated.

*SUBSTANTIVE PLAN:* As required under GASB 74 and 75, we based the valuation on the substantive plan. The formulation of the substantive plan was based on a review of written plan documents as well as historical information provided by Central Union SD regarding practices with respect to employer and employee contributions and other relevant factors.

## Total Compensation Systems, Inc.

---

### **B. ECONOMIC ASSUMPTIONS:**

Economic assumptions are set under the guidance of Actuarial Standard of Practice 27 (ASOP 27). Among other things, ASOP 27 provides that economic assumptions should reflect a consistent underlying rate of general inflation. For that reason, we show our assumed long-term inflation rate below.

*INFLATION:* We assumed 2.75% per year used for pension purposes. Actuarial standards require using the same rate for OPEB that is used for pension.

*INVESTMENT RETURN / DISCOUNT RATE:* We assumed 2.16% per year net of expenses. This is based on the Bond Buyer 20 Bond Index.

*TREND:* We assumed 4.00% per year. Our long-term trend assumption is based on the conclusion that, while medical trend will continue to be cyclical, the average increase over time cannot continue to outstrip general inflation by a wide margin. Trend increases in excess of general inflation result in dramatic increases in unemployment, the number of uninsured and the number of underinsured. These effects are nearing a tipping point which will inevitably result in fundamental changes in health care finance and/or delivery which will bring increases in health care costs more closely in line with general inflation. We do not believe it is reasonable to project historical trend vs. inflation differences several decades into the future.

*PAYROLL INCREASE:* We assumed 2.75% per year. Since benefits do not depend on salary (as they do for pensions), using an aggregate payroll assumption for the purpose of calculating the service cost results in a negligible error.

*FIDUCIARY NET POSITION (FNP):* The following table shows the beginning and ending FNP numbers that were provided by Central Union SD.

#### **Fiduciary Net Position as of June 30, 2021**

	<i><u>06/30/2020</u></i>	<i><u>06/30/2021</u></i>
Cash and Equivalents	\$0	\$0
Contributions Receivable	\$0	\$0
Total Investments	\$0	\$0
Capital Assets	\$0	\$0
Total Assets	\$0	\$0
Benefits Payable	\$0	\$0
Fiduciary Net Position	\$0	\$0

## Total Compensation Systems, Inc.

### C. NON-ECONOMIC ASSUMPTIONS:

Economic assumptions are set under the guidance of Actuarial Standard of Practice 35 (ASOP 35). See Appendix C, Paragraph 52 for more information.

#### **MORTALITY**

<i>Participant Type</i>	<i>Mortality Tables</i>
Certificated	2020 CalSTRS Mortality
Classified	2017 CalPERS Mortality for Miscellaneous and Schools Employees

#### **RETIREMENT RATES**

<i>Employee Type</i>	<i>Retirement Rate Tables</i>
Certificated Management	Hired 2012 and earlier: 2020 CalSTRS 2.0%@60 Rates Hired 2013 and later: 2020 CalSTRS 2.0%@62 Rates
Certificated	Hired 2012 and earlier: 2020 CalSTRS 2.0%@60 Rates Hired 2013 and later: 2020 CalSTRS 2.0%@62 Rates
Classified	Hired 2012 and earlier: 2017 CalPERS 2.0%@55 Rates for Schools Employees Hired 2013 and later: 2017 CalPERS 2.0%@62 Rates for Schools Employees
Classified Management	Hired 2012 and earlier: 2017 CalPERS 2.0%@55 Rates for Schools Employees Hired 2013 and later: 2017 CalPERS 2.0%@62 Rates for Schools Employees

#### **COSTS FOR RETIREE COVERAGE**

Actuarial Standard of Practice 6 (ASOP 6) Section 3.7.7(c)(3) provides that unadjusted premium may be used as the basis for retiree liabilities if retiree premium rates are not subsidized by active premium rates. We evaluated active and retiree rates and determined that there is not likely to be a subsidy between active and retiree rates. Therefore, retiree liabilities are based on actual employer contributions. Liabilities for active participants are based on the first year costs shown below. Subsequent years' costs are based on first year costs adjusted for trend and limited by any District contribution caps.

<i>Participant Type</i>	<i>Future Retirees Pre-65</i>	<i>Future Retirees Post-65</i>
Certificated	\$14,674	
Certificated Management	\$15,938	
Classified	\$15,250	
Classified Management	\$15,250	

#### **PARTICIPATION RATES**

<i>Employee Type</i>	<i>&lt;65 Non-Medicare Participation %</i>	<i>65+ Medicare Participation %</i>
Certificated	100%	
Classified	100%	

#### **TURNOVER**

<i>Employee Type</i>	<i>Turnover Rate Tables</i>
Certificated	2020 CalSTRS Termination Rates
Classified	2017 CalPERS Termination Rates for School Employees

#### **SPOUSE PREVALENCE**

To the extent not provided and when needed to calculate benefit liabilities, 80% of retirees assumed to be married at retirement. After retirement, the percentage married is adjusted to reflect mortality.

#### **SPOUSE AGES**

To the extent spouse dates of birth are not provided and when needed to calculate benefit liabilities, female spouse assumed to be three years younger than male.

# Total Compensation Systems, Inc.

## PART IV: APPENDICES

### APPENDIX A: DEMOGRAPHIC DATA BY AGE

#### **ELIGIBLE ACTIVE EMPLOYEES BY AGE AND EMPLOYEE CLASS**

<i>Age</i>	<i>Total</i>	<i>Certificated Management</i>	<i>Certificated</i>	<i>Classified</i>	<i>Classified Management</i>
Under 25	0	0	0	0	0
25 – 29	10	1	7	2	0
30 – 34	19	1	12	5	1
35 – 39	21	1	14	6	0
40 – 44	26	3	13	9	1
45 – 49	23	3	15	5	0
50 – 54	22	1	18	2	1
55 – 59	23	6	12	4	1
60 – 64	10	0	7	3	0
65 and older	0	0	0	0	0
Total	154	16	98	36	4

#### **ELIGIBLE ACTIVE EMPLOYEES BY AGE AND SERVICE**

<i>Total</i>	<i>Under 5 Years of Service</i>	<i>5 – 9 Years of Service</i>	<i>10 – 14 Years of Service</i>	<i>15 – 19 Years of Service</i>	<i>20 – 24 Years of Service</i>	<i>25 – 29 Years of Service</i>	<i>30 – 34 Years of Service</i>	<i>Over 34 Years of Service</i>
Under 25	0							
25 – 29	10	8	2					
30 – 34	19	16	3					
35 – 39	21	10	8	2	1			
40 – 44	26	7	5	5	8	1		
45 – 49	23	7	6	2	6	2		
50 – 54	22	2	1	3	7	4	5	
55 – 59	23			7	3	7	4	1
60 – 64	10			2	3	2	1	2
65 and older	0							
Total	154	50	25	21	28	14	11	2

#### **ELIGIBLE RETIREES BY AGE AND EMPLOYEE CLASS**

<i>Age</i>	<i>Total</i>	<i>Certificated Management</i>	<i>Certificated</i>	<i>Classified</i>	<i>Classified Management</i>
Under 50	0	0	0	0	0
50 – 54	0	0	0	0	0
55 – 59	3	1	1	1	0
60 – 64	15	2	10	3	0
65 – 69	0	0	0	0	0
70 – 74	0	0	0	0	0
75 – 79	0	0	0	0	0
80 – 84	0	0	0	0	0
85 – 89	0	0	0	0	0
90 and older	0	0	0	0	0
Total	18	3	11	4	0

### APPENDIX B: ADMINISTRATIVE BEST PRACTICES

It is outside the scope of this report to make specific recommendations of actions Central Union SD should take to manage the liability created by the current retiree health program. The following items are intended only to allow the District to get more information from this and future studies. Because we have not conducted a comprehensive administrative audit of Central Union SD's practices, it is possible that Central Union SD is already complying with some or all of these suggestions.

- We suggest that Central Union SD maintain an inventory of all benefits and services provided to retirees – whether contractually or not and whether retiree-paid or not. For each, Central Union SD should determine whether the benefit is material and subject to GASB 74 and/or 75.
- Under GASB 75, it is important to isolate the cost of retiree health benefits. Central Union SD should have all premiums, claims and expenses for retirees separated from active employee premiums, claims, expenses, etc. To the extent any retiree benefits are made available to retirees over the age of 65 – *even on a retiree-pay-all basis* – all premiums, claims and expenses for post-65 retiree coverage should be segregated from those for pre-65 coverage. Furthermore, Central Union SD should arrange for the rates or prices of all retiree benefits to be set on what is expected to be a self-sustaining basis.
- Central Union SD should establish a way of designating employees as eligible or ineligible for future OPEB benefits. Ineligible employees can include those in ineligible job classes; those hired after a designated date restricting eligibility; those who, due to their age at hire cannot qualify for District-paid OPEB benefits; employees who exceed the termination age for OPEB benefits, etc.
- Several assumptions were made in estimating costs and liabilities under Central Union SD's retiree health program. Further studies may be desired to validate any assumptions where there is any doubt that the assumption is appropriate. (See Part III of this report for a summary of assumptions.) For example, Central Union SD should maintain a retiree database that includes – in addition to date of birth, gender and employee classification – retirement date and (if applicable) dependent date of birth, relationship and gender. It will also be helpful for Central Union SD to maintain employment termination information – namely, the number of OPEB-eligible employees in each employee class that terminate employment each year for reasons other than death, disability or retirement.

# Total Compensation Systems, Inc.

## APPENDIX C: GASB 74/75 ACCOUNTING ENTRIES AND DISCLOSURES

This report does not necessarily include the entire accounting values. As mentioned earlier, there are certain deferred items that are employer-specific. The District should consult with its auditor if there are any questions about what, if any, adjustments may be appropriate.

GASB 74/75 include a large number of items that should be included in the Note Disclosures and Required Supplementary Information (RSI) Schedules. Many of these items are outside the scope of the actuarial valuation. However, following is information to assist the District in complying with GASB 74/75 disclosure requirements:

**Paragraph 50:**                    **Information about the OPEB Plan**

Most of the information about the OPEB plan should be supplied by Central Union SD. Following is information to help fulfill Paragraph 50 reporting requirements.

50.c: Following is a table of plan participants

	Number of Participants
Inactive Employees Currently Receiving Benefit Payments	18
Inactive Employees Entitled to But Not Yet Receiving Benefit Payments*	0
Participating Active Employees	154
Total Number of participants	172

\*We were not provided with information about any terminated, vested employees

**Paragraph 51:**                    **Significant Assumptions and Other Inputs**

Shown in Part III.

**Paragraph 52:**                    **Information Related to Assumptions and Other Inputs**

The following information is intended to assist Central Union SD in complying with the requirements of Paragraph 52.

52.b: Mortality Assumptions Following are the tables the mortality assumptions are based upon. Inasmuch as these tables are based on appropriate populations, and that these tables are used for pension purposes, we believe these tables to be the most appropriate for the valuation.

Mortality Table	2017 CalPERS Mortality for Miscellaneous and Schools Employees
Disclosure	The mortality assumptions are based on the 2017 CalPERS Mortality for Miscellaneous and Schools Employees table created by CalPERS. CalPERS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalPERS analysis.

## Total Compensation Systems, Inc.

Mortality Table	2017 CalPERS Retiree Mortality for All Employees
Disclosure	The mortality assumptions are based on the 2017 CalPERS Retiree Mortality for All Employees table created by CalPERS. CalPERS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalPERS analysis.

Mortality Table	2020 CalSTRS Mortality
Disclosure	The mortality assumptions are based on the 2020 CalSTRS Mortality table created by CalSTRS. CalSTRS periodically studies mortality for participating agencies and establishes mortality tables that are modified versions of commonly used tables. This table incorporates mortality projection as deemed appropriate based on CalSTRS analysis.

52.c: Experience Studies Following are the tables the retirement and turnover assumptions are based upon. Inasmuch as these tables are based on appropriate populations, and that these tables are used for pension purposes, we believe these tables to be the most appropriate for the valuation.

### Retirement Tables

Retirement Table	2017 CalPERS 2.0%@55 Rates for Schools Employees
Disclosure	The retirement assumptions are based on the 2017 CalPERS 2.0%@55 Rates for Schools Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

Retirement Table	2017 CalPERS 2.0%@62 Rates for Schools Employees
Disclosure	The retirement assumptions are based on the 2017 CalPERS 2.0%@62 Rates for Schools Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

Retirement Table	2020 CalSTRS 2.0%@60 Rates
Disclosure	The retirement assumptions are based on the 2020 CalSTRS 2.0%@60 Rates table created by CalSTRS. CalSTRS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

Retirement Table	2020 CalSTRS 2.0%@62 Rates
Disclosure	The retirement assumptions are based on the 2020 CalSTRS 2.0%@62 Rates table created by CalSTRS. CalSTRS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

# Total Compensation Systems, Inc.

## Turnover Tables

Turnover Table	2017 CalPERS Termination Rates for School Employees
Disclosure	The turnover assumptions are based on the 2017 CalPERS Termination Rates for School Employees table created by CalPERS. CalPERS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

Turnover Table	2020 CalSTRS Termination Rates
Disclosure	The turnover assumptions are based on the 2020 CalSTRS Termination Rates table created by CalSTRS. CalSTRS periodically studies the experience for participating agencies and establishes tables that are appropriate for each pool.

For other assumptions, we use actual plan provisions and plan data.

52.d: The alternative measurement method was not used in this valuation.

52.e: NOL using alternative trend assumptions The following table shows the Net OPEB Liability with a healthcare cost trend rate 1% higher and 1% lower than assumed in the valuation.

	Trend 1% Lower	Valuation Trend	Trend 1% Higher
Net OPEB Liability	\$4,331,634	\$4,870,515	\$5,505,327

## Paragraph 53:

### Discount Rate

The following information is intended to assist Central Union SD to comply with Paragraph 53 requirements.

53.a: A discount rate of 2.16% was used in the valuation. The interest rate used in the prior valuation was 2.20%.

53.b: We assumed that all contributions are from the employer.

53.c: There are no plan assets.

53.d: The interest assumption reflects a municipal bond rate. We used the Bond Buyer 20 Index at June 30, 2021 resulting in a rate of 2.16%.

53.e: Not applicable.

53.f: There are no plan assets.

53.g: The following table shows the Net OPEB liability with a discount rate 1% higher and 1% lower than assumed in the valuation.

	Discount Rate 1% Lower	Valuation Discount Rate	Discount Rate 1% Higher
Net OPEB Liability	\$5,169,976	\$4,870,515	\$4,577,755

## Paragraph 55:

### Changes in the Net OPEB Liability

## **Total Compensation Systems, Inc.**

---

Please see reconciliation on pages 2 or 12.

### **Paragraph 56:            Additional Net OPEB Liability Information**

The following information is intended to assist Central Union SD to comply with Paragraph 56 requirements.

56.a: The valuation date is June 30, 2020.

          The measurement date is June 30, 2021.

56.b: We are not aware of a special funding arrangement.

56.c: The interest assumption changed from 2.20% to 2.16%.

56.d: There were no changes in benefit terms since the prior measurement date.

56.e: Not applicable

56.f: To be determined by the employer

56.g: To be determined by the employer

56.h: Other than contributions after the measurement, all deferred inflow and outflow balances are shown on page 12 and in Appendix D

56.i: Future recognition of deferred inflows and outflows is shown in Appendix D

### **Paragraph 57:            Required Supplementary Information**

57.a: Please see reconciliation on pages 2 or 12. Please see the notes for Paragraph 244 below for more information.

57.b: These items are provided on pages 2 and 12 for the current valuation, except for covered payroll, which should be determined based on appropriate methods.

57.c: We have not been asked to calculate an actuarially determined contribution amount. We assume the District contributes on an ad hoc basis, but in an amount sufficient to fully fund the obligation over a period not to exceed 20 years.

57.d: We are not aware that there are any statutorily or contractually established contribution requirements.

### **Paragraph 58:            Actuarially Determined Contributions**

We have not been asked to calculate an actuarially determined contribution amount. We assume the District contributes on an ad hoc basis, but in an amount sufficient to fully fund the obligation over a period not to exceed 20 years.

### **Paragraph 244:            Transition Option**

Prior periods were not restated due to the fact that prior valuations were not rerun in accordance with GASB 75. It was determined that the time and expense necessary to rerun prior valuations and to restate prior financial statements was not justified.

# Total Compensation Systems, Inc.

## APPENDIX D: DEFERRED OUTFLOWS OF RESOURCES AND DEFERRED INFLOWS OF RESOURCES

### EXPERIENCE GAINS AND LOSSES

Measurement Period	Experience (Gain)/Loss	Original Recognition Period (Years)	Amounts Recognized in OPEB Expense through 2020	Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Experience Gains and Losses (Measurement Periods)							
				2021	Amounts to be Recognized in OPEB Expense after 2021	2022	2023	2024	2025	2026	Thereafter
2019-20	(\$1,919,186)	13.1	(\$146,503)	(\$146,503)	(\$1,626,180)	(\$146,503)	(\$146,503)	(\$146,503)	(\$146,503)	(\$146,503)	(\$893,665)
2020-21	\$0	0	\$0	\$0	\$0						
<b>Net Increase (Decrease) in OPEB Expense</b>			<b>(\$146,503)</b>	<b>(\$146,503)</b>	<b>(\$1,626,180)</b>	<b>(\$146,503)</b>	<b>(\$146,503)</b>	<b>(\$146,503)</b>	<b>(\$146,503)</b>	<b>(\$146,503)</b>	<b>(\$893,665)</b>

## Total Compensation Systems, Inc.

### CHANGES OF ASSUMPTIONS

#### Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Changes of Assumptions (Measurement Periods)

Measurement Period	Changes of Assumptions	Original Recognition Period (Years)	Amounts Recognized in OPEB Expense through 2020	Amounts to be Recognized in OPEB Expense								
				2021	after 2021	2022	2023	2024	2025	2026	Thereafter	
2018-19	\$131,077	14.4	\$18,206	\$9,103	\$103,768	\$9,103	\$9,103	\$9,103	\$9,103	\$9,103	\$9,103	\$58,253
2019-20	(\$4,552)	13.1	(\$348)	(\$348)	(\$3,856)	(\$348)	(\$348)	(\$348)	(\$348)	(\$348)	(\$348)	(\$2,116)
2020-21	\$13,441	13.1	\$0	\$1,027	\$12,414	\$1,027	\$1,027	\$1,027	\$1,027	\$1,027	\$1,027	\$7,279
Net Increase (Decrease) in OPEB Expense			<b>\$17,858</b>	<b>\$9,782</b>	<b>\$112,326</b>	<b>\$9,782</b>	<b>\$9,782</b>	<b>\$9,782</b>	<b>\$9,782</b>	<b>\$9,782</b>	<b>\$9,782</b>	<b>\$63,416</b>

# Total Compensation Systems, Inc.

## INVESTMENT GAINS AND LOSSES

### Increase (Decrease) in OPEB Expense Arising from the Recognition of Effects of Investment Gains and Losses (Measurement Periods)

Measurement Period	Investment (Gain)/Loss	Original Recognition Period (Years)	Amounts Recognized in OPEB Expense through 2020	2021	Amounts to be Recognized in OPEB Expense after 2021	2022	2023	2024	2025	2026	Thereafter
2020-21	\$0	0	\$0	\$0	\$0						
<b>Net Increase (Decrease) in OPEB Expense</b>			<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

# Total Compensation Systems, Inc.

---

## APPENDIX E: GLOSSARY OF RETIREE HEALTH VALUATION TERMS

Note: The following definitions are intended to help a *non-actuary* understand concepts related to retiree health valuations. Therefore, the definitions may not be actuarially accurate.

<u>Actuarial Cost Method:</u>	A mathematical model for allocating OPEB costs by year of service. The only actuarial cost method allowed under GASB 74/75 is the entry age actuarial cost method.
<u>Actuarial Present Value of Projected Benefit Payments:</u>	The projected amount of all OPEB benefits to be paid to current and future retirees discounted back to the valuation or measurement date.
<u>Deferred Inflows/Outflows of Resources:</u>	A portion of certain items that can be deferred to future periods or that weren't reflected in the valuation. The former includes investment gains/losses, actuarial gains/losses, and gains/losses due to changes in actuarial assumptions or methods. The latter includes contributions made to a trust subsequent to the measurement date but before the statement date.
<u>Discount Rate:</u>	Assumed investment return net of all investment expenses. Generally, a higher assumed interest rate leads to lower service costs and total OPEB liability.
<u>Fiduciary Net Position:</u>	Net assets (liability) of a qualifying OPEB "plan" (i.e. qualifying irrevocable trust or equivalent arrangement).
<u>Implicit Rate Subsidy:</u>	The estimated amount by which retiree rates are understated in situations where, for rating purposes, retirees are combined with active employees and the employer is expected, in the long run, to pay the underlying cost of retiree benefits.
<u>Measurement Date:</u>	The date at which assets and liabilities are determined in order to estimate TOL and NOL.
<u>Mortality Rate:</u>	Assumed proportion of people who die each year. Mortality rates always vary by age and often by sex. A mortality table should always be selected that is based on a similar "population" to the one being studied.
<u>Net OPEB Liability (NOL):</u>	The Total OPEB Liability minus the Fiduciary Net Position.
<u>OPEB Benefits:</u>	Other Post Employment Benefits. Generally, medical, dental, prescription drug, life, long-term care or other postemployment benefits that are not pension benefits.
<u>OPEB Expense:</u>	This is the amount employers must recognize as an expense each year. The annual OPEB expense is equal to the Service Cost plus interest on the Total OPEB Liability (TOL) plus change in TOL due to plan changes minus projected investment income; all adjusted to reflect deferred inflows and outflows of resources.
<u>Participation Rate:</u>	The proportion of retirees who elect to receive retiree benefits. A lower participation rate results in lower service cost and a TOL. The participation rate often is related to retiree contributions.

## Total Compensation Systems, Inc.

---

<u>Pay As You Go Cost:</u>	The projected benefit payments to retirees in a given year as estimated by the actuarial valuation. Actual benefit payments are likely to differ from these estimated amounts. For OPEB plans that do not pre-fund through an irrevocable trust, the Pay As You Go Cost serves as an estimated amount to budget for annual OPEB payments.
<u>Retirement Rate:</u>	The proportion of active employees who retire each year. Retirement rates are usually based on age and/or length of service. (Retirement rates can be used in conjunction with the service requirement to reflect both age and length of service). The more likely employees are to retire early, the higher service costs and actuarial accrued liability will be.
<u>Service Cost:</u>	The annual dollar value of the “earned” portion of retiree health benefits if retiree health benefits are to be fully accrued at retirement.
<u>Service Requirement:</u>	The proportion of retiree benefits payable under the OPEB plan, based on length of service and, sometimes, age. A shorter service requirement increases service costs and TOL.
<u>Total OPEB Liability (TOL):</u>	The amount of the actuarial present value of projected benefit payments attributable to participants’ past service based on the actuarial cost method used.
<u>Trend Rate:</u>	The rate at which the employer’s share of the cost of retiree benefits is expected to increase over time. The trend rate usually varies by type of benefit (e.g. medical, dental, vision, etc.) and may vary over time. A higher trend rate results in higher service costs and TOL.
<u>Turnover Rate:</u>	The rate at which employees cease employment due to reasons other than death, disability or retirement. Turnover rates usually vary based on length of service and may vary by other factors. Higher turnover rates reduce service costs and TOL.
<u>Valuation Date:</u>	The date as of which the OPEB obligation is determined by means of an actuarial valuation. Under GASB 74 and 75, the valuation date does not have to coincide with the statement date, but can’t be more than 30 months prior.

**COUNTY OF KINGS  
DEPARTMENT OF FINANCE**

JAMES P. ERB, CPA ▪ DIRECTOR OF FINANCE  
1400 W. LACEY BLVD ▪ HANFORD, CA 93230

ACCOUNTING DIVISION  
(559) 852-2455 ▪ FAX: (559) 587-9935

TAX COLLECTOR ▪ TREASURER DIVISION  
TAX: (559) 852-2479 ▪ TREASURER (559) 852-2477  
FAX: (559) 582-1236



DATE: December 20, 2021  
TO: Kings County School Districts  
FROM: Tammy Phelps, Assistant Director of Finance -Treasury  
SUBJECT: 2022 Director of Finance's Investment Policy

I am sending a copy of the 2022 Investment Policy. The Policy was reviewed and approved by the County Treasury Oversight Committee on December 2, 2021 and the Board of Supervisors on December 14, 2021. Also included is a sample district resolution approving the Statement of Investment Policy and delegating investment authority to the Kings County Director of Finance. Annually, your District Board must act on the resolution. For your convenience, the Office of Education is distributing these documents electronically via email. Please return approved resolutions to the Office of Education.

The changes to the 2022 Director of Finance's Statement of Investment Policy are as follows:

**The only changes to the 2022 Director of Finance's Statement of Investment Policy are the deletion of Jefferies LLC on Schedule 1 – Statement of Authorized Firms and the addition of Cantor Fitzgerald & Co. on Schedule 1 – Statement of Authorized Firms.**

If you have any questions, please feel free to call me at 852-2462.

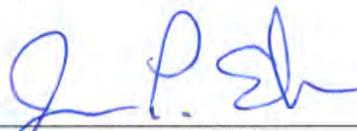
**COUNTY OF KINGS**

**DIRECTOR OF FINANCE'S**

**STATEMENT OF**

**INVESTMENT POLICY**

**JANUARY 1, 2022**

---

**James P. Erb, CPA**  
Director of Finance

Approved by CTOC    December 2, 2021  
Approved by BOS    December 14, 2021

## TABLE OF CONTENTS

	Page
<b>I. AUTHORITY</b>	4
<b>II. POLICY STATEMENT</b>	4
<b>III. POOLED INVESTMENT FUND OVERSIGHT COMM.</b>	4
<b>IV. INVESTMENT OBJECTIVES</b>	5
<b>A. SAFETY OF PRINCIPAL</b>	5
1. Credit Risk	
2. Interest Rate Risk	
<b>B. LIQUIDITY</b>	5
<b>C. PUBLIC TRUST</b>	5
<b>D. MAXIMUM RATE OF RETURN</b>	6
<b>V. STANDARDS OF CARE</b>	6
<b>A. PRUDENCE</b>	6
<b>B. ETHICS AND CONFLICT OF INTEREST</b>	6
<b>C. DELEGATION OF AUTHORITY</b>	7
<b>VI. SAFEKEEPING AND CUSTODY</b>	7
<b>A. DEPOSITORY INSTITUTIONS</b>	7
<b>B. AUTHORIZED FINANCIAL DEALER AND INSTITUTIONS</b>	7
<b>C. INTERNAL CONTROLS</b>	8
<b>D. SAFEKEEPING</b>	9
<b>E. VOLUNTARY DEPOSITORS</b>	9
<b>F. WITHDRAWAL OF FUNDS FOR EXTERNAL INVESTMENT</b>	9
<b>VII. SUITABLE AND AUTHORIZED INVESTMENTS</b>	10
<b>A. INVESTMENT TYPES</b>	10
<b>B. RESTRICTIONS ON AUTHORIZED INVESTMENTS</b>	11
<b>C. COMPETITIVE BIDDING</b>	11
<b>D. COLLATERALIZATION</b>	12
<b>VIII. INVESTMENT PARAMETERS</b>	12
<b>A. DIVERSIFICATION</b>	12
<b>B. MAXIMUM MATURITIES</b>	12

<b>IX.</b>	<b>REPORTING</b>	12
	<b>A. METHODS</b>	12
	<b>B. INTEREST CALCULATION AND APPORTIONMENT</b>	13
<b>X.</b>	<b>POLICY EXCEPTIONS AND REVISIONS</b>	13
	<b>A. EXEMPTION</b>	13
	<b>B. AMENDMENTS</b>	14
<b>XI.</b>	<b>SCHEDULES</b>	
	<b>1. LIST OF AUTHORIZED FINANCIAL INSTITUTIONS AND DEALERS</b>	15
	<b>2. INVESTMENT PARAMETERS</b>	16
<b>XII.</b>	<b>APPENDIX</b>	
	<b>A. POLICY STATEMENT AND AUTHORIZED PRACTICE “TREASURY RESTRICTIONS ON WITHDRAWAL FOR EXTERNAL INVESTMENTS”</b>	17
<b>XIII.</b>	<b>GLOSSARY OF TERMS</b>	19

## **I. AUTHORITY**

Kings County Ordinance No.557, adopted on January 14, 1997 as an urgency ordinance, delegated to the County Director of Finance the authority to continue to invest or reinvest the funds of the County and the funds of other depositors in the County treasury, pursuant to Section 53600 et seq., inclusive of Section 53684, of the California Government Code. The County Director of Finance, as agent of the county, trustee, and fiduciary, assumes full responsibility for the investment program. The Board of Supervisors shall annually review the Director of Finance's performance and may annually renew this delegation of authority for a one-year period pursuant to Government Code 53607. The Board of Supervisors may also revoke the investment authority by County ordinance.

## **II. POLICY STATEMENT**

Annually, the County Director of Finance shall prepare an Investment Policy, pursuant to G.C. 27133 and G.C. 53646, that will be reviewed by the County Treasury Oversight Committee and rendered for approval to the Board of Supervisors and local agencies.

The purpose of this Statement of Investment Policy (Policy) is to establish cash management and investment guidelines for the County Director of Finance, who is responsible for the stewardship of the Kings County Investment Pool. Each transaction and the entire portfolio must comply with California Government Code Section 53601 et seq., Section 53635 et seq., and this policy. All portfolio activities will be judged by the Standard of Prudence and ranking of investment objectives. Those activities which violate its spirit and intent will be deemed to be contrary to the policy.

## **III. POOLED INVESTMENT FUND OVERSIGHT COMMITTEE**

In accordance with California Government Code Section 27130 et seq., the Board of Supervisors, in consultation with the County Director of Finance, has created a County Treasury Oversight Committee (Resolution No. 95-081, December 5, 1995) to allow local agency representatives participation in the policies that guide the investment of depositor funds. The primary responsibilities of the committee include: (a) to review and monitor the County Director of Finance's Statement of Investment Policy, (b) to cause an annual audit to be conducted to determine the County Treasury's compliance, and (c) to establish criteria for depositor withdrawal of funds for the purpose of investing or depositing outside the County Treasury pool. The meeting of the Oversight Committee shall be open to the public and subject to the Ralph M. Brown Act.

A member of the Oversight Committee may not be employed by an entity that has contributed to the campaign for any member of a legislative body of any local agency that has deposited funds into the county treasury, in the previous three years or during the period that the employee is a member of the committee. While serving on the Oversight Committee, a member may not directly or indirectly raise money for any member of a legislative body of any local agency that has deposited funds into the county treasury. Finally, a member may not secure employment with, or

be employed by, bond underwriters, bond counsel, security brokerages or dealers, or a financial services firms, with whom the Director of Finance is doing business during the period that the person is a member of the committee or for one year after leaving the committee.

The Oversight Committee is not allowed to direct individual investment decisions, select individual investment advisors, brokers, or dealers, or impinge on the day-to-day operations of the County treasury and investment operations.

#### **IV. INVESTMENT OBJECTIVES**

The Pooled Investment Fund shall be prudently invested in order to earn a reasonable return, while awaiting application for governmental purposes. The specific objectives for the Pooled Investment Fund are ranked in order of importance.

**A. SAFETY OF PRINCIPAL** - The preservation of principal is the primary objective. Each transaction shall seek to ensure that capital losses are avoided, whether they are from securities default or erosion of market value. The objective will be to mitigate credit risk and interest rate risk.

**1. Credit Risk** is the risk of loss due to the failure of the security issuer or backer. Credit risk is mitigated by: (a) limiting investments to the safest types of securities; (b) pre-qualifying the financial institutions, broker/dealers, intermediaries, and advisors with which the Treasury will do business; and (c) diversifying the investment portfolio so that potential losses on individual securities will be minimized.

**2. Interest Rate Risk** is the risk that the market value of securities in the portfolio will fall due to changes in general interest rates. Interest rate risk is mitigated by: (a) structuring the investment portfolio so that securities mature to meet cash requirements for ongoing operations, thereby avoiding the need to sell securities on the open market prior to maturity, and (b) by investing operating funds primarily in shorter-term securities.

**B. LIQUIDITY** - As a second objective, the Pooled Investment Fund should remain sufficiently flexible to enable the County Director of Finance to meet all operating requirements which may be reasonably anticipated in any depositor's fund. This is accomplished by structuring the portfolio so that securities mature concurrent with cash needs to meet anticipated demands (static liquidity). No more than 35% of the portfolio may be invested in securities maturing in three to five years and during peak tax collection no more than 30%. Percent restrictions shall be applicable only for the date of purchase. Any future percent deviations due to cash flow demands reducing the total investment portfolio shall not be considered out of compliance. Furthermore, since all possible cash demands cannot be anticipated, the portfolio shall consist largely of securities with active secondary or resale markets (dynamic liquidity).

**C. PUBLIC TRUST** - In managing the Pooled Investment Fund, the County Director of Finance and the authorized investment staff should avoid any transactions that might impair public confidence in Kings County and the participating local agencies. Investments should be made

with precision and care, considering the probable safety of the capital as well as the probable income to be derived.

**D. MAXIMUM RATE OF RETURN** - As the fourth objective, the Pooled investment Fund is designed with the objective of attaining a market rate of return throughout budgetary and economic cycles, taking into account the investment risk constraints and liquidity needs. Return on investment is of least importance compared to the safety and liquidity objectives described above. The core of investments are limited to relatively low risk securities in anticipation of earning a fair return relative to the risk being assumed. Securities can be sold prior to maturity for the following reasons: (1) a declining credit security to minimize loss of principal; (2) a security swap to improve the quality, yield, or target duration in the portfolio; (3) the liquidity needs of the portfolio require that the security be sold; (4) a call notification of a make-whole bond which, given unfavorable market conditions, could deteriorate the price of the bond on the redemption date, or (5) to realize a profit. If there is a realized loss of principal, the loss will first be allocated against the interest earned in the current quarter on the sold security. If the security's current interest is not sufficient to cover the loss, then the Director of Finance may allocate the loss against a profit realized from selling a security in the same quarter, and/or the total current and future portfolio interest earnings. In the event of an imminent loss of principal for which the security's interest would not be sufficient to cover the loss, the Director of Finance may withhold from the total current and future portfolio interest earnings to reserve against a future maximum anticipated actual loss.

## **V. STANDARD OF CARE**

**A. PRUDENCE** - The County Director of Finance, as a trustee and therefore a fiduciary, is subject to the Prudent Investor Standard-which states, "When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, the county treasurer shall act with care, skill, prudence, and diligence under the circumstances then prevailing, specifically including, but not limited to, the general economic conditions and the anticipated needs of the county and other depositors, that a prudent person acting in a like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the county and the other depositors." The standard of prudence to be used by investment staff shall be the "prudent person" standard, which provides, "Investments shall be made with judgment and care, under circumstances then prevailing, which persons of prudence, discretion and intelligence exercise in the management of their own affairs, not for speculation, but for investment, considering the probable safety of their capital, liquidity needs, as well as the probable income to be derived." This standard shall be applied in the context of managing an overall portfolio.

When investing, reinvesting, purchasing, acquiring, exchanging, selling and managing public funds the County Director of Finance shall act with the care, skill, prudence and diligence to meet the aims of the investment objectives listed in order in Section IV., Investment Objectives. Investment staff acting in accordance with written procedures and this Policy and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or

market price changes, provided deviations from expectations are reported in a timely fashion and the liquidity and the sale of securities are carried out in accordance with the terms of this policy.

**B. ETHICS AND CONFLICT OF INTEREST** - Treasury staff involved in the investment process shall refrain from personal business activity that could conflict with the proper execution and management of the investment program, or that could impair their ability to make impartial decisions. The investment staff shall disclose any material interests in financial institutions with which they conduct business. They shall further disclose any personal financial/investment positions that could be related to the performance of the investment portfolio. The investment staff shall refrain from undertaking personal investment transactions with the same individual with whom business is conducted on behalf of the treasury.

Pursuant to Government Code Section 27133(d), the County Director of Finance, individual Treasury employees, or any member of the County Treasury Oversight Committee may not accept honoraria, gifts, and gratuities from advisors, brokers, dealers, bankers, or other persons with whom the County Treasury conducts business in an amount exceeding \$50.00.

**C. DELEGATION OF AUTHORITY** - Authority to manage the investment program is granted to the County Director of Finance by the Kings County Board of Supervisors. The moneys invested will be actively managed by the Director of Finance and his/her staff, who shall carry out established written procedures and internal controls for the operation of the investment program consistent with this Policy. No person may engage in an investment transaction except as provided under the terms of this Policy and the procedures established by the Director of Finance. The Director of Finance shall be responsible for all transactions undertaken and shall establish a system of controls to regulate the activities of subordinate staff. (See also Safekeeping and Custody, Internal Controls VI B. below). The authority to execute investment transactions for the portfolio shall be limited to the Assistant Director of Finance - Treasury, the Treasury Manager, and in the absence of the Treasury Manager, the Accounting Specialist-Treasury Operations.

## **VI. SAFEKEEPING AND CUSTODY**

**A. DEPOSITORY INSTITUTIONS** – As far as possible, all money belonging to, or in the custody of the County Director of Finance shall be deposited for safekeeping in state or national banks selected by the Director of Finance, or may be invested as set forth in Section VII. To be eligible to receive funds, the bank shall have received an overall rating of not less than “satisfactory” in its most recent evaluation by the appropriate federal financial supervisory agency of its record of meeting the credit needs of California’s communities pursuant to Section 2906 of Title 12 of the United States Code.

**B. AUTHORIZED FINANCIAL DEALERS AND INSTITUTIONS** - Schedule 1- Statement of Authorized Firms, on page 15, is a list of County Director of Finance approved financial institutions and broker/dealers authorized to provide investment services to the Treasury. Authorized firms can be added or deleted only with the Director of Finance’s approval. Any changes will result in modification to Schedule 1, but will not be considered a revision to this policy. Changes to authorized firms shall be reported to the County Treasury Oversight Committee and Board of Supervisors within two (2) weeks. The authorized parties include

"primary" dealers or divisions of a primary dealers, selected on the basis of creditworthiness, capital adequacy, availability of investment inventory, and experience in trading in authorized investments. Firms utilized for money market mutual funds must either attain the highest ranking or the highest letter and numerical rating provided by not less than two of the three largest nationally recognized statistical-rating organizations (NRSRO) OR have retained an investment adviser registered or exempt from registration with the Securities and Exchange Commission with not less than five years experience (i) investing in the securities and obligations as authorized in G.C. 53601, or (ii) managing money market mutual funds; and have assets under management in excess of five hundred million dollars (\$500,000,000). All financial institutions and broker/dealers who desire to become qualified firms for County Treasury investment transactions must supply the audited financial statements, proof of National Association of Securities Dealers (NASD) certification, proof of State registration, completed broker/dealer questionnaire, and certification of having read the Kings County Investment Policy. An annual review of the financial condition of qualified firms will be conducted by the Assistant Director of Finance - Treasury.

The Treasury shall not do any investment business with any broker, brokerage, dealer, or securities firm that has, within any consecutive 48-month period following January 1, 1996, made a political contribution, in an amount exceeding the limitations contained in Rule G-37 of the Municipal Securities Rulemaking Board, to any member of the Board of Supervisors or any candidate for those offices. Firms must provide corporate policy statements regarding compliance with political contributions limitations of Rule G-37.

**C. INTERNAL CONTROLS** - The County Director of Finance is responsible for establishing and maintaining an internal control structure designed to ensure that the assets of the investment portfolio are protected from loss, theft, or misuse. The internal control structure is designed to provide reasonable assurance that these objectives are met. The concept of reasonable assurance recognizes that (1) the cost of a control should not exceed the benefits likely to be derived; and (2) the valuation of costs and benefits requires estimates and judgments by management.

Daily, or when next available, the County Director of Finance or designee will

(1) Review and initial all Investment Purchase Orders to verify compliance with the overall Policy, Investment Parameters, and Authorized Institutions.

(2) Review and initial the "Daily Balance Sheet" to insure continuous compliance of portfolio investments (percentage distribution ) to the Policy and Investment Parameters.

Weekly, the County Director of Finance or designee will verify that the Portfolio Percentage Report by investment type is balanced to the Daily Balance Sheet.

Monthly, all funds maintained by the County Director of Finance, including cash in treasury, deposits in transit, Kings County Department of Finance's checking account balance, and investment holdings will be audited by the County Department of Finance – Accounting Division.

Quarterly, the County Director of Finance or designee will report compliance of the investment portfolio to the Director of Finance's Statement of Investment Policy. (See Section IX. Reporting Methods on page 12)

Annually, the County Treasury Oversight Committee shall hire an external auditor to conduct an independent review to assure compliance of the Director of Finance's investment activities with the Statement of Investment Policy.

**D. SAFEKEEPING** - All securities purchased either outright or on repurchase agreements shall be held in safekeeping by a third party bank trust department acting as agent for the County under terms of a custody agreement executed by the bank and the Director of Finance. The only exceptions authorized are purchases from Local Agency Investment Fund (LAIF), collateralized time deposits, collateralized bank money market accounts, and investments in money market mutual funds.

**E. VOLUNTARY DEPOSITORS** - If a local agency determines the agency has excess funds which are not required for immediate use and with the consent of the County Director of Finance, the legislative or governing body may, by resolution or minute order, authorize the deposit of excess funds into the County Treasury for the purpose of investment pursuant to Government Code Section 53635. At no time will the County Treasury accept deposits of personal funds unless by Court order.

The County Director of Finance shall, on a case by case basis, determine the terms and conditions under which a city, public district, or any public or municipal corporations located within Kings County, and not required to deposit their funds in the County Treasury, may voluntarily deposit funds for investment purposes. The County Director of Finance shall evaluate each proposed deposit request prior to approving the deposit into the Treasury. The County Director of Finance must make a finding that the proposed deposit will not adversely affect the interests of the other depositors in the County Investment pool, prior to approving the deposit.

**F. WITHDRAWAL OF FUNDS FOR EXTERNAL INVESTMENT** -The County Treasury Oversight Committee's approved policy statement on "Treasury Restrictions on Withdrawal for External Investment" establishes the terms and conditions for Treasury depositors withdrawing funds for investment outside the County investment pool. (See Appendix A on page 17 and 18)

Any local agency, public entity, or public official that has funds on deposit in the County Treasury investment pool and that seeks to withdraw funds for the purpose of investing or depositing those funds outside the County Treasury pool, shall submit a resolution or minute order approved by the legislative or governing body requesting the withdrawal of the funds. Funds withdrawn shall become the responsibility of the requesting legislative body, and the Director of Finance will be held harmless from liability.

The County Director of Finance shall evaluate each proposed withdrawal for its consistency with the County Treasury Oversight Committee policy prior to approving the withdrawal. The County Director of Finance must also make a finding that the proposed withdrawal will not adversely affect the interests of the other depositors in the County Treasury pool, prior to approving the withdrawal.

## **VII. SUITABLE AND AUTHORIZED INVESTMENTS**

**A. INVESTMENT TYPES** - The County treasury may invest money among the following authorized investments and within the limits imposed by Government Code 53601 et seq. or 53635 et seq., or as more further restricted in Schedule 2-Investment Parameters on page 16:

- 1. United States Treasury Bills, Notes, Bonds, and Certificates of Indebtedness**, or those for which the full faith and credit of the United States are pledged for the payment of principal and interest.
- 2. Registered state warrants or treasury notes or bonds of the State of California**, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by the State or by a department, board, agency, or authority of the State.
- 3. Registered treasury notes or bonds of any of the other 49 states** including bonds payable solely out of the revenues from revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of any of the other 49 states, in addition to California.
- 4. Bonds, notes, warrants, or other evidences of indebtedness of any local agency within the State of California**, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by the local agency, or by a department, board, agency, or authority of the local agency.
- 5. Federal agency or United States government-sponsored enterprise obligations, participations, or other instruments**, including those issued by or fully guaranteed as to principal and interest by federal agencies or United States government-sponsored enterprises.
- 6. Banker's Acceptances (BA)** otherwise known as Bills of Exchange or Time Drafts, both domestic and foreign, drawn on and accepted by a commercial bank.
- 7. Commercial Paper (CP)** of "prime" quality issued by corporations that are organized and operating within the United States and having total assets in excess of five hundred million dollars (\$500,000,000).

**8. Negotiable Certificates of Deposit** issued by a nationally or state chartered bank or a savings association or federal association, or by a federally- or state-licensed branch of a foreign bank.

**9. Certificates of Deposit Account Registry Service (CDARS)** placed with a local CDARS member. CDARS are fully insured as to principal and interest that may be accrued by the Federal Deposit Insurance Corporation (FDIC) or the National Credit Union Administration (NCUA).

**10. Collateralized Time Deposits** issued by a nationally or state-chartered bank or savings and loan association within the State of California with an overall rating of not less than “satisfactory” in its most recent evaluation by the appropriate federal financial supervisory agency of its record of meeting the credit needs of California’s communities pursuant to Section 2906 of Title 12 of the United States Code.

**11. Repurchase Agreements or Reverse Repurchase Agreements, or Securites Lending Agreement** purchased in compliance with the Government Code 53601(j). Repurchase agreements must be issued by nationally or state-chartered banks or primary security dealers with whom the County Director of Finance has entered into a Master Repurchase Agreement.

**12. Medium Term Corporate Notes (MTN)**, defined as all corporate and depository institution debt securities with a maximum remaining maturity of five years or less, issued by corporations organized and operating within the United States or by depository institutions licensed by the United States or any state and operating within the United States.

**13. Shares of Beneficial Interest** issued by diversified management companies (1) that invests in the securities and obligations as authorized by subdivision (a) to (k), inclusive, or subdivisions (m) to (o) inclusive of Government Code 53601, and that comply with the investment restrictions of Article 2 of the Government Code (commencing with Section 53630), or (2) that are money market funds registered with the Securities and Exchange Commission under the Investment Company Act of 1940. (15 U.S.C. Sec 80a-1, and following.)

**14. Local Agency Investment Fund (LAIF)** an investment pool created by Government Code 16429.1 in which the State Treasurer invests pooled political subdivision funds.

**15. Notes, Bonds, or other obligations** secured by a valid first priority security interest in eligible securities listed in Section 53651 having a market value at least equal to that required by Section 53652.

**16. Shares of beneficial interest issued by a joint powers authority** organized pursuant to Section 6509.7 that invests in the securities and obligations authorized in subdivisions (a) to (q), inclusive. Each share shall represent an equal proportional interest in the underlying pool of securities owned by the joint powers authority. To be eligible under this section, the joint powers authority issuing the shares shall have retained an investment adviser that meets all of the following criteria:

(1) The adviser is registered or exempt from registration with the Securities and Exchange Commission.

(2) The adviser has not less than five years of experience investing in the securities and obligations authorized in subdivisions (a) to (q), inclusive.

(3) The adviser has assets under management in excess of five hundred million dollars (\$500,000,000).

**17. Supranational Debt Obligations** United States dollar-denominated senior unsecured unsubordinated obligations issued or unconditionally guaranteed by the International Bank for Reconstruction and Development (IBRD), International Finance Corporation (IFC), or Inter-American Development Bank (IADB) only, eligible for purchase and sale within the United States. Authorized by CGC 53601 (q) and this policy.

**B. RESTRICTIONS ON AUTHORIZED INVESTMENTS-** In accordance with G.C. 53601.6, the County Treasury shall not invest any funds in inverse floaters, range notes, or mortgage derived interest-only strips. Additionally, no funds shall be invested in any security that could result in zero interest accrual if held to maturity. No funds shall be invested in Medium Term Corporate Notes with a make-whole call provision that, at time of purchase, are priced at a premium. No shares of beneficial interest will be purchased where the principal dollars invested are subject to daily net asset value (NAV) adjustments of the fund's portfolio except for the CalTrust. The Treasury shall not invest in financial options and futures contracts directly, but may purchase authorized investments of callable securities with imbedded call provisions. The Treasury will not purchase an authorized investment below the credit quality restriction of Schedule 2 - Investment Parameters, but may elect to hold an instrument to maturity that has been later downgraded by the nationally recognized statistical-rating organization i.e. Moody's, Standard and Poors, or Fitch.

**C. COMPETITIVE BIDDING -** Bids for investment products shall be taken from a minimum of three authorized institutions. Awards will be made giving consideration to safety, liquidity, a balanced portfolio, and diversification. Exceptions to the above would involve repurchase agreements, securities possessing unique characteristics which would make competitive bidding impractical, or market circumstances in which competitive bidding could be adverse to the best interest of the Director of Finance's investment program.

**D. COLLATERALIZATION -** In accordance with California Government Code 53652, 53601 (j) full collateralization of public deposits is required for collateralized time deposits, collateralized bank money market accounts, and repurchase agreements. The Director of Finance may waive collateralization for that portion of any deposit that is fully insured by the FDIC per Government Code 53653.

## **VIII. INVESTMENT PARAMETERS**

**A. DIVERSIFICATION -** The investments will be diversified by security type and institution within the percent restrictions of Government Code 53601, 53601.8, 53635, 53635.2, and 53635.8 or as further defined in Schedule 2, Investment Parameters. Percent restrictions shall be applicable only for the date of purchase. Any future percent deviations due to cash flow demands reducing the total investment portfolio shall not be considered out of compliance.

Maximum investment amounts in any issuer name shall be limited as provided in the Investment Parameters on page 16.

**B. MAXIMUM MATURITIES** - Maturity limitations for each instrument type shall be restricted as provided in Government Code 53601, 53601.8, 53635, and 53635.8 or as further defined in Schedule 2 - Investment Parameters on page 16. No investment shall be made in any security, other than a security underlying a repurchase agreement authorized in this policy, which at the time of investment has a term remaining to maturity in excess of five years, unless a legislative body has granted express authority to make that investment either specifically or as part of an investment program approved by that legislative body no less than three months prior to the investment.

## **IX. REPORTING**

**A. METHODS** - The County Director of Finance or designee shall prepare an investment report at least quarterly, including a succinct management summary that provides a clear picture of the status of the investment portfolio. This summary will be prepared in a manner, which will allow the reader to ascertain whether investment activities have conformed to the investment policy.

The report will be provided within 30 days following the end of the quarter covered by the report and submitted to the County Board of Supervisors, County Administrative Officer, Finance Director, other members of the County Treasury Oversight Committee, and pool participants.

The report will include the following:

1. A Statement of Compliance with the Investment Policy.
2. A listing of individual securities and moneys held at the end of the reporting period to include:
  - (a) The type of instrument.
  - (b) The name of the issuer.
  - (c) Purchase date, maturity date, and days to maturity.
  - (d) Issuers rating.(Long term or short term, as appropriate)
  - (e) Par and dollar amount invested in each security.
  - (f) The current market value of securities as of the date of the report and the source of the valuation.
3. A statement estimating the ability of the County Treasury to meet its pool's expenditure requirement for the next six months.
4. A statement of the method of interest accounting used.
5. Portfolio Sector Allocation and Quality Allocation graphs.
6. A Statement of Interest Earnings Report for the Quarter.

7. If applicable, a description of any of the local agency's funds, investments, or programs, that are under the management of contracted parties, but excluding funds deposited into the Local Agency Investment Fund administered by the State Treasurer.

**B. QUARTERLY INTEREST CALCULATION AND APPORTIONMENT** - Gross interest for the quarter is the total interest earned on an accrual basis on the Treasury portfolio investments for that quarter. Administrative expenses pursuant to G.C. 27013 are deducted to arrive at net interest to be apportioned. Administrative expenses consist of audit expenses, direct banking expenses, not otherwise recovered directly from Treasury depositors, safekeeping fees, plus actual quarterly Treasury operational expenses. The net earnings for the quarter are divided by the Treasury's total average daily balance creating an "interest allocation factor" or "daily interest factor" for each average dollar invested. Multiply the "interest allocation factor" by the quarterly average daily balance of each fund to determine the interest earnings for each fund. Interest is apportioned quarterly to all depositors in the Treasury pool. The "interest allocation factor" can be converted into the annualized quarterly interest rate; multiply the factor by the number of days in the year, and divide that answer by the number of days in the quarter.

## **X. POLICY EXCEPTIONS & REVISIONS**

**A. EXEMPTION** - Any previously legal investments, that settled prior to the effective date and that no longer meet the current guidelines of this Policy, shall be exempted from the new requirements. At maturity or liquidation, such moneys shall be reinvested only as provided by this Policy.

Moneys held by a trustee or fiscal agent and pledged to the payment or security of bonds or other indebtedness, or obligations under a lease, installment sale, or other agreement of a local agency, or certificates of participation in those bonds, indebtedness, or lease installment sale, or other agreements, may be invested in accordance with the statutory provisions governing the issuance thereof. The proceeds of sales, or funds set aside for the repayment, of any notes or other indebtedness issued shall not be invested for a term that exceeds the term of the notes.

**B. AMENDMENTS** - This policy shall be reviewed at least on an annual basis. Any changes shall be submitted by the Director of Finance to the County Treasury Oversight Committee for consideration and comments, and the Board of Supervisors for review and approval.

**KINGS COUNTY DIRECTOR OF FINANCE'S  
SCHEDULE 1 - STATEMENT OF AUTHORIZED FIRMS**

The Treasury is authorized to conduct investment security transactions with the following investment firms and broker/dealers, designated by the Federal Reserve Bank as primary government dealers or divisions of primary dealers. Security transactions with firms, other than those appearing on this list, are prohibited.

- A. Firms designated by the Federal Reserve Bank as Primary Government Dealers or a division of a Primary Dealer:

UBS Financial Services Inc., an affiliate of UBS Securities LLC  
RBC Capital Markets, LLC  
Wells Fargo Securities, LLC  
Cantor Fitzgerald & Co.

- B. Firms designated for the purchase of money market mutual funds pursuant to G.C. 53601 (l) and (p):

BlackRock  
Bank of the West  
CalTRUST

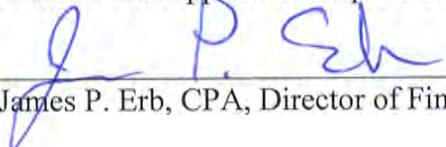
- C. Firms designated for repurchase agreements with Master Repurchase Agreements on file:

UBS Financial Services Inc., an affiliate of UBS Securities LLC

- D. State of California, Local Agency Investment Fund

- E. Purchases directly from major issuers of commercial paper, bankers acceptances, negotiable certificates of deposit, or collateralized time deposits, meeting the requirements set forth in section 53635, 53601(g), 53601(i), 53601(n), respectively, and 53635.2 of the California Government Code.

To ensure compliance with the County Director of Finance's Investment Policy, firms designated in A and C above are supplied a complete copy of the policy and must certify having read it.

  
\_\_\_\_\_  
James P. Erb, CPA, Director of Finance

Dated: January 1, 2022

SCHEDULE 2 – INVESTMENT PARAMETERS (Revised 11/18/15)

AUTHORIZED INVESTMENTS	DIVERSIFICATION	PURCHASE RESTRICTIONS	MATURITY	CREDIT QUALITY (NRSRO)
U.S. Treasury notes, bills, bonds or other certificates of indebtedness	95% Max.	None	Max. 5 years	N/A
Notes, participations, or obligations issued by Federal agencies or United States government-sponsored enterprises (GSE)	85% Max.	None	Max. 5 years	N/A
Bonds, notes, warrants or certificates of indebtedness issued by the State of California or local agencies or County of Kings or any other State	20% or \$20mm Max.	None	Max. 5 years unless prior BOS approval	L/T rating A or A2 or better
Bankers Acceptances	40% Max.	Max. \$5mm any one name	Max. 180 days	S/T rating A-1 or P-1 L/T rating (if Outstanding) AA- or Aa3 or better
Commercial paper of corporations organized and operating within the U.S. with total assets exceeding \$500 mm	40% Max.	Max. 10% in any one name, No Extendable CP	Max. 270 days.	S/T rating A-1 or P-1 L/T rating (if Outstanding) AA- or Aa3 or better
State of California Local Agency Investment Fund	Max. Dollars allowed by State Treasurer	Max. Transactions allowed by State Treasurer	Overnight liquidity	N/A
Negotiable CD's issued by National or State chartered banks or a federally- or <i>state</i> - licensed branch of a foreign bank	25% Max. (CDs + CDARS)	G.C. 53638 policy restrictions	Max. 3 years	L/T rating AA- or Aa3 or better
Certificates of Deposit Account Registry Service (CDARS)	25% Max (CDs + CDARS)	G.C. 53601.8 & 53635.8 conditions apply	Max. 3 years	100% FDIC/NCUA insured as to Principal and Interest
Collateralized Time Deposits.	10% Max.	Collateral policy restrictions G.C. 53601(n)	Max. 24 months	
Repurchase Agreements with collateral restricted to U. S. Treasury, Federal Agencies, or United States government-sponsored enterprises (GSE)	10% Max.	Master Repurchase and Tri-Party Custodial Agreements to be on file. 102% haircut	Max. 1 year	
Reverse Repurchase Agreements or Securities Lending on U.S. Treasury & Federal Agency Securities in portfolio	10% Max with approval of the Director of Finance	G.C. 53601(j) Reverse Repurchase and Securities Lending restrictions	Max. 92 days unless guaranteed spread	
Corporate Notes on U.S. Corp or U.S. Subsidiary of a foreign corp.	30% Max.	Max. \$15mm any one name Make - Whole Call Restrictions	Max. 5 years	L/T rating AA- or Aa3 or better
Asset Backed Securities on U.S. Corp.	0% Max.	Not authorized	Not authorized	Not Authorized
Money Market mutual funds that invest in eligible securities meeting Government Code requirements.	20% Max.  10% per fund	Fund 5 years or more old NAV pricing <i>restriction</i> No front or back loads	Overnight liquidity	L/T rating: Highest rating from two NRSRO, i.e. AAA, Aaa, etc. Retain Investment Advisor per G.C. 53601(l) & (p)
Supranationals – Washington dollar denominated IBRD, IFC or IADB	20% Max. 10% per Name	Max. 10% in any one name	Max. 5 years	L/T rating: Highest rating from two NRSRO, i.e. AAA, Aaa, etc.

## APPENDIX A

### COUNTY TREASURY OVERSIGHT COMMITTEE

Policy Statement and Authorized Practice Approved March 4, 1996

#### Treasury Restrictions on Withdrawal for External Investment

*Authorization:* Pursuant to Government Code Section 27130 and Kings County Board of Supervisor's Resolution No. 95-081, dated December 5, 1995, the Kings County Treasury Oversight Committee is authorized to establish criteria on the withdrawal of funds on deposit in the County Treasury investment pool for the purpose of investing or depositing those funds outside the County Treasury pool.

*Request for Withdrawal:* Any local agency, public entity, or public official that has funds on deposit in the County Treasury investment pool and that seeks to withdraw funds for external deposit or investment, shall first submit a request by resolution or minute order approved by the legislative or governing body for withdrawal of the funds.

*Assessment of Withdrawal Impact:* The County Director of Finance shall evaluate all requests for withdrawal to determine if the interests of the other Treasury depositors in the County Treasury pool will be adversely affected. If the County Director of Finance determines that the combined number of requests or total dollar amount requested is sufficient to constitute a "run on the treasury", no withdrawal requests shall be processed until the County Treasury Oversight Committee has reviewed the treasury financial position and assists the Director of Finance in establishing an action plan.

*Approval or Disapproval:* The County Director of Finance shall approve all requests upon the finding that other Treasury depositors will not be adversely affected. If other Treasury depositors are perceived to be adversely impacted, the County Director of Finance may postpone action on any withdrawal request until the County Treasury Oversight Committee has reviewed the situation.

*Approved Withdrawal Criteria:* Approved withdrawals will be processed dependent on availability of funds, the type of investments required to be liquidated, market conditions, settlement periods, and dollar amounts to be withdrawn. The following are target goals for withdrawals:

- a. If adequate liquidity exists in short term investments and requires minimal liquidation and settlement, withdrawals of amounts up to \$1,000,000.00 shall be processed immediately upon the County Director of Finance's approval.
- b. If the County Treasury liquidity position is such as to require liquidation of more difficult investment(s), the below processing times shall apply based on the withdrawal dollar amounts and market factors.
  - (1). If the withdrawal amount is less than \$1,000,000.00, and favorable market conditions exist, requests shall be processed within three workdays.

(2). If the withdrawal amount is greater than \$1,000,000.00, or unfavorable market conditions exist, requests shall be processed within five workdays.

*Disclaimer of Liability:* Any and all funds withdrawn from the County Treasury investment pool for the purpose of investing or depositing such funds outside the pool shall become the responsibility of the legislative body requesting the action. The County Director of Finance or County of Kings shall in no manner be held responsible or liable for withdrawn funds or investments purchased with said funds. The request of any legislative body, by resolution or minute order, authorizing the withdrawal of funds for deposit or investment outside the County Treasury investment pool must provide a disclaimer of liability. The Director of Finance shall not honor any such withdrawal request if a disclaimer clause is not provided.

## GLOSSARY OF TERMS

**AGENCIES OR FEDERAL AGENCIES:** Federal sponsored agency securities including discount notes, or interest bearing notes, and bonds. The agencies were created by Congress to reduce the cost of capital for certain borrowing sectors of the economy deemed to be important enough to warrant assistance, such as farmers, homeowners, and students.

**ASKED PRICE:** The lowest price at which a dealer is willing to sell a security.

**BANKERS ACCEPTANCES (BA'S):** A time draft or bill of exchange that is accepted payment by banks engaged in financing of international trade. The accepting institution guarantees payment of the bill as well as the issuer.

**BID:** Price at which someone is willing here and now to purchase a security.

**BOOK VALUE:** The value at which a security is carried on the inventory list or other financial records of an investor. The Book Value may differ significantly from the security's current value in the market.

**BROKER:** Person or firm acting as intermediary between buyer and seller.

**CALLABLE BOND:** A bond issue in which all or part of its outstanding principal amount may be redeemed before maturity by the issuer under specified conditions.

**CERTIFICATES OF DEPOSIT (CD'S):** A time deposit with a specific maturity evidenced by a certificate. They are issued in two forms negotiable and collateralized.

**Negotiable Certificates of Deposit:** May be sold by one holder to another prior to maturity. The issuing bank agrees to pay the amount of the deposit plus interest earned to the BEARER of the certificate at maturity.

**Collateralized Time Deposits:** These certificates are collateralized and are not money market instruments since they cannot be traded in the secondary market. They are issued on a fixed maturity basis and fixed payee.

**CERTIFICATE OF DEPOSIT ACCOUNT REGISTRY SERVICES (CDARS):** Certificates of Deposit that are placed by a member bank with commercial banks, savings banks, savings and loan associations, or credit unions, such that the principal and all accrued interest during the term of the certificate are fully insured by either the FDIC OR NCUA.

**COLLATERAL:** Securities pledged by a bank to secure deposits of public funds, or an asset pledged by a borrower to a lender.

**COMMERCIAL PAPER:** An unsecured short-term promissory note issued by corporations with maturities ranging from 2 to 270 days.

**COUNTY TREASURY OVERSIGHT COMMITTEE:** A committee established by Board of Supervisors Resolution No. 95-081, dated December 5, 1995 to allow local agency representatives participation in the policies that guide the investment of depositor funds. The primary responsibilities include: (1) review and monitor the County Director of Finance's investment policy, (2) cause an annual audit to be conducted to determine the county treasury's compliance, and (3) establish criteria for depositor withdrawal of funds for the purpose of investing or depositing outside the county treasury pool.

**COUPON RATE:** The annual rate of interest that a bond's issuer promises to pay the bondholder on the bond's face value.

**DEALER:** A dealer, as opposed to a broker, acts as a principal in all transaction, buying and selling for his own account.

**DEBENTURE:** A longer-term debt instrument issued by a corporation that is unsecured by other collateral. Hence, only the good faith and credit standing of the issuer backs the security.

**DELIVERY VERSUS PAYMENT:** There are two methods of delivery of securities: delivery vs. payment and delivery vs. receipt. Delivery vs. payment is delivery of securities with an exchange of money for the securities. Delivery vs. receipt is delivery of securities with an exchange of a signed receipt for the securities.

**DISCOUNT:** The difference between the cost price of a security and its maturity when quoted at lower than face value. A security selling below original offering price shortly after sale also is considered to be at a discount.

**DISCOUNT SECURITIES:** Non-interest bearing money market instruments that are issued at a discount and redeemed at maturity for full face value, e.g. U.S. Treasury Bills

**DIVERSIFICATION:** A process of investing assets among a range of security types by sector, maturity, and quality rating.

**DOLLAR WEIGHTED AVERAGE MATURITY:** The sum of the amount of each outstanding investment multiplied by the number of days to maturity, divided by the total amount of outstanding investments.

**FEDERAL CREDIT AGENCIES:** Agencies of the Federal government set up to supply credit to various classes of institutions and individuals, e.g. S&L's, small business firms, students, farmers, farm cooperatives, and exporters.

**FEDERAL DEPOSIT INSURANCE CORPORATION (FDIC):** A federal agency that insures bank deposits, currently up to \$250,000 per deposit.

**FEDERAL FARM CREDIT BANKS (FFCB):** is a nationwide system of lending institutions that provide credit and related services to farmers, ranchers, producers and harvesters of agricultural products, and other farm related businesses.

**FEDERAL FUNDS RATE:** The rate of interest at which Fed funds are traded. This rate is currently pegged by the Federal Reserve through open-market operations.

**FEDERAL HOME LOAN BANKS (FHLB):** The institutions that regulate and lend to savings and loan association. The Federal Home Loan Banks play a role analogous to that played by the Federal Reserve Banks vis-à-vis member commercial banks.

**FEDERAL HOME LOAN MORTGAGE CORPORATION (FHLMC) :** is a federally chartered and stockholder-owned corporation. Freddie Mac purchases mortgage loans from qualified financial institutions and resales these loans in the form of guaranteed mortgage securities.

**FEDERAL NATIONAL MORTGAGE ASSOCIATION (FNMA):** FNMA, like GNMA was chartered under the Federal National Mortgage Association Act in 1938. FNMA is a federal corporation working under the auspices of the Department of Housing and Urban Development (HUD). It is the largest single provider of residential mortgage funds in the United States. Fannie Mae, as the corporation is called, is a private stockholder-owned corporation. The corporation's purchases include a variety of adjustable mortgages and second loans, in addition to fixed-rate mortgages. FNMA's securities are also highly liquid and are widely accepted. FNMA assumes and guarantees that all security holders will receive timely payment of principal and interest.

**FEDERAL OPEN MARKET COMMITTEE (FOMC):** Consists of seven members of the Federal Reserve Board and five of the twelve Federal Reserve Bank Presidents. The President of the New York Federal Reserve Bank is a permanent member, while the other Presidents serve on a rotating basis. The Committee periodically meets to set Federal Reserve guidelines regarding purchases and sales of Government Securities in the open market as a means of influencing the volume of bank credit and money.

**FEDERAL RESERVE SYSTEM:** The central bank of the United States created by Congress and consisting of a seven member Board of Governors in Washington, D.C., 12 regional Federal Reserve Banks, their 24 branches, and all national and state banks that are members of the system.

**FLOATER:** A derivative that has its coupon determined by using the yield of other securities.

**FUTURES:** Futures contracts are the units of trading at a commodity exchange. They are legally binding agreements made within the confines of an exchange trading area. All futures contracts call for the purchase or sale of a physical commodity of financial instrument on dates from one month to more than two years in the future.

**GOVERNMENT NATIONAL MORTGAGE ASSOCIATION (GNMA or Ginnie Mae)** Securities influencing the volume of bank credit guaranteed by GNMA and issued by mortgage bankers, commercial banks, savings and loan associations, and other institution. Security holder is protected by full faith and credit of the U.S. Government. Ginnie MAE securities are backed by the FHA, VA, or FMHM mortgages. The term "passthroughs" is often used to describe Ginnie Maes.

**GOVERNMENT-SPONSORED ENTERPRISES (GSE):** General term for several privately owned, publicly chartered agencies created to reduce borrowing costs for certain sectors of the economy such as farmers, homeowners and students. The GSEs that issue debt instruments include: Federal Home Loan Banks, Federal National Mortgage Association, Federal Home Loan Mortgage Corporation, Federal Farm Credit System, Federal Agricultural Mortgage Corporation, and the Student Loan Marketing Association.

**LIQUIDITY:** A liquid asset is one that can be converted easily and rapidly into cash without a substantial loss of value. In the money market, a security is said to be liquid if the spread between bid and asked prices is narrow and reasonable sales can be done at those quotes.

**LOCAL AGENCY INVESTMENT FUND (LAIF):** The aggregate of all funds from political subdivisions that are placed in the custody of the California State Treasurer for investment and reinvestment.

**MARKET RISK:** The risk that the value of a security will rise or decline as a result of changes in market conditions.

**MARKET VALUE:** The price at which a security is trading and could presumably be purchased or sold.

**MASTER REPURCHASE AGREEMENT:** A written contract covering all future transactions between the parties to repurchase--reverse repurchase agreements that establishes each party's rights in the transaction. A master agreement will often specify, among other things, the right of the buyer-lender to liquidate the underlying securities in the event of default by the seller-borrower.

**MATURITY:** The date upon which the principal or stated value of an investment becomes due and payable.

**MONEY MARKET:** The market in which short-term debt instruments (bills, commercial paper, banker's acceptances, etc.) are issued and traded.

**MONEY MARKET MUTUAL FUND:** Mutual funds that invest solely in money market instruments (short-term debt instruments, such as Treasury bills, commercial paper, bankers' acceptances, etc.).

**NATIONALLY RECOGNIZED STATISTICAL-RATING ORGANIZATION (NRSRO)** Independent credit rating agencies which are utilized to analyze and rate the quality of the issuers underlying debt.

**OFFER:** The price asked by a seller of securities. (When you are buying securities, you ask for an offer.)

**OPEN MARKET OPERATIONS:** Purchases and sales of government and certain other securities in the open market by the New York Federal Reserve Bank as directed by the FOMC in order to influence the volume of money and credit in the economy. Purchases inject reserves into the bank system and stimulate growth of money and credit; sales have the opposite effect. Open market operations are the Federal Reserve's most important and most flexible monetary policy tool.

**OPTIONS:** The buyer of a call option has the right to buy the underlying security at fixed price. The option seller is obligated to sell the security if the buyer chooses to exercise the option.

**PORTFOLIO:** Collection of securities held by an investor.

**PRIMARY DEALER:** A group of government securities dealers who submit daily reports of market activity and positions and monthly financial statements to the Federal Reserve Bank of New York and are subject to its informal oversight. Primary dealers include Securities and Exchange Commission (SEC)-registered securities broker-dealer, banks and a few unregulated firms.

**PRUDENT PERSON RULE:** An investment standard. In California the law requires that a fiduciary, such as a trustee, may invest money only in a list of securities approved by the State, the authorized investments. The trustee may invest in a security if it is one, which would be bought by a prudent person of discretion and intelligence who is seeking a reasonable income and preservation of capital.

**QUALIFIED PUBLIC DEPOSITORIES:** A financial institution which does not claim exemption from the payment of any sales or compensating use or ad valorem taxes under the laws of this state, which has segregated for the benefit of the commission eligible collateral having a value of not less than its maximum liability and which has been approved by the Public Deposit Protection Commission to hold public deposits.

**RATE OF RETURN:** The yield obtainable on a security based on its purchase price or its current market price. This may be the amortized yield to maturity on a bond or the current income return.

**REINVESTMENT RISK:** The risk that a fixed-income investor will be unable to reinvest income proceeds from a security holding at the same rate of return currently generated by that holding.

**REPURCHASE AGREEMENT (RP or REPO):** A holder of securities sells these securities to an investor with an agreement to repurchase them at a fixed price on a fixed date. The security "buyer" in effect lends the "seller" money for the period of the agreement, and the terms of the agreement are structured to compensate him for this. Dealers use RP extensively to finance their positions. Exception: When the Fed is said to be doing RP, it is lending money, this is increasing bank reserves.

**REVERSE REPURCHASE AGREEMENT:** A dealer of securities buys securities from an investor with an agreement to sell them at a fixed price on a fixed date. The security "buyer" in effect lends the "seller" or "investor" money for the period of the agreement, and the terms of the agreement are structured to compensate the dealer for this. Investors use reverse-repos to meet temporary cash shortages without liquidating the investments.

**SAFEKEEPING:** A service to customers rendered by banks for a fee whereby securities and valuables of all types and descriptions are held in the bank's vaults for protection.

**SECONDARY MARKET:** A market made for the purchase and sale of outstanding issues following the initial distribution.

**SECURITY:** Any investment instrument authorized for purchase under Government Code 53601 or 53635.

**SECURITIES AND EXCHANGE COMMISSION (SEC):** Agency created by Congress to protect investor in securities transactions by administering securities legislation.

**SECURITIES LENDING AGREEMENT:** An agreement under which a local agency agrees to transfer securities to a borrower who, in turn, agrees to provide collateral to the local agency. During the term of the agreement, both the securities and the collateral are held by a third party. At the conclusion of the agreement, the securities are transferred back to the local agency in return for the collateral.

**SUPRANATIONALS:** An international organization, or union, whereby member states transcend national boundaries or interests to share in the decision-making and vote on issues pertaining to the wider grouping.

**SURPLUS FUNDS:** All moneys are not required to meet the banks demands on the treasury to redeem check warrants on any given day are considered "surplus funds" for investments.

**TREASURY BILLS:** A non-interest bearing discount security issued by the U.S. Treasury to finance the national debt. Most bills are issued to mature in three months, six months, or one year.

**TREASURY NOTES:** A interest bearing security issued by the U.S. Treasury to finance the Federal debt with a maturity range of from zero to ten years.

**TREASURY BOND:** Long-term U.S. Treasury securities having initial maturities between ten to thirty years.

**TRI-PARTY CUSTODIAL AGREEMENT:** A third party custodian bank agrees to safekeep the repo collateral in a segregated custody account for the client. The custodian bank independently prices the collateral and ensures that the collateral is properly securitized.

**UNIFORM NET CAPITAL RULE (SEC RULE 15C3-1):** Securities and Exchange Commission requirement that member firms as well as nonmember broker-dealers in securities maintain a maximum ratio of indebtedness to liquid capital of 15 to 1; also called net capital rule and net capital ratio. Indebtedness covers all money owed to a firm, including margin loans and commitments to purchase securities, one-reason new public issues are spread among members of underwriting syndicates. Liquid capital includes cash and assets easily converted into cash.

**YIELD:** The rate of annual income return on an investment expressed as a percentage. (a) INCOME YIELD is obtained by dividing the current dollar income by the current market price for the security. (b) NET YIELD or YIELD TO MATURITY is the current income yield minus any premium above par or plus any discount from par in purchase price, with the adjustment spread over the period of the date of purchase to the date of maturity of the bond.

**YIELD-TO-CALL (YTC):** The rate of return an investor earns from a bond assuming the bond is redeemed (called) prior to its nominal maturity date.

**YIELD CURVE:** A graphic representation that depicts the relationship at a given point in time between yields and maturity for bonds that are identical in every way except maturity. A normal yield curve may be alternatively referred to as a positive yield curve.

**YIELD-TO-MATURITY:** The rate of return yielded by a debt security held to maturity when both interest payments and the investor's potential capital gain or loss are included in the calculation of return.

**CENTRAL UNION SCHOOL DISTRICT  
RESOLUTION #B-01-10-2022**

**BEFORE THE BOARD OF TRUSTEES  
OF THE CENTRAL UNION SCHOOL DISTRICT  
KINGS COUNTY, CALIFORNIA**

**IN THE MATTER OF**

**APPROVING THE KINGS COUNTY DIRECTOR OF  
FINANCE'S STATEMENT OF INVESTMENT POLICY  
AND  
DELEGATING INVESTMENT AUTHORITY TO THE KINGS COUNTY DIRECTOR OF FINANCE  
UNDER CALIFORNIA GOVERNMENT CODE SECTIONS 53607, 53646 AND 53684**

**WHEREAS**, under Government Code section 53646, the Kings County Director of Finance ("Treasurer") may render an annual statement of investment policy to the Kings County Board of Supervisors and to the governing board of any local agency which has funds on deposit in the Kings County Treasury; and

**WHEREAS**, on December 14, 2021 the Kings County Board of Supervisors approved the Director of Finance's Statement of Investment Policy dated January 1, 2022 ("Investment Policy"); and

**WHEREAS**, the Investment Policy has been submitted to the District Board of Trustees ("District Board") for approval under Government Code section 53646; and

**WHEREAS**, under Government Code section 53646, the Treasurer may render a quarterly report ("Quarterly Report") to each local agency which has funds on deposit in the County Treasury and for which the Treasurer has made investments; and

**WHEREAS**, the Central Union Elementary School District ("District") has funds on deposit with the Kings County Director of Finance ("Treasurer"); and

**WHEREAS**, when keeping, holding, depositing and investing District funds on the District's behalf, the Treasurer acts as the "ex-officio" treasurer of the District; and

**WHEREAS**, the District Board has authority under Government Code sections 53607 and 53684 to delegate authority to the Treasurer to deposit and invest District funds under the provisions of Government Code sections 53601 and 53635; and

**WHEREAS**, the District Board now wishes to approve the Director of Finance's Statement of Investment Policy and to delegate investment authority to the Kings County Director of Finance ("Treasurer") for the ensuing twelve-month period.

**NOW, THEREFORE, BE IT RESOLVED** as follows:

1. Pursuant to Government Code section 53646, the District Board hereby approves the Investment Policy.
2. Pursuant to Government Code section 53646, the District Board acknowledges and approves the procedures utilized by the Treasurer in rendering and submitting each Quarterly Report, under the provisions of which the Treasurer shall render each such report. Under the provisions of Government Code section 53607, the Treasurer shall prepare a monthly report and maintain it on file in his/her office for review and inspection by the District Board, staff and designated agents.
3. Pursuant to Government Code sections 53607 and 53684, and subject to the requirements of Government Code sections 53601 and 53635, the District Board hereby delegates to the Kings County Director of Finance ("Treasurer") the discretionary authority to deposit, invest or reinvest the funds of the District in the County Treasury commencing on the date of approval of this resolution and continuing for the ensuing twelve months. Without limiting his discretion in any way, the Treasurer is hereby expressly authorized to invest such District funds in the Treasurer's Pooled Investment Portfolio.
4. The District Board hereby delegates to the Treasurer the discretionary authority to determine which District funds on deposit in the Kings County Treasury are monies which are sinking funds or money not required for immediate use within the meaning of Government Code section 53601 and which monies are excess funds within the meaning of Government Code section 53684.
5. The Treasurer shall assume full responsibility for such deposit and investment transactions until such time as the District Board revokes this delegation of authority or until the date which is twelve months from the date of approval of this resolution, unless renewed on or before that date by the District Board.

The foregoing Resolution was adopted at a regular meeting of the Board of Trustees of the Central Union Elementary School District on this 10th day of January 2022, by the following vote:

	AYE	NO	ABSTAIN	ABSENT
<hr/> Dale Davidson, Trustee Area 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/> Jeffrey Gilcrease, Trustee Area 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/> Steven Salefske, Trustee Area 3	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/> Vacant, Trustee Area 4	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<hr/> Ceil Howe, III, Trustee Area 5	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

I, **Dale Davidson**, Clerk of the Board of Trustees of the Central Union School District, do hereby certify that the foregoing Resolution was regularly introduced, passed and adopted by the Board of Trustees at its meeting held on January 10, 2022.

---

**Dale Davidson**, Clerk  
Board of Trustees  
Central Union School District  
Kings County, California

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



**Board Members**  
Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union School Board of Trustees  
From: Thomas Addington, Superintendent  
Date: January 2, 2022

For Indian Education Council Meeting

x	Action (Consent or <b>New Business</b> )
	Information

Item:

Approve site School Accountability Report Card (SARC) for the 2020-21 school year.

Rationale/Purpose:

A SARC is an annual report and is required by the State of California. By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes specific activities which address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

The SARC provides parents and community members with information about the overall performance of the school their child attends. Demographics, student testing data, teacher qualifications, textbook sufficiency, and school safety are among the many areas that are covered in this report.

The SARC is also integrated with data which is released from the California Department of Education (CDE). At this moment, Districts are still awaiting the finalization of some of the state data. Once populated, the SARC will be finalized and posted on the District website and submitted to the CDE.

Recommendation:

Accept and approve the 2020–21 SARCs minus the State data yet to be populated. A second Board review/approval of the SARC will not be required, but final data will be included once populated.

# Akers School

## 2020-21 School Accountability Report Card

Upload of your logo is optional.

### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at [www.cde.ca.gov/ta/ac/sa/](http://www.cde.ca.gov/ta/ac/sa/)

For more information about the LCFF or the LCAP, see the CDE LCFF web page at [www.cde.ca.gov/fg/aa/lc/](http://www.cde.ca.gov/fg/aa/lc/)

For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at [dq.cde.ca.gov/dataquest/](http://dq.cde.ca.gov/dataquest/) that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) [www.caschooldashboard.org/](http://www.caschooldashboard.org/) reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2021-22 School Contact Information

<b>School Name</b>	Akers School
<b>Street</b>	Constellation Ave.
<b>City, State, Zip</b>	N.A.S. Lemoore, CA 93245
<b>Phone Number</b>	(559) 998-5707
<b>Principal</b>	Heiko Sweeney
<b>Email Address</b>	hsweeney@central.k12.ca.us
<b>School Website</b>	<a href="http://akers.central.k12.ca.us">http://akers.central.k12.ca.us</a>
<b>County-District-School (CDS) Code</b>	16 63883 6010292

## 2021-22 District Contact Information

<b>District Name</b>	Central Union Elementary School District
<b>Phone Number</b>	(559) 924-3405
<b>Superintendent</b>	Thomas Addington
<b>Email Address</b>	taddingt@central.k12.ca.us
<b>District Website Address</b>	<a href="http://www.central.k12.ca.us/district">www.central.k12.ca.us/district</a>

## 2021-22 School Overview

The purpose of the School Accountability Report Card is to provide parents with information about Akers School's instructional programs, academic achievement, materials and facilities, and staff.

Parents and community play a very important role in our school. Understanding our educational program, student achievement, and curriculum development can assist both our school and the community in ongoing program improvement.

Akers School has a history of successful academic achievement and we will continue to strive to be the best. We have made a commitment to provide the best educational program possible for our students. The excellent quality of our program is a reflection of our highly committed staff. We are dedicated to ensuring that our school provides a welcoming, challenging environment where students are actively involved in learning academics, as well as, positive values. Our teachers, students, parents, staff, and community members are all an integral part of our school's success and by continuing to work together our students will be challenged to reach their maximum potential.

### Mission Statement

The faculty and staff at Akers School believe that education is a cooperative effort among home, school, and community. Our major goal is to prepare students to become responsible citizens and productive members of society. We believe all children are capable of learning. Akers children will be provided with an environment that is safe, caring, friendly, and educationally inspiring. Our school climate will encourage openness, trust, self-esteem, self-motivation, respect for self and respect for others. It will help children achieve social, academic, and physical excellence and allow students to succeed within their limits.

### School Profile

Admiral Akers School is nestled within the Lemoore Naval Air Station and was built in 1963 to service the children of military families. The school acknowledges the importance of a student's academic success and appreciates the importance of a student's social and mental well-being. Teachers, administrators, and staff are all dedicated to providing a warm and challenging learning experience for the children. The diversified population enables the school to embrace many different cultures and strive to create an environment that embraces all. Consistent with Central Union School District's philosophies, "while some would define having a highly diverse population as an obstacle, Akers School thrives on this multiplicity and encourages each student's unique abilities."

## About this School

### 2020-21 Student Enrollment by Grade Level

Grade Level	Number of Students
-------------	--------------------

### 2020-21 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
---------------	-----------------------------

## A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>

### 2019-20 Teacher Preparation and Placement

Authorization/Assignment	2019-20
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	
Intern Credential Holders Properly Assigned	
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	
Unknown	
<b>Total Teaching Positions</b>	

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2019-20 Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2019-20
Permits and Waivers	
Misassignments	
Vacant Positions	
<b>Total Teachers Without Credentials and Misassignments</b>	

## 2019-20 Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2019-20
Credentialed Teachers Authorized on a Permit or Waiver	
Local Assignment Options	
<b>Total Out-of-Field Teachers</b>	

## 2019-20 Class Assignments

Indicator	2019-20
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	

## 2021-22 Quality, Currency, Availability of Textbooks and Other Instructional Materials

The state aligns textbooks, frameworks, and instructional materials to meet the California State Standards. Instructional materials for grades K-8 are selected from the state’s most recent list of standards-based materials and adopted by the State Board of Education. The District follows the State Board of Education’s adoption cycle for core content materials. District textbook review and adoption activities occur the year following the state’s adoption. The District’s Curriculum Selection Committee, comprised of teacher representatives, narrow the potential selections, followed by review and recommendation from all teaching staff. All textbooks are adopted from the most recent state-approved list. All textbooks are consistent with the content and cycles of the curriculum frameworks, adopted by the SBE. Every student has access to their own textbooks and instructional materials.

On September 13, 2021, the Central Union School District Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students, including English Learners, in the District. The Board of Trustees adopted Resolution #L-09-13-2021 which certifies, as required by Education Code section 60119, that (1) each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) sufficient textbooks and instructional materials were provided to each student, including English Learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum.

<b>Year and month in which the data were collected</b>	September 2021
--	----------------

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent	Percent Students Lacking Own

		Adoption ?	Assigned Copy
<b>Reading/Language Arts</b>	Wonders - Macmillan/McGraw Hill (TK-5th) - 2016 Collections - Houghton Mifflin (6th-8th) - 2016	Yes	0
<b>Mathematics</b>	My Math - McGraw Hill (TK-5th) - 2014 Course 1, 2, & 3 - McGraw Hill (6th - 8th)	Yes	0
<b>Science</b>	Inspire Science- McGraw Hill (TK-5th) - 2020 Amplify Science - UC Berkeley-Lawrence Hall of Science (6th-8th) - 2020	Yes	0
<b>History-Social Science</b>	My World - Pearson (TK-5th) - 2018 World History - National Geographic (6th-7th) - 2018 US History - National Geographic (8th) - 2018	Yes	0
<b>Foreign Language</b>			
<b>Health</b>	Embedded in science curriculum		
<b>Visual and Performing Arts</b>			
<b>Science Laboratory Equipment (grades 9-12)</b>			

## School Facility Conditions and Planned Improvements

### School Facilities

Akers School provides a safe, clean environment for learning through proper facilities maintenance and campus supervision. Ongoing maintenance ensures school facilities are kept safe and in good working condition and continue to provide adequate space for students and staff.

Campus Maintenance Site custodial staff and the District's maintenance department work together to ensure playgrounds, classrooms, and campus grounds are well-maintained and kept very clean, safe and functioning for students, staff, visitors and community organizations that frequently use the campus facilities. One full-time day custodian and a team of evening custodians are assigned to Akers School and work closely with the principal for routine maintenance, daily custodial duties, and special events. The principal and day custodian communicate daily regarding school facilities and maintenance issues.

The custodian inspects facilities every day for safety hazards or other conditions that need attention prior to students and staff entering school grounds. During the school day, all staff members survey grounds as a part of their daily routines to keep facilities safe and secure. The custodian performs routine room-by-room inspections to identify conditions that require correction. Any graffiti or signs of vandalism are removed prior to students

### Campus Improvements:

The construction project for Admiral Akers School ended in June 2021. With the economic assistance from the Federal Office of Local Defense Community Cooperation (OLDCC) and the State Office of Public School Construction, the Akers School project resulted in close to \$37M in funding to fully renovate and construct new classrooms on the Akers campus. Portable classrooms were eliminated, construction of a new 14 classroom junior high school wing and a new multipurpose event center occurred, and site infrastructure upgrades transpired such as new lighting, windows, plumbing and restroom facilities, a new blacktop area, and parking lot expansion.

**Year and month of the most recent FIT report**

August 2021

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b>	X			

## School Facility Conditions and Planned Improvements

Gas Leaks, Mechanical/HVAC, Sewer				
<b>Interior:</b> Interior Surfaces	X			
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical</b>	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

## Overall Facility Rate

Exemplary	Good	Fair	Poor
	X		

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

#### Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### SARC Reporting in the 2020-2021 School Year Only

Where the most viable option, LEAs were required to administer the statewide summative assessment in ELA and mathematics. Where a statewide summative assessment was not the most viable option for the LEA (or for one or more grade-level[s] within the LEA) due to the pandemic, LEAs were allowed to report results from a different assessment that met the criteria established by the State Board of Education (SBE) on March 16, 2021. The assessments were required to be:

- Aligned with CA CCSS for ELA and mathematics;
- Available to students in grades 3 through 8, and grade 11; and
- Uniformly administered across a grade, grade span, school, or district to all eligible students.

#### Options

Note that the CAAs could only be administered in-person following health and safety requirements. If it was not viable for the LEA to administer the CAAs in person with health and safety guidelines in place, the LEA was directed to not administer the tests. There were no other assessment options available for the CAAs. Schools administered the Smarter Balanced Summative Assessments for ELA and mathematics, other assessments that meet the SBE criteria, or a combination of both, and they could only choose one of the following:

- Smarter Balanced ELA and mathematics summative assessments;
- Other assessments meeting the SBE criteria; or
- Combination of Smarter Balanced ELA and mathematics summative assessments and other assessments.

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

## Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative test suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

The 2020-2021 data cells have N/A values because these data are not comparable to other year data due to the COVID-19 pandemic during the 2020-2021 school year. Where the CAASPP assessments in ELA and/or mathematics is not the most viable option, the LEAs were allowed to administer local assessments. Therefore, the 2020-2021 data between school years for the school, district, state are not an accurate comparison. As such, it is inappropriate to compare results of the 2020-2021 school year to other school years.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>English Language Arts/Literacy</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mathematics</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A

## 2020-21 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Local Assessment Test Results in ELA by Student Group

This table displays Local Assessment test results in ELA by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

STAR Student Groups	STAR Total Enrollment	STAR Number Tested	STAR Percent Tested	STAR Percent Not Tested	STAR Percent At or Above Grade Level
All Students	540	537	99.4	0.6	58.1
Female	271	269	99.3	0.7	61.3
Male	269	268	99.6	0.4	54.9
American Indian or Alaska Native	19	19	100	0	47.4
Asian	39	39	100	0	66.7

<b>Black or African American</b>	136	136	100	0	46.3
<b>Filipino</b>	52	52	100	0	69.2
<b>Hispanic or Latino</b>	150	150	100	0	48.0
<b>Native Hawaiian or Pacific Islander</b>	2	2	100	0	0.0
<b>Two or More Races</b>	98	98	100	0	53.1
<b>White</b>	354	354	100	0	60.2
<b>English Learners</b>	13	13	100	0	23.1
<b>Foster Youth</b>	5	4	80	20	75.0
<b>Homeless</b>	0	0	0	0	0
<b>Military</b>	444	442	99.5	0.5	59.5
<b>Socioeconomically Disadvantaged</b>	291	290	99.7	0.3	49.0
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0
<b>Students with Disabilities</b>	47	47	100	0	29.8

\*At or above the grade-level standard in the context of the local assessment administered.

## 2020-21 Local Assessment Test Results in Math by Student Group

This table displays Local Assessment test results in Math by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

<b>STAR Student Groups</b>	<b>STAR Total Enrollment</b>	<b>STAR Number Tested</b>	<b>STAR Percent Tested</b>	<b>STAR Percent Not Tested</b>	<b>STAR Percent At or Above Grade Level</b>
<b>All Students</b>	540	534	98.9	1.1	39.3
<b>Female</b>	271	269	99.3	0.7	39.8
<b>Male</b>	269	265	98.5	1.5	38.9
<b>American Indian or Alaska Native</b>	19	19	100	0	21.1
<b>Asian</b>	39	39	100	0	48.7
<b>Black or African American</b>	136	136	100	0	26.5
<b>Filipino</b>	52	50	96.2	3.8	44.0
<b>Hispanic or Latino</b>	150	150	100	0	27.3
<b>Native Hawaiian or Pacific Islander</b>	2	2	100	0	0
<b>Two or More Races</b>	98	98	100	0	31.6
<b>White</b>	354	354	100	0	42.1
<b>English Learners</b>	13	13	100	0	0
<b>Foster Youth</b>	5	4	80	20	25
<b>Homeless</b>	0	0	0	0	0
<b>Military</b>	444	440	99.1	0.9	39.5
<b>Socioeconomically Disadvantaged</b>	291	287	98.6	1.4	30.3
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0

<b>Students with Disabilities</b>	47	47	100	0	12.8
-----------------------------------	----	----	-----	---	------

\*At or above the grade-level standard in the context of the local assessment administered.

## CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative testing suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

For any 2020-2021 data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>Science</b> (grades 5, 8 and high school)	N/A		N/A		N/A	

## 2020-21 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. For any data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
<b>All Students</b>					
<b>Female</b>					
<b>Male</b>					
<b>American Indian or Alaska Native</b>					
<b>Asian</b>					
<b>Black or African American</b>					
<b>Filipino</b>					
<b>Hispanic or Latino</b>					
<b>Native Hawaiian or Pacific Islander</b>					
<b>Two or More Races</b>					
<b>White</b>					
<b>English Learners</b>					
<b>Foster Youth</b>					
<b>Homeless</b>					
<b>Military</b>					
<b>Socioeconomically Disadvantaged</b>					
<b>Students Receiving Migrant Education Services</b>					
<b>Students with Disabilities</b>					

## 2020-21 Career Technical Education (CTE) Participation

Measure	CTE Program Participation
Number of Pupils Participating in CTE	
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

## Course Enrollment/Completion

This table displays the course enrollment/completion of University of California (UC) and/or California State University (CSU) admission requirements.

UC/CSU Course Measure	Percent
2020-2021 Pupils Enrolled in Courses Required for UC/CSU Admission	
2019-2020 Graduates Who Completed All Courses Required for UC/CSU Admission	

## B. Pupil Outcomes

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

## 2020-21 California Physical Fitness Test Results

Due to the COVID-19 crisis, the Physical Fitness Test was suspended during the 2020-2021 school year and therefore no data are reported and each cell in this table is populated with "N/A."

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
Grade 5	N/A	N/A	N/A
Grade 7	N/A	N/A	N/A
Grade 9	N/A	N/A	N/A

## C. Engagement

### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

## 2021-22 Opportunities for Parental Involvement

At Akers School, parents are encouraged to become active members of the school's learning community and assist in its goal to develop independent lifelong learners. COVID-19 guidelines have limited parent volunteer activities. Some school activities and events which are conducted outside, allow for parent participation.

Parents are encouraged to participate in Leadership opportunities such as School Site Council, English Learner Advisory Council, District Advisory Council, District English Learner Advisory Council, and Parent Club, and can do so either virtually or in-person based on their comfort level. In addition there are several avenues for parents to provide site input. These include, but are not limited to, volunteering, school climate surveys, community collaboration opportunities, and parent education nights.

Additional parental involvement information can be found in the parent involvement plan listed on the Akers school website.

## C. Engagement

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates;
- High school graduation rates; and
- Chronic Absenteeism

## Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School 2018-19	School 2019-20	School 2020-21	District 2018-19	District 2019-20	District 2020-21	State 2018-19	State 2019-20	State 2020-21
Dropout Rate									
Graduation Rate									

## 2020-21 Graduation Rate by Student Group (Four-Year Cohort Rate)

This table displays the 2020-21 graduation rate by student group. For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at [www.cde.ca.gov/ds/ad/acgrinfo.asp](http://www.cde.ca.gov/ds/ad/acgrinfo.asp).

Student Group	Number of Students in Cohort	Number of Cohort Graduates	Cohort Graduation Rate
All Students			
Female			
Male			
American Indian or Alaska Native			
Asian			
Black or African American			
Filipino			
Hispanic or Latino			
Native Hawaiian or Pacific Islander			

Two or More Races			
White			
English Learners			
Foster Youth			
Homeless			
Socioeconomically Disadvantaged			
Students Receiving Migrant Education Services			
Students with Disabilities			

## 2020-21 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students				
Female				
Male				
American Indian or Alaska Native				
Asian				
Black or African American				
Filipino				
Hispanic or Latino				
Native Hawaiian or Pacific Islander				
Two or More Races				
White				
English Learners				
Foster Youth				
Homeless				
Socioeconomically Disadvantaged				
Students Receiving Migrant Education Services				
Students with Disabilities				

### C. Engagement

#### State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

## Suspensions and Expulsions

This table displays suspensions and expulsions data collected between July through June, each full school year respectively. Data collected during the 2020-21 school year may not be comparable to earlier years of this collection due to differences in learning mode instruction in response to the COVID-19 pandemic.

Subject	School 2018-19	School 2020-21	District 2018-19	District 2020-21	State 2018-19	State 2020-21
Suspensions						
Expulsions						

This table displays suspensions and expulsions data collected between July through February, partial school year due to the COVID-19 pandemic. The 2019-2020 suspensions and expulsions rate data are not comparable to other year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to other school years.

Subject	School 2019-20	District 2019-20	State 2019-20
Suspensions			
Expulsions			

## 2020-21 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students		
Female		
Male		
American Indian or Alaska Native		
Asian		
Black or African American		
Filipino		
Hispanic or Latino		
Native Hawaiian or Pacific Islander		
Two or More Races		
White		
English Learners		
Foster Youth		
Homeless		
Socioeconomically Disadvantaged		
Students Receiving Migrant Education Services		
Students with Disabilities		

## 2021-22 School Safety Plan

The Comprehensive School Site Safety Plan was developed for Akers School in collaboration with local agencies and the District administration to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and department from school, sexual harassment policy, dress code policy, and bully prevention policy. The most current school site safety plan is reviewed annually and any changes or modifications are presented to the School Board by March 1. Annually, the plan is also reviewed, discussed, and shared with school staff during a staff meeting. Components of the School Site Safety Plan are discussed at monthly staff meetings throughout the school year.

### D. Other SARC Information

### Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

### 2018-19 Elementary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

### 2019-20 Elementary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2020-21 Elementary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2018-19 Secondary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2019-20 Secondary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Secondary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	

## 2020-21 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

## 2019-20 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2019-20 expenditures per pupil and average teach salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
<b>School Site</b>	\$6,116,245	\$471,011	\$5,645,234	\$86,491
<b>District</b>	N/A	N/A	\$15,675,441	
<b>Percent Difference - School Site and District</b>	N/A	N/A	-94.1	-1.7
<b>Percent Difference - School Site and State</b>	N/A	N/A	199.5	7.1

## 2020-21 Types of Services Funded

The Central Union School District Student Conduct Code, which is sent home with each student at the beginning of the school year, outlines expected student behavior and the consequences for inappropriate behavior. Akers School's code of conduct and school rules are in alignment with District policies and outlined in the student handbook. During the first week of school, behavior expectations and discipline policies are verbally shared with students at schoolwide assemblies. Teachers review individual classroom rules and expectations with students during the first few days of school. Throughout the year, school rules and policies are communicated as necessary on the school's website, in the school's monthly newsletter, and in personal emails to parents/guardians of students. The Student Conduct Code and student handbook are available on the District's website.

Peer mediators, Ambassadors for New Students, Safe School personnel, the sheriff, and school psychologist work in close collaboration with teaching staff and parents as an early intervention strategy in minimizing poor behavior patterns. A Districtwide Safe School campaign encourages students to notify school or District personnel of any instances of bullying, harassment, discrimination, vandalism, drug abuse, and other destructive behaviors. Students and parents may submit anonymous letters/ notifications through the District's home page at [www.central.k12.ca.us](http://www.central.k12.ca.us).

Extracurricular & Enrichment Activities - Students are encouraged to participate in the school's additional academic and extracurricular activities. Extracurricular activities, clubs, and enrichment programs include:

- Accelerated Reader Program
- Akers Ambassadors
- Anchored for Life
- Band
- California Junior Scholastic Federation
- Chess Team
- College Awareness Night (College professors, professional athletes & guest speakers), 7th graders go to UC Berkley for field trip (Virtual for 20/21)
- Cross-age Peer Tutoring
- Exhibitions
- Jazz Bands (Gr. 6-8) - 6 Time State Champions
- Peer Academic Coaches (Gr. 6-8)
- Peer Mediation (student-to-student)
- Polar Express Night
- Poster Contests
- Reading Team
- SAS (Strategies for Academic Success)
- School Dances (Gr. 4-8)
- Spring Fine Arts Festival
- Student Council
- Young Master's Art Contest (Gr. K-8)

The school's athletic programs promote individual and team-oriented achievement through school-sponsored teams and intramural sports programs where teams compete against other schools in their league/area.

- Basketball (Gr. 6-8)
- Cross Country (Gr. 3-8)
- Flag Football (Gr. 6-8)
- Girls' Volleyball (Gr. 6-8)
- Golf (Gr. 6-8)
- Track (Gr. 3-8)

## 2019-20 Teacher and Administrative Salaries

This table displays the 2019-20 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
Beginning Teacher Salary		
Mid-Range Teacher Salary		
Highest Teacher Salary		
Average Principal Salary (Elementary)		
Average Principal Salary (Middle)		
Average Principal Salary (High)		
Superintendent Salary		
Percent of Budget for Teacher Salaries		
Percent of Budget for Administrative Salaries		

## 2020-21 Advanced Placement (AP) Courses

This table displays the percent of student in AP courses at this school.

Percent of Students in AP Courses	

This table displays the number of AP courses offered at this school where there are student course enrollments of at least one student.

Subject	Number of AP Courses Offered
Computer Science	
English	
Fine and Performing Arts	
Foreign Language	
Mathematics	
Science	
Social Science	
Total AP Courses Offered	

## Professional Development

Central Union School District combines efforts to provide training and curriculum development based on the California Standards which are aligned to the content of the curriculum frameworks for grades kindergarten through eight. Teachers within the District align classroom curriculum to ensure that all students either meet or exceed state proficiency levels.

CUSD Vision focuses on “empowering every student to excel to their highest potential.” We seek “to be an exemplary learning community,” as stated in our mission. With this in mind, the District’s Professional Development Plan continues to focus on the Professional Learning Communities (PLC). Grade Level Teams have worked to identify Essential Standards Districtwide to ensure that all students are achieving. The District continues to partner with Solution Tree to support our learning community process through training and coaching for our educators.

With all students in Distance Learning, the year began with professional development and training to meet specific current needs. The Multi-Tiered System of Support (MTSS) Leadership Team continued to focus on the Social-Emotional and Behavioral needs of students. District counselors and psychologists provided certificated staff with two sessions on Best Practices for Building Relationships including strategies to specifically address needs in a remote setting. Teachers also participated in online curriculum delivery and use training.

The October 20 Professional Learning Day provided TK – Grade 2 teachers additional training and support in leveraging Showbie, CA Wonders, ELA/ELD adoption, and My Math, Math Adoption. Key strategies and best practices for use during distance learning were addressed. Teachers in 3rd – 8th grades participated in relevant content focused sessions. “From Math Task to Performance Task” (Why? When? And How?) provided training on why these tasks are important for students and how they have be used in both In-Person and Distance Learning. “Focus on Literacy Across the Content Areas” revisited the literacy expectations found throughout all California s subject matter content standards and the role teachers across contents play in literacy.

During the District’s eight Adjusted Days, Teachers collaborated in Districtwide Grade level or Content Teams virtually. These collaborations focused on Essential Standards, Data, and addressing the 4 questions of the Professional Learning Community: (1) What do we want all students to learn? (2) How will we know they have learned it? (3) How will we respond when learning has not occurred? (4) How will we respond when learning has already occurred?

Central partners with local County Offices of Education and content experts to provide staff training and coaching to support the full implementation and sustainability of State Standards. This year, they included:

Next Generation Science Standards (NGSS)  
Student Engagement and Accountable Talk  
Smarter Balance Interim Comprehensive Assessment Training  
English Language Development

Instructional aides receive training in instructional strategies to assist students with reading skills improvement, First Aid/ CPR, English Learners, Technology and Reading Mastery. Classified staff acquire job-related training through in-house sponsored workshops provided by department supervisors or product vendors. In addition to fully support Instructional aides delivering Reading Mastery Lessons in Distance Learning, “Reading Mastery in Zoom” training shared strategies and practices for effective lesson delivery in the digital platform.

Newly credentialed and/or beginning teachers receive training on assessment, individualized support, integration of instructional technology, and advanced content from the California Teacher Induction Program which is the preferred pathway to a California Professional (Clear) Teaching Credential. The Teacher Induction Program is co-administered by the California Department of Education (CDE) and the California Commission on Teacher Credentialing (CCTC). The Teacher Induction Task Force and State Leadership Team provide support and technical assistance to local Teacher Induction Program leaders. The Teacher Induction program provides standards-based, individualized advice and assistance that combines the application of theory learned in the preliminary teacher preparation program with mentor-based support and formative assessment feedback.

Sites also differentiate for staff based on the needs of their site, providing training through Staff Meetings, Instructional Aides Meetings and additional site professional development including such topics as:

- Math Model & Coaching
- English Language Development
- Collaboration
- Reading Mastery Training

## Professional Development

As we plan for the future of our District, continuing to build our capacity in the PLC Process so we can ensure all students “excel to their highest potential” and a comprehensive MTSS for academics, social-emotional and behavioral will continue to be a primary focus.

Site-based professional development activities are identified by the school leadership team based upon analysis of student performance data and parent survey results. Akers School’s certificated staff attend workshops and training events provided by the District, other school districts, county offices of education, and professional organizations. Subsequently, during weekly grade level collaboration time and common prep periods, teachers share knowledge and strategies acquired from district-sponsored workshops and external resources. Teaching staff emphasized training and collaboration on the following:

- Amplify Training (Science Curriculum)
- Classroom Discipline Training
- ExCEL (Explicit Direct Instruction)
- Next Generation Science Standards (NGSS)
- Professional Learning Communities
- Technology Training (new teachers)
- Multi-Tiered System of Supports (MTSS)

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2019-20	2020-21	2021-22
<b>Number of school days dedicated to Staff Development and Continuous Improvement</b>	2	3	

# Central Elementary School

## 2020-21 School Accountability Report Card



Upload of your logo is optional.

### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at [www.cde.ca.gov/ta/ac/sa/](http://www.cde.ca.gov/ta/ac/sa/)

For more information about the LCFF or the LCAP, see the CDE LCFF web page at [www.cde.ca.gov/fg/aa/lc/](http://www.cde.ca.gov/fg/aa/lc/)

For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at [dq.cde.ca.gov/dataquest/](http://dq.cde.ca.gov/dataquest/) that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) [www.caschooldashboard.org/](http://www.caschooldashboard.org/) reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2021-22 School Contact Information

<b>School Name</b>	Central Elementary School
<b>Street</b>	15783 18th Avenue
<b>City, State, Zip</b>	Lemoore, CA 93245
<b>Phone Number</b>	(559) 924-7797
<b>Principal</b>	Anne Gonzales
<b>Email Address</b>	agonzale@central.k12.ca.us
<b>School Website</b>	<a href="http://central.central.k12.ca.us">http://central.central.k12.ca.us</a>
<b>County-District-School (CDS) Code</b>	16-63883-6010300

## 2021-22 District Contact Information

<b>District Name</b>	Central Elementary School District
<b>Phone Number</b>	(559) 924-3405
<b>Superintendent</b>	Thomas Addington
<b>Email Address</b>	taddingt@central.k12.ca.us
<b>District Website Address</b>	<a href="http://www.central.k12.ca.us/district">www.central.k12.ca.us/district</a>

## 2021-22 School Overview

The Central school staff believe in making learning a positive and rewarding experience in our children's lives, both academically and in their social-emotional development. At Central, all staff are committed to creating a safe and supportive learning environment. Staff create this environment by modeling and sharing school wide expectations that emphasize safety, responsibility and respectful behavior for all.

The Central staff is child-centered focused and recognizes every student has individual needs. At Central, we explore and pursue multiple pathways for student engagement and enthusiasm for learning. The use of technology and ease of access through equipment and applications, for example, helps our students participate in lessons that are interactive, collaborative, and assist in learning about the changing world around them. As educators, we all strive to make school an enjoyable place and promote the important message of daily attendance to our students and families as being a vital key to student learning and achievement. Central staff venture in fostering positive character and celebrate diversity and school pride amongst the student body. Most of all, the entire staff appreciate the wonderful ties to a community and Central family network that is exceptionally devoted and supportive of our students.

At Central we believe that students achieve their full potential when there is a partnership between the home and school. We understand that parents and the community expect us to provide a safe learning environment, as well as a quality education. The Central staff believes that concerned and involved parents are the most important factor in creating academic success for our students. We make keeping parents informed of their child's school progress throughout the year a major priority. If you would like further information on how to get involved in your child's classroom or volunteer at Central, please call the school office at (559) 924-7797.

### **Mission Statement**

Our mission at Central Union Elementary School is to provide a safe school environment, build positive character, celebrate diversity, and support academic excellence.

Central School staff is committed to building and strengthening family and community partnerships for the purpose of student success and enabling students to function as productive and successful citizens in a changing society.

## 2021-22 School Overview

### School Profile

Central School, located in Lemoore, takes pride in its diverse student population comprised of grades kindergarten through eight. Students are encouraged to meet the challenges of the present in order to succeed in the future. The cooperative efforts that are exemplified by the staff, students, parents, and community help to ensure the best possible learning environment for the students at Central School. Students are encouraged to reach their highest potential and present themselves in a positive manner.

## About this School

### 2020-21 Student Enrollment by Grade Level

Grade Level	Number of Students
-------------	--------------------

### 2020-21 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
---------------	-----------------------------

## A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>

### 2019-20 Teacher Preparation and Placement

Authorization/Assignment	2019-20
<b>Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)</b>	
<b>Intern Credential Holders Properly Assigned</b>	
<b>Teachers Without Credentials and Misassignments (“ineffective” under ESSA)</b>	
<b>Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)</b>	
<b>Unknown</b>	
<b>Total Teaching Positions</b>	

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2019-20 Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2019-20
Permits and Waivers	
Misassignments	
Vacant Positions	
<b>Total Teachers Without Credentials and Misassignments</b>	

## 2019-20 Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2019-20
Credentialed Teachers Authorized on a Permit or Waiver	
Local Assignment Options	
<b>Total Out-of-Field Teachers</b>	

## 2019-20 Class Assignments

Indicator	2019-20
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	

## 2021-22 Quality, Currency, Availability of Textbooks and Other Instructional Materials

The state aligns textbooks, frameworks, and instructional materials to meet the California State Standards. Instructional materials for grades K-8 are selected from the state’s most recent list of standards-based materials and adopted by the State Board of Education. The District follows the State Board of Education’s adoption cycle for core content materials. District textbook review and adoption activities occur the year following the state’s adoption. The District’s Curriculum Selection Committee, comprised of teacher representatives, narrow the potential selections, followed by review and recommendation from all teaching staff. All textbooks are adopted from the most recent state-approved list. All textbooks are consistent with the content and cycles of the curriculum frameworks, adopted by the SBE. Every student has access to their own textbooks and instructional materials.

On September 13, 2021, the Central Union School District Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students, including English Learners, in the District. The Board of Trustees adopted Resolution #L-09-13-2021 which certifies, as required by Education Code section 60119, that (1) each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) sufficient textbooks and instructional materials were provided to each student, including English Learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum.

<b>Year and month in which the data were collected</b>	September 2021
--	----------------

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent	Percent Students Lacking Own

		Adoption ?	Assigned Copy
<b>Reading/Language Arts</b>	Wonders - Macmillan/McGraw Hill (TK-5th) - 2016 Collections - Houghton Mifflin (6th-8th) - 2016	Yes	0
<b>Mathematics</b>	My Math - McGraw Hill (TK-5th) - 2014 Course 1, 2, & 3 - McGraw Hill (6th - 8th)	Yes	0
<b>Science</b>	Inspire Science- McGraw Hill (TK-5th) - 2020 Amplify Science - UC Berkeley-Lawrence Hall of Science (6th-8th) - 2020	Yes	0
<b>History-Social Science</b>	My World - Pearson (TK-5th) - 2018 World History - National Geographic (6th-7th) - 2018 US History - National Geographic (8th) - 2018	Yes	0
<b>Foreign Language</b>			
<b>Health</b>	Embedded in science curriculum		
<b>Visual and Performing Arts</b>			
<b>Science Laboratory Equipment (grades 9-12)</b>			

## School Facility Conditions and Planned Improvements

Central School works closely with the District's maintenance department for larger projects that may require third party contractors, routine facilities maintenance projects, special projects, and school inspections. The most recent facilities inspection at Central School was conducted during the month of June (2021). Central School provides a safe, clean environment for learning through proper facilities maintenance and campus supervision. Ongoing maintenance ensures school facilities are kept safe and in good working condition and continue to provide adequate space for students and staff.

Campus Maintenance Site custodial staff and the District's maintenance department work together to ensure playgrounds, classrooms, and campus grounds are well-maintained and kept very clean, safe and functioning for students, staff, visitors and community organizations that frequently use the campus facilities. One full-time day custodian and a team of evening custodians are assigned to the school and work closely with the principal for routine maintenance, daily custodial duties, and special events. The evening team of custodians is responsible for daily cleaning of both Central School and Stratford School. The principal and day custodian communicate daily regarding school facilities and maintenance issues.

The custodian inspects facilities every day for safety hazards or other conditions that need attention prior to students and staff entering school grounds. During the school day, all staff members survey grounds as a part of their daily routines to keep facilities safe and secure. The custodian performs routine room-by-room inspections to identify conditions that require correction. Any graffiti or signs of vandalism are removed prior to students

Planned Improvement -

The District partnered with the Santa Rosa Rancheria to connect to a reliable and safe drinking water solution. The District was also successful in a grant application for new and improved drinking fountains throughout the campus with the removal of all outdated fountains. Installation should be finalized during the 21-22 school year.

**Year and month of the most recent FIT report**

June 2021

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			

## School Facility Conditions and Planned Improvements

<b>Interior:</b> Interior Surfaces	X			
<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical</b>	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

## Overall Facility Rate

Exemplary	Good	Fair	Poor
	X		

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

#### Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### SARC Reporting in the 2020-2021 School Year Only

Where the most viable option, LEAs were required to administer the statewide summative assessment in ELA and mathematics. Where a statewide summative assessment was not the most viable option for the LEA (or for one or more grade-level[s] within the LEA) due to the pandemic, LEAs were allowed to report results from a different assessment that met the criteria established by the State Board of Education (SBE) on March 16, 2021. The assessments were required to be:

- Aligned with CA CCSS for ELA and mathematics;
- Available to students in grades 3 through 8, and grade 11; and
- Uniformly administered across a grade, grade span, school, or district to all eligible students.

#### Options

Note that the CAAs could only be administered in-person following health and safety requirements. If it was not viable for the LEA to administer the CAAs in person with health and safety guidelines in place, the LEA was directed to not administer the tests. There were no other assessment options available for the CAAs. Schools administered the Smarter Balanced Summative Assessments for ELA and mathematics, other assessments that meet the SBE criteria, or a combination of both, and they could only choose one of the following:

- Smarter Balanced ELA and mathematics summative assessments;
- Other assessments meeting the SBE criteria; or
- Combination of Smarter Balanced ELA and mathematics summative assessments and other assessments.

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

## Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative test suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

The 2020-2021 data cells have N/A values because these data are not comparable to other year data due to the COVID-19 pandemic during the 2020-2021 school year. Where the CAASPP assessments in ELA and/or mathematics is not the most viable option, the LEAs were allowed to administer local assessments. Therefore, the 2020-2021 data between school years for the school, district, state are not an accurate comparison. As such, it is inappropriate to compare results of the 2020-2021 school year to other school years.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>English Language Arts/Literacy</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mathematics</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A

## 2020-21 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Local Assessment Test Results in ELA by Student Group

This table displays Local Assessment test results in ELA by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

All Students	215	209	97.2	2.8	23.9
Female	103	99	96.1	3.9	24.2
Male	112	110	98.2	1.8	23.6
American Indian or Alaska Native	119	119	100	0	16.0
Asian	7	7	100	0	57.1
Black or African American	2	2	100	0	0.0
Filipino	1	1	100	0	0.0
Hispanic or Latino	117	117	100	0	29.1

<b>Native Hawaiian or Pacific Islander</b>	0	0	100	0	0.0
<b>Two or More Races</b>	13	13	100	0	30.8
<b>White</b>	70	70	100	0	38.6
<b>English Learners</b>	15	15	100	0	13.3
<b>Foster Youth</b>	17	17	100	0	17.6
<b>Homeless</b>	0	0	0	0	0.0
<b>Military</b>	1	1	100	0	0.0
<b>Socioeconomically Disadvantaged</b>	135	132	97.8	2.2	23.5
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0.0
<b>Students with Disabilities</b>	23	23	100	0	0.0

\*At or above the grade-level standard in the context of the local assessment administered.

## 2020-21 Local Assessment Test Results in Math by Student Group

This table displays Local Assessment test results in Math by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

<b>All Students</b>	215	203	94.4	5.6	16.3
<b>Female</b>	103	95	92.2	7.8	15.8
<b>Male</b>	112	108	96.4	3.6	16.7
<b>American Indian or Alaska Native</b>	119	116	97.5	2.5	11.2
<b>Asian</b>	7	7	100	0	42.9
<b>Black or African American</b>	2	2	100	0	0.0
<b>Filipino</b>	1	1	100	0	0.0
<b>Hispanic or Latino</b>	117	112	95.7	4.3	17.0
<b>Native Hawaiian or Pacific Islander</b>	0	0	0	0	0.0
<b>Two or More Races</b>	13	13	100	0	7.7
<b>White</b>	70	69	98.6	1.4	23.2
<b>English Learners</b>	15	15	100	0	20.0
<b>Foster Youth</b>	17	16	94.1	5.9	6.3
<b>Homeless</b>	0	0	0	0	0.0
<b>Military</b>	1	1	100	0	0.0
<b>Socioeconomically Disadvantaged</b>	135	128	94.8	5.2	15.6
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0.0
<b>Students with Disabilities</b>	23	23	100	0	4.3

\*At or above the grade-level standard in the context of the local assessment administered.

## CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative testing suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

For any 2020-2021 data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>Science</b> (grades 5, 8 and high school)	N/A		N/A		N/A	

## 2020-21 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. For any data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Career Technical Education (CTE) Participation

Measure	CTE Program Participation
Number of Pupils Participating in CTE	
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

## Course Enrollment/Completion

This table displays the course enrollment/completion of University of California (UC) and/or California State University (CSU) admission requirements.

UC/CSU Course Measure	Percent
2020-2021 Pupils Enrolled in Courses Required for UC/CSU Admission	
2019-2020 Graduates Who Completed All Courses Required for UC/CSU Admission	

## B. Pupil Outcomes

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

## 2020-21 California Physical Fitness Test Results

Due to the COVID-19 crisis, the Physical Fitness Test was suspended during the 2020-2021 school year and therefore no data are reported and each cell in this table is populated with "N/A."

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
Grade 5	N/A	N/A	N/A
Grade 7	N/A	N/A	N/A
Grade 9	N/A	N/A	N/A

## C. Engagement

### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

#### 2021-22 Opportunities for Parental Involvement

The parents of Central School students support their children, the school, and the community by helping their children at home with their school work, providing a caring environment, and by attending conferences, programs, and athletic/ academic events.

COVID-19 guidelines limited in-person instruction and reduced parent volunteer activities. However, parents are encouraged to participate virtually in decision-making committees such as the School Site Council (SSC), District Advisory Council (DAC), District English Learner Advisory Council (DELAC), and Indian Education Committee (IEC). The Parent-Teacher Club provides funds and support for assemblies, uniforms, playground equipment, and many other extra benefits for the school and its students.

Central School established a School Advisory Council in accordance with Economic Impact Aid funding requirements. This governing body is comprised of elected parents and school staff members. Council members are responsible for providing input into the development of the school plan. The School Advisory Council may and has elected to relinquish its duties to the School Site Council.

School-to-home communication regarding school activities, special events, and student progress is achieved through multiple resources and is provided in both English and Spanish. Parent Square an internet-based telephone messaging system, is used to quickly forward important messages (in English and Spanish) from school staff to each student's home. Flyers are occasionally distributed regarding special events or announcements.

Progress reports for at-risk students in grades K-8 are provided are mailed to students' homes mid-trimester. At the end of each trimester, report cards for grades 4-8 are mailed to students' homes, and report cards for grades K-3 are sent home with students. Periodically when necessary, teachers may prepare informal progress reports on student performance for parent review.

## C. Engagement

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates;
- High school graduation rates; and
- Chronic Absenteeism

#### Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School 2018-19	School 2019-20	School 2020-21	District 2018-19	District 2019-20	District 2020-21	State 2018-19	State 2019-20	State 2020-21
Dropout Rate									
Graduation Rate									

## 2020-21 Graduation Rate by Student Group (Four-Year Cohort Rate)

This table displays the 2020-21 graduation rate by student group. For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at [www.cde.ca.gov/ds/ad/acgrinfo.asp](http://www.cde.ca.gov/ds/ad/acgrinfo.asp).

Student Group	Number of Students in Cohort	Number of Cohort Graduates	Cohort Graduation Rate
All Students			
Female			
Male			
American Indian or Alaska Native			
Asian			
Black or African American			
Filipino			
Hispanic or Latino			
Native Hawaiian or Pacific Islander			
Two or More Races			
White			
English Learners			
Foster Youth			
Homeless			
Socioeconomically Disadvantaged			
Students Receiving Migrant Education Services			
Students with Disabilities			

## 2020-21 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students				
Female				
Male				
American Indian or Alaska Native				
Asian				
Black or African American				
Filipino				
Hispanic or Latino				
Native Hawaiian or Pacific Islander				
Two or More Races				
White				
English Learners				
Foster Youth				
Homeless				
Socioeconomically Disadvantaged				
Students Receiving Migrant Education Services				
Students with Disabilities				

### C. Engagement

#### State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

## Suspensions and Expulsions

This table displays suspensions and expulsions data collected between July through June, each full school year respectively. Data collected during the 2020-21 school year may not be comparable to earlier years of this collection due to differences in learning mode instruction in response to the COVID-19 pandemic.

Subject	School 2018-19	School 2020-21	District 2018-19	District 2020-21	State 2018-19	State 2020-21
Suspensions						
Expulsions						

This table displays suspensions and expulsions data collected between July through February, partial school year due to the COVID-19 pandemic. The 2019-2020 suspensions and expulsions rate data are not comparable to other year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to other school years.

Subject	School 2019-20	District 2019-20	State 2019-20
Suspensions			
Expulsions			

## 2020-21 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students		
Female		
Male		
American Indian or Alaska Native		
Asian		
Black or African American		
Filipino		
Hispanic or Latino		
Native Hawaiian or Pacific Islander		
Two or More Races		
White		
English Learners		
Foster Youth		
Homeless		
Socioeconomically Disadvantaged		
Students Receiving Migrant Education Services		
Students with Disabilities		

## 2021-22 School Safety Plan

The Comprehensive School Site Safety Plan was developed for Central School in collaboration with local agencies and District administration to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and department from school, sexual harassment policy, dress code policy, and bully prevention policy. The most current school site safety plan was reviewed, updated, and shared with school staff in September 2021 at a staff meeting. Components of the safety plan are regularly reviewed at weekly plant meetings, instructional aide meetings and faculty meetings. An updated copy of the school site safety plan is available to the public at the Central Union School District office and the school site. In addition, exercises or drills (i.e. monthly fire drills, lockdown/intruder on campus drills, earthquake drills, etc.) are also reviewed and held during the school year.

### D. Other SARC Information

#### Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

## 2018-19 Elementary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2019-20 Elementary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2020-21 Elementary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2018-19 Secondary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2019-20 Secondary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Secondary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	

## 2020-21 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

## 2019-20 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2019-20 expenditures per pupil and average teach salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$2,897,420	\$ \$298,446	\$ \$2,598,973	\$83,914
District	N/A	N/A	\$15,675,441	
Percent Difference - School Site and District	N/A	N/A	-200.0	-4.7
Percent Difference - School Site and State	N/A	N/A	-200.0	4.1

## 2020-21 Types of Services Funded

In addition to general fund state funding, Central Union School District receives state and federal categorical funding for special programs. The District received federal, state, and local aid for the following categorical, special education, and support programs:

- American Indian Early Childhood Education
- California Clean Energy Jobs Act
- Education Protection Account
- Indian Education
- Lottery: Instructional Materials
- Medi-cal Billing Option
- Other Federal Funds
- Other Local: Locally Defined
- Special Education
- State Lottery
- Teacher Recruitment/Incentives
- Title I, II, III

Throughout the year, students who achieve academic goals are recognized at trimester presentations. Each grade level determines the method to recognize and distribute awards. Awards include Student of the Month, A and B Honor Roll, Principal's List, Perfect and Outstanding Attendance Awards, Character Counts, Service Learning and Accelerated Reader awards. At the end of the year, Attendance Awards, and Physical Fitness Awards are presented to qualifying students.

Students are encouraged to participate in the school's enrichment and extracurricular activities that promote positive attitudes and encourage achievement. Extracurricular and enrichment programs include:

- ASES Extended Day Program (Gr. K-3)
- Honor Trip (Gr. 6-8)
- Student Leadership/Service Learning

The school's athletic programs promote individual and team-oriented achievement through school-sponsored teams and intramural sports programs. Intramural sports are a component of the physical education curriculum.

- Basketball (Gr. 6-8)
- Flag Football (Gr. 6-8)
- Track (Gr. 6-8)
- Volleyball (Gr. 6-8)

Note: Currently, due to COVID 19, on site activities are limited or suspended until further notice and guidance from the CUSD.

## 2019-20 Teacher and Administrative Salaries

This table displays the 2019-20 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
Beginning Teacher Salary		
Mid-Range Teacher Salary		
Highest Teacher Salary		
Average Principal Salary (Elementary)		
Average Principal Salary (Middle)		
Average Principal Salary (High)		
Superintendent Salary		
Percent of Budget for Teacher Salaries		
Percent of Budget for Administrative Salaries		

## 2020-21 Advanced Placement (AP) Courses

This table displays the percent of student in AP courses at this school.

Percent of Students in AP Courses	

This table displays the number of AP courses offered at this school where there are student course enrollments of at least one student.

Subject	Number of AP Courses Offered
Computer Science	
English	
Fine and Performing Arts	
Foreign Language	
Mathematics	
Science	
Social Science	
Total AP Courses Offered	

## Professional Development

Central Union School District combines efforts to provide training and curriculum development based on the California Standards which are aligned to the content of the curriculum frameworks for grades kindergarten through eight. Teachers within the District align classroom curriculum to ensure that all students either meet or exceed state proficiency levels.

CUSD Vision focuses on “empowering every student to excel to their highest potential.” We seek “to be an exemplary learning community,” as stated in our mission. With this in mind, the District’s Professional Development Plan continues to focus on the Professional Learning Communities (PLC). Grade Level Teams have worked to identify Essential Standards Districtwide to ensure that all students are achieving. The District continues to partner with Solution Tree to support our learning community process through training and coaching for our educators.

With all students in Distance Learning, the year began with professional development and training to meet specific current needs. The Multi-Tiered System of Support (MTSS) Leadership Team continued to focus on the Social-Emotional and Behavioral needs of students. District counselors and psychologists provided certificated staff with two sessions on Best Practices for Building Relationships including strategies to specifically address needs in a remote setting. Teachers also participated in online curriculum delivery and use training.

The October 20 Professional Learning Day provided TK – Grade 2 teachers additional training and support in leveraging Showbie, CA Wonders, ELA/ELD adoption, and My Math, Math Adoption. Key strategies and best practices for use during distance learning were addressed. Teachers in 3rd – 8th grades participated in relevant content focused sessions. “From Math Task to Performance Task” (Why? When? And How?) provided training on why these tasks are important for students and how they have be used in both In-Person and Distance Learning. “Focus on Literacy Across the Content Areas” revisited the literacy expectations found throughout all California s subject matter content standards and the role teachers across contents play in literacy.

During the District’s eight Adjusted Days, Teachers collaborated in Districtwide Grade level or Content Teams virtually. These collaborations focused on Essential Standards, Data, and addressing the 4 questions of the Professional Learning Community: (1) What do we want all students to learn? (2) How will we know they have learned it? (3) How will we respond when learning has not occurred? (4) How will we respond when learning has already occurred?

Central partners with local County Offices of Education and content experts to provide staff training and coaching to support the full implementation and sustainability of State Standards. This year, they included:

Next Generation Science Standards (NGSS)  
Student Engagement and Accountable Talk  
Smarter Balance Interim Comprehensive Assessment Training  
English Language Development

Instructional aides receive training in instructional strategies to assist students with reading skills improvement, First Aid/ CPR, English Learners, Technology and Reading Mastery. Classified staff acquire job-related training through in-house sponsored workshops provided by department supervisors or product vendors. In addition to fully support Instructional aides delivering Reading Mastery Lessons in Distance Learning, “Reading Mastery in Zoom” training shared strategies and practices for effective lesson delivery in the digital platform.

Newly credentialed and/or beginning teachers receive training on assessment, individualized support, integration of instructional technology, and advanced content from the California Teacher Induction Program which is the preferred pathway to a California Professional (Clear) Teaching Credential. The Teacher Induction Program is co-administered by the California Department of Education (CDE) and the California Commission on Teacher Credentialing (CCTC). The Teacher Induction Task Force and State Leadership Team provide support and technical assistance to local Teacher Induction Program leaders. The Teacher Induction program provides standards-based, individualized advice and assistance that combines the application of theory learned in the preliminary teacher preparation program with mentor-based support and formative assessment feedback.

Sites also differentiate for staff based on the needs of their site, providing training through Staff Meetings, Instructional Aides Meetings and additional site professional development including such topics as:

- Math Model & Coaching
- English Language Development
- Collaboration

## Professional Development

As we plan for the future of our District, continuing to build our capacity in the PLC Process so we can ensure all students “excel to their highest potential” and a comprehensive MTSS for academics, social-emotional and behavioral will continue to be a primary focus.

Central School’s individual training efforts and professional development focused on the following:

- California Standards-English Language Arts
- Depth of Knowledge
- Instructional Strategies
- Math Process
- Peer Observations
- Professional Learning Communities
- Report Cards
- Rigor & Relevance (Focused on Deeper Knowledge of Understanding)
- Student Engagement Strategies
- Strategic Intervention Planning
- Trauma-Informed Training for School-Wide Personnel

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2019-20	2020-21	2021-22
<b>Number of school days dedicated to Staff Development and Continuous Improvement</b>	2	3	2

# R. J. Neutra Elementary School

## 2020-21 School Accountability Report Card

Upload of your logo is optional.

### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at [www.cde.ca.gov/ta/ac/sa/](http://www.cde.ca.gov/ta/ac/sa/)

For more information about the LCFF or the LCAP, see the CDE LCFF web page at [www.cde.ca.gov/fg/aa/lc/](http://www.cde.ca.gov/fg/aa/lc/)

For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at [dq.cde.ca.gov/dataquest/](http://dq.cde.ca.gov/dataquest/) that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) [www.caschooldashboard.org/](http://www.caschooldashboard.org/) reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2021-22 School Contact Information

<b>School Name</b>	R. J. Neutra Elementary School
<b>Street</b>	Community Center Drive, Bldg. #967
<b>City, State, Zip</b>	NAS Lemoore, CA 93245
<b>Phone Number</b>	(559) 998-6823
<b>Principal</b>	Michelle King
<b>Email Address</b>	miking@central.k12.ca.us
<b>School Website</b>	<a href="http://neutra.central.k12.ca.us">http://neutra.central.k12.ca.us</a>
<b>County-District-School (CDS) Code</b>	16-63883-6010318

## 2021-22 District Contact Information

<b>District Name</b>	Central Union Elementary School District
<b>Phone Number</b>	(559) 924-3405
<b>Superintendent</b>	Thomas Addington
<b>Email Address</b>	taddingt@central.k12.ca.us
<b>District Website Address</b>	<a href="http://www.central.k12.ca.us/district">www.central.k12.ca.us/district</a>

## 2021-22 School Overview

I would like to welcome you to R.J. Neutra's Annual School Accountability Report Card. The purpose of the School Accountability Report Card is to provide parents with information about the school's instructional programs, academic achievement, materials and facilities, and the staff.

R.J. Neutra School is surrounded by endless acres of field crops and military operations on the Lemoore Naval Air Station. Many are amazed that the school was designed in 1929 and built in 1960 because of its modern look and appeal. R.J. Neutra School strives to provide a warm and safe learning environment. For all students enrolled, the school's top priority is to foster intellectual, emotional, social, ethical, and physical health.

It is the belief of R.J. Neutra School that students can and will excel in an environment that is tailored to their evolving needs and conducive to all facets of the learning process. It is due to this belief that we have been able to successfully develop a comprehensive educational system that celebrates and promotes ethnic and cultural diversity, individuality, and emotional, intellectual, and social eminence.

At R.J. Neutra School, we have made a commitment to provide the best educational program possible for our students. The excellent quality of our program is a reflection of our highly committed staff.

We renew our commitment yearly in hopes that together, we will continue to improve our effectiveness in edifying students of today, preparing them to become productive citizens of tomorrow. It is in light of this fact, that we welcome any suggestions, ideas, or comments you may have. Parents can contact us at 559-998-6823 or through our home page address: [www.central.k12.ca.us/neutra](http://www.central.k12.ca.us/neutra).

### **Mission Statement**

The R.J. Neutra staff, in partnership with parents, will work toward effectively preparing our children to live in the world as it will exist in the future. We believe that much of the work our children will do in the twenty-first century is not yet determined. We strive, therefore, to prepare children to be lifelong learners, to think critically, to be problem solvers, and to learn from past experiences.

## 2021-22 School Overview

The staff and parents envision R.J. Neutra School as a place of growth for the total child: intellectual, emotional, social, ethical, and physical. Our school is where individual needs are recognized so that every student may experience success within an atmosphere of warmth, mutual respect, and caring. We monitor, adjust, and thus increase student achievement.

## About this School

### 2020-21 Student Enrollment by Grade Level

Grade Level	Number of Students
-------------	--------------------

### 2020-21 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
---------------	-----------------------------

## A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>

### 2019-20 Teacher Preparation and Placement

Authorization/Assignment	2019-20
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	
Intern Credential Holders Properly Assigned	
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	
Unknown	
<b>Total Teaching Positions</b>	

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2019-20 Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2019-20
Permits and Waivers	
Misassignments	
Vacant Positions	
<b>Total Teachers Without Credentials and Misassignments</b>	

## 2019-20 Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2019-20
Credentialed Teachers Authorized on a Permit or Waiver	
Local Assignment Options	
<b>Total Out-of-Field Teachers</b>	

## 2019-20 Class Assignments

Indicator	2019-20
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	

## 2021-22 Quality, Currency, Availability of Textbooks and Other Instructional Materials

The state aligns textbooks, frameworks, and instructional materials to meet the California State Standards. Instructional materials for grades K-8 are selected from the state’s most recent list of standards-based materials and adopted by the State Board of Education. The District follows the State Board of Education’s adoption cycle for core content materials. District textbook review and adoption activities occur the year following the state’s adoption. The District’s Curriculum Selection Committee, comprised of teacher representatives, narrow the potential selections, followed by review and recommendation from all teaching staff. All textbooks are adopted from the most recent state-approved list. All textbooks are consistent with the content and cycles of the curriculum frameworks, adopted by the SBE. Every student has access to their own textbooks and instructional materials.

On September 13, 2021, the Central Union School District Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students, including English Learners, in the District. The Board of Trustees adopted Resolution #L-09-13-2021 which certifies, as required by Education Code section 60119, that (1) each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) sufficient textbooks and instructional materials were provided to each student, including English Learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum.

**Year and month in which the data were collected**

Sept 2021

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent	Percent Students Lacking Own

		Adoption ?	Assigned Copy
<b>Reading/Language Arts</b>	Wonders - Macmillan/McGraw Hill (TK-5th) - 2016 Collections - Houghton Mifflin (6th-8th) - 2016	Yes	0
<b>Mathematics</b>	My Math - McGraw Hill (TK-5th) - 2014 Course 1, 2, & 3 - McGraw Hill (6th - 8th)	Yes	0
<b>Science</b>	Inspire Science- McGraw Hill (TK-5th) - 2020 Amplify Science - UC Berkeley-Lawrence Hall of Science (6th-8th) - 2020	Yes	0
<b>History-Social Science</b>	My World - Pearson (TK-5th) - 2018 World History - National Geographic (6th-7th) - 2018 US History - National Geographic (8th) - 2018	Yes	0
<b>Foreign Language</b>			
<b>Health</b>	Embedded in science curriculum		
<b>Visual and Performing Arts</b>			
<b>Science Laboratory Equipment (grades 9-12)</b>			

## School Facility Conditions and Planned Improvements

Campus Maintenance Site custodial staff and the District's maintenance department work together to ensure playgrounds, classrooms, and campus grounds are well-maintained and kept very clean, safe and functioning for students, staff, visitors and community organizations that frequently use the campus facilities. One full-time day custodian and a team of evening custodians are assigned to Neutra School and work closely with the principal for routine maintenance, daily custodial duties, and special events. The principal and day custodian communicate daily regarding school facilities and maintenance issues.

R.J. Neutra School works closely with the District's maintenance department for larger projects that may require third-party contractors, routine facilities maintenance projects, special projects, and school inspections.

Central Union School District allocates deferred maintenance money to fund the repairs or replacement of existing school building components which typically include projects such as roofing, plumbing, heating, air conditioning, electrical systems, interior/ exterior painting, and flooring systems.

Recent Campus Improvements:

\* The District was successful in a pursuit of a fully funded construction program, which yielded close to \$3.4 Million in state aid for the construction of four (4) new Kindergarten classrooms. These classrooms were constructed during the 2020-21 school year. The District eliminated three (3) portable classrooms which had housed the kindergarten programs. New kindergarten playground was also a component of this project.

**Year and month of the most recent FIT report**

June 2021

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			

## School Facility Conditions and Planned Improvements

<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical</b>	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

## Overall Facility Rate

Exemplary	Good	Fair	Poor
X			

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

#### Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### SARC Reporting in the 2020-2021 School Year Only

Where the most viable option, LEAs were required to administer the statewide summative assessment in ELA and mathematics. Where a statewide summative assessment was not the most viable option for the LEA (or for one or more grade-level[s] within the LEA) due to the pandemic, LEAs were allowed to report results from a different assessment that met the criteria established by the State Board of Education (SBE) on March 16, 2021. The assessments were required to be:

- Aligned with CA CCSS for ELA and mathematics;
- Available to students in grades 3 through 8, and grade 11; and
- Uniformly administered across a grade, grade span, school, or district to all eligible students.

#### Options

Note that the CAAs could only be administered in-person following health and safety requirements. If it was not viable for the LEA to administer the CAAs in person with health and safety guidelines in place, the LEA was directed to not administer the tests. There were no other assessment options available for the CAAs. Schools administered the Smarter Balanced Summative Assessments for ELA and mathematics, other assessments that meet the SBE criteria, or a combination of both, and they could only choose one of the following:

- Smarter Balanced ELA and mathematics summative assessments;
- Other assessments meeting the SBE criteria; or
- Combination of Smarter Balanced ELA and mathematics summative assessments and other assessments.

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

## Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative test suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

The 2020-2021 data cells have N/A values because these data are not comparable to other year data due to the COVID-19 pandemic during the 2020-2021 school year. Where the CAASPP assessments in ELA and/or mathematics is not the most viable option, the LEAs were allowed to administer local assessments. Therefore, the 2020-2021 data between school years for the school, district, state are not an accurate comparison. As such, it is inappropriate to compare results of the 2020-2021 school year to other school years.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>English Language Arts/Literacy</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mathematics</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A

## 2020-21 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Local Assessment Test Results in ELA by Student Group

This table displays Local Assessment test results in ELA by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

All Students	235	232	98.7	1.3	61.6
Female	125	123	98.4	1.6	63.4
Male	110	109	99.1	0.9	59.6
American Indian or Alaska Native	10	10	100	0	60.0
Asian	32	32	100	0	62.5
Black or African American	55	55	100	0	52.7
Filipino	22	22	100	0	63.6
Hispanic or Latino	55	55	100	0	50.9

<b>Native Hawaiian or Pacific Islander</b>	5	5	100	0	80.0
<b>Two or More Races</b>	62	62	100	0	53.2
<b>White</b>	168	168	100	0	61.9
<b>English Learners</b>	1	1	100	0	0.0
<b>Foster Youth</b>	0	0	0	0	0.0
<b>Homeless</b>	0	0	0	0	0.0
<b>Military</b>	183	180	98.4	1.6	61.7
<b>Socioeconomically Disadvantaged</b>	133	133	100	0	54.9
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0.0
<b>Students with Disabilities</b>	32	32	100	0	34.4

\*At or above the grade-level standard in the context of the local assessment administered.

## 2020-21 Local Assessment Test Results in Math by Student Group

This table displays Local Assessment test results in Math by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

<b>All Students</b>	235	230	97.9	2.1	45.2
<b>Female</b>	125	121	96.8	3.2	43.0
<b>Male</b>	110	109	99.1	0.9	47.7
<b>American Indian or Alaska Native</b>	10	10	100	0	40.0
<b>Asian</b>	32	32	100	0	68.8
<b>Black or African American</b>	55	54	98.2	1.8	40.7
<b>Filipino</b>	22	22	100	0	59.1
<b>Hispanic or Latino</b>	55	55	100	0	40.0
<b>Native Hawaiian or Pacific Islander</b>	5	5	100	0	20.0
<b>Two or More Races</b>	62	62	100	0	46.8
<b>White</b>	168	167	99.4	0.6	46.1
<b>English Learners</b>	1	1	100	0	0.0
<b>Foster Youth</b>	0	0	0	0	0.0
<b>Homeless</b>	0	0	0	0	0.0
<b>Military</b>	183	178	97.3	2.7	46.6
<b>Socioeconomically Disadvantaged</b>	133	132	99.2	0.8	40.2
<b>Students Receiving Migrant Education Services</b>	0	0	0	0	0.0
<b>Students with Disabilities</b>	32	32	100	0	21.9

\*At or above the grade-level standard in the context of the local assessment administered.

## CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative testing suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

For any 2020-2021 data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>Science</b> (grades 5, 8 and high school)	N/A		N/A		N/A	

## 2020-21 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. For any data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Career Technical Education (CTE) Participation

Measure	CTE Program Participation
Number of Pupils Participating in CTE	
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

## Course Enrollment/Completion

This table displays the course enrollment/completion of University of California (UC) and/or California State University (CSU) admission requirements.

UC/CSU Course Measure	Percent
2020-2021 Pupils Enrolled in Courses Required for UC/CSU Admission	
2019-2020 Graduates Who Completed All Courses Required for UC/CSU Admission	

## B. Pupil Outcomes

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

## 2020-21 California Physical Fitness Test Results

Due to the COVID-19 crisis, the Physical Fitness Test was suspended during the 2020-2021 school year and therefore no data are reported and each cell in this table is populated with "N/A."

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
Grade 5	N/A	N/A	N/A
Grade 7	N/A	N/A	N/A
Grade 9	N/A	N/A	N/A

## C. Engagement

### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

#### 2021-22 Opportunities for Parental Involvement

The community, parents, and school staff all play vital roles in every child's education and success. Educational research suggests that the single most important element to assure a child's success in school is a parent who stays involved in a child's education.

At R.J. Neutra School, parents are encouraged to become active members of the school's learning community and assist in its goal to develop independent, self-reliant, lifelong learners. While COVID-19 guidelines eliminate parent volunteer activities, parents are encouraged to participate virtually in the School Site Council, District Advisory Council, English Learner Advisory Committee, and Parent Teacher Club.

The School Site Council for R.J. Neutra School is a governing body comprised of elected parents and school staff members. Council members are responsible for providing input into the development of the school plan. The School Advisory Council may and has elected to relinquish its duties to the School Site Council.

School Communications - Communication from school to the home regarding school events, activities and student progress is facilitated by school administrators and classroom teachers. A monthly newsletter is sent home and includes current school news, a calendar of events, and other announcements as necessary. ParentSquare, an Internet-based telephone messaging system, is used to quickly forward important messages from school staff to each student's home.

The school's digital sign is updated weekly with important news. Teachers send home weekly classroom updates. After-school activity schedules are distributed regularly.

## C. Engagement

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates;
- High school graduation rates; and
- Chronic Absenteeism

#### Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School 2018-19	School 2019-20	School 2020-21	District 2018-19	District 2019-20	District 2020-21	State 2018-19	State 2019-20	State 2020-21
Dropout Rate									
Graduation Rate									

## 2020-21 Graduation Rate by Student Group (Four-Year Cohort Rate)

This table displays the 2020-21 graduation rate by student group. For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at [www.cde.ca.gov/ds/ad/acgrinfo.asp](http://www.cde.ca.gov/ds/ad/acgrinfo.asp).

Student Group	Number of Students in Cohort	Number of Cohort Graduates	Cohort Graduation Rate
All Students			
Female			
Male			
American Indian or Alaska Native			
Asian			
Black or African American			
Filipino			
Hispanic or Latino			
Native Hawaiian or Pacific Islander			
Two or More Races			
White			
English Learners			
Foster Youth			
Homeless			
Socioeconomically Disadvantaged			
Students Receiving Migrant Education Services			
Students with Disabilities			

## 2020-21 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students				
Female				
Male				
American Indian or Alaska Native				
Asian				
Black or African American				
Filipino				
Hispanic or Latino				
Native Hawaiian or Pacific Islander				
Two or More Races				
White				
English Learners				
Foster Youth				
Homeless				
Socioeconomically Disadvantaged				
Students Receiving Migrant Education Services				
Students with Disabilities				

### C. Engagement

#### State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

## Suspensions and Expulsions

This table displays suspensions and expulsions data collected between July through June, each full school year respectively. Data collected during the 2020-21 school year may not be comparable to earlier years of this collection due to differences in learning mode instruction in response to the COVID-19 pandemic.

Subject	School 2018-19	School 2020-21	District 2018-19	District 2020-21	State 2018-19	State 2020-21
Suspensions						
Expulsions						

This table displays suspensions and expulsions data collected between July through February, partial school year due to the COVID-19 pandemic. The 2019-2020 suspensions and expulsions rate data are not comparable to other year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to other school years.

Subject	School 2019-20	District 2019-20	State 2019-20
Suspensions			
Expulsions			

## 2020-21 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students		
Female		
Male		
American Indian or Alaska Native		
Asian		
Black or African American		
Filipino		
Hispanic or Latino		
Native Hawaiian or Pacific Islander		
Two or More Races		
White		
English Learners		
Foster Youth		
Homeless		
Socioeconomically Disadvantaged		
Students Receiving Migrant Education Services		
Students with Disabilities		

## 2021-22 School Safety Plan

The Comprehensive School Site Safety Plan was developed for Neutra School in collaboration with local agencies and District administration to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and departure from school, sexual harassment policy, dress code policy, and bully prevention policy. The most current school site safety plan is reviewed annually and any changes or modifications are presented to the School Board by March 1. Annually, the plan is also reviewed, discussed, and shared with school staff in the fall at a staff meeting. Components of the School Site Safety Plan are discussed at monthly staff meetings throughout the school year.

The student handbook outlines school policies and procedures concerning emergency situations, school bus safety, playground behavior, first aid, illness, health issues, and special services. Lockdown and/or Evacuation Drills are conducted once a month, and Drop and Cover drills are done in the fall each year. All visitors are required to check in at the school office upon arrival and departure.

As students arrive on campus in the morning, instructional aides supervise students on the playground and in the cafeteria while breakfast is served. Instructional aides supervise playground activities during recess. Lunchtime activities are supervised by instructional aides in the cafeteria and on the playground. At the end of the day, teachers supervise students to ensure a safe and orderly departure. R.J. Neutra School provides two-way radios to those who are supervising students to maintain open, continuous communication.

### D. Other SARC Information

### Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

## 2018-19 Elementary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2019-20 Elementary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2020-21 Elementary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2018-19 Secondary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2019-20 Secondary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Secondary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	

## 2020-21 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

## 2019-20 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2019-20 expenditures per pupil and average teach salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$4,860,623	\$ \$396,678	\$ \$4,463,944	\$92,864
District	N/A	N/A	\$ \$15,675,441	
Percent Difference - School Site and District	N/A	N/A	-137.1	5.4
Percent Difference - School Site and State	N/A	N/A	-200.0	14.2

## 2020-21 Types of Services Funded

The Central Union School District Student Conduct Code, which is sent home with each student at the beginning of the school year, outlines expected student behavior and the consequences for inappropriate behavior. R.J. Neutra School's code of conduct and school rules are in alignment with District policies and outlined in the student handbook. During the first week of school, behavior expectations and discipline policies are verbally shared with students at school-wide assemblies. Teachers review individual classroom rules and expectations with students during the first few days of school. Throughout the year, school rules and policies are communicated as necessary on the school's website, in the school's monthly newsletter, and in personal emails to parents/guardians of students. School-Wide Behavior Expectation are also displayed around the campus for student reference. The Student Conduct Code and student handbook are available on the District's website.

Students are encouraged to participate in the school's additional academic and extracurricular activities which include (Due to COVID-19 Pandemic some extracurricular activities have been limited or postponed):

- Anchored 4Life
- Community Service Projects
- Deployment Group
- Dr. Seuss Birthday Celebration
- Holiday Performances
- Makerspace
- MFLC services
- Monthly Mileage Club Runs
- Read Across America Day
- Red Ribbon Week Activities
- Spirit Assemblies
- Wednesday Huddle

## 2019-20 Teacher and Administrative Salaries

This table displays the 2019-20 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
<b>Beginning Teacher Salary</b>		
<b>Mid-Range Teacher Salary</b>		
<b>Highest Teacher Salary</b>		
<b>Average Principal Salary (Elementary)</b>		
<b>Average Principal Salary (Middle)</b>		
<b>Average Principal Salary (High)</b>		
<b>Superintendent Salary</b>		
<b>Percent of Budget for Teacher Salaries</b>		
<b>Percent of Budget for Administrative Salaries</b>		

## 2020-21 Advanced Placement (AP) Courses

This table displays the percent of student in AP courses at this school.

### Percent of Students in AP Courses

This table displays the number of AP courses offered at this school where there are student course enrollments of at least one student.

Subject	Number of AP Courses Offered
Computer Science	
English	
Fine and Performing Arts	
Foreign Language	
Mathematics	
Science	
Social Science	
Total AP Courses Offered	

## Professional Development

Central Union School District combines efforts to provide training and curriculum development based on the California Standards which are aligned to the content of the curriculum frameworks for grades kindergarten through eight. Teachers within the District align classroom curriculum to ensure that all students either meet or exceed state proficiency levels.

CUSD Vision focuses on “empowering every student to excel to their highest potential.” We seek “to be an exemplary learning community,” as stated in our mission. With this in mind, the District’s Professional Development Plan continues to focus on the Professional Learning Communities (PLC). Grade Level Teams have worked to identify Essential Standards Districtwide to ensure that all students are achieving. The District continues to partner with Solution Tree to support our learning community process through training and coaching for our educators.

With all students in Distance Learning, the year began with professional development and training to meet specific current needs. The Multi-Tiered System of Support (MTSS) Leadership Team continued to focus on the Social-Emotional and Behavioral needs of students. District counselors and psychologists provided certificated staff with two sessions on Best Practices for Building Relationships including strategies to specifically address needs in a remote setting. Teachers also participated in online curriculum delivery and use training.

The October 20 Professional Learning Day provided TK – Grade 2 teachers additional training and support in leveraging Showbie, CA Wonders, ELA/ELD adoption, and My Math, Math Adoption. Key strategies and best practices for use during distance learning were addressed. Teachers in 3rd – 8th grades participated in relevant content focused sessions. “From Math Task to Performance Task” (Why? When? And How?) provided training on why these tasks are important for students and how they have been used in both In-Person and Distance Learning. “Focus on Literacy Across the Content Areas” revisited the literacy expectations found throughout all California’s subject matter content standards and the role teachers across contents play in literacy.

During the District’s eight Adjusted Days, Teachers collaborated in Districtwide Grade level or Content Teams virtually. These collaborations focused on Essential Standards, Data, and addressing the 4 questions of the Professional Learning Community: (1) What do we want all students to learn? (2) How will we know they have learned it? (3) How will we respond when learning has not occurred? (4) How will we respond when learning has already occurred?

Central partners with local County Offices of Education and content experts to provide staff training and coaching to support the full implementation and sustainability of State Standards. This year, they included:

Next Generation Science Standards (NGSS)  
Student Engagement and Accountable Talk  
Smarter Balance Interim Comprehensive Assessment Training  
English Language Development

Instructional aides receive training in instructional strategies to assist students with reading skills improvement, First Aid/ CPR, English Learners, Technology and Reading Mastery. Classified staff acquire job-related training through in-house sponsored workshops provided by department supervisors or product vendors. In addition to fully support Instructional aides delivering Reading Mastery Lessons in Distance Learning, “Reading Mastery in Zoom” training shared strategies and practices for effective lesson delivery in the digital platform.

Newly credentialed and/or beginning teachers receive training on assessment, individualized support, integration of instructional technology, and advanced content from the California Teacher Induction Program which is the preferred pathway to a California Professional (Clear) Teaching Credential. The Teacher Induction Program is co-administered by the California Department of Education (CDE) and the California Commission on Teacher Credentialing (CCTC). The Teacher Induction Task Force and State Leadership Team provide support and technical assistance to local Teacher Induction Program leaders. The Teacher Induction program provides standards-based, individualized advice and assistance that combines the application of theory learned in the preliminary teacher preparation program with mentor-based support and formative assessment feedback.

Sites also differentiate for staff based on the needs of their site, providing training through Staff Meetings, Instructional Aides Meetings and additional site professional development including such topics as:

- Math Model & Coaching
- English Language Development
- Collaboration

Professional Development specific to Neutra included advancing student technology use and further implementing digital portfolios. Learning about and creating school-wide behavior expectations and as well as overall school safety in the event of an emergency. Also learning more about 21st Century Libraries, Makerspace, and flexible seating benefits in the classrooms.

# Professional Development

As we plan for the future of our District, continuing to build our capacity in the PLC Process so we can ensure all students “excel to their highest potential” and a comprehensive MTSS for academics, social-emotional and behavioral will continue to be a primary focus.

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2019-20	2020-21	2021-22
<b>Number of school days dedicated to Staff Development and Continuous Improvement</b>			

# Stratford Elementary School

## 2020-21 School Accountability Report Card



Upload of your logo is optional.

### General Information about the School Accountability Report Card (SARC)

#### SARC Overview



By February 1 of each year, every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control and Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

For more information about SARC requirements and access to prior year reports, see the California Department of Education (CDE) SARC web page at [www.cde.ca.gov/ta/ac/sa/](http://www.cde.ca.gov/ta/ac/sa/)

For more information about the LCFF or the LCAP, see the CDE LCFF web page at [www.cde.ca.gov/fg/aa/lc/](http://www.cde.ca.gov/fg/aa/lc/)

For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

#### DataQuest



DataQuest is an online data tool located on the CDE DataQuest web page at [dq.cde.ca.gov/dataquest/](http://dq.cde.ca.gov/dataquest/) that contains additional information about this school and comparisons of the school to the district and the county. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

#### California School Dashboard



The California School Dashboard (Dashboard) [www.caschooldashboard.org/](http://www.caschooldashboard.org/) reflects California's new accountability and continuous improvement system and provides information about how LEAs and schools are meeting the needs of California's diverse student population. The Dashboard contains reports that display the performance of LEAs, schools, and student groups on a set of state and local measures to assist in identifying strengths, challenges, and areas in need of improvement.

#### Internet Access

Internet access is available at public libraries and other locations that are publicly accessible (e.g., the California State Library). Access to the Internet at libraries and public locations is generally provided on a first-come, first-served basis. Other use restrictions may include the hours of operation, the length of time that a workstation may be used (depending on availability), the types of software programs available on a workstation, and the ability to print documents.

## 2021-22 School Contact Information

<b>School Name</b>	Stratford Elementary School
<b>Street</b>	20227 1st Street
<b>City, State, Zip</b>	Stratford, CA 93266
<b>Phone Number</b>	(559) 925-2605
<b>Principal</b>	Christina Gonzales
<b>Email Address</b>	cgonzale@central.k12.ca.us
<b>School Website</b>	<a href="http://stratford.central.k12.ca.us">http://stratford.central.k12.ca.us</a>
<b>County-District-School (CDS) Code</b>	16-63883-6010326

## 2021-22 District Contact Information

<b>District Name</b>	Central Union School District
<b>Phone Number</b>	(559)924-3405
<b>Superintendent</b>	Thomas Addington
<b>Email Address</b>	taddingt@central.k12.ca.us
<b>District Website Address</b>	central.k12.ca.us

## 2021-22 School Overview

Stratford Elementary School's mission is to provide a positive school learning environment for the benefit of all students. We strive to ensure that each child feels personally connected to the school, attains high levels of academic achievement, and develops high standards of personal character. With these qualities, our children will undoubtedly grow to be productive members of the local community and our society as a whole.

Established in 1921, Stratford Elementary School is one of four schools in the Central Union Elementary School District. Stratford School is located in the town of Stratford, six miles south of Lemoore. Many of our students' parents, grandparents, and even great-grandparents attended Stratford Elementary School. This close-knit community is grounded in customs and traditions passed on from generation to generation.

The goal of Stratford Elementary School is to prepare all students to function as informed, productive citizens, to achieve success in the work environment, and to realize personal fulfillment. In order to meet this goal, students must attain high levels of academic achievement. By working together with our parents and community, we can ensure that students maximize and enjoy the learning opportunities at school, while developing the skills necessary to make them successful lifelong learners. As always, the Stratford staff appreciates parental and community support.

# About this School

## 2020-21 Student Enrollment by Grade Level

Grade Level	Number of Students
-------------	--------------------

## 2020-21 Student Enrollment by Student Group

Student Group	Percent of Total Enrollment
---------------	-----------------------------

### A. Conditions of Learning

### State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Note: For more information refer to the Updated Teacher Equity Definitions web page at <https://www.cde.ca.gov/pd/ee/teacherequitydefinitions.asp>

## 2019-20 Teacher Preparation and Placement

Authorization/Assignment	2019-20
Fully (Preliminary or Clear) Credentialed for Subject and Student Placement (properly assigned)	
Intern Credential Holders Properly Assigned	
Teachers Without Credentials and Misassignments (“ineffective” under ESSA)	
Credentialed Teachers Assigned Out-of-Field (“out-of-field” under ESSA)	
Unknown	
<b>Total Teaching Positions</b>	

Note: The data in this table is based on Full Time Equivalent (FTE) status. One FTE equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time. Additionally, an assignment is defined as a position that an educator is assigned to based on setting, subject, and grade level. An authorization is defined as the services that an educator is authorized to provide to students.

## 2019-20 Teachers Without Credentials and Misassignments (considered “ineffective” under ESSA)

Authorization/Assignment	2019-20
Permits and Waivers	
Misassignments	
Vacant Positions	
<b>Total Teachers Without Credentials and Misassignments</b>	

## 2019-20 Credentialed Teachers Assigned Out-of-Field (considered “out-of-field” under ESSA)

Indicator	2019-20
Credentialed Teachers Authorized on a Permit or Waiver	
Local Assignment Options	
<b>Total Out-of-Field Teachers</b>	

## 2019-20 Class Assignments

Indicator	2019-20
<b>Misassignments for English Learners</b> (a percentage of all the classes with English learners taught by teachers that are misassigned)	
<b>No credential, permit or authorization to teach</b> (a percentage of all the classes taught by teachers with no record of an authorization to teach)	

## 2021-22 Quality, Currency, Availability of Textbooks and Other Instructional Materials

The state aligns textbooks, frameworks, and instructional materials to meet the California State Standards. Instructional materials for grades K-8 are selected from the state’s most recent list of standards-based materials and adopted by the State Board of Education. The District follows the State Board of Education’s adoption cycle for core content materials. District textbook review and adoption activities occur the year following the state’s adoption. The District’s Curriculum Selection Committee, comprised of teacher representatives, narrow the potential selections, followed by review and recommendation from all teaching staff. All textbooks are adopted from the most recent state-approved list. All textbooks are consistent with the content and cycles of the curriculum frameworks, adopted by the SBE. Every student has access to their own textbooks and instructional materials.

On September 13, 2021, the Central Union School District Board of Trustees held a public hearing to certify the extent to which textbooks and instructional materials have been provided to students, including English Learners, in the District. The Board of Trustees adopted Resolution #L-09-13-2021 which certifies, as required by Education Code section 60119, that (1) each pupil has a textbook or instructional materials, or both, to use in class and to take home, (2) sufficient textbooks and instructional materials were provided to each student, including English Learners, that are aligned to the academic content standards and consistent with the cycles and content of the curriculum.

**Year and month in which the data were collected**

Sept 2021

Subject	Textbooks and Other Instructional Materials/year of Adoption	From Most Recent	Percent Students Lacking Own

		Adoption ?	Assigned Copy
<b>Reading/Language Arts</b>	Wonders - Macmillan/McGraw Hill (TK-5th) - 2016 Collections - Houghton Mifflin (6th-8th) - 2016	Yes	0
<b>Mathematics</b>	My Math - McGraw Hill (TK-5th) - 2014 Course 1, 2, & 3 - McGraw Hill (6th - 8th)	Yes	0
<b>Science</b>	Inspire Science- McGraw Hill (TK-5th) - 2020 Amplify Science - UC Berkeley-Lawrence Hall of Science (6th-8th) - 2020	Yes	0
<b>History-Social Science</b>	My World - Pearson (TK-5th) - 2018 World History - National Geographic (6th-7th) - 2018 US History - National Geographic (8th) - 2018	Yes	0
<b>Foreign Language</b>			
<b>Health</b>	Embedded in science curriculum		
<b>Visual and Performing Arts</b>			
<b>Science Laboratory Equipment (grades 9-12)</b>			

## School Facility Conditions and Planned Improvements

Stratford School provides a safe, clean environment for learning through proper facilities maintenance and campus supervision. Ongoing maintenance ensures school facilities are kept safe and in good working condition and continue to provide adequate space for students and staff.

Campus Maintenance Site custodial staff and the District's maintenance department work together to ensure playgrounds, classrooms, and campus grounds are well-maintained and kept very clean, safe and functioning for students, staff, visitors and community organizations that frequently use the campus facilities. One full-time day custodian and a team of evening custodians are assigned to the school and work closely with the principal for routine maintenance, daily custodial duties, and special events. The evening team of custodians is responsible for daily cleaning of both Central School and Stratford School. The principal and day custodian communicate daily regarding school facilities and maintenance issues.

The custodian inspects facilities every day for safety hazards or other conditions that need attention prior to students and staff entering school grounds. During the school day, all staff members survey grounds as a part of their daily routines to keep facilities safe and secure. The custodian performs routine room-by-room inspections to identify conditions that require correction. Any graffiti or signs of vandalism are removed prior to students' arrival to campus.

Upcoming projects -

The District is looking for site plumbing improvements, hard court updates, installation of new roofs on two of the permanent buildings, and adding HVAC to the gymnasium area during the summer of 2021. In addition, the District will expand the sidewalk areas bordering the outside of the school along 1st and 3rd street.

**Year and month of the most recent FIT report**

August 2021

System Inspected	Rate Good	Rate Fair	Rate Poor	Repair Needed and Action Taken or Planned
<b>Systems:</b> Gas Leaks, Mechanical/HVAC, Sewer	X			
<b>Interior:</b> Interior Surfaces	X			

## School Facility Conditions and Planned Improvements

<b>Cleanliness:</b> Overall Cleanliness, Pest/Vermin Infestation	X			
<b>Electrical</b>	X			
<b>Restrooms/Fountains:</b> Restrooms, Sinks/ Fountains	X			
<b>Safety:</b> Fire Safety, Hazardous Materials	X			
<b>Structural:</b> Structural Damage, Roofs	X			
<b>External:</b> Playground/School Grounds, Windows/ Doors/Gates/Fences	X			

## Overall Facility Rate

Exemplary	Good	Fair	Poor
X			

## B. Pupil Outcomes

### State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

#### Statewide Assessments

(i.e., California Assessment of Student Performance and Progress [CAASPP] System includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. Only eligible students may participate in the administration of the CAAs. CAAs items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with the most significant cognitive disabilities).

The CAASPP System encompasses the following assessments and student participation requirements:

1. **Smarter Balanced Summative Assessments and CAAs for ELA** in grades three through eight and grade eleven.
2. **Smarter Balanced Summative Assessments and CAAs for mathematics** in grades three through eight and grade eleven.
3. **California Science Test (CAST) and CAAs for Science** in grades five, eight, and once in high school (i.e., grade ten, eleven, or twelve).

#### SARC Reporting in the 2020-2021 School Year Only

Where the most viable option, LEAs were required to administer the statewide summative assessment in ELA and mathematics. Where a statewide summative assessment was not the most viable option for the LEA (or for one or more grade-level[s] within the LEA) due to the pandemic, LEAs were allowed to report results from a different assessment that met the criteria established by the State Board of Education (SBE) on March 16, 2021. The assessments were required to be:

- Aligned with CA CCSS for ELA and mathematics;
- Available to students in grades 3 through 8, and grade 11; and
- Uniformly administered across a grade, grade span, school, or district to all eligible students.

#### Options

Note that the CAAs could only be administered in-person following health and safety requirements. If it was not viable for the LEA to administer the CAAs in person with health and safety guidelines in place, the LEA was directed to not administer the tests. There were no other assessment options available for the CAAs. Schools administered the Smarter Balanced Summative Assessments for ELA and mathematics, other assessments that meet the SBE criteria, or a combination of both, and they could only choose one of the following:

- Smarter Balanced ELA and mathematics summative assessments;
- Other assessments meeting the SBE criteria; or
- Combination of Smarter Balanced ELA and mathematics summative assessments and other assessments.

The percentage of students who have successfully completed courses that satisfy the requirements for entrance to the University of California and the California State University, or career technical education sequences or programs of study.

## Percentage of Students Meeting or Exceeding the State Standard on CAASPP

This table displays CAASPP test results in ELA and mathematics for all students grades three through eight and grade eleven taking and completing a state-administered assessment.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative test suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

The 2020-2021 data cells have N/A values because these data are not comparable to other year data due to the COVID-19 pandemic during the 2020-2021 school year. Where the CAASPP assessments in ELA and/or mathematics is not the most viable option, the LEAs were allowed to administer local assessments. Therefore, the 2020-2021 data between school years for the school, district, state are not an accurate comparison. As such, it is inappropriate to compare results of the 2020-2021 school year to other school years.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>English Language Arts/Literacy</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A
<b>Mathematics</b> (grades 3-8 and 11)	N/A	N/A	N/A	N/A	N/A	N/A

## 2020-21 CAASPP Test Results in ELA by Student Group

This table displays CAASPP test results in ELA by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 CAASPP Test Results in Math by Student Group

This table displays CAASPP test results in Math by student group for students grades three through eight and grade eleven taking and completing a state-administered assessment. The CDE will populate this table for schools in cases where the school administered the CAASPP assessment. In cases where the school administered a local assessment instead of CAASPP, the CDE will populate this table with "NT" values, meaning this school did not test students using the CAASPP. See the local assessment(s) table for more information.

CAASPP Student Groups	CAASPP Total Enrollment	CAASPP Number Tested	CAASPP Percent Tested	CAASPP Percent Not Tested	CAASPP Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Local Assessment Test Results in ELA by Student Group

This table displays Local Assessment test results in ELA by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

All Students	190	190	100	0	23.2
Female	92	92	100	0	20.7
Male	98	98	100	0	11.2
American Indian or Alaska Native	25	25	100	0	0.0
Asian	2	2	100	0	0.0
Black or African American	3	3	100	0	0.0
Filipino	2	2	100	0	100
Hispanic or Latino	160	160	100	0	23.1

<b>Native Hawaiian or Pacific Islander</b>	3	3	100	0	0.0
<b>Two or More Races</b>	2	2	100	0	0.0
<b>White</b>	58	58	100	0	29.3
<b>English Learners</b>	41	41	100	0	2.4
<b>Foster Youth</b>	1	1	100	0	0.0
<b>Homeless</b>	1	1	100	0	0.0
<b>Military</b>	0	0	0	0	0.0
<b>Socioeconomically Disadvantaged</b>	79	79	100	0	19.0
<b>Students Receiving Migrant Education Services</b>	5	5	100	0	40.0
<b>Students with Disabilities</b>	10	10	100	0	0.0

\*At or above the grade-level standard in the context of the local assessment administered.

## 2020-21 Local Assessment Test Results in Math by Student Group

This table displays Local Assessment test results in Math by student group for students grades three through eight and grade eleven. LEAs/schools will populate this table for schools in cases where the school administered a local assessment. In cases where the school administered the CAASPP assessment, LEAs/schools will populate this table with "N/A" values in all cells, meaning this table is Not Applicable for this school.

<b>All Students</b>	190	189	99.5	0.5	15.3
<b>Female</b>	92	91	100	0	12.1
<b>Male</b>	98	98	100	0	18.4
<b>American Indian or Alaska Native</b>	25	25	100	0	0.0
<b>Asian</b>	2	2	100	0	50.0
<b>Black or African American</b>	3	3	100	0	0.0
<b>Filipino</b>	2	2	100	0	100
<b>Hispanic or Latino</b>	160	160	100	0	13.8
<b>Native Hawaiian or Pacific Islander</b>	3	2	66.7	33.3	0.0
<b>Two or More Races</b>	2	2	100	0	0.0
<b>White</b>	58	58	100	0	15.5
<b>English Learners</b>	41	41	100	0	4.9
<b>Foster Youth</b>	1	1	100	0	0.0
<b>Homeless</b>	1	1	100	0	0.0
<b>Military</b>	0	0	0	0	0.0
<b>Socioeconomically Disadvantaged</b>	79	78	98.7	1.3	11.5
<b>Students Receiving Migrant Education Services</b>	5	5	100	0	20.0
<b>Students with Disabilities</b>	10	10	100	0	0.0

\*At or above the grade-level standard in the context of the local assessment administered.

## CAASPP Test Results in Science for All Students

This table displays the percentage of all students grades five, eight, and High School meeting or exceeding the State Standard.

The 2019-2020 data cells with N/A values indicate that the 2019-2020 data are not available due to the COVID-19 pandemic and resulting summative testing suspension. The Executive Order N-30-20 was issued which waived the assessment, accountability, and reporting requirements for the 2019-2020 school year.

For any 2020-2021 data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Subject	School 2019-20	School 2020-21	District 2019-20	District 2020-21	State 2019-20	State 2020-21
<b>Science</b> (grades 5, 8 and high school)	N/A		N/A		N/A	

## 2020-21 CAASPP Test Results in Science by Student Group

This table displays CAASPP test results in Science by student group for students grades five, eight, and High School. For any data cells with N/T values indicate that this school did not test students using the CAASPP Science.

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Not Tested	Percent Met or Exceeded
All Students					
Female					
Male					
American Indian or Alaska Native					
Asian					
Black or African American					
Filipino					
Hispanic or Latino					
Native Hawaiian or Pacific Islander					
Two or More Races					
White					
English Learners					
Foster Youth					
Homeless					
Military					
Socioeconomically Disadvantaged					
Students Receiving Migrant Education Services					
Students with Disabilities					

## 2020-21 Career Technical Education (CTE) Participation

Measure	CTE Program Participation
Number of Pupils Participating in CTE	
Percent of Pupils that Complete a CTE Program and Earn a High School Diploma	
Percent of CTE Courses that are Sequenced or Articulated Between the School and Institutions of Postsecondary Education	

## Course Enrollment/Completion

This table displays the course enrollment/completion of University of California (UC) and/or California State University (CSU) admission requirements.

UC/CSU Course Measure	Percent
2020-2021 Pupils Enrolled in Courses Required for UC/CSU Admission	
2019-2020 Graduates Who Completed All Courses Required for UC/CSU Admission	

## B. Pupil Outcomes

### State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8): Pupil outcomes in the subject area of physical education.

## 2020-21 California Physical Fitness Test Results

Due to the COVID-19 crisis, the Physical Fitness Test was suspended during the 2020-2021 school year and therefore no data are reported and each cell in this table is populated with "N/A."

Grade Level	Percentage of Students Meeting Four of Six Fitness Standards	Percentage of Students Meeting Five of Six Fitness Standards	Percentage of Students Meeting Six of Six Fitness Standards
Grade 5	N/A	N/A	N/A
Grade 7	N/A	N/A	N/A
Grade 9	N/A	N/A	N/A

## C. Engagement

### State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3): Efforts the school district makes to seek parent input in making decisions regarding the school district and at each school site.

#### 2021-22 Opportunities for Parental Involvement

At Stratford Elementary School, parents are encouraged to become active members of the school's learning community and assist in its goal to develop independent, self-reliant, lifelong learners. COVID-19 guidelines limited in-person instruction and reduced parent volunteer activities.

However, parents are encouraged to participate virtually in the School Site Council, District Advisory Council, English Learner Advisory Committee, Migrant Group, and Parent Teacher Club.

Stratford School established a School Advisory Council in accordance with Economic Impact Aid funding requirements. This governing body is comprised of elected parents and school staff members. Council members are responsible for providing input into the development of the school plan. The School Advisory Council has elected to relinquish its duties to the School Site Council.

#### Community Involvement

Partnerships are important to Stratford School, and we are fortunate to have partnerships with the Kings County Sheriff's Department and the Stratford Volunteer Fire Department. Deputy Wisecarver is on duty in the Stratford area, and he drops by the school on a regular basis to visit with children and show support for the school.

#### School Communications

All school-to-home communication is provided in both English and Spanish. Parents are kept informed of school activities, events and announcements on a regular basis. Parent Square, an Internet-based messaging system, is used to quickly forward important messages from school staff to each student's home. Important information can be found on the school's website and marquee, in the principal's newsletters, and inside the school office. When necessary, flyers are sent home with students, and very important announcements are mailed to students' homes.

## C. Engagement

### State Priority: Pupil Engagement

The SARC provides the following information relevant to the State priority: Pupil Engagement (Priority 5):

- High school dropout rates;
- High school graduation rates; and
- Chronic Absenteeism

#### Dropout Rate and Graduation Rate (Four-Year Cohort Rate)

Indicator	School 2018-19	School 2019-20	School 2020-21	District 2018-19	District 2019-20	District 2020-21	State 2018-19	State 2019-20	State 2020-21
Dropout Rate									
Graduation Rate									

## 2020-21 Graduation Rate by Student Group (Four-Year Cohort Rate)

This table displays the 2020-21 graduation rate by student group. For information on the Four-Year Adjusted Cohort Graduation Rate (ACGR), visit the CDE Adjusted Cohort Graduation Rate web page at [www.cde.ca.gov/ds/ad/acgrinfo.asp](http://www.cde.ca.gov/ds/ad/acgrinfo.asp).

Student Group	Number of Students in Cohort	Number of Cohort Graduates	Cohort Graduation Rate
All Students			
Female			
Male			
American Indian or Alaska Native			
Asian			
Black or African American			
Filipino			
Hispanic or Latino			
Native Hawaiian or Pacific Islander			
Two or More Races			
White			
English Learners			
Foster Youth			
Homeless			
Socioeconomically Disadvantaged			
Students Receiving Migrant Education Services			
Students with Disabilities			

## 2020-21 Chronic Absenteeism by Student Group

Student Group	Cumulative Enrollment	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
All Students				
Female				
Male				
American Indian or Alaska Native				
Asian				
Black or African American				
Filipino				
Hispanic or Latino				
Native Hawaiian or Pacific Islander				
Two or More Races				
White				
English Learners				
Foster Youth				
Homeless				
Socioeconomically Disadvantaged				
Students Receiving Migrant Education Services				
Students with Disabilities				

### C. Engagement

#### State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

## Suspensions and Expulsions

This table displays suspensions and expulsions data collected between July through June, each full school year respectively. Data collected during the 2020-21 school year may not be comparable to earlier years of this collection due to differences in learning mode instruction in response to the COVID-19 pandemic.

Subject	School 2018-19	School 2020-21	District 2018-19	District 2020-21	State 2018-19	State 2020-21
Suspensions						
Expulsions						

This table displays suspensions and expulsions data collected between July through February, partial school year due to the COVID-19 pandemic. The 2019-2020 suspensions and expulsions rate data are not comparable to other year data because the 2019-2020 school year is a partial school year due to the COVID-19 crisis. As such, it would be inappropriate to make any comparisons in rates of suspensions and expulsions in the 2019-2020 school year compared to other school years.

Subject	School 2019-20	District 2019-20	State 2019-20
Suspensions			
Expulsions			

## 2020-21 Suspensions and Expulsions by Student Group

Student Group	Suspensions Rate	Expulsions Rate
All Students		
Female		
Male		
American Indian or Alaska Native		
Asian		
Black or African American		
Filipino		
Hispanic or Latino		
Native Hawaiian or Pacific Islander		
Two or More Races		
White		
English Learners		
Foster Youth		
Homeless		
Socioeconomically Disadvantaged		
Students Receiving Migrant Education Services		
Students with Disabilities		

## 2021-22 School Safety Plan

The Comprehensive School Site Safety Plan was developed for Stratford Elementary School in collaboration with local agencies and the District administration to fulfill Senate Bill 187 requirements. Components of this plan include child abuse reporting procedures, teacher notification of dangerous pupil procedures, disaster response procedures, procedures for safe arrival and departure from school, sexual harassment policy, dress code policy, and bully prevention policy. The most current school site safety plan is reviewed annually and any changes or modifications are presented to the School Board by March. Annually, the plan is also reviewed, discussed, and shared with school staff during staff meetings. Components of the School Site Safety Plan were discussed at monthly staff meetings throughout the school year.

### D. Other SARC Information

#### Information Required in the SARC

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

### 2018-19 Elementary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled "Number of Classes" indicates how many classes fall into each size category (a range of total students per class). The "Other" category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2019-20 Elementary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2020-21 Elementary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per class). The “Other” category is for multi-grade level classes.

Grade Level	Average Class Size	Number of Classes with 1-20 Students	Number of Classes with 21-32 Students	Number of Classes with 33+ Students
K				
1				
2				
3				
4				
5				
6				

## 2018-19 Secondary Average Class Size and Class Size Distribution

This table displays the 2018-19 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2019-20 Secondary Average Class Size and Class Size Distribution

This table displays the 2019-20 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Secondary Average Class Size and Class Size Distribution

This table displays the 2020-21 average class size and class size distribution. The columns titled “Number of Classes” indicates how many classes fall into each size category (a range of total students per classroom). At the secondary school level, this information is reported by subject area rather than grade level.

Subject	Average Class Size	Number of Classes with 1-22 Students	Number of Classes with 23-32 Students	Number of Classes with 33+ Students
English Language Arts				
Mathematics				
Science				
Social Science				

## 2020-21 Ratio of Pupils to Academic Counselor

This table displays the ratio of pupils to Academic Counselor. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Ratio
Pupils to Academic Counselor	

## 2020-21 Student Support Services Staff

This table displays the number of FTE support staff assigned to this school. One full time equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Title	Number of FTE Assigned to School
Counselor (Academic, Social/Behavioral or Career Development)	
Library Media Teacher (Librarian)	
Library Media Services Staff (Paraprofessional)	
Psychologist	
Social Worker	
Speech/Language/Hearing Specialist	
Resource Specialist (non-teaching)	

## 2019-20 Expenditures Per Pupil and School Site Teacher Salaries

This table displays the 2019-20 expenditures per pupil and average teach salary for this school. Cells with N/A values do not require data.

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Restricted)	Expenditures Per Pupil (Unrestricted)	Average Teacher Salary
School Site	\$3,745,397	\$ \$778,106	\$ \$2,967,290	\$86,349
District	N/A	N/A	\$15,675,441	
Percent Difference - School Site and District	N/A	N/A	-200.0	-1.8
Percent Difference - School Site and State	N/A	N/A	-200.0	6.9

## 2020-21 Types of Services Funded

In addition to general state funding, Central Union School District receives state and federal categorical funding for special programs. For the 2020-21 school year, the District received federal, state, and local aid for the following categorical, special education, and support programs:

- American Indian Early Childhood Education
- California Clean Energy Jobs Act
- Education Protection Account
- Indian Education
- Lottery: Instructional Materials
- Medi-cal Billing Option
- Other Federal Funds
- Other Local: Locally Defined
- Special Education
- State Lottery
- STRS on Behalf Pension Contributions
- Teacher Recruitment/Incentives
- Title I, II, III

Students are encouraged to participate in the school's additional academic and extracurricular activities that promote positive attitudes, encourage achievement, and aid in the prevention of behavioral problems. Extracurricular activities, clubs, and enrichment programs include:

- Winter Program and Spring Festival
- ASES (After School Education & Safety)
- Athletic Programs

The school's athletic programs promote individual and team-oriented achievement through school-sponsored teams. Practices for competitive sports programs take place before school, during lunch, and after school.

- Volleyball - Grades 6-8
- Track - Boys and Girls Grades 5-8
- Basketball - Boys and Girls Grades 6-8
- Flag Football - Grades 6-8

## 2019-20 Teacher and Administrative Salaries

This table displays the 2019-20 Teacher and Administrative salaries. For detailed information on salaries, see the CDE Certification Salaries & Benefits web page at <http://www.cde.ca.gov/ds/fd/cs/>.

Category	District Amount	State Average for Districts in Same Category
<b>Beginning Teacher Salary</b>		
<b>Mid-Range Teacher Salary</b>		
<b>Highest Teacher Salary</b>		
<b>Average Principal Salary (Elementary)</b>		
<b>Average Principal Salary (Middle)</b>		
<b>Average Principal Salary (High)</b>		
<b>Superintendent Salary</b>		
<b>Percent of Budget for Teacher Salaries</b>		
<b>Percent of Budget for Administrative Salaries</b>		

## 2020-21 Advanced Placement (AP) Courses

This table displays the percent of student in AP courses at this school.

### Percent of Students in AP Courses

This table displays the number of AP courses offered at this school where there are student course enrollments of at least one student.

Subject	Number of AP Courses Offered
Computer Science	
English	
Fine and Performing Arts	
Foreign Language	
Mathematics	
Science	
Social Science	
Total AP Courses Offered	

## Professional Development

Central Union School District combines efforts to provide training and curriculum development based on the California Standards which are aligned to the content of the curriculum frameworks for grades kindergarten through eight. Teachers within the District align classroom curriculum to ensure that all students either meet or exceed state proficiency levels.

CUSD Vision focuses on “empowering every student to excel to their highest potential.” We seek “to be an exemplary learning community,” as stated in our mission. With this in mind, the District’s Professional Development Plan continues to focus on the Professional Learning Communities (PLC). Grade Level Teams have worked to identify Essential Standards Districtwide to ensure that all students are achieving. The District continues to partner with Solution Tree to support our learning community process through training and coaching for our educators.

With all students in Distance Learning, the year began with professional development and training to meet specific current needs. The Multi-Tiered System of Support (MTSS) Leadership Team continued to focus on the Social-Emotional and Behavioral needs of students. District counselors and psychologists provided certificated staff with two sessions on Best Practices for Building Relationships including strategies to specifically address needs in a remote setting. Teachers also participated in online curriculum delivery and use training.

The October 20 Professional Learning Day provided TK – Grade 2 teachers additional training and support in leveraging Showbie, CA Wonders, ELA/ELD adoption, and My Math, Math Adoption. Key strategies and best practices for use during distance learning were addressed. Teachers in 3rd – 8th grades participated in relevant content focused sessions. “From Math Task to Performance Task” (Why? When? And How?) provided training on why these tasks are important for students and how they have been used in both In-Person and Distance Learning. “Focus on Literacy Across the Content Areas” revisited the literacy expectations found throughout all California’s subject matter content standards and the role teachers across contents play in literacy.

During the District’s eight Adjusted Days, Teachers collaborated in Districtwide Grade level or Content Teams virtually. These collaborations focused on Essential Standards, Data, and addressing the 4 questions of the Professional Learning Community: (1) What do we want all students to learn? (2) How will we know they have learned it? (3) How will we respond when learning has not occurred? (4) How will we respond when learning has already occurred?

Central partners with local County Offices of Education and content experts to provide staff training and coaching to support the full implementation and sustainability of State Standards. This year, they included:

Next Generation Science Standards (NGSS)  
Student Engagement and Accountable Talk  
Smarter Balance Interim Comprehensive Assessment Training  
English Language Development

Instructional aides receive training in instructional strategies to assist students with reading skills improvement, First Aid/ CPR, English Learners, Technology and Reading Mastery. Classified staff acquire job-related training through in-house sponsored workshops provided by department supervisors or product vendors. In addition to fully support Instructional aides delivering Reading Mastery Lessons in Distance Learning, “Reading Mastery in Zoom” training shared strategies and practices for effective lesson delivery in the digital platform.

Newly credentialed and/or beginning teachers receive training on assessment, individualized support, integration of instructional technology, and advanced content from the California Teacher Induction Program which is the preferred pathway to a California Professional (Clear) Teaching Credential. The Teacher Induction Program is co-administered by the California Department of Education (CDE) and the California Commission on Teacher Credentialing (CCTC). The Teacher Induction Task Force and State Leadership Team provide support and technical assistance to local Teacher Induction Program leaders. The Teacher Induction program provides standards-based, individualized advice and assistance that combines the application of theory learned in the preliminary teacher preparation program with mentor-based support and formative assessment feedback.

Sites also differentiate for staff based on the needs of their site, providing training through Staff Meetings, Instructional Aides Meetings and additional site professional development including such topics as:

- Math Model & Coaching
- English Language Development
- Collaboration

## Professional Development

Professional Development specific to Stratford Elementary School included:

- Designated ELD coaching with the Kings County Office of Education
- Lindamood-Bell Seeing Stars and Visualizing/Verbalizing training and coaching

As we plan for the future of our District, continuing to build our capacity in the PLC Process so we can ensure all students “excel to their highest potential” and a comprehensive MTSS for academics, social-emotional and behavioral will continue to be a primary focus.

This table displays the number of school days dedicated to staff development and continuous improvement.

Subject	2019-20	2020-21	2021-22
<b>Number of school days dedicated to Staff Development and Continuous Improvement</b>	2	3	3

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



**Board Members**

Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union Board of Trustees  
From: Tom Addington, Superintendent  
Date: January 3, 2022

For Indian Education Council Meeting

<input checked="" type="checkbox"/>	Action (Consent or <b>New Business</b> )
<input type="checkbox"/>	Information

Item:

Accept and approve the 2021-2024 Central Union Elementary Teachers' Association successor master contract.

Rationale/Purpose:

The CUETA master contract was up for renewal this past year. Both parties provided sunshine of articles of interest.

Tentative agreements to the articles discussed was reached on November 12, 2021. The table below highlights elements of the articles and language discussion.

Article	Topic	Adjustments to Successor Agreement
1	Agreement	<ul style="list-style-type: none"><li>o Three (3) Year closed agreement through 2023-2024 school year, with annual reopen language for salary and benefits</li><li>o CUETA or the District may each also open (1) additional article annually</li></ul>
3	Definitions	<ul style="list-style-type: none"><li>o (G) Clarify definition of vacancy with respect to District approved employee leave of absence</li><li>o -new - Include number of work days in year</li></ul>
7	Teacher Safety	<ul style="list-style-type: none"><li>o (A) – Added language for CUETA to notify district of needed safety training requests by May 15</li></ul>
11	Class Size	<ul style="list-style-type: none"><li>o (A) – define 25:1 as District standard for CSR program</li></ul>

25	Sabbatical Leave	o Clean up Language to reflect trimesters
34	Employee Benefits	o Increase benefits to cover the 80/20 plan o Benefits coverage by District have increased to \$16,589.76
38	Salaries	o 4% increase to Salary schedule o 2% one time off schedule adjustment based upon revised salary schedule
40	Academic Intervention, Instructional Leadership, Co-Curricular Activities	o (B) – Clarified language of non-mandatory staff development
46	Peer Assistance and Review	o Clarified and differentiated language of New to District Support v. Participating Teacher (expectations and responsibilities) o Clean up Appendix items o Application for Consulting Teacher o Consulting Teacher Final Report o Volunteer Request o Peer Assistance Report
47	New to District Teacher (New Article)	o Create new article separating the support to new to district teachers and remove these references in the PAR article
Throughout contract: Update and correct any references to dates which will not encompass the term of the agreement		

Recommendation:

Accept and endorse the CUETA 2021-2024 master agreement which includes revised salary schedule, one time allocation, and increases District contribution to employee health benefits .

# Central Union Elementary School District

## Certificated Salary Schedule

**2021-22**

	I	II	III	IV	V	VI
	BA	BA +15	BA +30	BA +45	BA + 60	BA + 75
						MA + 30
1	\$ 58,024	\$ 61,609	\$ 65,147	\$ 68,732	\$ 72,302	\$ 77,688
2	\$ 59,985	\$ 63,621	\$ 67,173	\$ 70,773	\$ 74,326	\$ 79,653
3	\$ 62,044	\$ 65,628	\$ 69,197	\$ 72,766	\$ 76,367	\$ 81,676
4	\$ 64,552	\$ 68,056	\$ 71,640	\$ 75,307	\$ 78,813	\$ 84,170
5	\$ 66,513	\$ 70,114	\$ 73,699	\$ 77,283	\$ 80,868	\$ 86,195
6	\$ 68,570	\$ 72,109	\$ 75,676	\$ 79,279	\$ 82,914	\$ 88,173
7	\$ 70,579	\$ 74,167	\$ 77,751	\$ 81,273	\$ 84,841	\$ 90,198
8	\$ 72,574	\$ 76,175	\$ 79,730	\$ 83,299	\$ 86,900	\$ 92,257
9	\$ 74,632	\$ 78,171	\$ 81,769	\$ 85,291	\$ 88,893	\$ 94,235
10	\$ 76,641	\$ 80,211	\$ 83,730	\$ 87,382	\$ 90,901	\$ 96,307
11	\$ 78,602	\$ 82,236	\$ 85,756	\$ 89,345	\$ 92,913	\$ 98,284
12		\$ 84,231	\$ 87,768	\$ 91,337	\$ 94,954	\$ 100,281
13			\$ 89,810	\$ 93,394	\$ 96,932	\$ 102,320
14				\$ 95,371	\$ 98,975	\$ 104,331
15					\$ 101,000	\$ 106,277
16					\$ 101,000	\$ 106,277
17					\$ 101,000	\$ 106,277
18				\$ 97,430	\$ 103,009	\$ 108,334
19				\$ 97,430	\$ 103,009	\$ 108,334
20				\$ 97,430	\$ 103,009	\$ 108,334
21					\$ 105,019	\$ 110,344
22					\$ 105,019	\$ 110,344
23					\$ 105,019	\$ 110,344
24					\$ 107,028	\$ 112,402
25					\$ 107,028	\$ 112,402
26					\$ 107,028	\$ 112,402
27						\$ 114,379

- Column I BA or BS degree
- II (15 units above the BA/BS degree)
- III (30 units above the BA/BS degree)
- IV (45 units above the BA/BS degree)
- V (60 units above the BA/BS degree)
- VI MA degree with 30 units above the BA/BS  
BA Degree with 75 units above BA/BS

Print Date  
Increase Adjustment 4.00%  
Board Approved 1/10/22  
Date Applied 7/1/21

Health Benefits Cap provided to each employee \$ 16,598.76

Teacher Contracted Work Days 183

**AGREEMENT  
BY AND BETWEEN THE**

**CENTRAL UNION  
ELEMENTARY TEACHERS'  
ASSOCIATION/CTA/NEA**

**AND**

**THE  
CENTRAL UNION  
ELEMENTARY  
SCHOOL DISTRICT**

**CERTIFICATED  
EMPLOYEES'  
MASTER CONTRACT**

**2021 ~ 2024  
(Board approved 1/10/22)**

## TABLE OF CONTENTS

ARTICLE	TITLE	PAGE
1	Agreement	5
2	Recognition	5
3	Definitions	5
4	Management Rights	8
5	Association Rights	8
6	Negotiation Procedures	8
7	Teacher Safety	8
8	Evaluations	9
9	Teacher Personnel Files	12
10	Teaching Hours	13
11	Class Size	14
12	Transfers	14
13	Sick Leave	18
14	Extended Illness Leave	20
15	Pregnancy Disability Leave	21
16	Parental Leave of Absence	21
17	Health Leave of Absence	23
18	Bereavement Leave	23
19	Industrial Accident and Illness Leave	24
20	Personal Necessity Leave	25
21	Personal Day Leave	25
22	Short Term Leave	26
23	Jury Leave	26
24	Legislative Leave	26

25	Sabbatical Leave	26
26	Association Leave	28
27	Leaves of Absence for other Purposes	28
28	Miscellaneous Leave	29
29	Catastrophic Sick Leave	29
30	Teacher Travel	32
31	Temporary Teachers	32
32	Pre-Retirement Part-Time Employment with Full Retirement Credit	32
33	Early Notification of Retirement and Part-Time Employment	33
34	Employee Benefits	34
35	Maintenance of Benefits	37
36	New Employee Notification Process to Association	37
37	Savings and Statutory Changes	38
38	Salaries	39
39	Extra-Curricular Duties	39
40	Academic Intervention, Instructional Leadership, Co-Curricular Activities	40
41	Calendar	41
42	Grievance Procedure	42
43	Miscellaneous Provisions	44
44	Independent Study	45
45	Due Process for Discipline less than Dismissal	45
46	Peer Assistance and Review (PAR)	47
47	New Teacher Support	54

## APPENDIX

A	EXCLUSIVE REPRESENTATIVE LETTER	57
B	CURRENT SALARY SCHEDULE	58
C.	DISTRICT CALENDAR	61
D.	CATASTROPHIC SICK LEAVE DAYS TRANSFERS	62
E.	CLASSIFICATION OF TEMPORARY EMPLOYEES	63
F.	CERTIFICATED PERSONAL NECESSITY LEAVE FORM	65
G.	PHILOSOPHY AND PURPOSE OF EVALUATION	67
H.	EVALUATION GUIDELINES AND FORMS	72
I.	PERSONNEL FILE AUTHORIZATION FORM	84
J.	GRIEVANCE FORM	85
K.	COMPLAINTS AGAINST EMPLOYEES	87
L.	PAR FORMS	88

**ARTICLE 1: AGREEMENT**

- A. The Article and provisions contained herein constitute a bilateral and binding agreement (“Agreement”) by and between the Governing Board of the Central Union Elementary School District (“Board”) and the Central Union Elementary Teacher Association (“the exclusive representative” or “Association”), an employee organization affiliated with the CTA and NEA.
- B. This Agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549 of the Government Code (“Act”).
- C. This agreement shall remain in full force and effective from July 1, 2021 until June 30, 2024, or until such time as a successor agreement is reached.
- D. Contract Term: The length of this contract shall be for three years. After agreement is reached for the 2021-2022 school year, the contract shall be closed. During the 2022-2023 and 2023-2024 school years, either party may reopen negotiations on Article 34, Employee Benefits, Article 38, Salaries, and one (1) additional article chosen by each party.

_____ Thomas Addington Superintendent – Central Union	_____ Date	_____ Nicole Smyers CUETA President	_____ Date
---	---------------	---	---------------

**ARTICLE 2: RECOGNITION**

- A. The Board recognizes the Association as the exclusive representative of all certificated employees of the Board contained in the unit described in the document attached as Appendix A of this Agreement.
- B. Pursuant to Chapter 961, California Statutes 1975, the CUETA, and CTA/NEA Hereby requests recognition as the exclusive representative for a unit of all certificated employees excluding: Superintendent, Assistant Superintendent of Educational Services, Coordinator(s) of Curriculum and Instruction, Principals, Assistant Principals, District Psychologist(s), & School Counselors, a unit comprising of all other certificated employees.

**ARTICLE 3: DEFINITIONS**

- A. “Teacher” means a contracted employee in a position requiring certification qualifications and where duties require him/her to provide direct instruction to pupils in the schools.
- B. “Day”, unless otherwise defined, means a day when schools are in session excluding summer session, intersession and Saturday School, but including contracted non-student days.

- C. "Work Year" of a certificated employee will consist of 183 work days. The Work Year, which includes 180 Instructional Days and 3 Teacher Work Days, shall be established pursuant to the school calendar set forth in Article 41.
- D. "Year of service", a year of full time service, unless otherwise defined in this agreement, constitutes the completion, in a paid status, of at least 75 percent of the work year.
- E. "Daily Rate of Pay" means the teacher's annual salary divided by the number of days he/she is required by the Board to be on duty.
- F. "Immediate family" is defined as father, mother, legal guardian, brother, sister, husband, wife, registered domestic partner, daughter, son, mother-in-law, father-in-law, brother-in-law, sister-in-law, daughter-in-law, son-in-law, grandchild, grandparents, spouse's grandparents, step-parents and step-children, or any relative living in the immediate household of the employee. This definition is applicable except as defined differently under any other article or law.
- G. "Vacancy" is a certificated position as described in ARTICLE 2-B, to which no probationary, permanent or categorical unit member is assigned, and which the District has declared an intent to fill. If the district does not intend to fill this position, which is vacant for the reasons listed in G-1, members will be notified as soon as practical, in lieu of a vacancy notice.
  - 1. A vacancy is created by the death, resignation, leave of absence for a full school year or more, transfer of a unit member; or the creation of an additional class at a school site. A district-approved leave of absence that is less than a full school year in length shall not create a vacancy.
  - 2. Movement of special units from one school site to another does not create a vacancy. Teaching positions affected by such movement will follow the contract language in determining voluntary or involuntary transfers.
  - 3. It is not a vacancy should a school need to alter teaching assignments of staff at the site, while maintaining the same or lesser number of Full Time Teaching (FTE) equivalents, due to one of the following:
    - a. A need to reconfigure the school site classes due to enrollment fluctuations within the school site.
    - b. A need to meet the requirements of a change in state program requirements that has taken place.
- H. "Transfer" is defined as a change in assignment within the bargaining unit to a different grade level, site, or subject area. A teacher initiated transfer is considered to be voluntary, while a district initiated transfer is considered to be involuntary.
  - 1. Transfers as a result of site teaching assignment reconfigurations will be based upon the following criteria in this order:

- a. District credential needs and compliance with state and federal regulations.
  - b. Volunteers will be sought at the affected grade level(s) within the school.
  - c. District-wide seniority among the teachers of the affected grade(s) within the school.
  - d. Experience in the subject matter.
2. It is not considered a transfer should a teacher of a single subject assignment remain primarily within the core subject area for the majority of the core academic day.
- I. "Combination Class" is specific only to a general education self contained classroom, where an assignment of a teacher's present grade which includes either one (1) grade level above or one (1) grade level below the teacher's presently assigned grade level. This does not apply to special education SDC or RSP classes, or single subject teachers who may teach multiple grade levels in different periods (i.e., period 1 -6th grade math, period 2 -7th grade math, etc).
    1. Every effort will be made to maintain single grade level teaching assignments.
      - a. The need and creation of combination classes in general education assignments by the District is determined by enrollment fluctuations and variations by grade level at the school sites and is driven by the reality of the need to fill classrooms for fiscal stability.
      - b. In recognition of the additional time it takes for staff to plan and prepare for combination classes, teachers of general education combination classes will receive an additional stipend of \$500 per trimester with a maximum of \$1,500 per school year.
      - c. The designation of a combination class teaching assignment alone will not result in the receipt of the stipend allocation. A combination class is confirmed when the assignment of students in a multigrade setting occurs during each trimester.
      - d. In order to receive the \$500 trimester stipend, the combination classroom teacher will be required to have the combination level teaching assignment with students of two different grade levels during the trimester. The teacher shall receive the stipend compensation at the conclusion of the school year.
      - e. Stipend payment for a teacher who is on leave (i.e., sick leave or extended illness leave) for an entire trimester in which a combination class exists, will not receive the trimester stipend, as no teaching responsibilities associated with the combination class preparation would have occurred.
      - f. Stipend payment will be provided to the staff member during June pay warrant.

**ARTICLE 4: MANAGEMENT RIGHTS**

- A. The right to manage the School District and to direct its employees and operations is vested in and retained by the Board, except as this right is limited by this Agreement.

**ARTICLE 5: ASSOCIATION RIGHTS**

- A. The Association and its members shall have the right to make use of school email, school equipment, buildings, and facilities at all reasonable hours for non-political issues and shall be entitled to all rights and privileges conferred by the "Act".
- B. Names, addresses, telephone numbers and home e-mail of all certificated personnel who have signed a release form shall be provided to the Association members and administrators no later than October 1st of each year.
- C. The Board shall provide the Association with the complete Board agenda, minutes of the previous meeting and all other documents containing public information affecting this contract, and which are to be considered by the Board in its meetings at least forty-eight (48) hours prior to any such Board meeting.
- D. There is a mutual understanding that the Association is entitled to at least the usual state budgetary forms completed by the District.

**ARTICLE 6: NEGOTIATION PROCEDURES**

- A. Not later than the School Board's first regularly scheduled meeting in February of the year in which this Agreement expires or during any year in which provisions of this Agreement are to be reopened, the Association shall deliver its initial proposals for bargaining to the Board. Unless otherwise mutually agreed the Board and exclusive representatives shall begin to meet and negotiate in good faith no later than forty-five (45) calendar days following delivery of such proposals. Any agreement reached between the parties shall be reduced to writing and signed by them.
- B. Either party may utilize the services of outside consultants to assist in the negotiations.
- C. Negotiations shall take place at mutually agreeable times and places, provided that meetings shall be held within five (5) days from receipt of a written request in regard to matters within the scope of negotiation.
- D. It is agreed that CUETA and CUESD continue to use the Interest Based Bargaining (IBB) Method.
- E. The Board will make available or provide access to non-confidential public information, which would be of value to the Association in its role as the exclusive bargaining representative.
- F. Not later than November 1st, the Board shall furnish the Association with the placement of all bargaining unit members on the salary schedules and a seniority list as of October 1st.

**ARTICLE 7: TEACHER SAFETY**

- A. Safety Considerations

1. The District shall adhere to any applicable health and safety directives specifically governing schools, including, but not limited to, those as mandated by the California Department of Public Health, the California Department of Industrial Relations Division of Occupational Safety and Health, and the Kings County Department of Public Health (“Health Directives”). Staff agree to comply with all Health Directives issued by the District. The District agrees to communicate with Staff regarding Health Directives and expectations, and any changes to Health Directives that may occur, as soon as practicable.
2. The District will provide annual mandatory Professional Development training, to each teacher which focuses on supporting the ongoing culture of safety in District schools and District policies and regulations regarding the same. This training will include considerations of staff safety as it relates to student conduct. Prior to May 15th of every school year, unit members shall submit suggestions and/or areas of interest regarding this training to their site principal for consideration by the District in its planning of the safety training that will be provided the following school year. The District will consider teacher’s input in good faith but retains discretion to determine what training is provided.

**B. Student Suspension By Teacher**

1. The District honors and respects the role of teachers as it relates to the discipline of students and to the control of the classroom environment. Teachers shall be granted the rights and responsibilities included in Education Code Section 48900 et. Seq. with respect to the suspension of a student from class.
2. The teacher shall have the right to suspend a student from his/her class for the duration of the day of the infraction and the following day only for those infractions enumerated in Education Code Section 48900 (and in accordance with all its mandated provisions). The teacher, in accordance with Section 48900, shall immediately inform the principal of the student’s suspension from class and will refer the student to him/her. Furthermore, the suspending teacher(s) shall contact the parent(s) as soon as possible and will schedule a parent/teacher conference regarding the suspension. The attendance at the conference of a school administrator will be extended to the parent or guardian.

**ARTICLE 8: EVALUATIONS**

- A. General: It is understood and agreed by the parties that the primary goal of the evaluation process is to maintain or improve the quality of education. To this end, agents of the District, who are fulfilling their responsibilities as “evaluators” under the provisions of this article will render criticism in a constructive fashion and offer positive reinforcement in a constructive fashion and offer positive reinforcement to teachers being evaluated, whenever possible.
- B. The evaluation philosophy, purpose, guidelines, and forms which are located in Appendix J fulfill the requirements of the Stull Bill and the Education Code pertaining to certificated staff evaluation.
- C. Evaluation Procedure

## 1. Probationary and Temporary Employees

- a. Every probationary and temporary certificated employee shall be evaluated by the principal, assistant principal or superintendent, in writing, at least once each school year. This evaluation is to be completed no later than February 15<sup>th</sup>.
- b. A probationary teacher hired after the start of the school year will not be required to participate in the formal evaluation process unless the hire date will commence with the employee completing 75% or more of the school year in the first year of employment.
- c. Participation in formal observations and observation conferences (as outlined in C: Observations) will continue regardless of date of hire or the employee.

## 2. Permanent Employees

- a. Unless mutually participating in the evaluation cycle as specified in 2.b, every permanent certificated employee shall be evaluated by the principal, assistant principal or superintendent in writing, at least every other year. This evaluation is to be completed no later than thirty days before the end of the school year.
- b. Pursuant to Education Code Section 44664 (a)(3), evaluations may be conducted at least once every five years for personnel with permanent status who have met the following criteria:
  - i. been employed with the Central Union Elementary School District in a certificated position for at least ten years
  - ii. are highly qualified as defined in 20 U.S.C. Sec. 7801
  - iii. whose previous evaluation rated the employee as meeting or exceeding district standards
- c. This designation of participation must be put in writing and placed on file with the Human Resources Office. A unit member may be removed from this frequency of evaluation at the end of a school year upon the request of either the unit member or the evaluator, and returned to a regular cycle specified in Section B.2.a above.

3. No later than the end of September, the evaluator and the certificated employee shall meet, discuss, and establish reasonable objectives for the school year, which fulfill the requirements of the Stull Bill and the Education code, and discuss the criteria upon which evaluations of the employee are to be based. It is noted that if a teacher is transferred, he/she will be given additional time to comply with this.

## C. Observations

1. Every probationary and temporary certificated employee shall have a minimum of two formal observations of no less than 30 minutes each for the purpose of contributing to the summary evaluation. The initial observation shall occur during the first trimester, with the second observation occurring following the start of the second trimester, but before the timeline set forth for completing the summative evaluation.
2. Every permanent certificated employee shall have at least one formal observation

every other year of no less than 30 minutes for purposes of developing a summary evaluation. The observation is not required if the teacher is participating in the Alternate Evaluation Program.

3. The evaluator shall put comments concerning any formal observation in writing as the basis for conferring with the employee. The conference shall normally be held no later than the fifth working day following the observation, except by mutual agreement of the parties. The teacher and evaluator will sign and date the written observation report indicating that the conference has taken place. The original of the observation report shall be given to the teacher at the conference. A copy shall be retained by the evaluator and a copy will be placed in the personnel file at the end of the year.
4. Should the evaluator cite one or more deficiencies in his/her observation report, the teacher may request and receive an additional formal observation for purposes of demonstrating a correction of the cited deficiency prior to preparation of the summary evaluation.
5. In the event an employee is not performing his or her duties in a satisfactory manner according to the standards prescribed by the District, the evaluator shall notify the employee in writing of such fact in a timely manner and describe such unsatisfactory performance. The evaluator shall thereafter confer with the employee making specific recommendations as to areas of improvement in the employee's performance and endeavor to assist the employee in such performance.
6. The observation reports and notes related to unsatisfactory performances shall be included with the summary evaluation for placement in the employee's personnel file at the end of the year.
7. Any certificated employee who receives a negative observation report shall, upon request, be entitled to a subsequent observation, conference, and written evaluation, as prescribed above.
8. The evaluator shall use his/her formal observation(s) as one component, but not the sole component for developing any summary evaluation. At the employee's request, a conference shall be held between the evaluator and the teacher prior to preparation of the final summary for purposes of reviewing the evaluations and/or comments to be included in the summary evaluation.
9. No certificated employee shall be held accountable for any aspect of the educational program found deficient if he/she has no authority over the area in question and thus no ability to correct the deficiency.
10. The teacher shall have the right to attach a written response to observation reports and evaluations containing stated deficiencies. Such written statements shall be dated and will be placed in the teacher's personnel file.
11. Members of the CUETA bargaining unit shall not be required to participate in the observation and/or evaluation of other CUETA bargaining unit members, nor shall they be required to submit a written self-evaluation. Evaluations of certificated employees shall not be based on any information which was not placed in the employee's personnel file. Evaluations shall not include hearsay information which is not supported by direct knowledge on the part of the evaluator.

D. Alternative Evaluation Program

1. Participation is strictly voluntary and is available to successful permanent certificated teachers who have completed at least three (3) years consecutive experience in Central Union School District. The discussion regarding an employee's participation may originate with either the principal, assistant principal or superintendent or the employee. The decision as to whether or not the employee may voluntarily participate in the alternative evaluation program is solely that of the principal, assistant principal or superintendent and is not subject to grievance.
2. Goals and objectives may be limited to a specific area in which the employee has a desire to focus in order to enhance professional growth and positively impact student learning. The Alternative Evaluation/Stull Bill form will be filled out by the employee and will reflect the mutual agreement of the employee and the immediate supervisor as to the focus, criteria, and means of evaluation of the employee's objectives. The time lines for the development of the goals and objectives as well as observation and final evaluations shall remain the same as the standard evaluation.

E. Non-Classroom Related Personnel

1. Certificated employees in non-teaching positions, who are members of the CUETA bargaining unit shall be evaluated by their immediate supervisor, using the appropriate evaluation form.

F. Agreement

1. The Central Union teachers' evaluation forms used by the District in the evaluation of bargaining unit members shall be agreed on by the bargaining unit and the District.

**ARTICLE 9: TEACHER PERSONNEL FILES**

- A. Teacher personnel files shall be housed and maintained in strict compliance with all appropriate California law.
- B. All personnel files shall be housed in the District Office. They shall be available for inspection, during working hours, by the teacher and/or the teacher's representative, with signed authorization from the teacher. (See Appendix K Personnel File Authorization Form)
- C. All personnel files shall be regarded as confidential, and access shall be limited to such officials as are mandated or permitted by law on a need-to-know basis. A log shall be maintained in each primary file for the purpose of controlling and documenting access.
- D. Derogatory information shall not be introduced into a teacher's personnel file until the teacher has been given a copy of the material and a reasonable opportunity to sign and date an acknowledgment that it is going into the file. In the event a teacher shall refuse to sign such an acknowledgment, a third person shall sign and date his/her witnessing of said refusal. A reasonable opportunity shall be given to the teacher to prepare a written response.
- E. Teachers shall have the right to petition the superintendent to have negative and/or derogatory materials in their personnel files permanently sealed after such materials have

been on file for four (4) or more years. No materials which can be demonstrated to be erroneous or inaccurate shall be placed in an employee's personnel file.

- F. In the case of written parental complaints, no District action, including placement of the written parental complaint in the personnel file, shall be taken against the teacher unless the teacher involved has the opportunity to rebut the charges.
- G. Confidentiality of medical records: All information obtained by the District in its administration of its partially self-funded insurance program is to be kept in strictest confidence and cannot be utilized as the basis for any job-related decisions made by the District without the knowledge and consent of the teacher.

#### **ARTICLE 10: TEACHING HOURS**

##### **A. Work Day**

- 1. With the exception of the components of the Professional Day (Article 10.D), the teacher workday is from 8:00 A.M. to 4:00 P.M.
- 2. Non-compliance with the Professional Day provisions will result in a change to the teacher's appropriate leave account or salary on a pro-rated basis, calculated to the nearest quarter (1/4) hour.

##### **B. Professional Day**

- 1. Certificated staff may leave the school site between 3:00 P.M. and 4:00 P.M. unless the following occurs:
  - a. a meeting is called by an administrator between the end of the school day and 4:00 P.M. Every effort will be made by the site administrator to provide a five (5) day notice prior to holding meetings.
  - b. a parent meeting is scheduled
  - c. there are additional school responsibilities to be performed, until 4:00 P.M.
  - d. a teacher is excused as per Article 13 B-3.

##### **C. Wednesday Professional Development Days**

- 1. The District will develop the school calendar with Wednesdays designated as early student release for the purpose of Teacher Professional Development Days.
- 2. The District will have the ability to schedule up to eight (8) of these Wednesday meetings.
  - a. Any such meeting will be scheduled for a Wednesday, with notice given to staff required to attend no later than the Wednesday preceding the meeting.

- b. District meetings called under this article may be for the purpose of collaboration and or staff training/staff development
  - 3. The Districtwide Professional Development meetings days will be distributed throughout the months of August to May.
  - 4. An agenda, five (5) days prior to the scheduled Wednesday professional development day, which designates the participating staff members, will be provided for all professional staff development meetings.
- D. Lunch Period
- 1. Every teacher shall be entitled to one (1) duty-free lunch period of at least thirty (30) minutes length each day.
- E. Preparation Period
- 1. Every effort will be made to allow for a teacher preparation planning period during each work day. This shall not be interpreted as requiring the District to employ additional personnel.

**ARTICLE 11: CLASS SIZE**

- A. For purposes of funding under the grade span adjustment percentages, the District and Association agree the annual average class enrollment for each school site for the grade span of Transitional/Kindergarten through Third grade (TK/K-3) is defined in Section 11:B of this article.
- B. Every reasonable effort shall be made by the District to ensure that class size, as determined by roll lists, does not exceed the following numbers except in traditional large group instruction or experimental classes.

ELEMENTARY

Transitional Kindergarten – Third Grade	25
Fourth Grade – Eighth Grade	25

- C. In the event there are more than 30 students in a classroom, the teacher may request a conference with the principal to seek a solution.

**ARTICLE 12: TRANSFERS**

- A. Definition of a Transfer
  - 1. A transfer is defined as a change in assignment within the bargaining unit to a different grade level, site, or subject area.
  - 2. A transfer may be teacher-initiated (“voluntary”) or District-initiated (“involuntary”).

3. "Vacancy" is a certificated position as described in Article 2-B, to which no probationary, permanent or categorical unit member is assigned, and which the District has declared an intent to fill. If the district does not intend to fill this position, which is vacant for the reasons listed in Article 3-G(1), members will be notified as soon as practical, in lieu of a vacancy notice.
4. Generally, probationary and temporary teachers will be limited from seeking voluntary transfers to a different site during the first two (2) years of employment.

B. Teacher Initiated (Voluntary) Transfer (Before April 15<sup>th</sup> of the calendar year)

1. Vacancy Notice

- a. The District will announce vacancies as soon as there is knowledge that a vacancy exists.
- b. The District will announce any tentative class closures as soon as practical.
- c. No teacher shall be overtly or indirectly pressured to seek a voluntary transfer
- d. Requests for voluntary transfers into the vacant positions shall be made within six (6) days of notification to the membership.
- e. All requests for voluntary transfers shall be considered on the basis of three equal criteria:
  1. District credential needs and compliance with state and federal regulations.
  2. District-wide seniority.
  3. Experience in the subject matter.
- f. In the case of equal qualifications, experience in the area under consideration will be the determining factor.
- g. If a voluntary transfer request is denied, the teacher shall be provided with the specific reasons for the denial in writing.
- h. If no request to transfer is received following the window of notification of vacancy to the membership the District is open to seek qualified applicants from outside of the District in order to staff the vacant position.

2. Subsequent Vacancy Notice

- a. Should the movement of a staff member from Article 12-C-1 above create another vacancy; the District will provide subsequent notification and follow the procedures outlined in Article 12-C-1.

3. The procedures outlined in Article 12 C-1 and C-2 will continue until a deadline of April 15<sup>th</sup> of the calendar year.
  4. All voluntary teacher initiated transfers shall be for a minimum of one (1) year.
- C. The District will provide notice to the membership of vacant positions occurring after the April 15<sup>th</sup> deadline as soon as practical when there is knowledge that a vacancy exists.
1. No priority to a teacher who requests to be transferred to another school over other qualified applicants who have applied for positions requiring certification qualification at the school shall be granted (EC 35036).
- D. Vacancy notices occurring during summer months (June, July, August) will be provided to staff via electronic mail notification to the email on file with the district.
- E. If no volunteers occur from Article 12-C above, then transfers at the site can be made by the site administrator from among the site employees in accordance with Article 12-F, District Initiated (Involuntary) Transfers.
- F. District Initiated (Involuntary) Transfers
1. District Initiated involuntary transfers shall be based exclusively on the legitimate educationally related needs of the District.
  2. District Initiated transfers may be made for the following reasons:
    - a. A vacancy is unfilled during the open transfer periods of the year as outlined in Article 12-C: Voluntary Transfers and no suitable voluntary transfer can be found to fill the position.
    - b. The District determines that an overstaffing or understaffing situation exists at a school site between August 1st and October 15th.
    - c. District credential needs and compliance with state and federal regulations and requirements.
  3. It is understood that during the time periods referred to in Article 12-F District Initiated (Involuntary) Transfers, the District will seek voluntary transfers according to Article 12-C-1, Voluntary Transfers, one time. After this attempt, the District is not required to seek additional voluntary transfers before involuntary transfers are initiated in accordance with the procedures specified in Article 12-F, Involuntary Transfers.
  4. District Initiated Involuntary transfers shall be based on the following criteria in this order:
    - a. District credential needs and compliance with state and federal regulations
    - b. In the event of an involuntary transfer that involves special district programs, (example – special education), district wide seniority will be considered.

- c. District-wide lowest seniority at the site or particular grade level or subject matter
  - d. Experience at the grade level or in the subject matter
5. A teacher who is to be involuntarily transferred shall be given the reasons for the impending transfer in writing.
  6. A teacher impacted through the District initiated transfer will be provided a minimum of \$500 toward classroom supplies or materials, will be provided with two days of non-teaching preparation time, and will receive custodial help if needed to move equipment and boxes.
  7. After October 15th, no District Initiated involuntary transfers will be made for the remainder of the school year, unless the necessity for the creation of a combination class as listed in Article 12-G-2(b) arises.
  8. No District Initiated involuntary transfer shall be used for capricious, arbitrary or disciplinary reasons.

G. Combination Classes (Site Reconfiguration)

1. Definition: A combination class is an assignment of a teacher's present grade which includes either one (1) grade level above or one (1) grade level below the teacher's presently assigned grade level.
2. Creation:
  - a. The District/Site creation of a combination classroom will be based upon the legitimate need of site reconfiguration as a result of enrollment fluctuations.
  - b. In the event a school site needs to form a combination class after the October 15<sup>th</sup> timeline, a teacher may be assigned to teach a combination class.
  - c. The addition of a combination classroom will be directed based upon the following:
    1. Volunteers will be initially sought from among the teachers in the impacted grade level(s).
    2. Should no teacher volunteer from the affected grade level(s), the teacher with the least seniority among the affected grade level(s) will be assigned to the new combination classroom,
3. In the event of the need to create a combination classroom, which adversely affects the District's obligations under the Class Size Reduction (CSR) funding model, CUETA leadership and District management will meet to discuss and evaluate options for resolution of this situation.
4. Elimination:

- a. Should a combination class need to be eliminated, the District/Site will first seek volunteers among the affected grade level(s).
  - b. In the event there are no volunteers, the least senior teacher in the affected grade level(s), including those who teach that grade level in combination at the site will be impacted through the site reconfiguration.
5. A teacher who is reassigned in a site reconfiguration will be provided a minimum of \$500 toward classroom supplies or materials and will receive custodial help if needed to move equipment and boxes.

H. Involuntary Transfers for Economic Necessity or Cause

- 1. The Statutory guarantees contained in Sections 44932 through 44961 of the Education Code are incorporated into this Agreement.

**ARTICLE 13: SICK LEAVE**

A. Entitlement and Accumulation

- 1. Every full-time teacher shall be entitled to ten (10) days of leave of absence for illness or injury for a regular school year of service.
- 2. Teachers who serve the District on less than a full-time basis (i.e., part-time, or partial school year) during a given school year shall have that proportion of ten (10) days sick leave credited to their sick leave accounts which is directly proportionate to the amount of such time thus spent by a regular full-time employee.
- 3. Unused earned sick leave shall accrue from school year to school year.
- 4. At the beginning of each school year each teacher's sick leave account shall be credited with an allotment of available leave time equal to his/her sick leave entitlement for that school year.
- 5. Available sick leave notification is provided monthly on each in employee's pay warrant.
- 6. If a teacher leaves his/her position of employment with the District prior to the completion of the school year, any sick leave that was used, but not earned by the employee during that school year shall be deducted from said employee's sick leave account. Should this result in a negative balance of sick leave time in the employee's sick leave account, the District may reduce the teacher's final pay warrant by the amount equal to the negative balance times the employees' regular daily and/or hourly rate of pay.
- 7. Only that portion of a teacher's sick leave which is actually earned and remains unused shall be permanently credited to his/her sick leave account.

B. Utilization

1. A teacher may use his/her credited sick leave at any time during the school year for personal illness, injury, personal necessity as authorized in Article 20 of this Agreement, or doctor's appointment.
2. Teachers who wish to leave their work site because of emergency illness, injury or a doctor's appointment with a doctor's verification during a time when they have no actual teaching assignment may do so. If permission is first granted by the teacher's immediate supervisor, such absence will not be charged against the sick leave account.
3. When an absence for illness or injury is of less than a full work day, the teacher's sick leave account shall be charged on a pro-rated basis, calculated to the nearest quarter (1/4) hour.
4. The District may require a physician's verification of illness.
5. A teacher may also use available sick leave to care for the illness or injury of an immediate family member.
6. When leave is taken to care for an immediate family member, the following shall occur:
  - a. The deduction of leave shall first be applied to any available unused personal necessity leave deduction for the school year.
  - b. Once all personal necessity use has been deducted, the teacher may then apply sick leave, as necessary, to continue to care of the illness or injury of the immediate family member.
  - c. Should the employee exhaust all accumulated sick leave in the care of the immediate family member, the application of use of extended illness leave (Article 14) is prohibited.
  - d. The District may require a physician's verification of illness of the immediate family member.

C. Attendance Incentive

1. The District and Association recognize that the classroom teacher is paramount to instructional opportunities for our students. Consistent with the District's goal for high student attendance, the District and Association also strive to have consistent and high attendance for instructional staff. To recognize good attendance by the employee, the District will provide an extra pay incentive for employees who are absent 16 hours or less per semester.
2. Leave deductions which are not applied to the attendance calculation incentive include:

- a. School or District Business
  - b. Jury Duty
  - c. Bereavement
  - d. Industrial Accident
  - e. Non-cumulative personal day leave earned for outdoor education participation
3. All other leave utilization other than those specified in Section C.2, will be applied against the calculation for the attendance incentive.
  4. Should an employee have less than 75% of direct service based upon absences sustained under C.2.b and C.2.d during each semester of potential incentive eligibility, the employee will be ineligible for the attendance incentive extra pay stipend.
  5. An employee can receive \$500 per semester when the employee has 16 hours or less of absence. During each semester in which this is earned, the payment will be provided at the end of the semester (December and June).
  6. By May 1st of the school year, the District reserves the right to rescind and eliminate Section C, Attendance Incentive, for the upcoming school year. If not rescinded by May 1st, this section continues in effect for the following school year.

**ARTICLE 14: EXTENDED ILLNESS LEAVE**

- A. During each school year, when a person employed in a position requiring certification qualifications has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his or her duties on account of illness or accident for an additional period of five school months, whether or not the absence arises out of or in the course of the employment of the employee, the amount deducted from the salary due him or her for any of the additional five months in which the absence occurs shall not exceed the sum that is actually paid a substitute employee employed to fill his or her position during his or her absence or, if no substitute employee was employed, the amount that would have been paid to the substitute had he or she been employed. The school district shall make every reasonable effort to secure the services of a substitute employee.
- B. An employee shall not be provided more than one five-month extended leave period per illness or accident. However, if a school year terminates before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year.
- C. The daily pay rate of a substitute for a teacher on Extended Illness Leave shall be in conformance with the District's adopted substitute salary schedule.
- D. Teachers on Extended Illness Leave shall continue to be provided with the full range of regular employee fringe benefits as provided in this contract.
- E. Time spent on Extended Illness Leave shall be accepted by the District for purposes of allowing a teacher's advancement on the salary schedule and for the achievement of tenure.

- F. Persons utilizing these Extended Illness Leave provisions may return to their regular positions upon notification to their immediate supervisors of their ability to return.
- G. Persons who return to active employment after having been out on the above Extended Illness Leave provision shall be fully entitled to subsequent use of this provision, if during the same school year there remains any unused balance of the above five (5) month non-accumulative period.

**ARTICLE 15: PREGNANCY DISABILITY LEAVE**

- A. The District shall provide for leave of absence from duty for that certificated employee of the District who is required to be absent from duties because of her pregnancy, miscarriage, childbirth and recovery there from.
- B. Miscarriage, childbirth and recovery are, for job related purposes, temporary disabilities and shall be treated as such under any health or temporary disability insurance or sick leave plan available in connection with employment by the school District.
- C. All written employment policies and practices of the District shall be applied to disability due to pregnancy, miscarriage, childbirth and recovery there from on the same terms and conditions applied to other temporary disabilities.
- D. The District shall require a doctor's release before the employee returns to work.
- E. Teachers experiencing a disability as described above shall have the option of either receiving or not receiving pay during the period of disability. Each day for which such pay is received shall be charged against the employee's accumulated sick leave.
- F. The length of the pregnancy disability leave period, including the date on which it shall end, shall be determined by the employee and the employee's physician.
- G. An employee on parental leave of absence as described in Article 16 will be entitled to receive the benefits of this paragraph during any period of such leave when she experiences a disability as herein defined.

**ARTICLE 16: PARENTAL LEAVE OF ABSENCE**

For purposes of this section, "Parental Leave of Absence" means leave for reason of the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.

There are two types of Parental Leave of Absences available to certificated employees. One falls under California Family Rights Act (CFRA) of 1991 and is a partially paid leave. The federal law also provides a similar leave known as Family Medical Leave Act. The other Parental Leave of Absence is without pay and shall be granted to a teacher for the purpose of additional childbearing.

- A. Employees have certain rights under the California Family Rights Act of 1991 and any subsequent changes enacted by the legislature.
  - 1. A paid Parental Leave of Absence under California Family Rights Act of 1991 shall be governed by Education Code 44977.5. Any questions regarding legal requirements of this section should be addressed to the Human Resources Department and/or CUETA representatives.

- B. Parental Leave of Absence without pay shall be granted to a teacher for the purpose of childbearing and/or child rearing as follows:
1. A teacher who is pregnant shall be entitled, upon request, to an unpaid Parental Leave of Absence, which may begin at any time between the commencement of her pregnancy and one (1) year after a child is born to her. Said teacher shall notify the Superintendent in writing of her desire to take such leave, and, except in case of emergency, shall give such notice at least thirty (30) days prior to the date on which her leave is to begin. She shall include with such notice either a physician's statement certifying her pregnancy or a copy of the birth certificate of her child, whichever is applicable. Please notify the District within 60 calendar days after childbirth to request additional leave, and including if one plans to take an additional year of leave from current position.
  2. Leave will be granted for the remainder of the current school year of the original request. The employee may request for a leave of absence from the subsequent school year but will have to request leave of absence sixty (60) days after childbirth.
  3. Any teacher shall be entitled, upon request, to a one (1) year parental leave of absence to begin within two (2) years after the birth of his/her child, or within one (1) year after receiving defacto and/or de jure custody of any infant child (i.e., three years of age or less), or prior to receiving such custody if necessary in order to fulfill the requirements for adoption.
  4. Salary schedule credit and years of service will not accrue to a teacher on such leave unless the employee works at least one (1) full semester during the school year. Seniority and date of hire is unaffected by leave of absence.
  5. When the above leave is concluded the teacher shall be entitled to a certificated position within the District. The position the District offers must meet the following requirements:
    - a. The teacher possesses the necessary California Teaching Credential for the offered described position, and
    - b. The teacher meets the requirements of the ESSA Act for the offered position.
  6. While on Parental Leave, a teacher shall have the option to remain an active participant in health benefit programs of the District by contributing to the District the full amount of the premiums normally paid by the District for those who are actively employed.
  7. The granting of Parental Leave of Absence shall not deprive the Governing Board of its right to dismiss a probationary employee in accordance with appropriate sections of the California Education Code or any other applicable provisions of the law.
  8. No sick leave will be accumulated by an employee who is on a Parental Leave of Absence.

## **ARTICLE 17: HEALTH LEAVE OF ABSENCE**

- A. Any teacher who must be absent from his/her normal assignment with the District because of illness or accident for a period extending beyond the expiration of the five (5) month period described in the "Extended Illness Leave" provisions shall be entitled to request an unpaid Health Leave of Absence from the District. The employee may be required to provide the doctor's certificate verifying need for the leave prior to need for Board action.
- B. Health Leaves of Absence shall normally be granted for a period of one school year. Such leaves may be extended for a period of one (1) year, upon the request of the teacher. Requests for such extensions shall be made in writing at least fifteen (15) days prior to the expiration of the current leave period.
- C. Continuation of normal health and welfare benefits for a teacher on a Health Leave of Absence will be provided consistent with the application and notice of the Family Leave Rights Act (FMLA). Following exhaustion of privileges as specified in FMLA and exhaustion of other available paid leaves, the teacher shall be entitled to maintain his/her coverage under the fringe benefit programs set forth in this Agreement by payment of the full monthly premium amount to the District.
- D. When the above leave is concluded the teacher shall be entitled to a certificated position within the District. The position the District offers must meet the following requirements:
  - 1. The teacher possesses the necessary California Teaching Credential for the offered described position, and
  - 2. The teacher meets the requirements of the ESSA for the offered position.
  - 3. Such action would not be prevented by contractual commitments between the District and a temporary teacher.
- E. Return to active employment may be requested at any time during or at the conclusion of the initial leave of absence period. Such return shall be consummated within ten (10) days of the District's receipt of the request to return from the employee unless such request is made within the last two (2) weeks of the school year, in which case return shall be accomplished at the beginning of the next school year.
- F. No sick leave will be accumulated by an employee who is on an Extended Illness Leave.
- G. Health Leave of Absence as described in this section shall not be denied by the District except in circumstances where reasonable alternatives to such denial are unavailable and the denial is for good and sufficient reason based upon the educational requirements of the District.

## **ARTICLE 18: BEREAVEMENT LEAVE**

- A. Teachers shall be entitled to the use of up to five (5) consecutive days of fully paid leave of absence in the event of the death of any member of his/her immediate family or up to seven (7) consecutive days of such leave if more than five hundred (500) miles of travel is required.
- B. No charge shall be made against the employee's sick leave account for the use of this leave.
- C. Bereavement Leave shall also be extended to an employee acting as a pallbearer.

## **ARTICLE 19: INDUSTRIAL ACCIDENT AND ILLNESS LEAVE**

An employee who has suffered an industrial illness or accident shall be entitled to a leave of absence subject to the following conditions:

- A. California Education Code Section 44984
- B. An employee shall report an industrial illness or accident as soon as possible (normally within one working day).
- C. An employee shall be entitled to no more than sixty (60) days of such leave, during which the schools of the District are required to be in session or when the employee would have otherwise been performing work for the District. Industrial accident leave shall be reduced one day for each day of authorized industrial accident leave.
- D. An industrial accident or illness leave shall commence on the first date of absence.
- E. Allowable industrial accident and illness leave shall not be accumulated from year to year.
- F. An industrial accident or illness as used in this paragraph means any job-related injury or illness.
- G. The District's report of an industrial accident or illness shall be kept on file in the Personnel office.
- H. The benefits provided in this paragraph are in addition to sick leave benefits. Accordingly, the Board shall not deduct accumulated sick leave from the sick leave allotment of a certificated employee who is absent as the result of a validated industrial accident or illness. Upon termination of the sixty (60) days of Industrial Accident Leave, provided that if the employee continues to receive temporary disability indemnity, he/she may elect to take as much of his/her accumulated sick leave which, when added to his/her temporary disability indemnity, will result in a payment to him/her of not more than his/her full salary. In the event an employee continues to be absent from employment with an industrial accident for which no wage loss compensation is given, the employee will use available sick leave or other available leaves for the absences.
- I. During all paid leaves of absence, whether industrial accident leave as provided in this section, sick leave, vacation, compensated time off or other available leave provided by law or the action of the Governing Board, the employee shall endorse to the District wage loss benefit checks received under the Worker's Compensation laws of the State of California. The District, in turn, shall issue the employee appropriate salary warrants for payment of the employee's salary and shall deduct normal retirement and other authorized deductions. Reduction of entitlement to leave shall be made only in accordance with this section.
- J. When all available leaves of absence, paid or unpaid, have been exhausted and if the employee is not medically able to assume the duties of the employee's position, the employee shall, be placed on a reemployment list for a period of 39 months. When available, and when medically able to return, during this 39-month period, the employee shall be employed in a vacant position in the class of the person's previous assignment over all other available candidates except for a reemployment list established because of lack of work or lack of funds, in which case the person shall be listed in accordance with appropriate seniority regulations.

## **ARTICLE 20: PERSONAL NECESSITY LEAVE**

### **A. Personal Necessity Leave**

1. Personal Necessity leave is deducted from a teacher's annual available sick leave.
2. Every teacher shall be entitled to use seven (7) days, only one of which may be a personal day, of his or her accumulated sick leave during each school year in case of personal necessity. (EC 44981)
3. Personal Necessity Leave shall be limited to circumstances serious in nature which the employee cannot reasonably be expected to disregard.
4. Personal Necessity Leave may be used for the following reasons:
  - a) Illness of a member of the employee's immediate family;
  - b) Accident, involving the employee's person or property, or the person or property of a member of his immediate family;
  - c) Appearance in court as a litigant; or as a witness under an official order;
  - d) Personal matters or business activity which cannot be conducted before or after the school day
5. In no case shall personal necessity leave be used for:
  - a) extension of a school holiday
  - b) extension of a teacher's vacation
  - c) personal vacation, hobbies, minor or occasional occupation, recreation, sports event or accompanying immediate family on trips or excursions
6. A teacher shall make his/her request on the Personal Necessity Leave Form to the immediate supervisor at least three (3) days in advance of taking such leave. If an emergency makes such advance notification impossible, the form will then be completed after the teacher's return to work. (See Appendix G, Personal Necessity Leave Form.)
7. Recognizing "Section C and Section D" above, personal necessity leave shall be granted at the discretion of the site principal or his/her assistant principal. A copy of this form will be given to the teacher prior to his/her leaving the site; then the site administrator will confidentially send a copy to the Personnel Office.
8. If the leave is denied by the site administrator, the teacher shall have the right of appeal to the superintendent. Discrepancies in decisions between administrators shall not result in the filing of a grievance by CUETA or the individual employee.

## **ARTICLE 21: PERSONAL DAY LEAVE**

- A. A unit member shall be entitled to use one (1) day, from the seven personal necessity days, as personal day leave per year, non-cumulative, to be deducted from the teacher's sick

leave. The teacher shall notify the site principal at least twenty-four (24) hours in advance of taking such leave. The number of teachers utilizing this leave provision shall be limited to one (1) teacher per school site per day, except where a husband and wife teach at the same school site. This leave shall only be taken on a day that students are in attendance. This leave cannot be used for the following:

1. political activity or demonstrations
2. the first or last day of school.

**ARTICLE 22: SHORT TERM LEAVE**

- A. Upon approval of the principal, every teacher shall be entitled to three (3) days personal leave without loss of pay, where the employee pays the substitute only.

**ARTICLE 23: JURY LEAVE**

- A. A teacher shall be entitled to as many days of paid leave as are necessary in order to serve on any jury, appear as a witness in court or to respond to an official order from another governmental jurisdiction for reason not brought about through the connivance or misconduct of the employee.
- B. Stipends received by employees as a result of jury duty performed during a normal working day shall be endorsed over to the District and no reduction in normal pay, fringe benefits, or other benefits shall be imposed on the employee in any form.

**ARTICLE 24: LEGISLATIVE LEAVE**

- A. A teacher who is elected to the State Legislature or Congress shall be entitled to an unpaid leave of absence for a length of his/her term or terms in office.
1. When the above leave is concluded the teacher may be entitled to a certificated position within the District provided the teacher meets the following requirements:
    - a. The teacher possesses the necessary California Teaching Credential for the above described position, and
    - b. The teacher meets the requirements of the ESSA for the above-described position.
  2. The teacher on such leave shall not be entitled to any of the other benefits accorded by the paragraph (A) entitled "Miscellaneous Leaves", Article 28.

**ARTICLE 25: SABBATICAL LEAVE**

- A. Basic Qualifications
1. Any permanent, certificated employee of the District who has rendered at least seven (7) consecutive years of service to the District shall be eligible to apply for sabbatical leave for a period of one (1) year.
- B. Application Procedures
1. Applicants for sabbatical leave shall file a request with the District office no later than six (6) calendar months prior to the date the requested leave is

set to commence on forms provided by the District for this purpose.

2. The application must be approved by the Superintendent and the Board.

C. Application Criteria

An applicant for sabbatical leave under the provisions of this section must fulfill the following criteria in order to ensure serious consideration of his/her application:

1. Leave for study purposes
  - a. Shall submit a brief statement of any proposed travel itinerary.
  - b. Said itinerary must be so planned as to evidence specific ways in which the trip will contribute to the improvement of the applicant's services with respect to the particular educational field in which he is engaged.
2. A combination of study and travel will be allowed.
3. Split leave period
  - a. If it is necessary and if appropriate arrangements can be made, a sabbatical leave may be taken in two (2) separate six-month periods (provided that the leave is commenced and completed within a three year period.)

D. Indemnity Bond requirement

- a. The employee must file with the Board a suitable bond indemnifying the District for any salary paid the employee during the period of Sabbatical Leave in the event said employee fails to return and render two (2) full years of service in the District following the termination of the Sabbatical Leave, or in the event said employee fails to carry out the program of study or the itinerary of the trip approved by the Superintendent and the Board.
2. Failure of an employee to return and render service to complete the scheduled program of study or travel shall not result in a forfeiture of the bond when such failure was due to physical or mental disability.

E. Remuneration

1. While on Sabbatical Leave, the salary paid the teacher shall be the amount paid for Class I Step I of the current salary schedule for the District for the year in which such leave is granted.
2. The salary shall be paid in the same manner and at the same time that said employee would normally be paid were he/she teaching in the District.

F. Return to Duty

1. When the above leave is concluded the teacher shall be entitled to a certificated position within the District. The position the District offers must meet the following requirements:
  - a. The teacher possesses the necessary California Teaching Credential for the offered described position, and
  - b. The teacher meets the requirements of the ESSA for the offered position.

2. An employee returning from Sabbatical Leave will progress on the salary schedule the same as if he/she had remained in active service.

G. Limitation on Number of Participants

1. The number of employees on Sabbatical Leave during any one (1) semester shall not exceed two (2) personnel.
2. Should more than this number apply for leave for the same semester, consideration will be:
  - a. relative merits of reasons for requesting a leave
  - b. reasonable distribution of applicant's previous leave
  - c. priority of application
  - d. recency and number of applicant's previous leave
  - e. seniority.

In all matters not herein mentioned, the Education Code shall govern Sabbatical Leave. Any amendments to the Code affecting such leave shall become a part of this Agreement.

**ARTICLE 26: ASSOCIATION LEAVE**

- A. The Association shall be entitled to a maximum of one-hundred and twenty (120) hours annually, of non-accumulated paid leave, to utilize for state or national conferences or for conducting other business pertinent to Association affairs.
- B. The Association shall request approval at least two (2) days in advance to the Superintendent and principal by the exclusive representative of the Association.
- C. The Association shall reimburse the District for all costs of the substitute for leave under this article.

**ARTICLE 27: LEAVES OF ABSENCE FOR OTHER PURPOSES**

- A. Leaves of absence without pay for reasons other than those enumerated in leave articles may be granted, upon request of a certificated employee, at the discretion of the Board of Trustees.
  1. When the above leave is concluded the teacher may be entitled to a certificated position within the district. The position the district offers must meet the following requirements:
    - a. the teacher possesses the necessary California Teaching Credential for the offered described position, and
    - b. the teacher meets the requirements of the ESSA for the offered position
- B. Leaves of absence of up to five (5) days without pay for reasons other than those enumerated in leave articles may be granted, upon request of a certificated employee, at the discretion of the superintendent or designee.
- C. Leaves of absence without pay for reasons other than those enumerated in leave articles will affect STRS. A person acknowledges that by signing this line on the absence form

will affect their STRS.

#### **ARTICLE 28: MISCELLANEOUS-LEAVES**

- A. Unless otherwise provided in these Articles, a teacher on a paid leave of absence shall (a) receive credit for annual salary increments provided during his/her leave; (b) receive during his/her leave all other teacher fringe benefits including, but not limited to, insurance and retirement benefits, to the extent not expressly prohibited by law.
- B. When a teacher is absent and sick leave is used, the District will make every effort to hire a qualified, certificated, substitute teacher.
- C. The Board may extend any leave at its option.

#### **ARTICLE 29: CATASTROPHIC SICK LEAVE**

##### **A. Creation**

- 1. The Association and the District agree to create a Catastrophic Leave Bank effective with the ratification of the 2012-2013 Bargaining Agreement. The Catastrophic Leave Bank shall be funded in accordance with these terms as follows:
  - a. For the purposes of this article, a "day" shall be any day a unit member is expected to be on duty as determined by the terms of this agreement.
  - b. Days in the Catastrophic Leave Bank shall accumulate from year to year.
  - c. Days shall be contributed to the Bank and withdrawn from the bank without regard to the daily rate of pay of the Catastrophic Leave Bank participant.
  - d. The Catastrophic Leave Bank shall be administered by the Association.

##### **B. Definition of Catastrophic Illness/Injury**

- 1. In order to be considered catastrophically ill or injured within the context of this article, a bargaining unit member must meet all of the following conditions:
  - a. The bargaining unit member has sustained a serious illness or injury; and/or the bargaining unit member must be off work (not actually rendering service to the District) for purposes of caring for a seriously ill parent, child, or spouse, or other immediate family member as defined by Article 3 due to their personal serious health condition.
  - b. Such illness or injury is expected to incapacitate the bargaining unit member and prevent the bargaining unit member from returning to work for at least 10 duty (consecutive or intermittent) days; and
  - c. The bargaining unit member has already exhausted all available paid leave excluding sub differential leave.

##### **C. Eligibility and Contributions**

- 1. All unit members on active duty with the District are eligible to contribute to the

#### Catastrophic Leave Bank.

2. The Association shall be responsible for the enrollment of all unit members who wish to donate to the Catastrophic Leave Bank. The Association shall submit copies of enrollment forms to the District Personnel Office, which shall maintain a record of all participants.
3. Participation is voluntary, but requires contribution to the Bank. Only contributors will be permitted to withdraw from the Bank. Members shall be required to contribute one time to be eligible to withdraw from the Bank.
4. Contributions shall be made between July 1 and October 1 of each school year. Those unit members joining the Catastrophic Leave Bank for the first time and those returning from leave shall be required to contribute one day to the bank, when one day of leave is accrued. Unit members returning from extended leave which included the enrollment period and new hires will be permitted to contribute within thirty (30) calendar days of beginning work. The Association shall supply enrollment forms for the Catastrophic Leave Bank for all new unit members and those unit members returning from leave.
5. The rate of contribution by each participating unit member shall be one (1) day of sick leave that shall be deemed to equate to the legal minimum required by Education Code Section 44043.5.
6. The Association shall request for additional days of contribution if the number of days in the bank falls below twenty-five (25). Catastrophic Leave Bank unit member participants who are drawing from the Bank at the time of the assessment will not be required to contribute to remain eligible to draw from the bank.

#### D. Withdrawal from the Bank

1. Catastrophic Leave Bank participants whose sick leave is exhausted may withdraw from the Bank for catastrophic illness or injury.
2. If a reoccurrence or a second illness or injury incapacitates a unit member or member of the unit member's family within 12 months, it shall be deemed catastrophic after five (5) consecutive days.
  - a. Thus, for example, a unit member who used the Bank, after exhaustion of sick leave, for 25 days to care for his/her spouse who dies of cancer, and, after returning to work, suffers a heart attack, shall be deemed to have a second catastrophic illness and may again withdraw from the bank after five (5) consecutive days off work.
3. If a unit member is incapacitated, applications may be submitted to the Association by the participant's agent or member of the unit member's family.
4. Withdrawals from the Catastrophic Leave Bank shall be granted in units of no more than 30 duty days. Unit members may submit requests for extensions of withdrawals as their prior grants expire. A unit member's withdrawal from the bank may not exceed the statutory maximum period of twelve (12) consecutive months.
5. Unit members applying to withdraw or extend their withdrawal from the Catastrophic Leave Bank will be required to submit a doctor's statement indicating the nature of the

illness or injury and the probable length of absence from work. The Association shall keep information regarding the nature of the illness confidential.

6. Leave from the Bank may not be used for illness or disability which qualifies the unit member for worker compensation benefits unless the unit member has exhausted all worker compensation leave, and his/her own sick leave. If a request for Workers' Compensation benefits is challenged, the unit member may request catastrophic leave from the association provided that all other paid leave has been exhausted. Should the claim result in approval under industrial accident, the District will reimburse to the Bank the days accounted for under the catastrophic leave allowance.
7. If the Catastrophic Leave Bank does not have sufficient days to fund a withdrawal request, the Association is under no obligation to provide days and the District is under no obligation to pay the participant any funds whatsoever.
8. Withdrawals shall become effective immediately upon the exhaustion of sick leave.
9. Catastrophic Leave Bank unit member participants who are denied a withdrawal or whose withdrawal is not renewed or terminated may, within 30 days of denial, appeal, in writing, to the Executive Board of the Association. The Executive Board of the Association shall hold a hearing within 15 days. The Executive Board shall issue a confidential written decision within fifteen (15) duty days of the hearing. If the unit member's incapacitation does not allow participation in this appeal process, the unit member's agent or member of the family may process the appeal.

#### E. Administration of the Bank

1. The Association shall have the responsibility of maintaining the records of the Catastrophic Leave Bank, receiving withdrawal requests, verifying the validity of requests, approving or denying the requests, and communicating its decisions, in writing, to the unit member participants, to the Association, and to the District.
2. The Association's authority shall be limited to administration of the Bank. The committee shall approve all properly submitted requests complying with the terms of this Article. Withdrawals may not be denied on the basis of the type of illness or disability.
3. Applications shall be reviewed and decisions of the committee reported to the applicant, in writing, within ten (10) duty days of receipt of the application.
4. The Association shall keep all records confidential and shall not disclose the nature of the illness except as is necessary to process the request for withdrawal and defend against any appeals of denials.
5. The Association shall notify the District annually of who has donated to the Catastrophic Leave Bank, and the District will deduct those days from each unit member who has donated. By the first week of October of each school year, the Association shall notify the District of the following:
  - a. The total number of accumulated days in the Bank on June 30<sup>th</sup> of the previous year.
  - b. The number of days contributed by unit members for the current year

- c. The names of participating unit members.
  - d. The total number of days available in the Bank.
  - e. When a unit member is granted sick days from the Catastrophic Leave Bank, the Association shall notify the District in writing of the name of the unit member and the number of days granted.
6. If the Catastrophic Leave Bank is terminated for any reason, the days remaining in the Catastrophic Leave Bank shall be returned to the then current members of the Bank proportionately.
7. Article 29, Catastrophic leave, is not subject to grievance under Article 42.

**ARTICLE 30: TEACHER TRAVEL**

- A. Members of the bargaining unit shall not be assigned to more than one (1) school site so as to require interschool travel during the school day, unless it is a job requirement.
- B. Teachers who are requested and agree to use their own vehicles in the performance of duties for the District, whether for travel from one (1) assigned work site to another, for field trips or for any other business of the District, shall be reimbursed for mileage at the approved District rate as established by the Internal Revenue Service (I.R.S.).
- C. The District will develop a uniform mileage chart for commonly traveled destinations.

**ARTICLE 31: TEMPORARY TEACHERS**

- A. Sections 44919 through 44921 of the California Education Code are incorporated into this Agreement (See Appendix E).
- B. A temporary teacher is a teacher who is hired to replace a teacher on any leave for a period of one year but not less than one semester during a school year. As such, he or she is entitled to all rights of teachers within this District, excluding rehiring for the succeeding school year unless seventy-five (75%) of previous school year was served and a position is available.

**ARTICLE 32: PRE-RETIREMENT PART-TIME EMPLOYMENT WITH FULL RETIREMENT CREDIT**

- A. The parties agree that the District may participate in the pre-retirement reduced work load program as defined in Education Code Sections 44922 and 22724.
- B. Eligibility
  - 1. The employee must have reached the age of fifty-five (55) prior to his/her reduction in workload, and be no more than the age at which Medicare retirement begins at the time the contract is entered.
  - 2. The employee must have been employed full-time in a position requiring certification for at least ten (10) years of which the five (5) years immediately prior to entrance into the program were full-time employment in the District.
  - 3. The option of part-time employment must be exercised at the request of the

employee and can be revoked only with the mutual consent of the employer and the employee.

4. Be receiving a salary no more than that of a principal.

C. Applications:

1. Anyone interested in this program should contact the District for additional clarification and/or requirements.
2. The teacher shall apply in writing.
3. All requests shall be reviewed by the Superintendent who will make recommendations to the Board.

D. Remuneration:

1. Salary shall be proportionate to the time served, but that time shall not be less than one-half on an annual basis.
2. The teacher shall retain all other rights and benefits for which the teacher makes payment that would be required if the teacher remained in full-time employment, and the health benefits provided in Section 53201 of the Government Code as if the teacher were full time.

E. Contract:

1. Eligible teachers shall sign a contract for a period of not more than five years. The expiration date of the contract shall be the teacher's retirement date.
2. A teacher who has entered into a contract with the District to participate in the part-time employment program on or before April 15, shall have five (5) days from the date of his/her signing the contract to revoke such contract.
3. The contract may be revoked by mutual consent at any time, and the teacher may return to full-time service.

F. Terms:

1. The contract terms shall not extend beyond June 30 of the year when Medicare retirement begins.
2. The teacher may terminate the contract in any year prior to the full-term, resignation or retirement.

**ARTICLE 33: EARLY NOTIFICATION OF RETIREMENT AND PART-TIME EMPLOYMENT**

- A. In order to participate and be eligible for the early retirement incentive, an employee must meet the following qualifications:

B. Qualifications

1. Must be between the ages of fifty-five (55) and the age at which Medicare retirement begins.

2. Must have at least ten (10) consecutive years of full-time certificated service in the Central Union Elementary School District immediately prior to early retirement notice. A year of full time service is deemed as the employee having served at least 75 % of the school year in a full time (100%) teaching capacity in order for the year to be deemed a complete year. Partial year service shall not be used to accumulate a full year of credit service.
  3. In the event the School Board grants and approves an unpaid leave of absence for an employee, the employee will not be required to re-establish a new start date upon return from the leave. However, the time off under the Board approved leave, may not be used in the calculation toward the total of 10 consecutive years of service.
  4. In order for retirement notification, the employee must have 10 years of service credit while employed by the Central Union School District.
- C. Should an eligible employee render notice to the District of pending retirement the following shall occur:
1. Employee will submit an irrevocable letter of resignation along with the District adopted separation form (PF-21b) by December 15<sup>th</sup> of that school year, for the purpose of retirement at the end of that school year.
  2. Employee shall receive a payment of \$1000.00 during the last pay warrant for the year (July). Said funds will not be counted toward retirement credit.
- D. Upon early retirement, at the District's option and if requested by the employee, the District may enter into a contract with an individual bargaining unit member. Such contract shall specify employment in accordance with the provisions contained in the California Education Code.
- E. The District reserves the right to specify the work assignment for this contract.

## **ARTICLE 34: EMPLOYEE BENEFITS**

### **PART ONE: BASIC BENEFIT PROGRAM**

- A. For the 2021-22 insurance plan year, the District will support the cost of Employee Benefit Plan and Life Insurance at a funded amount of \$1,383.23 a month. This amount will go into effect upon ratification of the CUETA membership, and final acceptance/adoption by the Central Union School Board of Trustees. This is a permanent contribution amount on the District funded health care contribution level.
- B. The Board shall work with "School Employees Trust – Tulare County (SET-TC) SISC III to provide Health Benefits. In the event the above vendor is not used both parties agree to renegotiate this section of the contract.
- C. The District will work with The Standard to provide "Plan VI" life insurance. In the event the above vendor is not used both parties agree to renegotiate this section of the contract.

## PART TWO: CURRENT EMPLOYEES

- A. Employee Benefit Plan and Life Insurance will go into effect beginning October 1<sup>st</sup> of the plan year.
- B. The employee's cost for the plans will be deducted monthly through payroll deductions.

## PART THREE: RETIRED EMPLOYEES

- A. The District shall continue to provide the annual fringe benefits entitlement for insurance coverage as described in Part One Paragraph A.1 above for persons who have retired from the District (including their eligible dependents) when such persons meet the following qualifications:
  - 1. Are at or over the age of fifty-five (55).
  - 2. Must have at least ten (10) consecutive years of full-time certificated service in the Central Union Elementary School District immediately prior to early retirement notice. A year of full time service is deemed as the employee having served at least 75 % of the school year in a full time (100%) teaching capacity in order for the year to be deemed a complete year. Partial year service shall not be used to accumulate a full year of credit service.
  - 3. In the event the School Board grants and approves an unpaid leave of absence for an employee, the employee will not be required to re-establish a new start date upon return from the leave. However, the time off under the Board approved leave, may not be used in the calculation toward the total of ten (10) consecutive years of service.
  - 4. In order for retirement notification, the employee must have ten (10) years of service credit while employed by the Central Union School District.
  - 5. This section shall take effect for employees hired after September 1, 1992. For those hired prior to September 1, 1992, employment for a minimum of five years will make one eligible.
  - 6. Contracted benefits for eligible retired persons may be modified through negotiations with current employees. Benefits in Article 33, Part Four, A shall be the same as those in Article 33, Part One, A. 1.
  - 7. Have retired under the provision of the State Teachers Retirement System.
  - 8. Have, along with their eligible dependents, enrolled in Medicare Part "A" if and when entitled to such coverage as provided without further cost to the retiree, by social security.
  - 9. Have, along with eligible dependents, enrolled in Medicare Part "B" if and when entitled to such coverage as provided without further cost to the retiree by social security.
- B. The indicated entitlement for benefits shall continue throughout the lifetime of the retired employee, or until Medicare eligibility begins, whichever comes first.
- C. Any member of the Bargaining Unit who is fifty-five years of age or older and leaves the employ of the District, but who is not qualified for the benefits described in Part Four, A, above shall be entitled to continue his/her medical coverage under regular employee

insurance programs by payment of the appropriate premium amounts by depositing twelve (12) checks, predated consecutively by month, with the District by August 31st of each year until Medicare eligibility begins.

#### PART FOUR: SURVIVOR BENEFITS

- A. The surviving spouse of a deceased employee and any eligible dependents (as determined by the group policy) of such spouse may, at his/her election, remain enrolled in the insurance programs set forth in Part One, A. 1 above.
- B. This benefit is restricted only to the spouse and dependents, if any, of persons who die while an employee of the District or while on an approved leave from such employment.
- C. The survivor's premium payments for such continued coverage shall be paid by depositing twelve (12) consecutively predated checks by month with the District by August 31st each year unless other arrangements are mutually agreed upon by the survivor and the District.

#### PART FIVE: ADDITIONAL ELIGIBILITY PROVISIONS

- A. Should the employment of a teacher who has been employed for seventy-five percent (75 %) of the year terminate following the last day of the school year and before the commencement of the ensuing school year, such employee shall be entitled to continued paid coverage under employee benefits listed in this article until September 30th of the ensuing school year.
- B. In the event that a terminating employee does not meet the seventy-five percent (75%) requirement specified in #1 A above or should an employee's employment be terminated during the school year, he/she shall be entitled to paid coverage under the above provisions until no later than the end of the payroll period following the date of termination.
- C. Part-time employees (20 hours or more per week) on a regular contract shall be fully entitled to the insurance coverage described in Part One Paragraph "A" above.
- D. Teachers on Board approved unpaid leave of absence may continue, on a month-to-month basis, the insurance coverage described in Part One Paragraph "A" above, provided that they deposit with the District by August 31st of each school year twelve (12) checks predated consecutively by month.

#### PART SIX: MISCELLANEOUS

- A. The Board shall reimburse teachers for loss, damage or destruction of clothing or personal property which is, of necessity, worn, used or otherwise maintained at the work site while the employee is in the performance of services for the District if such loss, damage or destruction is sustained through causes other than normal wear and/or than the negligence of the employee. The District may, at its option, replace or repair the lost, damaged, or destroyed property provided that the repaired or replaced property is equal in condition/quality to the original.
- B. Teachers may participate in the tax-sheltered annuity of their choice with the District providing payroll deduction for this purpose.

**ARTICLE 35: MAINTENANCE OF BENEFITS**

- A. The District shall not reduce or eliminate any benefits or professional advantages which were enjoyed by teachers as of the effective date of this Agreement unless provided by the express terms of this Agreement.

**ARTICLE 36: NEW EMPLOYEE NOTIFICATION PROCESS TO ASSOCIATION**

A. Notification of New Hires to Association

- 1. The District shall provide the Association notice of any newly hired certificated employee within thirty (30) days of date of hire or by the first pay period of the month following hire, which may occur via an electronic mail (Gov. Code §3558).

B. New Employee Information

- 1. The following new bargaining unit member information shall be delivered in digital format via email to the Association President’s work email address on file, no later than 30 days after the date of hire:

- i. Name
- ii. Job Title
- iii. Grade Level/Assignment
- iv. Work site
- v. Home Address
- vi. Work phone
- vii. Home phone
- viii. Personal cellular phone
- ix. Personal Email Addresses

- 2. Periodic update of contact information shall be provided to the Association President with a list of the information as outlined in B:1 for all employees in the bargaining unit on or before the following dates – August 1, December 1, and April 1, of each school year.

C. New Employee Orientation

- 1. “New employee orientation” means the onboarding process of newly hired employees, in which employees are advised of duties and responsibilities,
- 2. The District will provide an annual new bargaining unit member orientation for all newly hired bargaining unit members prior to the beginning of the commencement of the school year.
- 3. Any bargaining unit member(s) hired after the start of the school year shall be provided an in-person orientation/onboarding meeting within twenty-one (21) calendar days from the date of hire.
- 4. The District shall provide written notice of the date, time and location of all bargaining unit member orientations/onboarding meetings, by certified or electronic mail, to the Association president and vice president no later than ten (10) calendar days in advance of the annual orientation meeting(s). A shorter

notice may be provided in a specific instance where there is an urgent need critical to employer operations that were not reasonably foreseeable (Gov. Code §3556).

5. The Association shall be provided a minimum of thirty (30) minutes of uninterrupted time to communicate with bargaining unit members at all new bargaining unit member orientations/onboarding meetings at the end of the District scheduled orientation meeting. The Association meeting will be conducted outside of the presence of any District representative.

D. Dispute Resolution

1. Violations of this article shall be subject the grievance and arbitration article of the Collective Bargaining Agreement between the parties.

E. Severability

1. The provisions of this article are severable. If any provision of this article or its application is held invalid based upon applicable law, rule, regulation or order issued by governmental authority, other than the District, that holding shall render invalid or restrain compliance with or enforcement of this article provision.
2. In that instance, the invalidity of this article shall not affect other provisions or applications that can be given effect without the invalid provision or application, and all other provision contained within the Agreement, unaffected by governmental authority shall remain in full force and effect.

**ARTICLE 37: SAVINGS AND STATUTORY CHANGES**

- C. If any provision of this Agreement or any application thereof to any teacher is held to be contrary to law, then such provision or application will be deemed invalid, to the extent required by such court decision, but all other provisions or applications shall continue in full force and effect.
- D. It is agreed and understood that there will be no strike of the District by the Association or by its officers, agents or members during the term of this Agreement.
- E. Any mandated changes in teacher benefits which are brought about by the amendment or addition of statutory guarantees in California or federal law shall be incorporated into this Agreement.
- F. Any permissible changes in teacher benefits which are brought about by the amendment or addition of state or federal law may be incorporated by negotiations which may be initiated by either side. Negotiations shall occur at mutually agreeable times.
- G. This Document constitutes the entire agreement between the parties and concludes meet and negotiation on any subject, whether included here or not, for the term of this Agreement, except for any specifically negotiable items, if any, as contained in Article I of this contract.

## **ARTICLE 38: SALARIES**

- A. For the 2021-2022 school year, the salary schedule will be adjusted based upon a 3.50% increase. This salary schedule adjustment will be permanently applied to the schedule and retroactive to July 1, 2021.
- B. For the 2021-2022 school year, the District shall provide all Association bargaining unit members employed with the District as of the date this Agreement is approved by the Governing Board of the District, a one-time, off salary schedule payment equal to two percent (2%) of the unit member's annual base salary as listed on the 2021-2022 Certificated Employee Salary Schedule, less all applicable taxes and deductions. This one-time payment will be paid during the first feasible payroll cycle following final ratification and approval of this Tentative Agreement by both parties. Neither the District nor the Association makes any representations regarding the tax or retirement consequences of this payment.

## **ARTICLE 39: EXTRA-CURRICULAR DUTIES**

- A. These articles shall not be interpreted as preventing or discouraging a teacher from providing professional services without cost to the District.
- B. Participation in Outdoor Education shall be voluntary. A certificated staff member participating in outdoor education shall be entitled to one (1) non-cumulative day of leave. Utilization of this day will be taken at the discretion of the recipient and with five (5) day prior approval of the principal.
- C. District/Site Sponsored Extracurricular Activity:
  - 1. Participation in extracurricular activities shall be voluntary.
  - 2. Coaches must have current CPR and First Aid during the season in which they are coaching.
  - 3. The District/Site will determine the number of teams allowed during each season.
  - 4. A maximum of one stipend per coach per season is allowed. In the event that a coach is supervising a parent volunteer or overseeing more than one team, a maximum of one stipend per sport per season is allowed.
  - 5. Extracurricular duties (i.e., coaching sports) are not part of academic instruction, and shall occur outside of the instructional day.
  - 6. Compensation for extracurricular duties (coaches) is based upon a determined percentage off of Step I-1 of the certificated salary schedule.

	Extra-curricular Activity	Number of Teams per site	Maximum Number of Coaches	Stipend per coach Percent based upon Step I-1 of cert salary
Fall	Flag Football	2	2	1.75%
	Volleyball	2	2	1.75%
	Cross Country (Intermediate)	1	1	0.50%
Winter	BASKETBALL			
	Basketball	4	4	1.75%
Spring	TRACK			
	Track (Jr High)	1	3	1.75%
	Track (Intermediate)	1	2	1.75%

**ARTICLE 40: ACADEMIC INTERVENTION, INSTRUCTIONAL LEADERSHIP, CO-CURRICULAR ACTIVITIES**

**A. Academic Intervention**

1. Anticipated vacancies shall be posted by the District.
2. When staffing school and grade level specific interventions, preference will be afforded to staff members at the site and grade level for which the intervention has been proposed.
3. Bargaining unit members shall be given first consideration in filling Academic Intervention assignments (i.e., Summer School, Saturday School, Academic Intervention, Home and Hospital) hourly rate for academic interventions will be compensated at a rate of \$45/hour.

**B. Co-Curricular and/or Professional Development Activities**

1. Attendance at mandatory professional development activities, which outside the teacher work day will be compensated at a rate of \$45/hour.
2. Certificated staff who voluntarily participate in non-mandatory professional development activities which occur outside the work day will not be compensated. However, registration fees for such professional development activities may be covered by site and/or District funds at the discretion of the administration.
3. Any fees which may be assessed for academic credits from a college or university and subsequent applicability toward step advancement on the salary schedule must be paid by the certificated staff member.
4. Certificated staff who are requested by the District to engage in curriculum development, which occurs outside the teacher work day, will be compensated at a rate

of \$45/hour.

C. Teacher or Mentoring of Certificated Staff

1. Certificated staff who serve in a capacity of teaching other certificated staff members (i.e., inservices or professional development activities) or who serve as PAR mentor teachers will be compensated at a rate of \$65/hour.

D. Districtwide Grade Lead Teacher (Districtwide Professional Learning Community - PLC)

1. The District Administration retains the right to determine the District focus of the grade level leads, and to select and secure the Districtwide grade level lead teacher.
2. A selected Districtwide Lead Teacher is not required to accept the nomination from the District.
3. The District retains the right to determine the needed number of Districtwide Grade level leads and has the right to decide grade level and or content level leads necessary based upon District needs.
4. Districtwide Lead Teachers will maintain the responsibilities of facilitating the collaboration of grade-level District meetings; serving as representative to District; organizing and maintaining Districtwide PLC records and resources, and will serve as a voting member of the Curricuology committee.
5. Districtwide Lead Teachers will facilitate a maximum of eight (8) Districtwide grade or content level meetings during each school year.
6. Districtwide Lead Teachers will participate in maximum of four (4) Curricuology meetings during each school year.
7. In recognition of the responsibilities of the Districtwide Lead Teacher, the certificated staff member will receive an annual stipend of \$1000 per year, payable in two installments of \$500 (December and June).

**ARTICLE 41: CALENDAR**

- A. Each teacher will be provided with an annual District Calendar.
- B. The Association President or his/her designee will provide input on the establishment of the District Calendar to the District Superintendent no later than November 1, for the specific calendar for the following year.
- C. In development of the District Calendar, the District will consider the following days as minimum student days, provided that the necessary annual instructional minutes are maintained within the Calendar year:
  1. Day before Thanksgiving (this minimum day would be provided in the event the week at Thanksgiving is no longer developed as a non-work week)
  2. Day before Winter Recess
  3. Day before Spring Recess

- D. Current District Calendar information may be obtained by visiting the District's website.

## **ARTICLE 42: GRIEVANCE PROCEDURE**

### **A. Definitions**

1. A "grievance" is a claim that there has been a violation or misinterpretation of this Agreement.
2. A "grievant" is the person making the claim, or the Association.
3. "Day", unless otherwise defined, means a day when schools are in session excluding summer session, intersession and Saturday School, but including contracted non-student days.

### **B. Purpose**

1. The purpose of this procedure is to secure, at the lowest possible administrative level, equitable solutions to the problems which may from time to time arise.
2. Nothing contained herein will be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration, and to have the grievance adjusted with or without intervention by the exclusive representative.
3. Since it is important that grievances be processed as rapidly as possible, the time limits specified at each level should be considered to be maximums, and efforts should be made to expedite the process. The time limits may, however, be extended by mutual agreement.
4. In the event a grievance is filed at such a time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, and if left unresolved until the beginning of the following school year, could result in harm to an aggrieved person, the time limits set forth herein will be reduced so that the procedure may be exhausted prior to the end of the school year or as soon as is practicable.

### **C. Procedure**

#### **1. Informal Procedure**

An aggrieved person shall first discuss the grievance with the appropriate principal or immediate supervisor either directly or through the Association's designated Grievance Representative. The parties will attempt to resolve the issue through this informal procedure within a period of five (5) days.

#### **2. Formal Procedure**

##### **a. Level One**

- (1) If the aggrieved person is not satisfied with the disposition of the grievance through the informal procedure, he may submit a written

grievance to his supervisor and the superintendent within ten (10) days after disposition at the informal level.

- (2) Within ten (10) days after receipt of the written grievance, the Superintendent shall provide the employee with a formal, written response to the grievance.
- (3) If the Superintendent does not respond within the time limits, or the grievant is not satisfied with the disposition of said grievance, the grievant may appeal to the Board.
- (4) Within the above time limits, either party may request a personal conference to discuss the grievance further. Either the grievant or the immediate supervisor may have a representative present at such a conference.

b. Level Two

If the aggrieved person is not satisfied with the decision rendered under level one, within ten (10) days after receipt of the Superintendent's written decision, he may request that the Association submit the grievance to mediation with a mediator designated by the State Mediation and Conciliation Service. In the event this level does not resolve the grievance, any proposed remedies submitted by either party or the mediator may not be used or referred to if the grievance is taken to Level Three, Arbitration.

c. Level Three

If the aggrieved person is not satisfied with the disposition of his grievance at Level One, or Two, he may, within ten (10) days after disposition or failure to respond by the Board, or its designee, request in writing that the Association submit his grievance to arbitration. The Association, by written notice to the Superintendent, within fifteen (15) days after receipt of the request from the aggrieved person, may submit the grievance to binding arbitration.

- (1) If any question arises as to the arbitrability of the grievance, such question will be ruled upon by the arbitrator only after he has had an opportunity to hear the merits of the grievance.
- (2) The parties shall select a mutually acceptable arbitrator. Should they be unable to agree on an arbitrator within twenty (20) days of the Association's submission of the grievance to arbitration, the parties shall request the California State Conciliation Service to supply a panel of five (5) names of persons experienced in hearing grievances in public schools. Each party shall alternately strike a name until only one name remains. The remaining panel member shall be the arbitrator. The order of striking shall be determined by lot.
- (3) The arbitrator's decision will be in writing and will set forth his findings of fact, reasoning and conclusion on the issue submitted. The arbitrator will be without power or authority to make any decision which requires the commission of an act prohibited by law

or which is violative of the terms of this agreement. However, it is agreed that the arbitrator is empowered to include in any award such financial reimbursement or other remedies as he/she judges to be proper. The decision of the arbitrator will be final and binding upon the parties of this agreement.

- (4) All costs for the services of the arbitrator, including, but not limited to, per diem expenses, his travel and subsistence expenses and the cost of any hearing room will be borne equally by the board and the Association. All other costs will be borne by the party incurring them.

D. Miscellaneous

1. If a grievance arises at a level above the principal or immediate supervisor, the aggrieved person shall submit such grievance in writing to the Superintendent and the exclusive representative directly, and the processing of such grievance will be commenced at Level One.
2. Decisions rendered at Levels One, Two and Three of the Grievance Procedure will be in writing setting forth the decision and reasons therefore and will be transmitted promptly to all parties in interest and the exclusive representative. Time limits for appeal provided in each level begin the day following receipt of written decision by the parties in interest.
3. When it is necessary for a representative designated by the Association to investigate a grievance or attend a grievance meeting or hearing during the work day, he/she will, upon notice to his/her principal or immediate supervisor by the President of the Association, or his/her immediate designee, be released without loss of pay in order to permit participation in the foregoing activities. Any teacher who is requested to appear in such investigations, meetings or hearings as a witness will be accorded the same right.
4. All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and will not be kept in the personnel file of any of the participants.
5. Forms for filing grievances, serving notices, taking appeals, making reports and recommendations, and other necessary documents, will be prepared jointly by the employer and the exclusive representative and given appropriate distribution by the exclusive representative so as to facilitate operation of the grievance procedure. The costs of preparing such forms shall be borne by the employer.

**ARTICLE 43: MISCELLANEOUS PROVISIONS**

- A. All teachers who participate in the production of tapes, publications or other produced educational material shall retain residual rights should they be copy written or sold by the Board unless produced under federally funded programs where no material may be called personal.
- B. If a school site's supplies are low, every effort will be made to share supplies available within the District.
- C. The Association shall have the right to submit its views to the governing board on any

changes of District policy outside of the contract, or on any other matter, and that the Association shall be provided copies of all public materials which are presented to board members at the same time these materials are presented to the board.

- D. The board agrees to give a copy of all proposed policies or policy changes to three (3) people (designated by the Association) forty-eight (48) hours in advance of the first reading. Adoption of all Board policies or policy changes will occur at the regular monthly Board meeting following the first reading. Provisions will be given for public comment before a Board vote on policy or policy changes. In the event of an emergency, this notification procedure may be changed by mutual agreement of the Board and Association designees. Every attempt will be made to notify the three (3) people designated by the Association.

#### **ARTICLE 44: INDEPENDENT STUDY**

- A. The District will attempt to give a minimum of seven (7) calendar days notice for independent study contract lessons. With less than seven calendar days notice, teachers will attempt to meet the needs of students. The principal or assistant principal must consult with the involved teacher(s) and shall attempt to determine that the subject child and parent will, with a high degree of probability, fulfill the contract, prior to the decision to implement same.

#### **ARTICLE 45: DUE PROCESS FOR DISCIPLINE LESS THAN DISMISSAL**

Disciplinary action in the form of dismissal shall be in accordance with the appropriate provisions of the Education Code. Discipline for less than dismissal shall be for “just cause” imposed in accordance with the following procedures:

- A. Certificated employees may be disciplined only for just cause resulting from violations of the Education Code, breach of contract, violations of other laws or regulations, or for violations of Board policies and administrative regulations which could result in dismissal.
- B. The formal discipline procedures set forth in step three (3) of this Article generally will be used only if the District has progressed through either step one discipline (Warnings) or step two discipline (Written Reprimands) except for conduct which is of such a nature that it injures or threatens to injure the safety of pupils, employees or others, or causes substantial disruption to the educational program, or as otherwise required or provided by law. Immediate suspension with or without pay may be utilized by the District for those reasons specified in the Education Code or where the severity or nature of the misconduct so justifies such action.
  - 1. Step 1 Discipline. Verbal or Written Warnings. At the time a Verbal or Written Warning is given, the principal or immediate supervisor shall discuss and clarify the specific violation, act and/or omission with the employee. The employee shall be given clear direction as to the District’s expectations and requirements for improvement.
  - 2. Step 2 Discipline. Written Reprimands. If the conduct warrants a written reprimand or if an employee repeats the specific violation, act and/or omission for which a Verbal or Written Warning has been given, or fails to take the required pro-active corrective measures, or commits a separate violation, act and/or omission, then the site principal shall administer a Written Reprimand to the employee which shall be entered into the employee’s personnel file. If a Written Warning had previously been issued, the Written Warning shall be attached to the Written Reprimand and

also placed in the employee's personnel file.

3. The District shall attempt to follow step one (1) discipline (Warnings) prior to issuing step two (2) discipline (Written Reprimands) but shall not be required to do so if the employee's conduct justifies a Written Reprimand without a prior warning.
  4. Step 3 Discipline. Suspensions without Pay. If an employee repeats a specific violation, act and/or omission for which a Verbal or Written Warning or Written Reprimand has been given, or fails to take the required pro-active corrective measures, or commits a separate violation, act and/or omission justifying initial step three (3) discipline, then the Superintendent or his designee shall recommend appropriate discipline up to and including a 15 day suspension without pay. Suspensions without pay shall be made subject to the following:
    - a. Prior to administering suspension without pay, the District shall provide notice to the employee and give the employee an opportunity to meet with the Superintendent/Designee. Notice of Suspension without Pay shall include a statement of the violation(s), incident(s) and/or misconduct forming the basis for disciplinary action, and a statement of the discipline to be imposed. The employee shall be given five (5) working days within which to reply, in writing. Except where the circumstances warrant an immediate removal of the employee, the proposed suspension without pay shall not be imposed until after the employee's written reply has been received and given consideration by the Superintendent/Designee, or until the time for filing a written reply has expired.
    - b. As part of the employee's response, the employee may request the proposed suspension be subject to mediation. The parties shall contact the State Mediation and Conciliation Service and request the services of a mediator. The mediator shall schedule a meeting at a mutually agreeable time. Any offer of compromise by either party may not be used or referred to for any purpose if the dispute is not resolved through mediation. Except where the circumstances warrant an immediate removal of the employee, the proposed suspension without pay shall not be imposed until exhaustion of the mediation process. If the dispute is not resolved through mediation, the parties will proceed in accordance with sections c. and d. below.
    - c. The suspension without pay shall be subject to a disciplinary hearing, upon request of the employee. An employee shall be entitled to a hearing on such discipline only if a written request is filed by the employee with the Superintendent not later than ten (10) working days of receiving the Notice of Formal Discipline or five (5) days after filing a written reply, whichever is later. If no hearing request is timely filed, the District shall administer the suspension without pay during the next pay period.
    - d. A disciplinary hearing on a recommended suspension without pay shall be held before the Governing Board or designated hearing officer. The decision of the Governing Board shall be in writing and shall be final.
- C. At any step in the above process, the employee is entitled to be represented by a representative of the Association, or anyone of his/her choosing.
- D. The elements of the process shall be administered as soon as reasonably possible in relation to the questioned acts or omissions.

- E. Nothing in this Article shall preclude the District and an employee from agreeing to a specific type or level of discipline.
- F. Nothing in this Article shall preclude an employee from responding in writing to derogatory written material placed in an employee's personnel file.
- G. Discipline pursuant to this Article shall not be subject to the grievance process or procedures outlined in the Collective Bargaining Agreement.
- H. By May 1<sup>st</sup> of any school year, either CUETA or the District has the right to rescind Article 45, Due Process For Discipline Less Than Dismissal. If not rescinded by May 1<sup>st</sup>, this section continues in effect for the following school year.

**ARTICLE 46: PEER ASSISTANCE AND REVIEW (PAR)**

- A. The Article and provisions contained herein constitute a bilateral and binding agreement ("Agreement") by and between the Governing Board of the Central Union Elementary School District ("Board") and the CUETA ("the exclusive representative"), an employee organization affiliated with the CTA and NEA.
- B. This Agreement is entered into pursuant to "there shall be a Peer Assistance and Review (PAR) Program, hereafter referred to as "Program", for all teachers. The PAR Program shall provide assistance in the areas of subject matter, teaching methodology, and teaching strategies.
- C. This Agreement shall remain in full force and effective July 1, 2021 until June 30, 2024.

1.0 Peer Assistance and Review (PAR) Program Components

- 1.1 There shall be a Peer Assistance and Review (PAR) Program, hereafter referred to as "Program", for all teachers. The PAR Program shall provide assistance in the areas of curriculum, teaching methodology, teaching strategies and classroom management.

- 1.1.1 Permanent or Probationary or Temporary Teacher Assistance ("Participating Teacher"): This component shall provide peer assistance to teachers who receive a "Does Not Meet District Standards" evaluation based upon current Contract language.

- 1.1.1.1. Teachers receive a "Does Not Meet District Standards" evaluation will be referred to the PAR Program by the principal of their site.

- 1.1.1.2. Teachers who are in the PAR Program because they received a "Does Not Meet District Standards" will be referred to hereafter as a "participating teacher".

1.2 Peer Assistance and Review Panel

- 1.2.1 The PAR Panel shall not be a standing committee, and will only be developed based upon the need for services to be provided to participating teachers.

- 1.2.2 The Program shall be governed by the PAR Panel composed of four (4) certificated

teachers and three (3) certificated administrators. The teachers shall always number at least one more than the number of administrators.

- 1.2.3 Teacher Representatives - Panel Selections for teacher representatives shall be conducted at the site level, and will be based upon voluntary participation of the panel member, and selected by a vote of staff at the respective school site. Each school site shall have one (1) teacher representative on the PAR Panel. Teachers are elected by secret ballot conducted at their respective school site. Qualifications for the teacher members of the Panel shall be the same qualifications as those of the consulting teachers.
- 1.2.4 Administrative Representatives – Administration representatives to the Panel shall consist three (3) certificated administrators. The administrators serving on the Panel shall be selected and assigned at the discretion of the superintendent.
- 1.2.5 A quorum for Panel meetings shall be two-thirds of the membership. Decisions shall be made by a consensus whenever possible. Should a vote be required, action will be determined by a majority vote, of which at least one majority vote shall be that of an administrator.
- 1.2.6 Panel members will be selected by May 15th of the year for the following year in which a participating teacher(s) has/have been identified to participate in the Program.
- 1.2.7 The PAR Panel shall be responsible for:
  - 1.2.7.1 Establishing its own rules of procedure;
  - 1.2.7.2 Selecting its own chairperson;
  - 1.2.7.3 Attending appropriate training for PAR panel members;
  - 1.2.7.4 Creating an appropriate list of consulting teachers;
  - 1.2.7.5 Selecting consulting teachers by June 1st;
  - 1.2.7.6 Matching consulting teachers and participating teachers based on mutual consent;
  - 1.2.7.7 Arranging appropriate training for the consulting teacher as needed;
  - 1.2.7.8 Receiving referrals for participating teacher from principals;
  - 1.2.7.9 Accepting or rejecting voluntary requests for assistance or mentoring from individual teachers;
  - 1.2.7.10 Making any decisions about eligibility for the Program;
  - 1.2.7.11 Sending written notification of participation in the PAR Program to the participating teacher, consulting teacher, and the site principal.
  - 1.2.7.12 Meeting at least three (3) times annually to review the work of the consulting teachers and their caseload. The Panel will meet during non-student hours. Regular meetings of the PAR Panel shall be held within the 3:00 p.m. to 4:00 p.m. time. The PAR Panel service shall be considered an adjunct duty. Monitoring the work of consulting teachers and their documentation;
  - 1.2.7.13 Reviewing consulting teacher reports;
  - 1.2.7.14 Monitoring the progress of the participating teacher's peer assistance, including making reports to the Board of Education regarding the PAR Program participants, and informing the Board

of the names of the PAR participants who have not satisfactorily participated in the PAR Program. All reports pursuant to this provision shall be made to the Board not later than the February Board meeting of the school year in which the PAR Program was utilized to assist a teacher.

1.2.7.15 Recommending a budget for the Program which uses approved funds, subject to Board approval.

1.2.7.16 Annually evaluating the impact of the Program in order to improve its effectiveness. The program evaluation shall be presented to the Board of Education at a regular meeting no later than May of each school year.

1.2.8 A Panel member shall neither participate in discussion nor vote on any matter in which he or she has a personal conflict of interest.

### 1.3 Consulting Teacher

1.3.1 Upon receiving applications, the panel will create a list of consulting teachers from which eligible participants must be matched. Not all selected consulting teachers may be matched with an eligible participant.

1.3.1.1 The number of consulting teachers shall be determined by the number of eligible participants in the PAR Program based on available funding.

1.3.2 Consulting teachers shall be selected on a yearly basis.

1.3.2.1 The work of a consulting teacher will be evaluated annually by the Panel. The documentation of such an evaluation shall not be made a part of a personnel file, except upon the written consent of the consulting teacher.

1.3.3 No teacher shall serve as a consulting teacher and a PAR Panel member at the same time.

1.3.4 The position of a consulting teacher is not to be viewed as part of the career ladder for an individual who seeks to be an administrator within the District.

1.3.5 Consulting teachers must be selected by the PAR Panel.

1.3.6 In order to be selected as a consulting teacher, a teacher must possess the following qualifications:

1.3.6.1 A credentialed teacher with permanent status;

1.3.6.2 Five years of consecutive classroom experience;

1.3.6.3 Demonstrated exemplary teaching ability as provided by Education Code Section 44501(c) and reflected in the applicant's performance evaluations;

1.3.6.4 Exhibits effective leadership skills.

1.3.7 Consulting teachers shall be selected in the following manner:

- 1.3.7.1 Candidates must file an application with the Panel;
  - 1.3.7.2 Candidates for a consulting teacher position may be visited in their classrooms by a PAR Panel member prior to the selection. Visitations will be pre-arranged with the site administrator and the candidate;
  - 1.3.7.3 Selection of the consulting teacher shall be by a majority vote of the Panel, one vote of which shall be that of an administrator.
  - 1.3.7.4 The District has the right to seek qualified former employees of the District (retirees) to serve in the capacity of consulting teacher, in the event that applicants from within current employee ranks is insufficient.
  - 1.3.7.5 Preference will be given to current teachers prior to the District seeking the services of retired teachers.
- 1.3.8 Selected consulting teachers shall have responsibility for an appropriate number of teachers.
- 1.3.8.1 All participating teachers shall receive a minimum of ten (10) hours of assistance per semester. Voluntary teachers will be assisted as needed.
- 1.3.9 A participating teacher will select a consulting teacher from a list established by the PAR Panel and these two teachers will team together by mutual consent.
- 1.3.10 The consulting teacher and the participating teacher shall prepare an Individual Assistance/Mentoring Plan which outlines the assistance/mentoring to be provided. A time-line will also be cooperatively established.
- 1.3.11 Teachers who serve as a consulting teacher during their regular workday shall receive their regular salary. Teachers who function as a consulting teacher outside their regular workday shall be compensated at the designated stipend rate.
- 1.3.12 Consulting teachers may report time, for compensation, which is devoted to PAR assistance accrued during their lunch hour and/or their prep periods. Assistance to participating teaches may be provided at a minimum of a 15-minute contact time which must be scheduled outside of A.M. or P.M. recess. The minimum of 15-minute contact period is to be held firm by the CTs so as to ensure PAR program quality. The PAR Panel reserves the right to review the contact logs submitted by the CTs to ensure that contact time also includes longer duration of support and is not solely comprised of short intervals of time assistance.
- 1.3.13 A time card will be used to document all mentoring assistance. The back of the time card shall contain the necessary documentation listing assistance provided.
- 1.3.14 Reports to the PAR Panel will be completed quarterly.
- 1.3.15 Any approved expenses, with receipts, resulting from a teacher's participating as a consulting teacher (conferences, substitutes, etc.) shall be reimbursed from the

PAR budget.

#### 1.4 Teacher Peer Assistance Program

- 1.4.1 The purpose of this Program is to provide assistance, renew quality teaching, and offer remediation to teachers whose performance (methods, instruction or classroom management) have been evaluated as “Does Not Meet District Standards” by the site administrator. In addition, it shall be the obligation of the Panel to report the results of this intervention to the District’s Board of Education.
- 1.4.2 This Program shall be limited to addressing those areas of performance set forth in the evaluation document listed as “Does Not Meet District Standards” encompassed in the Master Contract evaluation form.
- 1.4.3 Assistance provided by the consulting teacher shall focus on the specific areas recommended for improvement by the participating teacher’s evaluator.
- 1.4.4 Assistance and remedial efforts and activities shall be intense and multifaceted and shall be preceded by a conference no later than May 30 of the year when the teacher receives the “Does Not Meet District Standards” evaluation. The conference shall involve the teacher being referred, the evaluator who evaluated the teacher, and the consulting teacher. This team will begin the development of an Individual Assistance Plan. If the teacher desires, the Association may provide representation at this meeting.
- 1.4.5 The assistance shall be provided by the consulting teacher under this Article and shall be monitored by the PAR Panel.
- 1.4.6 The course of assistance shall include one or more of the following:
  - 1.4.6.1 Multiple classroom visitations by the consulting teacher;
  - 1.4.6.2 Assistance specific to the area of teaching methodology, instruction or classroom management which has been evaluated as “Does Not Meet District Standards”. By mutual agreement between the consulting teacher and the participating teacher, other areas may be addressed during the period of assistance.
  - 1.4.6.3 Opportunities for the teacher receiving assistance to observe exemplary practice, either with the consulting teacher and/or other exemplary teachers;
  - 1.4.6.4 District-provided professional development opportunities;
  - 1.4.6.5 Conference attendance, possibly in the company of the consulting teacher, to facilitate reflection on how this experience fits into the Individual Assistance Plan.
- 1.4.7 Communication between the principal and the consulting teacher regarding the process shall be monthly.
- 1.4.8 Nothing in this article precludes the principal or the District from doing informal observations nor from notifying the teacher verbally and/or in writing regarding

incidents or events related to the teacher's fulfillment of his or her professional obligations.

- 1.4.9 Written peer assistance reports will be submitted to the PAR Panel and the principal by the consulting teacher monthly. The consulting teacher will share all written reports during a conference with the participating teacher, prior to submission to the Panel and the principal.
- 1.4.10 The consulting teacher shall submit a final oral and written report regarding the participating teacher to the PAR Panel no later than February 15. This report shall describe the measures of assistance provided to the participating teacher and will describe the results of the assistance in the area or areas recommended for improvement. The final report shall become part of the participating teacher's personnel file. The teacher shall have the opportunity to attach his or her comments.
- 1.4.11 Both the participating teacher and the principal may be present for the report of the consulting teacher. Each will be given an opportunity to respond to the report.
- 1.4.12 Realizing that the term of assistance will normally be for one year, if the Panel believes progress is being made by the participating teacher, assistance may be extended to a second year.
- 1.4.13 Neither the participating teacher, the consulting teacher, nor the principal may be present during discussions of the PAR Panel, which are intended to be confidential. The Panel may request additional information from the participating teacher and/or their consulting teacher.
- 1.4.14 In conference with the Superintendent or designee, the findings of the Panel shall be reported to the participating teacher, the consulting teacher, and the principal. An Association representative, if requested by the participating teacher, may be present.
- 1.4.15 The Panel shall report its findings to the Board of Education during executive session unless the teacher requests an open session item inclusion.

## 1.5 Teacher Due Process Rights

- 1.5.1 The participating teacher shall be entitled to review all reports generated by the consulting teacher prior to their submission to the PAR Panel. The participating teacher also has the right to affix his or her comments to this report. To effectuate this right, the consulting teacher shall provide the participating teacher being reviewed with the copies of such reports at least five (5) days prior to any such meeting.
- 1.5.2 The participating teacher shall have the right to be represented by the Association at any meeting of the PAR Panel to which they are called, and shall be given a reasonable opportunity to present his or her point of view concerning any report being made.

- 1.5.3 The participating teacher shall have the right to monthly progress reports from the consulting teacher. These are intended to be confidential and they may be either written or oral.
  - 1.5.4 The participating teacher shall have the right to present to the PAR Panel reasons why a specific consulting teacher should be replaced and another consulting teacher substituted and to have those reasons considered.
  - 1.5.5 The participating teacher shall not have access to the grievance process to challenge the content of reports, or decisions by the PAR Panel, but may file responses which shall become part of the official record of the intervention.
  - 1.5.6 This Program in no manner diminishes the legal rights of the bargaining unit members.
- 1.6 Miscellaneous Provisions
- 1.6.1 Funds shall be set aside to allow for release days and/or conferences as developmental tools for consulting teachers, participating teachers, beginning teachers or experienced teachers new to the District who are assigned to the Program.
  - 1.6.2 Since specific state funding for the California Peer and Assistance Review Program for Teachers has been eliminated, this Article is dependent upon District funds. The availability of such funds shall be re-evaluated at the end of this agreement. If district funding for the PAR Program is eliminated, this Article shall expire and have no force or effect without the need for further action by either the District or the Association.
- 1.7 Governing Board Review of Recommendations: Nothing herein shall preclude the Board from examining information which it is entitled by law to review in connection with the evaluation of and/or decision to retain in employment, probationary or temporary certificated employees.
- 1.8 Retention of Education Code Rights: Nothing herein shall modify or in any manner affect the rights of the Governing Board/District or teacher under provisions of the Education Code relating to employment, classification, retention or non-reelection of the certificated staff.
- 1.8.1 Nothing herein shall modify or affect the District's right to issue notices of unsatisfactory performance and/or unprofessional conduct pursuant to Education Code 44938.
- 1.9 Hold Harmless: The District shall hold harmless, and bear all legal costs, for the members of the PAR Panel and the consulting teachers for any liability arising out of their direct participation in this Program as provided in Education Code 44503(c).
- 2.0 Confidentiality: All proceedings and materials related to the administration of this Program

shall be strictly confidential. Therefore, Panel members and involved teachers may disclose such information only as necessary to administer the Program.

- 2.1 Records: Documents and writings relating to an employee's participation in the PAR Program are regarded as personnel matters and shall be subject to the personnel record exemption of the Public Records Act (Government Code Section 6250 et. seq.), to the extent allowable by law.
- 2.2 Non-Management/Supervisory Status: Functions performed by teacher Panel members and/or consulting teachers pursuant to the Program shall not constitute either management or supervisory functions as defined by subdivisions (g) and (m) of Section 3540.1 of the Government Code.
- 2.3 Association Representation: A participating teacher has the right to be represented throughout these procedures by the Association representative of his or her choice.

#### **ARTICLE 47: NEW TEACHER SUPPORT**

##### **A. Definitions**

1. **New Teacher**: A new temporary or probationary teacher to the District, who may be an experienced teacher, participating in New Teacher Induction Program, or under an Intern or similar program.
2. **Support Teacher**: A veteran teacher (five years or more of teaching experience), who serves in a support role for the New teacher.

##### **B. Support Teacher Selection:**

1. Volunteers will be sought at each school site to serve in the capacity of the support teacher.
2. Support teachers are selected and assigned by the District in conjunction with the site principal of the new to district teacher.
3. Every effort will be made to partner a new teacher with a support teacher assigned at the same site.
4. While not necessary, assigning support teachers in the same or similar grade level, matching content area, and credential type will be sought.

##### **C. New Teacher Support program purpose**

1. The primary goal of teacher support is to provide new teachers with personal support, guidance, and mentoring regarding site and district operations and processes.
2. Further, the program is to provide a network of support between site administration, the support teacher, and the new teacher for new teacher success.
3. The role of support teachers, may include, but is not limited to the following activities and support:
  - a. Working collaboratively with site administrators and the new teacher to provide needed support

- b. Orienting new teachers to district-wide goals and objectives
  - c. Reviewing the appropriate courses of study, content and performance standards and core curriculum and other relevant curriculum materials.
  - d. Reviewing site specific information such as professional learning communities, site plans, etc.
  - e. Developing, providing or arranging for classroom materials
  - f. Consulting regarding classroom management techniques
4. New teachers will receive assistance from a support teacher for one year, unless participating in New Teacher Induction or have Intern requirements which stipulate an additional year of support.

D. New Teacher Induction (NTI)

- 1. Newly employed classroom teachers possessing a preliminary credential with fewer than two years of fully credentialed teaching experience must participate in a NTI, as stipulated and required for the renewal requirements of their credential.
- 2. The purpose of NTI is to provide a system for self-analysis and growth as they study their craft. This is accomplished through a mentoring relationship, designed to engage new teachers in the art of teaching and reflective practice.
- 3. The support teacher (support provider) and the new to profession teacher will meet to:
  - a. Determine the teacher's needs and jointly review the expectations of the NTI.
  - b. Guide and assist the new to profession teacher in the development, implementation, and periodic revision to the Individualized Learning Plan (ILP). The ILP is a document providing structure for a plan for growth within areas of the California Standards for the Teaching Profession (CSTP).
  - c. Collect evidence required for credential and NTI program completion.

E. Compensation

- 1. Support teachers serving new to district teachers outside of the New Teacher Induction program will be compensated per the agreed to rate for referenced in Article 40.C (Academic Intervention, Instructional Leadership, Co-curricular Activities)
  - a. Support teachers may report time, for compensation, which is devoted to new teacher support accrued during their lunch hour and other time outside of the instructional time with students. Assistance to new teachers should be provided at a minimum of a 15-minute contact time. The site principal may review the extra work agreements submitted by the support teacher

to ensure that contact time also includes longer duration of support and is not solely comprised of short intervals of time assistance.

2. Support teachers providing support under the New Teacher Induction program, will be compensated commensurate with the established rate as specified within the Memorandum of Understanding with the NTI provider (example Kings County Office of Education, Tulare County Office of Education, etc).

**APPENDIX A: EXCLUSIVE REPRESENTATIVE LETTER**

Central Union Elementary Teacher's Association

April 7, 1976

Board of Trustees  
Central Union Elementary School District  
P. O. Box 1339  
Lemoore, California 93245

Attention: Mr. James Focht, District Supt.

Pursuant to Chapter 961, California Statutes 1975, the CUETA, and CTA/NEA Hereby requests recognition as the exclusive representative for a unit of all certificated employees excluding: Superintendent, Principals, Assistant Principals, Director of Library Services, Director of Federal Projects and Early Childhood Education, Director of Special Education, Counselors, Resource Teachers, a unit comprising approximately 105 employees of the District, a majority of whom wish to be represented by this organization.

Proofs of support of a majority of said employees in the form of authorization cards are herewith submitted.

No other employee organization is known to have been recognized or to have demanded recognition as exclusive representative for any of the employees in the above described unit.

There is no known written agreement between another employee organization and the District covering any of the employees in the above described unit.

A copy of this petition is being mailed to the Education Employment Relations Board.

Yours,

/s/ Phil Holloway

President

CUETA, CTA/NEA  
P. O. Box 1339  
Lemoore, Calif. 93245

## **APPENDIX B: CURRENT SALARY SCHEDULE**

- A. Current salary schedule information may be obtained by visiting the District's website under the Human Resources Department.
  
- B. Classification by Professional Preparation
  - 1. Credentialed employees shall be placed on the appropriate class of the salary schedule in accordance with the degrees and advanced preparation, which they have completed.
  - 2. Reassignment to a higher classification shall become effective at the beginning of the next school year after the new classification requirements have been met. A maximum of one step and one class annually will be allowed for those qualifying.
  - 3. Teachers who expect to advance to a higher classification must notify the District office in writing no later than April 1st of the current school year.
  - 4. Courses which qualify for salary advancement or for a Masters Degree must be bonafide, transferable, college/university courses generating an upper division college transcript from a regionally accredited college or university. The course(s) must relate to the current teaching assignment, to a defined future need of the school district, or constitute a course requested by the administration to meet a defined existing or future need in the Central Union Elementary School District. Units purchased through District funds may not be used toward salary column advancement. All units used for advancement have to be pre-approved through the office of Human Resources prior to advancement taking place.
  - 5. Should the Human Resource Department receive official transcripts on or before August 15 of the ensuing school year, and the transcripts are within the guidelines specified in B4, the adjusted contract and salary schedule advancement will occur in the August pay warrant.
  - 6. Should official transcripts be received after the August 15 date, the salary schedule advancement will not occur until the October pay warrant cycle. The Human Resources Department must receive all official transcripts no later than October 15 of the school year in which the employee anticipates column, if the advancement is to occur. All column moves in the October pay cycle will reflect the new salary range as well as include a retroactive adjustment back to the start of the current pay year.
  - 7. Transcripts received after the October 15 date will not be reflected in salary schedule advancement until the following year.
  
- C. Initial Step Placement
  - 1. Teachers shall, at the time of initial placement on the salary schedule, be given year-for-year credit for prior teaching experience for professional state

credentialed experience in a state accredited institution. Qualifying service in an educational setting shall be that service rendered to a professional state accredited institution outside of service in an administrative position. In order for a year to be granted in salary schedule placement, the prospective employee must have served at least 75 % of the school year in a full time (100%) teaching capacity in order for the year to be deemed a complete year of service. Any prior teaching service completed in less than a full time capacity and for less than 75% of a school year shall not be calculated in the determination of initial salary schedule placement. Partial year service shall not be used to accumulate a full year of credit service.

2. Up to five years of salary schedule credit shall be given for military service or service with the Peace Corps for the time served after attainment of a bachelor's degree. Teaching experience in a Home School Instructional Program does not qualify for placement credit

#### D. Step Advancement Requirements

1. Certificated Teacher: Advancement on the salary schedule shall be at the rate of one step for each year of teaching experience. If a teacher is employed for at least 75% of the school year (Education Code 44918), s/he shall be given credit for that year's experience for salary schedule advancement purposes.
2. Step advancement on the certificated salary schedule will be irrespective of full or part time contracted assignment, provided that the teacher was employed for and provided service for at least 75% of the school year. Thus, an employee on a part time contract who has provided service for 75% of the school year will be provided step advancement for the subsequent year. This allowance does not translate into initial step placement calculation, and is only specific to teachers presently employed with the Central Union School District.
3. For a school nurse, in addition to upper division and graduate units which may be used to evaluate salary schedule placement and advancement, Continuing Education (CE) coursework may also be used in lieu of upper division or graduate units when the following criteria are met:
4. The specified CE class must meet the requirement for approval under the authority of the California Board of Registered Nursing.
  - a. Unit application for courses taken under the RN continuing education will be calculated as per the guidelines specified by the CBRN:
    - o 10 contact hours = 1 quarter unit
    - o 15 contact hours = 1 semester unit

#### E. Advanced Degree Addition

Addition of an advanced degree (Masters, Ed.D., Ph.D, Psy.D) will continue to be earned and applied only through the confirmation of such a degree from a regionally accredited institute of higher education.

# Central Union Elementary School District

## Certificated Salary Schedule

**2021-22**

	I	II	III	IV	V	VI
	BA	BA +15	BA +30	BA +45	BA + 60	BA + 75
						MA + 30
1	\$ 58,024	\$ 61,609	\$ 65,147	\$ 68,732	\$ 72,302	\$ 77,688
2	\$ 59,985	\$ 63,621	\$ 67,173	\$ 70,773	\$ 74,326	\$ 79,653
3	\$ 62,044	\$ 65,628	\$ 69,197	\$ 72,766	\$ 76,367	\$ 81,676
4	\$ 64,552	\$ 68,056	\$ 71,640	\$ 75,307	\$ 78,813	\$ 84,170
5	\$ 66,513	\$ 70,114	\$ 73,699	\$ 77,283	\$ 80,868	\$ 86,195
6	\$ 68,570	\$ 72,109	\$ 75,676	\$ 79,279	\$ 82,914	\$ 88,173
7	\$ 70,579	\$ 74,167	\$ 77,751	\$ 81,273	\$ 84,841	\$ 90,198
8	\$ 72,574	\$ 76,175	\$ 79,730	\$ 83,299	\$ 86,900	\$ 92,257
9	\$ 74,632	\$ 78,171	\$ 81,769	\$ 85,291	\$ 88,893	\$ 94,235
10	\$ 76,641	\$ 80,211	\$ 83,730	\$ 87,382	\$ 90,901	\$ 96,307
11	\$ 78,602	\$ 82,236	\$ 85,756	\$ 89,345	\$ 92,913	\$ 98,284
12		\$ 84,231	\$ 87,768	\$ 91,337	\$ 94,954	\$ 100,281
13			\$ 89,810	\$ 93,394	\$ 96,932	\$ 102,320
14				\$ 95,371	\$ 98,975	\$ 104,331
15					\$ 101,000	\$ 106,277
16					\$ 101,000	\$ 106,277
17					\$ 101,000	\$ 106,277
18				\$ 97,430	\$ 103,009	\$ 108,334
19				\$ 97,430	\$ 103,009	\$ 108,334
20				\$ 97,430	\$ 103,009	\$ 108,334
21					\$ 105,019	\$ 110,344
22					\$ 105,019	\$ 110,344
23					\$ 105,019	\$ 110,344
24					\$ 107,028	\$ 112,402
25					\$ 107,028	\$ 112,402
26					\$ 107,028	\$ 112,402
27						\$ 114,379

- Column I BA or BS degree
- II (15 units above the BA/BS degree)
- III (30 units above the BA/BS degree)
- IV (45 units above the BA/BS degree)
- V (60 units above the BA/BS degree)
- VI MA degree with 30 units above the BA/BS  
BA Degree with 75 units above BA/BS

Print Date  
Increase Adjustment 4.00%  
Board Approved 1/10/22  
Date Applied 7/1/21

Health Benefits Cap provided to each employee \$ 16,598.76

Teacher Contracted Work Days 183

**APPENDIX C: CALENDAR**

- A. Current District Calendar information may be obtained by visiting the District's website located at: <http://www.central.k12.ca.us/district/calendar.html>

**APPENDIX D: CATASTROPHIC SICK LEAVE DAYS TRANSFERS**

- A. If a unit member desires to contribute, on a voluntary basis, a sick leave day toward the Catastrophic Leave Bank, s/he may do so at his or her election.
- B. The unit member making the contribution shall fill out the proper form and return it to the CUETA Catastrophic Leave Coordinator, who will create a bank of those days contributed. Days will be released upon request from the District Human Resource department.
- C. Said contribution shall be only for a member who has exhausted his/her previously earned sick leave and no longer has sick leave days available to him/her. However, the District shall incur no liability of any kind in such transaction and is responsible only for the transfer of the sick leave day(s) from the leave bank to a unit member in need, as above.
- D. It is understood that those days transferred from a unit member that are not used will be not be returned, and will be kept in the Bank indefinitely.
- E. Participation is voluntary, but requires contribution to the bank. Only contributors will be permitted to withdraw from the Bank.
- F. For the contract year, 2012-2013, contributions must be made between January 13, 2012 and February 10, 2013. In future years, contributions must be made between July 1 and October 1.
- G. Should the number of days in the Bank fall below twenty-five (25), members will be requested to contribute an additional day.

\*\*\*\*\*

I hereby request the transfer of one leave day from my accumulated sick leave to the Catastrophic Leave Bank.

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## **APPENDIX E: CLASSIFICATION OF TEMPORARY EMPLOYEES**

### **A. Classification: Temporary, Probationary Teacher (E.C. 44919)**

1. Governing boards of school Districts shall classify as temporary employees those persons requiring certification qualifications, other than substitute employees, who are employed to serve from day to day during the first three school months of any school term to teach temporary classes not to exist after the first three school months of any school term or to perform any other duties which do not last longer than the first three school months of any school term, or to teach in special day and evening classes for adults or in schools of migratory population for not more than four school months of any school term. If the classes or duties continue beyond the first three school months of any school term or four school months for special day and evening classes for adults, or schools for migratory population, the certificated employee, unless a permanent employee, shall be classified as a probationary employee. The school year may be divided into not more than two school terms for the purposes of this section.
2. Governing boards shall classify as temporary employees persons, other than substitute employees, who are employed to serve in a limited assignment supervising athletic activities of pupils; provided, such assignment shall first be made available to teachers presently employed by the District. Service pursuant to this subdivision shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee of a school District.
3. In any District, the governing board may, to prevent the stoppage of school District business when an actual emergency arises and persons are not immediately available for probationary classification, make an appointment to a position on a temporary basis for a period not to exceed 20 working days. The person so appointed shall be deemed to be a temporary employee who is employed to serve from day to day. Service by a person in such an appointment on a temporary basis shall not be included in computing the service required as a prerequisite to attainment of, or eligibility to, classification as a permanent employee of a school District.

### **B. Employment Of Certain Temporary Employees Classification (E.C. 44920)**

1. Notwithstanding the provisions of Sections 44917 and 44919, the governing board of a school District may employ as a teacher, for a complete school year, but not less than one semester during a school year unless the date of rendering first paid service begins during the second semester and prior to March 15th, any person holding appropriate certification documents, and may classify such person as a temporary employee. The employment of such persons shall be based upon the need for additional certificated employees during a particular semester or year because a certificated employee has been granted leave for a semester or year, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need, as determined by the governing board.

2. Any person employed for one complete school year as a temporary employee shall, if reemployed for the following school year in a vacant position requiring certification qualifications, be classified by the governing board as a probationary employee and the previous year's employment as a temporary employee shall be deemed one year's employment as a probationary employee for purposes of acquiring permanent status.
3. For purposes of this section "vacant position" means a position in which the employee is qualified to serve and which is not filled by a permanent or probationary employee. It shall not include a position which would be filled by a permanent or probationary employee except for the fact that such employee is on leave.

C. Employment of Temporary Employees; Reemployment Rights (E.C. 44921)

1. Notwithstanding the provisions of Section 44919, the governing board of a unified or high school District may employ persons requiring certification qualifications for the first semester only, and classify such persons as temporary employees, whenever the District expects a reduction in student enrollment during the second semester due to students completing graduation requirements at midyear. The number of persons so employed shall be limited to requirements based on the anticipated reduced enrollment as determined by the governing board. Persons so employed who are continued in employment beyond the first semester shall be deemed probationary employees for the entire school year.
2. Any such employee shall be reemployed for the following semester or school year to fill any vacant positions in the school District for which the employee is certified. Preference for available positions shall be determined by the governing board using the method prescribed in Sections 44845 and 44846.
3. For purposes of this section "vacant position" means a position in which the employee is qualified to serve and which is not filled by a permanent or probationary employee. It shall not include a position which would be filled by a permanent or probationary employee except for the fact that such employee is on leave.

**APPENDIX F: CERTIFICATED PERSONAL NECESSITY LEAVE FORM**

Central Union Elementary School District  
CERTIFICATED REQUEST FOR APPROVAL  
PERSONAL NECESSITY/PERSONAL DAY/SHORT TERM LEAVE

To: Principal/Supervisor  
From: \_\_\_\_\_  
Date: \_\_\_\_\_

- Personal Necessity Leave must be approved three (3) working days in advance except in emergencies.
- Personal Day Leave must be approved twenty-four (24) hours in advance.

I request absence from work on \_\_\_\_\_.

I was absent from work on \_\_\_\_\_ due to an emergency.

Please check the appropriate box below.

Personal Necessity: Any business activity which cannot be conducted before or after the school day.

I certify with my signature that this activity (1) cannot be conducted before or after the school day, (2) is not being used for the extension of a school holiday or vacation, (3) is not being used for personal vacation, hobbies, minor or occasional occupation, recreation, sports event or accompanying immediate family on trips or excursions and (4) is in accordance with Article 20.

\_\_\_\_\_  
Employee's signature

Personal Day Leave: One day which is deducted from the employee's personal necessity leave. This leave cannot be used for the following: (1) political activity or demonstrations and (2) the first or last day of school.

\_\_\_\_\_  
Employee's signature

Short Term Leave: Up to three (3) days per year with approval of the principal. The employee pays the substitute only. This will affect my STRS service credit.

\_\_\_\_\_  
Employee's signature

Unpaid Short Term Leave Up to 5 Days: 1/183<sup>rd</sup> of my salary will be deducted for each day absent. This will affect my STRS service credit.

\_\_\_\_\_  
Employee's signature

\*\*\*\*\*

Office Use Only

Request:                      Acknowledged                      Approved                      Disapproved

\_\_\_\_\_  
Principal/Supervisor

Distribution:                      Employee (white); Principal/Supervisor (yellow); District Office (pink)

## ARTICLE 20: PERSONAL NECESSITY LEAVE, PERSONAL DAY LEAVE

### I. Personal Necessity Leave

- A. Every teacher shall be entitled to use seven (7) days, only one of which may be a personal day, of his or her accumulated sick leave during each school year in case of personal necessity. (EC 44981)
- B. "Personal necessity" means any business activity which cannot be conducted before or after the school day. A teacher shall make his/her request on the Personal Necessity Leave Form to the immediate supervisor at least three (3) days in advance of taking such leave. If an emergency makes such advance notification impossible, the form will then be completed after the teacher's return to work. (See Appendix G, Personal Necessity Leave Form.)
- C. A teacher shall not be required to make an advance notice to use personal necessity leave in the following cases:
  - 1. death, grave illness, or severe injury of a member of his or her immediate family
  - 2. accident involving his or her person or property or the person or property of a member of his or her immediate family.
- D. In no case shall personal necessity leave be used for:
  - 1. extension of a school holiday
  - 2. extension of a teacher's vacation
  - 3. personal vacation, hobbies, minor or occasional occupation, recreation, sports event or accompanying immediate family on trips or excursions.
- E. Recognizing "Section D" above, personal necessity leave shall be granted at the discretion of the site principal or his/her assistant principal. A copy of this form will be given to the teacher prior to his/her leaving the site; then the site administrator will confidentially send a copy to the Personnel Office. If the leave is denied by the site administrator, the teacher shall have the right of appeal to the superintendent. Discrepancies in decisions between administrators shall not result in the filing of a grievance by C.U.E.T.A. or a teacher.

### II. Personal Day Leave

- A. A unit member shall be entitled to one (1) day of personal day leave per year, non-cumulative, to be deducted from the teacher's sick leave. The teacher shall notify the site principal at least twenty-four (24) hours in advance of taking such leave. The number of teachers utilizing this leave provision shall be limited to one (1) teacher per school site per day, except where a husband and wife teach at the same school site. This leave shall only be taken on a day that students are in attendance. This leave cannot be used for the following:
  - 1. political activity or demonstrations
  - 2. the first or last day of school.

## **APPENDIX G: PHILOSOPHY AND PURPOSE OF EVALUATION**

- A. The educational process is an extremely complex one, and the appraisal of this process is a difficult and technical function. It is universally accepted that good teaching is the most fundamental element in a sound educational program, and that effective appraisal is important to assuring good teaching.
- B. Educators today work in an atmosphere where accountability is more than just a byword. The teacher's success with the teaching/learning process has grown to be based on observable evidence; this evidence has then become the yardstick for measuring the success of the education program. The purpose of our evaluation process is threefold:
  - 1. to raise the quality of instruction and educational services for the children of our community;
  - 2. to assist the individual employee in growing professionally;
  - 3. to raise the standards of the educational profession as a whole.
- C. Evaluation of professional performance must be a cooperative, continuing process. All professional employees are involved in the evaluation process. The employees share with those who work with them the responsibility for developing effective evaluation procedures and instruments, as well as the development and maintenance of professional standards and attitudes regarding the evaluation process.
- D. The District superintendent and staff are charged with developing, on a cooperative basis with the certificated staff, a district-wide program for evaluating the instructional process and personnel as one means of insuring the quality of instruction.
- E. The evaluation guidelines and forms in Appendix J fulfill the requirements of the Stull Bill and the Education Code pertaining to certificated staff evaluation relative to:
  - 1. adherence to curricular objectives;
  - 2. instructional techniques and strategies;
  - 3. establishing and maintaining a suitable learning environment;
  - 4. progress of pupils toward expected achievement;
  - 5. adjunct duties and professional responsibilities.

## TEACHER JOB DESCRIPTION/STULL BILL/EVALUATION GUIDE

### CALIFORNIA STANDARDS FOR THE TEACHING PROFESSION and CENTRAL UNION SCHOOL DISTRICT STANDARDS FOR THE TEACHING PROFESSION

#### STANDARD ONE:

##### Engaging and Supporting all Students in Learning

- 1.1 Using knowledge of students to engage them in learning
- 1.2 Connecting learning to students' prior knowledge, backgrounds, life experiences, and interests.
- 1.3 Connecting subject matter to meaningful real-life contexts
- 1.4 Using a variety of instructional strategies, resources, and technologies to meet students' diverse learning needs.
- 1.5 Promoting critical thinking through inquiry, problem solving, and reflection
- 1.6 Monitoring student learning and adjusting instruction while teaching

#### STANDARD TWO:

##### Creating and Maintaining Effective Environments for Student Learning

- 2.1 Promoting social development and responsibility within a caring community where each student is treated fairly and respectfully.
- 2.2 Creating physical or virtual learning environments that promote student learning, reflect diversity, and encourage constructive and productive interactions among students.
- 2.3 Establishing and maintaining learning environments that are physically, intellectually, and emotional safe.
- 2.4 Creating a rigorous learning environment with high expectations and appropriate support for all students.
- 2.5 Developing, communicating, and maintaining high standards for individual and group behavior.
- 2.6 Employing classroom routines, procedures, norms, and supports for positive behavior to ensure a climate in which all students can learn.
- 2.7 Using instructional time to optimize learning.

- 2.8 \* Teachers supervise pupils in activities including, but not limited to: (a) playground, cafeteria, assembly programs, bus loading, restrooms, lunch areas, corridor duty, etc. and (b) athletic events, field trips, student clubs, specialized activities, etc.
- 2.9 \* Teachers maintain an appropriate appearance so as to support and not detract from his/her instructional responsibilities, whether these are in the classroom or other school settings.

### STANDARD THREE:

#### Understanding and Organizing Subject Matter for Student Learning

- 3.1 Demonstrating knowledge subject matter, academic content standards, and curriculum frameworks.
- 3.2 Applying knowledge of student development and proficiencies to ensure student understanding of subject matter.
- 3.3 Organizing curriculum to facilitate student understanding of the subject matter
- 3.4 Utilizing instructional strategies that are appropriate to subject matter.
- 3.5 Using and adapting resources, technologies, and standards-aligned instructional materials, including adopted materials, to make subject matter accessible to all students.
- 3.6 Addressing the needs of English learners and students with special needs to provide equitable access to the content.

### STANDARD FOUR:

#### Planning Instruction and Designing Learning Experiences for all Students

- 4.1 Using knowledge of students' academic readiness, language proficiency, cultural background, and individual development to plan instruction.
- 4.2 Establishing and articulating goals for student learning.
- 4.3 Developing and sequencing long-term and short-term instructional plans to support student learning.
- 4.4 Planning instruction that incorporates appropriate strategies to meeting the learning needs of all students.
- 4.5 Adapting instructional plans and curricular materials to meet the assessed learning needs of all students.
- 4.6 \* Teachers establish goals and objectives for his/her particular instructional area, in addition to working to accomplish District-identified goals and objectives.

## STANDARD FIVE:

### Assessing Student Learning

- 5.1 Applying knowledge of purposes, characteristics, and uses of different types of assessments.
- 5.2 Collecting and analyzing assessment data from a variety of sources to inform instruction.
- 5.3 Reviewing data, both individually and with colleagues, to monitor student learning.
- 5.4 Using assessment data to establish learning goals and to plan, differentiate, and modify instruction.
- 5.5 Involving all students in self-assessment, goal setting, and monitoring progress.
- 5.6 Using available technologies to assist in assessment, analysis, and communication of student learning.
- 5.7 Using assessment information to share timely and comprehensible feedback with students and their families.
- 5.8 \* Teachers use discretion in communicating school matters maintaining the privacy rights of individuals.

## STANDARD SIX:

### Developing as a Professional Educator

- 6.1 Reflecting on teaching practice in support of student learning.
- 6.2 Establishing professional goals and engaging in continuous and purposeful professional growth and development.
- 6.3 Collaborating with colleagues and the broader professional community to support teacher and student learning.
- 6.4 Working with families to support student learning.
- 6.5 Engaging local communities in support of the instructional program.
- 6.6 Managing professional responsibilities to maintain motivation and commitment to all students.
- 6.7 Demonstrating professional responsibility, integrity and ethical conduct.
- 6.8 \* Teachers keep records and make reports accurately, promptly and efficiently.

- 6.9 \* Teachers hold parent conferences when required, requested or appropriate and will: (a) maintain a constructive, cordial attitude, (b) inform parents of student's progress and (c) make practical suggestions for parents to follow in helping their child's educational development.
- 6.10 \* Teachers are punctual to class and duty assignments.
- 6.11 \* Teachers follow school District regulations and policies such as: (a) School Board Policy, (b) Certificated Employees' Master Contract, and (c) other state and federal regulations and codes which are applicable.
- 6.12 \* Teachers relate positively with students, colleagues, and parents.
- 6.13 \* Teachers support school and District goals by selecting and participating in one or more of the following: a committee, an extra curricular activity (such as coaching a team), or other non-instructional activity. A teacher may propose and create an activity to support school goals with the agreement of the site administration

\* CENTRAL UNION SCHOOL DISTRICT  
STANDARDS FOR THE TEACHING PROFESSION

**APPENDIX H: EVALUATION GUIDELINES AND FORMS**

**CENTRAL UNION ELEMENTARY SCHOOL DISTRICT  
TEACHER EVALUATION/STULL BILL FORM**

Teacher \_\_\_\_\_ Evaluator \_\_\_\_\_

School \_\_\_\_\_ Grade and/or Subject \_\_\_\_\_

School Year \_\_\_\_\_ Years of Service in District \_\_\_\_\_

Evaluation Code

- Meets or Exceeds District Standards: This indicates the employee is performing in a way which is satisfactory, competent, and acceptable to the District.
- Unsatisfactory Performance: This indicates the employee is not performing in a satisfactory manner according to the standards prescribed by the District.
- These objectives are to be reviewed at a mid-year conference for probationary and temporary teachers.
- These objectives may be amended by mutual consent at a mid-year conference requested by the permanent teacher.
- All objectives must be accompanied by a supportive statement.

Engaging & Supporting all Students in Learning	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:		
Recommendation:		

Creating & Maintaining Effective Environments for Student Learning	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:          Recommendation:		

Understanding & Organizing Subject Matter for Student Learning	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:          Recommendation:		

Planning Instruction & Designing Learning Experiences for all Students	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:		
Recommendation:		

Assessing Student Learning	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:		
Recommendation:		

Developing as a Professional Educator	Meets District Standards <input type="checkbox"/>	Unsatisfactory Performance <input type="checkbox"/>
Objective:		
Supportive Statement:  Recommendation:		

Additional comments:

□□□□□□□□

- A contract for next year will be recommended.
- A recommendation for a contract is possible, but some areas need improvement.
- Reemployment will not be recommended due to unsatisfactory performance.
- Other: \_\_\_\_\_

Teacher Statement

I acknowledge that I have seen this evaluation and have been provided with suggestions where improvement in performance is indicated. I understand that my signature does not necessarily mean that I agree with this evaluation. I understand that I may submit a statement in writing to accompany this form, which will be placed in my personnel file at the end of the school year.

\_\_\_\_\_  
Teacher's Signature

\_\_\_\_\_  
Evaluator's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Need 3 copies: 1 Employee, 1 Principal, 1 Personnel File

CENTRAL UNION SCHOOL DISTRICT  
TEACHER ALTERNATIVE EVALUATION/STULL BILL FORM

Teacher's Name: \_\_\_\_\_ School/Grade Level \_\_\_\_\_

Job Title: \_\_\_\_\_ School Year: \_\_\_\_\_

Are other eligible certificated staff members proposing to participate in the same evaluation goal?

No \_\_\_\_\_ Yes \_\_\_\_\_

If yes, name(s) \_\_\_\_\_

\*\*\*\*\*

The following is proposed as an alternative evaluation goal for my regular evaluation: (Use additional paper is needed.)

My proposed objectives are:

My anticipated outcomes are:

The outcomes will be measured for success in the following ways:

I recognize that participation is strictly voluntary and the decision whether or not this is approved is solely that of the immediate supervisor.

\_\_\_\_\_  
Teacher's Signature

\_\_\_\_\_  
Evaluator's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

Mid-year objectives review \_\_\_\_\_

Year-end objectives review \_\_\_\_\_

Comments from the teacher and/or administrator at end of school year (optional).

CENTRAL UNION ELEMENTARY SCHOOL DISTRICT

EVALUATION FORM For School Nurse

Staff Member: \_\_\_\_\_ School: \_\_\_\_\_

CURRICULUM/INSTRUCTION

Comments from Evaluatee (optional):

Comments from Evaluator:

PROFESSIONAL RESPONSIBILITIES

Comments from Evaluatee (optional):

Comments from Evaluator:

RELATIONSHIPS WITH STAFF

Comments from Evaluatee (optional):

Comments from Evaluator:

## RELATIONSHIPS WITH OTHER AGENCIES AND THE COMMUNITY

Comments from Evaluatee (optional):

Comments from Evaluator:

## RELATIONSHIPS WITH STUDENTS AND PARENTS

Comments from Evaluatee (optional):

Comments from Evaluator:

## WORK ENVIRONMENT/CULTURE

Comments from Evaluatee (optional):

Comments from Evaluator:

## LEADERSHIP

Comments from Evaluatee (optional):

Comments from Evaluator:

PROFESSIONAL GROWTH

Comments from Evaluatee (optional):

Comments from Evaluator:

SUMMARY STATEMENT:

Comments from Evaluatee (optional):

Comments from Evaluator:

---

Evaluatee Statement

I acknowledge that I have seen this evaluation and have been provided with suggestions where improvement in performance is indicated. I understand that my signature does not necessarily mean that I agree with this evaluation. I understand that I may submit a statement in writing to accompany this form, which will be placed in my personnel file at the end of the school year.

---

Signature of Administrator

---

Signature of Staff Member

---

Date

---

Date

Need 3 copies: 1 Employee, 1 Principal, 1 Personnel File

TEACHER OBSERVATION FORM

Name \_\_\_\_\_ Date \_\_\_\_\_  
Time \_\_\_\_\_ to \_\_\_\_\_ School \_\_\_\_\_ Class or  
Subject \_\_\_\_\_  
Grade Level \_\_\_\_\_  
Subject Observed \_\_\_\_\_

OBJECTIVE:

SUMMARY:

RECOMMENDATIONS:

\_\_\_\_\_

Signature indicates knowledge of not necessarily agreement with this report. Additional comments may be made and attached. This report will be placed in your personnel file at the end of the year.

\_\_\_\_\_  
Teacher's Signature

\_\_\_\_\_  
Evaluator's Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

For Principal Reference  
CENTRAL UNION SCHOOL DISTRICT  
EVALUATOR'S WORKSHEET  
PROMPTS FOR CLASSROOM EVALUATION

DURING A CLASSROOM OBSERVATION, THE EVALUATOR SHOULD LOOK FOR THE FOLLOWING:

1. Is the room in order: ventilation, heating, lighting, cleanliness, bulletin boards, etc.?
2. Are routine tasks, such as attendance-taking or homework collection, being smoothly completed?
3. Is the objective of the lesson clear, realistic, attainable and worthwhile?
4. Do the students understand the objective of the lesson? How well does the objective of the lesson apply to the goals of the curriculum?
5. Is the lesson developed in a logical sequence? Does it take into account pupils' experiences? Is it related to past learning?
6. Is the tempo of the class well paced?
7. Does the teacher make proper use of the class time?
8. Is the teacher's language clear? Is all new vocabulary explained?
9. Are the students interested in what's going on in the class? How many are responding to the teacher's questions?
10. Are the questions the teacher asks well formulated?
11. Does the teacher draw on a variety of student experiences to illustrate the lesson?
12. Does a rapport exist between teacher and students?
13. Did the teacher achieve the objective of the lesson? Do the students understand the

concepts?

14. Is the homework assignment clear, concise, definite, and reasonable? Does it take into account individual students' differences?
15. Were the students under control? Were they interested in the lesson?

**APPENDIX I: PERSONNEL FILE AUTHORIZATION FORM**

PERSONNEL FILE AUTHORIZATION FORM

Central Union School District may release my personnel files for review by my representative named below.

\_\_\_\_\_  
Name of Representative

\_\_\_\_\_  
Name of Central Union School District Employee

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**APPENDIX J: Central Union Elementary Teacher's Association**

GRIEVANCE FORM

Grievant: \_\_\_\_\_

Date Grievance Occurred: \_\_\_\_\_

Date of Informal Discussion (Name of Administrator): \_\_\_\_\_

Statement of Grievance, Including Specific Provision(s) of the Agreement which are alleged to have been misinterpreted or misapplied:

\_\_\_\_\_  
\_\_\_\_\_

Remedy sought: \_\_\_\_\_  
\_\_\_\_\_

Signature of Grievant: \_\_\_\_\_ Date: \_\_\_\_\_

**Informal Procedure**

Received by Immediate Supervisor/Principal: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: \_\_\_\_\_

Informal Conference: \_\_\_\_\_ Date: \_\_\_\_\_

Signature and Title: \_\_\_\_\_ Date: \_\_\_\_\_

Disposition: \_\_\_\_\_  
\_\_\_\_\_

**LEVEL I (within 10 days of conclusion of Informal Procedure)**

Received by Immediate Supervisor and Superintendent: \_\_\_\_\_ Date: \_\_\_\_\_  
Name: \_\_\_\_\_

Written Response from Superintendent Signature and Title: \_\_\_\_\_ Date: \_\_\_\_\_

**LEVEL II – MEDIATION (within 10 days after receipt of written Level I response)**

A. Grievant submits to Association request for Mediation (within 10 days after Level II): Date: \_\_\_\_\_

Conference: Date: \_\_\_\_\_

Mediator's Recommendation:

---

**LEVEL III – ARBITRATION (within 10 days after receipt of written Level II response)**

A. Grievant submits to Association request for Arbitration (within 10 days after Level II response): Date: \_\_\_\_\_

B. Association notice to Superintendent (within 15 days after receipt of Step A): Date: \_\_\_\_\_

C. Selection of Arbitrator (within 20 days of Step B): Date: \_\_\_\_\_

## **APPENDIX K: COMPLAINTS AGAINST EMPLOYEES**

- A. Current information regarding complaints against employees may be obtained by visiting the District's website.
- B. Members will not be able to grieve this Appendix as it is governed by Board Policy, Administrative Regulations, State, and Federal guidelines and is outside of the scope of bargaining.



CONSULTING TEACHER FINAL REPORT FORM

Participating Teacher

---

Consulting Teacher

---

Required Areas of Assistance:

---

---

---

---

---

---

Hours of assistance

Note: Please attach reports and dates

Consulting Teacher Statement:

---

---

---

---

---

Meets mutually agreed upon objectives

Progressing toward mutually agreed upon objectives

Other \_\_\_\_\_

---

Signature of Consulting Teacher

Volunteer Request for Teacher Assistance  
Through the PAR Program

To the PAR Panel:

I wish to be assigned \_\_\_\_\_, as my consulting teacher, for help  
in the following area: (Must be in the areas of methodology, curriculum or classroom  
management.)

\_\_\_\_\_

Estimated Time Frame \_\_\_\_\_

\_\_\_\_\_

Name

\_\_\_\_\_

Date

Please return application to your site PAR Panel representative.



Thomas Addington  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



Board Members  
Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union Board of Trustees  
From: Tom Addington, Superintendent  
Date: January 3, 2022

For Indian Education Council Meeting

<input checked="" type="checkbox"/>	Action (Consent or <b>New Business</b> )
<input type="checkbox"/>	Information

Item:

Accept and approve the 2021-2024 Central Union Classified Employees Association successor master contract.

Rationale/Purpose:

The CUCEA master contract was up for renewal this past year. Both parties provided sunshine of articles of interest.

Tentative agreements were settled in mid-December. The table below highlights elements of the articles and language discussion.

Central Union District and Central Union Classified Employees Association Successor Agreement 2021-2024

Article	Topic	Adjustments to Successor Agreement
1	Agreement	<ul style="list-style-type: none"><li>o Three (3) Year closed agreement through 2023-2024 school year, with annual reopen language for salary and benefits</li><li>o CUCEA or the District may each also open (1) additional article annually</li></ul>
7	Employee Benefits	<ul style="list-style-type: none"><li>o Increase benefits to cover the 80/20 plan</li><li>o Benefits coverage by District have increased to \$16,589.76 for full time employees</li></ul>
10	Organizational Security	<ul style="list-style-type: none"><li>o Included process for to provide notice when either contract is expiring or reopening language is permitted for</li></ul>

		consideration
11	Vacancy, Transfer, & Seniority	o Transfer – clarify process of employee notice of transfer request
13	Evaluation Procedure	o Remove unnecessary reference to prior evaluation timelines and outline evaluation process for probationary members
14	Hours of Employment and Overtime	o Clarify vacant position notification process during summer/non-work time
17	Unit Member Rights	o Clarify unit member representation during disciplinary proceedings
19	Sick Leave	o Adopt provisions of Education Code 45196 regarding 50 percent differential salary and eliminate provisions of employee paying the cost of the substitute
28	Salary	o 4% increase to Salary schedule o 2% one time off schedule allocation based upon revised salary schedule
Throughout contract:		
Update and correct any references to dates which will not encompass the term of the agreement		

Recommendation:

Accept and endorse the CUCEA 2021-2024 master agreement which includes revised salary schedule, one time off schedule allocation, and increases District contribution to employee health benefits for full time employees.

# Central Union Elementary School District

## Classified Salary Schedule

2021-22

1  
2  
M  
O  
N  
T  
H  
  
E  
M  
P  
L  
O  
Y  
E  
S

	1	2	3	4	5	6	7	
<b>Maintenance &amp; Operation</b>								
12 Payments								
<b>Maintenance Technician</b>	\$ 43,910.64	\$ 46,103.04	\$ 48,253.68	\$ 50,466.96	\$ 52,617.60	\$ 54,810.00	\$ 57,044.16	Annual
(261 DAYS)	\$ 3,659.22	\$ 3,841.92	\$ 4,021.14	\$ 4,205.58	\$ 4,384.80	\$ 4,567.50	\$ 4,753.68	12thly
(8 HOURS)	\$ 168.24	\$ 176.64	\$ 184.88	\$ 193.36	\$ 201.60	\$ 210.00	\$ 218.56	Daily
	\$ 21.03	\$ 22.08	\$ 23.11	\$ 24.17	\$ 25.20	\$ 26.25	\$ 27.32	Hourly
<b>District Delivery Driver</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Head Custodian</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Lead Groundskeeper</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Custodian/Gardener</b>	\$ 41,300.64	\$ 43,576.56	\$ 45,727.20	\$ 47,919.60	\$ 50,132.88	\$ 52,367.04	\$ 54,580.32	Annual
(261 DAYS)	\$ 3,441.72	\$ 3,631.38	\$ 3,810.60	\$ 3,993.30	\$ 4,177.74	\$ 4,363.92	\$ 4,548.36	12thly
(8 HOURS)	\$ 158.24	\$ 166.96	\$ 175.20	\$ 183.60	\$ 192.08	\$ 200.64	\$ 209.12	Daily
	\$ 19.78	\$ 20.87	\$ 21.90	\$ 22.95	\$ 24.01	\$ 25.08	\$ 26.14	Hourly
<b>Clerical</b>								
<b>District Clerk/Bilingual Clerk</b>	\$ 37,082.88	\$ 38,857.68	\$ 40,590.72	\$ 42,365.52	\$ 44,056.80	\$ 45,894.24	\$ 47,564.64	Annual
(261 DAYS)	\$ 3,090.24	\$ 3,238.14	\$ 3,382.56	\$ 3,530.46	\$ 3,671.40	\$ 3,824.52	\$ 3,963.72	12thly
(8 HOURS)	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
	\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
<b>Business Secretary</b>	\$ 50,634.00	\$ 52,826.40	\$ 54,997.92	\$ 57,232.08	\$ 59,361.84	\$ 61,575.12	\$ 63,725.76	Annual
(261 DAYS)	\$ 4,219.50	\$ 4,402.20	\$ 4,583.16	\$ 4,769.34	\$ 4,946.82	\$ 5,131.26	\$ 5,310.48	12thly
(8 HOURS)	\$ 194.00	\$ 202.40	\$ 210.72	\$ 219.28	\$ 227.44	\$ 235.92	\$ 244.16	Daily
	\$ 24.25	\$ 25.30	\$ 26.34	\$ 27.41	\$ 28.43	\$ 29.49	\$ 30.52	Hourly
<b>DRC Secretary</b>	\$ 45,184.32	\$ 47,397.60	\$ 49,590.00	\$ 51,803.28	\$ 53,870.40	\$ 56,104.56	\$ 58,296.96	Annual
(261 DAYS)	\$ 3,765.36	\$ 3,949.80	\$ 4,132.50	\$ 4,316.94	\$ 4,489.20	\$ 4,675.38	\$ 4,858.08	12thly
(8 HOURS)	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.36	Daily
	\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.92	Hourly
<b>Payroll Technician</b>	\$ 57,754.08	\$ 59,946.48	\$ 62,138.88	\$ 64,373.04	\$ 66,481.92	\$ 68,653.44	\$ 70,887.60	Annual
(261 DAYS)	\$ 4,812.84	\$ 4,995.54	\$ 5,178.24	\$ 5,364.42	\$ 5,540.16	\$ 5,721.12	\$ 5,907.30	12thly
(8 HOURS)	\$ 221.28	\$ 229.68	\$ 238.08	\$ 246.64	\$ 254.72	\$ 263.04	\$ 271.60	Daily
	\$ 27.66	\$ 28.71	\$ 29.76	\$ 30.83	\$ 31.84	\$ 32.88	\$ 33.95	Hourly
<b>Account Clerk I</b>	\$ 42,929.28	\$ 45,059.04	\$ 47,188.80	\$ 49,318.56	\$ 51,364.80	\$ 53,536.32	\$ 55,624.32	Annual
(261 DAYS)	\$ 3,577.44	\$ 3,754.92	\$ 3,932.40	\$ 4,109.88	\$ 4,280.40	\$ 4,461.36	\$ 4,635.36	12thly
(8 HOURS)	\$ 164.48	\$ 172.64	\$ 180.80	\$ 188.96	\$ 196.80	\$ 205.12	\$ 213.12	Daily
	\$ 20.56	\$ 21.58	\$ 22.60	\$ 23.62	\$ 24.60	\$ 25.64	\$ 26.64	Hourly
<b>Account Clerk II</b>	\$ 45,184.32	\$ 47,397.60	\$ 49,590.00	\$ 51,803.28	\$ 53,870.40	\$ 56,104.56	\$ 58,296.96	Annual
(261 DAYS)	\$ 3,765.36	\$ 3,949.80	\$ 4,132.50	\$ 4,316.94	\$ 4,489.20	\$ 4,675.38	\$ 4,858.08	12thly
(8 HOURS)	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.36	Daily
	\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.92	Hourly
<b>Technology</b>								
12 Payments								
<b>Local Area Network Technician</b>	\$ 53,244.00	\$ 55,749.60	\$ 58,213.44	\$ 60,698.16	\$ 63,162.00	\$ 65,646.72	\$ 68,152.32	Annual
(261 DAYS)	\$ 4,437.00	\$ 4,645.80	\$ 4,851.12	\$ 5,058.18	\$ 5,263.50	\$ 5,470.56	\$ 5,679.36	12thly
(8 HOURS)	\$ 204.00	\$ 213.60	\$ 223.04	\$ 232.56	\$ 242.00	\$ 251.52	\$ 261.12	Daily
	\$ 25.50	\$ 26.70	\$ 27.88	\$ 29.07	\$ 30.25	\$ 31.44	\$ 32.64	Hourly
<b>Computer Repair Technician</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Data Specialist Technician</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly

<b>Technology Support Specialist</b>	\$ 37,082.88	\$ 38,857.68	\$ 40,590.72	\$ 42,365.52	\$ 44,056.80	\$ 45,894.24	\$ 47,564.64	Annual
(261 DAYS)	\$ 3,090.24	\$ 3,238.14	\$ 3,382.56	\$ 3,530.46	\$ 3,671.40	\$ 3,824.52	\$ 3,963.72	12thly
(8 HOURS)	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
	\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly

\*\*\*All Monthly Salaries Listed Below may be Variable Based on Vacation Earned\*\*\*

	1	2	3	4	5	6	7		
<b>Cafeteria</b> 12 Payments - (11 months w/one month deferred)									
1 0	Site Head Cook	\$ 159.28	\$ 164.16	\$ 169.04	\$ 173.92	\$ 179.04	\$ 183.92	\$ 188.96	Daily
		\$ 19.91	\$ 20.52	\$ 21.13	\$ 21.74	\$ 22.38	\$ 22.99	\$ 23.62	Hourly
M	Cafeteria Assistant	\$ 129.28	\$ 135.04	\$ 140.48	\$ 146.16	\$ 151.84	\$ 157.52	\$ 163.36	Daily
		\$ 16.16	\$ 16.88	\$ 17.56	\$ 18.27	\$ 18.98	\$ 19.69	\$ 20.42	Hourly
O	Cafeteria Clerk	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
<b>Clerical</b> 12 Payments - (11 months w/one month deferred)									
N T H	School Clerk/Typist	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
E M Y	School Secretary	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.44	Daily
		\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.93	Hourly
E S	Library Clerk	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
<b>Health</b> 12 Payments - (11 months w/one month deferred)									
S	Health Aide II	\$ 211.20	\$ 216.32	\$ 221.60	\$ 226.96	\$ 232.24	\$ 237.44	\$ 242.56	Daily
		\$ 26.40	\$ 27.04	\$ 27.70	\$ 28.37	\$ 29.03	\$ 29.68	\$ 30.32	Hourly

Full-time employees (Based on 8 hours/day) shall receive monthly longevity stipend as indicated below:

- 10-14 years - \$30.00 per month (based on 8 hours/day)
- 15-19 years - \$35.00 per month (based on 8 hours/day)
- 20-24 years - \$45.00 per month (based on 8 hours/day)
- 25+ years - \$65.00 per month (based on 8 hours/day)

All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status

Print Date  
 Increase Adjustment 4.00%  
 Board Approved 1/10/22  
 Date Applied 7/1/2021

Health Benefits Cap provided to Full Time Employees \$ 16,598.76

# Central Union Elementary School District

## Hourly Salary Schedule 2021-22

Classified Hourly	1	2	3	4	5	6	7
Hourly Aides (Instructional)	\$ 16.38	\$ 16.88	\$ 17.37	\$ 17.88	\$ 18.37	\$ 18.96	\$ 19.47
Migrant Clerk	\$ 17.13	\$ 17.67	\$ 18.21	\$ 18.74	\$ 19.34	\$ 19.92	\$ 20.46
Health Aide I	\$ 17.06	\$ 17.57	\$ 18.11	\$ 18.64	\$ 19.19	\$ 19.79	\$ 20.39
Cafeteria Helper	\$ 15.61	\$ 16.03	\$ 16.50	\$ 17.01	\$ 17.51	\$ 18.03	\$ 18.61
Specialty Instructional Aide	\$ 16.72	\$ 17.17	\$ 17.68	\$ 18.20	\$ 18.69	\$ 19.28	\$ 19.80

Date 7/1/2021  
COLA 4.00%  
Board Approved 1/10/2022

Full-time employees (Based on 8 hours/day) shall receive monthly longevity stipend as indicated below:

10-14 years	-	\$30.00 per month (based on 8 hours/day)
15-19 years	-	\$35.00 per month (based on 8 hours/day)
20-24 years	-	\$45.00 per month (based on 8 hours/day)
25+ years	-	\$65.00 per month (based on 8 hours/day)

All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status

**AGREEMENT**

**BY AND BETWEEN THE**

**CENTRAL UNION CLASSIFIED EMPLOYEES ASSOCIATION/NEA**

**AND THE**

**CENTRAL UNION SCHOOL DISTRICT**

**2021-2024**

**(Board approved January 10, 2022)**

**Prepared by Central Union Superintendent's Office**

## CONTENTS

	<u>ARTICLE</u>	<u>PAGE</u>
ARTICLE 1	AGREEMENT	3
ARTICLE 2	DEFINITIONS	3
ARTICLE 3	RECOGNITION	3
ARTICLE 4	DISTRICT RIGHTS	4
ARTICLE 5	NON-DISCRIMINATION	4
ARTICLE 6	SAVINGS	4
ARTICLE 7	EMPLOYEE BENEFITS	4
ARTICLE 8	EQUIPMENT, MATERIALS AND EXPENSES	5
ARTICLE 9	GRIEVANCE PROCEDURE	6
ARTICLE 10	ORGANIZATIONAL SECURITY AND ASSOCIATION RIGHTS	8
ARTICLE 11	VACANCY, TRANSFER AND SENIORITY	10
ARTICLE 12	LAYOFF AND REEMPLOYMENT	12
ARTICLE 13	EVALUATION PROCEDURES	15
ARTICLE 14	HOURS OF EMPLOYMENT AND OVERTIME	15
ARTICLE 15	SAFETY	17
ARTICLE 16	PERSONNEL FILES	18
ARTICLE 17	UNIT MEMBER RIGHTS	18
ARTICLE 18	HOLIDAYS	18
ARTICLE 19	SICK LEAVE	19
ARTICLE 20	CATASTROPHIC SICK LEAVE (CSL)	19
ARTICLE 21	PERSONAL NECESSITY LEAVE	21
ARTICLE 22	PARENTAL UNPAID LEAVE	22
ARTICLE 23	BEREAVEMENT LEAVE	24
ARTICLE 24	JUDICIAL LEAVE	24
ARTICLE 25	INDUSTRIAL ACCIDENT LEAVE	25
ARTICLE 26	PERSONAL LEAVE WITHOUT PAY	26
ARTICLE 27	VACATION	26
ARTICLE 28	SALARY SCHEDULES	28
ATTACHMENT A	PERSONAL NECESSITY/PERSONAL DAY/UNPAID SHORT TERM LEAVE REQUEST FORM	30
ATTACHMENT B	CATASTROPHIC SICK LEAVE DAYS/VACATION TRANSFERS FORM	31
ATTACHMENT C	PERSONNEL FILE AUTHORIZATION FORM	32
ATTACHMENT D	COMPLAINTS AGAINST EMPLOYEES	33
ATTACHMENT E	SALARY SCHEDULE (FOR REFERENCE ONLY)	34
ATTACHMENT F	CLASSIFIED SCHOOL EMPLOYEES SUMMER ASSISTANCE PROGRAM	37

**ARTICLE 1: AGREEMENT**

- 1.1 This is an Agreement made and entered into, by and between the Board of Education of the Central Union School District (hereinafter referred to as “District”) and the unit of employees represented by the Central Union Classified Employees Association/NEA, an affiliate of the National Education Association (hereinafter referred to as “Association”). This Agreement shall supersede Board policy in the event of conflicting language.
- 1.2 The term of this Agreement shall be from July 1, 2021 through June 30, 2024, or until such time as a successor contract is reached. After an agreement is reached for the 2021-2022 school year, the contract shall be closed. During the 2022-2023 and 2023-2024 school years, either party may reopen negotiations on Article 7, Employee Benefits, Article 28, Salaries, and one (1) additional article chosen by each party.

Thomas Addington Superintendent – Central Union	Date	Laurie Heaton CUCEA President	Date
--	------	----------------------------------	------

**ARTICLE 2: DEFINITIONS**

- 2.1 “Day”: Any day that the District Office is open for business.
  - A. “Immediate Family” for purposes of Article XXIV: Father, father-in-law, step father, mother, mother-in-law, step mother, legal guardian, brother, brother-in-law, step brother, sister, sister-in-law, step sister, husband, wife, registered domestic partner daughter, daughter-in-law, step daughter, son, son-in-law, step son, grandchild, step grandchild, grandparents, grandparents-in-law, step grandparents, or any relative living in the immediate household of the employee. This definition is applicable except as defined differently under any other article or law.
- 2.2 “Vacancy”: Any classified position that is unfilled and the District chooses to fill.
- 2.3 “Unit Member”: Any classified position covered under Article III: Recognition.
- 2.4 “Classification”: A broad job category made up of individual classes.
- 2.5 “Class”: An individual job position as specified by salary schedule placement.

**ARTICLE 3: RECOGNITION**

- 3.1 The District recognizes the Association as the exclusive representative for non-certificated employees of the District, excluding the following: Executive Assistant/Personnel Analyst, Director of Business and Fiscal Services, Manager of Instructional, Technology & Media Services, Maintenance Supervisor, Food Service Coordinator, and Technology Server Coordinator.
- 3.2 All new classified positions, which are not certificated and non-management/supervisory, shall be assigned to the unit.

#### **ARTICLE 4: DISTRICT RIGHTS**

- 4.1 It is understood and agreed that the District retains all of its powers and authority to direct, manage and control to the full extent of the law. Included in but not limited to those duties and powers are the exclusive right to: determine its organization; direct the work of its employees; determine the times and hours of operation; determine the kinds and levels of services to be provided and the methods and means of providing them; establish its educational policies, goals and objectives; insure the rights and educational opportunities of students; determine staffing patterns; determine the number and kinds of personnel required; maintain the efficiency of District operations; determine the curriculum; build, move, or modify facilities; establish budget procedures and determine the methods of raising revenue; contract out work as provided by the Education Code; and take action on any matter in the event of an emergency. In addition, the District retains the right to hire, classify, assign, evaluate, promote, terminate and discipline employees.
- 4.2 The exercise of the foregoing powers, rights, authority, duties and responsibilities by the District, the adoption of policies, rules, regulations and practices in furtherance thereof, and the use of judgment and discretion in connection therewith, shall be limited only by the specific and express terms of this Agreement, and then only to the extent such specific and express terms are in conformance with law.

#### **ARTICLE 5: NON-DISCRIMINATION**

- 5.1 The District shall not discriminate against a Unit Member on the basis of race, color, creed, age, sex, gender, national origin, political affiliation, marital status, physical handicap, or membership or participation in the legal activities of the Association.

#### **ARTICLE 6: SAVINGS**

- 6.1 If any provisions of this Agreement are held to be contrary to law by a court of competent jurisdiction, such provisions will not be deemed valid and subsisting, except to the extent permitted by law; but all other provisions will continue in full force and effect.

#### **ARTICLE 7: EMPLOYEE BENEFITS**

##### **7.1 Basic Programs**

- 7.1.1 The Board shall work with "School Employees Trust — Tulare County (SET-TC) SISC III to provide Health Benefits. In the event the above vendor is not used both parties agree to renegotiate this section of the contract.

The Board shall provide all full-time or part-time (Part time is defined as working six [6] hours or more per day, but less than eight [8] hours) Unit Members and their eligible dependents with a Basic Benefit Program.

- 7.1.2 For the 2021-2022 insurance plan year, the District will support the cost of Employee Benefit Plan and Life Insurance at a funded amount of \$1383.23 a month.
- 7.2 Employee Basic Benefit Plan
  - 7.2.1 Employee Benefit Plan and Life Insurance will go into effect beginning October 1<sup>st</sup> of the plan year.
  - 7.2.2 The employee's cost for the plans will be deducted monthly through payroll deductions.
- 7.3 Any member of the bargaining unit who is fifty-five (55) years of age or older, who presently has District medical benefits, who has worked twenty (20) consecutive years with the District and leaves the employ of the District, along with eligible dependents, shall be entitled to medical coverage under the regular employee insurance program, shall be entitled to continue his/her medical coverage under regular employee insurance programs by payment of the appropriate premium amounts by depositing twelve (12) checks, predated consecutively by month, with the District by August 31st of each year until Medicare eligibility, provided that the employee;
  - 7.3.1 has retired under the provisions of the Public Employees Retirement System;
  - 7.3.2 has enrolled, along with their eligible dependents, in Medicare Part "A" if and when entitled to such coverage as provided without further cost to the retiree, by Social Security;
  - 7.3.3 has enrolled, along with eligible dependents, in Medicare Part "B", if and when entitled to such coverage as provided without further cost to the retiree, by Social Security.
- 7.4 Survivor Benefits
  - 7.4.1 The surviving spouse of a deceased employee and any eligible dependents (as determined by the group policy) of such a spouse may, at his/her election, remain enrolled in the insurance programs set forth in 7.1 above.
  - 7.4.2 This benefit is restricted only to the spouse and dependents, if any, of the persons who die while an employee of the District or while on an approved leave from such employment.
  - 7.4.3 The survivor's premium payments for such continued coverage shall be paid by depositing twelve (12) consecutively predated checks by month with the District by September 15th of each year unless other arrangements are mutually agreed upon by the survivor and the District.

## **ARTICLE 8: EQUIPMENT, MATERIALS AND EXPENSES**

- 8.1 The District shall provide without cost to the Unit Members the following:
  - 8.1.1 First Aid kits in District-designated location
  - 8.1.2 District-required safety equipment
- 8.2 The District will provide tools, equipment, and supplies deemed necessary by the District.
- 8.3 When the Unit Member is required by the District to use their own vehicle for District-related business, the District will pay the Unit Member at the District mileage rate for preapproved usage.

## **ARTICLE 9: GRIEVANCE PROCEDURE**

- 9.1 Definition
  - 9.1.1 A “grievance” is a formal written allegation by a grievant that he/she has been adversely affected by a violation, misapplication or misinterpretation of this Agreement.
  - 9.1.2 A “grievant” may be any employee of the District, or the Association.
  - 9.1.3 The “superintendent” may be the superintendent or his/her designee.
  - 9.1.4 For purposes of this Article, a “day” shall mean any day in which the District Office is open for business.
  - 9.1.5 “Immediate supervisor” is the lowest level managerial person who has the authority to resolve the grievance and grant the remedy sought.
- 9.2 Informal Conference: An attempt shall be made to resolve the grievance by an informal conference between:
  - 9.2.1 The Unit Member and the immediate supervisor, or;
  - 9.2.2 The grievance representative for the Unit Member and the immediate supervisor, or;
  - 9.2.3 The Unit Member, the grievance representative, and the immediate supervisor.
- 9.3 Formal Procedure: A grievance filed on behalf of an individual Unit Member shall be processed as follows:
  - 9.3.1 Step One - The grievant shall file the grievance in writing with the District not later than fifteen (15) days after the Unit Member knew or could reasonably have been expected to know of the action or inaction that constituted the basis of the grievance.

- 9.3.2 Step One of the grievance procedure shall consist of a meeting among the Unit Member, an Association representative, and the Unit Member's immediate supervisor to discuss the grievance with the objective of resolving it. Such meeting shall be held not later than five (5) working days after the date on which the grievance was filed.
- 9.3.3 Not later than five (5) days after the conclusion of the Step 1 meeting, the immediate supervisor shall provide the Unit Member and the Association with a written answer.
- 9.3.4 If the grievance is not resolved to the satisfaction of the Grievant at Step 1, the Grievant may file at Step 2 with the Superintendent not later than fifteen (15) days after the conclusion of the Step 1 meeting or twenty-five (25) days after the filing of the Step 1 grievance if a meeting is not held.
- 9.3.5 Step Two shall consist of a meeting among the Unit Member, an Association representative, and the Superintendent. The Association may bring any other person necessary to resolve the grievance. This meeting shall be held within ten (10) days after the filing of the Step Two grievance.
- 9.3.6 No later than five (5) days after the conclusion of the Step Two meeting, the Superintendent shall provide the Unit Member and the Association with a written answer.
- 9.3.7 Step Three If the grievance is not resolved to the satisfaction of the Association at Step 2, the Association may, within ten (10) days of the response, or in the event of no response, within fifteen (15) days of the Step Two meeting, submit a written request for mediation of the grievance. The parties shall, within five (5) days of receipt of the request, submit to the California State Conciliation Service a written request for the immediate services of a mediator. The mediation process shall be Step Three of this grievance procedure.
- 9.3.8 The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance. At the outset of this process, the mediator shall schedule a meeting at a mutually agreeable time for the purpose of resolving the matter through mediation.
- 9.3.9 If a satisfactory resolution of the grievance is achieved by means of this mediation process, both parties to the grievance shall sign a written statement to that effect, and thus waive the right of either party to further appeal of the grievance. Any offer of compromise by either party may not be used or referred to, if the grievance is not resolved at this step.
- 9.3.10 Step Four If not satisfied with the decision at Step Three, the grievant may, within ten (10) days, appeal the decision to the Board of Trustees. The Board, at the next regularly scheduled meeting, shall conduct a hearing.
- 9.3.10.1 The grievant shall furnish the Board with a full report of the grievance. The Board, at its next regularly scheduled meeting, shall review the record and if it finds it necessary, shall hear additional testimony or receive additional evidence.

- 9.3.10.2 The decision of the Board shall be final.
- 9.3.11 Time limits indicated at each level of the grievance procedure set forth in this Article shall be construed, as maximums and an attempt shall be made to expedite the process.
- 9.3.12 Extensions of the aforesaid time limits may be requested in writing by either party. Such requests shall state the extension period requested. Unless an extension is mutually agreed upon between the District and the Association, the time limits set forth herein shall be applicable.
- 9.4 If a grievance affects a group or class of Unit Members and the facts with respect to all persons alleged to be aggrieved are substantially the same and the issue(s) raised by the grievance are the same as to all Unit Members involved, the Association may initiate and submit such grievance at the first formal step.
- 9.5 The investigation and processing of grievances and arbitrations will be accomplished during the normal workday. The Association representative and grievant shall be released without loss of pay in order to properly fulfill the duty of fair representation. Any Unit Member who is requested to appear in such investigations, meetings, or hearings as a witness shall be accorded the same rights.
- 9.6 The Association will notify the District of those individuals authorized to investigate and process grievances on behalf of the Association.
- 9.7 The District shall cooperate with the Association in the investigation of any grievance and shall provide the Association with such available information as is requested as necessary to effectively process a grievance and to discharge the Association's duty of fair representation.
- 9.8 In the event a Unit Member(s) exercises the right to individually process a grievance without assistance from the Association, the District shall provide the Association:
- 9.8.1 A written copy of the grievance.
- 9.8.2 Provide the Unit an opportunity to respond.
- 9.8.3 Reasonable time to assert the Association's position through a written response being filed before a decision is reached.
- 9.8.4 A written copy of any proposed resolution of the grievance.
- 9.9 No reprisals of participation in any kind shall be taken against any person because of the grievance procedure in accordance with the terms of this Agreement.
- 9.10 All records dealing with the processing of grievances shall be filed in a separate grievance file.
- 9.11 Forms and other necessary documents for filing grievances shall be mutually prepared by the Association and the District.

9.12 In matters dealing with alleged violations of Association rights, the grievance should be initiated at the lowest appropriate step.

## **ARTICLE 10: ORGANIZATIONAL SECURITY AND ASSOCIATION RIGHTS**

### 10.1 Notification of New Hires to Association

10.1.1 The District shall provide the Association notice of any newly hired classified employee within thirty (30) days of date of hire or by the first pay period of the month following hire, which may occur via an electronic mail (Gov. Code §3558).

### 10.2 New Employee Information

10.2.1 The following new bargaining unit member information shall be delivered in digital format via email to the Association President's work email address on file, no later than 30 days after the date of hire:

10.2.1.1 Name

10.2.1.2 Job Class

10.2.1.3 Work site

10.2.1.4 Home Address

10.2.1.5 Work phone

10.2.1.6 Home phone

10.2.1.7 Personal cellular phone

10.2.1.8 Personal Email Addresses

10.2.2 Periodic update of contact information shall be provided to the Association President with a list of the information as outlined in B:1 for all employees in the bargaining unit on or before the following dates — August 1, December 1, and April 1, of each school year.

### 10.3 New Employee Orientation

10.3.1 "New employee orientation" means the onboarding process of newly hired employees, in which employees are advised of duties and responsibilities.

10.3.2 The District agrees that if it conducts a centralized new employee orientation meeting, the Association chapter president or designee will be allowed up to one (1) hour to present to new employees information about the benefits of joining the Association, including but not limited to the enrollment process, classified employees representational rights, member benefits, website, notifications and invitations to chapter meetings, the Association contract information, dues information, and to respond to questions related to these areas. If the District does not conduct a centralized new employee

orientation, the Association may, with ten (10) days notice to the District, conduct its own one (1) hour orientation twice a year from 7:30-8:30 am and the District shall make facilities available for the optional Association orientation. The Association meeting will be conducted outside of the presence of any District representative.

#### 10.4 Dispute Resolution

10.4.1 Violations of this article shall be subject the grievance article of the Collective Bargaining Agreement between the parties.

#### 10.5 Severability

10.5.1 The provisions of this article are severable. If any provision of this article or its application is held invalid based upon applicable law, rule, regulation or order issued by governmental authority, other than the District, that holding shall render invalid or restrain compliance with or enforcement of this article provision.

10.5.2 In that instance, the invalidity of this article shall not affect other provisions or applications that can be given effect without the invalid provision or application, and all other provision contained within the Agreement, unaffected by governmental authority shall remain in full force and effect.

#### 10.6 Dues Deduction

10.6.1 The right of payroll deduction for payment of organizational dues shall be accorded without charge to the Association. Association members who currently have authorization cards on file for the above purposes need not be resolicited. Association dues and fees, upon formal written request from the Association to the District, shall be increased or decreased without resolicitation and authorization from Unit Members.

10.6.2 Pursuant to authorization by the Unit Member, the District shall deduct the appropriate monthly Association dues and fees from the regular salary check each month.

10.6.3 With respect to all sums deducted by the District pursuant to authorization of the Unit Member, for membership dues, the District agrees promptly to remit such monies to the Association along with an alphabetical list of all Unit Members for whom such deductions have been made and any changes that may have occurred since the previous list.

#### 10.7 Association Rights

10.7.1 The Association and its members shall have the right to make use of school email, school equipment, buildings, and facilities at all reasonable hours for non-political issues and shall be entitled to all rights and privileges conferred by the "Act"

10.7.2 Board shall provide the Association with the complete Board agenda, minutes of the previous meeting and all other documents containing public information

affecting this Contract and which are to be considered by the Board in its meetings at least forty-eight (48) hours prior to any such Board meetings.

10.7.3 The District shall allow, without penalty, Unit Members to attend any Association-conducted meeting called for the purpose of considering ratification of a proposed collective bargaining agreement, not to exceed two two-hour meetings per contract ratification.

10.7.4 Association members shall be excused from school duties in order to attend Association-related conferences, trainings, or committee assignments upon approval of the Association president, with five (5) days advanced notification to the principal and superintendent. Sixty (60) hours total shall be allocated per year. The number of Association members shall be limited to two (2) per site, not to exceed six (6) members District-wide. These hours are not to be used for negotiations.

## 10.8 Negotiations Procedures

10.8.1 No later than the School Board's first regularly scheduled meeting in February of the year in which this Agreement expires or during any year in which provisions of this Agreement are to be reopened for the following school year, the Association and the District shall deliver its initial proposals for bargaining to the Board. Unless otherwise mutually agreed, the Board and exclusive representative shall begin to meet and negotiate in good faith no later than forty-five (45) calendar days following delivery of such proposals. Any agreement reached between the parties shall be reduced to writing and signed by them.

## **ARTICLE 11: VACANCY, TRANSFER AND SENIORITY**

### 11.1 Definitions

11.1.1 A "vacancy" is any unit position that is unfilled and the District chooses to fill.

11.1.2 A "transfer" is any movement of a Unit Member in the same class from one site to another on a permanent basis.

### 11.2 Vacancies

11.2.1 The District management shall post, for at least five (5) days, in each bargaining unit work location, a list of all known bargaining unit vacancies.

11.2.2 Vacancy notices occurring during summer months (June, July, August) will be provided to staff via electronic mail notification to the email on file with the District. Unit members may provide a personal email address in addition to the District assigned email to receive vacancy notices during summer months.

11.2.3 Posted vacancy shall not be permanently filled until five (5) calendar days after notice of the vacancy has been posted.

- 11.2.4 The District shall, upon request by a Unit Member, notify that Unit Member during summer recess of any vacancies. The Unit Member's request must be in writing and must include a mailing address for the period.
- 11.2.5 The District shall, upon written request of the Unit Member, provide, in writing, the reason(s) for the Unit Member not receiving the transfer.
- 11.2.6 When submitting an application to a vacancy in a different classification or different class, the employee's qualifications will be considered with all other applicants, both internal and external, for the vacant position.

### 11.3 Transfer

- 11.3.1 A Unit Member may submit a request for a transfer subsequent to the posting of a vacancy notice within their class pursuant to the posting procedure of this Article. In addition, requests for transfer must be received by the designated Human Resources contact by the vacancy posted deadline to be considered. USPS postmarks will not be considered.
- 11.3.2 If two (2) or more Unit Members apply for a vacancy, who possess equal qualifications as determined by the District, the Unit Member with the greatest seniority shall be given first consideration for the position.
- 11.3.3 Involuntary transfers generally shall be made for the following reasons: A decrease in the number of students which requires a decrease in the number of Unit Members, elimination of program(s), or school closings.
- 11.3.4 If a decrease in the number of students or the elimination of program(s) occurs, the District shall seek volunteers prior to making any involuntary transfer. If an involuntary transfer becomes necessary, generally the qualified Unit Member in the affected class with the least seniority shall be transferred.
- 11.3.5 The District may provide assistance in the moving of the Unit Member's work-related material and equipment, if any, when a Unit Member is involuntarily transferred.
- 11.3.6 Notification of Transfer - Unit Members shall be given written notice not later than five (5) days prior to a transfer. Such notice shall specify the work site to which the Unit Member will be transferred.

### 11.4 Transfer Seniority

- 11.4.1 Seniority, for the purposes of this Article, and this article only, is defined as the Unit Member's initial date of paid service within the class specified:
  - 11.4.1.1 Unit members with the same initial date of service shall have their seniority number determined by lot.
  - 11.4.1.2 The lottery shall be conducted in the presence of at least two (2) Association representatives. Once the lottery is used to determine a Unit Member's seniority, within the class as defined in this Article,

that seniority shall remain in effect for the Unit Member while employed in the District.

11.4.2 A Unit Member's seniority shall not be affected by being on paid leave or in lay-off status.

11.4.3 The person with the highest seniority shall be given first consideration when granting all transfers as provided herein.

## **ARTICLE 12: LAYOFF AND REEMPLOYMENT**

### 12.1 Layoff

12.1.1 The District reserves, retains, and is vested with the sole and exclusive right to lay off unit members for any reason allowed by law. In the exercise of this exclusive right, the District makes the sole determination as to the specific positions to be eliminated. The Association has retained the right to negotiate the effects of layoff on unit members

### 12.2 Notice

12.2.1 Unit members shall receive notice of layoff at least sixty (60) calendar days prior to the effective date of the layoff, and shall be informed of their rights under this Article. Copies of said notices shall be sent to the Association.

### 12.3 Seniority for Layoff Purposes

12.3.1 For purposes of this Article XIII, seniority is established by the unit member's date of hire as a regular classified employee of the District. Except for reinstatement within thirty-nine (39) months, a break in employment and subsequent reemployment shall create a new hire date. In cases where unit members have equal seniority, the issue shall be resolved by lottery. The lottery shall be conducted in the presence of at least two (2) Association representatives. Once the lottery is used to determine a Unit Members seniority, within the class as defined, that seniority shall remain in effect for the Unit Member while employed in the District. Seniority, as determined by this paragraph, applies to all unit members in the same class even if the employee hours are different.

12.3.1.1 Prior to issuance of notices of layoff, a seniority list for each class of positions affected shall be prepared by the District. Copies of the seniority lists shall be sent to the Association.

### 12.4 Layoff Procedures

12.4.1 Layoff shall be made in inverse order of seniority in the class in which the layoff occurs. The order of layoff within the class shall be determined by the length of service within that specified class. The unit member who has been employed the shortest time shall be considered to have the least seniority, and therefore shall be laid off first. No regular unit member shall be laid off from any position while an employee serving under a substitute, provisional, emergency, or limited-term appointment is retained in a position in the same class, unless the regular unit member declines assignment to the temporary position.

## 12.5 Bumping Rights

12.5.1 A unit member laid off from his or her present class may bump into an equal or the next lowest class in which the unit member had prior standing as an employee provided that the unit member holds the appropriate degree/credentials as required by Education Code or Legal Reference:

12.5.1.1 Unit members may not bump into a lower class if a vacant position with like hours in the unit member's present class exists.

12.5.1.2 When a unit member exercises bumping rights under this Section, he/she shall bump the unit member with the least seniority assigned to like hours and like months within a class. When there are no unit members assigned to like months to be bumped, the unit member shall bump the least senior unit member of like hours, regardless of the number of months assigned; i.e., a ten (10) month unit member could bump a less senior twelve (12) month unit member, and a twelve (12) month unit member could bump a less senior ten (10) month unit member.

## 12.6 Transfer/Reassignment

12.6.1 The District shall transfer and/or reassign a qualified unit member subject to layoff to a vacant position at an equal or lower salary level with the agreement of the unit member. Such transfers/reassignment made in order to avoid layoff shall supersede the provisions of Article XIII. If the transfer/reassignment is to a lower-paying class, it shall be considered as a voluntary demotion. The District shall determine qualifications for purposes of this Section.

## 12.7 Reduction of Hours

12.7.1 The District reserves the right to offer unit members the opportunity to reduce hours in lieu of layoff. Any such reduction of hours shall be voluntary on the part of the unit member.

12.7.2 Persons laid off because of lack of work or lack of funds are eligible to reemployment for a period of 39 months and shall be reemployed in preference to new applicants. In addition, such persons laid off have the right to participate in promotional opportunities within the district during the period of 39 months.

12.7.3 Employees who take voluntary demotions or voluntary reductions in assigned time in lieu of layoff or to remain in their present positions rather than be reclassified or reassigned, shall be granted the same rights as persons laid off and shall retain eligibility to be considered for reemployment for an additional period of up to 24 months; provided, that the same tests of fitness under which they qualified for appointment to the class shall still apply.

12.7.4 As related to hours, Employees who take voluntary demotions or voluntary reductions in assigned time in lieu of layoff shall be, at the option of the employee, returned to a position in their former class or to positions with increased assigned time as vacancies become available, and without limitation to hours, but if there is a valid reemployment list they shall be ranked on that list in accordance with their proper seniority.

## 12.8 Reemployment

12.8.1 Unit members who have been laid off shall be placed on a reemployment list for the class (with similar hours 6 hours and up or 5 3/4 hours and below) from which they are being laid off. Placement on the reemployment list shall be in order of seniority. A reemployment list shall remain in force for a period of thirty-nine (39) months.

12.8.2 Any unit member who is laid off and is subsequently eligible for reemployment shall be notified of an opening within the class from which they were laid off. Such notice shall be sent by certified mail to the last address given the District by the unit member. A copy shall also be sent to the Local President by the District, which shall acquit the District of its notification responsibility.

12.8.3 A unit member shall mail, or otherwise notify, the District of his/her intent to accept or reject re-employment within five (5) business days (days that the District Office is open for business) following receipt of the reemployment offer notice. If the unit member accepts reemployment, the unit member must report to work in accordance with the District's offer, but in no event may the unit member be required to report earlier than fifteen (15) working days following receipt of the reemployment notice. Failure to respond within the time frame of District notification shall be deemed a refusal of the reemployment offering.

12.8.4 A unit member who refuses two (2) offers of such reemployment provided that the positions are within similar hours (i.e., 6 hours and above or 5 3/4 hours and below, and which contain similar benefits to former positions) thereby forfeits all re-employment rights, and the unit member's name shall be removed from the reemployment list.

12.8.5 All sick leave accumulated prior to the effective date of the layoff shall be credited back to the employee's records upon re-employment with the District.

## 12.9 Negotiating Effects of Layoff

12.9.1 If CUCEA and the District are unable to fully resolve the issues that are presented concerning the effects of the layoffs and either party files a formal written request with the California State Conciliation Service requesting the assistance of State appointed mediator for the purposes of resolving the differences that have arisen concerning the effects of layoffs, then the parties agree to meet with the State paid-for and appointed mediator in an effort to resolve their differences. If after a reasonable period of time the mediator is unsuccessful in assisting the parties in resolving their disputes, then both CUCEA and the District will move to non-binding fact-finding. The results & recommendations of fact-finding will be presented to the School Board at a regular Board meeting or specially held meeting, and the Board will act to resolve and make a final decision concerning the effects of such layoff.

## **ARTICLE 13: EVALUATION PROCEDURES**

13.1 Regular probationary employees shall receive at least one (1) formal evaluation during their probationary period. This rating shall normally be schedule near the midpoint of the probationary period. The probationary period for all new employees or promoted employees shall be six (6) months. Employees will obtain permanent status in the class in which they are employment at the end of the six (6) month probationary status.

- 13.2 Probationary employees may not seek a voluntary transfer to a similar class position at another school site or apply to a promotional position during the probationary period of service.
- 13.3 Permanent employees shall be evaluated at least once per year.
- 13.4 The evaluator shall be the Unit Member's immediate supervisor and/or any other management or supervisory employee who is so designated by District management.
- 13.5 The evaluation shall be in writing on forms authorized by the District.
- 13.6 Prior to the evaluation, the criteria and procedure for evaluation shall be explained to the Unit Member.
- 13.7 Subsequent to the evaluation, an evaluation conference shall be scheduled between the Unit Member and the evaluator. At the conference the evaluator will present the written evaluation and discuss the matter with the Unit Member. The Unit Member shall sign the evaluation signifying only that he/she has read the document, and has been provided the opportunity of attaching a written response, which shall become a part of the permanent record.
- 13.8 The content of the evaluation shall not be subject to the grievance procedure.

#### **ARTICLE 14: HOURS OF EMPLOYMENT AND OVERTIME**

- 14.1 Initial employment - Upon initial employment, each Unit Member shall receive a copy of the applicable job description, appropriate rate of compensation for the position, the work site, work shift, and the assigned hours of work.
- 14.2 Workday and Workweek
  - 14.2.1 The maximum number of hours of regular full-time employment of a Unit Member is eight (8) hours a day, exclusive of lunch, and forty (40) hours a week, consisting of five (5) days per week.
  - 14.2.2 All hours in paid service shall count towards meeting the above workweek requirements.
- 14.3 Adjustment of Assigned Time - Ed Code §45136 and 45137 - Any part-time classified employee who works a minimum of thirty (30) minutes per day in excess of his/her regular part-time assignment for a period of twenty (20) consecutive working days or longer shall have his/her basic assignment changed to reflect the longer hours, in order to acquire pro-rate fringe benefits.
- 14.4 Overtime Defined - Overtime is defined to include any District-authorized time required to be worked in excess of eight (8) hours in any one (1) day or in excess of forty (40) hours in any calendar week.
  - 14.4.1 Compensation for Overtime: A Unit Member who works authorized overtime shall be paid at a rate equal to one and one-half (1-1/2) times his/her regular rate of pay for the overtime worked.

- 14.4.2 Holiday Overtime: When a holiday herein listed falls on a Sunday, the following Monday shall be deemed to be the holiday in lieu of the day observed. When a holiday herein listed falls on a Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day observed. When a Unit Member is required to work on any said holiday, he/she shall be paid compensation, or given compensatory time off, for such work, in addition to regular pay received for the holiday, at the rate of time and one-half (1-1/2) the regular rate of pay.
- 14.5 Hours of Employment and Overtime
- 14.5.1 Management/Supervisors maintain the right to schedule and direct the work of classified members.
- 14.5.2 Management/Supervisors will provide a five (5) day notice prior to changing employee work schedules.
- 14.5.2.1 During the summer, Management/Supervisors will provide the five (5) day notification of schedule changes effective the first day of the school year through electronic mail and employee notification social media platform(s) (e.g. Parent Square).
- 14.5.3 Custodians and Maintenance Personnel leaving the site to conduct District Business shall sign in and out according to the District's established procedure.
- 14.5.4 Classified employees, who are employed within the following categories, shall provide written documentation on a "Work Day Discrepancy Sheet" located at their assigned work site, any occasional variation of their daily work-time assignment and the reason for such variation in work hours:
- 14.5.4.1 Classified employees who work schedules when their supervisor is not present;
- 14.5.4.2 Classified employees who work split assignments, which would include the following: Different sites on different days; different sites on the same days; same-site, same-day with split time assignments.
- 14.6 Rest Periods: Employees shall be granted rest periods of fifteen (15) minutes near the middle of each four (4) hour work period. The time for the break shall be designated by the supervisors. Special shifts or special duties may modify actual practice, but not the basic intent of this rule.
- 14.7 Emergency Base Closure: In the event of base closure in which the District is not provided relief from the State Government for school and student attendance, the employees at the impacted school sites will be required to provide make up service for the extended school time as required from the base closure.
- 14.8 Emergency Situations: Nothing in this Agreement shall require the District to keep offices, schools, and administrative buildings open in the event of inclement weather, or when otherwise prevented by an act of God. When the schools are closed to students, due to above conditions, Unit Members will not suffer a loss of pay.

#### 14.9 Lunch Periods

14.9.3 Employees shall be entitled to an uninterrupted lunch period of at least thirty (30) minutes scheduled at or near the midpoint of each full-time work shift.

14.9.4 Unless waived by mutual consent of the employee and the supervisor, work shifts of less than eight (8) but more than five (5) hours shall also be provided for a lunch break of at least thirty (30) minutes, exclusive of the work hours, to be scheduled as near as normal meal time as possible. Employees will be entitled to lunch periods based upon total daily hours.

14.9.5 In the event that an employee was directed by his/her supervisor to work through or during the 30-minute duty free lunch period, and the employee was not given additional duty-free time off for lunch that day, if the additional work resulted in a total time in excess of eight (8) hours of paid work time, that time in excess of an eight hour paid day would represent overtime, as defined in section 15.5. The employee would have the option to either receive compensatory time off or pay based upon the appropriate rate of over-time pay.

14.10 Out of Class Compensation: In the event an employee is assigned by an administrator to work in a higher classification five (5) days or more within a 15-calendar day period, the salary shall be adjusted to the higher classification at the step, which would be closest to a five percent (5%) increase for the entire period worked out of classification.

#### **ARTICLE 15: SAFETY**

15.1 Every Unit Member shall report unsafe working conditions to his/her immediate supervisor.

15.2 If, upon investigation, the District determines that an unsafe condition exists, the District shall correct the situation as soon as economically feasible.

15.3 Unit Members shall not be required to work under unsafe or hazardous conditions.

#### **ARTICLE 16: PERSONNEL FILES**

16.1 The personnel file of each employee shall be maintained at the Superintendent's central administrative office. No adverse action of any kind shall be taken against an employee based upon materials which are not in the personnel file, except for serious statutory offenses in violation of the Ed. Code Sections 44010, 44011, 87011; Health Code Schedule I, II, III, in Sections 11054, 11055, 11056, 11363, 11364; and Penal Code Sections 187, 11357-11361 inclusive.

16.2 Employees shall be provided with copies of any derogatory written document at least ten (10) days before it is placed in the employee's personnel file. If the employee submits a written response, it shall be attached to the derogatory document in the personnel file.

16.3 An employee shall have the right at reasonable times to examine and/or obtain copies of any material from the employee's personnel file. Upon prior written authorization by the Unit Member, an Association representative may review the Unit Member's file or accompany the Unit Member in his/her review of the file.

- 16.4 All personnel files shall be kept in confidence and shall be available for inspections only to other supervisory employees when actually necessary in the proper administration of the Superintendent's affairs or the supervision of the employee.
- 16.5 Any person who places written material in an employee's file shall sign the material and signify the date on which such material was drafted.
- 16.6 Any written or oral complaint regarding an employee made by a parent, an employee or representative of the District (including members of the Governing Board) or other member of the public shall be reported to the employee by the administrator or supervisor receiving the complaint within ten (10) days, (as defined in Article 9.1.4) from the date the complaint is received. If the complaint is not reported to the employee, no further action and/or discipline (letter of reprimand, suspension, termination) will be taken on the complaint. For purposes of Sections 1 7.6 through 1 7.9, "parent or other member of the public" means a parent or guardian of a currently enrolled student.
- 16.7 Should the administrator or supervisor believe that the allegation(s) in the complaint be sufficiently serious to warrant a meeting, the administrator or supervisor shall schedule a meeting with the complainant and the employee.
- 16.8 If the matter is not resolved at the meeting to the satisfaction of the complainant, he/she shall file a written complaint. The employee will be furnished with a copy of the written complaint.
- 16.9 The employee may prepare a response to the written complaint. The response shall be attached to the written complaint, before the complaint is placed into the employee's personnel file.

#### **ARTICLE 17: UNIT MEMBER RIGHTS**

17.1 Right to organize and participate

Unit members have the right to organize, join and assist the Association in establishing, maintaining, and protecting or improving conditions of service and the quality of their work environment.

17.2 Representation

Unit members are entitled to representation by the Association on all matters of employer/employee relations, to the extent authorized pursuant to Weingarten rights and other applicable law.

#### **ARTICLE 18: HOLIDAYS**

- 18.1 The District agrees to provide all regular employees in the bargaining unit the following paid holidays:

Labor Day

Columbus Day

Veterans' Day

Thanksgiving

Day after Thanksgiving

Christmas Day

New Year's Day

Martin Luther King Day

Washington's Birthday

Day after Easter

Memorial Day

July 4th (Twelve month employees only)

Total of twelve (12) paid holidays for twelve-month employees

Total of eleven (11) paid holidays for less than twelve-month employees.

- 18.2 Additional Holiday: Every day declared by the President or Governor of this state as a public fast, thanksgiving, or holiday, or any day declared a holiday by the governing boards under the Education Code Section 45203, or its successor shall be a paid holiday for all employees in the bargaining unit.

## **ARTICLE 19: SICK LEAVE**

### 19.1 Sick Leave

- 19.1.1 Unit Members shall be entitled to one day per full month of service with regular pay for each school year for purposes of personal illness or injury.

### 19.2. Extended Illness Leave

- 19.2.1 Each fiscal year, Unit Members shall receive one hundred (100) working days of paid leave for personal illness or injury, including the current year's sick leave and accumulated days of sick leave. When the current year and accumulated sick leave at full pay, as provided in Section 19.1 above, are exhausted, Unit Members shall receive Extended Illness Leave at fifty percent (50%) of their regular salary for the remainder of the one hundred (100) days regardless of whether the District hires a substitute to fill their position. This paid leave shall be exclusive of any other paid leave, holidays, vacation or compensatory time to which the employee may be entitled. Any unused days of Extended Illness Leave shall not be carried over into the next fiscal year.

- 19.3 If a Unit Member does not utilize the full amount of leave as authorized in 19.1 above in any school year, the amount not utilized shall be accumulated from year to year.

- 19.4 Sick leave for part-time employees shall be computed proportionately, in accordance with the Education Code.
- 19.5 The permanent Unit Member need not accrue the annual credit prior to taking such a leave.
- 19.6 The transfer of unused accumulated sick leave from a prior California school district shall be subject to the provisions of Education Code Section 45202.
- 19.7 The District shall provide each Unit Member, on an annual basis, with an accounting of the number of days of sick leave he/she has accumulated, plus the number of days to which the Unit Member is entitled for the current school year.
- 19.8 The District may require a physician's verification of illness if an employee has been on sick leave for three (3) or more consecutive days. When the District has reason to believe sick leave privileges are being abused, the District may request verification of absences of less than three (3) days (i.e., a pattern of Friday or Monday absences).
- 19.9 A unit member may also use available sick leave to care for the illness or injury of an immediate family member as defined in Article 2 of this Agreement.
- 19.10 When leave is taken to care for an immediate family member, the following shall occur:
  - a. The deduction of leave shall first be applied to any available unused personal necessity leave deduction for the school year.
  - b. Once all personal necessity use has been deducted, the unit member may then apply sick leave, as necessary, to continue to care of the illness or injury of the immediate family member.
  - c. Should the unit member exhaust all accumulated sick leave in the care of the immediate family member, the application of use of extended illness leave (Article 19.2) is prohibited.
  - d. The District may require a physician's verification of illness of the immediate family member.

## **ARTICLE 20: CATASTROPHIC SICK LEAVE (CSL)**

- 20.1 "Catastrophic Illness" or "injury" means an illness or injury that is expected to incapacitate the employee for an extended period of time, or that incapacitates a member of the employee's family which incapacity requires the employee to take off time from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the employee because he or she has exhausted all of his/her available sick leave and/or accumulated vacation days.
- 20.2 Employees in probationary status are ineligible to participate in the Catastrophic Leave Program until obtaining permanent status. Upon obtaining permanent status, the employee will become eligible to participate in the Catastrophic Leave Program as specified below.

## 20.3 Donation

- 20.3.1 Permanent unit members on active duty with the District, are eligible to donate. Donors shall not reduce their accumulated sick leave to fewer than five (5) days.
  - 20.3.2 Any unit member, upon written notice to the District, may donate accrued sick leave credits and/or vacation days to the Catastrophic Sick Leave Bank at a minimum of one day (for example, an eight (8) hour employee would need to donate eight (8) hours of leave; a three (3) hour employee would need to donate three (3) hours of leave, etc.) All transfers of eligible leave credits shall be irrevocable (See Attachment B).
  - 20.3.3 The window period of employee donations to the Catastrophic Leave Program will be during the months of September and February. In the event that days (a day is defined to be eight (8) hours) in the Catastrophic Leave Program fall below six (6) days, a special window will be opened for contributions.
  - 20.3.4 Potential donors covered by PERS are advised to consider the retirement implications of pledging/granting their unused sick leave credit for the Catastrophic Leave Program.
  - 20.3.5 Unit members who have donated previously are automatically members of the Catastrophic Leave Program.
  - 20.3.6 Pledges to the program will be dated, stamped, and drawn in order received. It is understood that those days transferred from a unit member are lost to said unit member whether said days are used or not used by the receiving unit member and cannot be transferred back to the contributing member.
  - 20.3.7 All pledges shall remain confidential and be submitted on the appropriate form.
- 20.4 Unit members will have a sixty (60) calendar day waiting period after joining the program before becoming eligible to withdraw and use donated leave credit.
- 20.5 Catastrophic Leave Program shall operate as follows:
- 20.5.1 In order to be eligible to withdraw from the Catastrophic Leave Program, an employee must be a member of the Program. To be a member, an employee must pledge at least one (1) sick leave or vacation day to the Program. Pledges may be made at any time within the window period, as stated above.
  - 20.5.2 Any unit member who is suffering from a catastrophic illness or injury may request donations of accrued vacation or sick leave credits under the Catastrophic Leave Program.
  - 20.5.3 A unit member who receives paid leave pursuant to this program shall use any leave credits that he/she continues to accrue on a monthly basis before receiving paid leave pursuant to this program.
  - 20.5.4 Upon requesting donations under this program, the employee shall provide verification of the catastrophic illness or injury. Verification of the catastrophic

illness or injury may be by means of a letter, dated and signed by the employee's physician, indicating the incapacitating nature and probable duration of the illness or injury. When the above verification has been made, the transfer of sick leave or vacation credits will be made per pay period as needed.

- 20.5.5 The amount of donated leave granted from the Catastrophic Leave Program Bank to an employee shall not exceed thirty (30) days per school year.
- 20.5.6 In the event, two (2) or more employees apply for donated leave on the same day, the qualified employee(s), will receive up to thirty (30) days donated leave, if available. If there is not enough leave in the Program Bank to provide thirty (30) days credit to the requesting employee(s), then the requesting employee(s) will be entitled to receive fifty percent (50%) of the available balance (or a smaller percentage if more than two employees apply on the same day). If the requesting employee receives less than thirty (30) days at the initial application, said employee(s) will be eligible to receive additional days up to the limit of thirty (30) days total for the year.
- 20.5.7 Catastrophic Sick Leave donated from the Bank to an employee in excess of that needed by the employee for the catastrophic illness/injury, shall be transferred back to the Catastrophic Sick Leave Bank.

#### **ARTICLE 21: PERSONAL NECESSITY LEAVE**

- 21.1 Every Unit Member shall be entitled to use seven (7) days of his or her accumulated sick leave (only one of which may be a personal day) during each school year in case of personal necessity (EC 44981).
- 21.2 "Personal Necessity" means any business activity, which cannot be conducted before or after the school day. A Unit Member shall make his/her request on the Personal Necessity Leave form to the immediate supervisor at least three (3) days in advance of taking such leave. If an emergency makes such advance notification impossible, the form will then be completed after the Unit Member's return to work. (See Attachment A, Personal Necessity Leave Form.)
- 21.3 A Unit Member shall not be required to make an advance notice to use personal necessity leave in the following cases:
  - 21.3.1 Death, grave illness, or severe injury of a member of his or her immediate family;
  - 21.3.2 Accident involving his or her person or property, or the person or property of a member of his or her immediate family.
- 21.4 In no case shall personal necessity leave be used for:
  - 21.4.1 Extension of a school holiday;
  - 21.4.2 Extension of a unit member's vacation;
  - 21.4.3 Personal vacation, hobbies, minor or occasional occupation, recreation, sports event or accompanying immediate family on trips or excursions.

21.5 Recognizing Section 22.4 above, personal necessity leave shall be granted at the discretion of the site principal or his/her assistant principal. A copy of this form will be given to the Unit Member prior to his/her leaving the site; then the site administrator will confidentially send a copy to the Personnel Office. If the site administrator denies the leave, the Unit Member shall have the right of appeal to the superintendent. Discrepancies in decisions between administrators shall not result in the filing of a grievance by CUCEA or the Unit Member.

21.6 Personal Day Leave:

21.6.1 A Unit Member shall be entitled to one (1) day of personal day leave per year, non-cumulative, to be deducted from the Unit Member's sick leave.

21.6.2 The Unit Member shall notify the site principal at least twenty-four (24) hours in advance of taking such leave.

21.6.3 The number of Unit Members utilizing this leave provision shall be limited to one (1) Unit Member per school site, per day, except where a husband and wife work at the same school site. This leave shall only be taken on a day that students are in attendance.

21.6.4 This leave cannot be used for the following:

21.6.4.1 Political activity or demonstrations;

21.6.4.2 The first or last day of school.

## **ARTICLE 22: PARENTAL UNPAID LEAVE**

For purposes of this section, "Parental Leave of Absence" means leave for reason of the birth of a child of the employee, or the placement of a child with an employee in connection with the adoption or foster care of the child by the employee.

There are two types of Parental Leave of Absences available to classified employees. One falls under California Family Rights Act (CFRA) of 1991 and is a partially paid leave. The federal law also provides a similar leave known as Family Medical Leave Act. The other Parental Leave of Absence is without pay and shall be granted to an employee for the purpose of additional childbearing.

22.1 Employees have certain rights under the California Family Rights Act of 1991 and any subsequent changes enacted by the legislature.

A paid Parental Leave of Absence under California Family Rights Act of 1991 shall be governed by Education Code 44977.5. Any questions regarding legal requirements of this section should be addressed to the Human Resources Department and/or CUETA representatives.

22.2 The District, upon request, may grant unpaid leave of absence to a pregnant Unit Member prior to the beginning of the disability period of her pregnancy.

22.3 An unpaid leave of absence, up to one (1) year, may be granted to a Unit Member for the purpose of raising his/her natural, adopted or foster child.

## **ARTICLE 23: BEREAVEMENT LEAVE**

- 23.1 Unit Members shall be entitled to the use of up to five (5) days of fully paid leave of absence in the event of the death of any member of his/her immediate family, or up to seven (7) days of such leave if more than five hundred (500) miles of travel is required.
- 23.2 No charge shall be made against the employee's sick leave account for the use of this leave.
- 23.3 Unit members shall be entitled to use Bereavement Leave for the purpose of serving as a pallbearer. Utilization of such leave shall be as follows:
- 23.3.1 One (1) day for service as a pallbearer, or two (2) days should the travel to the service equal more than five hundred miles.
- 23.3.2 Verification of service as the pallbearer shall be required, and can be substantiated by providing the District with a service program in which the unit member is listed as a pallbearer.

## **ARTICLE 24: JUDICIAL LEAVE**

- 24.1 Unit Members will be provided leave for regularly called jury duty and to appear as a witness in court, other than as a litigant, for reasons not brought about through the connivance or misconduct of the Unit Member. The Unit Member shall submit a written request for an approved absence no less than five (5) days or upon receipt of summons prior to the beginning date of the leave or as a witness.
- 24.2 In the event that an the employee's work day is an afternoon shift (start time after 2:00 PM or thereafter) and the employee is required to serve jury duty or as a witness, the employee shall be relieved from work for the amount of time spent performing the civic duty.
- 24.3 The Unit Member, while serving jury duty, will receive pay in the amount of the difference between the Unit Member's regular earnings and any amount received for jury service, minus mileage fees received.

## **ARTICLE 25: INDUSTRIAL ACCIDENT LEAVE**

- 25.1 An employee shall report an industrial illness or accident as soon as possible (normally within one working day).
- 25.2 Unit Members will be entitled to industrial accident leave according to the appropriate provision in Education Code (EC 45192) for personal injury only if the injury has qualified for worker's compensation under the provisions of the State Compensation Insurance Fund. Unit members hired after July 1, 2001, will be entitled to industrial accident leave after eighteen (18) months of continuous employment, according to the appropriate provision in Education Code Section 45192 for personal injury, only if the injury has qualified for worker's compensation under the provisions of the State Compensation Insurance Fund.
- 25.3 Such leave shall not exceed sixty (60) days during which the schools of the District are

required to be in session or when the employee would otherwise have been performing work for the District in any one fiscal year for the same industrial accident. Industrial accident leave shall be reduced one day for each day of authorized industrial accident leave.

- 25.4 An industrial accident or illness leave shall commence on the first date of absence.
- 25.5 Allowable industrial accident and illness leave shall not be accumulated from year to year.
- 25.6 An industrial accident or illness as used in this paragraph means any job-related injury or illness.
- 25.7 The District has the right to have the Unit Member examined by a physician designated by the District at District expense to assist in determining the length of time during which the employee will be temporarily unable to perform assigned duties and the degree to which a disability is attributable to the injury involved.
- 25.8 For any days of absence from duty as a result of the same industrial accident, the Unit Members shall endorse to the District any wage loss benefit check from the State Compensation Insurance Fund which would make the total compensation from both sources exceed 100 percent of the amount the Unit Member would have received as salary had there been no industrial accident or illness. If the Unit Member fails to endorse to the District any wage loss disability, indemnity check received on account of the industrial accident or illness as provided above, the District shall deduct from the Unit Member's salary warrant, the amount of such disability indemnity actually paid to and retained by the Unit Member.
- 25.9 When all available leaves of absence, paid or unpaid, have been exhausted and if the employee is not medically able to assume the duties of the employee's position, the employee shall, be placed on a reemployment list for a period of 39 months. When available, and when medically able to return, during this 39-month period, the employee shall be employed in a vacant position in the class of the person's previous assignment over all other available candidates except for a reemployment list established because of lack of work or lack of funds, in which case the person shall be listed in accordance with appropriate seniority regulations.

**ARTICLE 26: PERSONAL LEAVE WITHOUT PAY**

- 26.1 The District may grant a Unit Member, upon request, an unpaid leave of absence for up to one (1) school year for personal reasons. Such leave may be extended upon request.

**ARTICLE 27: VACATION**

- 27.1 Any employee whose compensation is fixed by the month, and is employed on a twelve (12) month basis, shall earn annual vacation based on time in paid status in accordance with the following schedule:

1-9 years      12 days per year

10-14 years    15 days per year

15-19 years 15 days per year plus one (1) additional day for each year of service

20 years 20 days per year.

## 27.2 Definitions for the purpose of Vacation Article

**Day:** Is the work-day (hour for hour) of an employee.

Example A: 3.75 hour aide's day = 1 day

Example B: 5.75 hour aide's day = 1 day

**Month:** As the proportion is based upon the number of months an employee is contracted, a month is defined as the total number of work days divided by 20 (average work days in a month).

Example A:

193 work days/20 = 9.65 months = 10 months (rounded)

Example B:

181 work days/20 = 9.05 months = 9 months (rounded)

**Proportion:** A ratio factor of the contracted months of an employee to determine the vacation which should be earned.

27.3 Hourly employees and all other employees who work less than twelve (12) months shall be entitled to a proportionate share of the vacation benefits outlined above, proportionate to the time in paid status. For all employees working less than a 12-month work cycle, the proportionate share of vacation is given through actual monetary compensation in the employee's payroll.

27.4 Consistent with Education Code 45197, earned vacation shall not become a vested right until completion of the initial six months of employment.

27.5 The following chart illustrates the calculation of vacation based upon the definitions contained within this article.

		12 month employee (days of vacation)	11 month employee (days of vacation)	10 month employee (days of vacation)	9 month employee (days of vacation)
Year	1-9	12	11	10.00	9
Year	10-14	15	13.75	12.50	11.25
Year	15-19	15	13.75	12.50	11.25
Year	16	16	14.66	13.33	12
Year	17	17	15.58	14.17	12.75
Year	18	18	16.50	15.00	13.5
Year	19	19	17.42	15.83	14.25
Year	20	20	18.33	16.67	15

27.6 Vacations shall be taken in accordance with a schedule prepared with, or by, the supervisor. Vacations may be taken as earned when this is convenient and meets with the approval of the school principal or immediate supervisor. (Example: Vacation time

during Easter or Christmas holidays). This schedule will contain no more than five (5) days maximum in the employee's vacation balance from year to year (year ending July 31).

- 27.7 The District's fiscal year shall be used to determine the level of vacation credit. Upon initial employment, a unit member must complete a minimum of 75% of the initial service year based upon the number of days within the employee's class in order to advance the subsequent year for vacation credit advancement.
- 27.8 Twelve (12) month employees will be notified regarding the amount of accrued vacation time available for the fiscal year no later than September 1<sup>st</sup>.
- 27.9 Twelve (12) month employees will be required to turn in vacation requests/schedules for the coming year by September 30<sup>th</sup>. Vacation requests submitted by the September 30<sup>th</sup> date will be honored on the basis of seniority in the event that more than one employee requests the same vacation schedule. Should a vacation schedule, which was submitted during the September 1 through September 30 time frame, be in conflict with the schedule of a more senior employee, the employee will be given a two (2) week period to submit a revised vacation schedule.
- 27.10 After September 30<sup>th</sup>, the vacation schedule will be prepared by the District Office for each employee who did not submit a schedule. The prepared schedule will account for the five (5) days carryover of vacation days, with no more than five (5) days carryover in the employee's vacation balance from year to year.
- 27.11 During scheduled district closures (ex – winter break) the district will schedule no more than four (4) days of vacation for any employee, unless the employee is in need of taking additional vacation time per the District prepared vacation schedule.
- 27.12 Upon separation from the District, an employee shall be paid for his/her accumulated unused vacation credit at the rate of pay applicable to his/her last regular assignment.
- 27.13 If the separated employee has worked half or more of the District scheduled workdays in the month in which he/she terminates, he/she shall be entitled to vacation pay for that month. Less than half a month will not entitle an employee to additional vacation pay in that month.
- 27.14 Vacation carryover credit may be accumulated to a total not exceeding five (5) days, except upon recommendation by the supervisor.
- 27.15 The rate at which vacation is paid shall be the employee's current rate. An employee whose vacation is earned and begun under a given classification shall suffer no loss of earned credit by reason of a subsequent change in classification.
- 27.16 When vacation is to be converted to bereavement leave, the appropriate vacation credit shall be restored to the employee's earned vacation balance.

## **ARTICLE 28: SALARY SCHEDULES**

- 28.1 For the 2021-2022 school year, the salary schedule will be adjusted based upon a 4.00% increase. This salary schedule adjustment will be permanently applied to the schedule and retroactive to July 1, 2021.

- 28.2 For the 2021-2022 school year, the District shall provide all Association bargaining unit members employed with the District as of the date this Agreement is approved by the Governing Board of the District, a one-time, off salary schedule payment equal to two percent (2%) of the unit member's annual base salary as listed on the 2021-2022 Classified and Hourly Salary Schedules, less all applicable taxes and deductions. This one-time payment will be paid during the first feasible payroll cycle following final ratification and approval of this Tentative Agreement by both parties. Neither the District nor the Association makes any representations regarding the tax or retirement consequences of this payment.
- 28.3 Longevity pay is established to recognize long-term service to the District.
- 28.3.1 All classified employees completing the 10<sup>th</sup> year of consecutive service and beyond (as noted below) shall be eligible for the longevity pay.
- 28.3.2 In order to qualify as a year toward consecutive service, the unit member must complete a minimum of 75% of the initial service year based upon the number of days within the employee's class. Absent completion of the 75% of the initial year of service, the time spent during the initial service year will not be applied to the consecutive years of service leading toward longevity pay.
- 28.3.3 Employees obtaining milestone years after June 30, will have the commensurate longevity stipend applied for the subsequent fiscal year (July 1) reflected in the employment notice.
- 28.3.4 Full-time employees (based on 8 hours/day) shall receive monthly longevity stipend as indicated below:
- |          |              |   |   |
|----------|--------------|---|---|
| 28.3.4.1 | 10- 14 years | - | \$30.00 per month (based on 8hours/day) |
| 28.3.4.2 | 15- 19 years | - | \$35.00 per month (based on 8hours/day) |
| 28.3.4.3 | 20- 24 years | - | \$45.00 per month (based on 8hours/day) |
| 28.3.4.4 | 25 + years   | - | \$65.00 per month (based on 8hours/day) |
- 28.3.4.5 All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status.
- 28.4 Current classified salary schedule information may be obtained by visiting the District's website under human resources:
- 28.5 The 2021-2022 Salary schedules for reference is included in Attachment E.
- 28.6 Upon initial employment and salary schedule placement, a unit member must complete a minimum of 75% of the initial service year based upon the number of days within the employee's class during the fiscal year of initial employment in order to advance to the next salary step placement for the subsequent fiscal year.

**ATTACHMENT A:**

**Central Union Elementary School District  
Classified PERSONAL NECESSITY/PERSONAL DAY/UNPAID SHORT TERM LEAVE**

To: Principal/Supervisor  
From: \_\_\_\_\_  
Date: \_\_\_\_\_

- Personal Necessity Leave must be approved three (3) working days in advance except in emergencies.
- Personal Day Leave must be approved twenty-four (24) hours in advance.

I request absence from work on \_\_\_\_\_.

I was absence from work on \_\_\_\_\_ due to an emergency.

***Please check the appropriate box below.***

- Personal Necessity: Any business activity which cannot be conducted before or after the school day. I certify with my signature that this activity (1) cannot be conducted before or after the school day, (2) is not being used for the extension of a school holiday or vacation, (3) is not being used for personal vacation, hobbies, minor or occasional occupation, recreation, sports event or accompanying immediate family on trips or excursions and (4) is in accordance with Article XXII.

\_\_\_\_\_  
Employee's signature

- Personal Day Leave: One day which is deducted from the employee's personal necessity leave. This leave cannot be used for the following: (1) political activity or demonstrations and (2) the first or last day of school.

\_\_\_\_\_  
Employee's signature

- Unpaid Short Term Leave Up to 5 Days: I understand my salary will be deducted for hours absent at the daily rate of my salary. If I am enrolled in PERS this will effect my PERS service credit.

\_\_\_\_\_  
Employee's signature

\*\*\*\*\*

*Office Use Only*

<u>Request:</u>	Acknowledged	Approved	Disapproved
-----------------	--------------	----------	-------------

\_\_\_\_\_  
Principal/Supervisor

Distribution: Employee (*white*);  
Principal/Supervisor (*yellow*);  
District Office (*pink*)

**ATTACHMENT B:**

**CATASTROPHIC SICK LEAVE DAYS/VACATION TRANSFERS**

- A. If a unit member desires to contribute on a voluntary basis, a certain number of sick leave or vacation days (12 month employees only) toward another unit member's need for additional sick leave because of a long-term catastrophic sickness or accident, s/he may do so at his or her election.
- B. The unit member making the contribution shall fill out the proper form directing the district personnel department to make such a transfer and shall deliver said form to the personnel department. The district will then transfer said number of days authorized to the unit member in need.
- C. Said contribution shall be only for a member who has used up his/her previously earned sick leave/and vacation days and no longer has sick leave days or vacation days available to him/her. However, the district shall incur no liability of any kind in such transaction and is responsible only for the transfer of the sick leave day(s)/and vacation days from one unit member to another unit member.
- D. It is understood that those days transferred from a unit member are lost to said unit member whether said days are used or not used by the receiving unit member and can in no circumstances be transferred back to the contributing member.

I hereby request the transfer of \_\_\_\_\_ sick leave day's \_\_\_\_\_ vacation days from my accumulated sick leave days/vacation days to the catastrophic bank.

Name (Printed) \_\_\_\_\_

Site/Department \_\_\_\_\_

Date \_\_\_\_\_

Signature \_\_\_\_\_

**ATTACHMENT C**

**PERSONNEL FILE AUTHORIZATION FORM**

Central Union School District may release my personnel files for review by my representative named below.

\_\_\_\_\_  
Name of Representative

\_\_\_\_\_  
Name of Central Union School District Employee

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

## **ATTACHMENT D**

### **COMPLAINTS AGAINST EMPLOYEES**

- A. Current information regarding complaints against employees may be obtained by visiting the District's website
- B. Members will not be able to grieve this Appendix as it is governed by Board Policy, Administrative Regulations, State, and Federal guidelines and is outside of the scope of bargaining.

# Central Union Elementary School District

## Classified Salary Schedule

### 2021-22

1  
2  
M  
O  
N  
T  
H  
  
E  
M  
P  
L  
O  
Y  
E  
E  
S

	1	2	3	4	5	6	7	
<b>Maintenance &amp; Operation</b>								
<b>12 Payments</b>								
<b>Maintenance Technician</b>	\$ 43,910.64	\$ 46,103.04	\$ 48,253.68	\$ 50,466.96	\$ 52,617.60	\$ 54,810.00	\$ 57,044.16	Annual
(261 DAYS)	\$ 3,659.22	\$ 3,841.92	\$ 4,021.14	\$ 4,205.58	\$ 4,384.80	\$ 4,567.50	\$ 4,753.68	12thly
(8 HOURS)	\$ 168.24	\$ 176.64	\$ 184.88	\$ 193.36	\$ 201.60	\$ 210.00	\$ 218.56	Daily
	\$ 21.03	\$ 22.08	\$ 23.11	\$ 24.17	\$ 25.20	\$ 26.25	\$ 27.32	Hourly
<b>District Delivery Driver</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Head Custodian</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Lead Groundskeeper</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Custodian/Gardener</b>	\$ 41,300.64	\$ 43,576.56	\$ 45,727.20	\$ 47,919.60	\$ 50,132.88	\$ 52,367.04	\$ 54,580.32	Annual
(261 DAYS)	\$ 3,441.72	\$ 3,631.38	\$ 3,810.60	\$ 3,993.30	\$ 4,177.74	\$ 4,363.92	\$ 4,548.36	12thly
(8 HOURS)	\$ 158.24	\$ 166.96	\$ 175.20	\$ 183.60	\$ 192.08	\$ 200.64	\$ 209.12	Daily
	\$ 19.78	\$ 20.87	\$ 21.90	\$ 22.95	\$ 24.01	\$ 25.08	\$ 26.14	Hourly
<b>Clerical</b>								
<b>District Clerk/Bilingual Clerk</b>	\$ 37,082.88	\$ 38,857.68	\$ 40,590.72	\$ 42,365.52	\$ 44,056.80	\$ 45,894.24	\$ 47,564.64	Annual
(261 DAYS)	\$ 3,090.24	\$ 3,238.14	\$ 3,382.56	\$ 3,530.46	\$ 3,671.40	\$ 3,824.52	\$ 3,963.72	12thly
(8 HOURS)	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
	\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
<b>Business Secretary</b>	\$ 50,634.00	\$ 52,826.40	\$ 54,997.92	\$ 57,232.08	\$ 59,361.84	\$ 61,575.12	\$ 63,725.76	Annual
(261 DAYS)	\$ 4,219.50	\$ 4,402.20	\$ 4,583.16	\$ 4,769.34	\$ 4,946.82	\$ 5,131.26	\$ 5,310.48	12thly
(8 HOURS)	\$ 194.00	\$ 202.40	\$ 210.72	\$ 219.28	\$ 227.44	\$ 235.92	\$ 244.16	Daily
	\$ 24.25	\$ 25.30	\$ 26.34	\$ 27.41	\$ 28.43	\$ 29.49	\$ 30.52	Hourly
<b>DRC Secretary</b>	\$ 45,184.32	\$ 47,397.60	\$ 49,590.00	\$ 51,803.28	\$ 53,870.40	\$ 56,104.56	\$ 58,296.96	Annual
(261 DAYS)	\$ 3,765.36	\$ 3,949.80	\$ 4,132.50	\$ 4,316.94	\$ 4,489.20	\$ 4,675.38	\$ 4,858.08	12thly
(8 HOURS)	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.36	Daily
	\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.92	Hourly
<b>Payroll Technician</b>	\$ 57,754.08	\$ 59,946.48	\$ 62,138.88	\$ 64,373.04	\$ 66,481.92	\$ 68,653.44	\$ 70,887.60	Annual
(261 DAYS)	\$ 4,812.84	\$ 4,995.54	\$ 5,178.24	\$ 5,364.42	\$ 5,540.16	\$ 5,721.12	\$ 5,907.30	12thly
(8 HOURS)	\$ 221.28	\$ 229.68	\$ 238.08	\$ 246.64	\$ 254.72	\$ 263.04	\$ 271.60	Daily
	\$ 27.66	\$ 28.71	\$ 29.76	\$ 30.83	\$ 31.84	\$ 32.88	\$ 33.95	Hourly
<b>Account Clerk I</b>	\$ 42,929.28	\$ 45,059.04	\$ 47,188.80	\$ 49,318.56	\$ 51,364.80	\$ 53,536.32	\$ 55,624.32	Annual
(261 DAYS)	\$ 3,577.44	\$ 3,754.92	\$ 3,932.40	\$ 4,109.88	\$ 4,280.40	\$ 4,461.36	\$ 4,635.36	12thly
(8 HOURS)	\$ 164.48	\$ 172.64	\$ 180.80	\$ 188.96	\$ 196.80	\$ 205.12	\$ 213.12	Daily
	\$ 20.56	\$ 21.58	\$ 22.60	\$ 23.62	\$ 24.60	\$ 25.64	\$ 26.64	Hourly
<b>Account Clerk II</b>	\$ 45,184.32	\$ 47,397.60	\$ 49,590.00	\$ 51,803.28	\$ 53,870.40	\$ 56,104.56	\$ 58,296.96	Annual
(261 DAYS)	\$ 3,765.36	\$ 3,949.80	\$ 4,132.50	\$ 4,316.94	\$ 4,489.20	\$ 4,675.38	\$ 4,858.08	12thly
(8 HOURS)	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.36	Daily
	\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.92	Hourly
<b>Technology</b>								
<b>12 Payments</b>								
<b>Local Area Network Technician</b>	\$ 53,244.00	\$ 55,749.60	\$ 58,213.44	\$ 60,698.16	\$ 63,162.00	\$ 65,646.72	\$ 68,152.32	Annual
(261 DAYS)	\$ 4,437.00	\$ 4,645.80	\$ 4,851.12	\$ 5,058.18	\$ 5,263.50	\$ 5,470.56	\$ 5,679.36	12thly
(8 HOURS)	\$ 204.00	\$ 213.60	\$ 223.04	\$ 232.56	\$ 242.00	\$ 251.52	\$ 261.12	Daily
	\$ 25.50	\$ 26.70	\$ 27.88	\$ 29.07	\$ 30.25	\$ 31.44	\$ 32.64	Hourly
<b>Computer Repair Technician</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Data Specialist Technician</b>	\$ 43,242.48	\$ 45,393.12	\$ 47,564.64	\$ 49,798.80	\$ 52,012.08	\$ 54,120.96	\$ 56,355.12	Annual
(261 DAYS)	\$ 3,603.54	\$ 3,782.76	\$ 3,963.72	\$ 4,149.90	\$ 4,334.34	\$ 4,510.08	\$ 4,696.26	12thly
(8 HOURS)	\$ 165.68	\$ 173.92	\$ 182.24	\$ 190.80	\$ 199.28	\$ 207.36	\$ 215.92	Daily
	\$ 20.71	\$ 21.74	\$ 22.78	\$ 23.85	\$ 24.91	\$ 25.92	\$ 26.99	Hourly
<b>Technology Support Specialist</b>	\$ 37,082.88	\$ 38,857.68	\$ 40,590.72	\$ 42,365.52	\$ 44,056.80	\$ 45,894.24	\$ 47,564.64	Annual
(261 DAYS)	\$ 3,090.24	\$ 3,238.14	\$ 3,382.56	\$ 3,530.46	\$ 3,671.40	\$ 3,824.52	\$ 3,963.72	12thly
(8 HOURS)	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
	\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly

\*\*\*All Monthly Salaries Listed Below may be Variable Based on Vacation Earned\*\*\*

		1	2	3	4	5	6	7	
	<b>Cafeteria</b>	<b>12 Payments - (11 months w/one month deferred)</b>							
1 O	Site Head Cook	\$ 159.28	\$ 164.16	\$ 169.04	\$ 173.92	\$ 179.04	\$ 183.92	\$ 188.96	Daily
		\$ 19.91	\$ 20.52	\$ 21.13	\$ 21.74	\$ 22.38	\$ 22.99	\$ 23.62	Hourly
M	Cafeteria Assistant	\$ 129.28	\$ 135.04	\$ 140.48	\$ 146.16	\$ 151.84	\$ 157.52	\$ 163.36	Daily
		\$ 16.16	\$ 16.88	\$ 17.56	\$ 18.27	\$ 18.98	\$ 19.69	\$ 20.42	Hourly
O	Cafeteria Clerk	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
	<b>Clerical</b>	<b>12 Payments - (11 months w/one month deferred)</b>							
N T H	School Clerk/Typist	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
E	School Secretary	\$ 173.12	\$ 181.60	\$ 190.00	\$ 198.48	\$ 206.40	\$ 214.96	\$ 223.44	Daily
		\$ 21.64	\$ 22.70	\$ 23.75	\$ 24.81	\$ 25.80	\$ 26.87	\$ 27.93	Hourly
M Y	Library Clerk	\$ 142.08	\$ 148.88	\$ 155.52	\$ 162.32	\$ 168.80	\$ 175.84	\$ 182.24	Daily
		\$ 17.76	\$ 18.61	\$ 19.44	\$ 20.29	\$ 21.10	\$ 21.98	\$ 22.78	Hourly
	<b>Health</b>	<b>12 Payments - (11 months w/one month deferred)</b>							
E S	Health Aide II	\$ 211.20	\$ 216.32	\$ 221.60	\$ 226.96	\$ 232.24	\$ 237.44	\$ 242.56	Daily
		\$ 26.40	\$ 27.04	\$ 27.70	\$ 28.37	\$ 29.03	\$ 29.68	\$ 30.32	Hourly

Full-time employees (Based on 8 hours/day) shall receive monthly longevity stipend as indicated below:

- 10-14 years - \$30.00 per month (based on 8 hours/day)
- 15-19 years - \$35.00 per month (based on 8 hours/day)
- 20-24 years - \$45.00 per month (based on 8 hours/day)
- 25+ years - \$65.00 per month (based on 8 hours/day)

All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status

Print Date  
 Increase Adjustment   
 Board Approved 1/10/22  
 Date Applied 7/1/21

Health Benefits Cap provided to Full Time Employees

# Central Union Elementary School District

## Hourly Salary Schedule

**2021-22**

Classified Hourly	1	2	3	4	5	6	7
Hourly Aides (Instructional)	\$ 16.38	\$ 16.88	\$ 17.37	\$ 17.88	\$ 18.37	\$ 18.96	\$ 19.47
Migrant Clerk	\$ 17.13	\$ 17.67	\$ 18.21	\$ 18.74	\$ 19.34	\$ 19.92	\$ 20.46
Health Aide I	\$ 17.06	\$ 17.57	\$ 18.11	\$ 18.64	\$ 19.19	\$ 19.79	\$ 20.39
Cafeteria Helper	\$ 15.61	\$ 16.03	\$ 16.50	\$ 17.01	\$ 17.51	\$ 18.03	\$ 18.61
Specialty Instructional Aide	\$ 16.72	\$ 17.17	\$ 17.68	\$ 18.20	\$ 18.69	\$ 19.28	\$ 19.80

Date 7/1/21  
COLA 4.00%  
 Board Approved 1/10/22

Full-time employees (Based on 8 hours/day) shall receive monthly longevity stipend as indicated below:	
10-14 years	- \$30.00 per month (based on 8 hours/day)
15-19 years	- \$35.00 per month (based on 8 hours/day)
20-24 years	- \$45.00 per month (based on 8 hours/day)
25+ years	- \$65.00 per month (based on 8 hours/day)
All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status	

## ATTACHMENT F

### CLASSIFIED SCHOOL EMPLOYEES SUMMER ASSISTANCE PROGRAM

The purpose of this Appendix is to acknowledge that the Central Union Elementary School District (CUESD) has elected to participate in the Classified School Employee Summer Assistance Program (CSESAP) as established by California Assembly Bill 1808, Section 133 and Education Code 45500.

CUESD involvement in the CSESAP is optional. While not all classified employees will have the opportunity to participate in this program option, CUESD has elected to provide this option and will extend the offering to eligible employees. The determination to exercise this participation by CUESD was made in order to allow eligible employees an option to potentially benefit from the State offering related to the CSESAP. Should an employee elect to not participate in the CSESAP they can continue to participate in CUESD's summer deferred program.

The dollar for dollar match on amounts withheld from the LEAs participating classified school employees' monthly pay checks during the fiscal year, will be determined by the overall statewide participation in the CSESAP. It is important to note that depending upon the overall statewide participation in this program that the dollar for dollar match may yield a lower amount than the individual withholding. The amount 'promised from the State' may be lower than a 'dollar for dollar' allocation.

A classified employee must meet all of the following eligibility criteria as a condition of participation in the CSESAP:

- The employee must have been employed with CUESD for at least one year at the time the employee elects to participate (**on or before March 1<sup>st</sup> of each preceding school year**)
- The employee is employed by the CUESD for 11 months or fewer per fiscal year.
- The regular annual pay the classified employee receives directly from CUESD is less than \$62,400 annually.

The deduction will be collected from your August through salaries. This proration factor will be determined prior to the startup of the next school year at which point CUESD will notify participating employees.

The finalized paid out matched amounts will be included in an employee's W-2. State match funding will not be considered creditable compensation for STRS or PERS.

The deadline to participate will be March 1<sup>st</sup> during each fiscal year by providing and completing the official form to the CUESD Human Resources office.

Should an employee elect to participate in the CSESAP then said employee will be disenrolled from the CUESD summer deferred program.

In the event an employee resigns prior to the end of their last contracted day for that employing school year then CUESD will return all funds placed in the CSESAP payable to employee in final pay warrant minus any matching state funds.

The funds withdrawn and placed in the CSESAP as well as the state match funds will be paid out to employees on July 31<sup>st</sup> of each fiscal year.

CUCEA understands and acknowledges that CUESD's determination to participate in this program places additional administrative and financial responsibilities on CUESD, which may will be burdensome and may impact the District financially. The District accepts this burden as a way of demonstrating appreciation for the dedication and professionalism of the CUESD classified staff.

Thomas Addington  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



Board Members  
Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union Board of Trustees  
From: Tom Addington, Superintendent  
Date: January 3, 2022

<input checked="" type="checkbox"/>	Action (Consent or <b>New Business</b> )
<input type="checkbox"/>	Information

Item:

Accept and approve Item 9m, salary schedule adjustment for unrepresented management and confidential staff.

Rationale/Purpose:

District Certificated, Classified, and Confidential management are an unrepresented group of employees. Absent this representation, salary adjustments are subject to the Board's discretion. The accompanying salary schedule is adjusted based upon the 4% negotiated settlement with the two bargaining units. In addition, schedule adjustments have been made to incrementally move toward equal step advancement of each position over the seven step salary range. The District will continue to incrementally advance these increase with the target of obtaining a 3% step increase for each position between each annual step increase. All Classified and Confidential management salaries have attained this target. As available, the Certificated management salary schedule will be modified over time until the target has been attained.

In addition, the extension of a one-time, two (2) percent off schedule allocation is requested for the 2021-2022 school year.

Recommendation:

Accept and approve the revised salary schedule, one time off schedule allocation, and increases of District contribution to employee health benefits for full time employees.

**CENTRAL UNION ELEMENTARY SCHOOL DISTRICT  
MANAGEMENT-CERTIFICATED  
2021-22 SCHOOL YEAR**

**CERTIFICATED MANAGEMENT**

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Asst. Supt. - Educational Services</b>		Annual	\$ 148,471	\$ 152,925	\$ 157,513	\$ 162,238	\$ 167,105	\$ 172,118	\$ 177,282
Days	225	Monthly	\$ 12,373	\$ 12,744	\$ 13,126	\$ 13,520	\$ 13,925	\$ 14,343	\$ 14,774
<b>Coordinator of Curriculum and Instruction</b>		Annual	\$ 127,350	\$ 129,897	\$ 132,495	\$ 135,145	\$ 137,848	\$ 140,605	\$ 143,417
Days	210	Monthly	\$ 10,613	\$ 10,825	\$ 11,041	\$ 11,262	\$ 11,487	\$ 11,717	\$ 11,951
<b>Principal</b>		Annual	\$ 120,754	\$ 123,773	\$ 126,867	\$ 130,039	\$ 133,290	\$ 136,622	\$ 140,038
Days	200	Monthly	\$ 10,063	\$ 10,314	\$ 10,572	\$ 10,837	\$ 11,107	\$ 11,385	\$ 11,670
<b>Assistant Principal</b>		Annual	\$ 111,754	\$ 114,827	\$ 117,985	\$ 121,230	\$ 124,564	\$ 127,990	\$ 131,510
Days	200	Monthly	\$ 9,313	\$ 9,569	\$ 9,832	\$ 10,102	\$ 10,380	\$ 10,666	\$ 10,959
<b>District Psychologist</b>		Annual	\$ 99,671	\$ 102,163	\$ 104,717	\$ 107,335	\$ 110,018	\$ 112,768	\$ 115,587
Days	200	Monthly	\$ 8,306	\$ 8,514	\$ 8,726	\$ 8,945	\$ 9,168	\$ 9,397	\$ 9,632
<b>School Counselor</b>		Annual	\$ 82,345	\$ 84,815	\$ 87,359	\$ 89,980	\$ 92,679	\$ 95,459	\$ 98,323
Days	186	Monthly	\$ 6,862	\$ 7,068	\$ 7,280	\$ 7,498	\$ 7,723	\$ 7,955	\$ 8,194
<b>Summer School Principal (summer contract)</b>			\$ 6,038	\$ 6,189	\$ 6,343	\$ 6,502	\$ 6,665	\$ 6,831	\$ 7,002
Current Administrative Staff (10 days)		10							

<b>COLA</b>	4%
Board Approval Date	1/10/22
Effective Date	7/1/21

Health Benefits Cap for Full Time Employees    **\$ 16,589.76**

**CENTRAL UNION ELEMENTARY SCHOOL DISTRICT  
MANAGEMENT  
2021-22 SCHOOL YEAR**

**CLASSIFIED MANAGEMENT**

			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
<b>Chief Business Official</b>		Annual	\$ 145,080	\$ 149,432	\$ 153,915	\$ 158,532	\$ 163,288	\$ 168,187	\$ 173,233
	Days	261 Monthly	\$ 12,090	\$ 12,453	\$ 12,826	\$ 13,211	\$ 13,607	\$ 14,016	\$ 14,436
<b>Food Service Coordinator</b>		Annual	\$ 60,560	\$ 62,377	\$ 64,248	\$ 66,175	\$ 68,160	\$ 70,205	\$ 72,311
	Days	215 Monthly	\$ 5,047	\$ 5,198	\$ 5,354	\$ 5,515	\$ 5,680	\$ 5,850	\$ 6,026
<b>Maintenance Supervisor</b>		Annual	\$ 80,283	\$ 82,691	\$ 85,172	\$ 87,727	\$ 90,359	\$ 93,070	\$ 95,862
	Days	261 Monthly	\$ 6,690	\$ 6,891	\$ 7,098	\$ 7,311	\$ 7,530	\$ 7,756	\$ 7,989
<b>Mgr of Instructional Technology</b>		Annual	\$ 114,421	\$ 117,854	\$ 121,390	\$ 125,032	\$ 128,783	\$ 132,646	\$ 136,625
	Days	261 Monthly	\$ 9,535	\$ 9,821	\$ 10,116	\$ 10,419	\$ 10,732	\$ 11,054	\$ 11,385
<b>Technology Server Coordinator</b>		Annual	\$ 61,980	\$ 63,839	\$ 65,754	\$ 67,727	\$ 69,759	\$ 71,852	\$ 74,008
	Days	261 Monthly	\$ 5,165	\$ 5,320	\$ 5,480	\$ 5,644	\$ 5,813	\$ 5,988	\$ 6,167

**CONFIDENTIAL**

<b>Personnel Analyst/Executive Secretary</b>		Annual	\$ 80,680.32	\$ 83,102.40	\$ 85,587.12	\$ 88,155.36	\$ 90,807.12	\$ 93,521.52	\$ 96,319.44
	Days	261 Monthly	\$ 6,723.36	\$ 6,925.20	\$ 7,132.26	\$ 7,346.28	\$ 7,567.26	\$ 7,793.46	\$ 8,026.62
		Daily	\$ 309.12	\$ 318.40	\$ 327.92	\$ 337.76	\$ 347.92	\$ 358.32	\$ 369.04
		Hourly	\$ 38.64	\$ 39.80	\$ 40.99	\$ 42.22	\$ 43.49	\$ 44.79	\$ 46.13

**NOTES Confidential receive longevity based upon the following**

Full-time employees (Based on 8 hours/day) shall receive monthly longevity stipend as indicated below:

10-14 Years	-	\$30.00 per month (based on 8 hours/day)
15-19 Years	-	\$35.00 per month (based on 8 hours/day)
20-24 Years	-	\$45.00 per month (based on 8 hours/day)
25+ Years	-	\$65.00 per month (based on 8 hours/day)

All employees other than full-time employees shall be entitled to a proportionate share of the longevity stipend outlined above, proportionate to the time in paid status

**COLA applied to Step 1** 4%

**Board Approval Date** 1/10/2022

**Effective Date** 7/1/2021

**Increment between each step** 3%

**Health Benefits Cap for Full Time Employees** \$ 16,589.76

**Thomas Addington**  
Superintendent

15783 18<sup>th</sup> Avenue  
Lemoore, CA 93245  
Telephone (559) 924-3405  
Fax (559) 924-1153



**Board Members**  
Dale Davidson  
Jeffrey Gilcrease  
Ceil Howe, III  
Steven Salefske

To: Central Union Board of Trustees  
From: Tom Addington, Superintendent  
Date: January 3, 2022

<input checked="" type="checkbox"/>	Action (Consent or <b>New Business</b> )
<input type="checkbox"/>	Information

Item:

Accept and approve Item 9n, compensation adjustment for superintendent.

Rationale/Purpose:

Compensation adjustment between the Board of Trustees and the Superintendent is outlined within the contractual agreement, but requires consent of the Superintendent and the Board. As discussed in the agreement, the superintendent's salary shall generally be increased, at a minimum, based upon the same compensation increase provided to any members of the certificated employee bargaining unit within the District, such as, for example, any increase for COLA, a one-time payment or other increase (on or off salary schedule).

Recommendation:

Accept and approve the recommended salary schedule, and the extension of a one-time, two (2) percent off schedule allocation, and increase of the District Cap contribution to health benefits for the 2021-2022 school year.

**CENTRAL UNION ELEMENTARY SCHOOL DISTRICT  
MANAGEMENT-Superintendent  
2021-22 SCHOOL YEAR**

**CERTIFICATED MANAGEMENT**

<b>Superintendent</b>		Annual	\$198,432
	Days	230	Monthly \$ 16,536

<i><b>COLA applied to prior year compensation</b></i>	<u>4%</u>
<i>Board Approval Date</i>	<u>1/10/22</u>
<i>Effective Date</i>	<u>7/1/21</u>

Health Benefits Cap for Full Time Employees: **\$16,589.76**