## Thursday, May 26, 2022
## SPECIAL BOARD MEETING AGENDA

**Type: SPECIAL BOARD MEETING**
**Time: 6:00 pm**
**Code: Special #17-21/22**

**The May 26, 2022, SPECIAL BOARD MEETING WILL BE CONDUCTED EXCLUSIVELY VIA CONFERENCE TELEPHONE AND THROUGH "ZOOM" VIDEO CONFERENCING. THE DISTRICT OFFICE AND BOARD ROOM WILL NOT BE OPEN AND AVAILABLE FOR THE PUBLIC TO ATTEND AND PARTICIPATE IN THE BOARD MEETING AT THE DISTRICT OFFICE. MEMBERS OF THE PUBLIC MAY PARTICIPATE AND COMMENT IN REAL TIME IN OPEN SESSION THROUGH THE FOLLOWING MEANS:**

**1. Zoom - Live Board Meeting and use "Raise Hand" function to request opportunity to make a comment.**
**2. THE ZOOM MEETING CAN BE ACCESSED AS FOLLOWS:**
**Join Zoom Meeting https://arusd-org.zoom.us/j/83895971517**
**One tap mobile**
**+16699006833, Meeting ID: 838 9597 1517# US (San Jose)**
**Zoom Spanish Interpretation available- Zoom Instructions link www.arusd.org/zoomesp. If you call in you will not be able to access this function.**
**THE MEETING MAY ALSO BE VIEWED THROUGH LIVE STREAM AS FOLLOWS:**
**1. Live stream Youtube English Channel "AlumRock TV"**
**https://www.arusd.org/alumrocktv**

**In compliance with the Americans with Disabilities Act and Executive Order N-08-21, if you need Special Assistance, Disability-Related modifications or accommodation, including auxiliary aids or services, in order to participate in the Special Board Meeting of the Board of Trustees, please contact the office of the District Superintendent at (408) 928-6822 or by email at maribel.carrillo@arusd.org immediately and the district will make reasonable arrangements to ensure accommodation and electronic accessibility to this meeting.**

**Members of the public shall have an opportunity to address the Board of Trustees on the agenda items identified below. (Government Code Section 54954.3)**

### 1. OPEN SESSION - CALL TO ORDER AND ROLL CALL

1.01 CALL TO ORDER/ ROLL CALL/LAND ACKNOWLEDGMENT- Board of Trustees of the Alum Rock Union Elementary School District does hereby acknowledge that the District schools and facilities sit on the traditional lands of the Muwekma Ohlone people, and the Board of Trustees further acknowledges with respect and reverence the Muwekma Ohlone People Tribe of the San Francisco Bay Area for their stewardship of these lands; PLEDGE OF ALLEGIANCE -- PRESIDENT ANDRES QUINTERO.

### 2. BUSINESS SERVICES--BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

2.01 Discussion/Approval of the Process for interviewing and selecting a firm for Energy Consulting Services.

### 3. INSTRUCTIONAL SERVICES--BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)

3.01 APPROVE SCHOOL SPONSORED FIELD TRIP

**4. HUMAN RESOURCES--BOARD DISCUSSION AND/OR ACTION (The Board may take action on any item in this section, unless it is designated for information only.)**

4.01 Approval and Ratification of Tentative Agreement between the Alum Rock Union Elementary School District and Alum Rock Educators' Association (AREA), for the period July 1, 2022 – June 30, 2023; Disclosure of Major Provisions per AB1200.

4.02 Approve/Ratify Notices of Employment and Changes of Status/May 26, 2022.

**5. CLOSED SESSION**

5.01 ANNOUNCEMENT AND PUBLIC COMMENT REGARDING ITEMS TO BE DISCUSSED IN CLOSED SESSION (Government Code Section 54957.7)

5.02 RECESS TO CLOSED SESSION: The Board will recess to Closed Session at approximately 6:30 p.m. Open Session will resume at conclusion of Closed Session.

5.03 CONFERENCE WITH LABOR NEGOTIATORS, EMPLOYEE ORGANIZATION: TEAMSTERS; District Negotiators: (1) Hilaria Bauer, Ph.D., Superintendent; (2) Cesar Torrico, Assistant Superintendent, Human Resources (3) Tereasa Smith, Director, Human Resources and (4) Kolvira Chheng, Assistant Superintendent, Business Lead Negotiators.

5.04 CONFERENCE WITH LABOR NEGOTIATORS, EMPLOYEE ORGANIZATION: CSEA (California School Employees Association); District Negotiators: (1) Hilaria Bauer, Ph.D., Superintendent; (2) Cesar Torrico, Assistant Superintendent, Human Resources (3) Tereasa Smith, Director, Human Resources and (4) Kolvira Chheng, Assistant Superintendent, Business Lead Negotiators.

5.05 CONFERENCE WITH LABOR NEGOTIATORS, EMPLOYEE ORGANIZATION: UNREPRESENTED EMPLOYEES; District Negotiators: (1) Hilaria Bauer, Ph.D., Superintendent; (2) Cesar Torrico, Assistant Superintendent, Human Resources (3) Tereasa Smith, Director, Human Resources and (4) Kolvira Chheng, Assistant Superintendent, Business Lead Negotiators.

5.06 CONFERENCE WITH LABOR NEGOTIATORS Agency designated representatives: Board of Trustees Employee organization: Unrepresented Employee – Superintendent.

5.07 DISCUSSION/ACTION; PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (Government Code Section 54957.6).

5.08 PUBLIC EMPLOYEE APPOINTMENT/EMPLOYMENT (Government Code Section 54957): Title: Principals.

**6. RECONVENE TO OPEN SESSION-VIA ZOOM**

6.01 REPORT OF ACTION TAKEN IN CLOSED SESSION.

**7. ADJOURNMENT**

7.01 President adjourns the meeting.

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

2.01

Office of Superintendent of Schools

**ITEM REQUIRING ATTENTION - BOARD OF TRUSTEES**

Date: May 23, 2022

To the Board of Trustees:

**Subject:** **Approval of the Process for Interviewing and Selecting a Firm For Energy Consulting Services**

***DISCUSSION/APPROVAL***

Submitted by: Kolvira Chheng Title: Assistant Superintendent, Business Services

To the Board of Trustees: Meeting: May 26, 2022
Special Board Meeting

**Discussion/Approval**

Agenda Placement

Hilaria Bauer, Ph.D., Superintendent

**DISPOSITION BY BOARD OF TRUSTEES**

Motion by: _____ Seconded by: _____

APPROVED: _____ NOT APPROVED: _____ TABLED: _____

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue, San Jose, CA 95127

3.01

Office of Superintendent of Schools

**ITEM REQUIRING ATTENTION - BOARD OF EDUCATION**

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To the Board of Trustees: Date: May 25, 2022

**Subject:** **School-sponsored Field Trip List**

**Staff Analysis:** Student field trips are an important component of the educational program. Field trips supplement and enrich classroom learning experiences and provide opportunities for students to relate their new learning to the outside world.

**Recommendation:** Staff recommends approval of out-of-county and overnight school sponsored field trips.

Submitted by: Sandra Garcia SG Title: Director of State and Federal Programs

Approved by: Rene Sanchez RS Title: Assistant Superintendent, Instructional Services

To the Board of Trustees: Meeting: May 26, 2022
Special Board Meeting

**Recommend Approval**

3.01
Agenda Placement

Hilaria Bauer, Ph.D., Superintendent

**DISPOSITION BY BOARD OF TRUSTEES**

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

Alum Rock Union Elementary School District

# Field Trip Information Sheet

**Overnight Field Trips are in BOLD** **Field Trips for Board Approval: June 9, 2022**

| School | Field Trip Event | City, and County | Date | Grade | # of classes | Budget (coding) | Purpose: (academic standard the trip supports) |
|---|---|---|---|---|---|---|---|
| Academic Services | Carnaval Parade | San Francisco | May 29, 2022 | all | | Meyer PTA | Bring students and parents to walk in the Carnaval Parade in front of Telemundo's flot. |
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ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San José, CA 95127

4.01

Office of Superintendent of Schools

**ITEM REQUIRING ATTENTION – BOARD OF EDUCATION**

---

To the Board of Trustees:

Subject: **Approval and Ratification of Tentative Agreement between the Alum Rock Union Elementary School District and Alum Rock Educators' Association (AREA), for the period July 1, 2022 – June 30, 2023; Disclosure of Major Provisions per AB1200.**

Staff Analysis:

The District and Alum Rock Educators Association (AREA) have reached the attached Tentative Agreement on collective bargaining issues for the period of July 1, 2022 – June 30, 2023.

Recommendation:

The administration is recommending that the Board of Trustees approve and ratify the Tentative Agreement.

Submitted by: Cesar Torrico Title: Assistant Superintendent, Human Resources

To the Board of Trustees: **Recommend Approval**

Meeting: May 26, 2022
Special Board Meeting

4.01
Agenda Placement

Hilaria Bauer, Ph.D., Superintendent

**DISPOSITION BY BOARD OF TRUSTEES**

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

5-3-2022
CT

# ARTICLE XVI
# SALARY

16.1 Salary Increases

For the 2021-2022 school year:

Effective July 1, 2021, AREA unit members shall receive a 3.25% (three and one quarter percent) increase to the current salary schedule, extended duty hourly rate and career increments governing the salaries of AREA unit members.

All AREA unit members employed during the 2021-2022 school year shall receive a one-time off-schedule payment equal to 3% (three percent) of the member's salary as reflected on the increased 2021-2022 salary schedule. AREA members who were not employed full time or not employed during the entire instructional year shall have this amount pro-rated.

For the 2022-2023 and the 2023-2024 school years:

Effective July 1, 2022, AREA unit members shall receive a 5% (five percent) increase to the current salary schedule, extended duty hourly rate and career increments governing the salaries of AREA unit members.

There will be reopeners on Article 16 and Article 17 and one additional article for the 2023-2024 school years.

16.1.1 Psychologists, Speech and Language Pathologists, and School Nurses shall be paid according to the Nurses, Psychologists, and Speech Therapists Salary Schedule.

16.2 Classification of Professional Preparation

16.2.1 Employees shall be placed on the appropriate column of the salary schedule in accordance with the units of advanced preparation they have completed. Reassignment to a higher classification shall become effective at the beginning of the next contract year after the new classification requirements have been met.

16.2.2 Unit Conversion

Quarter units are converted to semester units by multiplying the quarter units by two-thirds (2/3). If this multiplication results in a fraction that, when added to the other semester units, is within a half unit from the required units for qualifying for the next column, then the fraction shall be rounded up to the next whole number and the employee shall be placed on the next column.

JBM 5/4/2022

16.2.3 Unit Approval

Units for salary credit will be submitted for approval to the Assistant Superintendent of Human Resources. Information regarding the units, the decisions of the Assistant Superintendent and the reasons for negative decisions shall be forwarded to the Association. Credit for upper division units (and those authorized under Section 16.2.3.1) submitted after July 1, 1976 from an accredited college or university shall be approved if they meet any of the following requirements:

A. any course which will increase the educational competence of any employee, in a subject area offered in the District;

B. any course taken by an employee in preparation for a credential or degree for a position which is included in the staff of the District;

16.2.3.1 Any teacher shall get approval for lower division units taken to maintain or develop language skills needed for instruction of EL students, or to develop skills in classroom computer technology.

16.2.4 Unit Placement on Salary Schedule

All completed units shall be credited to a member's placement; and position on; and movement of step or column, effective twice each school year; on September 1st and/or on February 1st.

(1) To receive such credit retroactive to the first day of school in a school year, all completed units must be submitted to the Department of Human Resources on or before the close of business on the last workday in August. The new placement and salary shall be reflected on the member's pay warrant effective for the month of October. An official record of course completion, when issued, will be required for confirmation of these courses. The official record of course completion shall be filed with the Department of Human Resources by September 15th.

(2) To receive such credit retroactive to February 1st of the current school year all completed units must be submitted to the Department of Human Resources on or before the close of business on the last workday in January. The new placement and salary shall be reflected on the member's pay warrant effective for the month of March. An official record of course completion, when issued, will be required for confirmation of these courses. The official record of course completion shall be filed with the Department of Human Resources by February 15th.

Grade cards, when issued, will be required for confirmation of these courses. These cards shall be filed with the Department of Human Resources. The District shall provide each employee prior to May 1st, of each year, a statement of the number of units that the District has on file for him/her.

JBM 5/4/2022

16.2.5 The District shall reimburse employees pursuing a credential or other certification in a District-declared special needs area for the cost of books, tuition, and fees, not to exceed $2,000.00 per employee per year. By May 31st of each school year, the District shall declare the areas of special needs for the following school year. In order for an AREA bargaining unit member to be eligible to receive book/tuition fees reimbursement pursuant to Article 16.2.5, said member must be assigned to a District-declared special needs area at the time the member's book/tuition/fees expenses are incurred.

16.3 Classification of Professional Experience

16.3.1 Initial Step Placement and Transfer

Employees shall be given full credit, on a year-to-year basis, up to twelve (12) years at the time of initial placement on the salary schedule for previous credentialed teaching experience. Teaching experience, for salary schedule placement purposes, shall include all similar experience in positions requiring equal certification qualifications.

16.3.2 Step Requirements

The advancement on the salary schedule shall be at the rate of one step for each year of teaching experience. If an employee is employed for at least seventy-five percent (75%) of a school year, he/she shall be given credit for that year's experience for salary schedule advancement purposes. Two (2) consecutive years equaling one hundred percent (100%) shall be counted as one (1) year's credit.

16.3.3 Career Increments

Employees who have completed fourteen (14) years, nineteen (19) years, and twenty-four (24) years of credited credentialed service to the District (inclusive of the transfer credit received under Article 16.3.1) shall receive career increments.

Effective July 1, 2021, the base for the increment at Year 15 shall be $2,786. Year 20 shall be $3,903, and Year 25 shall be $4,403. These increments are cumulative.

16.3.4 Higher Degree Stipend

Masters Degree: $1,925

National Board: $1,925

Doctorate: $2,000

Unit members who hold a Masters Degree and/or a National Board for Professional Teaching Standards Certificate (NBPTSC) shall receive an annual stipend of One Thousand Nine Hundred Twenty-five Dollars ($1,925) for each Certificate. Unit members who hold a Doctorate Degree shall receive an additional annual stipend of Two Thousand Dollars ($2,000.00).

JBM 5/4/2022

Graduate and doctorate degrees must be verified by submitting an official transcript from a college or university accredited by an accrediting agency recognized by the U.S. Department of Education's Office of Post-Secondary Education as qualified to accredit colleges and universities in the degree subject conferred. The last day for filing transcripts and the NBPTSC is on or before the close of business on the last workday in August. Unit members who file transcripts/NBPTSC after this date will begin receiving their stipend beginning the following school year.

16.3.5 Bilingual Teacher Stipend

Effective July 1, 2019, an annual stipend of $500 (five hundred dollars) shall be paid to members who hold a BCLAD credential. Effective July 1, 2022, an additional annual stipend of $3,000 (three thousand dollars) shall be paid to members who hold a BCLAD credential and are teaching in a Dual Language Immersion classroom.

16.3.6 Overnight Education Payment

Effective July 1, 2019, a daily payment of $250.00 (two hundred fifty dollars) shall be paid to members who accompany students on any District approved overnight events or activities.

16.3.8 SDC/RSP/Adapted PE Stipend

Effective July 1, 2019, an annual stipend of $500 (five hundred dollars) shall be paid to members who hold a Special Education related credential or School Nurse Services Credential. Effective July 1, 2022, an annual stipend of $3,000 (three thousand dollars) shall be paid to members who hold a Special Education related credential and who are in a Special Education assignment. This stipend only applies to members on the Certificated Salary Schedule.

16.4 Employees who work less than a full year or a full day shall receive salaries and fringe benefits pro-rated on the basis of their regular annual salaries.

16.5 Employees who are required to work more than the employee work year shall be paid at their daily rate of pay or receive compensatory time at the employee's option.

16.6 For specified meetings or activities members shall be paid the current extended duty hourly rate as defined on the salary schedule. Optional in-services may be offered without compensation or at a fixed stipend.

16.7 The regular payroll period shall be defined as monthly, beginning with the first (1st) of each month. Salary payments shall be made not less than the last teaching day during the payroll period. The supplemental pay period shall begin on the twenty-first (21st) of the month and end on the twentieth of the following month. Salary payments for services, in addition to the employee's regular assignments, shall be made by the tenth (10th) of the month following the close of the payroll period in which the service was performed, and shall be submitted to Payroll as of the close of business on the fifteenth (15th) of each month to receive payment on the tenth (10th) of the following month.



5/4/2022

16.8 Salary Schedule (See attached.)

16.8.1 The annual salary for an employee's work year shall be as provided in Appendix A.

16.8.2 The annual salary for a Speech Therapist, Nurse, and Psychologist's work year shall be as provided in Appendix A.

16.9 Payroll/Compensation Error Resolution

AREA and the district recognize that any amount underpaid by the district to an employee must be recovered by the employee, pursuant to law. This applies to all salary or other monetary issues.

When the district has underpaid an employee, the district shall immediately set about to determine the correct amount to make the employee whole. The district shall make every effort to complete this determination within ten (10) business days. The district shall then make every effort to pay the appropriate amount within ten (10) business days from the date of the determination.

Whenever the underpaying of an employee of any other accounting error occurs which directly results in negative financial repercussions for the employee, the district agrees to pay those costs upon presentation by the employee to the district of appropriate evidence. Examples of "negative financial repercussions for the employee" include: late fees or interest assessed by creditors, overdraft or dishonored check charges.

Such evidence must be provided to the district within 60 days of the error. The district shall make every effort to issue payments to the employee within ten (10) business days from the date appropriate evidence is provided.

JBM 5/4/2022

5-3-2022
CT

## ARTICLE XVII
## UNIT MEMBER BENEFITS

17.1 Medical and Dental Insurance

17.1.1 For any district offered insurance plan in which a unit member is enrolled, the District agrees to pay eighty-five percent (85%) ongoing of the school year's total current premiums for the plan(s) and one hundred percent (100%) vision base coverage in which the unit member participates.

17.1.1.1 Any unit member submitting his/her resignation on or before June 30, shall have their medical and dental insurance covered through the subsequent August. The District shall indemnify, defend and hold harmless the Association against court action and/or administrative action before the Public Employment Relations Board (PERB) challenging the legality or constitutionality of the Benefits article of this agreement or its implementation. The District shall have the exclusive right to decide and determine whether any such claims or suits referred to in the above paragraph shall or shall not be compromised, resisted, defended, tried or appealed.

17.1.2 Every unit member shall be considered a primary subscriber.

17.1.3 Fringe benefits for unit members working less than 70% of the work day shall be pro-rated.

17.1.4 Any retirees from the District retain the right to be included in all fringe benefit programs provided they pay the necessary premiums to the District.

17.1.5 The benefits provided in this section shall remain in effect during the term of this Agreement or until the effective date of a succeeding Agreement.

17.2 Unit members shall not be charged a fee for processing authorized payroll deductions.

17.3 Property Damage

17.3.1 The District shall reimburse unit members for damage or destruction of clothing or personal property suffered while performing services for the District or while on District business. A fund shall be established in the amount of $5,000.00 annually to cover such damage or destruction. Payments shall be made by June 30, annually. If the funds are insufficient to cover the claims, payment shall be made on a pro-rata basis.

17.4 The District and the Association shall meet to negotiate retirement incentives prior to any plan offered to the Association by the District.

JBK 5/4/2022

**ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT**
**SALARY SCHEDULE**
**CERTIFICATED**
**2022-23 (5%)**

**Board Approved: Pending**
**Effective: July 1, 2022**

| | 00 - 09 | 10 - 19 | 20 - 29 | 30 - 39 | 40 - 49 | 50 - 59 | 60 + |
|---|---|---|---|---|---|---|---|
| 1 | $ 64,177 | $ 64,177 | $ 64,177 | $ 64,177 | | | |
| 2 | $ 64,177 | $ 64,177 | $ 64,177 | $ 65,705 | | | |
| 3 | $ 64,177 | $ 64,177 | $ 64,759 | $ 68,476 | | | |
| 4 | $ 64,177 | $ 64,177 | $ 67,519 | $ 71,238 | $ 74,914 | | |
| 5 | $ 64,177 | $ 66,619 | $ 70,293 | $ 74,009 | $ 77,729 | $ 81,404 | |
| 6 | | $ 69,380 | $ 73,099 | $ 76,776 | $ 80,487 | $ 84,166 | $ 88,705 |
| 7 | | $ 72,144 | $ 75,865 | $ 79,535 | $ 83,258 | $ 86,973 | $ 91,513 |
| 8 | | | $ 78,633 | $ 82,354 | $ 86,067 | $ 89,741 | $ 94,324 |
| 9 | | | | $ 85,115 | $ 88,797 | $ 92,505 | $ 97,095 |
| 10 | | | | | $ 91,599 | $ 95,271 | $ 99,913 |
| 11 | | | | | | $ 98,041 | $ 103,186 |
| 12 | | | | | | | $ 107,408 |

**Effective July 1, 2022, Extended Duty Hourly Rate: $ 48.43**

**Longevity increments of $ 3,021 at the 15th, $ 4,232 at the 20th, and $4,773 at the 25th year.**

**Earned Masters: $1,925 on base salary**
**National Board: $1,925 on base salary**
**Earned Doctorate: $2,000 on base salary**

**Work year calendar is 182 days a year which is reflected in the above salary schedule.**
**Minimum Salary Established ($ 64,177)**

**ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT**
**SALARY SCHEDULE**
**PSYCHOLOGISTS, SPEECH THERAPISTS & NURSES**
**2022-23 (5%)**

**Board Approved: Pending**
**Effective: July 1, 2022**

| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
|---|---|---|---|---|---|---|
| $ 98,628 | $ 104,110 | $ 109,583 | $ 112,314 | $ 115,056 | $ 117,800 | $ 120,544 |

**Effective July 1, 2022, Extended Duty Hourly Rate: $ 48.43**

**Longevity increments of $ 3,021 at the 15th, $ 4,232 at the 20th, and $4,773 at the 25th year.**

**Earned Masters: $1,925 on base salary**
**National Board: $1,925 on base salary**
**Earned Doctorate: $2,000 on base salary**

**Work year calendar is 182 days a year which is reflected in the above salary schedule.**

## STATUS OF BARGAINING UNIT/EMPLOYEE AGREEMENTS

Indicate the current status (whether settled or not settled) of the remaining units.

| Bargaining Unit | FTE | Status |
|---|---|---|
| AREA | 483.15 | Settled |
| CSEA | 166.91 | Not Settled |
| Teamsters | 89.75 | Not Settled |
| Un-represented | 62.75 | N/A |

| | Year: 2022-23 | Year: 2022-23 | Year: 2022-23 |
|---|---|---|---|
| ***GENERAL FUND*** | ***Board Approved Budget Before Settlement*** | ***Adjustments as a result of the Agreement*** | ***Revised Budget*** |
| | *(Column 1)* | *(Column 2)* | *(Column 1 + 2)* |
| **Total Revenues** | 145,863,647 | | **145,863,647** |
| **Other Financing Sources/Uses** | - | | |
| **Interfund Transfer In** | - | | - |
| **Interfund Transfer In** | - | | - |
| **Interfund Transfer Out** | - | | - |
| **Total Other** | - | - | - |
| **Total Expenditures** | $ 143,149,266.00 | $ 7,558,719.00 | **150,707,985** |
| *1000 Certificated Salaries* | 55,578,680 | 7,171,123 | **62,749,803** |
| *2000 Classified Salaries* | 20,634,035 | 2,180,829 | **22,814,864** |
| *3000 Benefits* | 39,407,875 | 3,206,767 | **42,614,642** |
| *4000 Instructional Supplies* | 6,289,978 | | **6,289,978** |
| *5000 Contracted Services* | 20,731,861 | | **20,731,861** |
| *6000 Capital Outlay* | 193,599 | | **193,599** |
| *7000 Other* | 313,238 | | **313,238** |
| *Other Adjustments* | - | (5,000,000) | **(5,000,000)** |
| **Operating Surplus (Deficit)** | 2,714,381 | | **(4,844,338)** |
| Beginning Fund Balance | 26,172,227 | | **26,172,227** |
| Projected Ending Balance | 28,886,608 | (7,558,719) | **21,327,889** |
| **Available Reserves** | | | |
| Available Reserves *(Include Fund 17 Special Reserve)* | 24,592,129 | | 16,806,648 |
| Reserve For Economic Uncertainties | 4,294,478 | | 4,521,240 |
| Total Available Reserves | 28,886,607 | (7,558,719) | 21,327,888 |
| State Required Reserve % 3% | | | |
| State Required Reserve $ | 4,294,478 | 226,762 | 4,521,240 |

### CERTIFICATION

The above information summarizes the financial implications of the proposed agreement. This information will be publicly disclosed in accordance with AB3141 before being submitted to the Governing Board for ratification.

Chief Business Officer — Date: 5/23/22

District Superintendent — Date: 5/23/22

This information was publicly disclosed in accordance with AB3141 before being submitted to the Governing Board. The agreement(s) referenced above were ratified on:

Date

District Superintendent

District Board President

Santa Clara County Office of Education

# DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENTS

**School District:** *Alum Rock Union Elementary School District*
**Bargaining Unit:** AREA, CSEA, Teamsters and Un-represented
**Period of Agreement:** 7/1/2022 to 6/30/23
**FTE:** 802.56
**Date of Public Meeting:** 5/26/22

Please submit copies of the **tentative agreement(s) and updated multi-year projection** with the disclosure.

*Government Code Section 3547.5: Before a public school employer enters into a written agreement with an exclusive representative covering matters within the scope of representation, the major provisions of the agreement, including but not limited to, the costs that would be incurred by the public school employer under the agreement for the current and subsequent fiscal years, shall be disclosed at a public meeting of the public school employer in a format established for this purpose by the Superintendent of Public Instruction.*

| SUMMARY OF AGREEMENT | | | |
|---|---|---|---|
| | *2022-23* | *2023-24* | *204-25* |
| **Salary Schedule increases** | 5.00% | Re-opener | Successor |
| **Off-Schedule payments** | - | - | - |
| **Health & Welfare (capped?)** | Status Quo | Re-opener | Successor |
| *Details (cap limit; plan coverage, etc.):* | | | |
| On-going increase of 5% effective July 1, 2022. | | | |
| **Other provisions:** | | | |
| Includes "Me Too" clause for CSEA and Teamsters. Includes costs for Un-represented employees. Increase for the following stipends: Masters = $925, NBPTSC = $925, Bilingual = $2,000 and SDC/RSP/School Nurse/APE = $2,000. | | | |

## TOTAL COST INCREASE OF PROPOSED AGREEMENT IN PRESENT & FUTURE YEARS

Indicate the costs of salary and benefit increases that would be incurred under the agreement.

| | *2022-23* | *2023-24* | *2024-25* |
|---|---|---|---|
| **Salary** including statutory costs* | 4,418,384 | - | - |
| **Benefits** | - | - | - |
| **Other Compensation Costs** | 441,500 | - | - |
| **Other Non-Compensation Costs** | - | - | |
| **Total Cost of Settlement** | 4,859,884 | - | - |
| **Total % Increase** | 5.00% | 0.00% | 0.00% |
| **Projected STRS/PERS rates** | 19.1%/26.1% | 19.1%/27.1% | 19.1%/27.7% |

**please include statutory costs tied to salary such as employer-paid taxes and PERS/STRS*

ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT
2930 Gay Avenue
San José, CA 95127

4.02

Office of Superintendent of Schools

**ITEM REQUIRING ATTENTION – BOARD OF EDUCATION**

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To the Board of Trustees:

Subject: **Approve/Ratify Notices of Employment and Changes of Status/May 26, 2022.**

Staff Analysis:

This item includes recommendations such as new hires, leaves of absence, or other changes in employee status.

Recommendation:

District administration is recommending that the Board of Trustees approve the hiring of any new employee, and any change of status for existing employees.

Submitted by: Cesar Torrico Title: Assistant Superintendent, Human Resources

To the Board of Trustees: **Recommend Approval**

Meeting: May 26, 2022
Speicial Board Meeting

4.02
Agenda Placement

Hilaria Bauer, Ph.D., Superintendent

**DISPOSITION BY BOARD OF TRUSTEES**

Motion by: _____ Seconded by: _____

Approved: _____ Not Approved: _____ Tabled: _____

**ALUM ROCK UNION ELEMENTARY SCHOOL DISTRICT-**
**HUMAN RESOURCES DEPARTMENT**
**MEETING OF THE BOARD OF TRUSTEES**
**May 26, 2022**

**CERTIFICATED CHANGES OF STATUS:**

I. **Certificated Administrative Changes:**

| | | | |
|---|---|---|---|
| 1. | Natividad, Jonathan | Principal/Cureton Elementary | 07/01/2022 |
| | Salary y-rated for the 2022-2023 School Year Only | | |
| 2. | Villalobos, Julio | Principal/George Middle School | 07/01/2022 |