CHULA VISTA ELEMENTARY SCHOOL DISTRICT

REVISED

A G E N D A

REGULAR MEETING – MARCH 9, 2022
CLOSED SESSION – 4 P.M.
OPEN SESSION – 6 P.M.

BOARD OF EDUCATION

KATE BISHOP • LESLIE RAY BUNKER •
CESAR T. FERNANDEZ • FRANCISCO TAMAYO • LUCY UGARTE

EDUARDO REYES, ED.D.
SECRETARY/SUPERINTENDENT

THIS MEETING IS BEING RECORDED

In accordance with the Brown Act, all public Board meeting recordings are available for review for 30 days following the meeting, after which they are recycled. Audio recordings are available on the District website at www.cvesd.org.

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IF YOU WISH TO ADDRESS THE BOARD OF EDUCATION

Persons wishing to address the Board of Education on any agenda item may attend in person and should complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. No action or discussion shall be undertaken on any item not appearing on the posted agenda, except the Board of Education or District staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Government Code Section 54954.3. Speakers must limit remarks to three minutes (generally, statements of 390 words may be spoken out loud within three minutes) and speak in a respectful and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public presentation depending on the subject and the number of persons wishing to be heard. The meeting will also be livestreamed. For access to the livestream, please click here (English) and click here (Spanish) or on the links at the bottom of this page.

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AGENDA AND DISTRIBUTION OF WRITINGS TO MEMBERS OF THE PUBLIC

In compliance with Government Code Section 54957.5, nonexempt writings that are distributed to a majority or all of the Board of Education in advance of a meeting may be reviewed on our website by clicking on the following link:
http://cvesd.org/board_of_education/board_meetings.

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EQUAL OPPORTUNITY EMPLOYER

The Chula Vista Elementary School District prohibits discrimination, harassment, intimidation and bullying based on race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information; the perception of one or more of such characteristics, or association with a person or group with one or more of these actual or perceived characteristics in any program, practice or activity it conducts. The Chula Vista Elementary School District is committed to providing equal educational, contracting, and employment opportunity to all in strict compliance with all applicable State and Federal laws and regulations. Any individual who believes they have been a victim of unlawful discrimination in employment, contracting or in an education program or activity may file a formal complaint.

To watch the livestream of the Board Meeting click on the link below or cut and paste it into your browser:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_YTZlMDM5Y2YtZjUyZi00MjRiLTlmMGMtNDIwM2RjZTZhMTZm%40thread.v2/0?context=%7b%22Tid%22%3a%22e87a6e0c-c08e-46b2-bb73-45dd072baa33%22%2c%22Oid%22%3a%22af92a27c-ab25-47cd-bce4-2b08102509e6%22%2c%22IsBroadcastMeeting%22%3atrue%7d&btype=a&role=a

To watch the livestream of the Board Meeting in Spanish click on the link below or cut and paste it into your browser:

https://teams.microsoft.com/l/meetup-join/19%3ameeting_MDJmNzIyYWMtMGI2MC00ZGNjLTg1ZWYtMmUyYjhhYjk0NDgy%40thread.v2/0?context=%7b%22Tid%22%3a%22e87a6e0c-c08e-46b2-bb73-45dd072baa33%22%2c%22Oid%22%3a%22af92a27c-ab25-47cd-bce4-2b08102509e6%22%2c%22IsBroadcastMeeting%22%3atrue%7d&btype=a&role=a

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

84 EAST "J" STREET • CHULA VISTA, CALIFORNIA 91910 • (619) 425-9600
EACH CHILD IS AN INDIVIDUAL OF GREAT WORTH

AGENDA
BOARD OF EDUCATION

Regular Meeting – March 9, 2022
Closed Session – 4 P.M.
Open Session – 6 P.M.
Dr. Lowell J. Billings Board Room, Education Service and Support Center
Streamed Online

ORDER OF BUSINESS

1. OPENING PROCEDURES *Opening Procedures*

A. Call to Order

B. Roll Call
Members Present:
Members Absent:
Others Present:

2. APPROVE AGENDA (Action) *Approve Agenda*

Motion:_____, Second:_____, Vote:_____

3. ORAL COMMUNICATIONS ON CLOSED SESSION ITEMS *Oral Communications on Closed Session Items*

The Oral Communications section provides the public with an opportunity to address the Board on closed session items only. Persons wishing to be heard may attend in person and should complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments depending on the number of persons wishing to be heard. No Board action can be taken.

4. ADJOURN TO CLOSED SESSION *Closed Session*

Government Code Sections 3549.1(d) and 54957.6: Collective Bargaining/Employee Negotiations; Agency Negotiators: Fagen Friedman & Fulfrost, LLP and Adams Silva & McNally LLP; Employee Organizations: Chula Vista Classified Employees Organization (CVCEO); Chula Vista Educators (CVE); Nonrepresented Employees

Government Code Section 54957: Public Employee Employment: Title: Principal

Government Code Section 54957: Public Employee Discipline/ Dismissal/Release

Government Code Section 54956.9(d)(1): Conference with Legal Counsel - Existing Litigation in Office of Administrative Hearings, Case No. 2022010419 for Student No. 614804

5. RECONVENE TO OPEN SESSION

Reconvene to Open Session

A. Call to Order

B. Roll Call
Members Present:
Members Absent:
Others Present:

C. Pledge of Allegiance

6. SPECIAL RECOGNITION, AWARDS, AND HONORS

Special Recognition/ Awards, Honors

A. Presentation of Newly Hired and Promoted Employees

B. Student Recognition of Staff

C. Recognition of Winner for the 2020 Presidential Awards for Excellence in Mathematics and Science Teaching

D. Recognition of Chula Vista Learning Community Charter High School Girls Soccer Team

7. COMMUNICATIONS TO THE BOARD OF EDUCATION

Communications to the Board

A. Chula Vista Classified Employees Organization

B. Chula Vista Educators

8. ORAL COMMUNICATIONS

Oral Communications

The Oral Communications section provides the public with an opportunity to address the Board on non-agenda items. Persons wishing to be heard may attend in person and should complete a “Request to Be Heard” card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful

and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments depending on the number of persons wishing to be heard. No Board action can be taken.

9. ORAL PRESENTATIONS AND WRITTEN REPORTS *Oral Presentations/ Written Reports*

A. District Safety Committee/COVID-19 Update

B. Report on District Plan to Address Equity Goals, Actions, and Outcomes

C. Report on District Cohort Schools: Chula Vista Hills, EastLake, Halecrest, Thurgood Marshall, Corky McMillin, Saburo Muraoka, and Olympic View Elementary

10. APPROVE CONSENT CALENDAR (Action) *Consent Calendar*

The following items listed under Consent Calendar are considered by the Board in one action. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board, staff, or public request specific items to be discussed and/or removed from the Consent Calendar.

Motion:_____, Second:_____, Vote:_____

A. Adopt Board of Education Meeting Minutes: Regular Meeting February 9, 2022

B. Approve and/or Ratify Human Resources Items A Through L

C. Approve Memorandum of Understanding with Chula Vista Educators Regarding Extra Pay for Committee Work

D. Approve Memorandum of Understanding with Chula Vista Classified Employees Organization Regarding Compensation for Classified Employees for the 2021-22 and 2022-23 School Years

E. Adopt Resolution to Designate Authorized Representatives to the San Diego County Schools Risk Management Joint Powers Authority

F. Ratify Memorandum of Understanding with San Diego Hunger Coalition for the Period of October 1, 2021, Through September 30, 2024

G. (1) Authorize Designated Personnel of the Chula Vista Elementary School District to Execute Documents on Behalf of the District for Fiscal Year 2021-22; and

(2) Adopt Resolutions Authorizing Designated Agents of the Chula Vista Elementary School District to Act on Behalf of the District for Fiscal Year 2021-22

H. Adopt Resolution Authorizing Utilization of the National Association of State Procurement Officials Value Point Master Agreement No. MNWNC-115 and MNNVP-134 Through the State of California Department of General Services Participating Addendum No. 7-15-70-34-002 for Computer Equipment Awarded to HP, Inc., for Servers, Storage, and Related Professional Services in the Amount of $236,611.11 from March 10 Through July 31, 2022

I. Approve Renewal of Bid No. 17/18-4 to UnifiedCommunications.com, Formerly Novus, LLC, for the Purchase of Microsoft Lync/Skype for Business Gateways and Phone Equipment for the Period of April 12, 2022, Through April 11, 2023

J. Approve Award of Bid No. 21/22-6 Bid Package No.1 to Able Heating and Air Conditioning, Inc., for Replacement of Heating Ventilating Air Conditioning on the Oldest Portable Classroom Units at Chula Vista Hills, EastLake, Harborside, Karl H. Kellogg, J. Calvin Lauderbach, Loma Verde, Otay and Valley Vista Elementary Schools, and Discovery and Robert L. Mueller Charter Schools in the Amount of $1,655,186 for the Period of March 10, 2022, Through Completion of the Project

K. Approve Award of Bid No. 21/22-5 Bid Package No.1 to Jackson and Blanc for Replacement of Heating, Ventilating, Air Conditioning on All Permanent Classroom and Office Buildings at Halecrest and Loma Verde Elementary Schools in the Amount of $1,649,068 for the Period of March 10, 2022, Through Completion of the Project

L. Accept Donation

M. Ratify Purchase Orders, Warrants, and Checks Written/Issued Through February 28, 2022

N. Approve and/or Ratify Travel Requests

11. PUBLIC HEARINGS

Public Hearings

The Public Hearings section provides the public with an opportunity to address the Board on specific items. Persons wishing to address the Board on any public hearing items must complete a “Request to Be Heard” card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for input on each public hearing item to 20 minutes. With Board consent, the President may increase or decrease the time allowed for

public comments on each public hearing item depending on the topic and the number of persons wishing to be heard.

A. (1) Conduct Public Hearing; and

(2) Adopt Resolution Regarding Short-Term Classified Employee to Perform Specified Service for the Period of March 1, 2022, Through June 30, 2022

Motion:_____, Second:_____, Vote:_____

B. (1) Conduct Public Hearing to Receive Input on the Tentative Agreement with Chula Vista Educators; and

(2) Ratify the Tentative Agreement with Chula Vista Educators for the Period of July 1, 2021, Through June 30, 2023

Motion:_____, Second:_____, Vote:_____

12. ADMINISTRATIVE ACTION ITEMS

Administrative Action Items

A. Approve Amendment of Current Memorandum of Understanding with Chula Vista Educators Regarding COVID-19 Safety Protocols

Motion:_____, Second:_____, Vote:_____

B. Approve Removal of Indoor Mask Mandate

Motion:_____, Second:_____, Vote:_____

C. Cast Vote for 2022 California School Boards Association's Delegate Assembly Candidates for Region 17

Motion:_____, Second:_____, Vote:_____

D. Adopt Resolution Designating the Month of March as Women's History Month in the Chula Vista Elementary School District

Motion:_____, Second:_____, Vote:_____

E. Adopt Resolution Designating the Month of April 2022 as Public Schools Month in the Chula Vista Elementary School District

Motion:_____, Second:_____, Vote:_____

F. Approve Salary Schedules for Management, Supervisory, and Confidential Employees for the 2021-22 and 2022-23 School Years

Motion:_____, Second:_____, Vote:_____

G. (1) Approve Revisions to Fiscal Year 2021-22 Budget;

(2) Approve Second Interim Financial Report at January 31, 2022; and

(3) Certify District's Financial Status for Fiscal Year 2021-22

Motion:_____, Second:_____, Vote:_____

13. FIRST AND SECOND READINGS, BOARD POLICIES, ADMINISTRATIVE REGULATIONS, AND BOARD BYLAWS *First and Second Readings*

A. First Reading/Possible Revision: Proposed Revision to Board Bylaw 9322, Agenda/Meeting Materials

Motion:_____, Second:_____, Vote:_____

B. First Reading: Proposed Revisions to Administrative Regulation 5111, Students, Admission

Motion:_____, Second:_____, Vote:_____

C. First Reading: Board Policy 6170.1 (New), Instruction, Transitional Kindergarten

Motion:_____, Second:_____, Vote:_____

14. GENERAL INFORMATION ITEMS/REPORTS *Information Items/Reports*

A. Report Calendar to Board of Education

15. RECESS TO CHULA VISTA ELEMENARY SCHOOL DISTRICT PUBLIC FACILITIES FINANCING CORPORATION *Public Facilities Financing Corporation*

CHULA VISTA ELEMENTARY SCHOOL DISTRICT PUBLIC FACILITIES FINANCING CORPORATION

AGENDA

BOARD OF DIRECTORS MEETING

1. OPENING PROCEDURES *Opening Procedures*

A. Call to Order

B. Roll Call

Members Present:
Members Absent:
Others Present:

2. ADMINISTRATIVE ACTION ITEMS *Administrative Action Items*

A. Adopt Resolution of the Board of Directors of the Chula Vista Elementary School District Public Facilities Financing Corporation Appointing Officers and Taking Related Action in Connection Therewith

Motion:_____, Second:_____, Vote:_____

3. ADJOURNMENT OF CHULA VISTA ELEMENTARY SCHOOL DISTRICT PUBLIC FACILITIES FINANCING CORPORATION MEETING	*Adjournment*

16. RECONVENE TO CHULA VISTA ELEMENTARY SCHOOL DISTRICT BOARD OF EDUCATION MEETING	*Reconvene to Board of Education Meeting*
17. BOARD COMMUNICATIONS	*Board Communications*
18. SUPERINTENDENT'S COMMUNICATION	*Supt.'s Communication*
19. ADJOURNMENT	*Adjournment*

THE NEXT REGULAR MEETING OF THE BOARD OF EDUCATION OF THE CHULA VISTA ELEMENTARY SCHOOL DISTRICT IS SCHEDULED ON WEDNESDAY, APRIL 13, 2022, AT 6 P.M.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Student Recognition of Staff

_____Action **____X____Information**

BACKGROUND INFORMATION:

Students from the Chula Vista Elementary School District will welcome staff.

ADDITIONAL DATA:

Tonight, the students listed below will give a warm welcome with artwork and messages to newly hired staff.

Name	Grade	School
Callie Yi	Kindergarten	Enrique S. Camarena
Hyanna Chhina	5	Clear View
Deron Delacruz	5	Clear View
Xavier Sanchez	5	Valle Lindo

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

On behalf of the Board of Education, Certificates of Recognition will be presented to the students.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Recognition of Winner for the 2020 Presidential Awards for Excellence in Mathematics and Science Teaching

_____Action **____X____Information**

BACKGROUND INFORMATION:

The Presidential Awards for Excellence in Mathematics and Science Teaching (PAEMST) program are the highest recognition that an elementary or secondary mathematics or science (including computer science) teacher may receive. The PAEMST program is administered by the National Science Foundation (NSF) on behalf of the White House Office of Science and Technology Policy.

Recipients serve as models for other science and mathematics teachers, help to inspire students to study mathematics and science, and serve as leaders in their disciplines.

ADDITIONAL DATA:

Teachers are nominated using NSF's online nomination form. Each year, California can recommend three state nominees in mathematics teaching and three state nominees in science teaching to the NSF.

At the March 3, 2021 Board of Education meeting, Marlys Williamson was recognized as a State of California finalist of the PAEMST. At that time, Ms. Williamson was a Wolf Canyon Grade 5 Teacher and District Teacher of the Year.

On February 8, 2022, a statement and release by the White House named 117 teachers, mentors, and mentoring organizations as recipients of the PAEMST and Presidential Awards for Excellence in Science, Mathematics and Engineering Mentoring. Marlys Williamson is the recipient of the PAEMST 2020 CA K-6 Science National Award in the state of California.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

On behalf of the Board of Education, the President will acknowledge Ms. Williamson with a Certificate of Recognition.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Recognition of Chula Vista Learning Community Charter High School Girls Soccer Team

_____Action **____X____Information**

BACKGROUND INFORMATION:

Chula Vista Learning Community Charter High School (CVLCC HS) Girls Soccer Team, the Cobras, recently won the Division IV CIF Championship, defeating Hilltop High School. Along with this achievement, the Cobras were champions of the Frontier–Summit League with a 6–0 record. This year's Cobra Soccer Team finished the season with a 16–1–1 record that included an undefeated 10–0 record at home games, with 58 goals scored and only 14 goals against. The Cobras became the first CIF soccer champions in CVLCC HS history, and this is the second CIF championship in any sport for the school.

ADDITIONAL DATA:

The Cobras team is comprised of 18 athletes, as well as Head Coach Marissa Espino, and Assistant Coach Alberto Morales Muñoz. Additional information is available for review in the Office of the Assistant Superintendent of Innovation and Instruction Services and Support

Class of 2022
Karla Garcia Casas
Victoria Mansir
Yoselin Olachea

Class of 2023
Ismerai Arevalo
Lisabella Alvares

Class of 2024
Paola Arellano
Ariana Avalos
Julieta Elizalde Duarte
Sofia Lopez-Echeagaray
Jiselle Lozano
Galilea Ovalle
Isabella Salas

Class of 2025
Giselle Avalos
Kamila Burgess
Irie Garcia
Alexa Talamante
Tristan Tessier
Ashley Vallejo

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

On behalf of the Board of Education, the President will present Certificates of Recognition to each player and the coaches. A Certificate of Recognition will be presented to the team to commemorate this remarkable achievement.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

District Safety Committee/COVID-19 Update

_____Action **____X____Information**

BACKGROUND INFORMATION:

At the August 25, 2021 Board meeting, it was approved to form a District-level Safety Committee, with representation from certificated, classified, and non-represented employees, as well as parents, to advise on the creation and implementation of COVID-19 safety measures, and to oversee site level committees.

Also, all school sites will create a site Safety Committee, with representation from certificated, classified, and non-represented employees, as well as parents, to address site specific safety concerns and help implement District safety measures.

ADDITIONAL DATA:

Tonight, District staff members will provide an update on the District Safety Committee.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Report on District Plan to Address Equity Goals, Actions, and Outcomes

_____Action **__X__Information**

BACKGROUND INFORMATION:

Historically, educational systems, policies, and practices in American public schools have been designed to promote an advantage for some students, while limiting advantages for others. The result has been a persistent achievement and opportunity gap between certain groups of students, particularly students of color, English Learners, and Students With Disabilities. A formal equity audit was developed and conducted in the fall of 2020, and in reviewing achievement and behavioral data, gaps in achievement exist.

The six audit categories were: 1) District Stance on Equity; 2) Intended Focus of Equity Efforts; 3) Equitable Opportunities to Learn; 4) Equity in Operations; 5) Equity Evidenced in Governance; and 6) Equity in the Organizational Climate. District leaders, including current doctoral students in the District cohort of San Diego State University's Doctorate in Educational Leadership program, systematically studied and collected evidence of practices, policies, and insights in all six categories. The findings were reported in the spring of 2021. Goals and actions were drafted to address these gaps and continue the commitment to the District shared value of ensuring equitable outcomes to develop the full potential of each child.

ADDITIONAL DATA:

Tonight, District staff and Chula Vista Educators will present an overview of the proposed Equity Plan, progress toward the goals of this plan, and the actions that have been identified to achieve these goals. Immediate, mid-range, and long-range recommendations will be presented for the Board's consideration. This endeavor is designed to support the continuous improvement and alignment between our practices, policies, and procedures with the Board adopted Equity Policy and our shared vision and values.

Additional information is available for review in the Office of the Director of Leadership Development, Equity, and Access.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Report on District Cohort Schools: Chula Vista Hills, EastLake, Halecrest, Thurgood Marshall, Corky McMillin, Saburo Muraoka, and Olympic View Elementary

_____Action **____X____Information**

BACKGROUND INFORMATION:

The District views the cohort school support model as an opportunity for research and development of innovative educational practices. The District's expectation is communication and collaboration amongst school sites will support leadership practices, teacher development, and student achievement. The District cohort model is guided by "Principal Leads" who support cohorts of seven schools. In collaboration with Executive Directors, Principal Leads nurture, support, and sustain the interdependence that defines our District.

ADDITIONAL DATA:

Tonight, the Impact cohort will provide an overview of how their cohort works interdependently with school site staffs, community members, and District staff to support Local Control and Accountability Plan goals. They will share the cohort work toward the effective implementation of the equity policy and equity goals at District school sites.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

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EACH CHILD IS AN INDIVIDUAL OF GREAT WORTH

MINUTES
BOARD OF EDUCATION

Regular Meeting
February 9, 2022
6 P.M.
Dr. Lowell J. Billings Board Room, Education Service and Support Center
Streamed Online

ORDER OF BUSINESS

1. OPENING PROCEDURES *Opening Procedures*

A. Call to Order

President Ugarte called the meeting to order at 6:01 P.M.

B. Roll Call

Members Present:
Ms. Lucy Ugarte, President
Ms. Leslie Bunker, Vice President
Ms. Kate Bishop, Member (Arrived at 6:03 P.M.)
Mr. Cesar T. Fernandez, Member

Members Absent:
None.

Others Present:
Mr. Oscar Esquivel, Interim Superintendent
Dr. Matthew Tessier, Asst. Supt., Innovation and Instruction
Mr. Jason Romero, Asst. Supt., Human Resources
Mrs. Theresa Villanueva, Interim Executive Director of Fiscal Services
Mrs. Nancy Teahan, Asst. to the Supt. and Board of Education
Mrs. Araceli Vargas, Administrative Assistant II

C. Pledge of Allegiance

Clerk Tamayo led the Pledge of Allegiance.

2. APPROVE AGENDA (Action) *Approve Agenda*

Motion: TAMAYO, Second: BUNKER, Vote: UNANIMOUS

UNADOPTED

3. SPECIAL RECOGNITION, AWARDS, AND HONORS

Special Recognition/ Awards, Honors

A. Presentation of Newly Hired and Promoted Employees

Assistant Superintendent of Human Resources Mr. Jason Romero announced recently promoted employees.

B. Recognition of 2021 California Music Educators Association Fortissimo Award Recipients

Assistant Superintendent of Innovation and Instruction Dr. Matthew Tessier shared information about the honorees and their award. Honorees were presented a Certificate of Recognition and had a photo taken with Board Members.

The following Visual and Performing Arts Teachers were recipients of the California Music Educators Association Fortissimo Award:

Casillas Teacher Jonathan Seligman – Elementary Specialist Award. Wolf Canyon Teacher Lowri Casimiro: Peripole General Music Educator Award.

Board Members thanked the teachers for their amazing work and how students benefit from their hard work.

President Ugarte noted that Board Member Bishop arrived at 6:03 P.M.

4. COMMUNICATIONS TO THE BOARD OF EDUCATION

Communications to the Board

A. Chula Vista Classified Employees Organization

President Angela Reed congratulated promoted employees and appreciated the very small number of potential layoffs and reduction in hours. She spoke about the importance of equitable treatment for all District employees. Ms. Reed expressed a concern that at a District Safety Committee meeting a separate bargaining unit worked with the District to create an MOU [Memorandum of Understanding] regarding actions that trained custodial staff would be required to carry out in the performance of their duties. Ms. Reed said this was not the appropriate forum for CVCEO to learn of the MOU or any issues with its implementation. Specifically, the MOU addressed daily cleaning and disinfecting as well as the response to disinfecting from a positive case. Ms. Reed said CVCEO was not party to the discussion or to the agreement and the responsibilities are not part of the custodian's job description. She added there are different

UNADOPTED

interpretations of the language of the MOU that have led to disparity, implementation, and workplace discord between employees when the MOU should have been clear enough to prevent any such disparities. Ms. Reed went on to say equitable treatment includes many things, not least of which is negotiating with the appropriate bargaining unit, and because the MOU discussed the duties and actions of members of [CVCEO] bargaining unit, CVCEO should have been part of the negotiations from the start. Ms. Reed shared CVCEO wishes to revisit the COVID Safety MOU of November 2021 and ensure that all parties agree with and understand said MOU. Finally, Ms. Reed said they require clear direction from the District to define what is meant by daily cleaning and disinfecting and what the precise procedure is to disinfect after a positive COVID case. Ms. Reed shared CVCEO is concerned at the rate the District is bringing in substitutes to support classified employees. Specifically, the limited capacity and frequency of classes and examinations for potential substitutes is making it difficult to build an adequate talent pool to support the needs of the school and the students. Ms. Reed said one monthly examination with a maximum of 10 participants per specialty does not meet the needs for new talent and leaves members to shoulder the load or face unnecessary and preventable workplace disagreements about what should have or could have been accomplished. Ms. Reed went on to say she recognizes and appreciates that the examinations were waived for some qualifications but still falls short of meeting the demand. She closed with a quote from Jodi Picoult, “Equity is taking differences into account so everyone has a chance to succeed.” Ms. Reed said she looks forward to continued discourse for the betterment of the schools, employees, and students.

B. Chula Vista Educators

President Rosi Martinez started by thanking Mr. Oscar Esquivel for his time as acting superintendent while still upholding his many responsibilities and acknowledged his commitment to the District and the community. Ms. Martinez thanked Mr. Jason Romero and his team for reaching a tentative agreement with Chula Vista Educators (CVE) and said it is important to acknowledge all the time and effort that goes in to getting to this point. She also acknowledged the Board and their support in making this happen and also acknowledged their part in getting CVE members more prep time on Fridays. Ms. Martinez said this has provided a sense of relief to many staff allowing time to plan and reassess instruction to meet the increased academic and emotional needs of their students while they continue to adapt to their current circumstances, and time to connect and collaborate with their colleagues to reflect on their practice. Ms. Martinez shared that safety continues to be an issue and there have been meetings with District

UNADOPTED

administrators and the District Safety Committee regarding this concern. Classified, certificated, and administrative staff have all shared that daily cleaning of classrooms is not happening, however, at the Safety Committee meeting it was assured that it was happening. Ms. Martinez said sadly, they were forced to file a grievance around the violations of the Safety MOU. Ms. Martinez said with the amount of time and effort put into getting to these agreements it is expected they will be followed and respected. The MOU was signed November 5 and three months later the points outlined in the agreement have not been followed. She said the support needed for custodial staff is not in place, responsibilities being shifted to prioritize cleaning have not happened. Ms. Martinez added that at the recent Safety Committee meeting they were told there has been no meeting or training for custodial staff since before the pandemic. Ms. Martinez said this is irresponsible and asked how employees are to know what is expected of them without any direction. Site Safety Committees are not meeting on a regular basis to address the changing needs at their sites around this pandemic. Some sites continue to expect business as usual without considering the current conditions of students and staff. Ms. Martinez reminded the Board that last month she expressed concerns around the peer walkthroughs and has expressed it repeatedly to District leadership and in consultation. Ms. Martinez spoke with a principal who had peer observations scheduled for that week but had not received any direction from the District against this type of practice. Ms. Martinez asked how seriously are they being taken while advocating for the needs of students and CVE members? She said the MOU clearly outlines that any professional development, or any meeting must provide a virtual option and asked how this is done in a walkthrough. Ms. Martinez said although she supports good practices such as these, it is not the appropriate time for them and even without the MOU, it should be clear to everyone that this year is not business as usual. She added when there was discussion about giving grace to one another, there should be unnecessary expectations taken off the plates of not only staff, but of the students and to make sure they have the supports and tools needed to get through this year. Ms. Martinez said they want everyone to thrive, but some are just focusing on surviving through it. Just as that precious time, she asked that we continue to find ways to show grace to employees that show up every day in commitment and service to the students of Chula Vista.

5. ORAL COMMUNICATIONS

Oral Communications

The Oral Communications section provides the public with an opportunity to address the Board on non-agenda items. Persons wishing to be heard

UNAPPROVED

may attend in person and should complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public comments depending on the number of persons wishing to be heard. No Board action can be taken.

- Sara A. regarding an item be placed on next month's agenda regarding the use of masks for staff, students, and parents.
- Ashley Barba asked the volunteer requirements to be revised to allow parents to be in their child's classroom to provide additional support.
- Debbie thanked Board for office hours, commented on the decision of superintendent, and addressed COVID mask rules and mandates.
- Jaqueline Gonzalez regarding the process for selecting the superintendent and the process for vacant Board seat.
- Laura Loza asked the Board to reconsider the masking mandate and to allow water in classrooms.

6. ORAL PRESENTATIONS AND WRITTEN REPORTS

Oral Presentations/ Written Reports

A. Midyear Report by District Parent Leaders

Dr. Tessier introduced Parent Engagement Liaison Angelica Maldonado who shared about her role as the parent engagement liaison, highlights of community events, partnership highlights, and upcoming events. She introduced parent leaders as follows: Black Learners Advisory Council Representative Dr. Doug Luffborough, III, Ph.D., District Advisory Council Chair Mr. Matthew Baker, District English Learner Advisory Committee Chair Dr. Pedro Carrillo, and Chula Vista Elementary Council PTA President Marina Beltran. Each of the parents reported on their respective groups.

Board Members thanked the parents for their efforts and commented on the information provided.

B. Report on District Cohort Schools: Ella B. Allen, Enrique S. Camarena, Harborside, Anne and William Hedenkamp, Juarez-Lincoln, Karl H. Kellogg, and Loma Verde Elementary

Dr. Tessier introduced the Equity Crusader Cohort and Principal Lead Lisa Forehand. He then shared the video presentation of what parent engagement looks like at the schools.

Board Members had the opportunity to comment and ask questions.

UNADOPTED

A five-minute break was requested at 7:40 P.M. and the meeting reconvened at 7:48 P.M.

C. Report on Virtual Academy

Dr. Tessier shared background information on the establishment of the Virtual Academy and then introduced Principal on Special Assignment Mr. Jonathan Morello. Mr. Morello shared breakdown of students, zone transfers to Virtual Academy, enrollment trends, enrollment by grade, explained Independent Study, District/Chula Vista Educators Joint Committee, and the focus of the Virtual Academy. Mr. Morello introduced Teacher Conchita Guevara who shared about her third-grade class and why she chose to teach at the Virtual Academy. Teacher Marisa Sanchez shared her focus as an online educator and highlighted her fifth-grade class in a virtual track and field experience. Mr. Morello concluded the presentation with next steps and moving forward.

Board Members had the opportunity to comment and ask questions. Dr. Tessier thanked the Board, Mr. Morello, teachers, and Chula Vista Educators for their support of the Virtual Academy.

D. District Safety Committee/COVID-19 Update

Assistant Superintendent of Human Resources Jason Romero reminded everyone of the purpose of the committee, the individuals who serve on the committee, Safety Committee topics of discussion, and general safety concerns. Mr. Romero shared about the COVID-19 Q&A, Grade 6 camp, the weekly newsletter sent to staff and families, and kiosk and surveillance testing.

There was one caller who requested to speak on this item. An attempt was made to call back and there was no answer.

Board members had the opportunity to comment and ask questions.

Board Member Bishop thanked Mr. Romero for the online parent handbook and weekly newsletter. Regarding home test results and group tracing Mr. Romero will have an area on the form for the test results to be added to the form. Board Member Bishop asked for confirmation that the lifting of the mask mandate announced by Governor Newsom did not include schools. Mr. Romero confirmed that was correct. Board Member Bishop asked if unvaccinated parent volunteers would be allowed to volunteer with a negative test. Board Members had further discussion regarding the process and gave guidance to the Safety Committee that regardless of vaccination status, weekly testing for parent volunteers is required before

UNADOPTED

volunteering. Board Member Bishop asked about the online employee digital handbook and requested a place for frequently asked questions be included. She thanked Mr. Romero and his team for all the work they have done.

Board Member Fernandez said it is important the committee look at recent growth by the County Board of Supervisors and to look at a transition into optional masking in schools. He said we need to keep in mind it is not as easy as waving a magic wand, it is not just CDPH it is also Cal-Osha for employees and working with labor groups bargaining as well. He said there should be discussion ahead of time and preparing for a safe transition.

Clerk Tamayo said the Board took a position to establish safety committees at the school sites. He emphasized if there was a need to reorganize priorities, this was a priority. He added that as the need to look at options to have volunteers and voluntary masking – the school site safety committees will be critical in speeding up the decision making. Clerk Tamayo said staff shortages is an issue and asked to include classified staff in conversations. He added if cleaning and disinfecting classrooms is a priority for the custodians, then what can be taken off the table as there is only so much more that can be done before something else has to go and communication and coming up with a plan will make this work again. Clerk Tamayo asked what the participation rate for student testing was (weekly) and Mr. Romero answered 44%. Staff is at a higher rate.

Vice President Bunker had nothing more to add.

President Ugarte appreciates the District keeping up with the changes and does so in a timely manner. She asked about office hours and the ability of certain sites being able to participate at the beginning. Mr. Romero said he will look at possibly a 3:30 P.M.start time. President Ugarte gave a shout-out to Jenny Venyak and all she does.

7. APPROVE CONSENT CALENDAR (Action) *Consent Calendar*

The following items listed under Consent Calendar are considered by the Board in one action. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board, staff, or public request specific items to be discussed and/or removed from the Consent Calendar.

Prior to approval, Board Member Bishop requested to pull Items 7.E. and 7.K.; Clerk Tamayo asked to pull Items 7.B., 7.E., 7.G., and 7.K.

Motion: BISHOP, Second: FERNANDEZ, Vote: UNANIMOUS

UNADOPTED

Clerk Tamayo asked to abstain from voting on Items 7.B. and 7.G. since these include contracts with the San Diego County Office of Education and he is employed there.

Motion: BISHOP, Second: BUNKER,
Vote: Ayes: BUNKER, BISHOP, FERNANDEZ, UGARTE
Noes: None, Abstain: TAMAYO

A. Adopt Board of Education Meeting Minutes: Special Meeting January 18, 2022, and Special and Regular Board Meetings January 19, 2022

B. Adopt Resolution Regarding Absence of Board Member Francisco Tamayo from the January 19, 2022, Special and Regular Board Meetings Due to Illness

C. Approve and/or Ratify Human Resources Items A Through H

D. Approve Memorandum of Understanding with Chula Vista Educators Regarding COVID-19 Leave Requests

E. Adopt Resolution Acknowledging February as National Black History Month

Board Member Bishop asked to have the resolution read aloud and would like future resolutions under Administrative Action so there can be discussion and comments. She asked to add at the end of this resolution, "and pledges to better support our Black and African American students." President Ugarte asked each Board Member to read a portion of the resolution.

Clerk Tamayo said the efforts of Black culture contributions should be honored every day and promoted in the schools.

Motion: BISHOP, Second: TAMAYO, Vote: UNANIMOUS

F. Adopt Resolution Declaring March 2, 2022, as *Read Across America Day* in the Chula Vista Elementary School District

G. Ratify Agreement with San Diego County Superintendent of Schools to Participate in Training Related to Districtwide Prevention and Mental Health Promotion Practice for the Period of January 15, 2022, Through December 31, 2025

H. Ratify Memorandum of Understanding with Casey Family Programs for the Collaboration Project for the Period of January 1 Through December 31, 2022

I. Approve Proposal to Amend the AT&T California Proposal No. 18/19-3 WAN Ethernet Services Contract to Provide a 1Gb Ethernet Circuit for Otay Ranch Village 2 for the Period of July 1, 2022, Through June 30, 2023

UNADOPTED

J. Approve Renewal of Bid No. 20/21-3 Network Hardware Equipment with Presidio Networked Solutions Group, LLC, for the Period of April 1, 2022, Through March 31, 2023

K. Adopt Resolution Authorizing Utilization of the San Bernardino County Superintendent of Schools Bid No. 19/20-1273, Furniture: Systems and Stand-Alone Furniture for the Period of February 10 Through June 30, 2022

Board Member Bishop asked for an explanation and Interim Superintendent Oscar Esquivel shared this [furniture] was for the Transitional Kindergarten classes. He clarified for all Transitional Kindergarten classes.

Motion: BISHOP, Second: BUNKER, Vote: UNANIMOUS

L. (1) Approve Retention Release for Bid Package for Demolition; Roofing; Electrical; Finishes; and Heating, Ventilating, Air Conditioning (HVAC), Renovation Project for Juarez-Lincoln, Parkview and Valley Vista Elementary Schools to M.A. Stevens Construction, Inc.;

(2) Approve Change Order No. 2 to M.A. Stevens Construction, Inc., for a Decrease in the Amount of <$84,852>; and

(3) Approve Notice of Completion for Bid Package to M.A. Stevens Construction, Inc.

M. Approve Acceptance of Work and Notice of Completion for Bid No. 21/22-1 to World Bridge Technologies, Inc., for Network Cabling Upgrade Project at Robert L. Mueller Charter School

N. Ratify Purchase Orders, Warrants, and Checks Written/Issued Through January 31, 2022

O. Approve and/or Ratify Inservice/Travel Requests

8. PUBLIC HEARINGS

Public Hearings

The Public Hearings section provides the public with an opportunity to address the Board on specific items. Persons wishing to address the Board on any public hearing items must complete a "Request to Be Heard" card and submit it to the Recording Secretary before the start of the meeting or call 619-679-9001 prior to the start of the meeting. Speakers are requested to limit their remarks to three minutes and speak in a respectful and professional manner. The Board shall limit the total time for input on each public hearing item to 20 minutes. With Board consent, the President may increase or decrease the time allowed for

UNADOPTED

public comments on each public hearing item depending on the topic and the number of persons wishing to be heard.

A. (1) Conduct Public Hearing on Discontinuance of Particular Kinds of Certificated Services; and

Mr. Romero said this is an annual item and there is a need to discontinue certain certificated positions for the upcoming school year. Mr. Romero clarified the 1.50 full-time equivalent is position and not people.

(2) Adopt Resolution on Discontinuance of Particular Kinds of Certificated Services for the 2022-23 School Year

Motion: TAMAYO, Second: BISHOP, Vote: UNANIMOUS

B. (1) Conduct Public Hearing on Discontinuance of Certain Classified Services; and

Mr. Romero said this is an annual item and is a reduction in hours. He added no one will lose their job, rather it is an elimination of positions and assignments.

(2) Adopt Resolution on Discontinuance of Certain Classified Services for the 2022-23 School Year

Motion: BISHOP, Second: FERNANDEZ, Vote: UNANIMOUS

President Ugarte requested a five-minute break at 9:30 P.M. The meeting reconvened at 9:41 P.M.

9. ADMINISTRATIVE ACTION ITEMS

Administrative Action Items

A. Approve Superintendent Contract

Mr. Romero shared information about producing a proposed contract adding the contract is to be updated and approved annually. There was discussion regarding the term of the contract, salary, and item 3.7. in the contract. Mr. Romero clarified he may have misstated Education Code 35031 and that the contract is for two- to- three years and Government Code 3511.2 prohibits automatic extension without an annual meeting. President Ugarte read the terms of the contract prior to taking the vote. The proposed salary for Eduardo Reyes, as Superintendent Chula Vista Elementary School District is $270,400 for the academic year with a start date of February 22, 2022, through

June 30, 2025. Health and welfare benefits shall be the same as that currently provided to all District administrators, fringe benefits will include a monthly car allowance of $600, and cell phone to be paid for by the District.

UNADOPTED

Motion: BISHOP, Second: BUNKER
Vote: Ayes: BUNKER, BISHOP, TAMAYO
Noes: NONE, Abstain, FERNANDEZ, UGARTE

B. Local Control and Accountability Plan Supplemental Update

Dr. Tessier said the plans he would be sharing had already been seen and approved by the Board. The supplement to the annual update to the 2021-22 Local Control and Accountability Plan is in response to COVID-19. Dr. Tessier shared background information, the plans already approved by the Board, input groups, Local Control and Accountability Plan Goals 1-3, Educator Effectiveness Block Grant Allocations, Expanded Learning Opportunities Grant, and Elementary and Secondary School Emergency Relief III.

Board Members had the opportunity to comment and ask questions.

Motion: BUNKER, Second: BISHOP, Vote: UNANIMOUS

C. Accept Chula Vista Elementary School District 2020-21 Annual Audit Report

Interim Executive Director Mrs. Theresa Villanueva asked for the Board to accept the Chula Vista Elementary School District 2020-21 annual audit report and introduced Ms. Aubrey Mann of Wilkinson Hadley King & Co. LL. who shared results of the audit.

Board Members had the opportunity to comment and ask questions and thanked Mrs. Villanueva and her team for the great work and also Mr. Esquivel.

Motion: BUNKER, Second: TAMAYO, Vote: UNANIMOUS

10. FIRST AND SECOND READINGS, BOARD POLICIES, ADMINISTRATIVE REGULATIONS, AND BOARD BYLAWS

First and Second Readings

None.

11. GENERAL INFORMATION ITEMS/REPORTS

Information Items/Reports

A. Report Calendar to Board of Education

Board Member Bishop requested to have the Chula Vista Police Department presentation at the April meeting in coordination with the LCAP [Local Control and Accountability Plan] Public Hearing about the expenditures for the year, as well as the demographic data on the students they work with.

Clerk Tamayo requested a report on the MTSS [Multi-Tiered System of Support] academic side and the plan to implement.

UNADOPTED

Vice President Bunker requested an update on the reclassification of students and how they are doing.

Dr. Tessier clarified the request of Board Member Bishop to have the police presentation in April in conjunction with the LCAP presentation/Public Hearing. He explained the LCAP Public Hearing is scheduled for May and she agreed to have the police presentation at the May meeting.

President Ugarte requested a motion to extend the meeting to 11:15 P.M. to allow time to incorporate closed session.

Motion: BISHOP, Second: TAMAYO, Vote: UNANIMOUS

12. BOARD COMMUNICATIONS

Board Communications

Ms. Bishop:

- Asked about the status of the Townhall on equity policy and CRT [critical race theory].
- Thanked Chula Vista Educators President Rosi Martinez for their partnership in hosting parents and teachers for *Bridging the Divide* Zoom meetings. A second session will be on February 25 at 5 P.M.

Mr. Fernandez:

- Enjoyed hosting his second office hours and looks forward to the next one on February 28.
- Thanked parents who showed up to the office hours.
- Recognized the hard work of classified employees.
- Appreciates all the work the site administrators have done to keep the schools open and as safe as possible.

Mr. Tamayo:

- Thanked classified staff who were on site during the pandemic assisting with meals.

Ms. Bunker:

- Thanked teachers for the work they did for the audit.
- Thanked principals for the support they give their staff.
- Wished everyone a happy Valentine's Day.

Ms. Ugarte:

- Appreciates the patience of everyone during the challenging times.

UNADOPTED

- Thanked Interim Superintendent Mr. Esquivel and appreciated all he did.
- Thanked Mrs. Villanueva for stepping up and doing amazing work in the finance department.
- Presented Mr. Esquivel a gift of appreciation for stepping in as interim superintendent.

13. INTERIM SUPERINTENDENT'S COMMUNICATION *Interim Supt.'s Communication*

Mr. Esquivel:

- Thanked the Board for their support and patience.
- Thanked Cabinet and Mrs. Villanueva.
- Thanked teachers, office staff, and principals.
- Looks forward to working with Dr. Reyes.

14. CLOSED SESSION *Closed Session*

President Ugarte adjourned to closed session at 10:45 P.M. in accordance with the following:

Government Code Sections 3549.1(d) and 54957.6: Collective Bargaining/Employee Negotiations; Agency Negotiators: Fagen Friedman & Fulfrost, LLP and Adams Silva & McNally LLP; Employee Organizations: Chula Vista Classified Employees Organization (CVCEO); Chula Vista Educators (CVE); Nonrepresented Employees

Government Code Section 54957: Public Employee Discipline/ Dismissal/Release

Government Code Section 54956.9(d)(1): Conference with Legal Counsel – Existing Litigation Superior Court Case #37-2020-0018125-CU-PA-CTL

Education Code Sections 35146 and 48912: Student Matters

15. RECONVENE TO OPEN SESSION *Open Session*

President Ugarte reconvened to open session at 11:13 P.M. with all Board Members present.

Education Code Sections 35146 and 48912: Student Matters - Clerk Tamayo announced that in closed session, the Board approved a resolution agreement.

Motion: BISHOP, Second: BUNKER,
Vote: BISHOP, BUNKER, FERNANDEZ, TAMAYO, UGARTE
Noes: NONE, Abstain: NONE

UNADOPTED

Government Code Section 54956.9(d)(1): Conference with Legal Counsel - Existing Litigation Superior Court Case #37-2020-00018125-CU-PA-CTL

The Board approved.

Motion: TAMAYO, Second: FERNANDEZ,
Vote: BISHOP, BUNKER, FERNANDEZ, TAMAYO, UGARTE
Noes: NONE, Abstain: NONE

16. ADJOURNMENT *Adjournment*

President Ugarte adjourned the meeting at 11:15 P.M.

Motion: BISHOP, Second: FERNANDEZ, Vote: UNANIMOUS

THE NEXT REGULAR MEETING OF THE BOARD OF EDUCATION OF THE CHULA VISTA ELEMENTARY SCHOOL DISTRICT IS SCHEDULED ON WEDNESDAY, MARCH 9, 2022, AT 6 P.M.

UNADOPTED

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Approve and/or Ratify Human Resources Items A Through L

____X____Action **_____Information**

BACKGROUND INFORMATION:

A. NEW EMPLOYMENT

Esmeralda Ayon, Planning Facilities Manager, 8 hours per day, 5 days per week, Management Range J, Step 5, $534.70 per day, effective March 14, 2022

Ada Campos Virgen, Noon Duty Supervisor, 2 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 23, 2022

Alberto Canedo, Student Attendant, 6.3 hours per day, 5 days per week, Range 20, Step 1, $17.21 per hour, effective February 25, 2022

Jose Castro, Psychologist, 59 days, Psychologist Schedule Step 2, salary $28,283.42, effective March 1, 2022

Jackqueline Espinoza Campos, Permit Teacher, 59 days, Permit Teacher Class IV, Step 1, salary $12,390.59, effective March 1, 2022

Maria Fernandez, Noon Duty Supervisor, 2.25 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 24, 2022

Matthew Gaudet, Instructional Assistant-Special Education, 5.8 hours per day, 5 days per week, Range 17, Step 1, $16.13 per hour, effective February 14, 2022

Saul Gonzalez Rodriguez, Licensed Vocational Nurse, 6 hours per day, 5 days per week, Range 30, Step 6, $27.60 per hour, effective February 28, 2022

Jose Hernandez, Temporary Counselor (per Education Code Section 44920), 64 days, Class IV, Step 1, salary $19,180.80, effective February 22 through June 6, 2022

Leticia Hernandez, Noon Duty Supervisor, 2 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 7, 2022

Sekai Hernandez, Noon Duty Supervisor, 2.5 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 7, 2022

Casandra Hidalgo-Monroy, Instructional Assistant-Special Education, 5.8 hours per day, 5 days per week, Range 17, Step 1, $16.13 per hour, effective February 7, 2022

Cecilia Johnson, School Attendance Secretary/Health Specialist, 8 hours per day, 5 days per week, Range 28, Step 3, $22.82 per hour plus 2 percent, effective February 24, 2022

Suna Kim, School Health Clerk, 5 hours per day, 2 days per week, Range 22, Step 1, $18.04 per hour, effective March 3, 2022

Ashley Martinez, Licensed Vocational Nurse, 6 hours per day, 5 days per week, Range 30, Step 6, $27.60 per hour plus 2 percent, effective February 14, 2022

Ariana Moreno, Licensed Vocational Nurse, 6 hours per day, 5 days per week, Range 30, Step 6, $27.60 per hour, effective March 7, 2022

Andrea Nault, Student Attendant, 3.5 hours per day, 4 days per week, Range 20, Step 1, $17.21 per hour plus 4 percent, effective February 22, 2022

Mayra Ruiz, Instructional Assistant-Special Education, 5.8 hours per day, 5 days per week, Range 17, Step 1, $16.13 per hour, effective February 4, 2022

Hilda Salcedo, CNS I, 2 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 14, 2022

Evelynn Tinajero Astoraga, Instructional Assistant, 4 hours per day, 4 days per week, Range 15, Step 1, $15.38 per hour, effective March 2, 2022

Raymond Valadez Jr., Noon Duty Supervisor, 2.16 hours per day, 5 days per week, Range 15, Step 1, $15.38 per hour, effective February 15, 2022

Guadalupe Valdez, Instructional Assistant-Special Education, 5.8 hours per day, 5 days per week, Range 17, Step 3, $17.68 per hour, effective February 22, 2022

Rubi Verdejo, Noon Duty Supervisor, 3.65 hours per day, 5 days per week, Range 15, Step 4, $17.68 per hour, effective February 22, 2022

Blake Zamora, Physical Education Teacher, 50 days, Class IV, Step 1, salary $14,985.00, effective March 14, 2022

B. RECLASSIFICATION OF TEMPORARY TEACHER(S) EMPLOYED UNDER EDUCATION CODE SECTION 44909, 44911, OR 44920 TO PROBATIONARY/PERMANENT STATUS FOR THE 2021-22 SCHOOL YEAR

Heather Bravence	Jennifer Hauss
Lindsay Church	Mia Lam
Gabriela Connely	Frances Lee
Raelene DeArmas	Maria Monis
Olivia Fonzi	Aaron Thompson

C. LEAVE OF ABSENCE

Katherine Balow, LSH Specialist, effective February 25, 2022

Tenaya Caterino, Teacher, effective January 19, 2022

Erica Esparza, Teacher, effective July 18, 2022

Nestor Espinoza, Principal, effective February 28, 2022

Jermaine Evans, Custodian I, effective March 21, 2022

Colleen Fernandez, Teacher, effective April 4, 2022

Lauren Long, Resource Specialist, effective March 7, 2022

Arlene Marroquin, Instructional Assistant-ELL, effective January 11, 2022

Soledad Salgado, Psychologist, effective March 14, 2022

D. EXTENSION OF LEAVE OF ABSENCE

Jeanette Choe, Teacher, effective July 18, 2022

Catherine Jackson, Teacher, effective July 18, 2022

Magdalena Toral, Teacher, effective October 4, 2021

D. LEAVE OF ABSENCE WITHOUT PAY FOR REMAINDER OF THE 2021-22 SCHOOL YEAR FOR THE VICE PRESIDENT OF CHULA VISTA EDUCATORS UNDER ARTICLE 28 OF THE AGREEMENT BETWEEN CHULA VISTA ELEMENTARY SCHOOL DISTRICT AND CHULA VISTA EDUCATORS

Courtney Green, Teacher, effective March 1, 2021

E. PROMOTION

Samanta Aldai, from CNS I to CNS III, 6 hours per day, 5 days per week, Range 19, Step 3, $18.56 per hour, effective February 22, 2022

Rebecca Enriquez, from Clerk II to Clerk-Typist III, 8 hours per day, 5 days per week, Range 22, Step 7, $23.22 per hour plus 2 percent, effective July 1, 2021

Mavel Sanchez, from Noon Duty Supervisor to School Attendance Secretary/Health Specialist, 8 hours per day, 5 days per week, Range 28, Step 1, $20.74 per hour, effective March 3, 2022

F. CHANGE OF ASSIGNMENT

Oscar Esquivel, from Interim Superintendent to Deputy Superintendent, effective February 22, 2022

Maria Theresa Villanueva, from Interim Executive Director of Finance to Director of Finance, effective February 22, 2022

G. JOB DESCRIPTIONS

Human Resources Technician IV (Risk Management)

Senior Director of Curriculum and Instruction Services and Support

Senior Director of Student, Family, Community, and Instruction Service and Support

H. RELEASE OF TEMPORARY CERTIFICATED EMPLOYEES EFFECTIVE END OF THE 2021-22 SCHOOL YEAR UNDER EDUCATION CODE SECTION 44954

104570	109248	111689	112019
105690	110516	111811	112542
108664	110688	111821	112745
109223	110845	111880	112766

114027	115856	116750	116881
114119	115863	116751	116950
114326	115924	116781	116957
114577	116024	116783	116961
114596	116085	116822	116963
114872	116102	116823	116984
114918	116229	116825	116988
114923	116247	116826	117010
115014	116295	116833	117035
115388	116353	116835	117078
115531	116356	116839	117079
115551	116364	116844	117082
115679	116516	116848	117272
115725	116533	116851	117307
115787	116665	116862	117345
115791	116708	116879	

I. RESIGNATION

Veronica Almaguer, Noon Duty Supervisor, effective February 2, 2022

Erika Alvarez, Noon Duty Supervisor, effective March 1, 2022

Melissa Corona, Noon Duty Supervisor, effective February 9, 2022

Kanika Gaeta, Instructional Assistant-Special Education, effective February 18, 2022

Talia Gamez Hacegaba, CNS I, effective February 26, 2022

Gabriela Gentry, Instructional Assistant-Special Education, effective January 26, 2022

Maria Angelica Hahn, Noon Duty Supervisor, effective December 18, 2021

Ivonne Jimenez, School Attendance Secretary/Health Specialist, effective February 18, 2022

Azalia Kim, Student Attendant, effective March 5, 2022

Monique Marasigan, Instructional Assistant, effective March 1, 2022

Jesus Orrantia Peralta, Bus Driver, effective February 9, 2022

Joel Osorio Espinoza, Bus Driver, effective February 3, 2022

Celeste Padilla, Noon Duty Supervisor, effective February 15, 2022

Jason Schmidt, Psychologist, effective February 12, 2022

Anissa Villa, Student Attendant, effective February 26, 2022

J. RETIREMENT

Teresa Espino Villarreal, Student Attendant, effective February 24, 2022

Lorraine Reeves, Teacher, effective June 7, 2022

K. RELEASED

Employee Nos.: 2010822206, 2011120044, 2011322318, 2011322967, and 2011722179

L. CONSULTANTS

On December 15, 2021, the Board approved a contract with COVID CLINIC to provide weekly site-based COVID-19 testing and site-based vaccinations. An amendment to the contract is required to add the Family Educational Rights and Privacy Act.

Prime Actuarial Consulting, LLC, dba Bickmore Actuarial will perform annual actuarial studies for the District's self-insured workers' compensation program to estimate outstanding losses as required by Governmental Accounting Standards Board Statement No. 10. After completion of the actuarial valuation, Prime Actuarial Consulting, LLC dba Bickmore Actuarial will provide a report setting forth the estimated outstanding liabilities and recommended levels. Services will commence March 10, 2022, and continue through December 31, 2024. The sum not to exceed $12,300 will be paid from Workers' Compensation Insurance funds.

Ruhnau Clarke Architects will provide architectural services for design, engineering, and site work preparation for a pre-approved Division of State Architect eight (8) classroom, two-story relocatable building at Fahari L. Jeffers Elementary. The design will include a pre-engineered restroom building for both staff and students along with a pre-engineered elevator. The sum not to exceed $404,161 will be paid from Community Facilities District funds.

San Diego County Soccer Referee Association is providing referee services for District intramural soccer league. Services commenced February 9 and continue through June 4, 2022. The sum not to exceed $15,000 will be paid from District Intramural Sports Account funds.

Segal Speech and Language Therapy By The Sea, Inc., will provide speech and language assessment and consultation services. Services will commence March 10 and continue through June 30, 2022. The sum not to exceed $7,000 will be paid from Special Education-Speech Services Learning Loss Recovery funds.

Storm Educational Enterprises, Inc., will provide Instructional Strategies on Argumentative Reading and Writing at Rogers. Services will commence March 10, 2022, and continue through June 30, 2022. The sum not to exceed $10,400 will be paid from Title I funds.

Sunbelt Staffing, LLC, will provide registered nurse services. Services commenced December 1, 2021, and continue through June 30, 2022. The sum not to exceed $160,000 will be paid from District Health/Nursing funds.

Sweetwater Union High School District and Arroyo Vista Charter, Chula Vista Learning Community Charter, Discovery Charter, Feaster Charter, Howard Gardner Community Charter, and Mueller Charter agree to have students who are grade level appropriate (grades 7 and 8) to participate in the Sweetwater interscholastic Middle School Athletic League for 2021-22 school year.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

STAFF RECOMMENDATION:

Recommend approval and/or ratification.

HUMAN RESOURCES TECHNICIAN IV (RISK MANAGEMENT)

JOB SUMMARY:
Under general supervision from the Human Resources/Director of Risk Management, performs a wide variety of complex clerical work in the Risk Management Department requiring specialized knowledge and involving interpretations of defined policies and procedures of the District, and performs related work as required.

ESSENTIAL JOB FUNCTIONS:
- Administer employee insurance benefits plans. Conduct in-service for new employee benefit sign-ups and changes. Arrange room schedules and benefit packets.
- Maintain employee benefit database, monthly accounting, and audits with vendors through Filemaker, AFEnroll, and County Office of Education System (PeopleSoft).
- Contact employees, retirees, school staff, parents, and the general public in regard to matters relating to Risk Management.
- Administrate District-paid life insurance plans.
- Maintain database for Workers' Compensation. Correspond with schools, Occupational Medicine, employee and Workers Compensation Administrators.
- Maintain Student Accident database and files.
- Maintains State of California Department of Motor Vehicles' Employee Pull Program and investigates violations through the Motor Vehicle Codes.
- Coordinates ergonomic evaluation between District employees and ErgoCentrix.
- Provide information where judgment, knowledge, and interpretation of department procedures and regulations are necessary.
- Department receptionist distributing mail, filing, and distributing interoffice and district mail/reports.
- Assist in Drug and Alcohol testing of District employees.
- Assist in property reimbursement for employees, District claims, liability claims, and Certificates of Insurance.
- Assist in the Open Enrollment preparation, Benefits Fair, and benefit changes.
- Assists in the administration of the District's Workers' Compensation program.
- Assist in receiving information regarding Air Quality and correspondence.
- Assist with sub orientations for new employees and substitutes.
- Assist employees with pre-designation of physician or chiropractor.

- Order supplies, process requisitions for the department, and benefits packages.
- Supply and distribute student accident information to the school.
- Update AFEnroll, San Diego Office of Education Payroll System (PeopleSoft), and system changes in rates or benefit package changes.
- Maintain correspondence with retirees, dependents, cobra, and leave of absence employees.
- Collect funds, maintain a monthly log for self-pay accounts, and send correspondence, reminders, and termination letters for retirees, cobra, and leave of absence employees.
- Performs duties as required in the absence of the Benefits and Risk Manager and other duties as assigned.

ESSENTIAL JOB REQUIREMENTS - QUALIFICATIONS:

- Employee benefits program desirable. Knowledge of the following programs: Filemaker Pro, AFEnroll, San Diego Office of Education Payroll System (PeopleSoft), Word, PowerPoint, and Excel.

- Ability to maintain the security of sensitive, confidential, and privileged information; relate to employees and the public in a positive and caring manner, type at a minimum speed of 50 words per minute; make accurate calculations; spell correctly and use good English in performing a variety of clerical work; understand and carry out oral and written directions; establish and maintain cooperative working relationships; knowledge of modern office procedures, methods and practices; appropriate English usage, spelling, grammar, punctuation, and mathematical processes; standard office machines, equipment, and personal computer applications.

- Three years of successful experience in Employee Benefits and Workers' Compensation administration.

- Graduation from high school or equivalent, preferably including or supplemented by courses in computer and office procedures. Successful completion in Workers' Compensation and Employee Benefits courses is highly desirable.

SENIOR DIRECTOR OF CURRICULUM AND INSTRUCTION SERVICES AND SUPPORT

JOB SUMMARY:

Under the administrative direction of the Assistant Superintendent of Innovation and Instruction, provides leadership and coordination in the planning and development of curriculum and instruction, and staff development. Plays a key role in the development of programs that will affect student achievement and teacher effectiveness. Serves as liaison to schools, providing support and utilizing media, technology, and research and evaluation tools to positively impact the achievement of all students.

ESSENTIAL JOB FUNCTIONS:

- Provides coaching, support, and professional development to principals, teachers, and staff.
- Coordinates staff development for school sites.
- Organizes Districtwide staff development to meet general, mandated, and target group needs.
- Facilitates curriculum adoption process.
- Facilitates report card revision process
- Creates and revises Board Policies and Administrative Regulations that pertain to curriculum and instruction.
- Manages grants, reports, school services, and coaches.
- Ensures the funding for educational projects is purposeful and continually supports District goals and priorities.
- Serves on Peer Assistance and Review Board.
- Collaborates with the San Diego County Office of Education to comply with provisions of the Williams Settlement and offers guidance to schools on the settlement.
- Oversees Districtwide assessment and accountability systems, including monitoring of student progress.
- Oversees visual and performing arts programs.
- Supervises assigned personnel
- Performs other duties as assigned.

ESSENTIAL JOB REQUIREMENTS - QUALIFICATIONS:

- **Applicable Credentials**
  Standard Elementary, Multiple Subject, CLAD, Specialist credentials (e.g. Ryan), Tier I Administrative Credential.

- **Training and Experience**
  Five years of progressively responsible experience in education administration including serving as site principal. Experience in managing state programs and/or grants preferred. Evidence of highly successful teaching experience.

SENIOR DIRECTOR OF STUDENT, FAMILY, COMMUNITY AND INSTRUCTION SERVICE AND SUPPORT

JOB SUMMARY:
Under the administrative direction of the Superintendent, coordinates all early intervention, student health, physical education, student/school safety, intergenerational, adult education, family literacy, and extended-day programs and services for students, families, and the community, assuming full compliance with federal and state laws. Provides direct support to target schools. Serves as Cabinet member.

ESSENTIAL JOB FUNCTIONS:
- Provides coaching, support, and professional development to principals, teachers, and staff.
- Oversees Gifted and Talented Program services, including parent meetings, school plans, and budgets.
- Oversees Uniform Complaints, report of calls, discipline issues, and reporting custody issues.
- Oversees the development and preparation of budgets for all student, family, and community services programs; analyzes and reviews budget and financial data; controls and authorizes expenditures in accordance with established policies; directs the implementation of a financial plan and process for funding support services; and facilitates planning and staff allocation.
- Provides leadership in the review of existing and pending legislation related to student, family, and community services and special project guidelines and District policies; and recommends origination, modification, or support of legislative measures.
- Plans, organizes, and implements long- and short-term projects focused on early childhood education.
- Oversees the preparation and maintenance of a variety of statistical and narrative reports, records, and files for student, family, and community services functions and staff to ensure reporting requirements are met for federal and state agencies, District officials, and the Board of Education.
- Serves as liaison and communicates with District administrators, governmental and regional agencies, other organizations, and state and county to coordinate activities and programs, resolve issues and conflicts, and exchange information.
- Oversees policies and procedures to ensure effective and efficient management controls among student, family, and community services administrators.

- Oversees the Chula Vista Collaborative and Family Resource Centers.
- Serves as departmental resource for current research and trends related to student, family, and community services programs; and responds to staff, parent, community, and media questions on related issues.
- Oversees development of training materials, manuals, information bulletins, and other materials; and directs the preparation of funding applications for new and existing grants, other funding sources, and for reimbursement requests ensuring compliance with funding requirements as appropriate.
- Oversees and supervises professional development for all student, family, and community services programs, including target populations: foster, military, transitional kindergarten, and preschool.
- Oversees Health Services and nurses.
- Performs other duties as assigned.

ESSENTIAL JOB REQUIREMENTS - QUALIFICATIONS:

- **Applicable Credentials**

  Standard Elementary, Multiple Subject, CLAD, Specialist credentials (e.g. Ryan), Tier I Administrative Credential.

- **Training and Experience**

  Advanced degree in appropriate field (M.S. or Ed.D.). Five years of progressively responsible experience in education administration including serving as site principal. Experience in managing state programs and/or grants preferred. Evidence of highly successful teaching experience.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Approve Memorandum of Understanding with Chula Vista Educators Regarding Extra Pay for Committee Work

____X____Action **_____Information**

BACKGROUND INFORMATION:

On January 27, 2022, the District, and the Chula Vista Educators (CVE) agreed to a Memorandum of Understanding (MOU) regarding extra pay for committee work effective January 1, 2022, through June 30, 2022. This MOU will support critical work necessary for the success of our students.

ADDITIONAL DATA:

A copy of the MOU is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend approval.

REVISED

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Approve Memorandum of Understanding with Chula Vista Classified Employees Organization Regarding Compensation for Classified Employees for the 2021-22 and 2022-23 School Years

____X____Action **_____Information**

BACKGROUND INFORMATION:

On February 11, 2022, the District and Chula Vista Classified Employees Organization (CVCEO) came to an agreement and signed a Memorandum of Understanding (MOU) regarding wage and health benefits for the for the 2021-22 and 2022-23 school years.

For the 2021-22 school year, the District agrees to increase all cells on the schedules on the Classified Employees' salary schedule by three (3) percent, effective July 1, 2021, and a one-time three (3) percent off-schedule salary increase. The District also agrees to increase salary schedules by two and a half (2.5) percent effective July 1, 2022, and a one-time two (2) percent off-schedule salary increase.

For each eligible employee, the District agrees to provide a maximum contribution annually of fourteen thousand five hundred dollars ($14,500), effective January 1, 2022. The District also agrees to provide a maximum total contribution annually of fifteen thousand dollars ($15,000), effective January 1, 2023.

ADDITIONAL DATA:

A copy of the MOU is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support. Updated salary schedules are attached.

FISCAL IMPACT/FUNDING SOURCE:

The fiscal impact is described in the attached Disclosure of Collective Bargaining Agreement.

STAFF RECOMMENDATION:

Recommend approval.

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Chula Vista Elementary School District

Agenda Item 10.D.
March 9, 2022
Exhibit A

Name of Bargaining Unit: Chula Vista Educators (CVE), Chula Vista Classified Employee Organization (CVCEO), and Non-Represented Group Certificated: X Classified: X

The proposed agreement covers the period: Beginning: 7/1/2021 Ending: 6/30/2023

This agreement will be acted upon by the Governing Board at its meeting on: 3/9/2022 (Date)

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement					
		Current Year 2021 - 2022		Year 2 2022 - 2023		Year 3 2023 - 2024	
	(a) $	(b) $	(c) %	(b) $	(c) %	(b) $	(c) %
1. **Step & Column** - Increase (Decrease) due to movement plus any changes due to settlement	$175,711,640		0.00%	$4,059,135	2.31%	$4,169,872	2.32%
2. **Salary Schedule** - Increase (Decrease)	$175,711,640	$5,171,466	2.94%	$9,685,644	5.35%	$9,685,644	5.08%
3. **Other Compensation** - Increase (Decrease) in Stipends, Bonuses, etc.	$0	$5,326,714		$3,853,027			
4. **Statutory Benefits** - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	$40,366,220	$2,460,109	6.09%	$4,177,653	9.75%	$3,239,085	6.89%
5. **Health/Welfare Benefits** - Increase (Decrease)	$22,591,484	$240,643	1.07%	$511,546	2.24%	$511,546	2.19%
6. **Total Compensation** - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	$216,077,860	$13,198,933	6.11%	$22,287,005	9.72%	$17,606,147	7.00%
7. **Total Number of Represented Employees**		1,437.51		1,437.51			
8. **Total Compensation Cost for Average Employee** - Increase (Decrease)		$9,181.81		$15,503.90			

Impact on other Funds: Fund 12: 2021-22 $222,039; 2022-23 $297,191

Impact on other Funds: Fund 13: 2021-22 $314,075; 2022-23 $431,345

A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:

CVE/CVCEO/ Non Represented Wages and Health:

For Fiscal Year 2021-22:

- 3% On-salary schedule increase effective July 1, 2021.
- 3% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2022.

For Fiscal Year 2022-23:

- 2.5% On-salary schedule increase effective July 1, 2022.
- 2% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2023.

B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.)

None

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

None

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

None.

E. Source of Funding for Proposed Agreement

1. Current Year

The 2021-22 LCFF COLA of 5.07% and the reserve of 15.91% at the 2021-22 First Interim Budget are the primary source of funding for the Proposed agreement for the current year. In addition, ESSER II funds is the source funding for the 2021-22 off schedule increase.

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

The future funding for the ongoing cost is based on the 5.33% COLA from the Governor's 2022-23 Proposed Budget.

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

The Multiyear agreement compensation changes will be funded from the 5.33% 2022-23 Governor's Proposed Budget. Additionally, the District has a 15.91% 2021-22 First interim Reserve for Economic Uncertainties to offset future years costs.

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$341,103,899
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	22,431.00
d. State Standard Minimum Reserve Amount for this District *(Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA)*	$10,233,117

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	$47,212,736
b. General Fund Budgeted Unrestricted Unappropriated Amount	
c. Special Reserve Fund 17-Bugeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	$47,212,736

3. Do unrestricted reserves meet the state standard minimum reserve amount? **Yes** No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Edmundo R... — 3/3/2022

District Superintendent (Signature) — Date

Oscar Esquivel — 3/3/2022

Deputy Superintendent (Signature) — Date

Contact Person: Theresa Villanueva Telephone No.: 619-425-9600

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 9-Mar-22
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board-Approved Budget Before Settlement as of December 12, 2021	(Col. 2) Adjustments as a Result of Settlement CVE, CVCEO and Non-Rep	(Col. 3) Other Revisions 2021-22 Second Interim Budget Updates	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	224,773,217		(64,625)	224,708,592
Remaining Revenues (8100-8799)	124,448,507		3,579,159	128,027,666
TOTAL REVENUES	349,221,724	0	3,514,534	352,736,258
EXPENDITURES:				
1000 Certificated Salaries	140,910,757	7,888,167	(199,653)	148,599,271
2000 Classified Salaries	52,764,575	2,610,014	(733,734)	54,640,855
3000 Employee Benefits	84,668,974	2,700,752	(1,101,980)	86,267,746
4000 Books and Supplies	17,110,778		(1,443,247)	15,667,531
5000 Services and Operating Expenses	38,534,572		(4,772,267)	33,762,305
6000 Capital Outlay	1,179,264		(28,879)	1,150,385
7000 Other	1,033,539		(17,733)	1,015,806
TOTAL EXPENDITURES	336,202,459	13,198,933	(8,297,493)	341,103,899
OPERATING SURPLUS (DEFICIT)	13,019,265	(13,198,933)	11,812,027	11,632,359
OTHER SOURCES AND TRANSFERS IN	151,815		0	151,815
OTHER USES AND TRANSFERS OUT	0		0	0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	13,171,080	(13,198,933)	11,812,027	11,784,174
BEGINNING BALANCE	55,872,662		0	55,872,662
CURRENT YEAR-ENDING BALANCE	69,043,742		(1,386,906)	67,656,836
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	835,000		0	835,000
Restricted (9740)	14,431,326		4,927,774	19,359,100
Committed (9750/9760)	0		0	0
Assigned (9780)	300,000		(50,000)	250,000
Reserve Economic Uncertainties (9789)	53,477,416		(6,264,680)	47,212,736
Unassigned/Unappropriated (9790)				0

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:
Column 2 includes salary and benefit costs for the 2021-22 salary settlements for all groups funded from unrestricted and restricted funds.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.

- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of "all" agreements on page 4 (supplement).

- Include, as applicable, *Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3* information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete *Cost Prior to Proposed Agreement, Current Year* and *Year 2.*

- Any time a contract is reopened with a financial impact on "any area of compensation," a disclosure of the proposed agreement must be made.

- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.

- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

SPECIFIC INSTRUCTIONS FOR COMPLETION

PROPOSED CHANGE IN COMPENSATION

1. Step and Column
   a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any "one-time" bonuses or payments that were paid in prior year, if applicable.
   b. $: Enter the annual increase cost of *Step and Column* movement on the *Salary Schedule* for the affected bargaining unit.
   c. %: Divide the annual cost of *Step and Column*, Line 1(b), by the *Cost Prior to Proposed Agreement*, Line 1(a).

2. Salary Schedule
   a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
   b. $: Enter the annual $ amount of the proposed change in the *Salary Schedule.*
   c. %: Divide Line 2(b) by the *Cost Prior to the Proposed Agreement,* Line 2(a).

3. Other Compensation

   Description: Indicate specific changes in *Other Compensation* for the current year. For example: 1% off schedule or $200/employee. For *Year 2* and *Year 3*, explain in "Comments" section, if applicable.

   a. Cost Prior to Proposed Agreement: Enter the amount from Line 2(a).
   b. $: Enter the annual amount of the proposed change in *Other Compensation*.
   c. %: Divide the amount by the *Cost Prior to the Proposed Agreement*, Line 3(a).

4. Statutory Benefits

   a. Cost Prior to Proposed Agreement: Enter the total prior year cost of *Statutory Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" benefit costs that would not carry over to current year.
   b. $: Enter the amount of the proposed change in *Statutory Benefits* resulting from changes in *Salary Schedule, Step and Column*, and *Other Compensation* reported on Line 1(b) through Line 3(b).
   c. %: Divide Line 4(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement*, Line 4(a).

5. Health/Welfare Benefits

   a. Cost Prior to Proposed Agreement: Enter the total annual cost of *Health/Welfare Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" costs that would not carry over to current year.
   b. $: Enter the amount of the proposed change in *Health/Welfare Benefits*, resulting from the affected bargaining unit agreement.
   c. %: Divide Line 5(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement* Line 5(a).

6. Total Compensation

   a. Cost Prior to Proposed Agreement: Total Lines 3(a), 4(a), and 5(a).
   b. $: Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
   c. %: Divide the total by *Cost Prior to Proposed Agreement*, Line 6(a).

7. Total Number of Represented Employees

   Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

8. Total Compensation Cost for Average Employee

   a. Cost Prior to Proposed Agreement: Divide *Cost Prior to Proposed Agreement*, Line 6(a) by Prior Year FTE Employees, Line 7.
   b. $: Divide *Total Compensation*, Line 6(b) by FTE employees, Line 7, for each applicable year.
   c. %: Divide *Total Compensation Cost for Average Employee*, Line 8(b) by *Cost Prior to Proposed Agreement*, Line 8(a).

Chula Vista Elementary School District
2021-22
Classified Employees' Salary Schedule
Monthly

Hourly Step 1	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range
14.71	12	2,559.05	2,680.31	2,805.95	2,949.54	3,084.22	3,232.32	3,288.88	12
15.07	13	2,621.85	2,756.57	2,891.11	3,021.35	3,169.41	3,326.58	3,384.80	13
15.40	14	2,680.31	2,805.95	2,949.54	3,084.22	3,232.32	3,393.91	3,453.30	14
15.84	15	2,756.57	2,891.11	3,021.35	3,169.41	3,326.58	3,479.15	3,540.03	15
16.13	16	2,805.95	2,949.54	3,084.22	3,232.32	3,393.91	3,551.02	3,613.16	16
16.62	17	2,891.11	3,021.35	3,169.41	3,326.58	3,479.15	3,654.21	3,718.16	17
16.95	18	2,949.54	3,084.22	3,232.32	3,393.91	3,551.02	3,717.08	3,782.13	18
17.36	19	3,021.35	3,169.41	3,326.58	3,479.15	3,654.21	3,824.73	3,891.66	19
17.73	20	3,084.22	3,232.32	3,393.91	3,551.02	3,717.08	3,905.51	3,973.86	20
18.22	21	3,169.41	3,326.58	3,479.15	3,654.21	3,824.73	4,008.75	4,078.90	21
18.58	22	3,232.32	3,393.91	3,551.02	3,717.08	3,905.51	4,089.59	4,161.16	22
19.12	23	3,326.58	3,479.15	3,654.21	3,824.73	4,008.75	4,197.30	4,270.76	23
19.51	24	3,393.91	3,551.02	3,717.08	3,905.51	4,089.59	4,286.97	4,361.99	24
20.00	25	3,479.15	3,654.21	3,824.73	4,008.75	4,197.30	4,399.24	4,476.23	25
20.41	26	3,551.02	3,717.08	3,905.51	4,089.59	4,286.97	4,507.01	4,585.88	26
21.00	27	3,654.21	3,824.73	4,008.75	4,197.30	4,399.24	4,610.21	4,690.88	27
21.36	28	3,717.08	3,905.51	4,089.59	4,286.97	4,507.01	4,713.40	4,795.89	28
21.98	29	3,824.73	4,008.75	4,197.30	4,399.24	4,610.21	4,843.61	4,928.37	29
22.45	30	3,905.51	4,089.59	4,286.97	4,507.01	4,713.40	4,946.80	5,033.37	30
23.04	31	4,008.75	4,197.30	4,399.24	4,610.21	4,843.61	5,072.47	5,161.24	31
23.50	32	4,089.59	4,286.97	4,507.01	4,713.40	4,946.80	5,184.70	5,275.43	32
24.12	33	4,197.30	4,399.24	4,610.21	4,843.61	5,072.47	5,323.90	5,417.06	33
24.64	34	4,286.97	4,507.01	4,713.40	4,946.80	5,184.70	5,440.54	5,535.74	34
25.28	35	4,399.24	4,610.21	4,843.61	5,072.47	5,323.90	5,584.16	5,681.88	35
25.90	36	4,507.01	4,713.40	4,946.80	5,184.70	5,440.54	5,700.88	5,800.65	36
26.50	37	4,610.21	4,843.61	5,072.47	5,323.90	5,584.16	5,857.93	5,960.45	37
27.09	38	4,713.40	4,946.80	5,184.70	5,440.54	5,700.88	5,979.11	6,083.74	38
27.84	39	4,843.61	5,072.47	5,323.90	5,584.16	5,857.93	6,145.17	6,252.71	39
28.43	40	4,946.80	5,184.70	5,440.54	5,700.88	5,979.11	6,275.37	6,385.19	40
29.15	41	5,072.47	5,323.90	5,584.16	5,857.93	6,145.17	6,450.34	6,563.23	41
29.80	42	5,184.70	5,440.54	5,700.88	5,979.11	6,275.37	6,580.59	6,695.75	42
30.60	43	5,323.90	5,584.16	5,857.93	6,145.17	6,450.34	6,755.66	6,873.88	43
31.27	44	5,440.54	5,700.88	5,979.11	6,275.37	6,580.59	6,908.18	7,029.07	44
32.09	45	5,584.16	5,857.93	6,145.17	6,450.34	6,755.66	7,092.21	7,216.33	45
32.76	46	5,700.88	5,979.11	6,275.37	6,580.59	6,908.18	7,244.77	7,371.56	46
33.67	47	5,857.93	6,145.17	6,450.34	6,755.66	7,092.21	7,433.28	7,563.37	47
34.36	48	5,979.11	6,275.37	6,580.59	6,908.18	7,244.77	7,599.39	7,732.38	48
35.32	49	6,145.17	6,450.34	6,755.66	7,092.21	7,433.28	7,810.33	7,947.01	49
36.07	50	6,275.37	6,580.59	6,908.18	7,244.77	7,599.39	7,967.41	8,106.84	50
37.07	51	6,450.34	6,755.66	7,092.21	7,433.28	7,810.33	8,157.83	8,300.59	51
37.82	52	6,580.59	6,908.18	7,244.77	7,599.39	7,967.41	8,352.80	8,498.97	52
38.83	53	6,755.66	7,092.21	7,433.28	7,810.33	8,157.83	8,552.43	8,702.10	53
39.70	54	6,908.18	7,244.77	7,599.39	7,967.41	8,352.80	8,756.83	8,910.08	54
40.76	55	7,092.21	7,433.28	7,810.33	8,157.83	8,552.43	8,966.12	9,123.03	55
41.64	56	7,244.77	7,599.39	7,967.41	8,352.80	8,756.83	9,180.41	9,341.07	56
42.72	57	7,433.28	7,810.33	8,157.83	8,552.43	8,966.12	9,399.82	9,564.32	57
43.67	58	7,599.39	7,967.41	8,352.80	8,756.83	9,180.41	9,624.48	9,792.91	58
44.89	59	7,810.33	8,157.83	8,552.43	8,966.12	9,399.82	9,854.50	10,026.96	59
45.79	60	7,967.41	8,352.80	8,756.83	9,180.41	9,624.48	10,090.03	10,266.60	60
46.88	61	8,157.83	8,552.43	8,966.12	9,399.82	9,854.50	10,331.18	10,511.98	61
48.00	62	8,352.80	8,756.83	9,180.41	9,624.48	10,090.03	10,578.09	10,763.21	62
49.15	63	8,552.43	8,966.12	9,399.82	9,854.50	10,331.18	10,830.91	11,020.45	63
50.33	64	8,756.83	9,180.41	9,624.48	10,090.03	10,578.09	11,089.77	11,283.84	64
51.53	65	8,966.12	9,399.82	9,854.50	10,331.18	10,830.91	11,354.82	11,553.52	65

Per Board Policy 4251.1: A maximum of two (2) years of related experience for salary credit may be given. Experience must have been within the ten (10) years prior to current employment.

Longevity					
11 through 13 years	4 1/2%	19 through 22 years	11 1/2%	29+ years	18%
14 through 15 years	7 1/2%	23 through 25 years	13 1/2%		
16 though 18 years	9 1/2%	26 through 28 years	15 1/2%		

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Classified Employees' Salary Schedule
Monthly

Hourly Step 1	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Range
15.07	12	2,623.02	2,747.31	2,876.10	3,023.28	3,161.33	3,313.13	3,371.11	12
15.44	13	2,687.39	2,825.48	2,963.38	3,096.89	3,248.65	3,409.75	3,469.42	13
15.79	14	2,747.31	2,876.10	3,023.28	3,161.33	3,313.13	3,478.75	3,539.63	14
16.24	15	2,825.48	2,963.38	3,096.89	3,248.65	3,409.75	3,566.12	3,628.53	15
16.53	16	2,876.10	3,023.28	3,161.33	3,313.13	3,478.75	3,639.80	3,703.49	16
17.03	17	2,963.38	3,096.89	3,248.65	3,409.75	3,566.12	3,745.57	3,811.12	17
17.38	18	3,023.28	3,161.33	3,313.13	3,478.75	3,639.80	3,810.01	3,876.68	18
17.80	19	3,096.89	3,248.65	3,409.75	3,566.12	3,745.57	3,920.35	3,988.95	19
18.17	20	3,161.33	3,313.13	3,478.75	3,639.80	3,810.01	4,003.15	4,073.20	20
18.67	21	3,248.65	3,409.75	3,566.12	3,745.57	3,920.35	4,108.96	4,180.87	21
19.04	22	3,313.13	3,478.75	3,639.80	3,810.01	4,003.15	4,191.83	4,265.19	22
19.60	23	3,409.75	3,566.12	3,745.57	3,920.35	4,108.96	4,302.24	4,377.52	23
19.99	24	3,478.75	3,639.80	3,810.01	4,003.15	4,191.83	4,394.15	4,471.04	24
20.49	25	3,566.12	3,745.57	3,920.35	4,108.96	4,302.24	4,509.22	4,588.13	25
20.92	26	3,639.80	3,810.01	4,003.15	4,191.83	4,394.15	4,619.69	4,700.53	26
21.53	27	3,745.57	3,920.35	4,108.96	4,302.24	4,509.22	4,725.46	4,808.16	27
21.90	28	3,810.01	4,003.15	4,191.83	4,394.15	4,619.69	4,831.24	4,915.79	28
22.53	29	3,920.35	4,108.96	4,302.24	4,509.22	4,725.46	4,964.70	5,051.58	29
23.01	30	4,003.15	4,191.83	4,394.15	4,619.69	4,831.24	5,070.47	5,159.21	30
23.61	31	4,108.96	4,302.24	4,509.22	4,725.46	4,964.70	5,199.29	5,290.27	31
24.09	32	4,191.83	4,394.15	4,619.69	4,831.24	5,070.47	5,314.32	5,407.32	32
24.73	33	4,302.24	4,509.22	4,725.46	4,964.70	5,199.29	5,456.99	5,552.49	33
25.25	34	4,394.15	4,619.69	4,831.24	5,070.47	5,314.32	5,576.55	5,674.14	34
25.92	35	4,509.22	4,725.46	4,964.70	5,199.29	5,456.99	5,723.77	5,823.93	35
26.55	36	4,619.69	4,831.24	5,070.47	5,314.32	5,576.55	5,843.41	5,945.67	36
27.16	37	4,725.46	4,964.70	5,199.29	5,456.99	5,723.77	6,004.38	6,109.46	37
27.77	38	4,831.24	5,070.47	5,314.32	5,576.55	5,843.41	6,128.59	6,235.84	38
28.53	39	4,964.70	5,199.29	5,456.99	5,723.77	6,004.38	6,298.80	6,409.03	39
29.14	40	5,070.47	5,314.32	5,576.55	5,843.41	6,128.59	6,432.26	6,544.82	40
29.88	41	5,199.29	5,456.99	5,723.77	6,004.38	6,298.80	6,611.60	6,727.31	41
30.54	42	5,314.32	5,576.55	5,843.41	6,128.59	6,432.26	6,745.10	6,863.14	42
31.36	43	5,456.99	5,723.77	6,004.38	6,298.80	6,611.60	6,924.55	7,045.73	43
32.05	44	5,576.55	5,843.41	6,128.59	6,432.26	6,745.10	7,080.88	7,204.80	44
32.90	45	5,723.77	6,004.38	6,298.80	6,611.60	6,924.55	7,269.52	7,396.74	45
33.58	46	5,843.41	6,128.59	6,432.26	6,745.10	7,080.88	7,425.89	7,555.84	46
34.51	47	6,004.38	6,298.80	6,611.60	6,924.55	7,269.52	7,619.12	7,752.45	47
35.22	48	6,128.59	6,432.26	6,745.10	7,080.88	7,425.89	7,789.37	7,925.69	48
36.20	49	6,298.80	6,611.60	6,924.55	7,269.52	7,619.12	8,005.59	8,145.69	49
36.97	50	6,432.26	6,745.10	7,080.88	7,425.89	7,789.37	8,166.59	8,309.51	50
38.00	51	6,611.60	6,924.55	7,269.52	7,619.12	8,005.59	8,361.77	8,508.10	51
38.76	52	6,745.10	7,080.88	7,425.89	7,789.37	8,166.59	8,561.62	8,711.45	52
39.80	53	6,924.55	7,269.52	7,619.12	8,005.59	8,361.77	8,766.24	8,919.65	53
40.69	54	7,080.88	7,425.89	7,789.37	8,166.59	8,561.62	8,975.75	9,132.83	54
41.78	55	7,269.52	7,619.12	8,005.59	8,361.77	8,766.24	9,190.28	9,351.11	55
42.68	56	7,425.89	7,789.37	8,166.59	8,561.62	8,975.75	9,409.92	9,574.59	56
43.79	57	7,619.12	8,005.59	8,361.77	8,766.24	9,190.28	9,634.82	9,803.43	57
44.77	58	7,789.37	8,166.59	8,561.62	8,975.75	9,409.92	9,865.09	10,037.73	58
46.01	59	8,005.59	8,361.77	8,766.24	9,190.28	9,634.82	10,100.87	10,277.63	59
46.93	60	8,166.59	8,561.62	8,975.75	9,409.92	9,865.09	10,342.28	10,523.27	60
48.06	61	8,361.77	8,766.24	9,190.28	9,634.82	10,100.87	10,589.46	10,774.77	61
49.20	62	8,561.62	8,975.75	9,409.92	9,865.09	10,342.28	10,842.55	11,032.29	62
50.38	63	8,766.24	9,190.28	9,634.82	10,100.87	10,589.46	11,101.68	11,295.96	63
51.58	64	8,975.75	9,409.92	9,865.09	10,342.28	10,842.55	11,367.01	11,565.94	64
52.82	65	9,190.28	9,634.82	10,100.87	10,589.46	11,101.68	11,638.69	11,842.36	65

Per Board Policy 4251.1: A maximum of two (2) years of related experience for salary credit may be given. Experience must have been within the ten (10) years prior to current employment.

Longevity					
11 through 13 years	4 1/2%	19 through 22 years	11 1/2%	29+ years	18%
14 through 15 years	7 1/2%	23 through 25 years	13 1/2%		
16 though 18 years	9 1/2%	26 through 28 years	15 1/2%		

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
PLACEMENT OF POSITIONS ON SALARY SCHEDULE

POSITION	RANGE
ACCOUNTING/PAYROLL	
Accountant	41
Accounting Technician I	26
Accounting Technician II Accounts Payable/Student Org.	31
Accounting Technician III	33
Accounting Technician IV	35
Attendance Accounting Technician	38
Payroll Specialist I	29
Payroll Specialist II	31
Payroll Specialist III	37
CLERICAL/SECRETARIAL	
CALPADS Pupil Services/Special Education Technician	35
Clerk I	15
Clerk II	21
Clerk-Typist I	15
Clerk-Typist II	19
Clerk-Typist II (Translator)	25
Clerk-Typist III	22
Clerk-Typist III (Family Resource Center)	22
Community Referral Clerk	20
Community Relations Liaison	32
English Learner Support Technician	28
Expanded Learning Program Specialist	44
Facilities Technician	30
Human Resources Technician I (Switchboard Operator)	22
Human Resources Technician II	25
Human Resources Technician III (Sub Desk)	27
Human Resources Technician IV (Substitute Desk)	28
Medi-Cal Admin Activities/Local Educ Agency Program Asst	30
Military Family Advocate	20
Noon Duty Supervisor	15
Parent Community Liaison	20
Planning Technician	30
Planning and Facilities Technician	35
Pupil Services/Special Education Technician	33
School Attendance Secretary/Health Specialist	28
School Health Clerk	22
School Secretary	30
School Readiness/Spec Needs Demo Proj Tech	30
Secretary I	25
Secretary II	29
Secretary II (Summer School & NCLB)	27
Secretary to the Director of: Curriculum & Instruction, Early Intervention, Information Services, Language Acquisition, Maint. & Operations, Pupil Services	32
Secretary to the Executive Director	36
Special Projects Technician	33
Student Attendance/Welfare Specialist	33
Student Placement Lead	38
Student Placement Specialist	36
Student Placement Technician	29
Translator/Interpreter	34
Welfare & Attendance Clerk (School)	18
LIBRARY/MEDIA SERVICES	
Cataloging Technician	26
Instructional Media Center Library Technician	29
Instructional Services Textbook Technician	31
Library Media Technician	23
Library/Technology Technician	26
Media Cataloger	29
Ordering and Purchasing Media Clerk	24
CHILD NUTRITION SERVICES (CNS)	
CNS I	15
CNS II	16
CNS III	19
CNS IV	25
CNS, Baker	19
CNS, Specialist	33
Child Nutrition Technician	31
Commercial Appliance/HVAC Technician	39
INSTRUCTIONAL SERVICES	
Adapted Aquatics Program Specialist	20
Autism and Behavior Support Assistant	21
Family Literacy Technician	21
Instructional Assistant	15
Instructional Assistant-Special Ed	17
Instructional Assistant, Behavioral Specialist	20
Instructional Assistant, CBET	20
Instructional Assistant, Computer Lab	17
Instructional Assistant, ELL	17
Instructional Assistant, Even Start	16
Instructional Asst – Home & Sch Partnership Program	16
Instructional Asst – Immigrant Family/Student Support Arabic, Farsi, Japanese, Korean, Mandarin, Russian, Tagalog, Thai	15
Instructional Asst – Language, Speech & Hearing	15
Instructional Assistant, Parent Education	16
Instructional Assistant, PIP Behavior Spec	20
Instructional Assistant, Preschool & Child Dev	12,17
Instructional Assistant, School Readiness Program	16
Instructional Assistant, Special Needs Demo Project	16
Instructional Assistant, Volunteer Projects	15
Interpreter-DHH	37
Lead Instructional Assistant-ELL	20
Lead Occupational Therapist	58
Licensed Mental Health Clinician	56
Licensed Vocational Nurse	30
Occupational Therapy Assistant	37
Occupational Therapist	55
Outreach Consultant	36
Parent Engagement Liaison	20
Rehabilitation Equip. Technician	19
Speech/Language Pathology Asst	40
Student Attendant	20
Student Attendant - Braille	22
Student Attendant-Visually Impaired Student Support	21
Wellness Projects Specialist	40
INFO SYSTEMS/PURCHASING/WAREHOUSE	
Buyer	32
Communications Technician	35
Computer Support Technician I	31
Computer Support Technician II	36
Computer Support Technician III	40
Delivery Driver/Storekeeper II	25
Digital Imaging Technician I	26
Digital Imaging Technician II	29
Digital Media Specialist	42
Senior Digital, Visual and Interactive Media Analyst	56
ESSC Lead Information Technology Specialist	42
Hardware Technician I	32
Hardware Technician III	39
Information Services Support Clerk	19
Information Technology Communications and Web Specialist	48
Junior Buyer	30
Junior Programmer	42
Lead Buyer	39
Lead Digital Imaging Technician	39
Lead Storekeeper/Lead Driver	32
Network Administrator	50
Network Analyst	47
Network Technician	42
Programmer Analyst	50
Publications Technician	24
Senior Programmer Analyst	55
Senior Systems Analyst	59
Storekeeper II	28
Student, Family, and Community Svc's Technology Spec...	39
Technology Equipment Technician	38
Technology Equipment Technician II	40
Technology Services Technician	37
FACILITIES/MAINTENANCE/OPERATIONS	
Carpenter/Glazier	38
Carpenter/Glazier-Entry Level	35
Custodian I	22
Custodian II	25
Electrician	38
Electrician-Entry Level	35
ESSC Plant Operator	28
ESSC Plant Operator Assistant	25
Filter Technician	25
Floor Covering-Entry Level	27
Floor Covering Technician	34
Gardener-Groundskeeper	26
Gardener-Groundskeeper-Entry Level	24
General Maintenance	33
General Maintenance-Entry Level	26
General Maintenance-Equipment Operator	35
General Maintenance-Fabricator	35
General Maintenance Roofer/Floorer	36
Grounds Equipment Operator	28
Irrigation Specialist	30
Lead Carpenter/Glazier	39
Lead Electrician	42
Lead Gardener-Groundskeeper	35
Lead General Maintenance	44
Lead HVAC	46
Lead Irrigation & Central Control Specialist	32
Lead Locksmith	41
Lead Locksmith/Plumber	42
Lead Painter	39
Lead Plumber	42
Locksmith	37
Locksmith-Entry Level	34
Painter	37
Painter-Entry Level	33
Plumber	39
Plumber-Entry Level	34
Roofer	35
Roofer-Entry Level	28
Roofer-Floorer	35
Trades I HVAC	34
Trades II HVAC	37
Trades III HVAC	39
Trades IV HVAC	44
TRANSPORTATION	
Automotive Mechanic I	34
Automotive Mechanic II	36
Automotive Mechanic Helper	29
Bus Attendant	16
Bus Driver	26
Bus Driver/Driver Instructor	32
Bus Driver/Transportation Assistant	28
Dispatcher	31
Heavy Equipment Mechanic	37
Lead Bus Driver	32
Lead Mechanic	41
Passenger Van Driver	22
Transportation Technology Support Technician I	34
Transportation Lead Instructor	37
Transportation Specialist	30
Transportation Routing and Planning Specialist	32

Salary Schedule Effective: 7/1/2020

Board Approved: 12/15/21

Revised 12/15/21

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Adopt Resolution to Designate Authorized Representatives to the San Diego County Schools Risk Management Joint Powers Authority

____X____Action **_____Information**

BACKGROUND INFORMATION:

On September 27, 1994, the Board approved a resolution to participate in the San Diego County Schools Risk Management Joint Powers Authority (JPA) for property and liability insurance coverage and miscellaneous property insurance coverage. The purpose of the JPA is to provide programs on behalf of the Members of the JPA and as such, to perform or contract for the performance of, the financial administration, policy formulation, claim service, legal representation, and other necessary services as required by state law.

It is recommended the Board approve the Deputy Superintendent as the Board of Education representative and the Benefits/Risk Manager as the alternate.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution to Designate Authorized)
Representatives to the San Diego)
County Schools Risk Management)
Joint Powers Authority)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, school districts in the State of California have determined there is a continuing need for property and liability, miscellaneous property or any other risk or plan authorized by law; and

WHEREAS, Title I, Division 7, Chapter 5, Article I (Sections 6500 et seq.) of the Government Code of the State of California authorizes joint exercise of two or more public agencies of any power common to them; and

WHEREAS, Sections 35214, 17566, 17567, 81602, and 81603 of the Education Code authorize a school district to establish insured and self-insurance plans for workers' compensation, property and liability, miscellaneous property, or any other risk or plan authorized by law; and

WHEREAS, the Chula Vista Elementary School District is a member of and has executed an Articles of Agreement to the San Diego County Schools Risk Management Joint Powers Authority (JPA) and the JPA Agreement requires that the Board of member districts designate and appoint a JPA representative.

NOW, THEREFORE, BE IT RESOLVED that the Deputy Superintendent is designated as the authorized representative of the Board of Education of the Chula Vista Elementary School District and the Benefits/Risk Manager as alternate representative.

BE IT FURTHER RESOLVED that the representatives are hereby authorized and directed to perform all items pertaining to the interest of the Board of Education as a legislative body pursuant to the terms of the San Diego County Schools Risk Management Joint Powers Authority Agreement.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

Ratify Memorandum of Understanding with San Diego Hunger Coalition for the Period of October 1, 2021, Through September 30, 2024

____X____Action **_____Information**

BACKGROUND INFORMATION:

The Chula Vista Community Collaborative (CVCC) oversees the management of five Family Resource Centers (FRCs). The FRCs assist individuals and families by providing referrals and support services to increase their ability to lead productive and self-sufficient lives. FRC support services include, but are not limited to, emergency food assistance, CalFresh application/renewal, health insurance enrollment, energy cost assistance, counseling, teen parent case management, kinship services, youth services, support groups, parenting classes and COVID 19 information on testing and vaccines.

This Memorandum of Understanding will continue the long working relationship between the San Diego Hunger Coalition and CVCC to assist families with the CalFresh food assistance enrollment process and reports.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Executive Director of Student, Family, Community, and Instruction Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

The District, as the fiscal agent for CVCC, will receive funds up to $126,632 for use by the FRCs during October 1, 2021, Through September 30, 2024.

STAFF RECOMMENDATION:

Recommend ratification.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

(1) Authorize Designated Personnel of the Chula Vista Elementary School District to Execute Documents on Behalf of the District for Fiscal Year 2021-22; and

(2) Adopt Resolutions Authorizing Designated Agents of the Chula Vista Elementary School District to Act on Behalf of the District for Fiscal Year 2021-22

_____X_____Action **_____Information**

BACKGROUND INFORMATION:

In accordance with various sections of the Education Code dealing with business matters, the Board of Education may authorize certain District personnel to execute documents on behalf of the District. On January 18, 2022, the Board of Education appointed Eduardo Reyes, Ed.D., as Superintendent of the Chula Vista Elementary School District effective February 22, 2022. Following is a list of specific documents and appropriate personnel recommended for authorization for the remainder of fiscal year 2021-22.

(a)	Personnel authorized to sign for property purchased from the State Education Agency.	Eduardo Reyes, Ed.D. Oscar Esquivel
(b)	Personnel authorized to sign Purchase Orders, Cafeteria Deposits, Certifications of Advance of Funds, Requisitions on County Auditor for Warrants on Trust Funds, Wire Transfers, and Checks on the Cafeteria Account, Camp and Welfare Fund Account, Clearing Account, Health Insurance, Student Organizations, and Workers' Compensation Insurance.	Eduardo Reyes, Ed.D. Oscar Esquivel

(c)	Personnel authorized to enter into contracts for public projects up to $175,000 under California Public Contract Code Section 22030 Subject to California Uniform Public Construction Cost Accounting Act Procedures (PCC Sections 22001/22032) Pursuant to Resolution No. 2015-16.56	Eduardo Reyes, Ed.D. Oscar Esquivel
(d)	Personnel authorized to enter into *emergency* contracts under California Public Contract Code Section 22030 Subject to California Uniform Public Construction Cost Accounting Act Procedures (PCC Section 22035/22050) Pursuant to Resolution No. 2015-16.56 and must report on the contract to the Board at each subsequent meeting until the contract is complete.	Eduardo Reyes, Ed.D Oscar Esquivel

It is requested that the Board of Education adopt the following series of resolutions designating authorized agents of the District for fiscal year 2021-22.

(a)	Resolution Authorizing Designated Agents to Act on Behalf of the District to Sign Federal and State Applications and Reports for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel Jason Romero Matthew Tessier, Ed.D.
(b)	Resolution Authorizing Designated Agents to File an Application and to Sign Program Assurances Under Public Law 81-874 for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel Jason Romero Matthew Tessier, Ed.D.
(c)	Resolution Authorizing Designated Agents to Enter into Contracts with the Child Development Division, California Department of Education, for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel Jason Romero Matthew Tessier, Ed.D.
(d)	Resolution Designating Authorized Agents to Issue Duplicate Warrants for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel
(e)	Resolution Designating Authorized Agents to Sign Payroll Payment Orders for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel

Matthew Tessier

(f)	Resolution Designating Authorized Agents to Sign School Orders (Commercial Warrants), Contracts, and Grant Applications for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel Matthew Tessier, Ed.D.
(g)	Resolution Designating Revolving Cash Fund and Alternative Revolving Cash Fund Custodian and Designating Authorized Agents to Sign Checks for Fiscal Year 2021-22.	Eduardo Reyes, Ed.D. Oscar Esquivel

ADDITIONAL DATA:

Copies of resolutions are attached.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend authorization and adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Authorizing Designated Agents)
to Act on Behalf of the District to Sign)
Federal and State Applications and Reports)
for Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

IT IS RESOLVED AND ORDERED that:

Eduardo Reyes, Ed.D.
Oscar Esquivel
Jason Romero
Matthew Tessier, Ed.D.

are hereby authorized to execute applications for and on behalf of the Chula Vista Elementary School District, a public entity established under the laws of the State of California, and to file them in the Office of Emergency Services for the purpose of obtaining certain federal financial assistance under Public Law 93-288 as amended by the Robert T. Stafford Disaster Relief and Emergency Assistance Act of 1988 and/or state financial assistance under the Natural Disaster Assistance Act.

IT IS FURTHER RESOLVED that the Chula Vista Elementary School District, a public entity established under the laws of the State of California, hereby authorizes its agents to provide to the State Office of Emergency Services for all matters pertaining to such state disaster assistance the assurances and agreements required.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Authorizing Designated Agents)
to File an Application and to Sign Program)
Assurances Under Public Law 81-874 for)
Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

BE IT RESOLVED that the Board of Education of the Chula Vista Elementary School District authorizes the following persons who are listed below as representatives of the District to file an application for school assistance in federally affected areas and to sign program assurances under Public Law 81-874 for fiscal year 2021-22:

Eduardo Reyes, Ed.D.
Oscar Esquivel
Jason Romero
Matthew Tessier, Ed.D.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

_____
Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Authorizing Designated Agents)
to Enter Into Contracts with the Child)
Development Division, California Department)
of Education, for Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

BE IT RESOLVED that the Board of Education of the Chula Vista Elementary School District authorizes the following persons to enter into contracts with the Child Development Division, California Department of Education, for fiscal year 2021-22 and that the persons who are listed below are authorized to sign the transactions for the Board of Education:

Eduardo Reyes, Ed.D.
Oscar Esquivel
Jason Romero
Matthew Tessier, Ed.D.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

_____
Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating Authorized)
Agents to Issue Duplicate Warrants)
for Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, Government Code Section 29802 places a six-month time limit on all warrants from the date of original issuance; and

WHEREAS, if the original warrant has not been cashed in that time period, it is necessary to file a Petition for Issuance of New Warrant in Lieu of Voided Warrant with the Auditor of the County of San Diego.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Chula Vista Elementary School District authorizes the following persons to issue duplicate warrants for fiscal year 2021-22:

Eduardo Reyes, Ed.D.
Oscar Esquivel

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:
NOES:
ABSTAIN:
ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Interim Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

_____
Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating Authorized)
Agents to Sign Payroll Payment)
Orders for the Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

IT IS RESOLVED AND ORDERED that, in accordance with the provisions of Section 3100, et seq., Chapter 8, Division 4, Title I of the Government Code, the following persons be and are hereby designated for fiscal year 2021-22 to ascertain and certify that each employee of the Chula Vista Elementary School District has taken the oath of allegiance:

Eduardo Reyes, Ed.D.
Oscar Esquivel
Jason Romero
Matthew Tessier, Ed.D.

IT IS FURTHER RESOLVED that these motions shall stand and that all additions and deletions shall be submitted in writing to the San Diego County Office of Education.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

Manual Signatures of Authorized Persons	Facsimile Signatures (if applicable)
Eduardo Reyes, Ed.D.	
Oscar Esquivel	
Jason Romero	
Matthew Tessier, Ed.D.	

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating Authorized Agents to Sign School Orders (Commercial Warrants), Contracts, and Grant Applications for Fiscal Year 2021-22

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

IT IS RESOLVED AND ORDERED that pursuant to the provisions of Education Code Section 42632 or 85232:

Eduardo Reyes, Ed.D.
Oscar Esquivel
Jason Romero
Matthew Tessier, Ed.D.

are hereby authorized to sign school orders (commercial warrants), contracts, and grant applications for fiscal year 2021-22 in the name of the Chula Vista Elementary School District, drawn on the funds of said District.

IT IS FURTHER RESOLVED that these motions shall stand and that all additions and deletions shall be submitted in writing to the San Diego County Office of Education.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9h day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

Manual Signatures of Authorized Persons	Facsimile Signatures (if applicable)
Eduardo Reyes, Ed.D.	
Oscar Esquivel	
Jason Romero	
Matthew Tessier, Ed.D.	

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating Revolving)
Cash Fund and Alternative Revolving)
Cash Fund Custodian and Designating)
Authorized Agents to Sign Checks for)
Fiscal Year 2021-22)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, the expeditious purchase of services and/or materials makes it necessary that a Revolving Cash Fund and an Alternative Revolving Cash Fund be established for use by the Chief Accounting Officer of the District; and

WHEREAS, the Revolving Cash Fund and the Alternative Revolving Cash Fund were approved by the County Superintendent of Schools pursuant to Education Code Section 42800; and

WHEREAS, Oscar Esquivel is the Chief Accounting Officer of the Chula Vista Elementary School District and accepts the Revolving Cash Fund and the Alternative Revolving Cash fund as being in good order and fully reconciled to his satisfaction.

IT IS RESOLVED AND ORDERED that:

Eduardo Reyes, Ed.D.
Oscar Esquivel

are authorized to sign checks on the Revolving Cash Fund and the Alternative Revolving Cash Fund for fiscal year 2021-22 for and on behalf of the Chula Vista Elementary School District.

IT IS FURTHER RESOLVED that these motions shall stand and that all additions and deletions shall be submitted in writing to the San Diego County Office of Education.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

Manual Signatures of Authorized Persons

Facsimile Signatures

Eduardo Reyes, Ed.D.

Oscar Esquivel

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Adopt Resolution Authorizing Utilization of the National Association of State Procurement Officials Value Point Master Agreement No. MNWNC-115 and MNNVP-134 Through the State of California Department of General Services Participating Addendum No. 7-15-70-34-002 for Computer Equipment Awarded to HP, Inc., for Servers, Storage, and Related Professional Services in the Amount of $236,611.11 from March 10 Through July 31, 2022

____X____Action _____Information

BACKGROUND INFORMATION:

In October 1993, purchasing directors from 15 western states formed the Western State Contracting Alliance (WSCA), a cooperative multistate contracting agency. The WSCA cooperative was a program under National Association of State Procurement Officials (NASPO). NASPO, through its collective buying power stimulates competition and assists states in achieving cost-effective and efficient acquisition of products and services. As public agencies, school districts are allowed to use NASPO contracts to procure products and services. The Chula Vista Elementary School District (District) has utilized NASPO/WSCA contracts since 2008-09.

NASPO developed a "lead state" process to issue cooperative solicitations. The lead state awards and manages contracts with the vendors. NASPO's member states that wish to participate enter into a cooperative agreement with the lead state and a participating addendum is executed with the vendor supplying the product or service.

On November 1, 2015, the State of Minnesota, the lead state, executed the award of NASPO Value Point Master Agreement No. MNWNC-115 and MNNVP-134, and the State of California's Participating Addendum No. 7-15-70-34-002, awarded to HP, Inc. (HP). HP works in conjunction with system integrators, who were identified as part of the contract award by the State of California.

In 2016, the District installed servers and storage from Dell Technologies for its core business systems, such as eSchool, BusinessPlus, and other critical systems.

The Dell branded hardware installed in 2016 is reaching the end of its useful life. Its reliability will continue to diminish over time, and support from Dell will be discontinued.

CVESD's Information Technology Department (IT) staff evaluated proposals from Dell, Inc., and HP. After reviewing the proposals, IT staff recommends an HP solution submitted by Nth Generation Computing, Inc. Their proposal provides a sound technical design at the lowest cost of all proposals. As a HP Value Added Reseller (VAR,) Nth Generation Computing, Inc., is qualified and authorized to design, install, and integrate HP systems under the NASPO Value Point contract granted to HP.

ADDITIONAL DATA:

Copies of contract documents are available for review in the Office of the Deputy Superintendent.

FISCAL IMPACT/FUNDING SOURCE:

The IT Department requested quotes from three HP resellers under the NASPO Value Point contract. Nth Generation provided the lowest cost quote.

Value Added Reseller	Cost
Nth Generation	$236,611.11
HPE	$350,006.02
Vector USA	$853,934.15

The cost for equipment and professional services will be $236,611.11 to be paid from the Measure VV General Obligation Bond funds.

STAFF RECOMMENDATION:

Recommend adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Authorize Utilization of the National Association of State Procurement Officials Value Point Master Agreement No. MNWNC-115 and MNNVP-134, Through the State of California, Department of General Services, Participating Addendum No. 7-15-70-34-002 for Computer Equipment Awarded to HP, Inc., in the Amount of $236,611.11 from March 10 Through July 31, 2022	)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, the State of California has entered into an agreement through the National Association of State Procurement Offices (NASPO), formerly known as Western States Contracting Alliance (WSCA), a cooperative multistate contracting agency that with its collective buying power stimulates competition and assists states in achieving cost-effective and efficient acquisition of products and services; and

WHEREAS, HP, Inc., (HP) was awarded the contract through the NASPO Value Point (NVLPT) Master Agreement No. MNWNC-115 and MNNVP-134 and the State of California, Department of General Services, Participating Addendum No. 7-15-70-34-002; and

WHEREAS, the Chula Vista Elementary School District (District) as a participating agency may purchase equipment and services provided by HP, in conjunction with Nth Generation Computing, Inc., who is an authorized system integrator, identified by the State of California, utilizing the pricing, terms and conditions stipulated in the NVLPT Master Agreement No. MNWNC-115 and MNNVP-134, and the California Participating Addendum Contract No. #7-15-70-34-002; and

WHEREAS, this Board has determined it to be in the best interest of the District to utilize the NVLPT contract to purchase additional equipment and services that may be required to maintain high performance and reliability for District programs; and

WHEREAS, NASPO and the State of California waived its right to require other districts to draw warrants for such purchases or contracts in favor of NASPO or the State of California.

NOW, THEREFORE, BE IT RESOLVED, ORDERED, AND DECLARED that the use of the NVLPT contract for computer equipment and services for the District, to be provided by HP through the approved system integrators under NVLPT Master Agreement No. MNWNC-115 and MNWNC-134 and California Participating Addendum No. 7-15-70-34-002 is hereby authorized and approved; and is subject to all terms and conditions as specified in the NVLPT contract documents.

BE IT FURTHER RESOLVED, ORDERED, AND DECLARED that the Superintendent, or his designee, is hereby authorized to execute the necessary contract documents to purchase HP computer equipment and services.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at its organizational meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

_____
Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Approve Renewal of Bid No. 17/18-4 to UnifiedCommunications.com, Formerly Novus, LLC, for the Purchase of Microsoft Lync/Skype for Business Gateways and Phone Equipment for the Period of April 12, 2022, Through April 11, 2023

____X____Action **_____Information**

BACKGROUND INFORMATION:

Bid No. 17/18-4 for Microsoft Lync/Skype for Business Gateways and Phone Equipment was awarded to UnifiedCommunications.com (formerly Novus, LLC) by the Board of Education on April 11, 2018. The purpose of this bid was to provide the Chula Vista Elementary School District (District) with a source for Voice over Internet Protocol (VoIP) to Public Switched Telephone Network (PSTN) gateways; along with phone handsets that are compatible and fully integrated with the Microsoft Lync Telephone System. This bid renewal continues the District's goal of replacing the old legacy PBX network with updated telephone technology.

On November 5, 2019, UnifiedCommunications.com, a division of Tele-Communication, Inc., announced the acquisition of Novus, LLC, for its VoIP and telecommunications sales portfolio. The contract renewal will allow the District to continue purchasing the same equipment from UnifiedCommunications.com for the remainder of the contract

The District has upgraded forty-six (46) school sites and the Maxwell Corporate Yard with AudioCodes Mediant 1000B Survivable Branch Appliance (SBA) gateways, along with Yealink phone handsets, as part of the District's goal of replacing the old legacy PBX network. The District will upgrade the last of the remaining legacy phone equipment at the Education Service and Support Center by the end of March, 2022. However, this bid may also be used to obtain telephone equipment for new installations, replacements, or repairs that may arise throughout the District during the term of the contract. This will be the final renewal under this contract.

ADDITIONAL DATA:

Copies of the bid documents are available for review in the Office of the Deputy Superintendent.

FISCAL IMPACT/FUNDING SOURCE:

The estimated cost of additional equipment that may be required is $70,000. UnifiedCommunications.com will not be imposing any increases. Pricing on all equipment remains as originally bid. This is the final renewal term under the contract. Funding for equipment ordered will be determined at the time of the purchase.

STAFF RECOMMENDATION:

Recommend approval.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Approve Award of Bid No. 21/22-6 Bid Package No.1 to Able Heating and Air Conditioning, Inc., for Replacement of Heating, Ventilating, and Air Conditioning on the Oldest Portable Classroom Units at Chula Vista Hills, EastLake, Harborside, Karl H. Kellogg, J. Calvin Lauderbach, Loma Verde, Otay, and Valley Vista Elementary Schools, and Discovery and Robert L. Mueller Charter Schools in the Amount of $1,655,186 for the Period of March 10, 2022, Through Completion of the Project

__X__ Action **_____ Information**

BACKGROUND INFORMATION:

Approve Award of Bid No. 21/22-6 Bid Package No.1 to Able Heating and Air Conditioning, Inc., for replacement of Heating, Ventilating, and Air Conditioning (HVAC) on the oldest portable classroom units at Chula Vista Hills, EastLake, Harborside, Karl H. Kellogg, J. Calvin Lauderbach, Loma Verde, Otay, and Valley Vista Elementary Schools, and Discovery and Robert L. Mueller Charter Schools.

The District advertised the bid package by: publishing on December 17 and December 24, 2021, a Notice Inviting Bids in The Star News, a newspaper of general circulation; and emailing it to construction trade journals and to registered contractors on the contractor list compiled by the District for this type of work. Three (3) contractors submitted bids at the bid opening on February 3, 2022. Results of the bid are provided in the following chart.

Name of Contractor	Bid Amount
Able Heating and Air Conditioning, Inc.	**$1,655,186.00**
Jackson and Blanc	$1,893,852.00
SWCS, Inc.	$1,895,853.00

Prior to the bid opening, it was determined the award of a contract would be based on the following method of determining the lowest bid: the lowest bid shall be the

lowest bid price on the Total Bid Amount, with consideration of the prices on the additive or deductive items. In each case, the lowest responsive, responsible bidder was determined based on the total bid, for comparative purposes. In the event that a bid is deemed non-responsive or duly withdrawn by the respective contractor, the next lowest bid will be substituted.

Based on the foregoing, District staff have determined that Able Heating and Air Conditioning, Inc., is the lowest responsive, responsible bidder, and recommend that the Board of Education award the contract for Bid No. 21/22-6: Relocatable HVAC Renovations Project at Chula Vista Hills, Eastlake, Harborside, Karl H. Kellogg, J. Calvin Lauderbach, Loma Verde, Otay and Valley Vista Elementary Schools, and Discovery and Robert L. Mueller Charter Schools to Able Heating and Air Conditioning, Inc.

ADDITIONAL DATA:

Copies of bid documents are available for review in the Office of the Deputy Superintendent.

FISCAL IMPACT/FUNDING SOURCE:

Funding will be provided from General Obligation Bond and other Capital funds.

STAFF RECOMMENDATION:

Recommend approval.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Approve Award of Bid No. 21/22-5 Bid Package No.1 to Jackson and Blanc for Replacement of Heating, Ventilating, and Air Conditioning on All Permanent Classroom and Office Buildings at Halecrest and Loma Verde Elementary Schools in the Amount of $1,649,068 for the Period of March 10, 2022, Through Completion of the Project

__X__ Action **_____ Information**

BACKGROUND INFORMATION:

Bid No. 21/22-5 Bid Package No.1 was prepared for Demolition and Heating, Ventilating, and Air Conditioning (HVAC) Replacement of all permanent classroom and office buildings at Halecrest and Loma Verde Elementary Schools.

The District advertised the bid package by: publishing on December 10 and December 17, 2021, a Notice Inviting Bids in The Star News, a newspaper of general circulation; and emailing it to construction trade journals and to registered contractors on the contractor list compiled by the District for this type of work. Three (3) contractors submitted bids at the bid opening on January 13, 2022. Results of the bid are provided in the following chart.

Name of Contractor	Bid Amount
Jackson and Blanc	**$1,649,068.00**
Able Heating and Air Conditioning, Inc.	$2,044,064.00
M.A. Stevens Construction, Inc	$2,049,664.00

Prior to the bid opening, it was determined the award of a contract would be based on the following method of determining the lowest bid: the lowest bid shall be the lowest bid price on the Total Bid Amount, with consideration of the prices on the additive or deductive items. In each case, the lowest responsive, responsible bidder was determined based on the total bid, for comparative purposes. If a Bid is deemed non-responsive or duly withdrawn by the respective contractor, the next lowest bid will be substituted.

Based on the foregoing, District staff have determined that Jackson and Blanc is the lowest responsive, responsible bidder, and recommend that the Board of Education award the contract for Bid No. 21/22-5: HVAC Renovation Project at Halecrest and Loma Verde Elementary Schools to Jackson and Blanc.

ADDITIONAL DATA:

Copies of bid documents are available for review in the Office of the Deputy Superintendent.

FISCAL IMPACT/FUNDING SOURCE:

Funding will be provided from General Obligation Bond and other Capital funds.

STAFF RECOMMENDATION:

Recommend approval.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Accept Donation

____X____Action **_____Information**

BACKGROUND INFORMATION:

On January 24, 2022, the OtterCares Foundation donated $6,500 to Los Altos Elementary School to transform half of the library into a STEAM (Science Technology Engineering Art and Math) lab. OtterCares is a non-profit organization whose mission is to inspire students to become entrepreneurs and philanthropists. The funds will be used to create opportunities for students to study robotics, plant science, building structures, and other real-world STEAM exploration.

ADDITIONAL DATA:

District staff will write letters of appreciation for the above donation.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend acceptance.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Ratify Purchase Orders, Warrants, and Checks Written/Issued Through February 28, 2022

____X____ Action **_____ Information**

BACKGROUND INFORMATION AND FISCAL IMPACT:

The following purchase orders, warrants, and checks were written/issued through February 28, 2022

i.	Purchase Orders: 22004522-22005137	$ 3,063,969.27
ii.	Alternative Revolving Cash:	$ .00
iii.	Commercial Warrants: 334402-335122	$ 9,130,329.24
	Cafeteria Warrants: 00008921-00008961	$ 345,797.07
iv.	Payroll Warrants: Series 10 13355082-13356170; N 3165838-3213792	$ 19,342.087.40
v.	Revolving Cash Checks: 0010287-0010384	$ 33,689.41

ADDITIONAL DATA:

Additional information is available for review in the Office of the Interim Superintendent in accordance with Board Policies 3310, 3314, and 3314.2.

STAFF RECOMMENDATION:

Recommend ratification.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Approve and/or Ratify Inservice/Travel Requests

____X____Action **_____Information**

BACKGROUND INFORMATION:

See attached listing.

ADDITIONAL DATA:

Inservice/travel requests are available for review in the Office of the Interim Superintendent in accordance with Board Policies 4133, 4233, and 4333.

FISCAL IMPACT/FUNDING SOURCE:

See attached listing.

STAFF RECOMMENDATION:

Recommend approval and/or ratification.

INSERVICE/TRAVEL REQUESTS

Individual	Event	Destination	From	To	Est'd Cost	Funding	CVESD Location
Bright, D	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Callado, K	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Forehand. L	NY Innovative Schools Summit	New York	03/30/22	04/03/22	$ 2,575.00	Title I	Harborside
Gines, J	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Inzunza, A	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Jimenez, L	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
L, Charlyn	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Patino, M	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Rodriguez, C	NY Innovative Schools Summit	New York	03/29/22	04/02/22	$ 2,575.00	Title I	Harborside
Perez, L	CALSA Focus on Results Conference	San DIego	01/28/22	01/28/22	$ 61.00	Title III	Instructional Services
Williams, A	iReady Symposium	Pasadena	03/09/22	03/11/22	$ 154.44	Instruction Admin	Instructional Services
Reyes, E	Coast2Coast	Washington D.C.	04/23/22	04/28/22	$ 3,700.00	District Admin	Superintendent
Fernandez, C	Coast2Coast (approved 1/19/22; amended as to dates only)	Washington D.C.	04/22/22	04/26/22	$ 3,700.00	District Admin	Superintendent/Board
Emery, C	CALSA Focus on Results Conference	San Diego	01/28/22	01/30/22	$ 645.00	Title I	Valley Vista

*Estimated cost per participant. Funds may vary by site for this event
NOTE: Actual Inservice/Travel costs may differ from estimated costs as shown above.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

(1) Conduct Public Hearing; and

(2) Adopt Resolution Regarding Short-Term Classified Employees to Perform Specified Service for the Period of March 1, 2022, Through June 30, 2022

____X____Action **_____Information**

BACKGROUND INFORMATION:

Education Code Section 45103, subdivision (d)(2), authorizes the District to employ short-term classified employees to provide service to the District that, upon the completion of that service or similar service, will not be extended or needed on a continuing basis. Prior to employing a short-term classified employee, the Board of Education, at a regularly scheduled meeting, must specify the service to be performed by the employee and certify the ending date of that service. The ending date may be shortened or extended by the Board but shall not exceed 75 percent (195 working days) of the school year.

The District has a need for three short-term classified employees to provide support to Payroll in the form of clerical support and the completion of specialized tasks during the payroll periods containing high volumes of extra payment transactions necessitated to process retroactive payments to all bargaining groups, COVID-19 leave adjustments, and Salary placement reporting revisions based on recent CalPERS audit. The short-term classified employees are needed for eight hours per day, five days per week, starting on March 1, 2022, and ending on June 30, 2022. This service or similar services will not be extended or needed on a continuing basis.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

The amount not to exceed $60,000 will be paid from Federal or State COVID-19 response funding.

STAFF RECOMMENDATION:

Recommend conduct public hearing and adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Regarding Short-Term Classified)
Employee to Perform a Specified Service)
for the Period of March 1, 2022,)
Through June 30, 2022)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, pursuant to Education Code Section 45103, the Board of Education of the Chula Vista Elementary School District may employ short-term classified employees to provide service to the District that, upon the completion of that service or similar service, will not be extended or needed on a continuing basis. Prior to employing a short-term classified employee, the Board, at a regularly scheduled meeting, must specify the service to be performed by the employee and certify the ending date of that service. The ending date may be shortened or extended by the Board, but shall not exceed 75 percent (195 working days) of the school year; and

WHEREAS, the District has a need for three short-term classified employees to provide support to Payroll in the form of clerical support and the completion of specialized tasks. The short-term classified employees are needed for eight hours per day, five days per week, starting on March 1, 2022, and ending on June 30, 2022. This service or similar services will not be extended or needed on a continuing basis.

NOW, THEREFORE, BE IT RESOLVED these short-term classified employees shall be employed to provide the above-noted support during payroll periods containing high volumes of extra payment transactions necessitated to process retroactive payments to all bargaining groups, COVID-19 leave adjustments, and Salary placement reporting revisions based on recent CalPERS audit.

BE IT FURTHER RESOLVED and certified these short-term classified employees shall be employed for eight hours per day, five days per week, starting on March 1, 2022, and ending on June 30, 2022.

BE IT FURTHER RESOLVED that the Board hereby authorizes the Superintendent or designee to take such action necessary to implement this resolution.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

(1) Conduct Public Hearing to Receive Input on the Tentative Agreement with Chula Vista Educators; and

(2) Ratify the Tentative Agreement with Chula Vista Educators for the Period of July 1, 2021, Through June 30, 2023

____X____Action **_____Information**

BACKGROUND INFORMATION/FISCAL IMPACT:

A public hearing at a regularly scheduled Board meeting is required to receive input on the negotiated Tentative Agreement with Chula Vista Educators (CVE) dated January 27, 2022. The Tentative Agreement with CVE is for the period of July 1, 2021, through June 30, 2023. State Assembly Bill 1200 requires public disclosure of provisions of all collective bargaining agreements prior to final approval. This ensures that the public is aware of the costs associated with a Tentative Collective Bargaining Agreement before it becomes binding on the District.

Major Provisions and Changes to the Agreement
The Tentative Agreement includes the following major changes:

Article 33 Transfer and Reassignment: This article includes new language that specifies that teachers may only be reassigned grade level changes not to exceed 3 grade levels, with some exceptions. Also, involuntary reassignments can occur every three years.

Article 50 Psychologists: With the psychologists being added to CVE this language provides work year and workload expectations.

Article 51 Health: A health benefit cap increase of $500 per eligible employee effective January 1, 2022, and a heath benefit cap increase of an additional $500 per eligible employee effective January 1, 2023.

Article 52 Wages: For the 2021-2022 school year effective July 1, 2021, all salary schedules shall be increased by 3%; all active bargaining unit members will receive a one-time 3% off schedule salary increase in recognition of the professionalism, adaptability, and resiliency of unit members in providing quality education during a pandemic. 52.2.3 For the 2022-2023 school year effective July 1, 2022, all salary schedules shall be increased by 2.5%; all bargaining unit members will receive a one-time 2% off schedule salary increase.

Article 58 Meeting and Negotiating: Reopeners. There are no reopeners for the duration of this agreement unless both parties mutually agree.

Article 59 Duration: Reopeners. This agreement shall be effective upon ratification by both parties and shall remain in effect until June 30, 2023. The parties agree to future negotiations as specified in Article 58, Meeting and Negotiating.

The cost provisions of this agreement are noted above. The Superintendent and Deputy Superintendent will certify in writing that any costs incurred by the District under this Agreement can be met by the District during the term of this Agreement. Attached is the certification pursuant to Education Code Sections 42130 and 42131 to comply with necessary disclosure and certification requirements.

ADDITIONAL DATA:

A copy of the Tentative Agreement, which was ratified by CVE earlier, is attached as "Exhibit B." Additional information is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

The fiscal impact is described in "Exhibit A," Disclosure of Collective Bargaining Agreement.

STAFF RECOMMENDATION:

Conduct the public hearing and ratify the Tentative Agreement.

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Chula Vista Elementary School District

Agenda Item 11.B.
March 9, 2022
Exhibit A

Name of Bargaining Unit: Chula Vista Educators (CVE), Chula Vista Classified Employee Organization (CVCEO), and Non-Represented Group

Certificated: X Classified: X

The proposed agreement covers the period: Beginning: 7/1/2021 Ending: 6/30/2023

This agreement will be acted upon by the Governing Board at its meeting on: 3/9/2022 (Date)

A. Proposed Change in Compensation

Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement					
		Current Year 2021 - 2022		Year 2 2022 - 2023		Year 3 2023 - 2024	
	(a) $	(b) $	(c) %	(b) $	(c) %	(b) $	(c) %
1. **Step & Column** - Increase (Decrease) due to movement plus any changes due to settlement	$175,711,640		0.00%	$4,059,135	2.31%	$4,169,872	2.32%
2. **Salary Schedule** - Increase (Decrease)	$175,711,640	$5,171,466	2.94%	$9,685,644	5.35%	$9,685,644	5.08%
3. **Other Compensation** - Increase (Decrease) in Stipends, Bonuses, etc.	$0	$5,326,714		$3,853,027			
4. **Statutory Benefits** - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	$40,366,220	$2,460,109	6.09%	$4,177,653	9.75%	$3,239,085	6.89%
5. **Health/Welfare Benefits** - Increase (Decrease)	$22,591,484	$240,643	1.07%	$511,546	2.24%	$511,546	2.19%
6. **Total Compensation** - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	$216,077,860	$13,198,933	6.11%	$22,287,005	9.72%	$17,606,147	7.00%
7. **Total Number of Represented Employees**		1,437.51		1,437.51			
8. **Total Compensation Cost for Average Employee** - Increase (Decrease)		$9,181.81		$15,503.90			

Impact on other Funds: Fund 12: 2021-22 $222,039; 2022-23 $297,191

Impact on other Funds: Fund 13: 2021-22 $314,075; 2022-23 $431,345

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

CVE/CVCEO/ Non Represented Wages and Health:

For Fiscal Year 2021-22:

- 3% On-salary schedule increase effective July 1, 2021.
- 3% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2022.

For Fiscal Year 2022-23:

- 2.5% On-salary schedule increase effective July 1, 2022.
- 2% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2023.

B. **Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

None

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

None

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

None.

E. Source of Funding for Proposed Agreement

1. Current Year

The 2021-22 LCFF COLA of 5.07% and the reserve of 15.91% at the 2021-22 First Interim Budget are the primary source of funding for the Proposed agreement for the current year. In addition, ESSER II funds is the source funding for the 2021-22 off schedule increase.

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

The future funding for the ongoing cost is based on the 5.33% COLA from the Governor's 2022-23 Proposed Budget.

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

The Multiyear agreement compensation changes will be funded from the 5.33% 2022-23 Governor's Proposed Budget. Additionally, the District has a 15.91% 2021-22 First interim Reserve for Economic Uncertainties to offset future years costs.

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$341,103,899
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	22,431.00
d. State Standard Minimum Reserve Amount for this District *(Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA)*	$10,233,117

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	$47,212,736
b. General Fund Budgeted Unrestricted Unappropriated Amount	
c. Special Reserve Fund 17-Bugeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	$47,212,736

3. Do unrestricted reserves meet the state standard minimum reserve amount? **Yes** No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Edmundo R... — 3/3/2022

District Superintendent (Signature) — Date

Oscar Esquivel — 3/3/2022

Deputy Superintendent (Signature) — Date

Contact Person: Theresa Villanueva Telephone No.: 619-425-9600

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 9-Mar-22
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board-Approved Budget Before Settlement as of December 12, 2021	(Col. 2) Adjustments as a Result of Settlement CVE, CVCEO and Non-Rep	(Col. 3) Other Revisions 2021-22 Second Interim Budget Updates	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	224,773,217		(64,625)	224,708,592
Remaining Revenues (8100-8799)	124,448,507		3,579,159	128,027,666
TOTAL REVENUES	349,221,724	0	3,514,534	352,736,258
EXPENDITURES:				
1000 Certificated Salaries	140,910,757	7,888,167	(199,653)	148,599,271
2000 Classified Salaries	52,764,575	2,610,014	(733,734)	54,640,855
3000 Employee Benefits	84,668,974	2,700,752	(1,101,980)	86,267,746
4000 Books and Supplies	17,110,778		(1,443,247)	15,667,531
5000 Services and Operating Expenses	38,534,572		(4,772,267)	33,762,305
6000 Capital Outlay	1,179,264		(28,879)	1,150,385
7000 Other	1,033,539		(17,733)	1,015,806
TOTAL EXPENDITURES	336,202,459	13,198,933	(8,297,493)	341,103,899
OPERATING SURPLUS (DEFICIT)	13,019,265	(13,198,933)	11,812,027	11,632,359
OTHER SOURCES AND TRANSFERS IN	151,815		0	151,815
OTHER USES AND TRANSFERS OUT	0		0	0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	13,171,080	(13,198,933)	11,812,027	11,784,174
BEGINNING BALANCE	55,872,662		0	55,872,662
CURRENT YEAR-ENDING BALANCE	69,043,742		(1,386,906)	67,656,836
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	835,000		0	835,000
Restricted (9740)	14,431,326		4,927,774	19,359,100
Committed (9750/9760)	0		0	0
Assigned (9780)	300,000		(50,000)	250,000
Reserve Economic Uncertainties (9789)	53,477,416		(6,264,680)	47,212,736
Unassigned/Unappropriated (9790)				0

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:
Column 2 includes salary and benefit costs for the 2021-22 salary settlements for all groups funded from unrestricted and restricted funds.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.

- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of "all" agreements on page 4 (supplement).

- Include, as applicable, *Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3* information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete *Cost Prior to Proposed Agreement, Current Year* and *Year 2.*

- Any time a contract is reopened with a financial impact on "any area of compensation," a disclosure of the proposed agreement must be made.

- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.

- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

SPECIFIC INSTRUCTIONS FOR COMPLETION

PROPOSED CHANGE IN COMPENSATION

1. Step and Column
   - a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any "one-time" bonuses or payments that were paid in prior year, if applicable.
   - b. $: Enter the annual increase cost of *Step and Column* movement on the *Salary Schedule* for the affected bargaining unit.
   - c. %: Divide the annual cost of *Step and Column*, Line 1(b), by the *Cost Prior to Proposed Agreement*, Line 1(a).

2. Salary Schedule
   - a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
   - b. $: Enter the annual $ amount of the proposed change in the *Salary Schedule.*
   - c. %: Divide Line 2(b) by the *Cost Prior to the Proposed Agreement,* Line 2(a).

3. Other Compensation

Description: Indicate specific changes in *Other Compensation* for the current year. For example: 1% off schedule or $200/employee. For *Year 2* and *Year 3*, explain in "Comments" section, if applicable.

a. Cost Prior to Proposed Agreement: Enter the amount from Line 2(a).
b. $: Enter the annual amount of the proposed change in *Other Compensation.*
c. %: Divide the amount by the *Cost Prior to the Proposed Agreement*, Line 3(a).

4. Statutory Benefits

a. Cost Prior to Proposed Agreement: Enter the total prior year cost of *Statutory Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" benefit costs that would not carry over to current year.
b. $: Enter the amount of the proposed change in *Statutory Benefits* resulting from changes in *Salary Schedule, Step and Column*, and *Other Compensation* reported on Line 1(b) through Line 3(b).
c. %: Divide Line 4(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement*, Line 4(a).

5. Health/Welfare Benefits

a. Cost Prior to Proposed Agreement: Enter the total annual cost of *Health/Welfare Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" costs that would not carry over to current year.
b. $: Enter the amount of the proposed change in *Health/Welfare Benefits*, resulting from the affected bargaining unit agreement.
c. %: Divide Line 5(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement* Line 5(a).

6. Total Compensation

a. Cost Prior to Proposed Agreement: Total Lines 3(a), 4(a), and 5(a).
b. $: Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
c. %: Divide the total by *Cost Prior to Proposed Agreement*, Line 6(a).

7. Total Number of Represented Employees

Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

8. Total Compensation Cost for Average Employee

a. Cost Prior to Proposed Agreement: Divide *Cost Prior to Proposed Agreement*, Line 6(a) by Prior Year FTE Employees, Line 7.
b. $: Divide *Total Compensation*, Line 6(b) by FTE employees, Line 7, for each applicable year.
c. %: Divide *Total Compensation Cost for Average Employee*, Line 8(b) by *Cost Prior to Proposed Agreement*, Line 8(a).

AGREEMENT

BETWEEN

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

AND

CHULA VISTA EDUCATORS

JULY 1, 2021 – JUNE 30, 2023

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ARTICLE 1. AGREEMENT

1.1 The Board of Education of the Chula Vista Elementary School District of San Diego County, State of California, hereinafter referred to as District, and Chula Vista Educators, a local chapter of the Chula Vista Teachers Association and the National Education Association, hereinafter referred to as the Association, agree as follows:

ARTICLE 2. RECOGNITION

2.1 The bargaining unit described pursuant to Chapter 10.7, Division 4 of Title I, Section 3545(b)(1), (2), and (3) of the Government Code excludes management employees, supervisory employees, and confidential employees. The Board recognizes Chua Vista Educators, a local chapter of the California Teachers Association, as the exclusive representative defined in Section 3540.1(e) of the Government Code for the employees in the representation unit composed of the following positions:

Adapted Physical Education Specialists
Counselors
Educational Audiologist
Extended Year Special Education Teachers
Instrumental Music Teachers
Transitional Kindergarten through Grade Six Teachers
Language Arts Specialists
Language, Speech, and Hearing Specialists
Librarians
Library Media Specialists
Orientation and Mobility Specialists
PAR Consulting Teachers
Part-Time Program Support Employees
Permit Teachers
Resource Teachers
Resource Specialists (Resource Spec Prog)
Special Day Class Teachers
Special Opportunity Session Teachers
Summer School/Intersession Teachers (pursuant to Article 11)
Teachers on Special Assignment Nurses

And excluding all other certificated positions not designated including:

Academy Directors
Administrators
Assistants to the Superintendent
Assistant Superintendents
Associate and Acting Principals
Interim Principals
Child Development Supervisors
Consultants
Coordinators
Day-to-Day Substitutes
Directors
Executive Directors
Long-term Substitutes

Non-contract Hourly Employees
Principals
Program Specialists
Project Specialists
Reading Recovery Specialists
Research and Evaluation Specialists
Student Teachers
Substitute Teachers
Superintendent

2.2 The Board and Association agree that the composition of the bargaining unit is appropriate and that both parties to this agreement shall attempt to agree on the status for purposes of recognition, of any disputed newly created position or any disputed position in the unit as a result of a change in the job description. If the parties cannot agree, either or both parties may submit the dispute to PERB which is the proper agency to determine said dispute. Thereafter, should there be a decision by PERB regarding classification additions or deletions specific to the above bargaining unit listings, this section shall be amended to abide by that decision.

ARTICLE 3. DEFINITIONS

3.1 **"Agreement"** shall mean the collective negotiations contract entered herein between the Chula Vista Elementary School District and Chula Vista Educators.

3.2 **"Employee"** shall mean an employee of the Chula Vista Elementary School District who is included in the certificated employee bargaining unit specified by Article 2 Recognition, section 2.1.

3.3 **"Immediate Supervisor"** shall mean that member of the District management team, who is not included in the certificated bargaining unit specified by Article 2. Recognition, section 2.1, that has been designated by the District to have immediate jurisdiction over an employee and has been designated to adjust grievances.

ARTICLE 4. ORGANIZATIONAL SECURITY

4.1 **Association Rights**

4.1.1 The Association shall have the right to reasonable use of buildings and facilities.

4.1.2 The Association shall have the reasonable use of the District internal school mail system to distribute materials which emanate from the Association office for communication to its unit members provided that such materials include the name of the Association and date. Distribution of District materials shall have priority over distribution of organizational materials and shall be subject to the

workload of the District mail delivery service. The Association is responsible for the content of all information sent in the District mail, and ten (10) copies of the materials to be placed in employee mailboxes shall be provided to the Superintendent or designee. This last requirement of ten (10) copies shall not apply to individual correspondence intended for ten (10) or less employees in the District and/or which is intended for final distribution to ten (10) or less employees in the District. The District will maintain a mailbox from which the Association may pick up mail.

4.1.3 The District shall include the Association office on its Monday-Thursday mail run for pickup and delivery as long as the Association office is located within the boundaries of the Chula Vista Elementary School District.

4.1.4 The Association shall have the right to post notices of activities and matters of Association concern on a reasonable section of a designated bulletin board, at least one of which shall be provided in each school building in areas frequented by employees. The Association shall be responsible for the content of all its information posted on school bulletin boards.

4.1.5 Authorized Association representatives conducting Association business shall, upon arriving at a school site, report initially to the office of the principal to announce their presence and purpose. Normally such visits shall be scheduled only during the employee's duty-free lunch period or non-duty hours. The Association representative may request a visit with an employee during duty hours provided the visit does not interfere with assigned duties and the efficient operation of the school. Such visitation may be terminated by the principal if the employee's services are needed in case of emergency.

4.1.6 The Association shall have the right to distribute Association meeting agendas for Association meetings which are to follow a building site meeting. The time of distribution shall be prior to the start of the building site meeting and the burden and responsibility for the execution of this provision shall remain entirely with the Association. Association meetings can be held immediately following any school faculty meeting and at all other times during the duty day provided the instructional day has been completed and/or said meeting does not interfere with the operations of the school.

4.1.7 Names, addresses, telephone numbers and school email addresses of all District employees shall be provided to the extent that such information is public knowledge and not confidential, to the Association upon written request to the Human Resources Office prior to August 15 (year-round school at a time determined by the Assistant Superintendent for Human Resources). An updated listing, not more than once each month shall be provided upon written request for each updated list.

4.1.8 The Association shall have reasonable opportunity to prepare and present a position in the event of any proposed policy change or new policy.

4.2 **Release Time for Association Business.** The Association shall have the right to receive released time without loss of compensation not to exceed twenty (20) days during a period of one (1) school year, for conducting business that is between the District and the Association.

4.2.1 **Method of release.** The District's released time request form signed by the President or designee of the Association must be submitted to the immediate supervisor of each specific individual to be released twenty-four (24) hours in advance of the requested released time. This requirement may be waived by the Superintendent or designee in special situations. The request shall be granted upon approval of the Superintendent or designee.

4.2.2 **Length of Released Time.** Released time must be taken in increments of no less than one-half (½) day per specified individual employee released.

4.2.3 **Designation of Released Persons.** The Association may specify the number of days and specific individual employees to be released within the number of days authorized.

4.3 **Professional Dues Deduction**

4.3.1 The right of payroll deduction for payment of organizational dues shall be accorded to the Association. Association members who currently have authorization cards on file need not be resolicited. Association dues, initiation fees, and general assessments, upon formal written request from the Association to the District, shall be increased or decreased without resolicitation and authorization from Association members under the terms set forth above and provisions of the Education Code Section 45060 and Government Code Section 3540.1(1)(2).

4.3.2 The District shall honor the terms of CVE/CTA/NEA written authorization for payroll deduction. These authorizations shall be maintained by the CVE/CTA/NEA. The District shall process payroll dues deductions for all employees whom the union reports as having written authorizations. The Association may provide the employer with copies of the employees' authorization agreements, but is not required to do so unless there is a dispute about the existence or terms of the agreements.

Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues, fees, or assessments from the regular salary check of the employees each month for ten (10) months. Deductions for employees who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year. Payment of membership dues in one lump sum payment shall be made by October 10 of each school year or within forty-five (45) days of employment if employed during the school year.

4.3.3 The District agrees to promptly remit such monies to the Association along with an alphabetical list of Association members for whom such deductions have been made and any changes that may have occurred since the previous list.

4.3.4 Upon appropriate written authorization from an employee, the Board shall deduct from the salary of such employee and make appropriate remittance for annuities, credit union, savings bonds, charitable donations, or any other plans or programs jointly approved by the Association and the Board.

4.3.5 Employees may have contributions to the CVE-PEC voluntarily deducted from their pay warrants upon delivery to the District of an appropriate payroll authorization form. Such contributions may be terminated at any time upon delivery to the District of an appropriate form.

4.3.6 The Association shall indemnify and hold the District harmless from any claims, demands, or lawsuits arising out of or from the maintenance of membership provisions contained in this Agreement.

4.4 Transmittal of Dues

4.4.1 With respect to all sums deducted by the District pursuant to Sections 4.3 for membership dues the District agrees to promptly remit such monies to the Association accompanied by an

alphabetical list of employees for whom such deductions have been made and indicating any changes in personnel from the list previously furnished. There shall be no charge to the Association or employee for processing of dues deductions.

4.4.2 The Association agrees to furnish any information needed by the District to fulfill the provisions of Section 4.3.

4.5 **New Employee Orientations**

The District shall hold yearly new employee orientations. The initial orientation shall be offered no later than the last week of August. Following a brief District introduction, CVE/CTA/NEA will be given the opportunity to make a presentation (including use of audio and video equipment if necessary) for thirty (30) to forty-five (45) minutes. CVE/CTA/NEA reserves the right to exclude management from its portion of the orientation session. A second orientation shall be held no later than the last week of January. The District and CVE will collaborate to determine the dates of the new employee orientation sessions each year. The orientation sessions shall take place on mutually agreed upon minimum days and times. Principals shall make every effort to provide coverage so that all new employees can attend. Employees who are unable to attend the first orientation, shall be eligible to attend the next orientation. The orientation shall not exceed the regular work day. Additionally, newly hired CVE/CTA/NEA bargaining unit members will be given CVE information in their employment packet. This provision is entered into pursuant to AB 119 and is comprehensive of CVE's right to access new employee orientations.

ARTICLE 5. DISTRICT RIGHTS

5.1 It is understood and agreed that the District retains all of its duties, powers, rights and authority to direct, manage and control to the full extent of the law such as determining its organization; directing the work of its employees, determining the time and hours of operation; determining those kinds and levels of services to be provided and the methods and means of providing them; establishing its educational policies, goals and objectives; ensuring the rights and educational opportunities of students; determining staffing patterns; determining the number and kinds of personnel required; maintaining the efficiency of District operations; determining methods of raising revenue; and taking action on any matter in the event of an emergency. In addition, the District retains the right to hire, classify, assign, promote, lay off, terminate and discipline employees, except as otherwise provided in this Agreement or by law. The parties recognize that the Association may seek to negotiate the impacts and effects of employee layoffs or the impacts and effects concerning other matters outside the scope of representation, but the Association agrees that the District may act

to implement its decisions on these matters when reasonably necessary during any meeting and negotiating pending any final conclusion in negotiations.

5.2 The exercise of the foregoing powers, rights, authority, duties and responsibilities of the District 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 terms of this Agreement, and then only to the extent such terms are in conformance with law, and shall not be subject to the grievance procedure of this Agreement unless limited by the terms of this Agreement.

5.3 It is not the intention of the parties to allow the District to violate sections of the Education Code nor to treat this provision as an agreement reached under section 3543.2(b) and (c) of the Government Code in effect on January 1, 1982.

5.4 **Emergency Defined**. For purpose of understanding the term "Emergency" as used in District Rights, the parties agree that it shall be defined as an act of God, riot, flood, fire, civil disorder, national emergency and/or similar acts.

5.5 The District shall have the right to contract out unit work only for other than regular employment where service cannot be performed by a current employee or is precluded by availability, lack of expertise, or where the position is not regularly budgeted but is funded under a grant or restricted funds.

ARTICLE 6. CONSULTATION

6.1 The exclusive representative of certificated personnel has the right to consult on the definition of educational objectives, the determination of the content of courses and curriculum, and the selection of textbooks to the extent such matters are within the discretion of the public school employer under the law. The right to consult on "educational objectives" includes changes that directly affect education in the classroom which would benefit from teacher input/consultation including, but not limited to, curriculum selection, assessments, report cards, professional development, and technology in the classroom. Nothing in this provision shall be construed to limit the right of the District to consult with any employee organization or anyone else on any matter outside the scope of representation.

6.2 **Procedures for Consultation Rights**

6.2.1 The purpose of consultation meetings herein described is to provide the Association with a mechanism to consult on areas of interest specified in this article. It is not intended to diminish the

Association's right to consult as specified in Government Code section 3543.2.

6.2.2 The Consultation Committee, with employee members selected by the Association and District members appointed by the District, shall meet as needed for consultation on matters set forth in this Article. Additional members may be invited by each party to provide expertise on particular subjects scheduled for consultation. It is understood, however, that the District may not unilaterally bring other members of the Association's bargaining unit to consultation

6.2.3 Nothing in this Article is intended to modify the District's right to conduct its normal business and activities in all areas of the curriculum as necessary to fulfill its goals. Up to four Consultation Committee members selected by the Association shall be provided one-half day released time to attend the standing monthly Consultation Committee meeting up to a maximum of ten (10) meetings per year. Additional Consultation Committee meetings shall be scheduled during the District business day.

6.2.4 The Consultation Committee may choose to establish subcommittees to deal with issues where appropriate District committees do not exist. Employee vacancies for consultation subcommittees shall be selected by the Association. The Association shall exclusively select or agree to a selection process of any bargaining unit members to participate in District committees related to consultation as defined in Article 6.1. However, the Special Education Task Force, covered in Article 47, shall have selection procedures set forth in Article 47.

It is the desire of both the Association and the District to elicit accurate input of teachers' opinions through the consultation process. In that spirit, it is further agreed that when the District seeks consultation from all members of the bargaining unit or all relevant members to a particular issue (e.g., all RSP teachers with respect to an RSP issue), either by way of a survey or invitation to a meeting in which all members have an equal opportunity in which to participate (e.g., LCAP stakeholder input meetings), the Association will find this to be a legitimate representative body and not seek to restrict the consultation to a smaller group. However, the Association would still maintain the right of consultation with respect to how this body should be consulted (e.g., the framing of the survey questions, or the number, location, and time of the meetings.)

6.2.5 The Association president or designee may attend any meetings of the Consultation Committee or consultation subcommittees (and other District Committees on which employees serve) which were established to discuss issues specified in this Article. The Association President shall be provided with advance notification of these meetings, as well as any Districtwide surveys or Districtwide data collection solicited from unit members concerning the subjects of consultation.

6.2.6 Every effort shall be made to provide the Association with reasonable information regarding subjects under consultation.

6.2.7 An Association statement can, upon request by the Association, be attached by the District to the material which is sent to the Board of Education regarding the agenda item which has been, is, or may be under consideration.

6.2.8 Professional Development will be a subject of consultation as it relates to educational objectives, curriculum and course content and use of adopted texts and materials including assessments. The association retains all rights to negotiate Professional Development as granted in the EERA under scope.

a. Teachers will be provided access and training on new technology to serve their students' needs.

ARTICLE 7. GRIEVANCE PROCEDURE

7.1 Definitions

7.1.1 A **"grievance"** is a written claim that there has been a violation, misinterpretation, or misapplication of the Agreement which adversely affects the grievant.

7.1.2 A **"grievant"** is an employee or the Association making the claim.

7.1.3 **"Duty Day"** is a day when schools in the District are in session, excluding Saturdays, Sundays, and Summer Session.

7.1.4 **"Party in Interest"** is a person or the persons making the claim and any person who might be required to take action or against whom action might be taken in order to resolve the claim.

7.2 Purpose

7.2.1 The purpose of this grievance procedure is to secure, at the administrative level closest to the grievant, solutions to problems

which may arise from time to time. The parties agree that confidentiality at any level should be maintained.

7.2.2 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 every effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement.

7.2.3 In the event a grievance is filed at such time that it cannot be processed through all the steps in this grievance procedure by the end of the school year, the time limits set forth herein may be reduced by mutual agreement, so that the procedure may be completed prior to the end of the school year, or as soon as is practicable, in order to assure the rights of the grievant.

7.3 **Procedure**

7.3.1 **Informal Level.** The grievant will first discuss the grievance with the appropriate principal or immediate supervisor with the object of resolving the matter informally. The parties agree that even though a grievance claim is not written at this "Informal Level," it shall nonetheless be considered a grievance if it conforms to the other requirements in 7.1.1.

7.3.2 **Level I – School Principal/Immediate Supervisor.** If the grievance is not settled during the informal step and the grievant wishes to formally grieve the matter, he or she shall present the grievance in writing on the appropriate form (Appendix A) to the principal or supervisor. A grievance shall be filed as soon as possible; however, it must be filed within thirty-five (35) duty days after the act or omission being grieved occurred. The written grievance shall contain the following information:

a. A concise description of the grievance including necessary names, dates, and places.

b. A listing of the provision(s) of this Agreement which are alleged to have been violated, misapplied, or misinterpreted.

c. A statement of the principal's or supervisor's decision.

d. A listing of specific remedy sought.

7.3.3 Within six (6) duty days following receipt of the grievance, the principal or supervisor shall meet with the grievant and an

Association representative, if requested by the grievant or the Association. The principal or supervisor shall, within six (6) duty days after meeting with the grievant, render a written decision and the reasons therefore, in writing, to the grievant and the Association.

7.3.4 **Level II – Superintendent's Designee**

a. If the grievant is not satisfied with the disposition of the grievance at Level I, the grievant may forward the written grievance to the Superintendent's designee and the Association within ten (10) duty days after the decision at Level I.

b. Within six (6) duty days after receipt of the written grievance by the Superintendent's designee, he or she shall meet with the grievant and the Association representative in an effort to resolve the grievance. The designee may have a representative at such meeting. The written grievance shall contain the same information as provided in Level I with the addition of a copy of the decision rendered at Level I.

c. The Superintendent's designee shall, within six (6) duty days after meeting the grievant, render a written decision and the reasons therefore, in writing, to the grievant and the Association.

d. The Association may initiate a grievance at Level II if the grievance affects unit members assigned more than one (1) site.

7.3.5 Nothing in these procedures shall be construed as prohibiting the mediation of a grievance which is filed at Level III, if mediation and the mediator are mutually agreed to by and between the District and the Association.

7.3.6 **Level III – Arbitration.** If the Association decides to appeal the grievance to arbitration, the Association shall file a written notification to the Superintendent within thirty-five (35) duty days following receipt of the Level II decision of the Superintendent's designee or at the end of the mediation process. The parties may attempt to select a mutually acceptable arbitrator; however, should the parties be unable to agree on an arbitrator within ten (10) duty days of the Association's appeal to arbitration, submission of the grievance shall be made by the Association to

the American Arbitration Association or the State Mediation and Conciliation Service.

7.3.7 In any event, the parties will be bound by the rules and procedures of the American Arbitration Association in the selection of an arbitrator, and the arbitrator shall proceed under the Voluntary Labor Arbitration Rules of said Association. If any question arises as to the arbitrability of the grievance, such question will be ruled upon by the arbitrator only after he or she has had the opportunity to hear the merits of the grievance; however, no party in interest shall be permitted to assert any evidence before the arbitrator which was not previously disclosed to the other party. The arbitrator shall consider only those issues raised by the parties in interest. No decision rendered by the arbitrator shall be retroactive beyond the beginning of the last payroll period prior to the thirty-five (35) day period for filing a written grievance specified in Level I of this grievance procedure. The arbitrator shall have no power to render an award in any grievance arising before the effective date or after the expiration date of this Agreement.

7.3.8 The arbitrator's decision will be in writing and will set forth to all parties his findings of fact, reasoning and conclusions on the issues 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 in violation of the terms of this Agreement. The arbitrator will have no power to add to, subtract from, or modify the terms of this Agreement, or the written policies, rules, regulations, and procedures of the District. The decision of the arbitrator shall be binding.

7.3.9 All costs for the services of the arbitrator, including but not limited to, per diem expenses, travel and subsistence expenses, will be borne equally by the Board and the Association. Odd numbered arbitration grievance hearings shall be held at the District office. Even numbered arbitration hearings shall be held at the Association office. The hearing room requirements may be waived by mutual agreement of the parties. All other costs will be borne by the party incurring them. It is agreed that an arbitrator, whenever possible, shall be selected from the Southern California area.

7.4 Rights of Employees to Representation

7.4.1 No reprisals of any kind will be taken by the District or representatives of the District against any grievant, any party in

interest, any member of the Association, or any other participant in the grievance procedure by reason of such participation.

7.4.2 An employee may be represented at all stages of the grievance procedure by himself or herself or at his or her option, with a representative selected by the Association. If an employee is not represented by the Association or its representative, the Association shall have the opportunity to be present and to state its views at all stages of the grievance procedure.

7.5 **Miscellaneous**

7.5.1 If a grievance arises from action or inaction on the part of a member of the administration at a level above the principal or immediate supervisor, the grievant may submit such grievance in writing to the Superintendent's designee and the Association directly, and the processing of such grievance will be commenced at Level II.

7.5.2 Any grievance not appealed to the next step of the procedure within the prescribed time limits shall be considered settled on the basis of the decision given in the preceding level.

7.5.3 The District may have other management representatives present at any level of the grievance procedure.

7.5.4 Forms for filing grievances shall be prepared jointly by the District and the Association. The costs of preparing such forms shall be borne by the District.

7.6 **Released Time for Processing Grievances**

7.6.1 The District agrees to provide reasonable periods of released time with pay to the grievant for the purpose of processing grievances; however, every effort will be made to process grievances at times other than during the instructional day.

7.6.2 The District shall provide and pay for a substitute while the employee is appealing in grievance hearings required during the regular school day.

ARTICLE 8. HOURS

8.1 The hours of employment for employees shall include the minimum number of instructional minutes specified in the California Education Code.

8.2 The school day may be scheduled by the school site provided, however, that it cannot exceed a seven-hour work day, cannot have less than thirty (30) minutes of preparation time, and except as set out below must have a forty-five (45) minute period for lunch time.

8.2.1 A school site may modify the contractually agreed upon day as set out in 8.2 if approved by the Board of Education and CVE.

8.3. Employees shall have a forty-five (45) minute duty-free lunch period, except for the purpose of walking their classes to the lunch area.

8.4 Employees may be asked to furnish a reasonable amount of time outside the regular instructional day to provide for a reasonable number of meetings, parent conferences, and no more than two (2) required evening school programs (e.g., "Back to School Night," "Open House Night," Literacy Night," etc.) per year. Employee participation in each event need not exceed two and a half hours (2½). Employees may voluntarily participate in additional events.

8.5 Necessary school supervision time must be shared as equally as practical given other school responsibilities and taken within the seven-hour day.

8.6 A school site may modify hours (including rainy day schedules) in a way designed to serve the interests of the students at that site. However, on rainy day schedules, employees are entitled to a minimum of thirty (30) minutes for a duty-free lunch period.

8.7 The opening school day of each new school year shall be a minimum day for individual classroom preparation, free from staff meetings or professional development. This day does not count as one (1) of the days as outlined in Article 8.14.

8.8 Child care teachers may be required to work an eight (8) hour day.

8.9 Employees will remain on site until the safety of the students under their supervision is insured.

8.10 Summer school employees are expected to be on site four and one-half (4½) hours each day.

8.11 Kindergarten scheduling is subject to site level modification (jointly agreed upon between the administration and all teachers on site).

8.12 Each school site is given the discretion to set or modify a school schedule. The principal and the certificated staff will first discuss the situation at a staff meeting allowing for teacher input and agreement upon a mechanism for

decision-making. The concept of site-based determination of hours and composition of the workday is flexible enough to allow for either the entire staff and the principal or a joint committee of staff and the principal to set or modify a schedule.

8.13. No staff or professional development meetings may be held during parent conference weeks, except in circumstances where the immediate health or safety of students or staff is impacted.

8.14 Half of the total time of the five student-free duty days in the regular contract (185 days) will be used for individual classroom preparation.

Three minimum days will be scheduled per quarter for individual classroom preparation, free from staff meetings or professional development.

Two additional minimum days will be set aside per semester; one for individual classroom preparation, and one for staff development regarding a Districtwide initiative agreed upon through consultation. The additional teacher preparation minimum days shall be scheduled during the second and third quarters.

8.15 Both CVE and the District understand the importance of including teacher input prior to adopting Districtwide curriculum.

1. CVE will have an opportunity to provide input prior to the adoption and implementation of Districtwide curriculum. (Article 6 Consultation)

2. Teachers at individual school sites will have an opportunity to provide input prior to the implementation of school-wide programs.

CVE and the District agree that workload expectations should be reasonable. In the event that CVE believes that members have been subject to unreasonable expectations regarding hours by an administrator, CVE should bring that information to the attention of the Assistant Superintendent of Human Resources. The Assistant Superintendent will investigate the claim and have the authority to settle the matter. If CVE is dissatisfied with the decision, it shall have the right to submit an appeal to the Superintendent who shall also have authority to settle the matter. If CVE is dissatisfied with the decision, it shall have the right to submit an appeal to the Board which could include a conference with the Board in closed session. The Board shall have the authority to hire an outside entity to investigate CVE's claim and issue an advisory to the Board, which the Board may use in making their final decision. The Board's decision shall be final.

The decision of the Board as to whether the work demands are reasonable is not subject to Article 7, Grievance Procedure. However, a failure to follow the process of 8.15 is subject to Article 7, Grievance Procedure. Work limitations covered by Article 8.1 through 8.14 remain subject to Article 7, Grievance Procedure.

ARTICLE 9. CALENDAR

9.1 The work year for employees shall be 185 days in which there shall be 180 pupil-teaching days.

9.2 The District shall establish and publish to employees a calendar consistent with the provisions of this Article.

9.2.1 The following shall be identified in the calendar as nonpaid holidays for employees and shall be scheduled in future years to conform, where possible, to the following pattern:

New Year's Day.....January 1
Martin Luther King, Jr. Day..... 3rd Monday in January
Lincoln Day .....2nd Friday in February
Washington Day..... 3rd Monday in February
Cesar Chavez Day ..... Last Friday in March
Memorial Day ..... Last Monday in May
Independence Day ..... July 4
Labor Day.....1st Monday in September
Veterans' Day..... November 11
Thanksgiving Day..... Thursday in November Proclaimed by President
Christmas Day..... December 25

9.2.2 The Friday immediately following Thanksgiving Day shall be declared a non-paid holiday.

9.2.3 When any of the holidays listed in 9.2.1 of this Article fall on Sunday, the holiday shall be declared on the following Monday. When any of the holidays listed in 9.2.1 fall on Saturday, the holiday shall be declared on the preceding Friday.

9.3 Any substantial deviation from section 9.2 shall be brought to the attention of the Association prior to implementation and shall be subject to bargaining if the Association so requests.

9.4 Article 52.1.5 shall apply to employees who mutually agree to an extended work year.

ARTICLE 10. CLASS SIZE

10.1 **District Average.** The District shall maintain a District-wide average class at less than thirty (30) pupils. The Districtwide class size is determined by dividing the total District regular K-6 enrollment by the number of teacher equivalencies assigned to all schools in the District.

10.2 **Building Average.** Building Class Size is determined by dividing the total regular K-6 enrollment at the school by the number of teacher equivalencies assigned to the school. When an individual building class size average deviates from the budgeted class size by two (2) or more pupils, enrollment adjustment procedures may include, but need not be limited to additional positions; authorizing reduction in force transfers; and transferring pupils between schools.

10.3 **Individual Class Size**

10.3.1 The Association and the District agree that there is a maximum class size of thirty-one (31) pupils per class.

10.3.2 The Chula Vista Educators and the Chula Vista Elementary School District agree to allow the placement of a thirty-second (32nd) child in an individual classroom for up to three (3) days in order for adjustment procedures to be processed. These procedures may include reorganizing one or more classes, transferring pupils between schools, etc.

10.3.3 Each individual classroom shall not receive a thirty-second (32nd) child as per 10.3.2 more than once each semester (half-year).

10.4 The District may deviate from the above maximum individual class size for the first two (2) weeks of any school year.

10.5 The District will comply with legal requirements for staffing special education programs.

10.6 Resource Specialist teacher class load shall conform to the requirements of the California Master Plan for Special Education. The plan currently specifies an average of twenty-four (24) pupils and a maximum of twenty-eight (28) pupils. Students on a thirty-day (30) placement with a current IEP will count as part of the Resource Specialist teachers' class load.

10.7 **Upper Grade Support and Dual Immersion Support.** At each school site, a committee, which includes a CVE representative along with other staff members, shall generate a plan to address upper grade and Dual

Immersion working condition issues related to class size and inherent workload. The plan generated by the committee shall be documented in the single site plan.

ARTICLE 11.
SUMMER SCHOOL/INTERSESSION/EXTENDED SCHOOL YEAR/EXTENDED DAY

11.1 Employees who also teach in summer school/intersession/extended school year shall be considered unit members if under contract the preceding or current school year.

11.2 Articles 16, 20, 21, 25, 33, and 45 shall not apply to employees employed in the summer school/intersession/extended school year program. Article 52 shall apply only to employees who are classified as temporary, probationary or permanent in the immediately preceding regular school year.

11.3 The salary schedule shall be included in Appendix F of this Agreement.

11.4 Summer school/intersession/extended school year employees shall be selected in accordance with the following process:

11.4.1 There shall be an initial posting of positions prior to the applicable session with no requirement to repost for any vacancy, which may arise during the session. Such posting shall have a closing date that is no sooner than ten (10) working days subsequent to the date of the posting.

11.4.2 A unit member desiring to fill a summer school position shall submit a completed application per the summer school posting to the Department of Human Resources by the date specified on the posting.

11.4.3 Subsequent to the closing date specified in the posting, representatives of the Association and the District shall jointly conduct a random lottery from the names submitted in response to the posting. This lottery shall determine the order by which the unit member is assigned to a vacancy. This is based on the site/grade level preference indicated by the teacher on the completed application. The applicant must meet all requirements as outlined in the posting.

11.4.4 The parties understand and agree the District may select non-unit personnel to fill any remaining summer school and S.O.S.

positions which exist following the application of 11.4.2 and 11.4.3.

11.5 Unit members currently assigned to the site at which an intersession or extended school year program is to operate, shall be given first consideration for filling positions. Unit members at the respective school site shall be informed of the scheduled program and have a reasonable opportunity to express interest in filling the position to the site principal in writing. Such positions shall be posted district-wide in circumstances when insufficient numbers of unit members are available at the school site to meet staffing needs. The selection process for these site-based programs shall be determined by the individual school site committee responsible for development of the program, whether the selection is among members at the site or recruited from Districtwide postings.

11.6 Sick leave may be used but shall not accrue during summer school/intersession/extended school year employment.

11.7 The employment of summer school/intersession/extended school year employees shall be based on projected enrollment. Employees can be released if the enrollment does not warrant the number of teachers employed. The site administrator will determine the students' needs in identifying the release of any employee contracted to work summer school/intersession/extended school year. When selecting or releasing employees, the site administrator will consider employee qualifications, including credentials, specialized credentials, specialized training, specialized experience, and length of service. In the event two or more employees have equal qualifications, the employee with greater length of service shall be selected or retained. In addition, employees to be released shall be paid for the day(s) worked plus one day.

11.8 The District may enroll up to thirty-five (35) students in a summer school/intersession/extended school year class provided, however, that the District will take immediate steps to insure that no more than thirty-one (31) students are in attendance in any class.

11.9 Site based supplemental instruction programs shall be paid no less than ninety percent (90%) of Step 1, Class 1 as set out on the Summer School and Extended Year Teachers' Salary Schedule. Current rates for supplemental instruction programs higher than the above rate shall not be reduced.

11.10 Extended Day programs are included in this article as supplemental instruction programs. As such, the provisions for selection of teachers will follow Article 11.5.

ARTICLE 12. VACANT

ARTICLE 13. PEER ASSISTANCE AND PEER REVIEW (PAR)

The Chula Vista Educators and the Chula Vista Elementary School District are continuously striving to provide the highest possible quality of education. In order for students to succeed in learning, teachers must succeed in teaching. Therefore, the parties agree to cooperate in the design and implementation of programs to improve the quality of instruction through expanded and improved professional development and peer assistance.

13.1 **Joint Committee (JC)**

13.1.1 The Joint Committee shall consist of five (5) members, three (3) of whom shall be designated by CVE. The District shall designate the remaining two members of the Joint Committee who shall be administrators in the CVESD.

13.1.2 The Joint Committee shall establish its own meeting schedule. To meet, four (4) of the five (5) members of the Joint Committee must be present. Such meetings shall take place during the regular teacher workday. Teachers who are members of the Joint Committee shall be released from regular duties to attend meetings when deemed necessary by the Joint Committee, without loss of pay or benefits. If, in carrying out their responsibilities as members of the Joint Committee, teachers find it necessary to work beyond their regular workday or work year, they shall be compensated at the unit member's pro rata hourly rate of pay not to exceed $4,000.00 per person in any one fiscal year. Compensation for Joint Committee members shall not be considered an administrative expense but direct services for the operation of the program.

13.1.3 The Joint Committee shall be responsible for the following:

(1) Ensuring expenditures for the PAR program shall not exceed the funds received from the state for the PAR program.

(2) Developing and administering the annual budget for the expenditure of funds allocated by The State for the PAR program in accordance with the District budget development process.

(3) Providing annual training for the Joint Committee members.

(4) Establishing its own rules of procedure, including the method for the selection of a Chairperson.

(5) Selecting the panel of Consulting Teachers.

(6) Selecting trainers and/or training providers.

(7) Providing training for Consulting Teachers prior to the Consulting Teacher's participation in the program.

(8) Sending written notification of participation in the PAR program to the Referred Participating Teacher, the Consulting Teacher and the site principal.

(9) Making available a list from the panel of Consulting Teachers for selection by the Participating Teacher.

(10) Determining a reasonable and appropriate caseload for Consulting Teachers.

(11) Adopting Rules and Procedures to effect the provisions of this Article. Said Rules and Procedures will be consistent with the provisions of this Agreement, and to the extent there is an inconsistency, the Agreement will prevail.

(12) Distributing a copy of the adopted Rules and Procedures to all bargaining unit members and administrators after the initial adoption of such.

(13) Establishing a procedure for application as a Consulting Teacher.

(14) Determining the number of Consulting Teachers in any school year based upon participation in the PAR Program, the budget available and other relevant considerations, including the needs of the BTSA program.

(15) Reviewing the final report prepared by the Consulting Teacher and making recommendations to the Governing Board regarding the Referred Participating Teacher's progress in the PAR Program including providing names of participants not able to demonstrate satisfactory improvement after receiving sustained assistance.

(16) Evaluating annually the impact of the PAR program in order to improve the program with recommendations to the bargaining teams.

13.1.4 All proceedings and materials related to evaluations, reports and other personnel matters shall be confidential. Therefore, Joint Committee members and Consulting Teachers may disclose such information only as necessary to administer this Article. It is intended that any information provided to the evaluator is necessary for the administration of this Article.

13.1.5 Decisions of The PAR Council will be made utilizing a consensus model. In the absence of consensus, decisions shall be made by a majority vote of the committee members present.

13.2 **Participating Teachers (PT)**

13.2.1 Effective July 1, 2016, a Referred Participating Teacher is a teacher with permanent or probationary status who receives assistance to improve his or her instructional skills, classroom management, knowledge of subject, and/or related aspects of his or her teaching performance as a result of a rating of "unsatisfactory" in Sections 1, 2, 3, or 4 on Form E-2 (CVESD Summary Evaluation Report).

13.2.2 A Volunteer Participating Teacher is a teacher with permanent, probationary, or temporary status who volunteers to participate in the PAR program. The purpose of participation in the PAR Program for the Volunteer Participating Teacher is for peer assistance only and the Consulting Teacher shall not participate in a performance review of the Volunteer Participating Teacher. The Volunteer PT may terminate his or her participation in the PAR Program at any time.

13.2.3 A Referred Participating Teacher may select his or her Consulting Teacher from a list of Consulting Teachers made available by the Joint Committee. The Joint Committee may assign a different Consulting Teacher to work with the Participating Teacher at any time during the process when requested to do so by the Participating Teacher or the Consulting Teacher.

13.2.4 All communication between the Consulting Teacher and a Volunteer Participating Teacher shall be confidential, and without the written consent of the Volunteer, shall not be shared with others, including the site principal, the evaluator, or the Joint Committee, nor be placed in the employee's personnel file.

13.2.5 A Referred Participating Teacher has the right to be represented throughout these procedures by the Association representative of his or her choice.

13.3 Consulting Teachers (CT)

13.3.1 A Consulting Teacher is a teacher who provides assistance to a Participating Teacher pursuant to the PAR Program. The qualifications for the Consulting Teacher shall be:

(1) A credentialed classroom teacher with permanent status.

(2) Substantial recent experience in classroom instruction.

(3) Shall demonstrate exemplary teaching ability, as indicated by, among other things, effective communication skills, subject matter knowledge, and mastery of a range of teaching strategies necessary to meet the needs of pupils in different contexts.

(4) A minimum of six years' experience as a classroom teacher; three years' experience in the District.

13.3.2 In filling a position of Consulting Teacher, each applicant is required to submit three confidential references from individuals with specific knowledge of his or her expertise, as follows:

(1) A confidential reference from a building principal or immediate supervisor.

(2) A confidential reference from another classroom teacher.

(3) A confidential reference from any other individual of the unit member's choice.

All applications and references shall be treated with confidentiality.

13.3.3 Consulting Teachers shall be selected by a majority vote of the Joint Committee following classroom observations by the Joint Committee.

13.3.4 A Consulting Teacher shall be provided release time as designated by the Joint Committee. The term of the Consulting Teacher shall be three (3) years, and may be reappointed. A

teacher may not be appointed to an administrative position in the District while serving as a Consulting Teacher.

13.3.5 Functions performed pursuant to this Article by bargaining unit employees shall not constitute either management or supervisory functions. The Consulting Teacher shall continue all rights of bargaining unit members.

13.3.6 In addition to the regular salary, a Consulting Teacher shall receive compensation as determined by the Joint Committee.

13.3.7 Upon completion of his or her service as a full time released Consulting Teacher, a teacher shall have the right to return to his or her previous school site in a similar assignment, upon request. Otherwise the teacher shall be returned to a regular assignment in accordance with the Transfer article of this Agreement.

13.3.8 Consulting Teachers shall assist Participating Teachers by demonstrating, observing, coaching, conferencing, referring or by other activities, which, in their professional judgment, will assist the Participating Teacher.

13.3.9 At the request of Consulting Teacher, the Joint Committee shall consider an appeal to reduce the caseload of that Consulting Teacher based on considerations that include, but are not limited to, the need to provide additional support to Participating Teachers assigned to that individual and budget priorities.

13.3.10 After the Consulting Teacher has been designated, he or she shall meet with the Referred Participating Teacher and the Participating Teacher's evaluator to discuss the basis for the unsatisfactory performance as well as assistance and recommendations previously made for the teacher by the evaluator. Thereafter, the Consulting Teacher shall maintain a cooperative relationship with the evaluator.

13.3.11 After consulting with the evaluator, the Consulting Teacher shall meet with the Referred Participating Teacher to discuss the PAR Program, to establish performance goals, develop a mutually agreed upon assistance plan and develop a process for determining successful completion of the PAR Program. A copy of the assistance plan, including performance goals, shall be given to the Evaluator.

13.3.12 The Consulting Teacher shall conduct multiple observations of the Participating Teacher during classroom instruction, and shall have both pre-observation and post-observation conferences.

13.3.13 The Consulting Teacher shall monitor the progress of the Referred Participating Teacher and shall provide, at a minimum, quarterly written reports to the Referred Participating Teacher and Joint Committee for discussion and review.

13.3.14 A Referred Participating Teacher may, at any time, make a request to the Joint Committee for specific forms of additional peer assistance that the individual feels is necessary to make progress toward the identified goals. This request may include, but is not limited to, assistance from a different Consulting Teacher, or additional time with the designated Consulting Teacher. The Joint Committee has the sole authority to grant or deny such a request.

13.3.15 The Consulting Teacher shall continue to provide assistance to the Referred Participating Teacher until he or she concludes that the teaching performance of the Participating Teacher is satisfactory, or that further assistance will not be productive. At such time, the Consulting Teacher shall make a written report to the Joint Committee regarding the progress of the Referred Participating Teacher's progress toward the identified objectives.

A copy of the Consulting Teacher's report shall be submitted to and discussed with the Referred Participating Teacher to receive his or her input and signature before it is submitted to the Joint Committee. The Participating Teacher's signing of the report does not necessarily mean agreement, but rather that he or she has received a copy of the report. The Consulting Teacher shall submit a final report to the Joint Committee.

The Referred Participating Teacher shall have the right to submit a written response, within twenty (20) days, and have it attached to the final report. The Referred Participating Teacher shall also have the right to request a meeting with the Joint Committee, and to be represented at this meeting by the Association representative of his or her choice.

13.3.16 The results of the Referred Participating Teacher's participation in the PAR Program shall be made available for placement in his or her personnel file, and may be used in the evaluation of The Referred Participating Teacher.

13.4 **Miscellaneous Provisions**

13.4.1 All procedural elements of this Article shall be subject to the grievance provisions of the Agreement. Decisions of the Joint Committee shall not be subject to the grievance provisions of the Agreement.

13.4.2 The District agrees to indemnify and provide a defense for teacher representatives of the Joint Committee and Consulting Teachers against any claims, causes of action, damages, administrative proceedings or any other litigation arising from their participation in Peer Assistance and Peer Review except for grievances.

ARTICLE 14. SAFETY

14.1 An employee shall not be required to engage in any activity that could reasonably be deemed hazardous to life or limb. When conditions seriously threaten bodily harm, the employee should report these conditions to the District as soon as possible. If requested, the employee shall follow up with a written report.

14.2 An employee may suspend any pupil from the employee's class for any of the acts enumerated in Education Code section 48900 for the day of suspension and the day following. The employee shall report immediately the suspension to the principal of the school and send the pupil to the principal or designee for appropriate action. Pursuant to Education Code 48910, as soon as possible, the employee shall ask the parent or guardian or the pupil to attend a parent-teacher conference regarding the suspension. A school administrator shall attend the conference if the employee or the parent or guardian so requests. The pupil shall not be returned to the class from which he or she was suspended during the period of suspension without the concurrence of the employee of the class and the principal as indicated by Education Code section 48910. A pupil suspended from a class shall not be placed in another regular class during the period of suspension. However, if the pupil is assigned to more than one class per day, this provision shall apply only to other regular classes scheduled at the same time as the class from which the pupil was suspended.

14.3 When the safety of the employee is threatened, physical restraint may be used as is reasonable under the circumstances to protect the employee from assault. When physical restraint is used, the employee shall notify the immediate supervisor immediately.

14.4 Employees shall, as soon as reasonably possible, report cases of assault suffered by them in connection with their employment to their immediate

supervisor. The employee and his or her immediate supervisor shall report to the appropriate law enforcement authorities the incident. The employee may request in writing reasonable and non-confidential information in the possession of the District relating to the incident or persons involved. The District shall act reasonably, in an appropriate manner, on the request for the information.

14.5 The provisions of this Article shall apply to District authorized activities (such as a field trip) where the employee is assigned duty and such duty involves student contact.

14.6 The Board shall insure against the personal liability of members of the bargaining unit for damages resulting from death or injury to a person or damage to property caused by the negligent act or omission of the employee when acting in the scope of this or her office of employment. Such insurance shall be maintained in the amount of one million dollars ($1,000,000). Employees shall be entitled to all expenses incident in litigation of resulting damage suits as set forth in the conditions of the insurance policy.

14.7 All affected employees shall be notified by the District of the violent behavior of any student assigned, or being assigned to them immediately upon assignment or knowledge of the behavior.

14.8 Specialized health care services for students will be done by employees only if the school nurse or other authorized employees are unavailable and the individual employee has completed District training in that service. This performance shall be considered by the District as within the scope of employment for indemnification purposes. Training in these health services shall be provided by the District to employees at no cost to the employees. Said training shall either be during the employee workday or remunerated at the rate of pay established for workshop participants.

14.9 No employee shall be required to lift a student without the assistance of another employee or a Hoyer lift or other similar device.

14.10 The District will make every reasonable effort to be within the guidelines as contained in the Asbestos Emergency Response Act of 1986.

ARTICLE 15. SICK LEAVE

15.1 Employees shall earn one (1) day of sick leave for each calendar month of service up to a maximum of ten (10), during each fiscal year for use if absent from duty because of illness or injury to the employee or his or her family member defined as follows: the employee's parent, child, spouse, grandparent, grandchild, and sibling as defined by the California Labor

Code, and including registered and unregistered domestic partners and any relative who has established legal residency at the same address as the employee. The unused portion of sick leave days shall accumulate from year to year. A part-time employee on a regular basis shall be entitled to a prorated amount of such sick leave.

15.2 During each school year, when a unit member has exhausted all available sick leave, including all accumulated sick leave, and continues to be absent from his or her duties as a result of illness or accident to the unit member or his or her family member for an additional period of five school months or less, he or she shall receive 50 percent of his or her regular salary during the period of such absence. The sick leave, including accumulated sick leave and the five-month period, shall run consecutively. For purposes of Article 15.2, family member shall be defined as the employee's parent, child, spouse, and registered or unregistered domestic partner.

For purposes of calculating the five school month period referenced above, the month of June shall not be considered part of that five-month calculation, but all other eleven months will be part of that calculation for all bargaining unit members except those on a modernization calendar. For example, a bargaining unit member whose sick leave, including accumulated sick leave, expired on February 5, would continue to receive 50 percent sick leave pay until, and including, August 5 (five full school months not counting June). For bargaining unit members serving at schools on modernization calendars, June and July shall not be considered part of that five-month calculation, but the remaining ten months will be part of that calculation.

After the exhaustion of accumulated and current year sick leave, a unit member if eligible may be entitled to catastrophic leave which if granted shall be coordinated with the five school month leave to allow for no more than full pay. The actual amount a unit member receives may also include the group salary protection as set out in 51.4 of this agreement which provides for 75% pay for a period of one year from the date 100% pay stops.

A unit member is entitled to only one five school month period for an illness or accident, but may use the entire five school month period, even if it bridges fiscal years.

After the exhaustion of all available leaves, provided that the unit member is still medically unable to return, the unit member will be placed on a 24-month reemployment list if probationary or a 39-month reemployment list if permanent.

15.3 An employee reporting illness as the reason for absence may be notified that a doctor's certificate may be required for any future absences where the District suspects there is an abuse of this provision.

15.4 Any employee may access and review their unused earned full-salary sick leave and personal necessity leave through an online database. An employee may also request a written report of the information described in this paragraph.

15.5 Any employee who is employed for a full school year and maintains perfect attendance without use of any sick leave of absence as specified in this Agreement shall earn and receive one (1) additional sick leave day following the last day in each school year in which eligibility is established.

Donation to the Catastrophic Leave Bank will not be counted against perfect attendance qualifications.

15.6 The District shall require that the employee provide written verification by a physician of either the employee's inability to return to work duties or the employee's family member's incapacity and need for care if the employee has been on sick leave for ten (10) or more consecutive days. The District shall require different written verification for an employee who has objections to the use of medical doctors.

15.7 So long as a unit member is receiving some form of District paid leave, including catastrophic leave, regardless of the percentage level of pay, the unit member shall continue to receive the monthly maximum contribution of health care as specified in Article 51.1.1. The unit member will continue to receive such monthly maximum contribution of health care until the end of the month on which his or her last day of paid leave falls.

ARTICLE 16. HEALTH REHABILITATION LEAVE

16.1 When all paid sick leave of absence has been exhausted by a certificated employee, the employee, at his or her written request, may be placed on a health leave of absence without pay. Verification of such illness or disability must be provided by a licensed physician. Such leave may be granted for one (1) year only, but may be extended for a maximum of one (1) additional year. Reassignment for such employees will be granted when a written application is submitted and is accompanied by evidence of full health recovery; a vacancy exists within such employee's certification; or the employee has the ability to meet current employment standards.

16.2 If an employee who was classified as a permanent employee is reassigned within a thirty-nine (39) month period after his or her last day of paid service,

the District shall restore all rights, benefits and responsibilities of a permanent employee as provided by law.

SPECIAL NOTE: Refer to Article 54 for Catastrophic Leave Bank.

ARTICLE 17. PERSONAL NECESSITY COMPELLING PERSONAL IMPORTANCE LEAVE

17.1 Personal Necessity

17.1.1 Personal necessity leave shall be granted with pay. When possible, application shall be made prior to leave. Forms for such leave shall be mutually agreed upon and placed in the appendix for the duration of this Agreement (Appendix C).

17.1.2 Entitlement to three (3) days of personal necessity leave accrues to each employee annually. The unused portion shall accumulate to ten (10) days. Part-time employees shall be entitled to a prorated amount of such leave.

17.1.3 In any year, a maximum of ten (10) earned and unused days may be used for personal necessity.

17.2 Compelling Personal Importance

17.2.1 Each employee who has completed three (3) years of service with the District is entitled to use one (1) day leave for personal business if it is beyond the ability of the employee to schedule outside of working hours.

17.2.2 This leave may be accumulated to a limit of three (3) days.

17.2.3 This leave is deducted from personal necessity leave.

17.3 Sick Leave Usage

17.3.1 Six (6) days of sick leave may also be used for personal necessity leave at the discretion of the employee.

17.3.2 To the extent that sick leave is used for personal necessity leave, the ten (10) day maximum Article 17.1.3 is limited proportionately. This limitation in no way alters accrued personal necessity leave.

17.4 **Additional Days**

17.4.1 Employees may request additional days of personal necessity leave.

17.4.2 These days shall be without pay.

17.4.3 Application will be made prior to leave.

17.4.4 Leave without pay may be approved at the discretion of the Superintendent or designee.

17.5 Employees may request, by phone, the appropriate office of the District to give an audit of earned and unused days applicable to this provision.

17.6. Employees may request a reduction in contract for personal reasons.

17.6.1 These days shall be without pay.

17.6.2 Application shall be made on the appropriate form (Appendix D) prior to the reduction.

17.7 A reduction in contract may be granted for up to twenty (20) working days.

17.8 A reduction in contract may be approved at the discretion of the unit member's immediate supervisor and the Superintendent or designee.

17.9 The District shall notify the Association when a reduction in contract has been approved which would result in a change in the deduction of dues of the affected employee.

ARTICLE 18. BEREAVEMENT LEAVE

18.1 In the event of the death of any member of the employee's immediate family (mother, mother-in-law, father, father-in-law, grandmother, grandfather, or grandchild of the employee, or of the spouse or registered or unregistered domestic partner of the employee, and the spouse, son, son-in-law, daughter, daughter-in-law, brother or sister of the employee or of the spouse of the employee or registered or unregistered domestic partner of the employee, [or step-mother, step-father, step-brother, step-sister of the employee or spouse of the employee or registered or unregistered domestic partner of the employee], registered or unregistered domestic partners or any relative living in the immediate household of the employee), the employee shall be granted leave of absence with pay, not to exceed three (3) days, or five (5) days if in excess of two hundred (200) miles of one-way travel is required. An extension of these time limits or an inclusion of other

members of the immediate family may be granted at the discretion of the Superintendent or designee. The administration shall be notified prior to each leave unless extenuating circumstances prevent such timely notification, in which case the responsibility for notification shall remain with the employee.

18.2 In cases involving a long-established personal relationship between a unit member and an individual residing within the same household, bereavement leave may be granted at the discretion of the District.

ARTICLE 19. CHILDBEARING LEAVE

Employees are entitled to use sick leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing absences from other illness or medical disability. The length of the disability including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the employee's physician with certification of such to be sent by the physician to the District upon request.

ARTICLE 20. CHILDREARING LEAVE

20.1 Leave without pay shall be granted to any employee according to the following provisions:

20.1.1 An employee on active duty is advised to arrange an appointment with the Assistant Superintendent, Human Resources, to review leave procedures and the related benefits available to employees. This meeting must be held at least thirty (30) days prior to the beginning date of leave.

20.1.2 The employee is required to submit a written statement to the office of the Assistant Superintendent, Human Resources, at least thirty (30) days prior to the commencement of the leave. This statement shall include the date the leave is to begin; duration of the leave; and tentative date of delivery or adoption.

20.1.3 Childrearing leave shall be granted upon written request to the Superintendent or designee for the current school year and one (1) additional year.

20.1.4 An employee adopting a child may commence a leave at any time during the first year after receiving de facto custody of said child or prior to receiving such custody if necessary in order to fulfill the requirements for adoption.

20.1.5 Return to duty from a childrearing leave will be dependent upon the following:

a. An employee whose leave expires at the end of the school year must submit a written notice to the office of the Assistant Superintendent for Human Resources by March 31 to return to work. The Human Resources office will notify the employee of this deadline date at least two (2) weeks prior.

b. If an employee desires to return to work at an earlier date, other than the beginning of the school year, the employee must notify the Assistant Superintendent for Human Resources, at least thirty (30) days prior to the desired date of return. If no opening is available at the time of desired return, then the first appropriate opening following this date of desired return will be used.

c. The employee shall be assigned to the same position or location which he or she held at the time the leave commenced, providing the return date is specified at the time of application for leave and such date does not exceed sixty (60) days from the date the leave commenced. If that position is no longer in existence, or if the employee returns after sixty (60) days, he or she will be entitled to an equivalent position and location.

d. Before returning to work, the employee's physician must verify that the employee is able to resume the normal duties of responsibility. This applies only to those employees who have given birth.

20.1.6 An employee on leave shall have the option to remain an active participant in the fringe benefit program offered by the District in the area of the District medical insurance program for the period of one year.

20.1.7 An employee on childrearing leave shall not be denied the opportunity to substitute in the Chula Vista Elementary School District by reason of the fact that he or she is on such leave.

20.1.8 For nontenured employees, childrearing leave shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving this probationary period.

ARTICLE 21. LONG TERM LEAVE

21.1 A leave of absence without pay may be granted at the discretion of the Superintendent to an employee according to the following provisions:

21.1.1 An employee, who for personal or professional reasons, requests a leave of absence, should present a written request to the Assistant Superintendent for Human Resources.

21.1.2 A leave of absence may, at the discretion of the Superintendent and Board of Education, be granted for a one (1) year period or less. At the discretion and approval of the Superintendent and the Board of Education, a one (1) year renewal may be granted.

21.1.3 All requests for leaves of absence will be in writing to the office of the Assistant Superintendent for Human Resources at least thirty (30) days prior to the commencement of the leave, except in case of emergency or urgency. Employees who find it necessary for personal or professional reasons to request a leave of absence for the following school year should present a written request to the Assistant Superintendent for Human Resources by March 31 of the current school year, except in case of extenuating circumstances.

21.1.4 The employee must notify the Superintendent or designee in writing of his or her intention to return from such leave or file a request for renewal for such leave by March 31 of the year of the leave of absence. The Human Resources office will notify the employee using certificated receipt requested U.S. Mail, by March 15, of the necessity to respond in accordance with the March 31 requirement. The District shall consider failure on the part of the employee to respond as intention of resignation. Exceptions to this procedure may be made by the Superintendent or designee in case of emergency or urgency.

21.1.5 Employees returning from leave shall be placed in accordance with the following:

a. Employees may file requests in writing for reassignment to positions listed on the annual posted list of vacancies projected for the coming year. All requests received after May 1 will also be considered subject to available vacancies. In the event that a returning employee does not request a particular vacancy, effort will be made to return the employee to the same or comparable position that the employee held prior to leave (e.g. 5th grade employee

reassigned to a teaching position with the K-6 grades) if one exists, or any other position mutually agreed to by the employee and administration.

b. If the request to return to a particular vacancy is denied, the employee shall, upon written request, be provided reasons for the denial.

c. When more than one employee applies for the same position, including employees who desire transfer, where ability is equal, the employee with the longest span of service within the District will be transferred.

d. Reassignment requests following leave shall be acted upon prior to placement of employees new to the District.

e. If an employee desires to return to active duty at an earlier date than the expiration date of the leave, the employee must submit a written request to the Assistant Superintendent for Human Resources at least thirty (30) days prior to the desired date of return. Pursuant to such request, the employee may, as soon as the District determines an appropriate opening is available, be allowed to prematurely terminate leave and return to active duty.

21.1.6 No benefits will accrue to an employee during a leave of absence except as otherwise stated herein. Upon return from leave, the employee's unused sick leave benefit, seniority and salary increments which had been accumulated at the time the leave commenced will be restored.

21.1.7 For nontenured employees, such leaves shall be an interruption of the probationary period and not in lieu of service in meeting the requirements for serving this probationary period.

21.1.8 Approved leaves of absence shall not be considered a break in service. An employee returning to duty from a leave of absence is entitled to all the benefits and rights accrued by him or her prior to the leave which is consistent with existing contractual agreement and policy.

ARTICLE 22. FAMILY CARE LEAVE

22.1 It is the intent of this provision to be consistent with the Federal Family Medical Leave Act of 1993 (29 U.S.C. Section 2601 et seq.) and the California Family Rights Act of 1991, as amended October 5, 1993

(Government Code Section 12945.2) and California Education Code Section 44977.5. It shall be interpreted so that there are no violations of State or Federal law. If any of these laws change, or are affected by other new laws, the changes will take effect in this Agreement as soon as such law becomes effective.

22.2 Eligibility for leave and compensation shall be consistent with the requirements stated in the respective laws above.

22.3 Upon termination of such leave, the unit member shall be returned to the position he/she held prior to the leave.

22.4 A unit member shall give 30 days notice (when possible) to make the employer aware the employee needs CFRA qualifying leave, stating the reason for the leave and its anticipated timing and duration.

22.5 If a unit member has worked .6 FTE or greater during the 12 months prior to taking paid CFRA leave for the birth, adoption, or foster care placement of their child, he or she will be deemed to have satisfied the requirement of having worked at least 1,250 hours in the 12-month period before the date the leave begins. If the unit member has taken sick leave for pregnancy disability leave or for the care of family for pregnancy disability leave, the 12-month period used for such calculation may be from the beginning of such sick leave or the beginning of the CFRA leave, whichever works most favorably for the unit member.

ARTICLE 23. JUDICIAL LEAVE/JURY DUTY STIPEND

23.1 On proof of necessity of jury service or to appear as a subpoenaed nonparty witness in court, other than as a litigant, an employee shall be granted a leave of absence with pay in the manner provided for by law. At the discretion of the District, an employee may be granted a leave of absence to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee. Such leave shall be granted with pay up to the amount of difference between the employee's regular earnings and any amount he or she receives for jury or other reimbursement.

23.2 **Jury Duty Stipend:** The District will provide a stipend in an amount equal to 80% of the rate of pay for substitute teachers per day served for those teachers who postpone jury duty until vacation days, effective upon ratification.

ARTICLE 24. INDUSTRIAL ACCIDENT AND ILLNESS LEAVE

24.1 Employees are eligible for industrial accident and illness leave. The employee absent from duty, for whom worker's compensation payments are being made, and who has met the continuous service requirements shall be granted leave according to the following provisions:

24.1.1 Allowable leave shall be for not more than sixty (60) working days in any (1) fiscal year for the same accident.

24.1.2 Allowable leave shall not accumulate from year to year. Leave shall be granted for absence due to injuries and accompanying illness suffered on school premises or in the line of duty covered by worker's compensation subject to certification by a duly qualified physician as to the duration of the disability. No deduction shall be made from the sick leave allowance.

24.1.3 Industrial accident or illness leave will commence on the first day of absence.

24.1.4 Payment for wages shall not exceed the employee's normal salary when added to the award granted the employee under worker's compensation laws of this State.

24.1.5 When an industrial accident or illness leave overlaps into the next fiscal year, the employee shall be entitled to the amount of unused leave due him or her for the same illness or injury.

24.1.6 The industrial accident or illness leave will be used prior to sick leave.

24.1.7 Such paid leaves of absence shall not void or reduce the employee's eligibility for other employee benefits provided by law or by the policies of the District.

24.1.8 During all paid leaves of absence, the employee shall endorse to the District salary loss benefit checks received under worker's compensation laws of this State.

ARTICLE 25. SABBATICAL LEAVE

Sabbatical leaves may be granted by the Chula Vista Elementary School District to employees who qualify under the following regulations:

25.1 Purpose of Sabbatical Leave

25.1.1 A sabbatical leave may be granted, at the discretion of the Superintendent and approval of the Board of Education, for the purpose of providing opportunity for professional growth in line with the improvement and the enrichment of the educational programs offered to the students in the Chula Vista Elementary School District.

25.2 Establishment of Eligibility

25.2.1 An employee who has completed seven (7) consecutive years of satisfactory service with the Chula Vista Elementary School District shall be eligible for a sabbatical leave for a qualified program of study, research, or travel. Employees in their seventh year of service who apply for such leave may, at the discretion of the Superintendent, be granted a sabbatical leave subject to the satisfactory completion of the years' service. The following regulations will apply:

a. Periods of leave granted by the District shall not constitute a break in the continuity of service required for the sabbatical nor shall they be counted in the seven (7) years of service.

b. The employee granted a sabbatical leave must return to the District and serve for two (2) school years following the sabbatical leave.

c. After an employee has had a sabbatical leave, an additional seven (7) consecutive years must be served before becoming eligible for another sabbatical leave.

25.3 Qualifying Program for Sabbatical Leave

25.3.1 Formal study in an accredited college or university for the purpose of increasing one's professional knowledge, skills, and abilities with respect to present or prospective service to the District and the employee.

25.3.2 Independent study is a program of study, research, or special projects relating to the present or prospective service to the District and the employee, which promises to be of professional value to him or her and the District.

25.3.3 Travel for observation or study is planned travel which must show definite purpose and value for the participant and the District.

25.4 **Length of Leave.** The sabbatical leave may be granted, at the discretion of the Superintendent, for a full school year or for one-half (½) of the school year, as requested by the applicant. A half-year sabbatical leave may be taken during either the first or second half of the school year. Additional leave (extension), may, at the discretion of the Superintendent, be granted without pay at the request of the employee upon approval by the Board of Education.

25.5 **Limit.** The number of employees on sabbatical leave in any one time shall not exceed five (5) employees in any year.

25.6 **Tenure.** The sabbatical leave shall count as an equivalent period of service in the District except when calculating the time for another sabbatical leave. The employee's placement on the salary schedule shall count the sabbatical leave period as service; growth credits earned during the sabbatical shall be counted for reclassification units on the salary schedule; the sick leave benefits of the District shall accrue, although sick leave payments shall not be made and all other District benefits shall be provided as though the employee were on active duty.

25.7 **Retirement.** The contributions to the State Teachers Retirement System shall be made by the employee and the District as though the employee were on active duty, except that these payments will be made only on the actual compensation made to the employee.

25.7.1 The District shall not restrict an employee from entering into a lawful agreement with the State Teachers Retirement System allowing said member to pay all additional retirement costs as though the employee was working full time. The District shall not be required to perform any acts or pay any costs in the performance of 25.7.1.

25.8 **Interruption or Termination of the Sabbatical Leave**

25.8.1 If the employee should be incapacitated because of illness or accident and required to postpone or cancel his or her leave, this shall not prejudice the employee from returning to the District or from completing the leave requirements under a special extension.

25.8.2 Upon request to the District by registered mail, accompanied by a doctor's verification, the sabbatical leave may be postponed or terminated, effective the date of incapacitation. At such time, the

employee shall be eligible for sick leave benefits under this Agreement. When the employee is able to continue the provisions of the sabbatical leave, the leave may be continued.

25.8.3 In the event that a recipient of a sabbatical leave is forced to cancel the leave, he or she shall be reinstated in the District in a position similar to that from which he or she began the leave, if such vacancy exists. If no such vacancy exists, he or she shall be granted priority as a substitute teacher until a vacancy occurs.

25.9 **Liability**. Both the Governing Board of the District and the District shall be freed from any liability for the payment of any compensation or damages provided by law for the death or injury of any employee of the District, when the death or injury occurs while the employee is on sabbatical leave.

25.10 **Compensation for the Sabbatical Leave**

25.10.1 **Basic Payment.** The District shall pay to the employee fifty percent (50%) of the salary to which he or she would be entitled if he or she were actually on duty in the District. Approval of any employment during the sabbatical leave period must be secured from the Superintendent prior to the acceptance of the employment.

25.10.2 **Payment for District Service.** In the event that materials are accepted for use in the schools of the District as part of the regular instructional material, for example, teaching aids, filmstrips, teacher guides, test materials, the District may make additional compensation up to fifty percent (50%) of the regular salary for the period, as determined by and approved by the Board of Education prior to the leave. Such compensation shall be decided upon the basis of range of usefulness, value to the children, value to the District, and the amount of preparation needed.

25.10.3 **Method of Payment.** The sabbatical leave salary shall be paid in the same manner as though the employee was on actual duty in the District.

25.10.4 **Surety Bond.** Applicants must furnish a suitable bond indemnifying the school District for any salary paid the employee during the period of sabbatical leave in the event the employee fails to return to render two (2) full years of service to the District following the termination of the sabbatical leave; or, in the event the employee fails satisfactorily to carry out the program of study or the itinerary of the trip approved. Should the death, disability

or illness of the employee prevent the fulfillment of this obligation, no penalty shall be exacted of him or her, his or her heirs, or the surety.

25.11 **Application Procedures**

25.11.1 Application for sabbatical leave for the following school year shall be made in writing on the regular form and sent to the Superintendent by January 15. The application shall be acted upon no later than the first meeting in March of the Board of Education or at the earliest date under extenuating circumstances.

25.11.2 Application for sabbatical leave for the second semester of the school year shall be sent to the Superintendent by September 15 and shall be acted upon no later than the first meeting in November of the Board of Education or at the earliest date under extenuating circumstances.

25.11.3 The following points will be used in determining the priority for the granting of sabbatical leaves when more applications than the limit as indicated in 25.5 above are submitted:

a. The priority of application;

b. Relative merits of reasons for desiring leave;

c. Whether leave has been taken previously;

d. Seniority of years of service in the District; and

e. Reasonable distribution of applicants by schools.

25.12 **Reporting Procedures**

25.12.1 A brief written report should be made to the Superintendent by February during the year of sabbatical leave, or by mid-term (November-April) during a one-semester leave. Such report should show that the program is being followed in acceptable manner. If changes need to be made in the program, these should be reported at once.

25.12.2 Within sixty (60) days after return to active duty following a sabbatical leave, a written report shall be filed with the Superintendent. Such a report should contain detailed data about the educational activities undertaken, an appraisal of the

professional value of the experience gained while on leave, the manner in which such experience or knowledge may be used for the benefit of the students or District, and other data necessary for a satisfactory report. If a thesis or dissertation is produced, a copy shall be given to the District. A transcript of college units earned must be filed.

25.13 **Return to Duty.** At the expiration of the sabbatical leave, the employee who has been granted such leave shall be reinstated, unless he or she agrees otherwise, in a position equivalent to that held by the employee at the time leave was granted. It shall be understood that no employee will be guaranteed a return to his or her previous location.

25.14 **Additional Procedure.** The Superintendent is authorized to establish such further details of procedure as in his or her opinion may be necessary, provided that such details shall be consistent with the provisions of the Education Code and of these paragraphs.

ARTICLE 26. INSERVICE LEAVE

26.1 Employees may, at the discretion of the Superintendent or designee, be authorized to attend inservice meetings. Consideration for approval shall be based upon the following criteria:

26.1.1 The meeting is related to the needs, goals, and objectives of the District.

26.1.2 The employer's attendance at the meeting will not, by virtue of the absence from teaching, negatively affect the educational program of the students.

26.1.3 Financial expenditures are within the budget limitations of the District.

26.2 Employees are granted the opportunity to give input regarding inservice.

ARTICLE 27. LEAVE FOR THE PRESIDENT OF THE ASSOCIATION

27.1 The President of the Association shall, upon written request, be granted a leave of absence without pay for one school year. A one-year renewal may be granted at the discretion of Superintendent and approval of the Board of Education. All entitlements which apply to long-term leave shall apply to this leave.

27.2 Upon expiration of the leave, the President of the Association shall, subject to a written request from said employee, be returned to his or her previous location and assignment providing the specific previous assignment is still in existence and if the written request is filed with the Assistant Superintendent for Human Resources by June 1 in the year the leave expires.

ARTICLE 28. LEAVE FOR DESIGNATED EMPLOYEE

The Association may designate one (1) employee and recommend that at the discretion of the Superintendent and the Board of Education, a leave of absence without pay for a period of not to exceed one (1) school year be granted, providing that the reasons for such leave are provided. All entitlements which apply long-term leave apply to this leave.

ARTICLE 29. PROFESSIONAL ACTIVITIES LEAVE

29.1 Leave for professional activities may be granted at the discretion of the Superintendent with or without pay. Written requests for professional activities leave should be addressed to the Superintendent.

29.2 Employees may request a reduction in contract for professional reasons.

29.2.1 These days shall be without pay.

29.2.2 Application shall be made on the appropriate form (Appendix D) prior to the reduction.

29.3 A reduction in contract may be granted for up to twenty (20) working days.

29.4 A reduction in contract may be approved at the discretion of the employee's immediate supervisor and the Superintendent or designee.

29.5 The District shall notify the Association when a reduction in contract has been approved which would result in a change in the deduction of dues of the affected employee.

ARTICLE 30. LEAVE FOR PUBLIC OFFICE

An employee who is elected or appointed to public office may upon written request from the employee and at the discretion of the Superintendent be granted a leave of absence without pay for the term or terms of office. At the conclusion of such leave, the employee shall be entitled to return to a position similar to that held at the time leave was granted.

ARTICLE 31. LEAVE FOR ELECTED OFFICIAL

31.1 Employees serving as public elected officials may, at the discretion of the Superintendent and approval of the Board of Education, be authorized five (5) days of leave without loss of pay each year to attend meetings related to that agency.

31.2 Prior to approval of such leave, it shall be the responsibility of the applicant to provide the District with sufficient assurance that the meeting attendance is authorized by the government agency.

31.3 If there is need for leave beyond the five (5) day period, each request will be considered on an individual basis predicated upon the importance of the activity which necessitates the request, the frequency of such requests, and the financial ability of the District to provide for such requests.

ARTICLE 32. MILITARY LEAVE

32.1 By request, an employee who enlists, is inducted or recalled to active duty shall be granted a leave of absence for the period of such enlistment or required service.

32.2 An employee who enters the military service has the right to return to and reenter a position similar to the one held by the employee at the time of entrance into the service within three (3) months after the termination of his or her active service, but not later than six (6) months after the end of the war or national emergency for which the employee entered the service, if the term of employment for which he or she was appointed has not ended during the employee's absence. Probationary service shall be considered an unlimited term of service. Employees who enter the service while on probationary status will assume the same probationary status upon return to the District.

32.3 Such right to return to his or her position shall not extend to or be granted to any employee who shall fail to return and reenter his or her position within twelve (12) months after the first date upon which he or she could terminate active service.

32.4 The District shall provide up to 30 calendar days of pay and benefits for all military staff called to military duty or as otherwise set out in existing law.

ARTICLE 33. TRANSFER

33.1 **Definition**. A **transfer** is defined as a change of school or administrative location.

A reassignment is defined as a change of grade level and/or instructional program assignment within the same school site.

Displaced Teacher: A displaced teacher is defined as a unit member who requires a change of school site due to a reduction in enrollment, change in capacity, or closing of a facility, change in educational program, or reconfiguration due to federal and/or state laws or regulations.

Vacancy: A vacancy is defined as any position that does not have a unit member assigned to it. This includes any vacated or newly created position including positions created by reconfiguration. Any position currently held by a temporary employee shall be considered vacant for the following year.

33.2 District-Initiated Involuntary Transfer and Displacement

33.2.1 Involuntary Transfer, Displacement Process, and Transfers During the School Year

Displaced teachers will be transferred according to the following process. No later than April 20 of each year, a meeting will be scheduled at the District office where each Displaced Teacher will be provided with a list of the current vacancies. The CVE President or designee may attend. Principals with vacancies or their designees may attend. In the event of a mid-year displacement, the District and Association shall consult upon a timeline for implementation of the displacement process.

a. District criteria for selecting the employee to be transferred shall be based upon the following:

(1.) Credential limitations and qualifications;

(2.) Qualifications of the adopted job description and posted specifications.

b. In the event of displacement(s) at a school site, the principal shall first seek qualified volunteer(s). When two or more employees qualify with respect to the above-stated conditions, the employee with the shortest span of service within the District will be transferred.

c. No employee may be transferred involuntarily more than once every two (2) years unless justified by necessity.

d. Advance notification will be given to the employee being transferred. Such notification will be given no less than five (5)

school days immediately preceding the employee's day of detachment. The reasons for transfer shall be explained to the employee prior to the formal announcement of the transfer. The explanation shall be given in a personal conference by the employee's immediate supervisor.

e. A minimum instruction-free duty time of at least one (1) day for closing out and one (1) additional day for preparation and orientation in the receiving school shall be allowed unless extenuating circumstances prevent such provision.

f. The District will provide transportation and the labor to move the employee's materials to the new assignment.

g. Physical facilities provided at the time of transfer are to be adequate to enable the employee to carry out his or her responsibilities.

33.2.2 During the week following the completion of the above referenced steps, Principals of a school site with a vacancy and individual Displaced Teachers may reach a mutual agreement on placement.

33.2.3 Remaining Displaced Teachers may provide a list of preferences prior to April 27 that will be considered by the Superintendent. The Superintendent will make a reasonable effort to place teachers based on their top three (3) preferences; however, the Superintendent retains the authority to determine the final placement. All Displaced Teachers shall be placed no later than May 4. Nothing in this shall prohibit any Displaced Teacher from following the Transfer process in this article.

33.2.4 Any Displaced Teacher who changes sites will be offered the opportunity to return to their site should a vacancy occur before the teacher work day of the beginning of the school year.

33.3 Employee Initiated Transfers-Requests for Transfer for the Coming School Year. Nurses will follow the same transfer procedure in this article.

33.3.1 In the week immediately following the selection and/or placement of Displaced Teachers as noted in 33.2 above, all remaining vacancies will be posted for six (6) days and will only be open to current District employees, which includes teachers returning from leave.

33.3.2 All eligible certificated employees will be permitted to submit applications for each of the positions for which they wish to

transfer during this six (6) day time period. Principals will then begin to interview applicants in accordance to the following criteria:

a. The transfer of an employee will result in the best educational program;

b. The employee holds a required California credential;

c. The employee meets the qualifications of the adopted job description;

d. The employee meets the specifications indicated for a particular vacancy.

All interviews must be completed by the end of the fourth week of May. Certificated employees returning from leave who have not previously been selected via the transfer process, will be placed by the District.

33.3.3 When more than one employee applies for the same position, the employee with the longest span of service within the school District will be transferred provided only that the employee meets the qualifications and specifications stated in the posting. Team employees may submit recommendations regarding District drafted qualifications and specifications. The number of specifications are limited to 15.

33.3.4 Transfer requests to vacancies shall be given first consideration prior to assignments on a non-transfer basis. If a voluntary transfer request is denied, the employee shall, upon written request by the employee, be provided the reasons for denial in writing within two weeks following the employee's request.

33.3.5 All bargaining unit vacancies intended to be filled by the District, will be posted on one specific, fixed day of a week to be determined by Human Resources at the beginning of the school year.

33.3.6 Notification of Transfers

a. When a transfer is approved, the employee and immediate supervisor(s) concerned will be notified in writing of the new assignment. In addition, when a position is filled, all applicants interviewed shall be notified in writing within ten (10) days as to who has been chosen.

33.3.7 Unit member request for administrative transfer

a. A teacher, who has been repeatedly denied a transfer, may file a written request to the Superintendent by April 30 for a transfer when he or she believes that the best interest of students, the District, and the employee will be served by the change in assignments for that particular employee.

b. The transfer decision lies solely within the discretion of the Superintendent.

33.4 Requests for Transfer During the School Year

33.4.1 Vacancies that occur during the school year shall be posted online on Wednesdays or Fridays for no less than six (6) calendar days and responded to in accordance to Article 33.3. The District shall post vacancies on the Human Resources webpage. The District shall provide vacancy announcements to the Association and each unit member via District email when Administrative positions, Teacher on Special Assignment, or other ESSC-based positions become available. Postings will specify the closing date for submitting application for transfer. Such posting will allow compliance with section 33.4.2 below. After reassignments are made within a school facility, all remaining positions shall be posted.

33.4.2 Application for transfer to vacancies posted during the school year shall be made within six (6) calendar days of the date of the posting of the vacancy.

33.4.3 Nothing in this Article shall prevent an employee from requesting a transfer. Approval by the Superintendent or designee shall be based upon the following criteria:

a. The transfer of an employee will result in the best educational program;

b. The employee holds a required California credential;

c. The employee meets the qualifications of the adopted job description;

d. The employee meets the specifications indicated for a particular vacancy;

e. Approval of the transfer does not restrict the District in complying with state and/or federal mandates regarding affirmative action.

33.4.4 When more than one employee applies for the same position, the employee with the longest span of service within the school District will be transferred provided only that the employee meets the qualifications and specifications stated in the posting. Team or loft employees may submit recommendations regarding District drafted qualifications and specifications.

33.4.5 Transfer requests to vacancies shall be given first consideration prior to assignments on a nontransfer basis.

33.4.6 If a voluntary transfer request is denied, the employee shall, upon written request, be provided the reasons for the denial.

33.5 Administrative Transfers

33.5.1 Transfers for the Coming School Year

a. The immediate supervisor may file a written request by April 30 for the transfer of an employee when he or she believes that the best interest of the students, the District, and then the employee will be served by the change in assignments for that particular employee. Any change from the April 30 deadline must be approved by the Superintendent. In cases of federal and/or state mandates necessitating transfers, the District may consult with the Association to attempt to work out a solution satisfactory to the parties. Before any requests for administrative transfer are acted upon, the employee must be advised through a personal interview of the reason(s) why an administrative transfer is being recommended. Prior to such interview, the employee shall be informed of the forthcoming interview.

b. An employee has the right to representation.

c. A list of open positions in the District will be made available to all employees being transferred under these conditions. When a choice of positions is possible, employees may indicate an order of preference for consideration.

d. Administrative transfers shall not replace proper evaluation procedures; however, the District and the Association recognize the Administrative transfer as an alternative that can have a positive effect on the educational program.

e. An employee transferred under section 33.4.1 shall, upon written request, be provided the reasons for such transfer in writing.

f. When a transfer is approved, the employee and immediate supervisor(s) concerned will be notified in writing of the new assignment.

g. Employees who are to be transferred will be notified by June 1, except when unforeseen circumstances prevent such timely notification.

33.5.2 Notwithstanding any other provision in this article, should a determination be made by the Superintendent that an involuntary administrative transfer is reasonably necessary, such transfer may be made by the Superintendent following a conference with the employee.

33.6 Reassignment

33.6.1 The District shall agree that when employees are reassigned, it shall not be for arbitrary or capricious reasons and no employee shall be involuntarily reassigned twice in three (3) successive school years except for necessity. Necessity means that there is no other employee on the site who can be reassigned to accommodate District needs.

33.6.2 The principal shall make a reasonable effort to ensure member teaching reassignments are created within a grade level span of three (3) years. The principal shall provide evidence of their efforts (including soliciting volunteers, consideration of past grade level changes, recent experience in grade level) to avoid involuntary reassignments which result in a grade level change. Declining enrollment and grade level class reductions may result in the need to move assignments more than three (3) grade levels. Upon this action the principal must provide evidence, upon request, of prior efforts to fill that assignment including: soliciting volunteers, consideration of past grade level changes and experience in grade level. For combination classes, a

member shall only be assigned to one of the currently taught grade levels the following year.

33.7 For purposes of Agreement, a reassignment is the change of an employee's grade level or general subject matter teaching responsibility within a school site. The District shall agree that when employees are reassigned it shall not be for arbitrary or capricious reasons and no employee shall be involuntarily reassigned twice in three (3) successive school years except for necessity. Necessity means that there is no other employee on the site who can be reassigned to accommodate District needs.

ARTICLE 34. NEW SCHOOL STAFFING

34.1 This Article applies only to bargaining unit positions filled at each new school through the last instructional day in December.

34.2 **Definition.** A new school is defined as a school opened in a newly constructed facility (i.e. not in an existing facility).

34.3 **Procedure for Selection**

34.3.1 The District may fill up to fifty percent (50%) of the positions (teachers and specialists, excluding nurses) assigned to the school without reference to the provisions of Article 33, Transfer.

34.3.2 Fifty percent (50%) of the positions must be filled in compliance with the seniority requirements of Article 33, Transfer.

34.4 **Order of Selection**

34.4.1 The District shall fill the first twenty-five percent (25%) of the positions without reference to provisions of Article 33, Transfer.

34.4.2 The second twenty-five percent (25%) of the positions shall be filled in compliance with the seniority requirements of Article 33, Transfer.

34.4.3 The District shall fill the third twenty-five percent (25%) of the positions without reference to the provisions of Article 33, Transfer.

34.4.4 The fourth twenty-five percent (25%) of the positions shall be filled in compliance with the seniority requirements of Article 33, Transfer.

34.4.5 Odd numbers of positions remaining shall be filled in compliance with the seniority requirements of Article 33, Transfer.

ARTICLE 35. EVALUATION

35.1 Probationary and temporary employees shall be evaluated annually. Permanent employees shall be evaluated every two years.

35.2 **Employee Evaluation**. By no later than the employee's fifth duty day in a school year during which the employee is to be formally evaluated, the evaluator(s) will notify the evaluatee of the forms to be used in the areas to be covered in the evaluation. The evaluator(s) and the evaluatee may utilize others to assist in gathering data for the purpose of the evaluation. The areas to be evaluated are based on the responsibilities and criteria contained in the employee job description, school site plan, content area standards, State Frameworks and District-adopted curriculum. The evaluator will provide the evaluatee with copies of these documents by no later than the employee's fifth duty day. The areas to be evaluated include the following:

35.2.1 The progress of pupils toward the standards established by the Governing Board of expected pupil achievement at each grade level in each area of study.

35.2.2 The instructional techniques and strategies used by the employee.

35.2.3 The employee's adherence to curricular objectives.

35.2.4 The establishment and maintenance of a suitable learning environment, within the scope of the employee's responsibilities.

35.2.5 Other related responsibilities.

35.2.6 Professional relationships with students, parents, and colleagues.

35.3 **Identifying Needs and Establishing Objectives**

The employee may, at his or her option, formulate objectives. If objectives are written, the following shall apply:

35.3.1 Objectives will be based on pupil instructional needs and will be developed during the first five (5) weeks of the employee's school year.

35.3.2 The objective submitted will describe what can reasonably be achieved by pupils at the end of the year. The employee need

not specify daily instructional objectives believed necessary for attainment of year-long objectives. Objectives may be directed toward an individual pupil, a small group of pupils or the total class.

35.3.3 To help in preparing objectives, the employee and evaluator(s) will make reference to the District statement of philosophy and goals, job description, the District Course of Study and other materials prepared by the District.

35.3.4 At the time when the instructional objectives are presented in writing to the evaluator, there will be included examples of supporting data which will indicate other non-instructional duties as specified in the job description to be performed by the employee as well as examples of supporting data that the maintenance, proper control and requirements of a suitable learning environment will be met.

35.3.5 The employee should feel free to state the conditions that he/she expects the District to meet in order that objectives can be met. The employee and principal will agree on the requirements.

35.3.6 By no later than thirty (30) work days, or as soon thereafter as reasonably possible up to an additional ten (10) work days of the employee's current assignment, the employee and the principal will have recorded in writing their approval of the instructional objectives, that will serve to indicate the evaluatee's success in getting desired results. (Use Form O)

35.3.7 If there is a disagreement regarding the establishment of objectives, the employee may ask for an appropriate third party to assist the evaluator and evaluatee. If agreement is not reached on who the third party should be to assist the evaluator(s) and evaluatee, the Assistant Superintendent with the responsibility for the location will appoint appropriate staff to assist. In the event the parties remain unable to reach mutual agreement, the Superintendent or designee shall decide the matter.

35.3.8 Modifications in the objectives for the year can occur at any time conditions warrant it before the end of the first semester by mutual consent.

35.4 First-year, nontenured employees and any other employees who failed to meet standards during the previous year will have a preliminary report submitted by the evaluator(s) before the end of the first nine weeks of the

employee's school year. (Interim Evaluation Report, Form E-1 Form, Appendix B)

35.5 **Monitoring and Evaluating Expanded Results**

35.5.1 Monitoring is used to gather data in order to assist the evaluatee in successful job performance. Techniques for monitoring shall include, but not be limited to, at least three of the following:

a. Self-evaluating

b. Progress testing

c. Surveys and/or questionnaires

d. Employee-requested classroom observations for specific purposes

e. Evaluator-requested classroom observations for specific purposes

f. Unplanned classroom observations
g. Video and/or audio tape

35.5.2 During the monitoring period, if preliminary data identifies areas that need improvement, a report will be made by the evaluator(s) which identifies problem areas and makes recommendations for improvement. (Interim Evaluation Report, Form E-1 will be used, Appendix B)

35.5.3 Any employee who receives a negative Form E-1 shall be entitled to a subsequent observation(s), and conference(s).

35.5.4 The employee's evaluator shall take action to assist in correcting any cited deficiencies. Such action shall include specific recommendations for improvement, direct assistance in implementing such recommendations and adequate release time for the employee to visit and observe other similar classes in other schools if the evaluator(s) and evaluatee believe such observations would eliminate noted deficiencies.

35.5.5 When an evaluator is monitoring or observing the work or performance of an employee, no deliberate attempts shall be made to prevent said employee from knowing of such occurrence. The parties agree that the term "monitoring" also shall include electronic monitoring.

35.6 **Evaluation Summary Report**

35.6.1 The purpose of the Evaluation Summary Report is to assist the evaluatee in the improvement of their job performance by:

a. Providing data for decisions on recognizing outstanding competence and performance of individuals.

b. Improving individual performance.

c. Determining whether to continue or discontinue the services of the evaluatee.

35.6.2 The evaluator will write a summary each year for all probationary personnel and for any tenured personnel who received any "unsatisfactory" and/or "requires improvement" rating on the prior year's Form E-2, or in any year where an evaluator has reason to be concerned with an employee's performance, and every other year for all other tenured personnel.

35.6.3 The due date for the Summary Evaluation Report shall be not later than thirty (30) calendar days before the end of the employee's school year.

35.6.4 The steps to be used in preparing the evaluation summary will be as follows:

(1) If the employee has developed objectives, the evaluator(s) will be provided with the results of the agreed-upon evaluative instruments at least one week prior to the scheduled evaluation conference.

(2) If the employee has developed objectives, the evaluator shall state in draft form his or her opinion, whether the goals and objectives agreed upon are in the process of being met and shall provide qualifying statements. Such opinions must be based upon fact (with direct reference to the evaluation methods used).

(3) If the employee has developed objectives, the Evaluator shall record goals and/or objectives upon which, in his or her opinion, agreement should be made for the following year.

(4) The evaluator(s) or the evaluatee may request a conference to discuss the Evaluation Summary Report (Form E-2).

(5) During the conference, the evaluator and evaluatee will discuss the Evaluation Summary Report and areas of agreement and disagreement.

(6) The evaluator(s) will provide the evaluatee with a copy of the Evaluation Summary Report (Form E-2).

(7) The evaluatee will sign and return the Evaluation Summary Report (Form E-2) within ten (10) working days of its receipt. The signature of the evaluatee will not constitute endorsement of the evaluation. It indicates that the evaluatee has had the opportunity to discuss the summary and to enter comments or disagreements.

(8) The employee shall have thirty (30) days to file a written response which shall be attached to the Evaluation Summary Report.

(9) The Evaluation Summary Report and/or any other supplemental evaluation material will be filed in the evaluatee's personnel file after a copy has been given to the employee.

35.7 Alternative Evaluation

A teacher, who has satisfactorily completed at least one evaluation cycle as a permanent employee, may design a personal alternative evaluation plan with the approval of the principal, and submit that design to a standing evaluation committee composed of two representatives from the District and two appointed by CVE for approval.

35.8 Grievability of Evaluations

The evaluation is subject to the grievance procedure to the extent that these guidelines and procedures have not been followed.

ARTICLE 36. COMPLAINT PROCEDURE

Citizens and parents or guardians of pupils enrolled in the District may present informal (oral) and/or formal (written) complaints regarding employees to the District. Parents or guardians shall be encouraged by the immediate supervisor or District administrator to present informal (oral) complaints first to the employee who is the subject of the complaint prior to presenting any formal (written) complaint to the District. The employee shall be notified of the complaint as soon as possible after its receipt by the District.

36.1 This procedure shall not apply to any complaint regarding topics covered by the uniform complaint procedure described in Board Policy 1312.3.

36.2 To promote prompt and fair resolution of complaints, the District shall implement the following procedures (described in Board Policy 1312.1 and Administrative Regulation 1312.1) when investigating and processing complaints against District employees:

36.2.1 Within five (5) duty days of receiving the written complaint, the employee is notified. The written complaint shall include:

a. The full name of each employee involved.

b. A brief but specific summary of the complaint and the facts surrounding it.

c. A specific description of any prior attempt to discuss the complaint with the employee and the failure to resolve the matter.

36.2.2 Administration responsible for investigating complaints shall attempt to resolve the complaint within thirty (30) days. Such investigation shall include a conference with the employee and may include a District representative and the employee's representative. The employee shall be given a copy of the complaint and any investigation record to be filed. The employee has ten (10) working days to respond in the way of comment, explanation, and or presentation of facts to his or her immediate supervisor or to the Assistant Superintendent for Human Resources, or designee:

a. The employee against whom the complaint was made may appeal a decision by the principal or immediate supervisor to the Superintendent/designee, who shall attempt to resolve the complaint to the satisfaction of the person involved within thirty (30) days. The employee should consider and accept the Superintendent/designee's decision as final. However, the employee may ask to address the Board regarding the complaint.

b. Before any Board consideration of a complaint, the Superintendent/designee shall submit to the Board a written report concerning the complaint, including but not limited to:

(1) The full name of each employee involved.

(2) A brief but specific summary of the complaint and the facts surrounding it, sufficient to inform the Board and the parties as to the precise nature of the complaint and to allow the employee to prepare a response.

(3) A copy of the signed original complaint.

(4) A summary of the action taken by the Superintendent/designee, together with his/her specific finding that the problem has not been resolved and the reasons.

c. The Board may uphold the Superintendent's decision without hearing the complaint.

d. All parties to a complaint may be asked to attend a Board meeting in order to clarify the issue and present all available evidence.

e. A Closed Session may be held to hear the complaint in accordance with law.

36.3 Any complaint of child abuse or neglect alleged against a District employee shall be reported to the appropriate local agencies in accordance with law, Board Policy, and Administrative Regulation (cf 2141.4-Child Abuse and Neglect).

36.4 No record of any complaint shall be kept if an investigation by the District shows that the complaint has no merit, and/or the District believes that no record shall be maintained. A record of a complaint shall be kept only if it is factual and reasonably related to the employee's job description.

36.5 If not appended as support of a discipline pursuant to Article 38 or to a summary evaluation pursuant to Article 35, a record of complaint shall be removed from an employee's personnel file after three years at the written request of the employee.

36.6 An employee shall, pursuant to Article 37, have the right to respond to any derogatory material placed in his or her personnel file and to have said response attached to the derogatory entry.

36.7 Anonymous complaints shall not be subject to this process by the District.

ARTICLE 37. PERSONNEL FILES

37.1 Personnel files mean those files maintained and located in the District Human Resources Office. Employees shall have the right to review documents contained in their personnel files, except for pre-employment information that is to be held confidential.

37.2 No material derogatory to a current employee's conduct, service, character, or personality will be placed in his/her personnel file unless the employee will have the opportunity to:

37.2.1 Review the material. The review shall take place during normal business hours, and the employee shall be released from duty for this purpose without salary reduction.

37.2.2 Initial and date the material.

37.2.3 Attach a written response to the material.

37.3 Any material that is proven to be false shall be removed from the file following investigation. The failure to remove material may be the subject of a grievance so long as the employee first makes a good faith effort to prove that the material is false.

37.4 Upon written authorization by the employee, a representative shall be permitted to examine and/or obtain copies of non-confidential copies of materials in the employee's personnel file.

37.5 Documents that require a signature of the person or persons who draft and/or place material in an employee's personnel file shall be signed and dated.

37.6 Access to personnel files shall be limited to persons designated by the District on a need-to-know basis or need to include additional materials. The contents of all personnel files shall be kept in the strictest confidence.

37.7 Whenever a personnel file is reviewed, an authorized representative of the Human Resources Office shall be present to monitor the safekeeping of its contents.

ARTICLE 38. EMPLOYEE DISCIPLINE

This article was entered into pursuant to Section 3543.23(b) of the Government Code. This Article does not include the termination of any permanent employee or temporary employee, and does not include the implementation of Sections

44939, 44940, 44941 and 44942 of the Education Code and any amendments to those sections or successor laws to those sections.

38.1 An employee in the bargaining unit may be disciplined by the District only for just cause. The District shall utilize progressive discipline except in cases where a more severe form of discipline is warranted. The term "discipline" shall mean, except for 38.8, a verbal warning, a written warning, a written reprimand, a notice of unprofessional conduct, suspension without pay for up to and including fifteen days and loss of extra compensation. A verbal and/or written reprimand will normally precede a suspension without pay. A suspension without pay is intended to provide for an intermediate form of discipline. The term "discipline" specifically does not include adverse or negative evaluations, directives and the implementation of other Articles in the Agreement such as the denial of any leave.

Verbal Warning: A verbal warning may result in a written conference summary. The employee has the right to provide a written response to be attached to the conference summary within ten (10) duty days of receipt. This conference summary will not be included in the employee's personnel file unless it is used to substantiate further disciplinary action.

Written Warning: A written warning may be issued when the verbal warning fails to result in the meeting of the stated expectations/directives. The employee has the right to provide a written response to be attached to the written warning within ten (10) days of receipt.

Written Reprimand: Unless conduct warrants a reprimand in the first instance, a written reprimand shall not be used unless the employee has been verbally warned about similar actions. The employee has the right to provide a written response to be attached to the written reprimand within ten (10) duty days of receipt.

38.2 Prior to the taking of suspension without pay, the Superintendent or designee shall give written notice to the employee. This written notice of proposed action shall be served by mail or personal delivery to the employee at least ten (10) calendar days prior to the date when suspension without pay may be imposed. In cases where it is deemed appropriate by the Superintendent or designee to remove the employee immediately, the employee shall not lose compensation prior to the date when the suspension without pay may commence. Loss of compensation in all cases may occur after the tenth (10th) calendar day following the date written notice was served. Upon written request from the employee within ten (10) calendar days of the service of the written notice herein, the Superintendent or designee shall not implement the suspension without pay until the final decision is rendered in the Grievance Procedure or by a hearing officer

except in cases of serious misconduct, or the employee is scheduled to terminate employment prior to the final decision.

38.3 The written notice of proposed suspension without pay shall be served by personal delivery or by certified mail. Service by mail shall be deemed completed on the date of mailing. The contents of the written notice shall include at least the following:

38.3.1 A statement identifying the District.

38.3.2 A statement in ordinary and concise language of the specific acts and omissions upon which the proposed suspension without pay is based.

38.3.3 The specific suspension without pay proposed and effective date(s).

38.3.4 The cause(s) or reason(s) for the specific suspension without pay proposed.

38.3.5 A copy of the applicable regulation(s) where it is claimed a violation of the regulation(s) took place.

38.3.6 A statement that the employee has the right to respond to the matters raised in the written notice both orally and in writing, including the submission of affidavits, prior to the end of the ten (10) calendar days following the date the written notice was served.

38.3.7 A statement that the employee, upon request, is entitled to appear personally before the Superintendent of Schools or his or her designee regarding the matters raised in the written notice prior to the end of the ten (10) calendar days following the date the written notice was served. At such meeting, the employee shall be granted a reasonable opportunity to make any representations the employee believes are relevant to the case.

38.3.8 A statement that the employee shall have a right to be represented by counsel or other representation upon request and a statement that the Association has not been sent a copy of the notice.

38.3.9 A statement that the employee, upon written request, is entitled to a full evidentiary hearing before a hearing office before the suspension without pay is final. The statement shall indicate that the proposed suspension without pay may commence after the

ten (10) calendar days following the date the written notice was served unless the employee makes a written demand within ten (10) calendar days following the date the written notice was served indicating that the Superintendent or designee should not implement the suspension without pay until the first decision is rendered in the Grievance Procedure or by a hearing officer except in cases of serious misconduct, or the employee is scheduled to terminate employment prior to the final decision. The statement also shall indicate that no full evidentiary hearing shall take place unless a written demand for such hearing is delivered to the Superintendent of Schools within ten (10) calendar days after the date the written notice of proposed suspension without pay was served.

38.4 The employee shall receive a full evidentiary hearing on the proposed suspension without pay if a written demand for such hearing is delivered to the Superintendent within ten (10) calendar days of the proposed suspension without pay. In the absence of a demand for a full evidentiary hearing, the Superintendent shall act upon the charges after the time period for hearing demand has expired. By demanding a hearing, the employee waives all rights under the grievance procedure in this Agreement. An employee may waive rights to a hearing under this article, but file a grievance under the Grievance Procedure, Article 7.

38.5 The full evidentiary hearing shall be conducted before a hearing officer. The hearing officer shall be selected pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association. Such hearings shall take place within a reasonable period of time, but not before five (5) calendar days after the filing of a request for a hearing. Hearings will be presided over by the hearing officer. The employee shall have a right to appear in person on his or her behalf, with counsel or such representation as he or she requests to represent his defense.

38.6 The hearing officer shall conduct the hearing and shall rule on questions, evidence and procedure. Either party may call witnesses, introduce evidence, testify, and question witnesses. The District has the burden of proof and shall first present evidence and testimony. Normal procedures shall be followed, i.e., charging party presentation, defense cross-examination, defense presentation, charging party cross-examination, defense presentation, charging party cross-examination, and rebuttal evidence from each party. Hearings will be recorded at the request of either party. All costs for the hearing except any fees of legal counsel for either party, including the services of the hearing officer, as well as any costs associated with the production of a record of the hearing, shall be borne entirely by the losing party, except in any case where there is a split decision by the hearing officer, at which time the hearing officer shall determine the

apportionment of expenses to be borne by each party. In any case involving Article 38.8 where the hearing officer does not recommend the Board of Education take action to discipline the employee, and the Board does so notwithstanding the recommendation, then the Board shall bear the cost of the hearing except for any fees of legal counsel or other representative.

38.7 The decision of the hearing officer shall be in writing summarizing the facts, setting forth findings and making a decision which shall be final and binding on the District, and the employee, and the Association if the Association participates in the hearing.

38.8 With respect to probationary employees, the following provisions shall apply:

38.8.1 The parties acknowledge that such probationary employees may be dismissed or suspended without pay for a specified period of time in excess of fifteen (15) workdays under Education Code section 44948.3. Nothing in this Article shall be construed to limit such right to dismiss or suspend. Among the reasons that might be deemed sufficient by the District to dismiss or suspend without pay such probationary employees are:

a. Unsatisfactory performance determined pursuant to the Stull Act (Education Code sections 44660, et seq.);

b. Cause, as defined in Education Code section 44932.

38.8.2 The Superintendent or designee shall give thirty (30) days' prior written notice of dismissal not later than March 15 in the case of second-year probationary employees. Notice of suspension without pay shall be given pursuant to Section 36.3. The notice shall include a statement of the reasons for the dismissal or suspension and notice of the opportunity to appeal. In the event of a dismissal or suspension for unsatisfactory performance, a copy of the evaluation conducted pursuant to Education Code section 44664 shall accompany the written notice.

38.8.3 If the notice of dismissal or suspension is given, the employee shall have fifteen (15) days from receipt of the notice of dismissal or suspension to submit to the Board of Education a written request for a hearing. The failure of an employee to request a hearing within fifteen (15) days from the receipt of a dismissal or suspension notice shall constitute a waiver of the right to a hearing. The hearing provided for in section 38.6 shall constitute the hearing on the dismissal or suspension; however, the hearing

officer's decision shall constitute a recommendation to the Board of Education and shall be advisory only.

ARTICLE 39. HALF-TIME EMPLOYMENT

39.1 Half-time employment may be requested by an employee through written application and granted at the discretion of the District.

39.2 An employee who agrees to a reduced load of one-half time will have the option to return to a full-time assignment the following year.

39.3 An employee must notify in writing the Assistant Superintendent for Human Resources no later than February 1 of the intent to continue or terminate part-time status. Any employee who terminates from his or her part-time position shall be eligible for full-time employment under the provisions of transfer.

39.4 An employee accepting a half-time assignment will have a salary reduced from full annual salary at his/her present class and step to one-half the annual salary at the same class and step.

39.5 An employee on a half-time assignment will receive sick leave and leave credit for compelling personal importance on a prorated basis.

39.6 The employee shall receive full District benefits for health, life, and dental insurance as though rendering full-time service.

39.7 Approval of the employee's request shall be predicated upon District staff requirements with consideration given to the strengths of employees so that a balanced curriculum meeting the adopted policies of the Board of Education is provided.

ARTICLE 40.
PART-TIME PROGRAM SUPPORT EMPLOYEES

40.1 Part-time program support employees shall be defined as non-management, non-supervisory, certificated employees funded through categorical, site funds, and private sources who are employed less than half time.

40.2 Part-time employees shall be paid on a pro rata per diem basis and placed on the appropriate step of the current certificated salary schedule.

40.3 Part-time employees shall be eligible for transfer after their first school year of service, pursuant to Article 33, Transfer, for positions to be filled between March 15 and the last day of the traditional schedule instructional year.

40.4 Part-time employees hired pursuant to this article shall be utilized to support programs for students in addition to employees filling permanent bargaining unit positions in accordance with Article 10 of the Agreement.

ARTICLE 41. PERSONAL PROPERTY

41.1 The Board of Education will pay the cost of replacing or repairing property of an employee such as, but not limited to eyeglasses, hearing aids, dentures, watches or articles of clothing necessarily worn or carried by the employee, or vehicles and any optional equipment attached thereto, when such items are damaged in the line of duty without fault of the employee or if such property is stolen from the employee by robbery or theft while the employee is in the line of duty. The District will reimburse an employee for the loss, destruction or damage by arson, burglary, or vandalism of personal property used in the schools or offices subject to section 41.2.3. If the items are damaged beyond repair, or stolen, the actual value of such items will be paid. The value of such items shall be determined as of the time of the damage thereto or the robbery or theft and shall include normal allowance for depreciation.

41.2 **Payments shall be based on the following:**

41.2.1 No payment shall be made for any loss having a value of less than $10.00 at the time of damage or theft nor shall any payment be made for repairs of less than $10.00.

41.2.2 A written request for reimbursement for damage to property shall be filed by the employee with the Business Office, on forms provided by the District, within forty-five (45) days of the date of loss and shall be signed by the employee's immediate supervisor, principal, or department head. The Business Office shall conduct such investigation as may be necessary.

41.2.3 Reimbursement for loss, destruction or damage by arson, burglary or vandalism of personal property used at the schools or office is provided only when approval for the use of the personal property at the schools or office was given BEFORE the property was brought to the school or office, when the value of the property was agreed upon by the person bringing in the property and the administrator. All personal property shall be listed on forms provided by the District and on file in the Risk Management Office prior to loss. It is the unit member's responsibility to update all required forms as needed. The original form filed need only be updated annually unless new items are brought in. Principals are encouraged to make every effort to release employees in order to reconstruct teacher-made materials without causing additional

cost to the District and without disrupting the educational program of children.

41.2.4 Reimbursement for vehicle damage shall be limited to payment for damages resulting from malicious acts of others or student-caused damage while a vehicle is being used on authorized school business or from acts while a vehicle is being used on authorized school business or while parked or driven:

a. On District property;

b. Adjacent to school or other District premises; or

c. On the site of authorized school District activities.

41.2.5 Where the claim involves a vehicle or theft of property, a report shall be made to the police. If damage is to a vehicle, the employee shall present either two estimates of the repair cost or proof of the amount deductible.

41.2.6 The employee must assign to the District right of subrogation to the extent of any payment made by the District. The employee shall also file a claim with his or her personal insurance carrier with a copy of said insurance claim provided for the District.

41.2.7 Payment shall be made by the Assistant Superintendent for Business Services within thirty (30) days.

41.2.8 The District will reimburse unit members an amount up to the unit member's applicable insurance deductible, should the unit member's personal property be stolen or damaged while the unit member is in the course of employment.

41.2.9 If the unit member has not elected to purchase insurance on the covered personal property and/or comprehensive and collision coverage for the unit member's vehicle, then the loss is not reimbursable.

ARTICLE 42. MILEAGE

42.1 Mileage reimbursement to employees is granted when there is prior approval from the Superintendent or designee for the following: employees who must use their automobiles in connection with their assignments and the performance of their duties, and employees who must travel between schools during their daily assignments.

42.2 Reimbursement shall be made at the prevailing IRS approved standard mileage rate for the maximum number of miles recognized by IRS as

business related transportation. Reimbursement shall be rendered following the employee's presentation to the Business Office a computation mileage claim once each month of service.

ARTICLE 43. NONDISCRIMINATION

43.1 The District and/or the Association shall not illegally discriminate against any employee on the basis of race, color, ancestry, national origin, ethnic group identification, age, religion, marital or parental status, physical or mental disability, sex, sexual orientation, gender, gender identity or expression, genetic information; the perception of one or more of such characteristics, or association with a person or group with one or more of these actual or perceived characteristics.

43.2 This provision shall be limited to those circumstances when both of the following apply:

43.2.1 The matter involved is one within the scope of representation under SB 160, and

43.2.2 The discrimination is prohibited under appropriate and applicable federal and/or state statutes.

43.3 No grievance shall be processed through the grievance procedure involving this provision, if any employee pursues any other available legal remedy.

ARTICLE 44. LIAISON COMMITTEE

Employees at each location may form a committee which shall, upon mutual agreement with the immediate supervisor, meet at a mutually agreed time to discuss local school problems.

ARTICLE 45. CAMP

Employee participation in camp (weekday and weekend) and camp fundraising activities shall be voluntary.

ARTICLE 46. ASSIGNMENT OF PUPILS TO CLASSES

The right to assign and the responsibilities of assigning new pupils to any employee's class rests with the District and is delegated to its administrative staff.

ARTICLE 47. SPECIAL EDUCATION

47.1 A Special Education Task Force will be continued to address issues related to services for students with special needs and teacher needs in support of

those students. Eight unit members (RSP (2), Itinerant RSP, Special Education Preschool, Mild/Moderate Special Education, Moderate/Severe Special Education, LSH, and Adaptive P.E.) will serve on the Special Education Task Force. Membership on the Task Force runs for one academic year though a member can be reselected yearly through the procedures discussed below.

Initially, there shall be an attempt to fill the Task Force position by having each respective stakeholder group (e.g., LSH teachers) select a desired representative. It is sufficient that such selection occur at a meeting where more than 50% of such group members are present or a survey in which more than 50% of such group members participate. If a stakeholder group is unable to select a desired representative, the District and the Association will work to ensure an alternative process for selection which seeks a knowledgeable representative of the special education stakeholder group who is responsive to the group as a whole. If the Association and the District are unable to reach such agreement on the alternative selection process, a random lottery process will be used to select among those unit members who have volunteered for the position.

47.2 Professional development conducted which implements the identified training needs for impacted teachers shall be conducted during the normal workday of the teachers with substitutes employed if that is necessary. A unit member may request professional development.

47.3 The District will assure that all LSH teachers are provided appropriate assessment materials to ensure the delivery of services to students.

47.4 All case managers shall be provided with four (4) release days per year of his or her choice, for preparing/writing IEPs on site. The teachers shall be provided with a substitute for these days, as necessary.

ARTICLE 48. BOARD POLICY HANDBOOK

All District Board Policies are located on the CVESD website. The policies are updated online as soon as practicable following Board approved revisions.

ARTICLE 49. SERVICE RECORD

Employees shall receive a copy of his or her District service record upon written request.

ARTICLE 50. PSYCHOLOGISTS

50.1 All terms and conditions expressed in the collective bargaining agreement are applicable to school psychologists except as outlined below.

50.2 School psychologists and lead school psychologists shall be paid on the salary schedule set forth in Appendix F-13 through F-16. A psychologist assigned to work summer school shall be paid the per diem rate divided by the number of hours worked.

50.3 The work year for school psychologists shall be 185 days. The work year for lead school psychologists shall be 195 days, which include the same 185 days of the school psychologists' work year, and the ten (10) additional work days shall be for District needs, consistent with their job description, as directed by the Executive Director of Special Education and Instruction or designee. The additional work days will occur during the extended breaks (e.g., fall, winter, spring, or summer break). Scheduling of these days will be mutually agreed upon by the unit member and the Executive Director of Special Education and Instruction or designee.

50.4 The work day for school psychologists shall be nine (9) hours, which consists of eight (8) work hours and one (1) hour duty free lunch.

50.5 During the 2021-22, 2022-23, and 2023-24 school years, at minimum, 1.0 Full-Time Equivalent (FTE) school psychologist shall be staffed at each school site. Beginning in 2024-25, at minimum, the District will allocate the Full-Time Equivalent of school psychologist support to each school site based on the following formula:

I. No site shall be allocated less than a .4 FTE of school psychologist support;

II. For schools with student enrollment of one thousand (1,000) or higher, the District will allocate an additional .2 FTE support;

III. For schools with IEP caseloads over one hundred and fifty (150), inclusive of open assessment plans and thirty-day (30) placements, the District will allocate an additional .4 FTE support; psychologist assignments will be determined based on this formula at the beginning of the year.

IV. For schools with three (3) or more Special Day Classes, the District will allocate an additional .2 FTE support;

V. The District will consult with the Association to identify high-needs schools which require an additional allocation of school psychologist support;

VI. No psychologist shall be assigned to more than three (3) sites, with the exception of itinerant psychologist support assignments and

assignments for specialized psychologists responsible for Assistive Technology, SCIA, ERMHS, and bilingual assessments.

50.6 Part-time employment may be requested by a school psychologist or lead school psychologist pursuant to Article 39.1. Any current part-time school psychologist or lead school psychologist, who has tenure rights in a full-time position, may return to full-time status in accordance with the Parties' current CBA and California law.

50.7 The Parties agree to utilize the established system and evaluation tool (Appendix B-7) for any on-cycle school psychologists and lead school psychologists. Probationary and temporary psychologists shall be evaluated annually. Permanent psychologists shall be evaluated every two (2) years; however, psychologists with permanent status who have worked for the District for at least ten (10) years at the time of their most recent satisfactory evaluation shall be placed on a five (5) year evaluation cycle.

ARTICLE 51. HEALTH

51.1 Health

51.1.1 For each eligible employee, effective January 1, 2022, the District agrees to provide a maximum total contribution annually of fourteen thousand five hundred dollars ($14,500.00) in twelve monthly increments of one thousand two hundred eight dollars and thirty-three cents ($1,208.33) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance and group salary protection to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement.

For each eligible employee, effective January 1, 2023, the District agrees to provide a maximum total contribution annually of fifteen thousand dollars ($15,000.00) in twelve monthly increments of one thousand two hundred fifty dollars ($1,250.00) minus the twelve monthly premium costs of employee only dental insurance, employee only vision insurance, life insurance, and group salary protection to be applied to the voluntary District group medical insurance program for employees and dependents for the duration of this Agreement.

The District and Chula Vista Educators will participate in the Health Benefits Committee (HBC) with the following membership: three CVE members, one Charter teacher representative, three

CVCEO (Chula Vista Classified Employees Organization) members, and three District management representatives. Participating CVE members will be selected by CVE. This committee shall operate as a consensus committee. However, each organizational group may independently select the health care provider and plans (e.g., VEBA, SIC, etc.) of their choice.

It will be the responsibility of the HBC to evaluate current brokers and providers and solicit quotes when necessary.

51.1.2 Employees who are absent due to illness and who have exhausted all paid leaves shall continue to be provided the opportunity to elect the District group medical insurance. Effective January 1, 2022, the District shall contribute an amount up to seven thousand, five hundred dollars ($7,500.00) to be applied toward the twelve monthly premium of the District group medical insurance program for the period of approved leave due to illness not to exceed twelve (12) months following the exhaustion of paid leave. These benefits shall be conditioned upon the employee remaining eligible for said benefits. In the event the employee becomes eligible for medical insurance benefits through another employer, he or she shall not be eligible for the District benefits. The employee shall be required to perform all acts necessary on the member's part to meet such requirements of the carrier of the District.

51.1.3 Retirement means withdrawal from active employment from the District with a California State Teachers' Retirement allowance. With the exception of the staff employed prior to October 1, 2007, who shall remain eligible after five years of District benefit eligible service, employees who retire at age fifty-five or older with ten or more years of District benefit eligible service shall be eligible and may apply to have the individual employee medical insurance continued by the District. Effective January 1, 2022, the District shall contribute an amount up to the maximum of seven thousand, five hundred dollars ($7,500) paid monthly at six hundred twenty-five dollars ($625) to be applied toward the premium of the District group medical insurance program up to, but not including the month in which the retiree turns age sixty-five (65). These benefits shall be conditioned upon the employee remaining eligible for said benefits. In the event the employee becomes eligible for medical insurance benefits through another employer, he or she shall not be eligible for the District benefits. The employee member shall be required to perform all acts necessary on the member's part to meet such requirements of the carrier of the District.

51.1.4 An employee on District approved unpaid leave of absence shall have the option to remain an active participant in the District group insurance program conditioned upon the following:

a. The employee bears the full cost of the premium.

b. These benefits shall be conditioned upon the employee remaining eligible for said benefits. The employee submits annually a signed Certification of Eligibility confirming continued eligibility. In the event the employee becomes eligible for medical insurance benefits through another employer, he or she shall not be eligible for the District benefits.

c. The employee shall be required to perform all acts necessary on the member's part to meet any such requirements set by the District or insurance carrier.

51.2 **Dental Insurance.** For each eligible employee, the District agrees to provide a dental insurance program for the duration of this Agreement. The dental plan shall have benefits at least equivalent to the benefits provided in the Delta Preferred Benefits Option administered in 2010. The carriers and plans will be recommended by the HBC.

51.3 **Life Insurance.** For each eligible employee, the District agrees to provide a group life insurance program in the amount of $50,000 for the duration of this Agreement. Effective July 1, 1997, the District will provide the option for the employee to purchase, at the employee's expense, life insurance. The carriers and plans will be recommended by the HBC.

51.4. **Group Salary Protection.** The District agrees to provide for each eligible employee a District group salary protection plan. The carriers and plans will be recommended by the HBC and will include Standard Insurance Company among the choices.

51.5 **Vision Insurance.** The District agrees to provide for each eligible employee a vision plan. The vision plan shall have benefits at least equivalent to the benefits provided through CPIC Life, Group #F21102, administered by Medical Eye Services of California in 2010. The carriers and plans will be recommended by the HBC.

51.6 **Benefits Upon Termination of Employment.** Should an employee's employment terminate following the completion of his or her work year and before the commencement of the ensuing school year (work year) such employee shall be entitled to continued group medical, group dental and

group life insurance coverage for the length of time and to the extent that the current group insurance premium has been completely paid. These benefits shall be conditioned upon the employee remaining eligible for said benefits. In the event the employee becomes eligible for medical insurance benefits through another employer, he or she shall not be eligible for the District benefits. The employee shall be required to perform all acts necessary on the member's part to meet any such requirements set by the District or insurance carrier. This provision shall not serve to limit employees who retire from any other benefits to which they might otherwise be entitled.

51.7 The employee shall be responsible for any premium which is in excess of the total maximum premium sum specified in 51.1.1. Any amount beyond the maximum total shall be paid by the employee through payroll deductions.

51.8 **Physical Examination.** Examination for tuberculosis will be required every four (4) years. The District shall not illegally require a physical nor mental examination of any employee.

51.9 **COBRA.** The District will comply with all federal regulations regarding COBRA.

51.10 **Medical Benefit Waiver.** The District agrees to provide an annual cash option of $1,200 for those employees who elect the cash option in lieu of the medical benefit options. Per Southern California Schools VEBA requirements, effective January 1, 2016, all employees waiving coverage for the first time are not eligible for the cash option. Employees who elect the cash option shall provide proof of current alternative medical coverage. Should an employee lose alternative coverage due to a qualifying event, he/she will be able to enroll in any one of the medical insurance options available but must enroll within thirty (30) days of the date the alternate coverage is canceled.

The HBC will examine the elimination of waivers along with other insurance related options and will develop an appropriate plan to deal with waivers.

51.11 The District agrees to provide employees the option of utilizing a flexible spending account (IRC 125 Plan) in conformance with state and federal regulations.

ARTICLE 52. WAGES

52.1 **Salary Information**

52.1.1 Salary schedules shall be related to accomplishment of increased professional competence gained from graduate courses and

District-sponsored inservice courses, where both are consistent with the educational goals and objectives of the District, and service experience.

52.1.2 Warrants shall be issued subject to the rules and regulations of the County Board of Education.

52.1.3 The payroll period shall be defined as monthly beginning with July 1 unless changed by the County Board of Education.

52.1.4 The District shall, upon written request from an employee, provide a statement of the number of units that the District has on file for said employee, and shall respond within a reasonable amount of time.

52.1.5 All employees who serve more working days or less working days than the required number of working days for their job classification, shall receive only an amount of salary that bears the same ratio to the established annual salary for the position as the number of working days they serve bears to the number of working days required for their job classification.

52.2 Salary Provisions

52.2.1 Employees shall progress according to the regulations set forth in this section.

52.2.2 For the 2021-2022 school year effective July 1, 2021, all salary schedules shall be increased by 3%; all active bargaining unit members will receive a one-time 3% off-schedule salary increase in recognition of the professionalism, adaptability, and resiliency of unit members in providing quality education during a pandemic.

For the 2022-2023 school year effective July 1, 2022, all salary schedules shall be increased by 2.5%; all bargaining unit members will receive a one-time 2% off-schedule salary increase.

52.2.3 Each employee shall be granted one step on the appropriate salary schedule for each year of satisfactory continuous service within the District conditioned upon and to the extent of whichever of the following occurs first:

a. Duration of this Contract.

b. The Salary provision is reopened for meeting and negotiating.

c. The maximum of a salary class is reached.

52.2.4 Employees shall be granted credit for experience by the District for placement on the appropriate salary schedule conditioned upon the following:

a. Teaching experience outside the District, as well as former teaching in the District, will be credited up to a maximum of five (5) years. One (1) step on the salary schedule is allowed for each year of teaching. Teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.

b. Language, Speech, and Hearing (LSH) Specialists will be placed on a separate salary schedule that begins with the equivalent of step eight (8) on the current General Education Teachers' Salary Schedule. Each LSH will receive the $1,000 stipend for special education teachers to be noted on the LSH Specialists Salary Schedule contained in Appendix F.

The LSH Specialist Salary Schedule allows a maximum of twelve (12) prior years' service credit for salary placement. Teaching experience whether general or special education outside the District, as well as former teaching in the District, will be credited up to a maximum of twelve (12) years. One (1) step on the salary schedule is allowed for each year of teaching including paid internships. Some portion of teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.

c. Active United States military service, if performed after December 7, 1941, and prior to being employed by the District, may be allowed conditioned upon the following:

(1) Eighteen (18) to thirty-six (36) months of service credit for one (1) year of experience.

(2) Thirty-six (36) months or more of service credit for two (2) years of experience.

(3) A limit of two (2) years credit may be allowed within the maximum of five (5) years' experience credit listed in paragraph 52.2.4.a of this provision.

d. The employee shall be required to file official college transcripts with the Human Resources Office in order to verify salary placement.

e. Special Education Teachers include the following: Special Day Class, Resource Specialist Program, Occupational Therapist, and Adaptive Physical Education teachers. Special Education Teachers employed in a position which requires a Special Education Teacher's Credential will be placed on the Special Education Teachers' Salary Schedule contained in Appendix F. Qualified Special Education Teachers will receive the annual $1,000 stipend in addition to their salary to be noted on the Special Education Teachers' Salary Schedule contained in Appendix F.

A teacher holding a Special Education Credential who voluntarily transfers to a position not requiring that credential, will be placed on the General Education Teachers' Salary Schedule. In the event that the teacher received additional credit beyond the five years of service credit allowed on the General Education Teachers' Salary Schedule, the teacher will forfeit the years awarded beyond the five-year service credit initially awarded and the Special Education annual stipend if applicable. Any teacher who is currently assigned to teach general education, but transfers to a special education position and holds a valid credential will be placed on the Special Education Teachers' Salary Schedule appropriate to the guidelines listed below.

Teaching experience whether general or special education outside the District, as well as former teaching in the District, will be credited up to a maximum of twenty (20) years. One (1) step on the salary schedule is allowed for each year of teaching including paid internships. Some portion of teaching experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year.

f. Effective April 1, 2016, nurses who provided nursing services outside the District in a clinic or hospital setting while the nurse held both a Bachelor of Science in Nursing degree and was a fully licensed Registered Nurse, as well

as former nursing services provided in the District, will be credited up to a maximum of five (5) years for all full years of service. Nursing experience must have been within the ten (10) years prior to employment with the District and must be verified from previous employers giving dates of service by school year and licensing agencies providing proof of licensure. The employee shall be required to file official college transcripts, proof of licensure, and proof of employment to the Human Resources office in order to verify salary placement.

52.2.5 Employees do not receive salary credit for experience while on leave (except sabbatical leave or military leave) but neither do they lose their position on the salary schedule.

52.2.6 **Anniversary Increments**

a. After completing sixteen (16) years of accredited service and beginning with the seventeenth (17^{th}) year, an employee on the maximum salary step in Class 3 or higher will receive an annual increment equivalent to one step on the salary schedule conditioned upon receiving a satisfactory or better evaluation from the employee's immediate supervisor for work the previous year.

b. After completing twenty-one (21) years of accredited service and beginning with the twenty-second (22^{nd}) year, an employee on the seventeenth (17th) year anniversary increment salary level will receive an annual increment equal to one additional step on the salary schedule conditioned upon receiving a satisfactory or better evaluation from the employee's immediate supervisor for work the previous year.

c. After completing twenty-five (25) years of accredited service and beginning with the twenty-sixth (26^{th}) year, an employee on the twenty-second (22^{nd}) year anniversary increment salary level will receive an annual increment equal to one additional step on the salary schedule conditioned upon receiving a satisfactory or better evaluation from the employee's immediate supervisor for work the previous year.

d. After completing twenty-eight (28) years of accredited service and beginning with the twenty-ninth (29^{th}) year, an employee on the twenty-sixth (26^{th}) year anniversary increment salary level will receive an annual increment

equal to one additional step on the salary schedule conditioned upon receiving a satisfactory or better evaluation from the employee's immediate supervisor for work the previous year.

52.2.7 Employees shall be compensated for graduate credit beyond the Bachelor's Degree conditioned upon the following:

a. Application for approval shall be in writing on the appropriate District form.

b. Units and degrees accepted by the District for placement or movement on the salary schedule must be from institutions approved by the Western Association of Universities and Colleges or an equivalent accreditation organization.

c. An official transcript must be submitted by the employee or from the college at the request and responsibility of the employee.

d. Credit will be accepted for upper division and graduate courses taken in a program approved for an advanced degree in Education, for a credential in Education, for any special District-sponsored inservice courses, courses expected to have the effect of improving the learning of pupils, or for courses relevant to an employee's need for increased skills and knowledge. Upper division and graduate courses in the following areas may be selected without prior approval as long as there is maintained a balance of content in those courses that are selected.

Education	Social Sciences
Social Work	Foreign Language
Physical Sciences	History
Life Sciences	Philosophy
English	Mathematics

Prior approval must be received from the Superintendent or designee for any courses not specifically listed above or for lower division and community college courses.

e. The skills acquired in the courses are related to the employee's individual teaching goals and the District's goals and objectives.

f. Prior approval must be received from the Superintendent or designee before any graduate course or District-sponsored

inservice program not listed in 52.2.7.d may be applied toward movement on the salary schedule. Submit form 813077. If approval is denied, the employee may resubmit the request and include rationale for the need to attend the course as such course is related to the employee's specific job assignment.

g. Nurses who earn continuing education credits which are eligible for professional relicensure and for which college credit is not granted, shall be eligible to apply these credits toward salary reclassification on the following basis: Fifteen (15) hours of continuing education to one (1) semester unit of credit.

h. During any one calendar year for salary credit:

(1) No more than a total of twenty (20) semester units or thirty (30) quarter units or the equivalent in District-sponsored inservice courses will be allowed.

(2) No more than a total of ten (10) semester units or fifteen (15) quarter units or the equivalent in District-sponsored inservice courses will be allowed while the employee is employed on full-time duty.

(3) No more than six (6) semester units per semester or ten (10) quarter units, or the equivalent in District-sponsored inservice courses, per quarter will be allowed.

(4) This provision in no way limits the actual number of units which can be taken by an employee.

(5) Upon approval by the Superintendent, an employee may accrue additional units for salary credit.

(6) Reassignment to a higher classification shall become effective at the beginning of the next pay period after the new classification requirements have been met in accordance with this provision.

52.2.8 Permit teachers shall be compensated for an Associate of Arts Degree or its equivalent as determined by the District, conditioned upon the following:

a. Application for approval shall be in writing on the appropriate District form.

b. The Associate of Arts degree or its equivalent as determined by the District for placement or movement on the salary schedule must be from institutions approved by the Western Association of Universities and Colleges or an equivalent accreditation organization.

c. An official transcript must be submitted by the employee or from the college at the request and responsibility of the employee.

d. The skills acquired in the degree are related to the permit teacher's assignment and the District's goals and objectives.

e. Reassignment to Class II or III shall become effective at the beginning of the next pay period after the new classification requirements have been met in accordance with this provision.

f. Class III (Associate of Arts Degree plus 30 units) shall be added for Permit Teachers.

g. Anniversary Increment. After completing six (6) years of accredited service and beginning with the seventh (7th) year, a permit teacher on the fifth (5th) step will receive an annual increment equal to one additional step on the salary schedule conditioned upon receiving a satisfactory or better evaluation from the employee's immediate supervisor for work the previous year.

52.3 In the event an employee fails to timely release a substitute upon the expiration of leave, the employee may elect at his or her option, one of the following:

52.3.1 One day of pay shall be deducted from the employee's pay warrant, or

52.3.2 An amount equal to a substitute's daily rate of pay shall be deducted from the employee's pay warrant providing the employee performs services the entire date of the failure to timely release the substitute, or

52.3.3 The employee may utilize one day of compelling personal importance leave providing such leave is earned, unused and accumulated.

52.4 Employees who voluntarily apply and are selected for posted employment opportunities as presenters or trainers during nonwork-nonpaid days (for example: Saturdays, summer months, intersession) are to be paid at a prorated per diem or full per diem based on Class I, Step 1 of the current teachers' salary schedule depending upon the length (hours) of the presentation or the training.

52.5 Employees who voluntarily apply and are selected for posted employment opportunities as curriculum writers during nonwork-nonpaid days are to be paid an hourly rate based on Class I, Step 1 of the current teachers' salary schedule. The time necessary to complete the assignment shall be determined by the District.

52.6 The District may schedule inservice and/or staff development during employees' nonwork-nonpaid days as long as participation by employees is strictly voluntary, there is some type of written posting or general written announcement of the opportunity to participate prior to the activity, and employees are paid at .60 of the daily rate for Step 1, Class I or one-half (½) of the daily rate if the activity is less than 3.5 hours.

52.7 **Relocation.** For those teachers required to relocate during a school year (after having already set up a classroom) the District shall provide two (2) days of substitute time made available or the amount paid a substitute. The teacher may choose between the compensation and the classroom release time. Should the relocation require a second movement during that same school year (for example, as required during modernization), there shall be another two (2) days of substitute time, or substitute pay made available. It is not intended that a teacher be free from duty on the time made available by the substitute. Except in extraordinary circumstances as determined by the Superintendent/designee or within three years of opening a school, no teacher shall be required to relocate to a different classroom at the same site for the same grade level or for a combination class, including the same grade level for two consecutive school years.

ARTICLE 53. NO STRIKE – NO LOCKOUT

53.1 The Association and the Board agree that the differences between the parties hereto shall be settled by peaceful means as provided in this Agreement.

53.2 During the term of this Agreement, the Association, in consideration of the terms and conditions of this Agreement, will not engage in, encourage, instigate, or condone any strike, work stoppage, or any concerted refusal to perform work duties as required in this Agreement. During the term of this Agreement, the Board of Education, in consideration of the terms and conditions of this Agreement, will not authorize or permit any lockout of any

employees covered by this Agreement. During negotiations on contract reopeners pursuant to Articles 55 and 57, this Article is not in effect. During the suspension of this Article, binding interest arbitration of reopened articles and/or issues is waived.

53.3 If the District believes that sick leave is being used for the purpose of work stoppage, a doctor's certificate as proof of absence may be required by the District.

ARTICLE 54. CATASTROPHIC LEAVE BANK

54.1 Creation of Catastrophic Leave Bank

54.1.1 The District shall establish a Catastrophic Leave Bank effective July 1, 2000. The Catastrophic Leave Bank shall be funded in accordance with the terms of Article 54.2 below.

54.1.2 For the purposes of this section a "day" shall be any regular contract day a unit member is expected to be on duty as determined by the terms of this Agreement.

54.1.3 Days in the Catastrophic Leave Bank shall accumulate from year to year.

54.1.4 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.

54.2 Eligibility and Contributions

54.2.1 All unit members on active duty with the District are eligible to contribute to the Catastrophic Leave Bank provided that the unit member has at least one (1) sick leave day to contribute.

54.2.2 Participation is voluntary, but requires contribution to the Bank as defined in 54.2.4. Only contributors will be permitted to withdraw from the Bank.

54.2.3 Contributions shall be made during the enrollment period between July 1 and the last duty day in October of each school year. Unit members returning from extended leave which included the enrollment period and new hires will be permitted to contribute within 30 calendar days of beginning work.

54.2.4 The annual rate of contribution by each participating unit member for each school year shall be one (1) day of sick leave which shall be deemed to equate to the legal minimum required by Education code Section 44043.5, up to a maximum of one-half (1/2) of the unit member's annual accrual. Unit members serving in part-time assignments shall also make a minimum annual contribution of a least one (1) full day, which is the equivalent of seven (7) hours.

54.2.5 A unit member's eligibility for the Bank terminates automatically if she/he fails to make the required annual contribution.

54.2.6 The Association and the District shall meet prior to June 30 of each school year to consider the appropriateness of a waiver of the annual donation requirement for current members of the Bank, based on the total number of days accrued in the Bank and the expected utilization of those days.

54.3 **Withdrawal from the Bank**

54.3.1 Catastrophic Leave Bank participants whose accrued sick leave is exhausted may request a withdrawal from the Bank for catastrophic illness or injury. Catastrophic illness or injury shall be defined as any illness or injury that incapacitates a unit member for an extended period of time, or that incapacitates a member of the employee's family, which incapacity requires the employee to take time off from work for an extended period of time to care for that family member, as defined, in Education Code 44043.5(1). This definition does not include workers' compensation related injuries or illnesses. A "family member" shall include all persons defined as follows: the employee's parent, child, spouse, grandparent, grandchild, and sibling as defined by the California Labor Code, and including registered and unregistered domestic partners and any relative who has established legal residency at the same address as the employee.

54.3.2 Unit members must use all accrued sick leave available to them as defined in Article 15.1, but not differential leave as defined in Article 15.2, before eligible for a withdrawal from the Bank. Additionally, personal necessity leave need not be exhausted before making a request to withdrawal from the Catastrophic Leave Bank.

54.3.3 If a unit member is incapacitated; applications may be submitted by the participant's agent or member of the unit member's family.

54.3.4 Withdrawals from the Catastrophic Leave Bank shall be granted in units of no more than twenty duty days. Unit members may submit a request for an extension of a withdrawal for one (1) additional twenty-duty day allotment for each catastrophic illness or injury. Catastrophic leave days not used by the unit member shall be returned to the catastrophic leave bank.

54.3.5 If a reoccurrence of the same illness or injury incapacitates a unit member, a request for withdrawal may be made if the unit member has returned to work for at least ninety consecutive duty days.

54.3.6 Participants in the Bank shall make requests for withdrawal of days to CVE and 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. If the request for withdrawal is based on the illness or injury of a family member as defined in 54.3.1, the doctor's statement shall also indicate the need of the family member to receive care. Participants shall submit the Request for Withdrawal form and doctor's statement to the Human Resources Services and Support Division or Payroll Division. The Human Resources Services and Support Division or Payroll Division will verify that the unit member has contributed to the Catastrophic Leave Bank such that he or she is potentially eligible for withdrawal. The Human Resources Services and Support Division or Payroll Division will also determine if the unit member has made a previous withdrawal. Then the request will be sent to the CVE President or his or her designee for approval or disapproval. The request shall be considered and a decision rendered within ten (10) working days of receipt of the request.

54.3.7 In the event that the request is approved, the unit member making the request and the Human Resources Services and Support Division shall be notified in writing of the approval, including the number of days to be withdrawn.

54.3.8 In the event that the request is denied, the unit member making the request, the President of the Association, and the Human Resources Services and Support Division shall be notified in writing of the denial. The unit member may appeal the denial to a review committee consisting of one (1) District representative and two (2) Association representatives. The designated review committee must come to a majority decision and shall keep information regarding the nature of the illness or injury confidential. The decision of the review committee shall be reported in writing to the unit member within ten (10) duty days of receipt. This decision shall be final and not subject to the grievance process of the Agreement.

54.3.9 If the Catastrophic Leave Bank does not have sufficient days to fund a withdrawal request, the District is under no obligation to provide days. In such event, the District and the Association shall meet to consider a request of voluntary donations, as defined in 54.2.4, from the current participants for the purpose of replenishing the Bank. If a request is denied because of insufficient days to fund the request, the request may be reconsidered by Human Resources Services and Support Division at such time as sufficient donated days are available.

54.3.10 Approved withdrawals shall become effective immediately upon the exhaustion of the unit member's accrued sick leave.

54.3.11 The Association agrees to reimburse all District legal fees and costs incurred in defending the District, members of the Board, and/or agents of the Board, against any court action and/or administrative action challenging the legality of the catastrophic leave program and any decisions made related to a unit member's request for catastrophic leave pursuant to the procedures described above.

54.4 **Administration of the Bank**

54.4.1 The Human Resources Services and Support Division shall have the responsibility of maintaining the records of the Catastrophic Leave Bank.

54.4.2 The Human Resources Services and Support Division shall provide application forms for contributions to unit members annually.

54.4.3 Representatives of the District shall meet with representatives of the Association no later than November 30 of each school year to provide the following information:

54.4.3.1 The total number of accumulated days contributed by unit member for the current year.

54.4.3.2 The names of participation unit members.

54.4.4 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.

ARTICLE 55. TEACHER INDUCTION (BTSA)

55.1 The District and CVE will form a BTSA joint committee to establish rules and procedures to effect the provisions of this article provided that those rules shall be consistent with the statutory authority for the program and consistent with the current BTSA program design. The joint committee will be composed of three appointments made by CVE and three appointments made by the District. The rules and procedures established by the committee shall also be consistent with the provisions of this agreement and to the extent there is an inconsistency, the agreement will prevail.

BTSA Support Providers (SP) will provide support to beginning teacher participants in accordance with the BTSA program design. Functions performed by SP's pursuant to the BTSA program shall not constitute either management or supervisory functions.

An SP shall receive $2,000 for each participating teacher up to a total of two. Should the SP agree to be assigned a third, the SP will receive an additional $1,000. The committee shall determine the number of beginning teachers assigned to an SP; however, the maximum shall not exceed three (3). The term of the SP shall be two years renewable at the end of the term.

Should an SP fail to fulfill his or her roles and responsibilities, the committee may take action to remove the SP from the role with or without cause. The joint committee may remove an SP from the position at any time for performance problems. Prior to the effective date of such removal, the committee will provide the SP with a written statement of the reasons for the removal, and at the request of the committee, will meet with him or her to discuss the reasons. The performance of the SP as an SP shall not be a component of the regular evaluation and shall remain a matter between the teacher and the committee.

ARTICLE 56. COMPLETION OF NEGOTIATIONS

56.1 The Association acknowledges that during the negotiations which preceded this Agreement, the Association and the District had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective negotiations and that the understandings and agreement arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement shall constitute the full and complete commitments of both parties.

56.2 The Association and the District mutually agree that for the life of the Agreement neither party shall be obligated to negotiate collectively with

respect to any subject or matter referred to or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within knowledge of contemplation of either or both of the parties at the time they negotiated and signed this Agreement, unless there is mutual agreement by both parties to reopen negotiations on those specific matters, except as otherwise specified in this Agreement.

ARTICLE 57. SAVINGS

57.1 Should any article, section or clause of this Agreement be declared illegal by a court of competent jurisdiction or PERB in a matter within its jurisdiction, said article, section, or clause, as the case may be, shall be automatically deleted from this Agreement to the extent that it violated the law. The remaining articles, sections, and clauses shall remain in full force and effect for the duration of the Agreement if not affected by the deleted article, section, or clause.

ARTICLE 58. MEETING AND NEGOTIATING

58.1 Reopeners. There are no reopeners for the duration of this agreement unless both parties mutually agree.

58.2 The Association and the District agree that either party may notify the other in writing between February 1 and March 1 of the year in which this contract expires of its request to modify, amend, or terminate the Agreement.

58.3 The parties agree to meet and negotiate in good faith after appropriate written notice has been received on any of these specific provisions to be terminated or modified. Pending a conclusion of the negotiations to terminate or modify any of these specific provisions, these provisions shall remain in full force and effect.

Article 59. DURATION

This agreement shall be effective upon ratification by both parties and shall remain in effect until June 30, 2023. The parties agree to future negotiations as specified in Article 58, Meeting and Negotiating.

Signatures:

THIS AGREEMENT is signed this 27th day of January, 2022.

FOR THE DISTRICT:

Oscar Esquivel

Jason Romero

Jorge Mora

Matthew Tessier

Sharon Casey

Eric Banatao

FOR THE ASSOCIATION:

Jessica Garcia Heller

Kenda Pot

Tim Kriss

Jessica Howard

Thomas Perezchica

Rebecca Michel

APPENDIX

CERTIFICATED GRIEVANCE REPORT FORM
LEVEL I

Grievance #_____

(To be used only after Informal Conference has been held and grievance is not resolved, or in cases where the grievance is initiated at Level II.)

Date Informal Conference Held _____

TYPE ONLY

Last Name	First Name	M.I.	Date
School/Department			Position
Principal/Supervisor			

ALLEGED ARTICLE VIOLATION:

PROPOSED REMEDY TO GRIEVANCE:

I discussed this with my principal/supervisor on

_____ _____

Date Signature of Grievant

(Not applicable if grievance is initiated at Level II.)

Distribution: **White** – Grievant **Canary** – Principal/Immediate Supervisor **Golden** -- Association
Pink – Superintendent **Green** – Superintendent's Designee

Attach additional sheets if necessary

CERTIFICATED GRIEVANCE REPORT FORM
LEVEL I RESPONSE

Grievance #_____

_____
Date Received

GRIEVANCE REVIEWED – LEVEL I	DECISION OF PRINCIPAL/SUPERVISOR, LEVEL I
Grievant Name:	**Grievance Subject:**
School/Department:	

Signature: _____

Principal/Supervisor **Title** **Date**

Distribution:	**White** – Grievant	**Canary** – Principal/Immediate Supervisor	**Golden** -- Association
	Pink – Superintendent	**Green** – Superintendent's Designee	

Attach additional sheets if necessary

CERTIFICATED GRIEVANCE REPORT FORM
LEVEL II

Grievance #_____

TYPE ONLY

Last Name	First Name	M.I.	Date
School/Department			Position
Principal/Supervisor			

ALLEGED ARTICLE VIOLATION:

PROPOSED REMEDY TO GRIEVANCE:

I discussed this with my principal/supervisor on

_____ _____

Date Signature of Grievant

Distribution: **White** – Grievant **Canary** – Principal/Immediate Supervisor **Golden** -- Association
Pink – Superintendent **Green** – Superintendent's Designee

Attach additional sheets if necessary

CERTIFICATED GRIEVANCE REPORT FORM
LEVEL II RESPONSE

Grievance #_____

_____
Date Received

GRIEVANCE REVIEWED – LEVEL II	DECISION OF SUPERINTENDENTS DESIGNEE
Grievant Name:	**Grievance Subject:**
School/Department:	

Signature: _____

Superintendent's Designee **Title** **Date**

Distribution:	**White** – Grievant	**Canary** – Principal/Immediate Supervisor	**Golden** -- Association
	Pink – Superintendent	**Green** – Superintendent's Designee	

Attach additional sheets if necessary

Chula Vista Elementary School District

INTERIM EVALUATION REPORT
(EMPLOYEES - FORM E-1)

(For Commendation or Recommendations for Improvement)

NAME: # DATE: #

POSITION: # SITE: #

PERFORMANCE CRITERIA EXCEEDED, MET, OR FAILED TO MEET (DATED AND DOCUMENTED)

#

COMMENDATION OR RECOMMENDATION (IF RECOMMENDATION, SEE ARTICLE 35.5.4)

#

SPECIFIC ASSISTANCE TO BE PROVIDED (LIST TARGETED DUE DATES(S) AND EVIDENCE OF COMPLETION, IF REQUIRED BY PRINCIPAL)

#

SPECIFIC ASSISTANCE REQUESTED (LIST TARGETED DUE DATES(S))

#

EMPLOYEE RESPONSE

Copy to: Evaluatee
Evaluator
Human Resources Office

Evaluatee _____ Date _____

Evaluator _____ Date _____

Chula Vista Elementary School District

SUMMARY EVALUATION REPORT

(EMPLOYEES - FORM **E-2**)

NAME:	TEMPORARY ☐
	RESTRICTED ☐
JOB DESCRIPTION TITLE:	PROBATIONARY I ☐
	PROBATIONARY 2 ☐
LOCATION:	PERMANENT ☐
	RECOMMENDED FOR TENURE: YES ☐ NO ☐

SECTION I EVALUATION COMPONENTS

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**1. PROGRESS OF STUDENTS TOWARD ESTABLISHED STANDARDS**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**2. INSTRUCTIONAL TECHNIQUES**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**3. ADHERENCE TO DISTRICT CURRICULUM**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**4. ESTABLISHMENT AND MAINTENANCE OF A SUITABLE LEARNING ENVIRONMENT WITHIN THE SCOPE OF THE EMPLOYEE'S RESPONSIBILITY**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**5. PERFORMANCE OF NON-INSTRUCTIONAL DUTIES AND RESPONSIBILITIES**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	
☐	☐	☐	**6. PROFESSIONAL RELATIONSHIPS WITH STUDENTS, PARENTS, COLLEAGUES**

EVALUATOR COMMENTS:

UNSATISFACTORY	REQUIRES IMPROVEMENT	EFFECTIVE	7. ACHIEVEMENT OF OBJECTIVES (IF APPLICABLE)
☐	☐	☐	

EVALUATOR COMMENTS:

II. ANY SUMMARY SECTION WHICH INDICATES IMPROVEMENT IS NEEDED MUST BE COMMENTED UPON BY THE EVALUATOR(S) USING FORM E1 AS USED DURING THE MONITORING PERIOD AND ATTACHING THE FORM HERETO.

CHECK IF INFORMATION IS ATTACHED ☐

III. OVERALL EVALUATION SUMMARY STATEMENT

CHECK IF INFORMATION IS ATTACHED BY EVALUATOR(S) ☐

IV. EVALUATEE COMMENTS:

CHECK IF INFORMATION IS ATTACHED ☐

EVALUATEE	DATE
EVALUATOR	DATE

The evaluatee will sign and return the form within 10 working days of its receipt. The signature of the evaluatee is an indication the evaluation has been read and that discussion has taken place but does not constitute endorsement of the evaluation. The evaluatee shall have thirty (30) days to file a written response which shall be attached to the form. If this report is challenged on the basis that the facts presented are not true, this form will not be made a part of the evaluatee's file until a report has been made as to the veracity of those facts. The grievability of this process shall be as specified in Article 35.8.

Due date: Not less than 30 calendar days before the end of the employee's school year.

Copies to: Evaluatee
Evaluator
Personnel Office

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
PLAN FOR THE IMPROVEMENT OF LEARNING (OPTIONAL)
(EMPLOYEES - FORM O)

SINCE LEVELS OF EXPECTANCY ARE CONTAINED IN THE EMPLOYEE JOB DESCRIPTION, SCHOOL SITE PLAN, STATE FRAMEWORKS AND DISTRICT ADOPTED CURRICULUM, REFERENCE SHOULD BE MADE TO THEM WHEN FORMULATING SPECIFIC OBJECTIVES FOR THE COMING YEAR.

NAME	SITE
POSITION	GRADE LEVEL

I. **INSTRUCTIONAL OBJECTIVES AND STANDARDS OF EXPECTED STUDENT LEARNING** (WHAT DO YOU EXPECT YOUR STUDENTS TO ACHIEVE?)

EVIDENCE OF ACHIEVEMENT (WHAT EVIDENCE WILL YOU PRESENT TO SHOW YOU HAVE ACHIEVED YOUR OBJECTIVE(S)?)

PROGRESS (INCLUDING ASSESSMENT TECHNIQUES)

Form E-1 Used ☐ Yes (If preliminary data identifies area(s) that need improvement, a report will be made on Form E-1 by the evaluator.

PLAN FOR THE IMPROVEMENT OF LEARNING (OPTIONAL)
(EMPLOYEES - FORM O)

II. CONTROL AND THE LEARNING ENVIRONMENT

EVIDENCE OF ACHIEVEMENT (WHAT EVIDENCE WILL YOU PRESENT TO SHOW YOU HAVE ACHIEVED YOUR OBJECTIVE(S)?

PROGRESS (INCLUDING ASSESSMENT TECHNIQUES)

Form E-1 Used ☐ Yes (If preliminary data identifies area(s) that need improvement, a report will be made on Form E-1 by the evaluator.

PLAN FOR THE IMPROVEMENT OF LEARNING (OPTIONAL)
(EMPLOYEES - FORM O)

III. OTHER RELATED RESPONSIBILITIES

EVIDENCE OF ACHIEVEMENT
(WHAT EVIDENCE WILL YOU PRESENT TO SHOW YOU HAVE ACHIEVED YOUR OBJECTIVE(S)?

PROGRESS
(INCLUDING ASSESSMENT TECHNIQUES)

EVALUATOR	DATE
EVALUATOR	DATE

Form E-1 Used ☐ Yes (If preliminary data identifies area(s) that need improvement, a report will be made on Form E-1 by the evaluator.

Chula Vista Elementary School District

Psychologist Evaluation Summary

Name:	**Evaluator:**
Position/Site:	**Date**

Rating Scale: Exceeds District Standards
Meets District Standards
Needs Improvement
Unsatisfactory

Area of Evaluation: Quality of Work	**Assessment Rating:**
Job Description: Supports and provides guidance to special education staff to ensure special education compliance.	

Area of Evaluation: Organization	**Assessment Rating:**
Job Description: Organizes all data and develops a written report on the pupil to be presented to the IEP team, along with Strengths and weaknesses.	

Area of Evaluation: Communication	**Assessment Rating: Meets Standards**
Job Description: Discusses recommendations and plans for assisting the pupil with parents, as well as assists the IEP team in determining eligibility and along with recommendations for classroom placements, programs, or services, while considering the least restrictive environment.	

Next Steps	**School Year**

Signature Employee	**Signature Evaluator**
Date	**Date**

CHULA VISTA ELEMENTARY SCHOOL DISTRICT APPENDIX C-1

SPECIAL LEAVE FORM

(Certificated)

1. Prepare in triplicate and send **ALL** copies to the **Payroll Department**. A copy will be returned to you.
2. The employee should contact the personnel office if a substitute is needed.

☐ *PERSONAL NECESSITY*	☐ *COMPELLING PERSONAL IMPORTANCE*	☐ *BEREAVEMENT*	☐ *JUDICIAL*
REASON: _____	☐ *It is beyond my ability to schedule outside of working hours*	Relationship: _____	☐ *JURY DUTY*
		In excess of 200 miles (one way)?	☐ *SUBPOENAED: NONPARTY WITNESS.*
		☐ YES ☐ NO	☐ *GOVERNMENT OFFICIAL ORDER.*
			☐ *ATTACHED - PROOF OF NECESSITY.*

Date(s) of Leave _____ Number of days _____
MONTH DAY(S) YEAR

_____ _____
PRINT OR TYPE NAME POSITION

_____
SCHOOL OR DEPARTMENT

All special leave days are subject to terms and conditions of written agreement between the Chula Vista Elementary School District and CVEEA, a local chapter of the CTA, and NEA.

_____ _____
SIGNATURE OF EMPLOYEE DATE

DO NOT WRITE BELOW THIS LINE

	PERSONAL NECESSITY	COMPELLING PERSONAL IMPORTANCE	BEREAVEMENT	JUDICIAL
Number of Days with Pay (Subject to number of days available, as per agreement)				
Number of Days without Pay (Subject to approval, as per agreement)				

COMMENTS: _____

_____ _____
DATE ASSISTANT SUPERINTENDENT

A130(54A)2-92

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

REQUEST FOR REDUCTION OF CONTRACT DAYS

[Prepare in triplicate and send all copies to the Human Resources Department]

I request my contract be reduced by _____days for the _____ school year. This reduction is to start on _____ and continue through _____.

I understand that there will be a reduction in my salary at the daily rate on which my contract is based for each day my contract has been reduced.

_____
PRINT OR TYPE NAME OF EMPLOYEE

_____ POSITION	_____ LOCATION
_____ EMPLOYEE'S SIGNATURE	_____ DATE
_____ SUPERVISOR'S SIGNATURE	_____ DATE
_____ ASSISTANT SUPERINTENDENT, HUMAN RESOURCES	_____ DATE
_____ PAYROLL DEPARTMENT	_____ DATE

Original - Payroll
Copy 1 - Employee
Copy 2 - Personnel File

CVESD/A130(35)/REV. 2/95

NURSE ASSIGNMENT PROCEDURES

The following procedures shall be utilized for the assignment of nurses:

1. The staffing formula criteria shall be:

    a. Total school population
    b. Percentage of free and reduced lunches
    c. Number of kindergarten/first grade students
    d. Number of special education students

2. The formula for the duration of this Agreement and the school allocation shall be in accordance with the attached.

3. The school allocations shall be posted by May 30. Nurses shall be able to keep their existing assignments within the constraints of the next year's school allocations. Nurses will follow transfer procedures in Articles 33.

CRITERIA FOR ASSIGNMENT OF NURSES

The following was established as criteria for assignment of nurses to individual schools:

1. Total enrollment of school to nearest 100 plus preschool
2. Number of kindergarten and first grade students
3. Number of special education students
4. Percentage of students on free and reduced price lunches

Kindergarten and Grade 1 Enrollment					Number of Special Education Students					Percentage of Students on Free & Reduced Lunches				
1	to	124	=	0	0	to	16	=	0.0	0	to	9	=	0
125	to	180	=	1	17	to	26	=	1.5	10	to	19	=	1
181	to	254	=	1.5	27	to	36	=	2.0	20	to	29	=	2
255	to	358	=	2	37	to	46	=	2.5	30	to	39	=	3
359	to	504	=	2.5	47	to	56	=	3.0	40	to	49	=	4
					57	to	66	=	3.5	50	to	59	=	5
					67	to	76	=	4.0	60	to	69	=	6
					77	to	86	=	4.5	70	to	79	=	7
					87	to	96	=	5.0	80	to	89	=	8
					97	to	106	=	5.5	90	to	99	=	9
					107	to	116	=	6.0					
					117	to	126	=	6.5					
					127	to	136	=	7.0					
					137	to	146	=	7.5					
					147	to	156	=	8.0					
					157	to	166	=	8.5					
					167	to	176	=	9.0					
					177	to	186	=	9.5					

The factors are added together to determine time assignments for schools in the following formula:

1.0	to	4.9	=	.5	days per week
5.0	to	7.9	=	1.0	days per week
8.0	to	10.9	=	1.5	days per week
11.0	to	13.9	=	2.0	days per week
14.0	to	16.9	=	2.5	days per week
17.0	to	19.9	=	3.0	days per week
20.0	to	22.9	=	3.5	days per week
23.0	to	25.9	=	4.0	days per week

Because of significant changes occurring on a yearly basis in some schools, the factors may need to be refigured each year.

Chula Vista Elementary School District
2021-22
TEACHERS' SALARY SCHEDULE
Annual

Step		Class I	Class II	Class III	Class IV	Class V
1		** 54,003	** 54,003	** 55,352	** 57,107	60,217
2		** 54,003	** 54,150	56,589	59,702	62,808
3		** 54,150	56,688	59,221	62,380	65,537
4		** 56,589	59,221	61,857	65,108	68,368
5		59,022	61,754	64,491	67,841	71,191
6		61,480	64,291	67,117	70,570	74,016
7		63,906	66,840	69,756	73,298	76,842
8		66,357	69,379	72,394	76,024	79,655
9		68,807	71,921	75,007	78,745	82,480
10		71,238	74,437	77,648	81,474	85,299
11		73,684	76,971	80,286	84,209	88,125
12		73,684	79,520	82,920	86,935	90,954
13		73,684	79,520	85,548	89,666	93,780
14		73,684	79,520	85,548	91,074	96,600
15	Anniversary Increment I	73,684	82,596	88,727	94,343	99,967
16		73,684	82,596	88,727	94,343	99,967
17		73,684	82,596	88,727	94,343	99,967
18	Anniversary Increment II	73,684	85,216	91,448	97,164	102,878
19		73,684	85,216	91,448	97,164	102,878
20		73,684	85,216	91,448	97,164	102,878
21	Anniversary Increment III	73,684	87,915	94,240	100,061	105,877
22		73,684	87,915	94,240	100,061	105,877
23		73,684	87,915	94,240	100,061	105,877
24	Anniversary Increment IV	73,684	90,117	96,596	102,562	108,524
25		73,684	90,117	96,596	102,562	108,524
26		73,684	90,117	96,596	102,562	108,524
27		73,684	90,117	96,596	102,562	108,524
28		73,684	90,117	96,596	102,562	108,524
29		73,684	90,117	96,596	102,562	108,524

Class I	Bachelor's Degree
Class II	Bachelor's Degree & 30 Semester Units
Class III	Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV	Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V	Bachelor's Degree & 60 Semester Units with Master's Degree

** Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

- Note: The Chula Vista Elementary School District allows a maximum of five (5) years teaching for salary credit. Experience must have been within the ten (10) years prior to employment.

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District

APPENDIX F-2

2022-23

TEACHERS' SALARY SCHEDULE

Annual

Step		Class I	Class II	Class III	Class IV	Class V
1		** 55,353	** 55,353	** 56,736	** 58,535	61,722
2		** 55,353	** 55,504	58,004	61,195	64,378
3		** 55,504	58,105	60,702	63,940	67,175
4		** 58,004	60,702	63,403	66,736	70,077
5		60,498	63,298	66,103	69,537	72,971
6		63,017	65,898	68,795	72,334	75,866
7		65,504	68,511	71,500	75,130	78,763
8		68,016	71,113	74,204	77,925	81,646
9		70,527	73,719	76,882	80,714	84,542
10		73,019	76,298	79,589	83,511	87,431
11		75,526	78,895	82,293	86,314	90,328
12		75,526	81,508	84,993	89,108	93,228
13		75,526	81,508	87,687	91,908	96,125
14		75,526	81,508	87,687	93,351	99,015
15	Anniversary Increment I	75,526	84,661	90,945	96,702	102,466
16		75,526	84,661	90,945	96,702	102,466
17		75,526	84,661	90,945	96,702	102,466
18	Anniversary Increment II	75,526	87,346	93,734	99,593	105,450
19		75,526	87,346	93,734	99,593	105,450
20		75,526	87,346	93,734	99,593	105,450
21	Anniversary Increment III	75,526	90,113	96,596	102,563	108,524
22		75,526	90,113	96,596	102,563	108,524
23		75,526	90,113	96,596	102,563	108,524
24	Anniversary Increment IV	75,526	92,370	99,011	105,126	111,237
25		75,526	92,370	99,011	105,126	111,237
26		75,526	92,370	99,011	105,126	111,237
27		75,526	92,370	99,011	105,126	111,237
28		75,526	92,370	99,011	105,126	111,237
29		75,526	92,370	99,011	105,126	111,237

Class I	Bachelor's Degree
Class II	Bachelor's Degree & 30 Semester Units
Class III	Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV	Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V	Bachelor's Degree & 60 Semester Units with Master's Degree

** Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

- Note: The Chula Vista Elementary School District allows a maximum of five (5) years teaching for salary credit. Experience must have been within the ten (10) years prior to employment.

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Permit Teachers' Salary Schedule
Daily

Class I (7 Hours) Step	Daily	Class I (8 Hours) Step	Daily
1	168.23	1	192.25
2	176.59	2	201.82
3	185.75	3	212.30
4	194.98	4	222.83
5	204.34	5	233.52
Anniversary Increment (7)	215.88	Anniversary Increment (7)	246.71
Class II (7 Hours) Step		**Class II (8 Hours) Step**	
1	175.01	1	200.01
2	183.65	2	209.89
3	193.27	3	220.88
4	202.73	4	231.65
5	212.48	5	242.84
Anniversary Increment (7)	224.43	Anniversary Increment (7)	256.49
Class III (7hours) Step		**Class III (8 Hours) Step**	
1	181.98	1	207.99
2	191.04	2	218.31
3	201.02	3	229.74
4	210.86	4	240.98
5	220.99	5	252.50
Anniversary Increment (7)	233.39	Anniversary Increment (7)	266.72
Class IV (7hours) Step		**Class IV (8 Hours) Step**	
1	189.25	1	216.31
2	198.69	2	227.05
3	209.05	3	238.92
4	219.30	4	250.61
5	229.83	5	262.59
Anniversary Increment (7)	242.72	Anniversary Increment (7)	277.39

No. workdays: 185 days

Class I Permit Teacher Certificate

Class II Associate of Arts Degree or its equivalent as determined by the district

Class III Associate of Arts Degree plus 30 units

Class IV Bachelor of Arts Degree or its equivalent as determined by the district

Anniversary Increment (7): After completion of 6 years on the Permit Teacher Salary Schedule, you will receive a longevity increase.

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Permit Teachers' Salary Schedule
Daily

Class I (7 Hours) Step	Daily	Class I (8 Hours) Step	Daily
1	172.43	1	197.05
2	181.01	2	206.86
3	190.39	3	217.61
4	199.85	4	228.40
5	209.44	5	239.36
Anniversary Increment (7)	221.28	Anniversary Increment (7)	252.88
Class II (7 Hours) Step		**Class II (8 Hours) Step**	
1	179.38	1	205.01
2	188.24	2	215.14
3	198.10	3	226.40
4	207.80	4	237.44
5	217.79	5	248.91
Anniversary Increment (7)	230.04	Anniversary Increment (7)	262.90
Class III (7hours) Step		**Class III (8 Hours) Step**	
1	186.54	1	213.19
2	195.82	2	223.77
3	206.04	3	235.48
4	216.13	4	247.01
5	226.52	5	258.82
Anniversary Increment (7)	239.23	Anniversary Increment (7)	273.39
Class IV (7hours) Step		**Class IV (8 Hours) Step**	
1	193.98	1	221.72
2	203.65	2	232.73
3	214.28	3	244.89
4	224.78	4	256.88
5	235.58	5	269.16
Anniversary Increment (7)	248.79	Anniversary Increment (7)	284.32

No. workdays: 185 days

Class I Permit Teacher Certificate

Class II Associate of Arts Degree or its equivalent as determined by the district

Class III Associate of Arts Degree plus 30 units

Class IV Bachelor of Arts Degree or its equivalent as determined by the district

Anniversary Increment (7): After completion of 6 years on the Permit Teacher Salary Schedule, you will receive a longevity increase.

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Summer School and Extended Year Teachers' Salary Schedule

Step		Daily Class I	Class II	Class III	Class IV	Class V
1		230.33	241.29	258.62	264.05	275.75
2		241.80	253.17	264.60	276.20	287.79
3		253.17	265.03	276.85	288.72	300.56
4		264.60	276.85	289.20	301.45	313.80
5		275.93	288.77	301.41	314.20	327.03
6		287.47	300.56	313.80	327.00	340.22
7		298.79	312.47	326.04	339.74	353.43
8		310.21	324.37	338.44	352.50	366.54
9		321.68	336.20	350.73	365.27	379.82
10		333.12	348.03	362.98	377.96	392.98
11		344.54	359.93	375.40	390.78	406.19
12		344.54	371.84	387.72	403.60	419.40
13		344.54	371.84	399.91	416.22	432.66
14		344.54	371.84	399.91	422.86	445.80
15	Anniversary Increment I	344.54	385.86	414.50	437.91	461.30
16		344.54	385.86	414.50	437.91	461.30
17		344.54	385.86	414.50	437.91	461.30
18	Anniversary Increment II	344.54	398.07	427.19	450.99	474.79
19		344.54	398.07	427.19	450.99	474.79
20		344.54	398.07	427.19	450.99	474.79
21	Anniversary Increment III	344.54	410.71	440.22	464.58	488.86
22		344.54	410.71	440.22	464.58	488.86
23		344.54	410.71	440.22	464.58	488.86
24	Anniversary Increment IV	344.54	420.98	451.22	476.20	501.12
25		344.54	420.98	451.22	476.20	501.12
26		344.54	420.98	451.22	476.20	501.12
27		344.54	420.98	451.22	476.20	501.12
28		344.54	420.98	451.22	476.20	501.12
29		344.54	420.98	451.22	476.20	501.12

Class I Bachelor's Degree
Class II Bachelor's Degree & 30 Semester Units
Class III Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V Bachelor's Degree & 60 Semester Units with Master's Degree

Hrs. per day: 7

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Summer School and Extended Year Teachers' Salary Schedule

Step		Daily Class I	Class II	Class III	Class IV	Class V
1		236.09	247.32	265.09	270.65	282.64
2		247.85	259.50	271.22	283.11	294.98
3		259.50	271.66	283.77	295.94	308.07
4		271.22	283.77	296.43	308.99	321.65
5		282.83	295.99	308.95	322.06	335.21
6		294.66	308.07	321.65	335.18	348.73
7		306.26	320.28	334.19	348.23	362.27
8		317.97	332.48	346.90	361.31	375.70
9		329.72	344.61	359.50	374.40	389.32
10		341.45	356.73	372.05	387.41	402.80
11		353.15	368.93	384.79	400.55	416.34
12		353.15	381.14	397.41	413.69	429.89
13		353.15	381.14	409.91	426.63	443.48
14		353.15	381.14	409.91	433.43	456.95
15	Anniversary Increment I	353.15	395.51	424.86	448.86	472.83
16		353.15	395.51	424.86	448.86	472.83
17		353.15	395.51	424.86	448.86	472.83
18	Anniversary Increment II	353.15	408.02	437.87	462.26	486.66
19		353.15	408.02	437.87	462.26	486.66
20		353.15	408.02	437.87	462.26	486.66
21	Anniversary Increment III	353.15	420.98	451.23	476.19	501.08
22		353.15	420.98	451.23	476.19	501.08
23		353.15	420.98	451.23	476.19	501.08
24	Anniversary Increment IV	353.15	431.50	462.50	488.11	513.65
25		353.15	431.50	462.50	488.11	513.65
26		353.15	431.50	462.50	488.11	513.65
27		353.15	431.50	462.50	488.11	513.65
28		353.15	431.50	462.50	488.11	513.65
29		353.15	431.50	462.50	488.11	513.65

Class I Bachelor's Degree
Class II Bachelor's Degree & 30 Semester Units
Class III Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V Bachelor's Degree & 60 Semester Units with Master's Degree

Hrs. per day: 7

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District

APPENDIX F-7

2021-22

SPECIAL EDUCATION TEACHERS' SALARY SCHEDULE

Annual

Step		Class I	Class II	Class III	Class IV	Class V
1		** 54,003	** 54,003	** 55,352	** 57,107	60,217
2		** 54,003	** 54,150	56,589	59,702	62,808
3		** 54,150	56,688	59,221	62,380	65,537
4		** 56,589	59,221	61,857	65,108	68,368
5		59,022	61,754	64,491	67,841	71,191
6		61,480	64,291	67,117	70,570	74,016
7		63,906	66,840	69,756	73,298	76,842
8		66,357	69,379	72,394	76,024	79,655
9		68,807	71,921	75,007	78,745	82,480
10		71,238	74,437	77,648	81,474	85,299
11		73,684	76,971	80,286	84,209	88,125
12		73,684	79,520	82,920	86,935	90,954
13		73,684	79,520	85,548	89,666	93,780
14		73,684	79,520	85,548	91,074	96,600
15	Anniversary Increment I	73,684	82,596	88,727	94,343	99,967
16		73,684	82,596	88,727	94,343	99,967
17		73,684	82,596	88,727	94,343	99,967
18	Anniversary Increment II	73,684	85,216	91,448	97,164	102,878
19		73,684	85,216	91,448	97,164	102,878
20		73,684	85,216	91,448	97,164	102,878
21	Anniversary Increment III	73,684	87,915	94,240	100,061	105,877
22		73,684	87,915	94,240	100,061	105,877
23		73,684	87,915	94,240	100,061	105,877
24	Anniversary Increment IV	73,684	90,117	96,596	102,562	108,524
25		73,684	90,117	96,596	102,562	108,524
26		73,684	90,117	96,596	102,562	108,524
27		73,684	90,117	96,596	102,562	108,524
28		73,684	90,117	96,596	102,562	108,524
29		73,684	90,117	96,596	102,562	108,524

Class I	Bachelor's Degree
Class II	Bachelor's Degree & 30 Semester Units
Class III	Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV	Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V	Bachelor's Degree & 60 Semester Units with Master's Degree

** Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

- Note: The Chula Vista Elementary School District allows a maximum of 20 prior years' service credit for salary placement. Experience must have been within the ten (10) years prior to employment.
- Qualified Special Education Teachers receive an annual $1,000 stipend in addition to their salary, prorated to the F.T.E.

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District

2022-23

APPENDIX F-8

SPECIAL EDUCATION TEACHERS' SALARY SCHEDULE

Annual

Step		Class I	Class II	Class III	Class IV	Class V
1		** 55,353	** 55,353	** 56,736	** 58,535	61,722
2		** 55,353	** 55,504	58,004	61,195	64,378
3		** 55,504	58,105	60,702	63,940	67,175
4		** 58,004	60,702	63,403	66,736	70,077
5		60,498	63,298	66,103	69,537	72,971
6		63,017	65,898	68,795	72,334	75,866
7		65,504	68,511	71,500	75,130	78,763
8		68,016	71,113	74,204	77,925	81,646
9		70,527	73,719	76,882	80,714	84,542
10		73,019	76,298	79,589	83,511	87,431
11		75,526	78,895	82,293	86,314	90,328
12		75,526	81,508	84,993	89,108	93,228
13		75,526	81,508	87,687	91,908	96,125
14		75,526	81,508	87,687	93,351	99,015
15	Anniversary Increment I	75,526	84,661	90,945	96,702	102,466
16		75,526	84,661	90,945	96,702	102,466
17		75,526	84,661	90,945	96,702	102,466
18	Anniversary Increment II	75,526	87,346	93,734	99,593	105,450
19		75,526	87,346	93,734	99,593	105,450
20		75,526	87,346	93,734	99,593	105,450
21	Anniversary Increment III	75,526	90,113	96,596	102,563	108,524
22		75,526	90,113	96,596	102,563	108,524
23		75,526	90,113	96,596	102,563	108,524
24	Anniversary Increment IV	75,526	92,370	99,011	105,126	111,237
25		75,526	92,370	99,011	105,126	111,237
26		75,526	92,370	99,011	105,126	111,237
27		75,526	92,370	99,011	105,126	111,237
28		75,526	92,370	99,011	105,126	111,237
29		75,526	92,370	99,011	105,126	111,237

Class I	Bachelor's Degree
Class II	Bachelor's Degree & 30 Semester Units
Class III	Bachelor's Degree & 45 Semester Units OR Master's Degree
Class IV	Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class V	Bachelor's Degree & 60 Semester Units with Master's Degree

** Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

- Note: The Chula Vista Elementary School District allows a maximum of 20 prior years' service credit for salary placement. Experience must have been within the ten (10) years prior to employment.
- Qualified Special Education Teachers receive an annual $1,000 stipend in addition to their salary, prorated to the F.T.E.

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
LANGUAGE SPEECH HEARING SPECIALIST SALARY SCHEDULE
Annual

Step	Class I	Class II	Class III
1	72,394	76,024	79,655
2	75,007	78,745	82,480
3	77,648	81,474	85,299
4	80,286	84,209	88,125
5	82,920	86,935	90,954
6	85,548	89,666	93,780
7	85,548	91,074	96,600
8	85,548	91,074	96,600
9	85,548	91,074	96,600

Anniversary Increment I

Step			
10	88,727	94,343	99,967
11	88,727	94,343	99,967
12	88,727	94,343	99,967
13	88,727	94,343	99,967
14	88,727	94,343	99,967

Anniversary Increment II

Step			
15	91,448	97,164	102,878
16	91,448	97,164	102,878
17	91,448	97,164	102,878
18	91,448	97,164	102,878

Anniversary Increment III

Step			
19	94,240	100,061	105,877
20	94,240	100,061	105,877
21	94,240	100,061	105,877

Anniversary Increment IV

Step			
22	96,596	102,562	108,524

Class I	Bachelor's Degree & 45 Semester Units OR Master's Degree
Class II	Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class III	Bachelor's Degree & 60 Semester Units with Master's Degree

No. workdays: 185
Hrs. per day: 7

· Qualified Special Education Teachers receive an annual $1,000 stipend in addition to their salary, prorated to the F.T.E.

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
LANGUAGE SPEECH HEARING SPECIALIST SALARY SCHEDULE
Annual

Step	Class I	Class II	Class III
1	74,204	77,925	81,646
2	76,882	80,714	84,542
3	79,589	83,511	87,431
4	82,293	86,314	90,328
5	84,993	89,108	93,228
6	87,687	91,908	96,125
7	87,687	93,351	99,015
8	87,687	93,351	99,015
9	87,687	93,351	99,015

Anniversary Increment I

Step			
10	90,945	96,702	102,466
11	90,945	96,702	102,466
12	90,945	96,702	102,466
13	90,945	96,702	102,466
14	90,945	96,702	102,466

Anniversary Increment II

Step			
15	93,734	99,593	105,450
16	93,734	99,593	105,450
17	93,734	99,593	105,450
18	93,734	99,593	105,450

Anniversary Increment III

Step			
19	96,596	102,563	108,524
20	96,596	102,563	108,524
21	96,596	102,563	108,524

Anniversary Increment IV

Step			
22	99,011	105,126	111,237

Class I — Bachelor's Degree & 45 Semester Units OR Master's Degree

Class II — Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree

Class III — Bachelor's Degree & 60 Semester Units with Master's Degree

No. workdays: 185
Hrs. per day: 7

Qualified Special Education Teachers receive an annual $1,000 stipend in addition to their salary, prorated to the F.T.E.

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Summer School and Extended Year
Language Speech Hearing Specialists' Salary Schedule
Daily

Step	Class I	Class II	Class III
1	338.44	352.50	366.54
2	350.73	365.27	379.82
3	362.98	377.96	392.98
4	375.40	390.78	406.19
5	387.72	403.60	419.40
6	399.91	416.22	432.66
7	399.91	422.86	445.80
8	399.91	422.86	445.80
9	399.91	422.86	445.80
Anniversary Increment I			
Step			
10	414.50	437.91	461.30
11	414.50	437.91	461.30
12	414.50	437.91	461.30
13	414.50	437.91	461.30
14	414.50	437.91	461.30
Anniversary Increment II			
Step			
15	427.19	450.99	474.79
16	427.19	450.99	474.79
17	427.19	450.99	474.79
18	427.19	450.99	474.79
Anniversary Increment III			
Step			
19	440.22	464.58	488.86
20	440.22	464.58	488.86
21	440.22	464.58	488.86
Anniversary Increment IV			
Step			
22	451.22	476.20	501.12

Class I Bachelor's Degree & 45 Semester Units OR Master's Degree

Class II Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree

Class III Bachelor's Degree & 60 Semester Units with Master's Degree

Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Summer School and Extended Year
Language Speech Hearing Specialists' Salary Schedule
Daily

Step	Class I	Class II	Class III
1	346.90	361.31	375.70
2	359.50	374.40	389.32
3	372.05	387.41	402.80
4	384.79	400.55	416.34
5	397.41	413.69	429.89
6	409.91	426.63	443.48
7	409.91	433.43	456.95
8	409.91	433.43	456.95
9	409.91	433.43	456.95

Anniversary Increment I

Step			
10	424.86	448.86	472.83
11	424.86	448.86	472.83
12	424.86	448.86	472.83
13	424.86	448.86	472.83
14	424.86	448.86	472.83

Anniversary Increment II

Step			
15	437.87	462.26	486.66
16	437.87	462.26	486.66
17	437.87	462.26	486.66
18	437.87	462.26	486.66

Anniversary Increment III

Step			
19	451.23	476.19	501.08
20	451.23	476.19	501.08
21	451.23	476.19	501.08

Anniversary Increment IV

Step			
22	462.50	488.11	513.65

Class I Bachelor's Degree & 45 Semester Units OR Master's Degree
Class II Bachelor's Degree & 60 Semester Units OR Bachelor's Degree & 45 Semester Units with Master's Degree
Class III Bachelor's Degree & 60 Semester Units with Master's Degree

Per Education Code Section 45023.4 (Implemented July 1, 1985)
No. workdays: 185
Hrs. per day: 7

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District

2021-22

PSYCHOLOGISTS' SALARY SCHEDULE

Annual

Step		
1		87,850.30
2		91,345.52
3		94,863.73
4		98,371.30
5		101,887.47
6		101,887.47
7		101,887.47
8		101,887.47
9		101,887.47
10	Anniversary Increment I	104,944.09
11		104,944.09
12		104,944.09
13		104,944.09
14		104,944.09
15	Anniversary Increment II	107,491.28
16		107,491.28
17		107,491.28
18		107,491.28
19		107,491.28
20	Anniversary Increment III	110,038.47
21		110,038.47
22		110,038.47
23		110,038.47
24		110,038.47
25	Anniversary Increment IV	112,585.65

No. workdays: 185
Hrs. per day: 8

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District

2022-23

PSYCHOLOGISTS' SALARY SCHEDULE

Annual

APPENDIX F-14

Step		
1		90,046.56
2		93,629.16
3		97,235.32
4		100,830.58
5		104,434.66
6		104,434.66
7		104,434.66
8		104,434.66
9		104,434.66
10	Anniversary Increment I	107,567.70
11		107,567.70
12		107,567.70
13		107,567.70
14		107,567.70
15	Anniversary Increment II	110,178.57
16		110,178.57
17		110,178.57
18		110,178.57
19		110,178.57
20	Anniversary Increment III	112,789.43
21		112,789.43
22		112,789.43
23		112,789.43
24		112,789.43
25	Anniversary Increment IV	115,400.30

No. workdays: 185
Hrs. per day: 8

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District

2021-22

LEAD PSYCHOLOGISTS' SALARY SCHEDULE

Annual

Step		
1		99,968.17
2		103,943.50
3		107,949.41
4		111,942.51
5		115,941.71
6		115,941.71
7		115,941.71
8		115,941.71
9		115,941.71
10	Anniversary Increment I	119,419.96
11		119,419.96
12		119,419.96
13		119,419.96
14		119,419.96
15	Anniversary Increment II	122,318.50
16		122,318.50
17		122,318.50
18		122,318.50
19		122,318.50
20	Anniversary Increment III	125,217.05
21		125,217.05
22		125,217.05
23		125,217.05
24		125,217.05
25	Anniversary Increment IV	128,115.59

No. workdays: 195
Hrs. per day: 8

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District

2022-23

LEAD PSYCHOLOGISTS' SALARY SCHEDULE

Annual

Step		
1		102,467.37
2		106,542.09
3		110,648.15
4		114,741.07
5		118,840.25
6		118,840.25
7		118,840.25
8		118,840.25
9		118,840.25
10	Anniversary Increment I	122,405.46
11		122,405.46
12		122,405.46
13		122,405.46
14		122,405.46
15	Anniversary Increment II	125,376.46
16		125,376.46
17		125,376.46
18		125,376.46
19		125,376.46
20	Anniversary Increment III	128,347.47
21		128,347.47
22		128,347.47
23		128,347.47
24		128,347.47
25	Anniversary Increment IV	131,318.48

No. workdays: 195
Hrs. per day: 8

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Approve Amendment of Current Memorandum of Understanding with Chula Vista Educators Regarding COVID-19 Safety Protocols

____X____Action **_____Information**

BACKGROUND INFORMATION:

On March 4, 2022, the District, and the Chula Vista Educators (CVE) agreed to an amendment of the current Memorandum of Understanding (MOU) regarding ongoing issues related to the COVID-19 pandemic that may impact the remainder of the 2021-22 school year and start of the 2022-23 school year.

ADDITIONAL DATA:

A copy of the MOU is available for review in the Office of the Assistant Superintendent for Human Resources Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend approval.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Service and Support

ITEM TITLE:

Approve Removal of Indoor Mask Mandate

____X____Action **_____Information**

BACKGROUND INFORMATION:

From the outset of the COVID-19 global pandemic, the Chula Vista Elementary School District has placed the safety and health of our students, teachers, and staff as our number one priority. We have been earnest in following health organization recommendations along with local, state, and federal mandates in an effort to be responsible community leaders during this unprecedented health crisis. We have implemented one of the most robust school testing operations to CVESD and been at the forefront of providing access to vaccinations to our school communities.

On Monday, February 28, 2022, Governor Newsom announced his plan to lift indoor mask mandates at California schools after March 11, 2022 and downgrade it to a strong recommendation due to declining case rates and hospitalizations.

The Chula Vista Elementary School District governing Board will discuss and take action to provide guidelines for lifting masking mandates.

ADDITIONAL DATA:

The District has heard from multiple parents and has met with Chula Vista Educators, Chula Vista Classified Employees Organization, and other stakeholder groups to get input to share with the governing Board information related to this topic.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend approval of removing the indoor mask mandate on March 21, 2022.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Superintendent's Office

ITEM TITLE:

Cast Vote for 2022 California School Boards Association's Delegate Assembly Candidates for Region 17

____X____ Action **_____ Information**

BACKGROUND INFORMATION:

The California School Boards Association (CSBA) has requested members of CSBA to cast their votes for 2022 Delegate Assembly Representative candidates for their respective regions.

The Chula Vista Elementary School District is located in Region 17, which encompasses San Diego County. Region 17 has nine vacancies, so the Board may vote for up to nine candidates. Completed ballots must be postmarked on or before March 15, 2022.

ADDITIONAL DATA:

A copy of the ballot is attached. Biographies of the Region 17 candidates and other pertinent information are available for review in the Superintendent's Office.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

The Board will determine its action on this item.

REQUIRES BOARD ACTION

This complete, **ORIGINAL** Ballot must be **SIGNED** by the Superintendent or Board Clerk and returned in the enclosed envelope postmarked by the post office no later than **TUESDAY, MARCH 15, 2022.** Only ONE Ballot per Board. Be sure to mark your vote "✕" in the box.
A PARTIAL, UNSIGNED, PHOTOCOPIED, OR LATE BALLOT WILL NOT BE VALID.

OFFICIAL 2022 DELEGATE ASSEMBLY
BALLOT REGION 17
(San Diego County)

Number of seats: 9 (Vote for no more than 9 candidates)

Delegates will serve two-year terms beginning April 1, 2022- March 31, 2024

**denotes incumbent*

	Marco Amaral (South Bay Union SD)
	Maria Betancourt-Castaneda (National SD)*
	Eleanor Evans (Oceanside USD)*
	Michelle Gates (National SD)
	Humberto Gurmilan (San Ysidro SD)*
	Claudine Jones (Carlsbad USD)*
	Julie Kelly (Vista USD)
	Rocina Lizarraga (National SD)
	Gee Wah Mok (Del Mar Union SD)*
	Tamara Otero (Cajon Valley Union SD)*
	Marla Strich (Encinitas Union ESD)*
	Lucy Ugarte (Chula Vista ESD)

Provision for Write-in Candidate Name | *School District*

Signature of Superintendent or Board Clerk | *Title*

School District Name | *Date of Board Action*

See reverse side for list of all current Delegates in your Region.

COPY

REGION 17 – 23 Delegates (17 elected/6 appointed◈)

Director: Debra Schade (Solana Beach ESD)

Below is a list of all elected or appointed Delegates from this Region.

County: San Diego
Richard Barrera, (San Diego USD)◈, appointed term expires 2023
Sabrina Bazzo (San Diego USD) ◈, appointed term expires 2023
Maria Betancourt-Castaneda (National SD), term expires 2022
Kate Bishop (Chula Vista ESD), term expires 2023
Leslie Bunker (Chula Vista ESD), term expires 2023
Eleanor Evans (Oceanside USD), term expires 2022
Humberto Gurmilan (San Ysidro SD), term expires 2022
Andrew Hayes (Lakeside Union SD), term expires 2023
Claudine Jones (Carlsbad USD), term expires 2022
Melissa Krogh (Warner USD), term expires 2023
Michael McQuary (San Diego USD)◈, appointed term expires 2022
Gee Wah Mok (Del Mar Union SD), term expires 2022
Tamara Otero (Cajon Valley Union SD), term expires 2022
Darshana Patel (Poway USD)◈, appointed term expires 2023
Dawn Perfect (Ramona USD), term expires 2023
Barbara Ryan (Santee SD), term expires 2023
Elva Salinas (Grossmont Union HSD), term expires 2022
Nicholas Segura (Sweetwater Union HSD)◈, appointed term expires 2022
Arturo Solis (Sweetwater Union HSD)◈, appointed term expires 2023
Marla Strich (Encinitas Union ESD), term expires 2022
Cipriano Vargas, (Vista USD), term expires 2022
Katrina Young (San Dieguito Union HSD) term expires 2023

County Delegate:
Guadalupe Gonzalez (San Diego COE), term expires 2023

County

San Diego

COPY

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Superintendent's Office

ITEM TITLE:

Adopt Resolution Designating the Month of March as Women's History Month in the Chula Vista Elementary School District

____X____Action **_____Information**

BACKGROUND INFORMATION:

March has been designated as Women's History Month and is a celebration of women's contributions to history, culture, and society.

The actual celebration of Women's History Month grew out of a weeklong celebration of women's contributions to culture, history and society organized by the school district of Sonoma, California, in 1978. Presentations were given at dozens of schools, hundreds of students participated in a "Real Woman" essay contest and a parade was held in downtown Santa Rosa.

A few years later, the idea caught on within communities, school districts and organizations across the country. In 1980, President Jimmy Carter issued the first presidential proclamation declaring the week of March 8 as National Women's History Week. The U.S. Congress followed suit the next year, passing a resolution establishing a national celebration. Six years later, the National Women's History Project successfully petitioned Congress to expand the event to the entire month of March.

ADDITIONAL DATA:

The National Women's History Alliance designates a yearly theme for Women's History Month. The 2022 theme is "Women Providing Healing, Promoting Hope." This theme is both a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and a recognition of the thousands of ways women of all cultures have provided both healing and hope throughout history.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating March)
as Women's History Month in the)
Chula Vista Elementary School District)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, Women's History Month is celebrated every March as a celebration of women's contributions to history, culture, and society; and

WHEREAS, Women's History Month is promoted by a yearly theme, which for 2022 is "Women Providing Healing, Promoting Hope," and is a tribute to the ceaseless work of caregivers and frontline workers during this ongoing pandemic and a recognition of the thousands of ways women of all cultures have provided both healing and hope throughout history; and

WHEREAS, women of every race and ethnic background have contributed and continue to contribute to our country's triumphs and accomplishments in countless ways; and

WHEREAS, women of diverse backgrounds have served as leaders in the forefront of progressive social change, not only to secure their own right of suffrage and equal opportunity, but also to abolish slavery; promote fairness, equality, and safety in the workplace; and advance the modern civil rights movement; and

WHEREAS, women have played and continue to play critical roles in the economic, cultural, and social spheres of our nation's life by constituting a significant portion of the labor force working in and outside the home; and

WHEREAS, the role of women in history has been overlooked and undervalued in the past, though its significance is now emerging and assuming its rightful place as an important part of the body of American and world history; and

WHEREAS, the Chula Vista Elementary School District has strong women leaders in classrooms and in administrative positions. The most recent data indicates that nearly 85% of teachers identify as female; and

NOW, THEREFORE BE IT RESOLVED that the Board of Education declares the month of March 2022 as Women's History Month in the Chula Vista Elementary School District.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

_____
Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Superintendent's Office

ITEM TITLE:

Adopt Resolution Designating the Month of April 2022 as Public Schools Month in the Chula Vista Elementary School District

____X____ Action **_____ Information**

BACKGROUND INFORMATION:

Since 1920, Public Schools Month has been sponsored and promoted every April by the Grand Lodge of Free and Accepted Masons of California.

The purpose of Public Schools Month is to encourage communities and schools to set aside some time during April to honor public schools and enlist the community's continued support for public education. Visitations by community members to schools during April are especially encouraged.

For many years, the Chula Vista Masonic Lodge No. 626, as part of Public Schools Month, has presented citizenship awards to outstanding Grade 6 students in District schools. District students will be selected by their teachers using criteria that include behavior, participation in and enthusiasm for school activities, leadership within peer groups, and use of courtesies and proper manners.

ADDITIONAL DATA:

The award presentation this year will take place at most schools in mid-April. A list of award winners by school will be available for review in the Office of the Assistant Superintendent of Innovation and Instruction Services and Support.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

RESOLUTION NO. _____

Resolution Designating the Month)
of April 2022 as Public Schools)
Month in the Chula Vista)
Elementary School District)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, an educated public is essential if a nation is to attain a place of prominence among world powers; and

WHEREAS, America's public schools have historically had responsibility for instilling a love of learning in our children and teaching them the skills to pursue satisfying, productive lives; and

WHEREAS, our system of public education has been a dominant factor in the education of our children to become responsible, productive citizens, well endowed with the qualities expected of future leaders, thus creating in America a way of life and standard of living that is the envy of nations throughout the world; and

WHEREAS, the Grand Lodge of Free and Accepted Masons of California has endorsed the efforts and commended the achievements of our public schools since 1920.

NOW, THEREFORE, BE IT RESOLVED that the Board of Education of the Chula Vista Elementary School District recognizes our public schools and their staffs who contribute to the enrichment of our young people.

BE IT FURTHER RESOLVED that the Board of Education declares the month of April 2022 as Public Schools Month in the Chula Vista Elementary School District.

PASSED AND ADOPTED by the Board of Education of the Chula Vista Elementary School District, County of San Diego, State of California, this 9th day of March 2022 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

- - - - - - - - - - - - - - -

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Secretary to the Board of Education of the Chula Vista Elementary School District of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Education

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Human Resources
Services and Support

ITEM TITLE:

Approve Salary Schedules for Management, Supervisory, and Confidential Employees for the 2021-22 and 2022-23 School Years

____X____Action **_____Information**

BACKGROUND INFORMATION:

The Assistant Superintendent of Human Resources is recommending approval of salary schedules representing Management, Supervisory, and Confidential employees. This is in alignment with the approved certificated and classified agreements for the 2021-22 and 2022-23 school years.

ADDITIONAL DATA:

Updated salary schedules are attached.

FISCAL IMPACT/FUNDING SOURCE:

The fiscal impact is described in the attached Disclosure of Collective Bargaining Agreement.

STAFF RECOMMENDATION:

Recommend approval.

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Chula Vista Elementary School District

Agenda Item 12.F.
March 9, 2022
Exhibit A

Name of Bargaining Unit: Chula Vista Educators (CVE), Chula Vista Classified Employee Organization (CVCEO), and Non-Represented Group

Certificated: X Classified: X

The proposed agreement covers the period: Beginning: 7/1/2021 Ending: 6/30/2023

This agreement will be acted upon by the Governing Board at its meeting on: 3/9/2022 (Date)

A. Proposed Change in Compensation

	Compensation	Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement					
			Current Year 2021 - 2022		Year 2 2022 - 2023		Year 3 2023 - 2024	
		(a) $	(b) $	(c) %	(b) $	(c) %	(b) $	(c) %
1.	**Step & Column** - Increase (Decrease) due to movement plus any changes due to settlement	$175,711,640		0.00%	$4,059,135	2.31%	$4,169,872	2.32%
2.	**Salary Schedule** - Increase (Decrease)	$175,711,640	$5,171,466	2.94%	$9,685,644	5.35%	$9,685,644	5.08%
3.	**Other Compensation** - Increase (Decrease) in Stipends, Bonuses, etc.	$0	$5,326,714		$3,853,027			
4.	**Statutory Benefits** - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc.	$40,366,220	$2,460,109	6.09%	$4,177,653	9.75%	$3,239,085	6.89%
5.	**Health/Welfare Benefits** - Increase (Decrease)	$22,591,484	$240,643	1.07%	$511,546	2.24%	$511,546	2.19%
6.	**Total Compensation** - Increase (Decrease) Total Lines 3(a), 4(a), 5(a)	$216,077,860	$13,198,933	6.11%	$22,287,005	9.72%	$17,606,147	7.00%
7.	**Total Number of Represented Employees**		1,437.51		1,437.51			
8.	**Total Compensation Cost for Average Employee** - Increase (Decrease)		$9,181.81		$15,503.90			

Impact on other Funds: Fund 12: 2021-22 $222,039; 2022-23 $297,191

Impact on other Funds: Fund 13: 2021-22 $314,075; 2022-23 $431,345

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

CVE/CVCEO/ Non Represented Wages and Health:

For Fiscal Year 2021-22:

- 3% On-salary schedule increase effective July 1, 2021.
- 3% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2022.

For Fiscal Year 2022-23:

- 2.5% On-salary schedule increase effective July 1, 2022.
- 2% One-time Off-schedule salary increase.
- $500 increase to the Health Benefits cap effective January 1, 2023.

B. **Proposed Negotiated Changes in Non-Compensation Items** (class size adjustments, staff development days, teacher prep time, etc.)

None

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

None

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

None.

E. Source of Funding for Proposed Agreement

1. Current Year

The 2021-22 LCFF COLA of 5.07% and the reserve of 15.91% at the 2021-22 First Interim Budget are the primary source of funding for the Proposed agreement for the current year. In addition, ESSER II funds is the source funding for the 2021-22 off schedule increase.

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

The future funding for the ongoing cost is based on the 5.33% COLA from the Governor's 2022-23 Proposed Budget.

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

The Multiyear agreement compensation changes will be funded from the 5.33% 2022-23 Governor's Proposed Budget. Additionally, the District has a 15.91% 2021-22 First interim Reserve for Economic Uncertainties to offset future years costs.

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	$341,103,899
b. State Standard Minimum Reserve Percentage for this District	3.00%
c. Projected P-2 ADA	22,431.00
d. State Standard Minimum Reserve Amount for this District *(Line 1a times Line 1b, or $50,000, whichever is greater, for a district with less than 1,001 ADA)*	$10,233,117

2. Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	$47,212,736
b. General Fund Budgeted Unrestricted Unappropriated Amount	
c. Special Reserve Fund 17-Bugeted Designated for Economic Uncertainties	
d. Special Reserve Fund 17-Budgeted Unappropriated Amount	
e. Total District Budgeted Unrestricted Reserves	$47,212,736

3. Do unrestricted reserves meet the state standard minimum reserve amount? **Yes** No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Eduardo R.
District Superintendent (Signature)

3/3/2022
Date

Oscar Esquivel
Deputy Superintendent (Signature)

3/3/2022
Date

Contact Person: Theresa Villanueva Telephone No.: 619-425-9600

Supplement

H. Impact of Proposed Agreement on Current Year Operating Budget*

Date of governing board approval of budget revisions in Col. 2: 9-Mar-22
in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

	(Col. 1) Latest Board-Approved Budget Before Settlement as of December 12, 2021	(Col. 2) Adjustments as a Result of Settlement CVE, CVCEO and Non-Rep	(Col. 3) Other Revisions 2021-22 Second Interim Budget Updates	(Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget
REVENUES:				
LCFF Sources (8010-8099)	224,773,217		(64,625)	224,708,592
Remaining Revenues (8100-8799)	124,448,507		3,579,159	128,027,666
TOTAL REVENUES	349,221,724	0	3,514,534	352,736,258
EXPENDITURES:				
1000 Certificated Salaries	140,910,757	7,888,167	(199,653)	148,599,271
2000 Classified Salaries	52,764,575	2,610,014	(733,734)	54,640,855
3000 Employee Benefits	84,668,974	2,700,752	(1,101,980)	86,267,746
4000 Books and Supplies	17,110,778		(1,443,247)	15,667,531
5000 Services and Operating Expenses	38,534,572		(4,772,267)	33,762,305
6000 Capital Outlay	1,179,264		(28,879)	1,150,385
7000 Other	1,033,539		(17,733)	1,015,806
TOTAL EXPENDITURES	336,202,459	13,198,933	(8,297,493)	341,103,899
OPERATING SURPLUS (DEFICIT)	13,019,265	(13,198,933)	11,812,027	11,632,359
OTHER SOURCES AND TRANSFERS IN	151,815		0	151,815
OTHER USES AND TRANSFERS OUT	0		0	0
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	13,171,080	(13,198,933)	11,812,027	11,784,174
BEGINNING BALANCE	55,872,662		0	55,872,662
CURRENT YEAR-ENDING BALANCE	69,043,742		(1,386,906)	67,656,836
COMPONENTS OF ENDING BALANCE:				
Nonspendable (9711-9719)	835,000		0	835,000
Restricted (9740)	14,431,326		4,927,774	19,359,100
Committed (9750/9760)	0		0	0
Assigned (9780)	300,000		(50,000)	250,000
Reserve Economic Uncertainties (9789)	53,477,416		(6,264,680)	47,212,736
Unassigned/Unappropriated (9790)				0

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:
Column 2 includes salary and benefit costs for the 2021-22 salary settlements for all groups funded from unrestricted and restricted funds.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
GENERAL INSTRUCTIONS

- Please submit this form to the county superintendent of schools and make available to the public for review at least ten (10) working days prior to the date the governing board will take action on the proposed bargaining agreement.

- Separate documents must be completed for each collective bargaining agreement, but if more than one agreement is discussed at the same time, you may summarize the financial impact of "all" agreements on page 4 (supplement).

- Include, as applicable, *Cost Prior to Proposed Agreement, Current Year, Year 2 and Year 3* information for the period covered in the proposed agreement. For example, for a 2-year multi-year agreement, complete *Cost Prior to Proposed Agreement, Current Year* and *Year 2.*

- Any time a contract is reopened with a financial impact on "any area of compensation," a disclosure of the proposed agreement must be made.

- The specific manner in which the public is made aware of the proposed agreement and its availability for public inspection and review is at the discretion of the local district.

- The governing board shall adopt revisions to its budget needed in the current fiscal year to fulfill the terms of the collective bargaining agreement within 45 days of adoption (EC § 42142). Provide a copy of the board-approved budget revisions and board minutes to the county office. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

- All revisions to the budget needed in the current fiscal year to meet the costs of the collective bargaining agreement shall be adopted no later than the statutory deadline for certification of the next interim report by the county superintendent of schools (GC § 3547.5, EC § 42131).

SPECIFIC INSTRUCTIONS FOR COMPLETION

PROPOSED CHANGE IN COMPENSATION

1. Step and Column
   - a. Cost Prior to Proposed Agreement: Enter the total annual cost of all salaries for the bargaining unit prior to the proposed agreement. Remove any "one-time" bonuses or payments that were paid in prior year, if applicable.
   - b. $: Enter the annual increase cost of *Step and Column* movement on the *Salary Schedule* for the affected bargaining unit.
   - c. %: Divide the annual cost of *Step and Column*, Line 1(b), by the *Cost Prior to Proposed Agreement*, Line 1(a).

2. Salary Schedule
   - a. Cost Prior to Proposed Agreement: Enter the amount from Line 1(a) plus Line 1(b).
   - b. $: Enter the annual $ amount of the proposed change in the *Salary Schedule.*
   - c. %: Divide Line 2(b) by the *Cost Prior to the Proposed Agreement,* Line 2(a).

3. Other Compensation

Description: Indicate specific changes in *Other Compensation* for the current year. For example: 1% off schedule or $200/employee. For *Year 2* and *Year 3*, explain in "Comments" section, if applicable.

a. Cost Prior to Proposed Agreement: Enter the amount from Line 2(a).
b. $: Enter the annual amount of the proposed change in *Other Compensation*.
c. %: Divide the amount by the *Cost Prior to the Proposed Agreement*, Line 3(a).

4. Statutory Benefits

a. Cost Prior to Proposed Agreement: Enter the total prior year cost of *Statutory Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" benefit costs that would not carry over to current year.
b. $: Enter the amount of the proposed change in *Statutory Benefits* resulting from changes in *Salary Schedule, Step and Column*, and *Other Compensation* reported on Line 1(b) through Line 3(b).
c. %: Divide Line 4(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement*, Line 4(a).

5. Health/Welfare Benefits

a. Cost Prior to Proposed Agreement: Enter the total annual cost of *Health/Welfare Benefits* of the bargaining unit prior to the proposed agreement. If applicable, exclude any "one-time" costs that would not carry over to current year.
b. $: Enter the amount of the proposed change in *Health/Welfare Benefits*, resulting from the affected bargaining unit agreement.
c. %: Divide Line 5(b) by the amount of dollars shown in *Cost Prior to Proposed Agreement* Line 5(a).

6. Total Compensation

a. Cost Prior to Proposed Agreement: Total Lines 3(a), 4(a), and 5(a).
b. $: Total Lines 1(b), 2(b), 3(b), 4(b), and 5(b).
c. %: Divide the total by *Cost Prior to Proposed Agreement*, Line 6(a).

7. Total Number of Represented Employees

Enter the total full-time equivalent (FTE) employees for the affected bargaining unit for each applicable year.

8. Total Compensation Cost for Average Employee

a. Cost Prior to Proposed Agreement: Divide *Cost Prior to Proposed Agreement*, Line 6(a) by Prior Year FTE Employees, Line 7.
b. $: Divide *Total Compensation*, Line 6(b) by FTE employees, Line 7, for each applicable year.
c. %: Divide *Total Compensation Cost for Average Employee*, Line 8(b) by *Cost Prior to Proposed Agreement*, Line 8(a).

Chula Vista Elementary School District
2021-22
Cabinet Annual Salaries

Senior Director 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 164,490.41	$ 166,135.32	$ 167,796.67	$ 169,474.64	$ 171,169.39
	1.00%	1.00%	1.00%	1.00%

Executive Director 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 174,758.47	$ 176,506.04	$ 178,271.10	$ 180,053.82	$ 181,854.36
	1.00%	1.00%	1.00%	1.00%

Assistant Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 212,131.62	$ 214,252.95	$ 216,395.47	$ 218,559.44	$ 220,745.02
	1.00%	1.00%	1.00%	1.00%

Deputy Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 227,655.26	$ 229,931.80	$ 232,231.12	$ 234,553.43	$ 236,898.97
	1.00%	1.00%	1.00%	1.00%

Interim Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 257,350.54	$ 259,924.04	$ 262,523.28	$ 265,148.51	$ 267,800.00
	1.00%	1.00%	1.00%	1.00%

Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
$ 267,800.00	$ 278,512.00	$ 289,652.48	$ 301,237.92	$ 313,287.89	$ 325,819.90	$ 338,852.49	$ 352,406.26
	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Cabinet Annual Salaries

Senior Director 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 168,602.67	$ 170,288.70	$ 171,991.59	$ 173,711.51	$ 175,448.62
	1.00%	1.00%	1.00%	1.00%

Executive Director 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 179,127.43	$ 180,918.69	$ 182,727.88	$ 184,555.17	$ 186,400.72
	1.00%	1.00%	1.00%	1.00%

Assistant Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 217,434.91	$ 219,609.27	$ 221,805.36	$ 224,023.43	$ 226,263.65
	1.00%	1.00%	1.00%	1.00%

Deputy Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 233,346.64	$ 235,680.10	$ 238,036.90	$ 240,417.27	$ 242,821.44
	1.00%	1.00%	1.00%	1.00%

Interim Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5
$ 263,784.30	$ 266,422.14	$ 269,086.36	$ 271,777.22	$ 274,495.00
	1.00%	1.00%	1.00%	1.00%

Superintendent 224 Days

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
$ 274,495.00	$ 285,474.80	$ 296,893.79	$ 308,768.87	$ 321,120.09	$ 333,965.40	$ 347,323.80	$ 361,216.42
	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%	4.00%

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Management Salary Schedule
Daily

	# Work Days	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Executive Director:							
Fiscal Services	224	C	688.41	707.42	726.44	745.45	764.46
Directors :							
Early Childhood Intervention	224	A	611.94	630.43	648.88	667.37	685.81
Fiscal Services	224	A	611.94	630.43	648.88	667.37	685.81
Human Resources	224	A	611.94	630.43	648.88	667.37	685.81
Information Technology Services	224	A	611.94	630.43	648.88	667.37	685.81
Leadership, Development, Equity, and Access	224	A	611.94	630.43	648.88	667.37	685.81
Multi-Tiered System of Supports: Behavioral, Social-Emotional, and Academic	224	A	611.94	630.43	648.88	667.37	685.81
Professional Development and Academics Coaching	224	A	611.94	630.43	648.88	667.37	685.81
Special Education and Pupil Services Instruction	224	A	611.94	630.43	648.88	667.37	685.81
Student, Family, Community, and Instruction	224	A	611.94	630.43	648.88	667.37	685.81
Child Nutrition Services	224	A	611.94	630.43	648.88	667.37	685.81
Maintenance & Operations	224	E	493.89	513.53	533.29	552.96	572.73
Transportation	224	E	493.89	513.53	533.29	552.96	572.73
Benefits/Risk Management	224	I	524.16	545.07	565.97	586.93	607.86
Community Collaborative	224	I	524.16	545.07	565.97	586.93	607.86
Communication and Community Development	224	I	524.16	545.07	565.97	586.93	607.86
Associate Director:							
Transportation	224	J	474.87	493.76	512.78	531.74	550.74
Coordinators :							
Early Intervention	224	I	524.16	545.07	565.97	586.93	607.86
Health Services	224	I	524.16	545.07	565.97	586.93	607.86
Instructional Media Services	224	I	524.16	545.07	565.97	586.93	607.86
Early Childhood Education Services	224	I	524.16	545.07	565.97	586.93	607.86
Instructional Services	224	I	524.16	545.07	565.97	586.93	607.86
Instructional Technology	224	I	524.16	545.07	565.97	586.93	607.86
Physical, Health & Wellness	224	I	524.16	545.07	565.97	586.93	607.86
Special Education and Pupil Services Instruction	224	I	524.16	545.07	565.97	586.93	607.86
Visual and Performing Arts	224	I	524.16	545.07	565.97	586.93	607.86
Student, Family, and Community Services	224	J	474.87	493.76	512.78	531.74	550.74
Operations Services and Support	224	L	381.92	397.18	412.40	427.69	442.92
Administrative District Psychologist (195)	195	H	512.66	533.04	553.59	574.06	594.57
Associate Principal	204	J	474.87	493.76	512.78	531.74	550.74
Program Specialist(200)	200	J	474.87	493.76	512.78	531.74	550.74
Program Specialist(224)	224	J	474.87	493.76	512.78	531.74	550.74
Projects Specialist(200)	185,200	J	474.87	493.76	512.78	531.74	550.74
Projects Specialist (224)	224	J	474.87	493.76	512.78	531.74	550.74
Social Worker, District Social Worker, District Social Worker-Child Dev.	190	J	474.87	493.76	512.78	531.74	550.74
Managers:							
Info Tech, Programming & Suppt	224	G	537.31	558.71	580.13	601.62	623.06
Net Serv Comp Hard Supp & Pub Op	224	G	537.31	558.71	580.13	601.62	623.06
Benefits/Risk Manager	224	J	474.87	493.76	512.78	531.74	550.74
Communications Officer	224	J	474.87	493.76	512.78	531.74	550.74
Even Start Family Literacy Program	224	J	474.87	493.76	512.78	531.74	550.74
Facilities and Planning	224	J	474.87	493.76	512.78	531.74	550.74
First 5 Cal Sch Readiness Project Manager	224	J	474.87	493.76	512.78	531.74	550.74
Grounds, Safety, & Maint.	224	J	474.87	493.76	512.78	531.74	550.74
Lead Fleet Maintenance, Transp.	224	J	474.87	493.76	512.78	531.74	550.74
Office Manager for the Supt and Business Serv & Suppt	224	J	474.87	493.76	512.78	531.74	550.74
Purch, Warehouse & Publications Serv & Suppt	224	J	474.87	493.76	512.78	531.74	550.74
Safety/Environmental	224	J	474.87	493.76	512.78	531.74	550.74
Safety, Facilities, & Construction	224	J	474.87	493.76	512.78	531.74	550.74
Student Family and Community Services Project	224	J	474.87	493.76	512.78	531.74	550.74
Senior Grant Writer	224	J	474.87	493.76	512.78	531.74	550.74
Student Placement	224	J	474.87	493.76	512.78	531.74	550.74
Accounting	224	K	419.70	436.48	453.22	470.01	486.75
Child Nutrition Service Manager	224	K	419.70	436.48	453.22	470.01	486.75
Emergency Preparedness and Security	224	K	419.70	436.48	453.22	470.01	486.75
First 5 Cal Spec Needs Demonstration Project	224	K	419.70	436.48	453.22	470.01	486.75
Fleet Maintenance	224	K	419.70	436.48	453.22	470.01	486.75
Payroll	224	K	419.70	436.48	453.22	470.01	486.75
Transportation	224	K	419.70	436.48	453.22	470.01	486.75

Stipend for Doctorate: $1,500 annually

LONGEVITY I Five years after completing Step 5 on the Management Salary Schedule or after 10 years of accredited management service in the District, you will receive a longevity increase of 3%.

LONGEVITY II Five years after completing Longevity I on the Management Salary Schedule or after 15 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 5.5%.

LONGEVITY III Five years after completing Longevity II on the Management Salary Schedule or after 20 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 8%.

LONGEVITY IV Five years after completion of Longevity III on the Management Salary Schedule or after 28 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 10.5%

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Management Salary Schedule
Daily

	# Work Days	Range	Step 1	Step 2	Step 3	Step 4	Step 5
Executive Director:							
Fiscal Services	224	C	705.62	725.11	744.60	764.08	783.57
Directors :							
Early Childhood Intervention	224	A	627.24	646.19	665.11	684.06	702.95
Fiscal Services	224	A	627.24	646.19	665.11	684.06	702.95
Human Resources	224	A	627.24	646.19	665.11	684.06	702.95
Information Technology Services	224	A	627.24	646.19	665.11	684.06	702.95
Leadership, Development, Equity, and Access	224	A	627.24	646.19	665.11	684.06	702.95
Multi-Tiered System of Supports: Behavioral, Social-Emotional, and Academic	224	A	627.24	646.19	665.11	684.06	702.95
Professional Development and Academics Coaching	224	A	627.24	646.19	665.11	684.06	702.95
Special Education and Pupil Services Instruction	224	A	627.24	646.19	665.11	684.06	702.95
Student, Family, Community, and Instruction	224	A	627.24	646.19	665.11	684.06	702.95
Child Nutrition Services	224	A	627.24	646.19	665.11	684.06	702.95
Maintenance & Operations	224	E	506.24	526.37	546.62	566.78	587.05
Transportation	224	E	506.24	526.37	546.62	566.78	587.05
Benefits/Risk Management	224	I	537.27	558.69	580.12	601.60	623.06
Community Collaborative	224	I	537.27	558.69	580.12	601.60	623.06
Communication and Community Development	224	I	537.27	558.69	580.12	601.60	623.06
Associate Director:							
Transportation	224	J	486.74	506.10	525.60	545.03	564.51
Coordinators :							
Early Intervention	224	I	537.27	558.69	580.12	601.60	623.06
Health Services	224	I	537.27	558.69	580.12	601.60	623.06
Instructional Media Services	224	I	537.27	558.69	580.12	601.60	623.06
Early Childhood Education Services	224	I	537.27	558.69	580.12	601.60	623.06
Instructional Services	224	I	537.27	558.69	580.12	601.60	623.06
Instructional Technology	224	I	537.27	558.69	580.12	601.60	623.06
Physical, Health & Wellness	224	I	537.27	558.69	580.12	601.60	623.06
Special Education and Pupil Services Instruction	224	I	537.27	558.69	580.12	601.60	623.06
Visual and Performing Arts	224	I	537.27	558.69	580.12	601.60	623.06
Student, Family, and Community Services	224	J	486.74	506.10	525.60	545.03	564.51
Operations Services and Support	224	L	391.47	407.11	422.71	438.39	453.99
Administrative District Psychologist (195)	195	H	525.47	546.37	567.43	588.42	609.44
Associate Principal	204	J	486.74	506.10	525.60	545.03	564.51
Program Specialist(200)	200	J	486.74	506.10	525.60	545.03	564.51
Program Specialist(224)	224	J	486.74	506.10	525.60	545.03	564.51
Projects Specialist(200)	185,200	J	486.74	506.10	525.60	545.03	564.51
Projects Specialist (224)	224	J	486.74	506.10	525.60	545.03	564.51
Social Worker, District Social Worker, District Social Worker-Child Dev.	190	J	486.74	506.10	525.60	545.03	564.51
Managers:							
Info Tech, Programming & Suppt	224	G	550.74	572.68	594.63	616.66	638.63
Net Serv Comp Hard Supp & Pub Op	224	G	550.74	572.68	594.63	616.66	638.63
Benefits/Risk Manager	224	J	486.74	506.10	525.60	545.03	564.51
Communications Officer	224	J	486.74	506.10	525.60	545.03	564.51
Even Start Family Literacy Program	224	J	486.74	506.10	525.60	545.03	564.51
Facilities and Planning	224	J	486.74	506.10	525.60	545.03	564.51
First 5 Cal Sch Readiness Project Manager	224	J	486.74	506.10	525.60	545.03	564.51
Grounds, Safety, & Maint.	224	J	486.74	506.10	525.60	545.03	564.51
Lead Fleet Maintenance, Transp.	224	J	486.74	506.10	525.60	545.03	564.51
Office Manager for the Supt and Business Serv & Suppt	224	J	486.74	506.10	525.60	545.03	564.51
Purch, Warehouse & Publications Serv & Suppt	224	J	486.74	506.10	525.60	545.03	564.51
Safety/Environmental	224	J	486.74	506.10	525.60	545.03	564.51
Safety, Facilities, & Construction	224	J	486.74	506.10	525.60	545.03	564.51
Student Family and Community Services Project	224	J	486.74	506.10	525.60	545.03	564.51
Senior Grant Writer	224	J	486.74	506.10	525.60	545.03	564.51
Student Placement	224	J	486.74	506.10	525.60	545.03	564.51
Accounting	224	K	430.19	447.39	464.55	481.76	498.92
Child Nutrition Service Manager	224	K	430.19	447.39	464.55	481.76	498.92
Emergency Preparedness and Security	224	K	430.19	447.39	464.55	481.76	498.92
First 5 Cal Spec Needs Demonstration Project	224	K	430.19	447.39	464.55	481.76	498.92
Fleet Maintenance	224	K	430.19	447.39	464.55	481.76	498.92
Payroll	224	K	430.19	447.39	464.55	481.76	498.92
Transportation	224	K	430.19	447.39	464.55	481.76	498.92

Stipend for Doctorate: $1,500 annually

LONGEVITY I Five years after completing Step 5 on the Management Salary Schedule or after 10 years of accredited management service in the District, you will receive a longevity increase of 3%.

LONGEVITY II Five years after completing Longevity I on the Management Salary Schedule or after 15 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 5.5%.

LONGEVITY III Five years after completing Longevity II on the Management Salary Schedule or after 20 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 8%.

LONGEVITY IV Five years after completion of Longevity III on the Management Salary Schedule or after 28 years of accredited management service in the District, you will receive a longevity increase of 2.5% to total 10.5%

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Principal Salary Schedule
Annual/Daily

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
138,558.00	140,266.00	141,980.00	143,689.00	145,400.00	147,108.00
11,546.50	11,688.83	11,831.67	11,974.08	12,116.67	12,259.00
669.36	677.61	685.89	694.15	702.42	710.67

No. workdays: 207
Stipend for Doctorate: $1,500 annually

Experienced principals volunteering to serve at high priority program improvement schools may be placed on Step 6

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Principal Salary Schedule
Annual/Daily

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
142,022.00	143,773.00	145,530.00	147,281.00	149,035.00	150,786.00
11,835.17	11,981.08	12,127.50	12,273.42	12,419.58	12,565.50
686.10	694.56	703.04	711.50	719.98	728.43

No. workdays: 207
Stipend for Doctorate: $1,500 annually

Experienced principals volunteering to serve at high priority program improvement schools may be placed on Step 6

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

Chula Vista Elementary School District
2021-22
Classified Supervisors' Salary Schedule
Monthly

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	4,137.17	4,344.92	4,558.33	4,781.08	5,025.17	5,276.75
13	4,240.00	4,447.75	4,676.75	4,910.92	5,150.92	5,410.25
14	4,344.92	4,558.33	4,781.08	5,025.17	5,276.75	5,545.58
15	4,447.75	4,676.75	4,910.92	5,150.92	5,410.25	5,680.67
16	4,558.33	4,781.08	5,025.17	5,276.75	5,545.58	5,819.67
17	4,676.75	4,910.92	5,150.92	5,410.25	5,680.67	5,968.42
18	4,781.08	5,025.17	5,276.75	5,545.58	5,819.67	6,122.67
19	4,910.92	5,150.92	5,410.25	5,680.67	5,968.42	6,260.08
20	5,025.17	5,276.75	5,545.58	5,819.67	6,122.67	6,418.42
21	5,150.92	5,410.25	5,680.67	5,968.42	6,260.08	6,568.67
22	5,276.75	5,545.58	5,819.67	6,122.67	6,418.42	6,738.33
23	5,410.25	5,680.67	5,968.42	6,260.08	6,568.67	6,904.17
24	5,545.58	5,819.67	6,122.67	6,418.42	6,738.33	7,071.83
25	5,680.67	5,968.42	6,260.08	6,568.67	6,904.17	7,253.17

Placement of Positions

Position	Range
Computer Support Supervisor	25
Computer Systems Supervisor	25
CNS Culinary Supervisor (Chef)	25
ESSC Technology Support Supervisor	25
Human Resources Supervisor	25
Medi-CAL Administrative Activities/Local Education Agency Supervisor	25
Payroll Supervisor	25
Planning & Facilities Supervisor	25
Publications Supervisor (Documents/Forms/Internet)	25
Registered Dietitian	25
Student Attendance/Welfare Supervisor	25
Even Start Family Literacy Program	24
Transportation Supervisor	23
Mechanic Supervisor	22
Financial Analyst	21
Program Supervisor-CNS	21
Warehouse Supervisor	21
Transportation Operations Supervisor	20
Communications Supervisor	18
Custodial Supervisor	18
CNS Lead Supervisor	17
Child Care Site Supervisor	16
Child Nutrition Services Supervisor	16
English Learner Services & Support Supervisor	12

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Classified Supervisors' Salary Schedule
Monthly

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
12	4,240.58	4,453.50	4,672.33	4,900.58	5,150.83	5,408.67
13	4,346.00	4,558.92	4,793.67	5,033.67	5,279.67	5,545.50
14	4,453.50	4,672.33	4,900.58	5,150.83	5,408.67	5,684.25
15	4,558.92	4,793.67	5,033.67	5,279.67	5,545.50	5,822.67
16	4,672.33	4,900.58	5,150.83	5,408.67	5,684.25	5,965.17
17	4,793.67	5,033.67	5,279.67	5,545.50	5,822.67	6,117.67
18	4,900.58	5,150.83	5,408.67	5,684.25	5,965.17	6,275.75
19	5,033.67	5,279.67	5,545.50	5,822.67	6,117.67	6,416.58
20	5,150.83	5,408.67	5,684.25	5,965.17	6,275.75	6,578.92
21	5,279.67	5,545.50	5,822.67	6,117.67	6,416.58	6,732.92
22	5,408.67	5,684.25	5,965.17	6,275.75	6,578.92	6,906.83
23	5,545.50	5,822.67	6,117.67	6,416.58	6,732.92	7,076.75
24	5,684.25	5,965.17	6,275.75	6,578.92	6,906.83	7,248.67
25	5,822.67	6,117.67	6,416.58	6,732.92	7,076.75	7,434.50

Placement of Positions

Position	Range
Computer Support Supervisor	25
Computer Systems Supervisor	25
CNS Culinary Supervisor (Chef)	25
ESSC Technology Support Supervisor	25
Human Resources Supervisor	25
Medi-CAL Administrative Activities/Local Education Agency Supervisor	25
Payroll Supervisor	25
Planning & Facilities Supervisor	25
Publications Supervisor (Documents/Forms/Internet)	25
Registered Dietitian	25
Student Attendance/Welfare Supervisor	25
Even Start Family Literacy Program	24
Transportation Supervisor	23
Mechanic Supervisor	22
Financial Analyst	21
Program Supervisor-CNS	21
Warehouse Supervisor	21
Transportation Operations Supervisor	20
Communications Supervisor	18
Custodial Supervisor	18
CNS Lead Supervisor	17
Child Care Site Supervisor	16
Child Nutrition Services Supervisor	16
English Learner Services & Support Supervisor	12

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

SUPERVISORY EMPLOYEES
SALARY AND FRINGE BENEFITS

Supervisory employees are eligible to enter the Professional Growth Advanced Training Incentives Program for classified employees. A supervisory employee who has completed an AA Degree or its equivalent as determined by the District, prior to or during his/her employment with the District, shall receive a noncumulative 2% base pay differential conditioned upon the requirements stated in the Professional Growth Program Booklet.

Increase salary schedule for Supervisory (nonmanagement) employees for a total of 4% for a Bachelor's degree, effective July 1, 2020.

LONGEVITY

After completion of continuous service as stated below, supervisory employees will be eligible to receive the following percentages for longevity:

11 through 13 years:	4.5% total
14 through 15 years:	7.5% total
16 through 18 years:	9.5% total
19 through 21 years:	11.5% total
22 through 25 years:	13.5% total
26 through 28 years:	15.5% total
29 years and thereafter	18.0 % total

VACATION

Supervisory employees who work 12 months earn 21 vacation days per year and may carry over for use in the following school year up to one-half the vacation days earned for use in the current school year. Therefore, at no time may an employee's accrued vacation exceed one and one-half times the amount earned in any year.

Supervisory employees who are scheduled to work less than 12 months a year will have their vacations at times indicated on the school calendar.

INSURANCE BENEFITS

Supervisory employees receive medical, life, dental, vision and salary protection insurance benefits. Medical, dental, and vision are available to dependents.

SICK LEAVE INCENTIVE

Supervisory employees employed on a full-time basis for a full year, which maintains perfect attendance without the use of any sick leave, shall be eligible to receive an increment of $300, or $150 if only one sick leave day is utilized. Employees working less than full-time (eight hours per day basis) shall be eligible to receive only that amount of increment which bears the same ratio to the established full-time amounts stated herein, as the annual number of hours bears to the total number of work hours possible for the work year for a full-time employee.

Adopted: August 12, 2020
Effective: July 1, 2020

Chula Vista Elementary School District
2021-22
Confidential Employees' Salary Schedule
Monthly

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	2,881.33	3,012.83	3,175.00	3,334.92	3,500.75	3,674.00
2	2,951.75	3,100.50	3,258.58	3,424.75	3,590.33	3,762.00
3	3,012.83	3,175.00	3,334.92	3,500.75	3,674.00	3,857.33
4	3,100.50	3,258.58	3,424.75	3,590.33	3,762.00	3,956.08
5	3,175.00	3,334.92	3,500.75	3,674.00	3,857.33	4,047.67
6	3,258.58	3,424.75	3,590.33	3,762.00	3,956.08	4,156.33
7	3,334.92	3,500.75	3,674.00	3,857.33	4,047.67	4,253.42
8	3,424.75	3,590.33	3,762.00	3,956.08	4,156.33	4,360.00
9	3,500.75	3,674.00	3,857.33	4,047.67	4,253.42	4,468.92
10	3,590.33	3,762.00	3,956.08	4,156.33	4,360.00	4,577.25
11	3,674.00	3,857.33	4,047.67	4,253.42	4,468.92	4,691.75
12	3,762.00	3,956.08	4,156.33	4,360.00	4,577.25	4,804.25
13	3,857.33	4,047.67	4,253.42	4,468.92	4,691.75	4,924.17
14	3,956.08	4,156.33	4,360.00	4,577.25	4,804.25	5,051.83
15	4,047.67	4,253.42	4,468.92	4,691.75	4,924.17	5,171.92
16	4,156.33	4,360.00	4,577.25	4,804.25	5,051.83	5,299.50
17	4,253.42	4,468.92	4,691.75	4,924.17	5,171.92	5,427.33
18	4,360.00	4,577.25	4,804.25	5,051.83	5,299.50	5,570.33
19	4,468.92	4,691.75	4,924.17	5,171.92	5,427.33	5,705.50
20	4,577.25	4,804.25	5,051.83	5,299.50	5,570.33	5,842.67
21	4,691.75	4,924.17	5,171.92	5,427.33	5,705.50	5,987.50
22	4,804.25	5,051.83	5,299.50	5,570.33	5,842.67	6,137.92
23	4,924.17	5,171.92	5,427.33	5,705.50	5,987.50	6,286.58
24	5,051.83	5,299.50	5,570.33	5,842.67	6,137.92	6,439.33
25	5,171.92	5,427.33	5,705.50	5,987.50	6,286.58	6,601.25
26	5,299.50	5,570.33	5,842.67	6,137.92	6,439.33	6,780.25
27	5,427.33	5,705.50	5,987.50	6,286.58	6,601.25	6,971.17
28	5,563.25	5,848.75	6,136.00	6,444.33	6,766.08	7,145.50
29	5,674.42	5,965.75	6,258.83	6,573.25	6,901.33	7,288.50
30	5,788.00	6,085.17	6,383.92	6,704.50	7,039.33	7,434.25

Position	Range
Assistant to the Supt. And the Board of Education	30
Business Services and Support Specialist	28
Administrative Assistant II	27
Administrative Secretary II	26
Administrative Assistant	26
Credentials Officer II	25
Personnel/Risk Management/Data Analyst	22
Administrative Secretary I	20
Credentials Officer	20
Secretary to Director (Human Resources)	18
Human Resources Analyst	16
Secretary II (Confidential)	16
Secretary II (Offices of the Superintendent)	16
Human Resources Technician V (Risk Management)	15
Contact Tracer	14
Human Resources Technician IV	14
Human Resources Technician IV (Risk Management)	12
Human Resources Technician III	11
Human Resources Technician II	10
Human Resources Technician II (Risk Management)	10
Public Information Clerk II	10
Clerk-Typist (Human Resources)	6
Clerk-Typist (Office of the Superintendent)	6

Proposed Draft: (with 3% COLA eff. 7/1/2021)
Effective: July 1, 2021

Chula Vista Elementary School District
2022-23
Confidential Employees' Salary Schedule
Monthly

Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
1	2,953.33	3,088.17	3,254.42	3,418.25	3,588.25	3,765.83
2	3,025.58	3,178.00	3,340.08	3,510.33	3,680.08	3,856.08
3	3,088.17	3,254.42	3,418.25	3,588.25	3,765.83	3,953.75
4	3,178.00	3,340.08	3,510.33	3,680.08	3,856.08	4,055.00
5	3,254.42	3,418.25	3,588.25	3,765.83	3,953.75	4,148.83
6	3,340.08	3,510.33	3,680.08	3,856.08	4,055.00	4,260.25
7	3,418.25	3,588.25	3,765.83	3,953.75	4,148.83	4,359.75
8	3,510.33	3,680.08	3,856.08	4,055.00	4,260.25	4,469.00
9	3,588.25	3,765.83	3,953.75	4,148.83	4,359.75	4,580.67
10	3,680.08	3,856.08	4,055.00	4,260.25	4,469.00	4,691.67
11	3,765.83	3,953.75	4,148.83	4,359.75	4,580.67	4,809.08
12	3,856.08	4,055.00	4,260.25	4,469.00	4,691.67	4,924.33
13	3,953.75	4,148.83	4,359.75	4,580.67	4,809.08	5,047.25
14	4,055.00	4,260.25	4,469.00	4,691.67	4,924.33	5,178.17
15	4,148.83	4,359.75	4,580.67	4,809.08	5,047.25	5,301.25
16	4,260.25	4,469.00	4,691.67	4,924.33	5,178.17	5,432.00
17	4,359.75	4,580.67	4,809.08	5,047.25	5,301.25	5,563.00
18	4,469.00	4,691.67	4,924.33	5,178.17	5,432.00	5,709.58
19	4,580.67	4,809.08	5,047.25	5,301.25	5,563.00	5,848.17
20	4,691.67	4,924.33	5,178.17	5,432.00	5,709.58	5,988.75
21	4,809.08	5,047.25	5,301.25	5,563.00	5,848.17	6,137.17
22	4,924.33	5,178.17	5,432.00	5,709.58	5,988.75	6,291.33
23	5,047.25	5,301.25	5,563.00	5,848.17	6,137.17	6,443.75
24	5,178.17	5,432.00	5,709.58	5,988.75	6,291.33	6,600.33
25	5,301.25	5,563.00	5,848.17	6,137.17	6,443.75	6,766.25
26	5,432.00	5,709.58	5,988.75	6,291.33	6,600.33	6,949.75
27	5,563.00	5,848.17	6,137.17	6,443.75	6,766.25	7,145.42
28	5,702.33	5,995.00	6,289.42	6,605.42	6,935.25	7,324.17
29	5,816.25	6,114.92	6,415.33	6,737.58	7,073.83	7,470.75
30	5,932.67	6,237.33	6,543.50	6,872.08	7,215.33	7,620.08

Position	Range
Assistant to the Supt. And the Board of Education	30
Business Services and Support Specialist	28
Administrative Assistant II	27
Administrative Secretary II	26
Administrative Assistant	26
Credentials Officer II	25
Personnel/Risk Management/Data Analyst	22
Administrative Secretary I	20
Credentials Officer	20
Secretary to Director (Human Resources)	18
Human Resources Analyst	16
Secretary II (Confidential)	16
Secretary II (Offices of the Superintendent)	16
Human Resources Technician V (Risk Management)	15
Contact Tracer	14
Human Resources Technician IV	14
Human Resources Technician IV (Risk Management)	12
Human Resources Technician III	11
Human Resources Technician II	10
Human Resources Technician II (Risk Management)	10
Public Information Clerk II	10
Clerk-Typist (Human Resources)	6
Clerk-Typist (Office of the Superintendent)	6

Proposed Draft: (with 2.5% COLA eff. 7/1/2022)
Effective: July 1, 2022

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

CONFIDENTIAL EMPLOYEES
SALARY AND FRINGE BENEFITS

Confidential employees are eligible to enter the Professional Growth Advanced Training Incentives Program for classified employees. A confidential employee who has completed an AA Degree or its equivalent as determined by the District, prior to or during his/her employment with the District, shall receive a noncumulative 2% base pay differential conditioned upon the requirements stated in the Professional Growth Program Booklet.

Increase salary schedule for Confidential (nonmanagement) employees for a total of 4% for a Bachelor's degree, effective July 1, 2020.

LONGEVITY

After completion of continuous service as stated below, confidential employees will be eligible to receive the following percentages for longevity:

11 through 13 years:	5.5% total
14 through 15 years:	7.5% total
16 through 18 years:	10.5% total
19 through 21 years:	11.5% total
22 through 25 years:	13.5% total
26 through 28 years:	15.5% total
29 years and thereafter	18.0 % total

VACATION

Confidential employees earn 21 vacation days per year, and may carry over for use in the following school year up to one-half the vacation days earned for use in the current school year. Therefore, at no time may an employee's accrued vacation exceed one and one-half times the amount earned in any year.

INSURANCE BENEFITS

Confidential employees receive medical, life, dental, vision and salary protection insurance benefits. Medical, dental and vision are available to dependents.

SICK LEAVE INCENTIVE

Confidential employees employed on a full-time basis for a full year who maintains perfect attendance without the use of any sick leave, shall be eligible to receive an increment of $300, or $150 if only one sick leave day is utilized. Employees working less than full-time (eight hours per day basis) shall be eligible to receive only that amount of increment which bears the same ratio to the established full-time amounts stated herein, as the annual number of hours bears to the total number of work hours possible for the work year for a full-time employee.

Adopted: August 12, 2020
Effective: July 1, 2020

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

(1) Approve Revisions to Fiscal Year 2021-22 Budget;

(2) Approve Second Interim Financial Report at January 31, 2022; and

(3) Certify District's Financial Status for Fiscal Year 2021-22

____X____Action **_____Information**

BACKGROUND INFORMATION:

Attached is an analysis of the District's 2021-22 Second Interim Financial Report. The Second Interim Report is based on financial data as of January 31, 2022, with projections through June 30, 2022. Information in this section reflects the General Fund Unrestricted and Restricted Funds. All other funds of the District, including the dependent charter schools financial data, are included in Attachments III and IV.

On January 10, 2022, Governor Newsom released his proposed 2022-23 State Budget Proposal. Following are the key components of the Governor's 2022-23 Budget proposal that have been incorporated into the District's Multi-Year Projection for 2022-23 and 2023-24.

- Local Control Funding Formula (LCFF) Cost-of Living Adjustment (COLA) – The Governor proposes a COLA adjustment of 5.33 percent for school districts and charter schools. Prior to the Governor's 2022-23 proposal, the District's Multi-Year Projection included a 2.48 percent COLA for the 2022-23 year.

  Local Control Funding Formula (LCFF) Average Daily Attendance (ADA) - The Governor's Proposed budget includes amending the LCFF ADA calculation to allow school district to use the greater of current year ADA, prior year ADA, or the average of the three prior years' ADA.

The following major components of the Governor's 2022-23 Budget proposal have not been incorporated into the District's Multi-Year Projection for 2022-23 and 2023-24 until additional information is provided.

- Special Education – The Governor's proposal also includes an additional $500 million in on-going Prop 98 funding for Special Education in addition to the 5.33 percent COLA. The District's 2021-22 Second Interim MYP does not include the proposed additional special education funding from the Governor's 2022-23 budget proposal as we have not received the District's estimated allocation.

- Expanded Learning Opportunities Program (ELO-P) – Proposes $3.4 billion additional ongoing funds and proposes a one-time investment of $937 million for ELO-Program infrastructure focusing on integrating arts and music programming into enrichment options for students. The District allocation is not available.

- Reserves/Reserve Cap – Based on Governor's Budget, the conditions to trigger the 10% reserve cap on district reserve caps is projected to be met and effective for the 2022-23 fiscal year. This will be confirmed with the final State Budget in June 2022.

As additional information on the 2022-23 State K-12 Education Budget is provided, we will incorporate the information in the District's Proposed 2022-23 Budget.

COMPENSATION SETTLEMENT FOR 2021-22 AND 2022-23:

The Board of Education will consider ratification of the salary and health benefits settlement with Chula Vista Educators (CVE) and Chula Vista Classified Employees Organization (CVCEO) for the 2021-22 and 2022-23 school year that included the following compensation changes.

2021-22
- 3% on-schedule salary increase effective July 1, 2021.
- 3% off-schedule salary increase.
- $500 health benefits cap increase effective January 1, 2022.

2022-23
- 2.5% on-schedule salary increase effective July 1, 2022.
- 2% off-schedule salary increase
- $500 health benefits cap increase effective January 1, 2023.

Non-represented employees are also scheduled to receive the same salary and health benefits cap increases.

GENERAL FUND:

The District's 2021-22 General Fund ending fund balance is expected to be $67,656,836, and the Reserve for Economic Uncertainties (REU) is projected at $47,212,736, a decrease in the REU of $<6,264,680> from the First Interim

Budget. The major reasons for the REU decrease are noted in the Unrestricted Revenues, Unrestricted Expenditures, and Contribution sections.

Unrestricted Revenues

General Fund unrestricted revenue changes since the District's First Interim Budget total a decrease of $<392,103>. Following are the major areas of change affecting revenues.

1. LCFF $ <64,625>

   This change is due to the decrease of <7> funded ADA for Non-Public School and County Operated Special Education Special Day Classes.

2. State Revenues $ 132,005

   This change is due to Lottery revenue ADA adjustments in the current year.

3. Local Revenues $ <459,483>

   The major cause of this change is due to a decrease of approximately <$390,560> in Charter School Chargebacks and <$50,000> decrease in school gift accounts.

Unrestricted Expenditures

Changes in budgeted unrestricted expenditures for 2021-22 from the First Interim Budget to the Second Interim Report total an increase of $4,436,864. Following is a summary of the major reasons for the expenditure changes.

1. Certificated Salaries $ 2,728,143

   The major causes of the increase in certificated salaries are mainly due to the salary settlement with CVE and related impact for non-represented employees that cost $2,665,131.

2. Classified Salaries $ 638,142

   The increase in classified salaries is mainly due to the salary settlement with CVCEO and the related impact for non-represented employees that cost $626,829.

3. Employee Benefits $ 520,263

The increased cost in employee benefits is directly related to the increases in salaries and health benefits caps based on the salary compensation settlement.

4. Books and Supplies $ 245,349

The major reason for the increase is due to the increase in school site control allocation based on the independent study contracts submitted at the 2021-22 Period-1 attendance budgeted in this category.

5. Services and Other Operating Expenses $ 530,484

Most of the increase in this category is due to a one-time $607,410 payment to Self-Insured Schools of California (SISC) for a health benefits underpayment for classified and non-represented employees, and retirees.

Unrestricted Other Financing Sources/Uses

1. Contributions $ 1,485,713

The $1,485,713 increase in unrestricted contributions to restricted funds is primarily caused by the increase of $1,375,239 to the restricted Special Education program primarily due to the 2021-22 compensation settlement for all employee groups.

Restricted Programs

Attachment II is a summary of Restricted Program Funds that the District estimates to receive in the 2021-22 Second Interim Budget, as compared with the amount anticipated in the First Interim Budget. There is an increase of $4,573,759 in grants and entitlements from the First Interim Budget to this report. Carryover from the prior year(s) and year-end deferred revenues are also reflected as expenditures in 2021-22. All Restricted Program revenues and expenditures are budgeted as revenue and expenditure neutral, therefore having no impact on the District's ending balance. All amounts in the Designated Ending Balance that pertain to Restricted Program funds are also expended in this report. Following is a list of the changes ($20,000 or more) in grants or entitlements.

Federal

Elementary and Secondary School
Emergency Relief (ESSER II & III) $ 4,061,620

State

California Universal Prekindergarten Planning and Implementation Grant	$	320,000
Lottery		52,640
Total State Revenue	$	372,640

Local

Family Resource Center	$	40,000
Be There San Diego		39,448
Total Local Revenue	$	79,448

Fund Balance/Reserve for Economic Uncertainties (REU)

The District's total projected ending balance is now estimated at $67,656,836. The REU is the ending balance less the designated items noted below and is projected at $47,212,736, a decrease of $<6,264,680> from First Interim Budget, which provides a 13.84 percent reserve and meets the State's recommended minimum of 3 percent for the District. The REU funds are held to offset future year deficits, possible negative impacts from local, State, or Federal economic uncertainties, increasing pension costs, special education costs, and potential declining District ADA in 2022-23 and 2023-24.

Included in the ending balance are accounts for the following designated items.

1. Revolving Cash Fund $ 135,000

   Current maximum amount available in local banks for issuance of reimbursement checks or advances.

2. Stores $ 700,000

   Estimated cash value of warehouse inventory at June 30, 2022.

3. School Gift/United Way Accounts $ 250,000

   Designated for School Gift/United Way accounts that can only be spent by the school sites.

4. Restricted Fund Balances $ 19,359,101

   Represents restricted grants that will be carried over to the 2022-23 school year to be spent in accordance with Federal, State, and local requirements. The majority of these Restricted Funds are $8,967,527 for the Expanded Learning Opportunities Program, $5,463,799 Educator Effectiveness Funds, $2,872,831

Restricted Lottery, and $1,927,640 Special Education Learning Loss Recovery Fund which are projected to be spent from the 2022-23 through 2025-26 school years.

Negotiations

Fiscal negotiations have been completed with CVE and CVCEO for 2021-22 and 2022-23.

The cost of a 1 percent salary increase for CVE is $1,293,070 and for CVCEO is $512,769. The cost of a 1 percent salary increase for all employees is $2,019,502. Charter schools negotiate employee salaries separate from the District's negotiations, and the cost of their salary increases is not included in any of these amounts.

Cash Position

Attachment V (2021-22 Cash Flow) indicates a positive cash position during the remainder of fiscal year 2021-22. Additionally, Attachment VI (2022-23 Cash Flow) indicates a positive cash position for fiscal year 2022-23. For the subsequent fiscal year, appropriate steps will be taken to maintain a positive cash position.

Multi-Year Projections (MYP)

The Board of Education must certify that the District will have the necessary resources to meet its financial obligations for the current fiscal year as well as two subsequent years. Using 2021-22 as the base year, following are the major assumptions for revenues and expenditures used in this analysis.

1. Average Daily Attendance
   a. 2021-22 22,431 (Funded Using 2019-20 ADA)
   b. 2022-23 21,657 (<774>Funded Using 3-year ADA average)
   c. 2023-24 20,882 (<775>Funded Using 3-year ADA average)

2. Estimated LCFF state-funded COLAs (using Department of Finance projections).
   a. 2021-22 5.07 percent COLA
   b. 2022-23 5.33 percent COLA
   c. 2023-24 3.61 percent COLA

3. Estimated three-year average unduplicated English Learner, Low Income, and Foster Youth pupil counts for the LCFF Supplemental and Concentration Grants.
   a. 2021-22 58.51 percent
   b. 2022-23 57.92 percent
   c. 2023-24 57.66 percent

4. Class/step Salary costs for certificated and classified employees are based on averages of 2.5 percent and 1.75 percent annual increase, respectively. Savings for 15 teacher retirees are also included.

5. Routine Restricted Maintenance funded at the 3 percent of expenditures.

6. California State Teachers' Retirement System employer rates and increased cost.
   - 2022-23 19.10% $3,330,523
   - 2023-24 19.10% $ 334,665

7. California Public Employees' Retirement System employer rates and increased costs.
   - 2022-23 26.10% $1,711,516
   - 2023-24 27.10% $ 598,622

8. Mid-year salary adjustments are booked as savings when an employee retires. End-of-year retirements are factored as adjustments to the following year's proposed budget. Savings depend on the experience and education of each retiree and each replacement new hire.

9. Projected Budget Reductions.
   - 2022-23 $ 3,000,000
   - 2023-24 $ 4,000,000

The estimated revenues, expenditures, and ending balances are summarized below and on the attached State multi-year projection form.

	2022-23	2023-24
1. ADA	21,657	20,882
2. Revenues/Sources	$ 335,001,596	$ 331,891,935
3. Expenditures/Uses	$ 349,836,941	$ 346,013,086
Net Increase/<Decrease>	$ <14,835,345>	$ <14,121,151>

4. Beginning Balance	$ 67,656,836	$ 52,821,491
5. Ending Balance	$ 52,821,491	$ 38,700,340
6. Less: Designations	$ 14,198,897	$ 12,831,468
7. Reserve for Economic Uncertainties	$ 38,622,594	$ 25,868,872
8. Reserve for Economic Uncertainties %	11.04%	7.48%
3 Percent Criteria and Standards Minimum Reserve	$ 10,495,108	$ 10,380,393

ADDITIONAL DATA:

Attached are various District and State reports with revised 2021-22 budgets as of January 31, 2022.

Attachment I – Total General Fund Summary of Revenues, Expenditures, and Changes in Fund Balance; General Fund Unrestricted Programs Summary of Revenues, Expenditures, and Changes in Fund Balance; Summary of Unrestricted Revenues; and Summary of Unrestricted Expenditures by Object Code

Attachment ll – Summary: General Fund Restricted Programs
Attachment lll – Other Funds Narrative, 2021-22 Second Interim Budget
Attachment lV – Other Funds at Second Interim
Attachment V – 2021-22 Cash Flow
Attachment VI – 2022-23 Cash Flow
Form CI – District Certification of Interim Report
Form AI – Attendance Detail
Form 01CSI – Criteria and Standards
Form 01I – General Fund Summary
Form 09I – Charter Schools Special Revenue Fund
Form MYPI – Multi-Year Projections

FISCAL IMPACT/FUNDING SOURCE:

See attached.

STAFF RECOMMENDATION:

Recommend approval and certification.

Attachment I

Total General Fund
Summary of Revenues, Expenditures, and Changes in Fund Balance

Description	2020-21 Unaudited Actuals Budget	2021-22 Revised Budget*	2021-22 First Interim Budget	2021-22 Second Interim Budget
A. Revenues	$324,370,027	$325,754,604	$349,221,724	$352,736,258
B. Expenditures	312,413,507	338,000,147	336,202,459	341,103,899
C. Excess (Deficiency) of Revenues over Expenditures	11,956,520	(12,245,543)	13,019,265	11,632,359
D. Other Financing Sources/Uses	40,338	151,815	151,815	151,815
E. Net Increase (Decrease) in Fund Balance	11,996,858	(12,093,728)	13,171,080	11,784,174
F. Fund Balance, Reserves				
1. Beginning Balance as of July 1	43,875,804	58,402,239	55,872,662	55,872,662
2. Net Ending Balance	$55,872,662	$46,308,511	$69,043,742	$67,656,836

*Approved by the Board of Education August 11, 2021

General Fund

Summary of Unrestricted Revenues, Expenditures, and Changes in Fund Balance

Attachment I

Description	2020-21 Unaudited Actuals Budget	2021-22 Revised Budget*	2021-22 First Interim Budget	2021-22 Second Interim Budget
A. Revenues	$233,923,564	$242,844,362	$242,222,993	$241,830,890
B. Expenditures	190,284,419	201,180,142	196,892,422	201,329,286
C. Excess (Deficiency) of Revenues over Expenditures	43,639,145	41,664,220	45,330,571	40,501,604
D. Other Financing Sources/Uses				
1. Proceeds for Capital Leases	40,338	151,815	151,815	151,815
2. Contributions to Special Education and Maintenance	(38,941,443)	(37,352,506)	(36,372,939)	(37,858,652)
	(38,901,105)	(37,200,691)	(36,221,124)	(37,706,837)
E. Net Increase (Decrease) in Fund Balance	4,738,040	4,463,529	9,109,447	2,794,767
F. Fund Balance, Reserves				
1. Beginning Balance as of July 1	40,764,929	41,844,982	45,502,969	45,502,969
2. Net Ending Balance	45,502,969	46,308,511	54,612,416	48,297,736
a. Revolving Cash Fund	130,941	135,000	135,000	135,000
b. Stores	837,336	700,000	700,000	700,000
c. Reserve for Economic Uncertainties	41,067,634	44,081,678	53,477,416	47,212,736
d. Designated for Prepaid Items	35,261	0	0	0
e. Designated for LCAP/Site Funds	2,989,709	0	0	0
f. Designated for Concentration Grant	0	1,091,833	0	0
g. Designated for Donations/School Gifts	442,088	300,000	300,000	250,000
Total Fund Balance, Reserves	$45,502,969	$46,308,511	$54,612,416	$48,297,736
District Reserve for Economic Uncertainties	**13.15% = $41,067,634**	**13.04% = $44,081,678**	**15.91% = $53,477,416**	**13.84% = $47,212,736**
Minimum 3% Reserve	**3% = $ 9,372,405**	**3% = $10,140,004**	**3% = $10,086,074**	**3% = $10,233,177**

*Approved by the Board of Education August 11, 2021

General Fund
Summary of Unrestricted Revenues

Attachment I

	2020-21 Unaudited Actuals Budget	2021-22 Revised Budget*	2021-22 First Interim Budget	2021-22 Second Interim Budget
Student Factors				
K-6 ADA (funded)	22,438	22,438	22,438	22,431
Revenues				
1. LCFF Sources	$212,861,760	$223,594,141	$222,967,176	$222,902,551
2. Federal Revenues				
a. Impact Aid (PL874)	$1,141,002	$625,000	$1,271,926	$1,271,926
b. U.S. Wildlife Reserve	15,717	8,000	8,000	8,000
c. Medi-Cal Administrative Activities/Other Federal	1,015,155	350,000	0 **	0 **
Total Federal Revenues	$2,171,874	$983,000	$1,279,926	$1,279,926
3. Other State Revenues				
a. Mandated Block Grant	$721,516	$706,955	$735,193	$735,193
b. Lottery-unrestricted	3,907,622	3,391,242	3,685,149	3,817,154
c. STAR/CELDT Testing	73,430	50,000	50,000	50,000
Total State Revenues	$4,702,568	$4,148,197	$4,470,342	$4,602,347
4. Other Local Revenues				
a. Charter School transfer of Special Education ADA	$16,038	$0	$0	$0
b. Sale of Equipment/Supplies/Other	32,188	30,000	30,000	15,000
c. Transportation Services Study Trips	5,912	200,000	200,000	200,000
d. Leases & Rentals	296,722	398,500	335,000	335,000
e. Interest	925,696	675,800	430,000	450,047
f. Nonresident Tuition	0	1,000	1,000	10,091
g. Interagency	11,558,733	12,054,830	11,000,473	10,613,702
h. Student Teaching	30,575	20,000	20,000	10,000
i. Other In-lieu Tax	6,726	6,544	6,726	6,726
j. All Other Local	1,093,377	432,350	432,350	405,500
k. Medical Administrative Activities/Other Federal	0	0	750,000	750,000
l. School Gifts/United Way	221,395	300,000	300,000	250,000
Total Local Revenues	$14,187,362	$14,119,024	$13,505,549	$13,046,066
Total Revenues	$233,923,564	$242,844,362	$242,222,993	$241,830,890

*Approved by the Board of Education August 11, 2021

**Moved to Local Revenues per California Department of Education Requirements

Attachment I

General Fund
Summary of Unrestricted
Expenditures by Object Code

State Object Code	Description	2020-21 Unaudited Actuals	2021-22 Revised Budget*	2021-22 First Interim @ 10-31-21	2021-22 Second Interim @ 01-31-22
Expenditures					
1000	Certificated Salaries	$105,526,307	$107,099,260	$102,839,895	$105,568,038
2000	Classified Salaries	27,390,466	28,225,449	28,828,914	29,467,056
3000	Employee Benefits	43,050,045	48,060,890	46,719,019	47,239,282
4000	Books and Supplies	3,045,500	4,922,794	4,790,199	5,035,548
5000	Services & Other Operating Expenses	13,452,480	16,445,768	17,608,397	18,138,881
6000	Capital Outlay	187,650	172,134	186,233	155,772
7000	Other Outgo/Uses	(2,368,023)	(3,746,153)	(4,080,235)	(4,275,291)
	Total Expenditures	$190,284,425	$201,180,142	$196,892,422	$201,329,286

* Approved by the Board of Education August 11, 2021

Attachment II

Chula Vista Elementary School District
Summary: General Fund Restricted Programs
2021-22 Second Interim and 2022-23 Preliminary Budget

Program Resource #s	Program	2021-22 Adopted Rev Budget	2021-22 Adopted Exp Budget	2021-22 Beginning Fund Balance	2020-21 Carryover	2021-22 Est. Rev/Contr. at 2nd Interim	2021-22 Est Exp/Contr. at 2nd Interim
	LCFF SOURCES						
6500.000	Special Education	$ 1,806,041	$ 1,806,041			$ 1,806,041	$ 1,806,041
	TOTAL LCFF SOURCES	$ 1,806,041	$ 1,806,041	$ 0		$ 1,806,041	$ 1,806,041
	FEDERAL						
3010.000	Title I - Federal Compensatory Education	$ 6,831,814	$ 6,831,814		$ 1,884,880	$ 7,826,932	$ 7,826,932
3210.000	Elementary and Secondary School Emergency Relief (ESSER)	0	0		130,259	130,660	130,660
3212.000	Elementary and Secondary School Emergency Relief (ESSER II)	16,503,388	16,503,388		15,846,509	12,151,363	12,151,363
3213.000	Elementary and Secondary School Emergency Relief (ESSER III)				35,645,702	4,228,299	4,228,299
3214.000	Elementary and Secondary School Emergency Relief (ESSER III, LL)				8,911,425	0	0
3215.000	Governor's Emergency Education Relief (GEER)	0	0		23,554	23,554	23,554
3216.000	ELO: ESSER II	0	0			2,186,658	2,186,658
3217.000	ELO: GEER II	0	0			80,786	80,786
3218.000	ELO: ESSER III Emergency Needs	0	0			1,425,447	1,425,447
3219.000	ELO: ESSER III Learning Loss	0	0			2,457,226	2,457,226
3310.000	SPED, Local Assistance	5,012,785	5,012,785			5,012,785	5,012,785
3310.000	SPED, Preschool Grant	830,572	830,572			801,175	801,175
3311.000	SPED, Local Assistance, Private School ISPs	24,443	24,443		2,190	24,845	24,845
3315.000	Federal Preschool Grant	268,569	268,569			264,612	264,612
3327.000	Federal IDEA Mental Health Local Entitlement	341,566	341,566			331,490	331,490
3345.000	Federal Preschool Staff Development	3,093	3,093		2,333	5,426	5,426
4035.000	Title II - Teacher Quality	1,196,101	1,196,101		364,034	1,116,272	1,116,272
4127.000	Title IV - Student Support and Academic Enrichment	629,856	629,856		332,734	771,490	771,490
4203.000	Title III - Ed of LEP (EIEP/Bilingual Programs)	820,594	820,594		112,347	873,432	873,432
5634.000	American Rescue Plan - Homeless Children and Youth II					108,485	108,485
5640.000	Medi-Cal Billing		290,023	-		0	0
5640.193	Medi-Cal Target Case Management - Fam Res Ctr		4,090	-		0	0
5810.388	Mathematics/Reading AB 466 (One Time)	3,903	3,903		3,903	3,903	3,903
5810.374	DoDEA MCASP	258,750	258,750		81,936	267,796	267,796
9010.480	EL Improvement Collaborative	4,897	4,897		4,897	4,897	4,897
9010.978	American Institute for Research MTSS-R	0	0		15,700	268,790	268,790
	TOTAL FEDERAL PROGRAMS	$ 32,730,331	$ 33,024,444	$ -	$ 63,362,403	$ 40,366,323	$ 40,366,323
	STATE						
2600.000	Expanded Learning Opportunities Program					$ 8,967,527	$ 0
6053.000	California Universal Prekinder Planning and Implementation					320,000	320,000
7311.000	Classified Sch. Employee Professional Development	0	148,571	148,571		0	148,571
7388.000	COVID-19 LEA Response Fund		369,420	22,379		0	22,379
7422.000	In-Person Instruction	5,950,128	5,950,128		6,496,833	6,496,833	6,496,833
7425.000	Expanded Learning Opportunities	0	13,307,419	6,806,832		(3,629)	6,803,203
7426.000	Expanded Learning Opportunities: Paraprofessional Staff	0	1,469,269	1,476,599		0	1,476,599
6300.000	Lottery/Restricted	1,071,801	2,040,265	1,545,677		1,522,178	195,024
6266.000	Educator Effectiveness					5,463,799	0
6536.000	SPED: Alternative Dispute Resolution					424,345	297,042
6537.000	SPED: Learning Loss Recovery					2,409,550	481,910
6546.000	Special Ed: Mental Health Related Services (formerly res. 6512)	1,831,964	1,831,964			1,817,423	1,817,423
7690.000	STRS On-Behalf Pension Contribution	14,061,134	14,061,134			14,061,134	14,061,134
	TOTAL STATE PROGRAMS	$ 22,915,027	$ 39,178,170	10,000,058	$ 6,496,833	$ 41,479,160	$ 32,120,118
	LOCAL						
6500.000	Special Education	$ 21,087,190	$ 21,087,190			$ 20,420,068	$ 20,420,068
6500.154	Special Education - Low Incidence	428,537	428,537			428,537	428,537
9065.000	After School Learning & Safe Neighborhoods	3,365,041	3,365,041		348,909	3,713,951	3,713,951
9010.264	California Children Services	215	215		215	215	215
9010.314/315	CTC Paraprof Teacher Training Repayment Acct	9,093	9,093		9,093	9,093	9,093
9010.320	Even Start/Schools Support	1,485	1,485		1,485	1,485	1,485
9010.321	Even Start/Schools Support/Coaching Project	1,447	1,447		1,447	1,447	1,447
9010.323	Microsoft CA Government Entities Settlement	361	361		361	361	361
9010.350	CA Family Resource Assn.	0	0		2,895	17,660	17,660
9010.351	FRC Kaiser Hospital Foundation	0	0			0	0
9010.352	Be There San Diego	0	0		44,794	119,725	119,725
9010.353	Children's Partnership	0	0			0	0
9010.354	University of Miami / FRC	0	0			13,046	13,046

Attachment II

Chula Vista Elementary School District
Summary: General Fund Restricted Programs
2021-22 Second Interim and 2022-23 Preliminary Budget

Program Resource #s	Program	2021-22 Adopted Rev Budget	2021-22 Adopted Exp Budget	2021-22 Beginning Fund Balance	2020-21 Carryover	2021-22 Est. Rev/Contr. at 2nd Interim	2021-22 Est Exp/Contr. at 2nd Interim
9010.355	FRC Census 2020 - City of CV	0	0			0	0
9010.356	FRC Census 2020 - United Way	0	0		244	244	244
9010.357	FRC NALEO	0	0			40,000	40,000
9010.360	San Diego Foundation - Vonnie McMillin Fndtn	23,491	23,491		18,349	22,467	22,467
9010.368	Inter-Generational Games - Olympic Training Center	1,830	1,830		1,830	1,830	1,830
9010.375	San Diego Unified Port District	13,760	13,760			13,760	13,760
9010.379	Sweetwater Authority	1,532	1,532		1,532	1,532	1,532
9010.384	Girard Foundation Grant	13,407	13,407		13,407	13,407	13,407
9010.564	Medi-Cal Billing (Formerly 5640-000)			362,414		0	362,414
9010.565	Medi-Cal Target Case Mgmt - Fam Res Ctr (Formerly 5640-193)			7,221		0	7,221
9010.802	San Diego Foundation Teacher's Fund - Various Sites	11,160	11,160		11,160	11,160	11,160
9010.803	Wells Fargo Donation - District	1,189	1,189		1,189	1,189	1,189
9010.806	CV Comm Collaborative Community Project	29,410	29,410		35,491	40,491	40,491
9010.807	Midway Magic	1,790	1,790		1,790	1,790	1,790
9010.817	OASIS Tutoring Program	3,733	3,733		3,733	3,733	3,733
9010.822	Speech Contest B of A	1,050	1,050		1,475	1,475	1,475
9010.829	San Diego County Intergrntnl Prgm - Otay/Early Int.	1,221	1,221		1,221	1,221	1,221
9010.830	General Mills Foundation	34	34		34	34	34
9010.833	Ball Foundation - District	15,952	15,952		15,952	15,952	15,952
9010.834	Day of the Child / FRC	0	0		5,549	5,549	5,549
9010.845	National Foundation For Autism Research	2,694	2,694		2,735	2,735	2,735
9010.848	EISS Implementation Grant	107	107		107	107	107
9010.849	CDBG/City of CV - Child Advocate - Fam Res Ctrs	0	0			0	0
9010.851	South Bay Community Services - SBCS/FRC	0	0		847	4,847	4,847
9010.853	EastLake Educational Foundation	11,194	11,194		11,686	51,686	51,686
9010.861	Professional Development Institutes (PDI)	914	914		914	914	914
9010.863	CV Comm Collaborative/Fam Res Ctrs (CVCC/FRC)	34,543	34,543		27,422	46,791	46,791
9010.866	SD Association of Government/FRC	0	0			15,000	15,000
9010.868	SUHSD - Support	0	0			55,107	55,107
9010.871	Poison Control/FRC	5,836	5,836		6,649	9,044	9,044
9010.872	Chargers Champion - Hilltop Drive School	374	374		374	374	374
9010.884	SUHSD - Healthy Eating Active Comm (HEAC)	686	686		686	686	686
9010.890	Wells Fargo Foundation	729	729		729	729	729
9010.895	Even Start/Toyota Family Literacy Prgm	61	61		61	61	61
9010.896/897	Microsoft Technology Voucher	0	0		27,836	27,836	27,836
9010.901	District Intramural Sports	6,209	6,209		6,216	6,856	6,856
9010.912	Quality Preschool Initiative (QPI)	226,262	226,262			275,394	275,394
9010.914	HHSA/CPPW Healthy Schools Grant	21	21		21	21	21
9010.923	Center for Civic Engagement	127	127		127	127	127
9010.933	Kaiser Foundation Hospitals	5,266	5,266		5,266	5,266	5,266
9010.945	Project Cal-Well	64,479	64,479		63,713	63,713	63,713
9010.947	HomeTown Grant	476	476		476	476	476
9010.948	UCSD - CREATE	23,339	23,339		0	0	0
9010.952	Air Pollution Control District	0	0			693,218	693,218
9010.954	Living Coast Discovery Center	39	39		39	39	39
9010.956	TedX Chula Vista	2,023	2,023		2,024	2,024	2,024
9010.960	Kaiser Foundation - Otay	871	871		927	927	927
9010.961	CA Coast Credit Union	0	0		156	156	156
9010.964	Sanford Harmony	58,736	58,736		52,992	52,992	52,992
9010.966	Special Olympics	929	929		929	929	929
9010.974	SDCOE Health Ed Framework	0	0		115	115	115
9010.976	COVID-19 Community Response	0	0		654	654	654
9010.977	Silicon Valley Mathematics Initiative	0	0		1	1	1
9010.979	MCAP	0	0		4,597	16,597	16,597
9010.980	Social Emotional Learning CoP	0	0			7,000	7,000
9010.981	CDPH COVID-19 Schools Testing	0	0			1,010,000	1,010,000
	TOTAL LOCAL PROGRAMS	$ 25,458,843	$ 25,458,843	$ 369,635	$ 740,454	$ 27,253,844	$ 27,623,479
	OTHER FINANCING SOURCES/USES						
6500.000	Special Education	$ 28,092,506	$ 28,092,506			$ 28,533,652	$ 28,533,652
8150.000	Restricted Maintenance Account	9,260,000	9,260,000			9,325,000	9,325,000
	TOTAL OTHER FINANCING SOURCES/USE	$ 37,352,506	$ 37,352,506	$ 0	$ 0	$ 37,858,652	$ 37,858,652
	GRAND TOTAL CATEGORICAL PROGRAMS	$ 120,262,748	$ 136,820,004	10,369,693	$ 70,599,689	$ 148,764,020	$ 139,774,613

Attachment III

OTHER FUNDS NARRATIVE
2021-22 SECOND INTERIM BUDGET

This narrative describes significant changes that have occurred in Other Funds between the 2021-22 First Interim Budget and the 2021-22 Second Interim Budget. The attached pages detail these budgets by fund to provide an overall financial summary of District operations not conducted through the General Fund.

Building Fund – Revenue and expenditure projections are expected to increase by $5,335,129 from the First Interim Budget primarily due to the issuance of the 2021 Refunding Certificates of Participation, Series B. Proceeds from the issuance were used to refund the 2013 Charter Certificates of Participation.

Bond Building Fund (Measure VV) – Revenue projections are not expected to materially change from the First Interim Budget. Expenditure projections are expected to decrease by <$579,971> from the First Interim Budget primarily due to cost related to the completion of heating ventilating and air conditioning and roofing projects at various school sites.

Bond Building Fund (Measure M) – Revenue projections are not expected to materially change from the First Interim Budget. Expenditure projections are expected to decrease by <$8,526,658 > from the First Interim Budget primarily due to construction costs for projects that were projected in 2021-22 and are now expected to be completed during the 2022-23 school year.

Developers' Fees-Capital Improvement Fund – Revenue and expenditure projections are not expected to materially change from the First Interim Budget.

State School Facilities Fund-SB 50 Modernization/New Construction – Revenue and expenditure projections are not expected to materially change from the First Interim Budget.

Pupil Transportation Equipment Fund – Revenue and expenditure projections are not expected to materially change from the First Interim Budget.

Cafeteria Account – Revenue projections are expected to increase by $806,000 from the First Interim Budget due to increased participation in the meal program. Expenditure projections are expected to decrease by <$738,620> primarily due to a decrease in food costs attributed to the use of current stock and discounts on meat provided by a new vendor. The projected cost of the 2021-22 salary and benefits increase is included in the Second Interim expenditure projections.

Child Development Fund – Revenue projections are expected to increase by $562,521 from the First Interim Budget primarily due to receipt of a one-time stipend from the American Rescue Plan Act of 2021 and which are available for

obligation until September 30, 2024. Expenditure projections are expected to increase by $165,922 from First Interim Budget mainly in salaries and benefits due to the 2021-22 salary and benefits settlement.

Charter Schools Fund (Arroyo Vista, Chula Vista Learning Community [CVLC], Discovery, Mae L. Feaster, and Robert L. Mueller) – Total Revenue projections are expected to increase from the First Interim Budget by $1,201,560 primarily due to the increase of $3,057,883 in the recognition of the one-time COVID-19 funds expected to be recognized in the 2021-22 fiscal year which were partially offset by decrease in LCFF revenue of <$1,392,774> due to a decrease in Charter Average Daily Attendance (ADA) and decrease in the charter Unduplicated Pupil Percentage (UPP). Total Expenditure projections are expected to increase from the First Interim Budget by $3,415,750 primarily due to the increase in the supplies and materials category of $3,939,184 expected to be expended using one-time COVID-19 funds in the 2021-22 fiscal year. This increase was slightly offset by the decrease of <$390,560> in chargebacks due to decrease in Charter Average Daily Attendance (ADA).

Self-Insurance Fund – Revenue and expenditure projections are not expected to materially change from the First Interim Budget.

Community Facilities District Capital Projects Fund – Revenue projections are expected to increase by $81,448,988 from First Interim Budget primarily due to the issuance of the $60 million 2021 Certificates of Participation (COP) and the $16.5 million 2021 Refunding COP, Series B. The 2021 COP proceeds will be used to finance the acquisition and construction of the Otay Ranch Village No. 2 (School No. 48) elementary school. The 2021 Refunding COP, Series B proceeds were used to refund the 2011 COP. Expenditure projections are expected to increase by $9,650,213. The increase in expenditure was primarily due to the 2021 Refunding COP, Series B which transferred $19,184,831 to the CFD Debt Service Fund for repayment of the 2011 COP. The increase was partially offset by the decrease in projected 2021-22 cost for the Otay Ranch Village No. 2 (School No. 48) elementary school project. Due to delays caused by the Department of Toxic Substances Control (DTSC) requirements, initial projected costs for School No. 48 were moved from the 2021-22 fiscal year to the 2022-23 fiscal year.

Community Facilities District Debt Service Fund – Revenues and expenditure projections are expected to increase by $19,285,731 from the First Interim Budget primarily due to the 2021 Refunding COP, Series B which refunded the 2011 Certificates of Participation.

The Building Fund is used to account for capital facilities projects not funded by Community Facilities District (CFD) proceeds or General Obigation Bond funds. In 2013-14, the District sold Certificates of Participation (COP) to acquire and install classrooms at CVLCC for Grades 9-12 at Silver Wing and to acquire and install classrooms at Feaster Charter for Grades 7 and 8. Both charter schools will make transfers to this fund to cover the COP debt service payments. The 2021 COP refunded the 2013 COP.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$0	$0	$0	$0
Revenue				
Proceeds from 2021 COP Refunding	$0	$0	$0	$5,450,000
Transfer from CVLCC for High School Lease Payment	447,000	446,250	446,250	355,410
Transfer from Feaster for Middle School Lease Payment	142,912	143,787	143,787	119,756
Total Revenue	$589,912	$590,037	$590,037	$5,925,166
Total Beginning Balance & Revenue	$589,912	$590,037	$590,037	$5,925,166
Expenditures				
2021 Refunding COP Issuance Costs	$0	$0	$0	$170,918
Lease Payments-CVLCC High School	447,000	446,250	446,250	355,410
Lease Payments-Feaster Middle School	142,912	143,787	143,787	119,756
2013 COP Refunding	0	0	0	5,279,082
Total Expenditures & Other Outgo	$589,912	$590,037	$590,037	$5,925,166
Total Ending Balance, June 30	$0	$0	$0	$0

Bond Building Fund - Measure VV (21-33) **Attachment IV**

In November 2018, local voters approved Measure VV, a $150 million general obligation bond to provide funds to renovate and modernize facilities and improve technology at the District's oldest schools. Education Code Section 15146 requires the District to establish a restricted bond building fund for the purposes of receiving, holding, investing, and disbursing funds for construction projects. In August 2019, the District issued a Bond Anticipation Note (BAN) for $60 million which will be payable from proceeds of the sale of bonds pursuant to the authorization. Proceeds from the Bond Anticipation Note were deposited into the Bond Building Fund (21-33) was used to partially fund the summer 2019 modernization of Sunnyside, install lighting retrofit at 25 school sites and fund the summer 2020 Feaster Charter modernization. The funds will also be used for other District modernization projects such as heating ventilation and airconditioning and roofing replacement at various sites.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$40,174,986	$13,020,392	$20,485,915	$20,485,915
Revenue				
Interest	$399,019	$100,000	$100,000	$100,000
Net Inc/(Dec) in Fair Market Value of Inves	91,472	0	0	$0
Total Revenue	$490,491	$100,000	$100,000	$100,000
Total Beginning Balance & Revenue	$40,665,477	$13,120,392	$20,585,915	$20,585,915
Expenditures				
Supplies	$866,422	$476,500	$0	$4,444
Services & Other Expenses	81,228	0	47,043	47,043
Sites, Buildings & Equipment	19,231,912	12,643,892	8,672,593	8,088,178
Total Expenditures & Other Outgo	$20,179,562	$13,120,392	$8,719,636	$8,139,665
Total Ending Balance, June 30	$20,485,915	$0	$11,866,279	$12,446,250

Bond Building Fund - Measure M (21-37) **Attachment IV**

On March 3, 2020, local voters approved Measure M, a $300 million general obligation bond to provide funds to renovate and modernize facilities and improve technology at the District's oldest schools. Education Code Section 15146 requires the District to establish a restricted bond building fund for the purposes of receiving, holding, investing, and disbursing funds for construction projects. In August 2020, $50,000,000 in Series A bonds was sold to finance the District Solar Power Project which is expected to be completed by June 2022 and other District modernization projects.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$0	$45,039,640	$46,267,878	$46,267,878
Revenue				
G.O. Bond Series A proceeds	$50,000,000	$0	$0	$0
G.O. Bond Series A premium	360,581	0	0	0
Interest	388,589	300,000	300,000	300,000
Proceeds from Capital Lease	194,412	0	0	0
Total Revenue	$50,943,582	$300,000	$300,000	300,000
Total Beginning Balance & Revenue	$50,943,582	$45,339,640	$46,567,878	$46,567,878
Expenditures				
Services & Other Expenses	$712,418	$0	$240,028	$240,104
Sites, Buildings & Equipment	3,963,286	42,025,890	36,415,124	27,888,390
Total Expenditures & Other Outgo	$4,675,704	$42,025,890	$36,655,152	$28,128,494
Total Ending Balance, June 30	$46,267,878	$3,313,750	$9,912,726	$18,439,384

Developers' Fees - Capital Improvement Fund (25-18) **ATTACHMENT IV**

The Capital Improvement Fund is used primarily to account for developer fees which are used to mitigate increased classroom requirements brought on by new housing developments. In addition, the District receives redevelopment funds that are used for improvements of schools that benefit the redevelopment area. In August 2019, the District was awarded $3,877,270 from the California Energy Commission's School Bus Replacement Program grant. $600,000 of the grant will be used to install charging stations at Maxwell Transporation Yard which is scheduled to be completed in March 2022.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$7,889,895	$8,268,934	$9,314,994	$9,314,994
Revenue				
CEC Electric Bus Grant - Charging Station	$357,623	$0	$56,378	$58,999
Developer Fees	591,316	350,000	350,000	350,000
Interest	89,244	100,000	100,000	60,000
Net Inc/(Dec) in Fair Market Value of Investments	36,005	0	0	0
Redevelopment Funds	1,309,317	1,100,000	1,100,000	1,100,000
Total Revenue	$2,383,505	$1,550,000	$1,606,378	$1,568,999
Total Beginning Balance & Revenue	$10,273,400	$9,818,934	$10,921,372	$10,883,993
Expenditures				
Supplies & Materials	$81,871	$0	$9,539	$9,799
Services & Other Expenses	117,851	57,000	287,735	455,416
Sites, Buildings & Equipment	758,684	387,592	587,211	395,019
Total Expenditures	$958,406	$444,592	$884,485	$860,234
Ending Balance	$9,314,994	$9,374,342	$10,036,887	$10,023,759
Designated for Redevelopment	$4,885,169	$4,618,405	$5,265,735	$5,277,401
Designated for School Mitigation	4,429,825	4,755,937	4,771,152	4,746,358
Total Ending Balance, June 30	$9,314,994	$9,374,342	$10,036,887	$10,023,759

State School Facilities Fund-SB 50 Modernization/New Construction (35-00) **Attachment IV**

The State School Facilities Fund was opened in May 1999 in order to separately account for all revenues and expenditures under the Leroy F. Greene Facilities Act of 1988 (SB 50), which established a new state program for school facilities construction and modernization. In January 2021, the District received $19.9M from the State School Facilities Program as partial reimbursement of the Saburo Muraoka Elementary construction cost and the funds were transferred to the CFD Capital Projects fund 49-00.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$0	$0	$6,105	$6,105
Revenue				
State - School Facility Program	$19,958,160	$0	$0	$0
Net Inc/(Dec) in Fair Market Value of Investments	6,105	0	0	0
Total Revenue	$19,964,265	$0	$0	$0
Total Beginning Balance & Revenue	$19,964,265	$0	$6,105	$6,105
Expenditures				
Transfer To CFD Fund (49-00)	$19,958,160	$0	$0	$0
Total Expenditures	$19,958,160	$0	$0	$0
Total Ending Balance, June 30	$6,105	$0	$6,105	$6,105

Pupil Transportation Equipment Fund (15-00) **Attachment IV**

In May 2000, the Pupil Transportation Equipment Fund was established to budget for the replacement of school buses and the purchase of buses needed to accommodate growth in the District. It is the intention that this fund receive revenue transfers from the General Fund so that sufficient funds are available as the need arises for new bus purchases. No transfers were made from 2008-09 through 2012-13. In 2013-14, the District transferred $220,000 to purchase three mid-size buses in 2013-14. The District transferred $400,000 during SY 2014-15, 2015-16, 2016-17 and 2017-18 to purchase buses. No transfers were made from 2018-19 through 2021-22. In August 2019, the District was awarded $3,877,270 from the California Energy Commission's School Bus Replacement Program grant. $3.2M of the grant was used for the purchase of ten (10) 60-passenger wheelchair capable electric buses. All 10 electric buses have been received by the District.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$357,282	$227,062	$228,237	$228,237
Revenue				
CEC Electric Bus Grant Project	$3,296,270	$0	$0	$0
Net Inc/(Dec) in Fair Market Value of Ir	947	0	0	0
Local Revenue - Interest	4,229	2,000	2,000	1,500
Total Revenue	$3,301,446	$2,000	$2,000	$1,500
Total Beginning Balance & Revenue	$3,658,728	$229,062	$230,237	$229,737
Expenditures				
Supplies	$0	$125,000	$125,000	$125,000
Services & Other Operating Expenses	2,700	0	0	0
Sites, Buildings & Equipment	3,427,791	0	0	0
Total Expenditures	$3,430,491	$125,000	$125,000	$125,000
Total Ending Balance, June 30	$228,237	$104,062	$105,237	$104,737

Cafeteria Account (13-00) **Attachment IV**

The District expects to serve over 4 million breakfasts and lunches in 2021-22. Due to the ongoing COVID pandemic, all meals will be offered free of charge for the entirety of the 2021-22 school year through federal and state reimbursements. Each meal must meet strict nutritional guidelines.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$2,315,921	$7,805,491	$7,144,152	$7,144,152
Revenue				
Federal	$14,402,340	$12,500,000	$16,000,000	$16,800,000
State	1,260,617	975,000	1,100,000	1,100,000
Local	29,289	50,000	2,000	8,000
Total Revenue	$15,692,246	$13,525,000	$17,102,000	$17,908,000
Total Beginning Balance & Revenue	$18,008,167	$21,330,491	$24,246,152	$25,052,152
Expenditures				
Classified Salaries	$4,319,658	$4,413,796	$4,537,681	$4,757,488
Employee Benefits	1,643,921	1,849,977	1,716,435	1,773,010
Supplies & Materials	3,992,767	4,961,300	7,170,450	6,174,150
Services & Other Expenses	88,074	178,024	128,199	99,299
Capital Outlay	603,696	180,000	180,000	180,000
Other Outgo	215,899	281,078	288,981	299,179
Total Expenditures	$10,864,015	$11,864,175	$14,021,746	$13,283,126
Ending Balance	$7,144,152	$9,466,316	$10,224,406	$11,769,026
Stores	$190,299	$150,000	$150,000	$150,000
Restricted	6,953,853	9,316,316	10,074,406	11,619,026
Total Ending Balance, June 30	$7,144,152	$9,466,316	$10,224,406	$11,769,026

Child Development Fund (12-06) **ATTACHMENT IV**

The Child Development program includes the State Preschool classrooms located at Allen, Cook, Finney, Harborside, Juarez-Lincoln, Kellogg, Lauderbach, Loma Verde, Mueller Charter, Olympic View, Otay, Rice, Rogers, Rohr, Valle Lindo, and Vista Square. Olympic View and Vista Square has two classrooms and the other sites have single classrooms. The sites run both a morning and afternoon session. In FY 2021-22, there will be 36 state preschool sessions with slots available for 820 students, ages 3-5. AB 131 specifies that for SY 2021-22, CSPP contractors will be reimbursed based on the lesser of 100 percent of the contract's maximum reimbursement amount (MRA) or net reimbursable program costs and revenue earned will not be based on attendance similar to the previous year.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$769,892	$1,116,077	$1,122,792	$1,122,792
Revenue				
Federal	$346,185	$0	$0	$396,600
State	4,501,920	4,930,409	4,807,554	4,977,475
Local	17,806	15,000	15,000	11,000
Contribution	6,715	0	0	0
Total Revenue	$4,872,626	$4,945,409	$4,822,554	5,385,075
Total Beginning Balance & Revenue	$5,642,518	$6,061,486	$5,945,346	$6,507,867
Expenditures				
Certificated Salaries	$2,124,867	$2,256,721	$2,143,569	$2,256,014
Classified Salaries	854,917	929,438	917,095	984,525
Employee Benefits	1,176,624	1,328,497	1,283,067	1,298,983
Supplies & Materials	225,034	566,185	566,185	421,000
Services & Other Expenses	23,334	105,077	105,077	212,858
Other Outgo	114,950	105,676	153,746	161,281
Total Expenditures	$4,519,726	$5,291,594	$5,168,739	$5,334,661
Total Ending Balance, June 30	$1,122,792	$769,892	$776,607	$1,173,206

03-09-22

The District has five charter schools that are dependent direct-funded from the state and are accounted for in the Charter Schools Fund. The five charter schools are Arroyo Vista, Chula Vista Learning Community, Discovery, Feaster, and Mueller. Leonardo da Vinci Health Sciences Charter School was authorized by the District in April 2009 and began operating in 2009-10. The Learning Choice Academy-Chula Vista was authorized by the District in May 2018 and began operating in 2018-19. Leonardo da Vinci Health Sciences Charter School and The Learning Choice Academy-Chula Vista are non-profit public benefit corporations and are not included in the Charter Schools Fund.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10-31-21	2021-22 Second Interim @ 01-31-22
BEGINNING BALANCE, JULY 1	$20,440,493	$24,692,346	24,026,903	$24,026,903
REVENUE				
Federal	$6,226,184	$6,603,466	$8,687,134	$11,311,666
State: LCFF	57,999,734	61,145,146	59,488,888	58,096,114
Lottery	1,439,894	1,238,002	1,384,351	1,410,503
Other State	7,825,364	7,260,793	8,018,378	7,985,032
Local: Other Local	497,180	531,489	502,112	479,108
Total Revenue	73,988,356	76,778,896	78,080,863	79,282,423
Total Beginning Balance & Revenue	$94,428,849	$101,471,242	$102,107,766	$103,309,326
EXPENDITURES				
Certificated Salaries	$73,988,356	$30,456,784	$31,434,897	$31,566,001
Classified Salaries	5,461,559	6,359,785	6,529,462	6,389,035
Employee Benefits	13,387,741	15,731,039	15,641,794	15,844,466
Supplies & Materials	5,505,557	9,833,749	6,469,207	10,408,391
Services & Other Operating Expenses	16,673,367	18,084,626	18,209,563	17,882,106
Sites, Buildings & Equipment	910,037	60,606	992,809	718,355
Other Outgo - Transfer to Fund 21-09 for Debt Service	671,364	590,038	590,038	475,166
Total Expenditures	$70,401,947	$81,116,627	$79,867,770	$83,283,520
Ending Balance	$24,026,903	$20,354,614	$22,239,996	$20,025,806
ENDING BALANCE, JUNE 30				
Designated for Revolving Cash Fund	10,000	10,000	10,000	10,000
Designated for Modernization Improvements	-	-	-	1,000,000
Restricted Designated Minimum Reserve	3,526,667	4,055,695	3,972,868	4,125,044
Designated for Restricted Funds	-	-	3,875,126	3,357,807
Undesignated Reserve	$20,490,236	$16,288,920	$14,382,002	11,532,955
Total Ending Balance	$24,026,903	$20,354,614	$22,239,996	$20,025,806

Student Activity Special Revenue Fund (08-00) **Attachment IV**

In January 2017, the Governmental Accounting Standards Board (GASB) issued Statement No. 84 (GASB 84), Fiduciary Activities, which establishes criteria for identifying and reporting fiduciary activities for all state and local government. GASB 84 identifies that Associated Student Body (ASB) activities as non-fiduciary and should be reported in the District's governmental fund beginning in SY 2020-21. The Student Activity Special Revenue Fund accounts for the transactions associated with student fundraising activities and the expending of those funds to promote the general welfare, morale, and educational experiences of the student body. The Student Actvity funds were previously accounted for in a special trust fund.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$828,539	$708,539	$736,557	$736,557
Revenue				
Other Local	$53,318	$1,600,000	$1,600,000	$1,600,000
Total Revenue	$53,318	$1,600,000	$1,600,000	$1,600,000
Total Beginning Balance & Revenue	$881,857	$2,308,539	$2,336,557	$2,336,557
Expenditures				
Supplies	$69,321	$923,416	$923,416	$923,416
Services & Other Expenses Energy Assessment	75,979	1,269,696	1,269,696	1,269,696
Total Expenditures & Other Outgo	$145,300	$2,193,112	$2,193,112	$2,193,112
Total Ending Balance, June 30	$736,557	$115,427	$143,445	$143,445

Self Insurance Fund (67-00) **Attachment IV**

The Worker's Compensation Insurance Fund (Fund 67-30) is used to pay employee workers' compensation claims that are a result of injuries suffered while working. The District is self-insured for workers' compensation. The District pays a rate per $100 of each employee's salary as premiums. For FY 2013-14 through 2016-17 the rate was $2.00 per $100 and $1.50 per $100 for 2017-18 through 2019-20. For FY 2020-21 and 2021-22, the rate is $1.00 per $100.

	2020-21 Unaudited Actuals @ Year End	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$14,875,363	$14,935,363	$14,818,107	$14,818,107
Revenue				
Local Revenue	$2,241,775	$2,200,000	$2,200,000	$2,200,000
Local Revenue - Interest	169,612	170,000	170,000	125,000
Net Inc/(Dec) in Fair Market Value of Investme	61,255	0	0	0
Total Revenue	$2,472,642	$2,370,000	$2,370,000	$2,325,000
Total Beginning Balance & Revenue	$17,348,005	$17,305,363	$17,188,107	$17,143,107
Expenditures				
Services & Other Operating Expenses	$2,529,898	$3,152,000	$3,152,000	$3,152,000
Total Expenditures	$2,529,898	$3,152,000	$3,152,000	$3,152,000
Ending Balance	$14,818,107	$14,153,363	$14,036,107	$13,991,107
Reserve for Medical & Compensation Contingencies and Retiree Benefits	14,818,107	14,153,363	14,036,107	13,991,107
Total Ending Balance, June 30	$14,818,107	$14,153,363	$14,036,107	$13,991,107

Community Facilities District Capital Projects Fund (49-00) **Attachment IV**

The Community Facilities District (CFD) Capital Projects Fund 49-00 was established to record all CFD special tax deposits. CFDs are primarily used to fund new school construction and expansion. The CFD Capital Projects Fund contains CFD Nos. 1 through 6, 10 through 15 and 17 through 21. Funds for debt service payments will be transferred to the CFD Debt Service Fund (52-00). In 2020, construction was completed for an 8 classroom two-story relocatable classroom building at Saburo Muraoka Elementary School. In February 2020, a $25,000,000 COP was issued to partially fund the construction of Fahari Jeffers Elementary which is currently in construction and scheduled to open in July 2022. In December 2021, two Certificates of Particiations were issued - a $60,000,000 COP was issued to partially fund the construction of School 48 located in Village 2 which is projected to open in July 2024 and a $16,475,000 COP was issued to refund the 2011 Certificates of Participation.

	2020-21 Unaudited Actuals	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$75,554,682	$81,893,350	$97,349,128	$97,349,128
Revenue				
Special Tax Collections	$20,249,099	$19,900,000	$19,900,000	$21,000,000
Delinquent Collections	236,424	190,000	190,000	230,000
EastLake Developer Fees	0	5,000	5,000	5,000
Special Tax Prepayments	2,373,806	0	0	0
Proceeds from 2021 COP Refunding		0	0	16,475,000
Premium from 2021 COP Refunding		0	0	3,029,900
Proceeds from 2021 COP		0	0	60,000,000
Premium from 2021 COP		0	0	804,088
Net Inc/(Dec) in Fair Market Value of Investments	314,521	0	0	0
Interest	724,463	600,000	600,000	600,000
Transfer In from School Facilities Fund	19,958,160	0	0	0
Total Revenue	$43,856,473	$20,695,000	$20,695,000	$102,143,988
Total Beginning Balance & Revenue	$119,411,155	$102,588,350	$118,044,128	$199,493,116
Expenditures				
Supplies & Materials	$9,138	$750,000	$750,000	$750,000
Services & Other Expenses	249,455	205,597	309,159	330,296
Sites, Buildings & Equipment Other	7,514,554	37,695,905	49,496,552	38,859,627
2021 COP Issuance Costs		0	0	660,201
2021 Refunding COP Issuance Costs		0	0	320,069
Transfers to CFD Debt Service Fund (52-00)	14,288,880	14,676,896	14,676,896	33,962,627
Total Expenditures	$22,062,027	$53,328,398	$65,232,607	$74,882,820
Ending Balance	$97,349,128	$49,259,952	$52,811,521	$124,610,296
Designated for Fahari Jeffers	$44,543,290	$2,212,888	$5,063,117	$5,442,487
Designated for School 48				74,644,032
Designated for CFD Debt Service Payments and School Construction	52,805,838	47,047,064	47,748,404	44,523,777
Total Ending Balance, June 30	$97,349,128	$49,259,952	$52,811,521	$124,610,296
Outstanding COP Obligations, July 1	$147,525,000	$138,715,000	$138,715,000	$138,715,000
Annual Principal Retired	(8,810,000)	(9,645,000)	(9,645,000)	(28,535,000)
Annual Principal Added	25,000,000	0	0	76,475,000
Outstanding Obligations, June 30	$163,715,000	$129,070,000	$129,070,000	$186,655,000

Community Facilities District Debt Service Fund (52-00) **Attachment IV**

The Community Facilities District (CFD) Debt Service Fund 52-00 was established to record all CFD debt service payments. CFDs are primarily used to fund new school construction and expansion. Funds for debt service payments will be transferred from the CFD Capital Projects Fund (49-00).

	2020-21 Unaudited Actuals @ Year End	2021-22 Adopted Budget	2021-22 First Interim @ 10/31/21	2021-22 Second Interim @ 1/31/22
Beginning Balance, July 1	$0	$0	$0	$0
Revenue				
Transfers from CFD Capital Projects Fund (49-00) for Debt Service	$14,288,880	$14,676,896	$14,676,896	$14,777,796
Transfers from CFD Capital Projects Fund (49-00) for Refunding	0	0	0	19,184,831
Total Revenue	$14,288,880	$14,676,896	$14,676,896	$33,962,627
Total Beginning Balance & Revenue	$14,288,880	$14,676,896	$14,676,896	$33,962,627
Expenditures				
COPs/Bond Principal Payment	$8,810,000	$9,645,000	$9,645,000	$9,645,000
COPs/Bond Interest Expense	5,478,880	5,031,896	5,031,896	5,132,796
2021 COPs Refunding	0	0	0	19,184,831
Total Expenditures	$14,288,880	$14,676,896	$14,676,896	$33,962,627
Total Ending Balance, June 30	$0	$0	$0	$0

ATTACHMENT V

2021-22 Cash Flow
General Fund + Categorical Programs

	Jul-21 (Actual)	Aug-21 (Actual)	Sept-21 (Actuals)	Oct-21 (Actual)	Nov-21 (Actual)	Dec-21 (Actual)	Jan-22 (Actual)	Feb-22 (Estimated)	Mar-22 (Estimated)	April-22 (Estimated)	May-22 (Estimated)	June-22 (Estimated)	ANNUAL TOTALS
Beginning Cash Balance	$ 40,264,377	$ 25,239,070	$ 22,428,260	$ 19,394,897	$ 12,617,222	$ 17,486,771	$ 55,090,158	$ 66,245,689	$ 63,812,815	$ 58,620,529	$ 64,692,647	$ 58,167,901	$ 40,264,377
LCFF - State Aid Apportionment	5,554,527	5,554,527	9,998,149	9,998,148	9,998,148	9,998,148	9,998,148	9,670,879	9,670,879	9,670,879	9,670,879	9,638,456	109,421,767
Property Taxes	474,704	1,200,368	899,734	1,136,325	6,213,180	34,928,111	19,093,755	4,155,031	3,496,575	24,173,020	14,079,995	5,070,839	114,921,637
EPA Tax Initiative	-	-	6,227,088	-	-	6,227,087	-	-	4,990,244	-	-	4,990,244	22,434,663
RDA Residual Balance & CRD	-	-	-	-	-	-	1,078,771	-	-	-	-	2,329,818	3,408,589
Charter in-Lieu Taxes	-	(1,660,173)	(3,320,347)	(2,213,564)	(2,213,564)	(2,213,138)	(2,213,138)	(2,164,698)	(3,686,702)	(1,843,351)	(1,843,351)	(1,843,351)	(25,215,377)
Special Education Prop Tax Xfer	-	-	-	-	-	-	660,844	-	-	-	-	-	660,844
Special Education	-	-	2,643	-	-	-	-	-	-	-	-	-	2,643
Federal Impact Aid	-	-	871,926	-	-	-	-	-	-	-	23,087	376,913	1,271,926
Title I	-	-	-	-	-	-	2,429,228	-	-	2,220,518	-	-	4,649,746
Title II	-	-	-	130,283	-	-	-	153,971	-	46,004	-	-	330,258
Title III	-	-	-	187,697	-	-	-	403,039	-	170,349	-	-	761,085
Title IV	-	-	-	-	-	-	-	-	-	-	-	109,689	109,689
ESSER I	-	-	186,773	-	-	-	-	-	-	-	-	-	186,773
ESSER II	-	-	3,155,947	-	-		2,076,138	-	-	1,193,985	-	-	6,426,070
ESSER III		3,298,162					1,231,118	-	-	282,216	-	-	4,811,496
Expanded Learning Opportunity Grant	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Federal	-	-	-	4,769	14,057	115,507	82,767	286,823	-	-	-	8,000	511,923
Lottery	-	-	-	-	-	-	1,696,243	-	1,164,111	-	-	1,615,461	4,475,815
Mandated Block Grant	-	-	-	-	-	735,193	-	-	-	-	-	-	735,193
In-Person Instruction Grant	-	-	-	-	-	4,266,755	-	-	-	-	-	-	4,266,755
Expanded Learning Opportunities Grant (State)	-	-	-	-	-	-	891,458	-	-	-	-	-	891,458
Expanded Learning Opportunity Program	-	-	-	-	4,932,140	-	-	807,077	807,077	807,077	807,077	807,079	8,967,527
Educator Effectiveness Fund	-	-	-	-	-	4,371,039	-	-	-	-	-	1,092,760	5,463,799
Other State	-	-	-	-	2,409,554	-	-	-	908,712	-	-	908,711	4,226,977
ASES Pass Through	-	-	-	-	-	-	-	-	2,187,277	-	-	-	2,187,277
PA Special Ed Pass Through	889,448	961,416	1,665,778	1,665,778	1,665,778	1,665,778	1,665,778	2,133,770	2,133,770	2,133,770	2,133,770	2,133,770	20,848,604
Other Local	14,608	1,298,328	1,732,890	1,052,711	1,054,856	907,611	897,218	1,273,807	1,753,486	924,725	872,227	835,257	12,617,724
2020/21 Deferral	12,951,393	29,125,329	-	3,272,130	-		1,992,513	5,836,615	-	20,274	-	670,293	53,868,547
Temporary Transfers/DTDF	-	-	-	-	5,000,000	-	-	-	-	-	-	-	5,000,000
Other Revenue/Cash Inflows	266,162	776,276	483,430	1,372,773	214,388	1,245,011	719,679	521,176	521,176	521,176	521,176	521,176	7,683,599
Total Revenues	$ 20,150,842	$ 40,554,233	$ 21,904,011	$ 16,607,050	$ 29,288,537	$ 62,247,102	$ 42,300,520	$ 23,077,490	$ 23,946,605	$ 40,320,642	$ 26,264,860	$ 29,265,115	$ 375,927,007
Total Revenue and Beg. Bal.	$ 60,415,219	$ 65,793,303	$ 44,332,271	$ 36,001,947	$ 41,905,759	$ 79,733,873	$ 97,390,678	$ 89,323,179	$ 87,759,420	$ 98,941,171	$ 90,957,507	$ 87,433,016	$ 416,191,384
Salaries & Benefits	$ 18,188,342	$ 20,962,231	$ 21,407,430	$ 21,432,940	$ 21,639,970	$ 21,524,155	$ 21,709,266	$ 22,274,831	$ 23,758,967	$ 29,810,545	$ 28,491,502	$ 24,354,861	$ 275,555,040
Commercial Warrant Exp	4,765,862	2,128,076	3,484,387	1,912,555	2,705,520	3,096,681	4,296,106	3,218,850	3,574,398	4,421,296	4,281,421	6,518,843	44,403,995
TRANs Repayment	6,263,108	18,789,323				-	-	-	-	-	-	-	25,052,431
Interfund Transfer		-	-	-	-	-		-	-	-	-	-	-
Temporary Transfers/DTDF	-	-	-	-	-	-	5,000,000	-	1,788,843	-	-	-	6,788,843
Other Cash Outflows	5,958,837	1,485,413	45,557	39,230	73,498	22,879	139,617	16,683	16,683	16,683	16,683	16,684	7,848,447
Total Expenditures	$ 35,176,149	$ 43,365,043	$ 24,937,374	$ 23,384,725	$ 24,418,988	$ 24,643,715	$ 31,144,989	$ 25,510,364	$ 29,138,891	$ 34,248,524	$ 32,789,606	$ 30,890,388	$ 359,648,756
ENDING CASH BALANCE	$ 25,239,070	$ 22,428,260	$ 19,394,897	$ 12,617,222	$ 17,486,771	$ 55,090,158	$ 66,245,689	$ 63,812,815	$ 58,620,529	$ 64,692,647	$ 58,167,901	$ 56,542,628	$ 56,542,628

ATTACHMENT VI

2022-23 Cash Flow
General Fund + Categorical Programs

	Jul-22 (Estimated)	Aug-22 (Estimated)	Sept-22 (Estimated)	Oct-22 (Estimated)	Nov-22 (Estimated)	Dec-22 (Estimated)	Jan-23 (Estimated)	Feb-23 (Estimated)	Mar-23 (Estimated)	April-23 (Estimated)	May-23 (Estimated)	June-23 (Estimated)	ANNUAL TOTALS
Beginning Cash Balance	$ 56,542,628	$ 59,568,112	$ 41,141,217	$ 29,540,889	$ 17,264,290	$ 9,580,514	$ 33,882,808	$ 23,887,662	$ 16,511,113	$ 13,147,398	$ 32,146,270	$ 31,936,736	$ 56,542,628
LCFF - State Aid Apportionment	5,554,527	5,554,527	9,998,149	9,998,149	9,998,149	9,998,149	9,998,149	10,975,710	10,975,710	10,975,710	10,975,710	10,975,708	115,978,347
Property Taxes	474,455	1,199,739	899,263	1,135,730	6,209,926	34,909,818	19,083,755	4,152,855	3,494,744	24,160,359	14,072,621	5,068,184	114,861,449
EPA Tax Initiative	-	-	4,822,265	-	-	4,822,265	-	-	4,822,265	-	-	4,822,266	19,289,061
RDA Residual Balance & CRD	-	-	-	-	-	-	1,022,577	-	-	-	-	2,386,012	3,408,589
Charter in-Lieu Taxes	-	(1,666,654)	(3,333,308)	(2,222,205)	(2,222,205)	(2,222,205)	(2,222,205)	(2,222,205)	(3,888,859)	(1,944,430)	(1,944,430)	(1,944,430)	(25,833,136)
Special Education Prop Tax Xfer	-	-	-	-	-	-	-	660,844	-	-	-	-	660,844
Special Education	-	-	-	-	-	-	-	-	-	-	-	-	-
Federal Impact Aid	-	-	-	-	631,350	-	-	-	-	-	16,608	267,042	915,000
Title I	-	-	-	-	-	-	2,429,228	-	-	2,220,518	-	-	4,649,746
Title II	-	-	-	130,283	-	-	-	153,971	-	46,004	-	-	330,258
Title III	-	-	-	187,697	-	-	-	403,039	-	170,349	-	-	761,085
Title IV	-	-	-	-	-	-	-	-	-	-	-	109,689	109,689
ESSER II	1,982,547	-	-	1,982,547	-	-	919,112	-	-	919,112	-	-	5,803,318
ESSER III	1,612,182	-	-	2,281,472	-	-	4,115,287	-	-	4,115,287	-	-	12,124,228
Expanded Learning Opportunity Grant	1,641,890	-	-	1,516,461	-	-	1,641,890	-	-	1,641,890	-	-	6,442,131
Other Federal	-	-	-	-	-	-	-	-	-	-	-	8,000	8,000
Lottery	-	-	-	-	-	-	1,670,723	-	1,184,783	-	-	1,531,367	4,386,873
Mandated Block Grant	-	-	-	-	735,193	-	-	-	-	-	-	-	735,193
Expanded Learning Opportunity Program	448,376	448,376	807,077	807,077	807,077	807,077	807,077	807,078	807,078	807,078	807,078	807,078	8,967,527
Other State	-	-	-	-	-	-	-	-	-	-	-	1,817,423	1,817,423
ASES Pass Through	-	-	-	-	-	-	-	-	2,187,277	-	-	-	2,187,277
PA Special Ed Pass Through	889,448	889,448	1,601,006	1,601,006	1,601,006	1,601,006	1,601,006	2,212,936	2,212,936	2,212,936	2,212,936	2,212,937	20,848,607
Other Local	1,948	697,748	1,387,668	976,729	1,002,059	917,529	1,045,255	1,257,522	1,554,134	840,926	810,240	829,589	11,321,347
2021/22 Deferral	999,451	1,145,197	-	1,207,127	-	-	109,689	-	-	109,689	-	6,749,658	10,320,811
TRANs Principal Amounts	25,000,000	-	-	-	-	-	-	-	-	-	-	-	25,000,000
Other Revenue/Cash Inflows		555,092	555,092	555,092	555,092	555,092	555,092	555,092	555,092	555,092	555,092	555,088	6,106,008
Total Revenues	$ 38,604,824	$ 8,823,473	$ 16,737,212	$ 20,157,165	$ 19,317,647	$ 51,388,731	$ 42,776,635	$ 18,956,842	$ 23,905,160	$ 46,830,520	$ 27,505,855	$ 36,195,611	$ 351,199,675
Total Revenue and Beg. Bal.	$ 95,147,452	$ 68,391,585	$ 57,878,429	$ 49,698,054	$ 36,581,937	$ 60,969,245	$ 76,659,443	$ 42,844,504	$ 40,416,273	$ 59,977,918	$ 59,652,125	$ 68,132,347	$ 407,742,303
Salaries & Benefits	$ 22,862,624	$ 23,475,200	$ 23,989,608	$ 27,157,732	$ 23,546,455	$ 23,547,721	$ 23,634,298	$ 23,548,991	$ 24,176,915	$ 24,007,096	$ 24,011,833	$ 23,730,336	$ 287,688,809
Commercial Warrant Exp	4,537,862	3,775,168	4,347,932	5,276,032	3,454,968	3,538,716	4,137,483	2,784,400	3,091,960	3,824,552	3,703,556	5,638,991	48,111,620
TRANs Repayment	-	-	-	-	-	-	25,000,000	-	-		-		25,000,000
Other Cash Outflows	8,178,854												8,178,854
Total Expenditures	$ 35,579,340	$ 27,250,368	$ 28,337,540	$ 32,433,764	$ 27,001,423	$ 27,086,437	$ 52,771,781	$ 26,333,391	$ 27,268,875	$ 27,831,648	$ 27,715,389	$ 29,369,327	$ 368,979,283
ENDING CASH BALANCE	$ 59,568,112	$ 41,141,217	$ 29,540,889	$ 17,264,290	$ 9,580,514	$ 33,882,808	$ 23,887,662	$ 16,511,113	$ 13,147,398	$ 32,146,270	$ 31,936,736	$ 38,763,020	$ 38,763,020

NOTICE OF CRITERIA AND STANDARDS REVIEW. This interim report was based upon and reviewed using the state-adopted Criteria and Standards. (Pursuant to Education Code (EC) sections 33129 and 42130)

Signed: _____ Date: _____
District Superintendent or Designee

NOTICE OF INTERIM REVIEW. All action shall be taken on this report during a regular or authorized special meeting of the governing board.

To the County Superintendent of Schools:
This interim report and certification of financial condition are hereby filed by the governing board of the school district. (Pursuant to EC Section 42131)

Meeting Date: March 09, 2022 Signed: _____
President of the Governing Board

CERTIFICATION OF FINANCIAL CONDITION

X POSITIVE CERTIFICATION
As President of the Governing Board of this school district, I certify that based upon current projections this district will meet its financial obligations for the current fiscal year and subsequent two fiscal years.

___ QUALIFIED CERTIFICATION
As President of the Governing Board of this school district, I certify that based upon current projections this district may not meet its financial obligations for the current fiscal year or two subsequent fiscal years.

___ NEGATIVE CERTIFICATION
As President of the Governing Board of this school district, I certify that based upon current projections this district will be unable to meet its financial obligations for the remainder of the current fiscal year or for the subsequent fiscal year.

Contact person for additional information on the interim report:

Name: Theresa Villanueva Telephone: 619-425-9600 x 1391

Title: Director of Fiscal Services E-mail: Mariath.villanueva@cvesd.org

Criteria and Standards Review Summary

The following summary is automatically completed based on data provided in the Criteria and Standards Review form (Form 01CSI). Criteria and standards that are "Not Met," and supplemental information and additional fiscal indicators that are "Yes," may indicate areas of potential concern, which could affect the interim report certification, and should be carefully reviewed.

CRITERIA AND STANDARDS			Met	Not Met
1	Average Daily Attendance	Funded ADA for any of the current or two subsequent fiscal years has not changed by more than two percent since first interim.		X

CRITERIA AND STANDARDS (continued)			Met	Not Met
2	Enrollment	Projected enrollment for any of the current or two subsequent fiscal years has not changed by more than two percent since first interim.	X	
3	ADA to Enrollment	Projected second period (P-2) ADA to enrollment ratio for the current and two subsequent fiscal years is consistent with historical ratios.	X	
4	Local Control Funding Formula (LCFF) Revenue	Projected LCFF revenue for any of the current or two subsequent fiscal years has not changed by more than two percent since first interim.		X
5	Salaries and Benefits	Projected ratio of total unrestricted salaries and benefits to total unrestricted general fund expenditures has not changed by more than the standard for the current and two subsequent fiscal years.		X
6a	Other Revenues	Projected operating revenues (federal, other state, other local) for the current and two subsequent fiscal years have not changed by more than five percent since first interim.	X	
6b	Other Expenditures	Projected operating expenditures (books and supplies, services and other expenditures) for the current and two subsequent fiscal years have not changed by more than five percent since first interim.		X
7	Ongoing and Major Maintenance Account	If applicable, changes occurring since first interim meet the required contribution to the ongoing and major maintenance account (i.e., restricted maintenance account).	X	
8	Deficit Spending	Unrestricted deficit spending, if any, has not exceeded the standard in any of the current or two subsequent fiscal years.		X
9a	Fund Balance	Projected general fund balance will be positive at the end of the current and two subsequent fiscal years.	X	
9b	Cash Balance	Projected general fund cash balance will be positive at the end of the current fiscal year.	X	
10	Reserves	Available reserves (e.g., reserve for economic uncertainties, unassigned/unappropriated amounts) meet minimum requirements for the current and two subsequent fiscal years.	X	

SUPPLEMENTAL INFORMATION			No	Yes
S1	Contingent Liabilities	Have any known or contingent liabilities (e.g., financial or program audits, litigation, state compliance reviews) occurred since first interim that may impact the budget?	X	
S2	Using One-time Revenues to Fund Ongoing Expenditures	Are there ongoing general fund expenditures funded with one-time revenues that have changed since first interim by more than five percent?	X	
S3	Temporary Interfund Borrowings	Are there projected temporary borrowings between funds?	X	
S4	Contingent Revenues	Are any projected revenues for any of the current or two subsequent fiscal years contingent on reauthorization by the local government, special legislation, or other definitive act (e.g., parcel taxes, forest reserves)?	X	
S5	Contributions	Have contributions from unrestricted to restricted resources, or transfers to or from the general fund to cover operating deficits, changed since first interim by more than $20,000 and more than 5% for any of the current or two subsequent fiscal years?		X

SUPPLEMENTAL INFORMATION (continued)			No	Yes
S6	Long-term Commitments	Does the district have long-term (multiyear) commitments or debt agreements?		X
		• If yes, have annual payments for the current or two subsequent fiscal years increased over prior year's (2020-21) annual payment?		X
		• If yes, will funding sources used to pay long-term commitments decrease or expire prior to the end of the commitment period, or are they one-time sources?	X	
S7a	Postemployment Benefits Other than Pensions	Does the district provide postemployment benefits other than pensions (OPEB)?		X
		• If yes, have there been changes since first interim in OPEB liabilities?	X	
S7b	Other Self-insurance Benefits	Does the district operate any self-insurance programs (e.g., workers' compensation)?		X
		• If yes, have there been changes since first interim in self-insurance liabilities?	X	
S8	Status of Labor Agreements	As of second interim projections, are salary and benefit negotiations still unsettled for:		
		• Certificated? (Section S8A, Line 1b)	X	
		• Classified? (Section S8B, Line 1b)	X	
		• Management/supervisor/confidential? (Section S8C, Line 1b)	X	
S8	Labor Agreement Budget Revisions	For negotiations settled since first interim, per Government Code Section 3547.5(c), are budget revisions still needed to meet the costs of the collective bargaining agreement(s) for:		
		• Certificated? (Section S8A, Line 3)	X	
		• Classified? (Section S8B, Line 3)	X	
S9	Status of Other Funds	Are any funds other than the general fund projected to have a negative fund balance at the end of the current fiscal year?	X	

ADDITIONAL FISCAL INDICATORS			No	Yes
A1	Negative Cash Flow	Do cash flow projections show that the district will end the current fiscal year with a negative cash balance in the general fund?	X	
A2	Independent Position Control	Is personnel position control independent from the payroll system?	X	
A3	Declining Enrollment	Is enrollment decreasing in both the prior and current fiscal years?		X
A4	New Charter Schools Impacting District Enrollment	Are any new charter schools operating in district boundaries that are impacting the district's enrollment, either in the prior or current fiscal year?	X	
A5	Salary Increases Exceed COLA	Has the district entered into a bargaining agreement where any of the current or subsequent fiscal years of the agreement would result in salary increases that are expected to exceed the projected state funded cost-of-living adjustment?	X	
A6	Uncapped Health Benefits	Does the district provide uncapped (100% employer paid) health benefits for current or retired employees?	X	
A7	Independent Financial System	Is the district's financial system independent from the county office system?	X	
A8	Fiscal Distress Reports	Does the district have any reports that indicate fiscal distress? If yes, provide copies to the COE, pursuant to EC 42127.6(a).	X	
A9	Change of CBO or Superintendent	Have there been personnel changes in the superintendent or chief business official (CBO) positions within the last 12 months?		X

Description	ESTIMATED FUNDED ADA Original Budget (A)	ESTIMATED FUNDED ADA Board Approved Operating Budget (B)	ESTIMATED P-2 REPORT ADA Projected Year Totals (C)	ESTIMATED FUNDED ADA Projected Year Totals (D)	DIFFERENCE (Col. D - B) (E)	PERCENTAGE DIFFERENCE (Col. E / B) (F)
A. DISTRICT						
1. Total District Regular ADA Includes Opportunity Classes, Home & Hospital, Special Day Class, Continuation Education, Special Education NPS/LCI and Extended Year, and Community Day School (includes Necessary Small School ADA)	22,422.38	22,422.38	20,095.99	22,418.62	(3.76)	0%
2. Total Basic Aid Choice/Court Ordered Voluntary Pupil Transfer Regular ADA Includes Opportunity Classes, Home & Hospital, Special Day Class, Continuation Education, Special Education NPS/LCI and Extended Year, and Community Day School (ADA not included in Line A1 above)	0.00	0.00	0.00	0.00	0.00	0%
3. Total Basic Aid Open Enrollment Regular ADA Includes Opportunity Classes, Home & Hospital, Special Day Class, Continuation Education, Special Education NPS/LCI and Extended Year, and Community Day School (ADA not included in Line A1 above)	0.00	0.00	0.00	0.00	0.00	0%
4. Total, District Regular ADA (Sum of Lines A1 through A3)	22,422.38	22,422.38	20,095.99	22,418.62	(3.76)	0%
5. District Funded County Program ADA						
a. County Community Schools	0.00	0.00	0.00	0.00	0.00	0%
b. Special Education-Special Day Class	15.14	15.14	12.17	12.17	(2.97)	-20%
c. Special Education-NPS/LCI	0.00	0.00	0.00	0.00	0.00	0%
d. Special Education Extended Year	0.00	0.00	0.00	0.00	0.00	0%
e. Other County Operated Programs: Opportunity Schools and Full Day Opportunity Classes, Specialized Secondary Schools	0.00	0.00	0.00	0.00	0.00	0%
f. County School Tuition Fund (Out of State Tuition) [EC 2000 and 46380]	0.00	0.00	0.00	0.00	0.00	0%
g. Total, District Funded County Program ADA (Sum of Lines A5a through A5f)	15.14	15.14	12.17	12.17	(2.97)	-20%
6. TOTAL DISTRICT ADA (Sum of Line A4 and Line A5g)	22,437.52	22,437.52	20,108.16	22,430.79	(6.73)	0%
7. Adults in Correctional Facilities	0.00	0.00	0.00	0.00	0.00	0%
8. Charter School ADA (Enter Charter School ADA using Tab C. Charter School ADA)						

Description	ESTIMATED FUNDED ADA Original Budget (A)	ESTIMATED FUNDED ADA Board Approved Operating Budget (B)	ESTIMATED P-2 REPORT ADA Projected Year Totals (C)	ESTIMATED FUNDED ADA Projected Year Totals (D)	DIFFERENCE (Col. D - B) (E)	PERCENTAGE DIFFERENCE (Col. E / B) (F)
B. COUNTY OFFICE OF EDUCATION						
1. County Program Alternative Education Grant ADA						
a. County Group Home and Institution Pupils	0.00	0.00	0.00	0.00	0.00	0%
b. Juvenile Halls, Homes, and Camps	0.00	0.00	0.00	0.00	0.00	0%
c. Probation Referred, On Probation or Parole, Expelled per EC 48915(a) or (c) [EC 2574(c)(4)(A)]	0.00	0.00	0.00	0.00	0.00	0%
d. Total, County Program Alternative Education ADA (Sum of Lines B1a through B1c)	0.00	0.00	0.00	0.00	0.00	0%
2. District Funded County Program ADA						
a. County Community Schools	0.00	0.00	0.00	0.00	0.00	0%
b. Special Education-Special Day Class	0.00	0.00	0.00	0.00	0.00	0%
c. Special Education-NPS/LCI	0.00	0.00	0.00	0.00	0.00	0%
d. Special Education Extended Year	0.00	0.00	0.00	0.00	0.00	0%
e. Other County Operated Programs: Opportunity Schools and Full Day Opportunity Classes, Specialized Secondary Schools	0.00	0.00	0.00	0.00	0.00	0%
f. County School Tuition Fund (Out of State Tuition) [EC 2000 and 46380]	0.00	0.00	0.00	0.00	0.00	0%
g. Total, District Funded County Program ADA (Sum of Lines B2a through B2f)	0.00	0.00	0.00	0.00	0.00	0%
3. TOTAL COUNTY OFFICE ADA (Sum of Lines B1d and B2g)	0.00	0.00	0.00	0.00	0.00	0%
4. Adults in Correctional Facilities	0.00	0.00	0.00	0.00	0.00	0%
5. County Operations Grant ADA	0.00	0.00	0.00	0.00	0.00	0%
6. Charter School ADA (Enter Charter School ADA using Tab C. Charter School ADA)						

Description	ESTIMATED FUNDED ADA Original Budget (A)	ESTIMATED FUNDED ADA Board Approved Operating Budget (B)	ESTIMATED P-2 REPORT ADA Projected Year Totals (C)	ESTIMATED FUNDED ADA Projected Year Totals (D)	DIFFERENCE (Col. D - B) (E)	PERCENTAGE DIFFERENCE (Col. E / B) (F)
C. CHARTER SCHOOL ADA						
Authorizing LEAs reporting charter school SACS financial data in their Fund 01, 09, or 62 use this worksheet to report ADA for those charter schools. Charter schools reporting SACS financial data separately from their authorizing LEAs in Fund 01 or Fund 62 use this worksheet to report their ADA.						
FUND 01: Charter School ADA corresponding to SACS financial data reported in Fund 01.						
1. Total Charter School Regular ADA	0.00	0.00	0.00	0.00	0.00	0%
2. Charter School County Program Alternative Education ADA						
a. County Group Home and Institution Pupils	0.00	0.00	0.00	0.00	0.00	0%
b. Juvenile Halls, Homes, and Camps	0.00	0.00	0.00	0.00	0.00	0%
c. Probation Referred, On Probation or Parole, Expelled per EC 48915(a) or (c) [EC 2574(c)(4)(A)]	0.00	0.00	0.00	0.00	0.00	0%
d. Total, Charter School County Program Alternative Education ADA (Sum of Lines C2a through C2c)	0.00	0.00	0.00	0.00	0.00	0%
3. Charter School Funded County Program ADA						
a. County Community Schools	0.00	0.00	0.00	0.00	0.00	0%
b. Special Education-Special Day Class	0.00	0.00	0.00	0.00	0.00	0%
c. Special Education-NPS/LCI	0.00	0.00	0.00	0.00	0.00	0%
d. Special Education Extended Year	0.00	0.00	0.00	0.00	0.00	0%
e. Other County Operated Programs: Opportunity Schools and Full Day Opportunity Classes, Specialized Secondary Schools	0.00	0.00	0.00	0.00	0.00	0%
f. Total, Charter School Funded County Program ADA (Sum of Lines C3a through C3e)	0.00	0.00	0.00	0.00	0.00	0%
4. TOTAL CHARTER SCHOOL ADA (Sum of Lines C1, C2d, and C3f)	0.00	0.00	0.00	0.00	0.00	0%
FUND 09 or 62: Charter School ADA corresponding to SACS financial data reported in Fund 09 or Fund 62.						
5. Total Charter School Regular ADA	5,999.68	5,787.42	5,656.89	5,656.89	(130.53)	-2%
6. Charter School County Program Alternative Education ADA						
a. County Group Home and Institution Pupils	0.00	0.00	0.00	0.00	0.00	0%
b. Juvenile Halls, Homes, and Camps	0.00	0.00	0.00	0.00	0.00	0%
c. Probation Referred, On Probation or Parole, Expelled per EC 48915(a) or (c) [EC 2574(c)(4)(A)]	0.00	0.00	0.00	0.00	0.00	0%
d. Total, Charter School County Program Alternative Education ADA (Sum of Lines C6a through C6c)	0.00	0.00	0.00	0.00	0.00	0%
7. Charter School Funded County Program ADA						
a. County Community Schools	0.00	0.00	0.00	0.00	0.00	0%
b. Special Education-Special Day Class	0.00	0.00	0.00	0.00	0.00	0%
c. Special Education-NPS/LCI	0.00	0.00	0.00	0.00	0.00	0%
d. Special Education Extended Year	0.00	0.00	0.00	0.00	0.00	0%
e. Other County Operated Programs: Opportunity Schools and Full Day Opportunity Classes, Specialized Secondary Schools	0.00	0.00	0.00	0.00	0.00	0%
f. Total, Charter School Funded County Program ADA (Sum of Lines C7a through C7e)	0.00	0.00	0.00	0.00	0.00	0%
8. TOTAL CHARTER SCHOOL ADA (Sum of Lines C5, C6d, and C7f)	5,999.68	5,787.42	5,656.89	5,656.89	(130.53)	-2%
9. TOTAL CHARTER SCHOOL ADA Reported in Fund 01, 09, or 62 (Sum of Lines C4 and C8)	5,999.68	5,787.42	5,656.89	5,656.89	(130.53)	-2%

Provide methodology and assumptions used to estimate ADA, enrollment, revenues, expenditures, reserves and fund balance, and multiyear commitments (including cost-of-living adjustments).

Deviations from the standards must be explained and may affect the interim certification.

CRITERIA AND STANDARDS

1. CRITERION: Average Daily Attendance

STANDARD: Funded average daily attendance (ADA) for any of the current fiscal year or two subsequent fiscal years has not changed by more than two percent since first interim projections.

District's ADA Standard Percentage Range: **-2.0% to +2.0%**

1A. Calculating the District's ADA Variances

DATA ENTRY: First Interim data that exist will be extracted into the first column, otherwise, enter data for all fiscal years. Second Interim Projected Year Totals data that exist for the current year will be extracted; otherwise, enter data for all fiscal years. Enter district regular ADA and charter school ADA corresponding to financial data reported in the General Fund, only, for all fiscal years.

Estimated Funded ADA

Fiscal Year	First Interim Projected Year Totals (Form 01CSI, Item 1A)	Second Interim Projected Year Totals (Form AI, Lines A4 and C4)	Percent Change	Status
Current Year (2021-22)				
District Regular	22,422.38	22,418.62		
Charter School	0.00	0.00		
Total ADA	**22,422.38**	**22,418.62**	**0.0%**	**Met**
1st Subsequent Year (2022-23)				
District Regular	20,212.91	21,644.41		
Charter School				
Total ADA	**20,212.91**	**21,644.41**	**7.1%**	**Not Met**
2nd Subsequent Year (2023-24)				
District Regular	20,212.91	20,870.20		
Charter School				
Total ADA	**20,212.91**	**20,870.20**	**3.3%**	**Not Met**

1B. Comparison of District ADA to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD NOT MET - The projected change since first interim projections for funded ADA exceeds two percent in any of the current year or two subsequent fiscal years. Provide reasons why the change(s) exceed the standard, a description of the methods and assumptions used in projecting funded ADA, and what changes will be made to improve the accuracy of projections in this area.

Explanation:
(required if NOT met)

The 2022-23 and 2023-24 funded ADA is based on the Governor's Proposed 2022-23 budget, which proposes to permanently alter the calculation of funded ADA to the greater of current year, prior year, or average of three prior years.

2. CRITERION: Enrollment

STANDARD: Projected enrollment for any of the current fiscal year or two subsequent fiscal years has not changed by more than two percent since first interim projections.

District's Enrollment Standard Percentage Range: **-2.0% to +2.0%**

2A. Calculating the District's Enrollment Variances

DATA ENTRY: First Interim data that exist will be extracted; otherwise, enter data into the first column for all fiscal years. Enter data in the second column for all fiscal years. Enter district regular enrollment and charter school enrollment corresponding to financial data reported in the General Fund, only, for all fiscal years.

	Enrollment			
	First Interim	Second Interim		
Fiscal Year	(Form 01CSI, Item 2A)	CBEDS/Projected	Percent Change	Status
Current Year (2021-22)				
District Regular	22,196	22,187		
Charter School				
Total Enrollment	**22,196**	**22,187**	**0.0%**	**Met**
1st Subsequent Year (2022-23)				
District Regular	22,196	22,300		
Charter School				
Total Enrollment	**22,196**	**22,300**	**0.5%**	**Met**
2nd Subsequent Year (2023-24)				
District Regular	22,196	22,300		
Charter School				
Total Enrollment	**22,196**	**22,300**	**0.5%**	**Met**

2B. Comparison of District Enrollment to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD MET - Enrollment projections have not changed since first interim projections by more than two percent for the current year and two subsequent fiscal years.

Explanation:
(required if NOT met)

3. CRITERION: ADA to Enrollment

STANDARD: Projected second period (P-2) average daily attendance (ADA) to enrollment ratio for any of the current fiscal year or two subsequent fiscal years has not increased from the historical average ratio from the three prior fiscal years by more than one half of one percent (0.5%).

3A. Calculating the District's ADA to Enrollment Standard

DATA ENTRY: Unaudited Actuals data that exist will be extracted into the P-2 ADA column for the First Prior Year; otherwise, enter First Prior Year data. P-2 ADA for the second and third prior years are preloaded. First Interim data that exist will be extracted into the Enrollment column; otherwise, enter Enrollment data for all fiscal years. Data should reflect district regular and charter school ADA/enrollment corresponding to financial data reported in the General Fund, only, for all fiscal years.

Fiscal Year	P-2 ADA Unaudited Actuals (Form A, Lines A4 and C4)	Enrollment CBEDS Actual (Form 01CSI, Item 3A)	Historical Ratio of ADA to Enrollment
Third Prior Year (2018-19)			
District Regular	22,336	23,082	
Charter School			
Total ADA/Enrollment	**22,336**	**23,082**	**96.8%**
Second Prior Year (2019-20)			
District Regular	22,421	23,115	
Charter School			
Total ADA/Enrollment	**22,421**	**23,115**	**97.0%**
First Prior Year (2020-21)			
District Regular	22,421	22,448	
Charter School	0		
Total ADA/Enrollment	**22,421**	**22,448**	**99.9%**
		Historical Average Ratio:	97.9%
		District's ADA to Enrollment Standard (historical average ratio plus 0.5%):	**98.4%**

3B. Calculating the District's Projected Ratio of ADA to Enrollment

DATA ENTRY: Estimated P-2 ADA will be extracted into the first column for the Current Year; enter data in the first column for the subsequent fiscal years. Data should reflect district regular and charter school ADA/enrollment corresponding to financial data reported in the General Fund, only, for all fiscal years. All other data are extracted.

Fiscal Year	Estimated P-2 ADA (Form AI, Lines A4 and C4)	Enrollment CBEDS/Projected (Criterion 2, Item 2A)	Ratio of ADA to Enrollment	Status
Current Year (2021-22)				
District Regular	20,096	22,187		
Charter School	0			
Total ADA/Enrollment	**20,096**	**22,187**	**90.6%**	**Met**
1st Subsequent Year (2022-23)				
District Regular	20,096	22,300		
Charter School				
Total ADA/Enrollment	**20,096**	**22,300**	**90.1%**	**Met**
2nd Subsequent Year (2023-24)				
District Regular	20,096	22,300		
Charter School				
Total ADA/Enrollment	**20,096**	**22,300**	**90.1%**	**Met**

3C. Comparison of District ADA to Enrollment Ratio to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD MET - Projected P-2 ADA to enrollment ratio has not exceeded the standard for the current year and two subsequent fiscal years.

Explanation:
(required if NOT met)

4. CRITERION: LCFF Revenue

STANDARD: Projected LCFF revenue for any of the current fiscal year or two subsequent fiscal years has not changed by more than two percent since first interim projections.

District's LCFF Revenue Standard Percentage Range: **-2.0% to +2.0%**

4A. Calculating the District's Projected Change in LCFF Revenue

DATA ENTRY: First Interim data that exist will be extracted; otherwise, enter data into the first column. In the Second Interim column, Current Year data are extracted; enter data for the two subsequent years.

Fiscal Year	LCFF Revenue (Fund 01, Objects 8011, 8012, 8020-8089) First Interim (Form 01CSI, Item 4A)	Second Interim Projected Year Totals	Percent Change	Status
Current Year (2021-22)	250,863,507.00	250,193,382.00	-0.3%	Met
1st Subsequent Year (2022-23)	235,075,814.00	253,544,172.00	7.9%	Not Met
2nd Subsequent Year (2023-24)	240,962,159.00	253,577,331.00	5.2%	Not Met

4B. Comparison of District LCFF Revenue to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD NOT MET - Projected LCFF revenue has changed since first interim projections by more than two percent in any of the current year or two subsequent fiscal years. Provide reasons why the change(s) exceed the standard and a description of the methods and assumptions used in projecting LCFF revenue.

Explanation:
(required if NOT met)

The 2022-23 and 2023-24 projected LCFF revenue is based on the Governor's January 2022-23 proposed budget. LCFF revenue is calculated using the Department of Finance COLA of 5.33% for 2022-23 and 3.61% for 2023-24. In addition, the Governor's budgeproposal includes a change to the calculation for the LCFF funded ADA, using a three year average.

5. CRITERION: Salaries and Benefits

STANDARD: Projected ratio of total unrestricted salaries and benefits to total unrestricted general fund expenditures for any of the current fiscal year or two subsequent fiscal years has not changed from the historical average ratio from the three prior fiscal years by more than the greater of three percent or the district's required reserves percentage.

5A. Calculating the District's Historical Average Ratio of Unrestricted Salaries and Benefits to Total Unrestricted General Fund Expenditures

DATA ENTRY: Unaudited Actuals data that exist for the First Prior Year will be extracted; otherwise, enter data for the First Prior Year. Unaudited Actuals data for the second and third prior years are preloaded.

Fiscal Year	Unaudited Actuals - Unrestricted (Resources 0000-1999) Salaries and Benefits (Form 01, Objects 1000-3999)	Total Expenditures (Form 01, Objects 1000-7499)	Ratio of Unrestricted Salaries and Benefits to Total Unrestricted Expenditures
Third Prior Year (2018-19)	172,618,384.63	190,145,679.76	90.8%
Second Prior Year (2019-20)	179,141,584.99	196,676,208.17	91.1%
First Prior Year (2020-21)	175,966,813.59	190,284,419.10	92.5%
		Historical Average Ratio:	91.5%

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
District's Reserve Standard Percentage (Criterion 10B, Line 4)	3.0%	3.0%	3.0%
District's Salaries and Benefits Standard (historical average ratio, plus/minus the greater of 3% or the district's reserve standard percentage):	**88.5% to 94.5%**	**88.5% to 94.5%**	**88.5% to 94.5%**

5B. Calculating the District's Projected Ratio of Unrestricted Salaries and Benefits to Total Unrestricted General Fund Expenditures

DATA ENTRY: If Form MYPI exists, Projected Year Totals data for the two subsequent years will be extracted; if not, enter Projected Year Totals data. Projected Year Totals data for Current Year are extracted.

Fiscal Year	Projected Year Totals - Unrestricted (Resources 0000-1999) Salaries and Benefits (Form 01I, Objects 1000-3999) (Form MYPI, Lines B1-B3)	Total Expenditures (Form 01I, Objects 1000-7499) (Form MYPI, Lines B1-B8, B10)	Ratio of Unrestricted Salaries and Benefits to Total Unrestricted Expenditures	Status
Current Year (2021-22)	182,274,376.00	201,329,286.00	90.5%	Met
1st Subsequent Year (2022-23)	196,386,445.00	209,775,594.00	93.6%	Met
2nd Subsequent Year (2023-24)	201,678,970.26	212,038,487.00	95.1%	Not Met

5C. Comparison of District Salaries and Benefits Ratio to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD NOT MET - Projected ratio of unrestricted salary and benefit costs to total unrestricted expenditures has changed by more than the standard in any of the current year or two subsequent fiscal years. Provide reasons why the change(s) exceed the standard and a description of the methods and assumptions used in projecting salaries and benefits.

Explanation:
(required if NOT met)

Total unrestricted expenditures for 2023-24 include an estimated reduction in the Other Adjustments section of the MYP of $7,000,000 in order to meet the required minimum 3% reserve level. If the proposed reduction is implemented at an 80% salary and benefits ratio, the 2023-24 ratio would be reduced to 92.5%.

6. CRITERION: Other Revenues and Expenditures

STANDARD: Projected operating revenues (including federal, other state and other local) or expenditures (including books and supplies, and services and other operating), for any of the current fiscal year or two subsequent fiscal years, have not changed by more than five percent since first interim projections.

Changes that exceed five percent in any major object category must be explained.

District's Other Revenues and Expenditures Standard Percentage Range:	**-5.0% to +5.0%**
District's Other Revenues and Expenditures Explanation Percentage Range:	**-5.0% to +5.0%**

6A. Calculating the District's Change by Major Object Category and Comparison to the Explanation Percentage Range

DATA ENTRY: First Interim data that exist will be extracted; otherwise, enter data into the first column. Second Interim data for the Current Year are extracted. If Second Interim Form MYPI exists, data for the two subsequent years will be extracted; if not, enter data for the two subsequent years into the second column.

Explanations must be entered for each category if the percent change for any year exceeds the district's explanation percentage range.

Federal Revenue (Fund 01, Objects 8100-8299) (Form MYPI, Line A2)

Object Range / Fiscal Year	First Interim Projected Year Totals (Form 01CSI, Item 6A)	Second Interim Projected Year Totals (Fund 01) (Form MYPI)	Percent Change	Change Is Outside Explanation Range
Current Year (2021-22)	37,571,361.00	41,646,249.00	10.8%	Yes
1st Subsequent Year (2022-23)	45,796,395.51	38,960,707.00	-14.9%	Yes
2nd Subsequent Year (2023-24)	39,902,454.05	36,947,593.69	-7.4%	Yes

Explanation: (required if Yes)
Federal revenues increased in 2021-22 primarily due to the recognition of additional Elementary and Secondary School Emergency Relief (ESSER) II revenue recognized in the current year. With this increase in the current year, revenue in the 2022-23 and 2023-24 school years decreased.

Other State Revenue (Fund 01, Objects 8300-8599) (Form MYPI, Line A3)

Current Year (2021-22)	45,580,491.00	46,081,507.00	1.1%	No
1st Subsequent Year (2022-23)	21,818,437.00	31,108,607.00	42.6%	Yes
2nd Subsequent Year (2023-24)	21,818,437.00	30,812,746.00	41.2%	Yes

Explanation: (required if Yes)
The 2022-23 and 2023-24 state revenues are outside range primarily due to the recognition of the ongoing Expanded Learning Opportunities Program (ELOP) funds in future years.

Other Local Revenue (Fund 01, Objects 8600-8799) (Form MYPI, Line A4)

Current Year (2021-22)	41,296,655.00	40,299,910.00	-2.4%	No
1st Subsequent Year (2022-23)	40,203,437.00	37,207,818.00	-7.5%	Yes
2nd Subsequent Year (2023-24)	40,143,437.00	37,147,818.00	-7.5%	Yes

Explanation: (required if Yes)
Local funding grants are not finalized at this time for the 2022-23 and 2023-24 school years.

Books and Supplies (Fund 01, Objects 4000-4999) (Form MYPI, Line B4)

Current Year (2021-22)	17,110,778.43	15,667,531.46	-8.4%	Yes
1st Subsequent Year (2022-23)	11,460,184.31	11,695,731.00	2.1%	No
2nd Subsequent Year (2023-24)	13,991,048.68	14,774,569.54	5.6%	Yes

Explanation: (required if Yes)
The 2021-22 and 2023-24 books and supplies category are outside the range primarily due to the change in designation of expenditures for one-time funds.

Services and Other Operating Expenditures (Fund 01, Objects 5000-5999) (Form MYPI, Line B5)

Current Year (2021-22)	38,534,572.00	33,762,305.00	-12.4%	Yes
1st Subsequent Year (2022-23)	43,929,627.62	41,572,101.00	-5.4%	Yes
2nd Subsequent Year (2023-24)	35,261,216.62	40,374,646.72	14.5%	Yes

Explanation: (required if Yes)
The 2021-22 decrease is due to the designation of the expenditures to personnel costs. The 2022-23 decrease is related to the reduction in restricted funding, which is not recognized until the actual year of expenditure. The 2023-24 increase is due to the recognition of the ongoing ELOP funds designated to be spent in this category.

6B. Calculating the District's Change in Total Operating Revenues and Expenditures

DATA ENTRY: All data are extracted or calculated.

Object Range / Fiscal Year	First Interim Projected Year Totals	Second Interim Projected Year Totals	Percent Change	Status
Total Federal, Other State, and Other Local Revenue (Section 6A)				
Current Year (2021-22)	124,448,507.00	128,027,666.00	2.9%	Met
1st Subsequent Year (2022-23)	107,818,269.51	107,277,132.00	-0.5%	Met
2nd Subsequent Year (2023-24)	101,864,328.05	104,908,157.69	3.0%	Met
Total Books and Supplies, and Services and Other Operating Expenditures (Section 6A)				
Current Year (2021-22)	55,645,350.43	49,429,836.46	-11.2%	Not Met
1st Subsequent Year (2022-23)	55,389,811.93	53,267,832.00	-3.8%	Met
2nd Subsequent Year (2023-24)	49,252,265.30	55,149,216.26	12.0%	Not Met

6C. Comparison of District Total Operating Revenues and Expenditures to the Standard Percentage Range

DATA ENTRY: Explanations are linked from Section 6A if the status in Section 6B is Not Met; no entry is allowed below.

1a. STANDARD MET - Projected total operating revenues have not changed since first interim projections by more than the standard for the current year and two subsequent fiscal years.

Explanation: Federal Revenue (linked from 6A if NOT met)

Explanation: Other State Revenue (linked from 6A if NOT met)

Explanation: Other Local Revenue (linked from 6A if NOT met)

1b. STANDARD NOT MET - One or more total operating expenditures have changed since first interim projections by more than the standard in one or more of the current year or two subsequent fiscal years. Reasons for the projected change, descriptions of the methods and assumptions used in the projections, and what changes, if any, will be made to bring the projected operating revenues within the standard must be entered in Section 6A above and will also display in the explanation box below.

Explanation: Books and Supplies (linked from 6A if NOT met)

The 2021-22 and 2023-24 books and supplies category are outside the range primarily due to the change in designation of expenditures for one-time funds.

Explanation: Services and Other Exps (linked from 6A if NOT met)

The 2021-22 decrease is due to the designation of the expenditures to personnel costs. The 2022-23 decrease is related to the reduction in restricted funding, which is not recognized until the actual year of expenditure. The 2023-24 increase is due to the recognition of the ongoing ELOP funds designated to be spent in this category.

7. CRITERION: Facilities Maintenance

STANDARD: Identify changes that have occurred since first interim projections in the projected contributions for facilities maintenance funding as required pursuant to Education Code Section 17070.75, or in how the district is providing adequately to preserve the functionality of its facilities for their normal life in accordance with Education Code sections 52060(d)(1) and 17002(d)(1).

Determining the District's Compliance with the Contribution Requirement for EC Section 17070.75 - Ongoing and Major Maintenance/Restricted Maintenance Account (OMMA/RMA)

NOTE: EC Section 17070.75 requires the district to deposit into the account a minimum amount equal to or greater than three percent of the total general fund expenditures and other financing uses for that fiscal year. Per SB 98 and SB 820 of 2020, resources 3210, 3215, 3220, 5316, 7027, 7420, and 7690 are excluded from the total general fund expenditures calculation.

DATA ENTRY: Enter the Required Minimum Contribution if First Interim data does not exist. First Interim data that exist will be extracted; otherwise, enter First Interim data into lines 1, if applicable, and 2. All other data are extracted.

		Required Minimum Contribution	Second Interim Contribution Projected Year Totals (Fund 01, Resource 8150, Objects 8900-8999)	Status
1.	OMMA/RMA Contribution	9,305,971.00	9,325,000.00	Met
2.	First Interim Contribution (information only) (Form 01CSI, First Interim, Criterion 7, Line 1)		9,260,000.00	

If status is not met, enter an X in the box that best describes why the minimum required contribution was not made:

	Not applicable (district does not participate in the Leroy F. Greene School Facilities Act of 1998)
	Exempt (due to district's small size [EC Section 17070.75 (b)(2)(E)])
	Other (explanation must be provided)

Explanation:
(required if NOT met and Other is marked)

8. CRITERION: Deficit Spending

STANDARD: Unrestricted deficit spending (total unrestricted expenditures and other financing uses is greater than total unrestricted revenues and other financing sources) as a percentage of total unrestricted expenditures and other financing uses, has not exceeded one-third of the district's available reserves[1] as a percentage of total expenditures and other financing uses[2] in any of the current fiscal year or two subsequent fiscal years.

[1]Available reserves are the unrestricted amounts in the Stabilization Arrangements, Reserve for Economic Uncertainties, and Unassigned/Unappropriated accounts in the General Fund and the Special Reserve Fund for Other Than Capital Outlay Projects. Available reserves will be reduced by any negative ending balances in restricted resources in the General Fund.

[2]A school district that is the Administrative Unit of a Special Education Local Plan Area (SELPA) may exclude from its expenditures the distribution of funds to its participating members.

8A. Calculating the District's Deficit Spending Standard Percentage Levels

DATA ENTRY: All data are extracted or calculated.

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
District's Available Reserve Percentages (Criterion 10C, Line 9)	13.8%	11.0%	7.5%
District's Deficit Spending Standard Percentage Levels (one-third of available reserve percentage):	**4.6%**	**3.7%**	**2.5%**

8B. Calculating the District's Deficit Spending Percentages

DATA ENTRY: Current Year data are extracted. If Form MYPI exists, data for the two subsequent years will be extracted; if not, enter data for the two subsequent years into the first and second columns.

Fiscal Year	Projected Year Totals: Net Change in Unrestricted Fund Balance (Form 01I, Section E) (Form MYPI, Line C)	Projected Year Totals: Total Unrestricted Expenditures and Other Financing Uses (Form 01I, Objects 1000-7999) (Form MYPI, Line B11)	Deficit Spending Level (If Net Change in Unrestricted Fund Balance is negative, else N/A)	Status
Current Year (2021-22)	2,794,767.00	201,329,286.00	N/A	Met
1st Subsequent Year (2022-23)	(8,540,142.00)	209,775,594.00	4.1%	Not Met
2nd Subsequent Year (2023-24)	(12,753,722.00)	212,038,487.00	6.0%	Not Met

8C. Comparison of District Deficit Spending to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD NOT MET - Unrestricted deficit spending has exceeded the standard percentage level in any of the current year or two subsequent fiscal years. Provide reasons for the deficit spending, a description of the methods and assumptions used in balancing the unrestricted budget, and what changes will be made to ensure that the budget deficits are eliminated or are balanced within the standard.

Explanation:
(required if NOT met)

The major causes of the District's deficit spending are the enrollment decline and the attendance reduction. Additionally, increased employer pension costs and the increase in the unrestricted fund contribution to the Specail Education program increase the deficit spending. The District will continue to monitor deficit spending as it reduces the ending reserve and will recommend appropriate Board action to balance the unrestricted budget.

9. CRITERION: Fund and Cash Balances

A. FUND BALANCE STANDARD: Projected general fund balance will be positive at the end of the current fiscal year and two subsequent fiscal years.

9A-1. Determining if the District's General Fund Ending Balance is Positive

DATA ENTRY: Current Year data are extracted. If Form MYPI exists, data for the two subsequent years will be extracted; if not, enter data for the two subsequent years.

Fiscal Year	Ending Fund Balance General Fund Projected Year Totals (Form 01I, Line F2) (Form MYPI, Line D2)	Status
Current Year (2021-22)	67,656,835.56	Met
1st Subsequent Year (2022-23)	52,821,490.56	Met
2nd Subsequent Year (2023-24)	38,700,339.55	Met

9A-2. Comparison of the District's Ending Fund Balance to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD MET - Projected general fund ending balance is positive for the current fiscal year and two subsequent fiscal years.

Explanation:
(required if NOT met)

B. CASH BALANCE STANDARD: Projected general fund cash balance will be positive at the end of the current fiscal year.

9B-1. Determining if the District's Ending Cash Balance is Positive

DATA ENTRY: If Form CASH exists, data will be extracted; if not, data must be entered below.

Fiscal Year	Ending Cash Balance General Fund (Form CASH, Line F, June Column)	Status
Current Year (2021-22)	56,542,628.00	Met

9B-2. Comparison of the District's Ending Cash Balance to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD MET - Projected general fund cash balance will be positive at the end of the current fiscal year.

Explanation:
(required if NOT met)

10. CRITERION: Reserves

STANDARD: Available reserves[1] for any of the current fiscal year or two subsequent fiscal years are not less than the following percentages or amounts[2] as applied to total expenditures and other financing uses[3]:

DATA ENTRY: Current Year data are extracted. If Form MYPI exists, 1st and 2nd Subsequent Year data will be extracted. If not, enter district regular ADA and charter school ADA corresponding to financial data reported in the General Fund, only, for the two subsequent years.

Percentage Level	District ADA		
5% or $71,000 (greater of)	0	to	300
4% or $71,000 (greater of)	301	to	1,000
3%	1,001	to	30,000
2%	30,001	to	400,000
1%	400,001	and	over

[1] Available reserves are the unrestricted amounts in the Stabilization Arrangements, Reserve for Economic Uncertainties, and Unassigned/Unappropriated accounts in the General Fund and Special Reserve Fund for Other Than Capital Outlay Projects. Available reserves will be reduced by any negative ending balances in restricted resources in the General Fund.

[2] Dollar amounts to be adjusted annually by the prior year statutory cost-of-living adjustment, as referenced in Education Code Section 42238.02, rounded to the nearest thousand.

[3] A school district that is the Administrative Unit (AU) of a Special Education Local Plan Area (SELPA) may exclude from its expenditures the distribution of funds to its participating members.

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
District Estimated P-2 ADA (Current Year, Form AI, Lines A4 and C4. Subsequent Years, Form MYPI, Line F2, if available.)	20,096	20,096	20,096
District's Reserve Standard Percentage Level:	**3%**	**3%**	**3%**

10A. Calculating the District's Special Education Pass-through Exclusions (only for districts that serve as the AU of a SELPA)

DATA ENTRY: For SELPA AUs, if Form MYPI exists, all data will be extracted including the Yes/No button selection. If not, click the appropriate Yes or No button for item 1 and, if Yes, enter data for item 2a and for the two subsequent years in item 2b; Current Year data are extracted.

For districts that serve as the AU of a SELPA (Form MYPI, Lines F1a, F1b1, and F1b2):

1. Do you choose to exclude from the reserve calculation the pass-through funds distributed to SELPA members? No
2. If you are the SELPA AU and are excluding special education pass-through funds:
   a. Enter the name(s) of the SELPA(s):

	Current Year Projected Year Totals (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
b. Special Education Pass-through Funds (Fund 10, resources 3300-3499, 6500-6540 and 6546, objects 7211-7213 and 7221-7223)	0.00	0.00	0.00

10B. Calculating the District's Reserve Standard

DATA ENTRY: If Form MYPI exists, all data will be extracted or calculated. If not, enter data for line 1 for the two subsequent years; Current Year data are extracted.

	Current Year Projected Year Totals (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Expenditures and Other Financing Uses (Form 01I, objects 1000-7999) (Form MYPI, Line B11)	341,103,899.46	349,836,941.00	346,013,085.70
2. Plus: Special Education Pass-through (Criterion 10A, Line 2b, if Criterion 10A, Line 1 is No)	0.00	0.00	0.00
3. Total Expenditures and Other Financing Uses (Line B1 plus Line B2)	341,103,899.46	349,836,941.00	346,013,085.70
4. Reserve Standard Percentage Level	3%	3%	3%
5. Reserve Standard - by Percent (Line B3 times Line B4)	10,233,116.98	10,495,108.23	10,380,392.57
6. Reserve Standard - by Amount ($71,000 for districts with less than 1,001 ADA, else 0)	0.00	0.00	0.00
7. **District's Reserve Standard (Greater of Line B5 or Line B6)**	**10,233,116.98**	**10,495,108.23**	**10,380,392.57**

10C. Calculating the District's Available Reserve Amount

DATA ENTRY: All data are extracted from fund data and Form MYPI. If Form MYPI does not exist, enter data for the two subsequent years.

Reserve Amounts (Unrestricted resources 0000-1999 except Line 4)	Current Year Projected Year Totals (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. General Fund - Stabilization Arrangements (Fund 01, Object 9750) (Form MYPI, Line E1a)	0.00	0.00	0.00
2. General Fund - Reserve for Economic Uncertainties (Fund 01, Object 9789) (Form MYPI, Line E1b)	47,212,735.59	38,622,593.59	25,868,871.59
3. General Fund - Unassigned/Unappropriated Amount (Fund 01, Object 9790) (Form MYPI, Line E1c)	0.00	0.00	0.00
4. General Fund - Negative Ending Balances in Restricted Resources (Fund 01, Object 979Z, if negative, for each of resources 2000-9999) (Form MYPI, Line E1d)	0.00	0.00	0.00
5. Special Reserve Fund - Stabilization Arrangements (Fund 17, Object 9750) (Form MYPI, Line E2a)	0.00	0.00	0.00
6. Special Reserve Fund - Reserve for Economic Uncertainties (Fund 17, Object 9789) (Form MYPI, Line E2b)	0.00	0.00	0.00
7. Special Reserve Fund - Unassigned/Unappropriated Amount (Fund 17, Object 9790) (Form MYPI, Line E2c)	0.00	0.00	0.00
8. District's Available Reserve Amount (Lines C1 thru C7)	47,212,735.59	38,622,593.59	25,868,871.59
9. District's Available Reserve Percentage (Information only) (Line 8 divided by Section 10B, Line 3)	13.84%	11.04%	7.48%
District's Reserve Standard (Section 10B, Line 7):	**10,233,116.98**	**10,495,108.23**	**10,380,392.57**
Status:	Met	Met	Met

10D. Comparison of District Reserve Amount to the Standard

DATA ENTRY: Enter an explanation if the standard is not met.

1a. STANDARD MET - Available reserves have met the standard for the current year and two subsequent fiscal years.

Explanation:
(required if NOT met)

SUPPLEMENTAL INFORMATION

DATA ENTRY: Click the appropriate Yes or No button for items S1 through S4. Enter an explanation for each Yes answer.

S1. Contingent Liabilities

1a. Does your district have any known or contingent liabilities (e.g., financial or program audits, litigation, state compliance reviews) that have occurred since first interim projections that may impact the budget? No

1b. If Yes, identify the liabilities and how they may impact the budget:

S2. Use of One-time Revenues for Ongoing Expenditures

1a. Does your district have ongoing general fund expenditures funded with one-time revenues that have changed since first interim projections by more than five percent? No

1b. If Yes, identify the expenditures and explain how the one-time resources will be replaced to continue funding the ongoing expenditures in the following fiscal years:

S3. Temporary Interfund Borrowings

1a. Does your district have projected temporary borrowings between funds? (Refer to Education Code Section 42603) No

1b. If Yes, identify the interfund borrowings:

S4. Contingent Revenues

1a. Does your district have projected revenues for the current fiscal year or either of the two subsequent fiscal years contingent on reauthorization by the local government, special legislation, or other definitive act (e.g., parcel taxes, forest reserves)? No

1b. If Yes, identify any of these revenues that are dedicated for ongoing expenses and explain how the revenues will be replaced or expenditures reduced:

S5. Contributions

Identify projected contributions from unrestricted resources in the general fund to restricted resources in the general fund for the current fiscal year and two subsequent fiscal years. Provide an explanation if contributions have changed by more than $20,000 and more than five percent since first interim projections.

Identify projected transfers to or from the general fund to cover operating deficits in either the general fund or any other fund for the current fiscal year and two subsequent fiscal years. Provide an explanation if transfers have changed by more than $20,000 and more than five percent since first interim projections.

Identify capital project cost overruns that have occurred since first interim projections that may impact the general fund budget.

District's Contributions and Transfers Standard: **-5.0% to +5.0% or -$20,000 to +$20,000**

S5A. Identification of the District's Projected Contributions, Transfers, and Capital Projects that may Impact the General Fund

DATA ENTRY: First Interim data that exist will be extracted; otherwise, enter data into the first column. For Contributions, the Second Interim's Current Year data will be extracted. Enter Second Interim Contributions for the 1st and 2nd Subsequent Years. For Transfers In and Transfers Out, the Second Interim's Current Year data will be extracted. If Form MYPI exists, the data will be extracted into the Second Interim column for the 1st and 2nd Subsequent Years. If Form MYPI does not exist, enter data for 1st and 2nd Subsequent Years. Click on the appropriate button for Item 1d; all other data will be calculated.

Description / Fiscal Year	First Interim (Form 01CSI, Item S5A)	Second Interim Projected Year Totals	Percent Change	Amount of Change	Status
1a. **Contributions, Unrestricted General Fund (Fund 01, Resources 0000-1999, Object 8980)**					
Current Year (2021-22)	(36,372,939.00)	(37,858,652.00)	4.1%	1,485,713.00	Met
1st Subsequent Year (2022-23)	(37,522,939.00)	(42,927,096.00)	14.4%	5,404,157.00	Not Met
2nd Subsequent Year (2023-24)	(38,672,939.00)	(44,077,096.00)	14.0%	5,404,157.00	Not Met
1b. **Transfers In, General Fund ***					
Current Year (2021-22)	0.00	0.00	0.0%	0.00	Met
1st Subsequent Year (2022-23)	0.00	0.00	0.0%	0.00	Met
2nd Subsequent Year (2023-24)	0.00	0.00	0.0%	0.00	Met
1c. **Transfers Out, General Fund ***					
Current Year (2021-22)	0.00	0.00	0.0%	0.00	Met
1st Subsequent Year (2022-23)	0.00	0.00	0.0%	0.00	Met
2nd Subsequent Year (2023-24)	0.00	0.00	0.0%	0.00	Met

1d. **Capital Project Cost Overruns**

Have capital project cost overruns occurred since first interim projections that may impact the general fund operational budget? No

* Include transfers used to cover operating deficits in either the general fund or any other fund.

S5B. Status of the District's Projected Contributions, Transfers, and Capital Projects

DATA ENTRY: Enter an explanation if Not Met for items 1a-1c or if Yes for Item 1d.

1a. NOT MET - The projected contributions from the unrestricted general fund to restricted general fund programs have changed since first interim projections by more than the standard for any of the current year or subsequent two fiscal years. Identify restricted programs and contribution amount for each program and whether contributions are ongoing or one-time in nature. Explain the district's plan, with timeframes, for reducing or eliminating the contribution.

Explanation: (required if NOT met)

The change in contribution is outside the range in 2022-23 and 2023-24 due primarily to the salary increases given to all bargaining units in 2021-22 and 2022-23, which increases Special Education costs. Increased costs were also budgeted due to projected growth in Special Education student services. In addition, the District increased the contribution to the Routine Restricted Maintenance Account to meet the requirement of 3% of the District's total expenditures.

1b. MET - Projected transfers in have not changed since first interim projections by more than the standard for the current year and two subsequent fiscal years.

Explanation: (required if NOT met)

1c. MET - Projected transfers out have not changed since first interim projections by more than the standard for the current year and two subsequent fiscal years.

Explanation:
(required if NOT met)

1d. NO - There have been no capital project cost overruns occurring since first interim projections that may impact the general fund operational budget.

Project Information:
(required if YES)

S6. Long-term Commitments

Identify all existing and new multiyear commitments[1] and their annual required payment for the current fiscal year and two subsequent fiscal years.

Explain how any increase in annual payments will be funded. Also, explain how any decrease to funding sources used to pay long-term commitments will be replaced.

[1] Include multiyear commitments, multiyear debt agreements, and new programs or contracts that result in long-term obligations.

S6A. Identification of the District's Long-term Commitments

DATA ENTRY: If First Interim data exist (Form 01CSI, Item S6A), long-term commitment data will be extracted and it will only be necessary to click the appropriate button for Item 1b. Extracted data may be overwritten to update long-term commitment data in Item 2, as applicable. If no First Interim data exist, click the appropriate buttons for items 1a and 1b, and enter all other data, as applicable.

1. a. Does your district have long-term (multiyear) commitments? (If No, skip items 1b and 2 and sections S6B and S6C) — Yes

   b. If Yes to Item 1a, have new long-term (multiyear) commitments been incurred since first interim projections? — Yes

2. If Yes to Item 1a, list (or update) all new and existing multiyear commitments and required annual debt service amounts. Do not include long-term commitments for postemployment benefits other than pensions (OPEB); OPEB is disclosed in Item S7A.

Type of Commitment	# of Years Remaining	SACS Fund and Object Codes Used For: Funding Sources (Revenues)	Debt Service (Expenditures)	Principal Balance as of July 1, 2021
Leases	4	Fund 01-00 / Fund 09-00	7439	271,325
Certificates of Participation	27	CFD Debt Service (52-00)	7438, 7439	143,795,000
General Obligation Bonds	21	Fund 51-00		219,373,285
Supp Early Retirement Program	N/A	N/A	N/A	N/A
State School Building Loans	N/A	N/A	N/A	N/A
Compensated Absences	1	Compensated Absences	Multiple salary object codes	1,790,254

Other Long-term Commitments (do not include OPEB):

Bond Premium - GL Bonds	21			9,479,054
Bond Premium - COP	27			8,367,642
TOTAL:				383,076,560

Type of Commitment (continued)	Prior Year (2020-21) Annual Payment (P & I)	Current Year (2021-22) Annual Payment (P & I)	1st Subsequent Year (2022-23) Annual Payment (P & I)	2nd Subsequent Year (2023-24) Annual Payment (P & I)
Leases	165,774	108,378	87,451	61,502
Certificates of Participation	14,878,792	15,547,793	18,223,624	17,726,692
General Obligation Bonds	10,724,030	21,474,149	22,208,441	83,048,881
Supp Early Retirement Program	N/A	N/A	N/A	N/A
State School Building Loans	N/A	N/A	N/A	N/A
Compensated Absences	0	0	0	0

Other Long-term Commitments (continued):

Bond Premium - GL Bonds	500,529	1,073,642	1,148,781	1,116,358
Bond Premium - COP	698,247	790,302	959,516	971,934
Total Annual Payments:	26,967,372	38,994,264	42,627,813	102,925,367
Has total annual payment increased over prior year (2020-21)?		**Yes**	**Yes**	**Yes**

S6B. Comparison of the District's Annual Payments to Prior Year Annual Payment

DATA ENTRY: Enter an explanation if Yes.

1a. Yes - Annual payments for long-term commitments have increased in one or more of the current or two subsequent fiscal years. Explain how the increase in annual payments will be funded.

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

The debt service payments for the 2020 G.O. bond issued in August 2020 acounts for a majority of the increase in total annual GO bond payments for 2021-22 and 2022-23. On August 1, 2023 the 2019 G.O. bond anticipation note (BAN) will mature and a $63.8 million Measure VV bond will be issued to repay the BAN. In December 2021, the District issued $60 million in certificates of participation, with the first debt service payment scheduled for February 2022. The debt service payments for the 2021 COP account for a majority of the increase in total annual payments in 2022-23.

S6C. Identification of Decreases to Funding Sources Used to Pay Long-term Commitments

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

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

No

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

Explanation:
(Required if Yes)

S7. Unfunded Liabilities

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

S7A. Identification of the District's Estimated Unfunded Liability for Postemployment Benefits Other Than Pensions (OPEB)

DATA ENTRY: Click the appropriate button(s) for items 1a-1c, as applicable. First Interim data that exist (Form 01CSI, Item S7A) will be extracted; otherwise, enter First Interim and Second Interim data in items 2-4.

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

   b. If Yes to Item 1a, have there been changes since first interim in OPEB liabilities? No

   c. If Yes to Item 1a, have there been changes since first interim in OPEB contributions? No

2. OPEB Liabilities

	First Interim (Form 01CSI, Item S7A)	Second Interim
a. Total OPEB liability	70,515,118.00	70,515,118.00
b. OPEB plan(s) fiduciary net position (if applicable)	19,867,646.00	19,867,646.00
c. Total/Net OPEB liability (Line 2a minus Line 2b)	50,647,472.00	50,647,472.00
d. Is total OPEB liability based on the district's estimate or an actuarial valuation?	Actuarial	Actuarial
e. If based on an actuarial valuation, indicate the measurement date of the OPEB valuation.	Jun 30, 2021	Jun 30, 2021

3. OPEB Contributions

a. OPEB actuarially determined contribution (ADC) if available, per actuarial valuation or Alternative Measurement Method	First Interim (Form 01CSI, Item S7A)	Second Interim
Current Year (2021-22)	7,988,957.00	7,988,957.00
1st Subsequent Year (2022-23)	7,988,957.00	7,988,957.00
2nd Subsequent Year (2023-24)	7,988,957.00	7,988,957.00

b. OPEB amount contributed (for this purpose, include premiums paid to a self-insurance fund) (Funds 01-70, objects 3701-3752)		
Current Year (2021-22)	0.00	0.00
1st Subsequent Year (2022-23)	0.00	0.00
2nd Subsequent Year (2023-24)	0.00	0.00

c. Cost of OPEB benefits (equivalent of "pay-as-you-go" amount)		
Current Year (2021-22)	1,299,000.00	1,250,000.00
1st Subsequent Year (2022-23)	1,299,000.00	1,250,000.00
2nd Subsequent Year (2023-24)	1,299,000.00	1,250,000.00

d. Number of retirees receiving OPEB benefits		
Current Year (2021-22)	186	186
1st Subsequent Year (2022-23)	186	186
2nd Subsequent Year (2023-24)	186	186

4. Comments:

Eligibility of retiree health coverage requires retirement under either STRS or PERS on or after age 55, with at least 10 years of service (5 years of service for non-represented certificated employees hired pior to October 1, 2007). The District participates in several partially-experienced rated insurance products for its health coverage. Effective January 2, 2020, the health benefits contribution increased to $7,000 for certificated employees. For classified employees and other non-represented employees who had health benefits as of September 18, 2007, the maximum is based on age and service at retirement, with the highest amount being $8,009 per year. For classified employees who become benefit eligible or are hired after September 18, 2007, effective January 1, 2020, the annual maximum is $7,000. The District also provides $1,200 for any employee waiving coverage. Benefits cease for all retirees at age 65. The District fully funds the OPEB liability through a trust account with the CalPERS CERBT.

S7B. Identification of the District's Unfunded Liability for Self-insurance Programs

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

1. a. Does your district operate any self-insurance programs such as workers' compensation, employee health and welfare, or property and liability? (Do not include OPEB; which is covered in Section S7A) (If No, skip items 1b-4)

   Yes

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

   No

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

   No

2. Self-Insurance Liabilities

	First Interim (Form 01CSI, Item S7B)	Second Interim
a. Accrued liability for self-insurance programs	8,340,618.00	8,340,618.00
b. Unfunded liability for self-insurance programs	0.00	0.00

3. Self-Insurance Contributions

	First Interim (Form 01CSI, Item S7B)	Second Interim
a. Required contribution (funding) for self-insurance programs		
Current Year (2021-22)	4,341,233.00	4,341,233.00
1st Subsequent Year (2022-23)	4,342,026.00	4,342,026.00
2nd Subsequent Year (2023-24)	4,342,026.00	4,342,026.00
b. Amount contributed (funded) for self-insurance programs		
Current Year (2021-22)	2,200,000.00	2,200,000.00
1st Subsequent Year (2022-23)	2,200,000.00	2,200,000.00
2nd Subsequent Year (2023-24)	2,200,000.00	2,200,000.00

4. Comments:

An actuarial study of the self-insured workers compensation program is completed annually. Currently, the recommended funding level per $100 of payroll is $1.85. The District currently funds the program at $1.00 per $100 of payroll. The District projects an ending fund balance of $14,036,107 for SY 2021-22 in its Workers' Compensation Insurance Fund.

S8. Status of Labor Agreements

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

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

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

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

S8A. Cost Analysis of District's Labor Agreements - Certificated (Non-management) Employees

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

Status of Certificated Labor Agreements as of the Previous Reporting Period
Were all certificated labor negotiations settled as of first interim projections? No

If Yes, complete number of FTEs, then skip to section S8B.
If No, continue with section S8A.

Certificated (Non-management) Salary and Benefit Negotiations

	Prior Year (2nd Interim) (2020-21)	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Number of certificated (non-management) full-time-equivalent (FTE) positions	1,260.0	1,233.3	1,233.3	1,233.3

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

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

1b. Are any salary and benefit negotiations still unsettled? No
If Yes, complete questions 6 and 7.

Negotiations Settled Since First Interim Projections

2a. Per Government Code Section 3547.5(a), date of public disclosure board meeting: Mar 09, 2022

2b. Per Government Code Section 3547.5(b), was the collective bargaining agreement certified by the district superintendent and chief business official? Yes
If Yes, date of Superintendent and CBO certification: Mar 09, 2022

3. Per Government Code Section 3547.5(c), was a budget revision adopted to meet the costs of the collective bargaining agreement? Yes
If Yes, date of budget revision board adoption: Mar 09, 2022

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

5. Salary settlement:

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?			
One Year Agreement			
Total cost of salary settlement			
% change in salary schedule from prior year			
or			
Multiyear Agreement			
Total cost of salary settlement			
% change in salary schedule from prior year (may enter text, such as "Reopener")			

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

Negotiations Not Settled

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
7. Amount included for any tentative salary schedule increases			

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are costs of H&W benefit changes included in the interim and MYPs?			
2. Total cost of H&W benefits			
3. Percent of H&W cost paid by employer			
4. Percent projected change in H&W cost over prior year			

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

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

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

If Yes, explain the nature of the new costs:

Certificated (Non-management) Step and Column Adjustments

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are step & column adjustments included in the interim and MYPs?			
2. Cost of step & column adjustments			
3. Percent change in step & column over prior year			

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are savings from attrition included in the interim and MYPs?			
2. Are additional H&W benefits for those laid-off or retired employees included in the interim and MYPs?			

Certificated (Non-management) - Other

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

S8B. Cost Analysis of District's Labor Agreements - Classified (Non-management) Employees

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

Status of Classified Labor Agreements as of the Previous Reporting Period

Were all classified labor negotiations settled as of first interim projections? No
If Yes, complete number of FTEs, then skip to section S8C.
If No, continue with section S8B.

Classified (Non-management) Salary and Benefit Negotiations

	Prior Year (2nd Interim) (2020-21)	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Number of classified (non-management) FTE positions	878.7	879.0	879.0	879.0

1a. Have any salary and benefit negotiations been settled since first interim projections? Yes
If Yes, and the corresponding public disclosure documents have been filed with the COE, complete questions 2 and 3.
If Yes, and the corresponding public disclosure documents have not been filed with the COE, complete questions 2-5.
If No, complete questions 6 and 7.

1b. Are any salary and benefit negotiations still unsettled? No
If Yes, complete questions 6 and 7.

Negotiations Settled Since First Interim Projections

2a. Per Government Code Section 3547.5(a), date of public disclosure board meeting: Mar 09, 2022

2b. Per Government Code Section 3547.5(b), was the collective bargaining agreement certified by the district superintendent and chief business official? Yes
If Yes, date of Superintendent and CBO certification: Mar 09, 2022

3. Per Government Code Section 3547.5(c), was a budget revision adopted to meet the costs of the collective bargaining agreement? Yes
If Yes, date of budget revision board adoption: Mar 09, 2022

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

5. Salary settlement:

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?			
One Year Agreement			
Total cost of salary settlement			
% change in salary schedule from prior year			
or			
Multiyear Agreement			
Total cost of salary settlement			
% change in salary schedule from prior year (may enter text, such as "Reopener")			

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

Negotiations Not Settled

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
7. Amount included for any tentative salary schedule increases			

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are costs of H&W benefit changes included in the interim and MYPs?			
2. Total cost of H&W benefits			
3. Percent of H&W cost paid by employer			
4. Percent projected change in H&W cost over prior year			

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

Are any new costs negotiated since first interim for prior year settlements included in the interim?			
If Yes, amount of new costs included in the interim and MYPs			

If Yes, explain the nature of the new costs:

Classified (Non-management) Step and Column Adjustments

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are step & column adjustments included in the interim and MYPs?			
2. Cost of step & column adjustments			
3. Percent change in step & column over prior year			

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are savings from attrition included in the interim and MYPs?			
2. Are additional H&W benefits for those laid-off or retired employees included in the interim and MYPs?			

Classified (Non-management) - Other

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

S8C. Cost Analysis of District's Labor Agreements - Management/Supervisor/Confidential Employees

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

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

Were all managerial/confidential labor negotiations settled as of first interim projections? No

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

If No, continue with section S8C.

Management/Supervisor/Confidential Salary and Benefit Negotiations

	Prior Year (2nd Interim) (2020-21)	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Number of management, supervisor, and confidential FTE positions	151.8	152.6	152.6	152.6

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

If Yes, complete question 2.

If No, complete questions 3 and 4.

1b. Are any salary and benefit negotiations still unsettled? No

If Yes, complete questions 3 and 4.

Negotiations Settled Since First Interim Projections

2. Salary settlement:

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
Is the cost of salary settlement included in the interim and multiyear projections (MYPs)?	Yes	Yes	Yes
Total cost of salary settlement	970,051	1,293,607	
Change in salary schedule from prior year (may enter text, such as "Reopener")	3% ON, 3% OFF, $500 cap inc	2.5% ON, 2% OFF, $500 cap increase	No settlement

Negotiations Not Settled

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

	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
4. Amount included for any tentative salary schedule increases			

Management/Supervisor/Confidential Health and Welfare (H&W) Benefits	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are costs of H&W benefit changes included in the interim and MYPs?			
2. Total cost of H&W benefits			
3. Percent of H&W cost paid by employer			
4. Percent projected change in H&W cost over prior year			

Management/Supervisor/Confidential Step and Column Adjustments	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are step & column adjustments included in the interim and MYPs?			
2. Cost of step & column adjustments			
3. Percent change in step and column over prior year			

Management/Supervisor/Confidential Other Benefits (mileage, bonuses, etc.)	Current Year (2021-22)	1st Subsequent Year (2022-23)	2nd Subsequent Year (2023-24)
1. Are costs of other benefits included in the interim and MYPs?			
2. Total cost of other benefits			
3. Percent change in cost of other benefits over prior year			

S9. Status of Other Funds

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

S9A. Identification of Other Funds with Negative Ending Fund Balances

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

1. Are any funds other than the general fund projected to have a negative fund balance at the end of the current fiscal year? No

   If Yes, prepare and submit to the reviewing agency a report of revenues, expenditures, and changes in fund balance (e.g., an interim fund report) and a multiyear projection report for each fund.

2. If Yes, identify each fund, by name and number, that is projected to have a negative ending fund balance for the current fiscal year. Provide reasons for the negative balance(s) and explain the plan for how and when the problem(s) will be corrected.

ADDITIONAL FISCAL INDICATORS

The following fiscal indicators are designed to provide additional data for reviewing agencies. A "Yes" answer to any single indicator does not necessarily suggest a cause for concern, but may alert the reviewing agency to the need for additional review.

DATA ENTRY: Click the appropriate Yes or No button for items A2 through A9; Item A1 is automatically completed based on data from Criterion 9.

A1.	Do cash flow projections show that the district will end the current fiscal year with a negative cash balance in the general fund? (Data from Criterion 9B-1, Cash Balance, are used to determine Yes or No)	No
A2.	Is the system of personnel position control independent from the payroll system?	No
A3.	Is enrollment decreasing in both the prior and current fiscal years?	Yes
A4.	Are new charter schools operating in district boundaries that impact the district's enrollment, either in the prior or current fiscal year?	No
A5.	Has the district entered into a bargaining agreement where any of the current or subsequent fiscal years of the agreement would result in salary increases that are expected to exceed the projected state funded cost-of-living adjustment?	No
A6.	Does the district provide uncapped (100% employer paid) health benefits for current or retired employees?	No
A7.	Is the district's financial system independent of the county office system?	No
A8.	Does the district have any reports that indicate fiscal distress pursuant to Education Code Section 42127.6(a)? (If Yes, provide copies to the county office of education.)	No
A9.	Have there been personnel changes in the superintendent or chief business official positions within the last 12 months?	Yes

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

Comments:
(optional)

A9. The former Superintendent retired effective September 2, 2021. As a result, the Deputy Superintendent was promoted to the role of Interim Superintendent. He remained in this role until the District hired the new Superintendent effective 2-22-2022.

End of School District Second Interim Criteria and Standards Review

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
A. REVENUES								
1) LCFF Sources		8010-8099	223,594,141.00	222,967,176.00	124,759,501.37	222,902,551.00	(64,625.00)	0.0%
2) Federal Revenue		8100-8299	983,000.00	1,279,926.00	1,192,386.69	1,279,926.00	0.00	0.0%
3) Other State Revenue		8300-8599	4,148,197.00	4,470,342.00	2,405,915.82	4,602,347.00	132,005.00	3.0%
4) Other Local Revenue		8600-8799	14,119,024.00	13,505,549.00	6,222,313.58	13,046,066.00	(459,483.00)	-3.4%
5) TOTAL, REVENUES			242,844,362.00	242,222,993.00	134,580,117.46	241,830,890.00		
B. EXPENDITURES								
1) Certificated Salaries		1000-1999	107,099,260.00	102,839,895.00	59,139,999.79	105,568,038.00	(2,728,143.00)	-2.7%
2) Classified Salaries		2000-2999	28,225,449.00	28,828,914.00	16,062,209.92	29,467,056.00	(638,142.00)	-2.2%
3) Employee Benefits		3000-3999	48,060,890.00	46,719,019.00	27,396,820.71	47,239,282.00	(520,263.00)	-1.1%
4) Books and Supplies		4000-4999	4,922,794.00	4,790,199.00	2,092,025.17	5,035,548.00	(245,349.00)	-5.1%
5) Services and Other Operating Expenditures		5000-5999	16,445,768.00	17,608,397.00	9,362,309.29	18,138,881.00	(530,484.00)	-3.0%
6) Capital Outlay		6000-6999	172,134.00	186,233.00	44,324.28	155,772.00	30,461.00	16.4%
7) Other Outgo (excluding Transfers of Indirect Costs)		7100-7299 7400-7499	158,143.00	158,143.00	149,482.00	158,143.00	0.00	0.0%
8) Other Outgo - Transfers of Indirect Costs		7300-7399	(3,904,296.00)	(4,238,378.00)	(133,435.98)	(4,433,434.00)	195,056.00	-4.6%
9) TOTAL, EXPENDITURES			201,180,142.00	196,892,422.00	114,113,735.18	201,329,286.00		
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5 - B9)			41,664,220.00	45,330,571.00	20,466,382.28	40,501,604.00		
D. OTHER FINANCING SOURCES/USES								
1) Interfund Transfers								
a) Transfers In		8900-8929	0.00	0.00	0.00	0.00	0.00	0.0%
b) Transfers Out		7600-7629	0.00	0.00	0.00	0.00	0.00	0.0%
2) Other Sources/Uses								
a) Sources		8930-8979	151,815.00	151,815.00	0.00	151,815.00	0.00	0.0%
b) Uses		7630-7699	0.00	0.00	0.00	0.00	0.00	0.0%
3) Contributions		8980-8999	(37,352,506.00)	(36,372,939.00)	0.00	(37,858,652.00)	(1,485,713.00)	4.1%
4) TOTAL, OTHER FINANCING SOURCES/USES			(37,200,691.00)	(36,221,124.00)	0.00	(37,706,837.00)		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)			4,463,529.00	9,109,447.00	20,466,382.28	2,794,767.00		
F. FUND BALANCE, RESERVES								
1) Beginning Fund Balance								
a) As of July 1 - Unaudited		9791	45,502,968.59	45,502,968.59		45,502,968.59	0.00	0.0%
b) Audit Adjustments		9793	0.00	0.00		0.00	0.00	0.0%
c) As of July 1 - Audited (F1a + F1b)			45,502,968.59	45,502,968.59		45,502,968.59		
d) Other Restatements		9795	0.00	0.00		0.00	0.00	0.0%
e) Adjusted Beginning Balance (F1c + F1d)			45,502,968.59	45,502,968.59		45,502,968.59		
2) Ending Balance, June 30 (E + F1e)			49,966,497.59	54,612,415.59		48,297,735.59		
Components of Ending Fund Balance								
a) Nonspendable								
Revolving Cash		9711	135,000.00	135,000.00		135,000.00		
Stores		9712	700,000.00	700,000.00		700,000.00		
Prepaid Items		9713	0.00	0.00		0.00		
All Others		9719	0.00	0.00		0.00		
b) Restricted		9740	0.00	0.00		0.00		
c) Committed								
Stabilization Arrangements		9750	0.00	0.00		0.00		
Other Commitments		9760	0.00	0.00		0.00		
d) Assigned								
Other Assignments		9780	300,000.00	300,000.00		250,000.00		
Other Assignments	0000	9780	*300,000.00*					
Other Assignments	0000	9780		*300,000.00*				
Other Assignments	0000	9780				*250,000.00*		
e) Unassigned/Unappropriated								
Reserve for Economic Uncertainties		9789	48,831,497.59	53,477,415.59		47,212,735.59		
Unassigned/Unappropriated Amount		9790	0.00	0.00		0.00		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
A. REVENUES								
1) LCFF Sources		8010-8099	1,806,041.00	1,806,041.00	660,856.00	1,806,041.00	0.00	0.0%
2) Federal Revenue		8100-8299	32,730,331.00	36,291,435.00	13,310,548.06	40,366,323.00	4,074,888.00	11.2%
3) Other State Revenue		8300-8599	22,915,027.00	41,110,149.00	18,231,457.10	41,479,160.00	369,011.00	0.9%
4) Other Local Revenue		8600-8799	25,458,843.00	27,791,106.00	19,311,417.93	27,253,844.00	(537,262.00)	-1.9%
5) TOTAL, REVENUES			82,910,242.00	106,998,731.00	51,514,279.09	110,905,368.00		
B. EXPENDITURES								
1) Certificated Salaries		1000-1999	33,511,369.00	38,070,862.00	19,860,051.00	43,031,233.00	(4,960,371.00)	-13.0%
2) Classified Salaries		2000-2999	22,046,329.00	23,935,661.00	11,801,825.15	25,173,799.00	(1,238,138.00)	-5.2%
3) Employee Benefits		3000-3999	36,762,909.00	37,949,955.00	12,375,308.14	39,028,464.00	(1,078,509.00)	-2.8%
4) Books and Supplies		4000-4999	15,561,325.50	12,320,579.43	1,697,253.99	10,631,983.46	1,688,595.97	13.7%
5) Services and Other Operating Expenditures		5000-5999	24,010,232.00	20,926,175.00	6,418,912.00	15,623,424.00	5,302,751.00	25.3%
6) Capital Outlay		6000-6999	176,000.00	993,031.00	269,255.71	994,613.00	(1,582.00)	-0.2%
7) Other Outgo (excluding Transfers of Indirect Costs)		7100-7299 7400-7499	1,234,299.00	1,318,123.00	2,712.01	1,318,123.00	0.00	0.0%
8) Other Outgo - Transfers of Indirect Costs		7300-7399	3,517,542.00	3,795,651.00	8,435.98	3,972,974.00	(177,323.00)	-4.7%
9) TOTAL, EXPENDITURES			136,820,005.50	139,310,037.43	52,433,753.98	139,774,613.46		
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5 - B9)			(53,909,763.50)	(32,311,306.43)	(919,474.89)	(28,869,245.46)		
D. OTHER FINANCING SOURCES/USES								
1) Interfund Transfers								
a) Transfers In		8900-8929	0.00	0.00	0.00	0.00	0.00	0.0%
b) Transfers Out		7600-7629	0.00	0.00	0.00	0.00	0.00	0.0%
2) Other Sources/Uses								
a) Sources		8930-8979	0.00	0.00	0.00	0.00	0.00	0.0%
b) Uses		7630-7699	0.00	0.00	0.00	0.00	0.00	0.0%
3) Contributions		8980-8999	37,352,506.00	36,372,939.00	0.00	37,858,652.00	1,485,713.00	4.1%
4) TOTAL, OTHER FINANCING SOURCES/USES			37,352,506.00	36,372,939.00	0.00	37,858,652.00		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)			(16,557,257.50)	4,061,632.57	(919,474.89)	8,989,406.54		
F. FUND BALANCE, RESERVES								
1) Beginning Fund Balance								
a) As of July 1 - Unaudited		9791	10,369,693.43	10,369,693.43		10,369,693.43	0.00	0.0%
b) Audit Adjustments		9793	0.00	0.00		0.00	0.00	0.0%
c) As of July 1 - Audited (F1a + F1b)			10,369,693.43	10,369,693.43		10,369,693.43		
d) Other Restatements		9795	0.00	0.00		0.00	0.00	0.0%
e) Adjusted Beginning Balance (F1c + F1d)			10,369,693.43	10,369,693.43		10,369,693.43		
2) Ending Balance, June 30 (E + F1e)			(6,187,564.07)	14,431,326.00		19,359,099.97		
Components of Ending Fund Balance								
a) Nonspendable								
Revolving Cash		9711	0.00	0.00		0.00		
Stores		9712	0.00	0.00		0.00		
Prepaid Items		9713	0.00	0.00		0.00		
All Others		9719	0.00	0.00		0.00		
b) Restricted		9740	660,063.81	14,431,326.00		19,359,099.97		
c) Committed								
Stabilization Arrangements		9750	0.00	0.00		0.00		
Other Commitments		9760	0.00	0.00		0.00		
d) Assigned								
Other Assignments		9780	0.00	0.00		0.00		
e) Unassigned/Unappropriated								
Reserve for Economic Uncertainties		9789	0.00	0.00		0.00		
Unassigned/Unappropriated Amount		9790	(6,847,627.88)	0.00		0.00		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
A. REVENUES								
1) LCFF Sources		8010-8099	225,400,182.00	224,773,217.00	125,420,357.37	224,708,592.00	(64,625.00)	0.0%
2) Federal Revenue		8100-8299	33,713,331.00	37,571,361.00	14,502,934.75	41,646,249.00	4,074,888.00	10.8%
3) Other State Revenue		8300-8599	27,063,224.00	45,580,491.00	20,637,372.92	46,081,507.00	501,016.00	1.1%
4) Other Local Revenue		8600-8799	39,577,867.00	41,296,655.00	25,533,731.51	40,299,910.00	(996,745.00)	-2.4%
5) TOTAL, REVENUES			325,754,604.00	349,221,724.00	186,094,396.55	352,736,258.00		
B. EXPENDITURES								
1) Certificated Salaries		1000-1999	140,610,629.00	140,910,757.00	79,000,050.79	148,599,271.00	(7,688,514.00)	-5.5%
2) Classified Salaries		2000-2999	50,271,778.00	52,764,575.00	27,864,035.07	54,640,855.00	(1,876,280.00)	-3.6%
3) Employee Benefits		3000-3999	84,823,799.00	84,668,974.00	39,772,128.85	86,267,746.00	(1,598,772.00)	-1.9%
4) Books and Supplies		4000-4999	20,484,119.50	17,110,778.43	3,789,279.16	15,667,531.46	1,443,246.97	8.4%
5) Services and Other Operating Expenditures		5000-5999	40,456,000.00	38,534,572.00	15,781,221.29	33,762,305.00	4,772,267.00	12.4%
6) Capital Outlay		6000-6999	348,134.00	1,179,264.00	313,579.99	1,150,385.00	28,879.00	2.4%
7) Other Outgo (excluding Transfers of Indirect Costs)		7100-7299 7400-7499	1,392,442.00	1,476,266.00	152,194.01	1,476,266.00	0.00	0.0%
8) Other Outgo - Transfers of Indirect Costs		7300-7399	(386,754.00)	(442,727.00)	(125,000.00)	(460,460.00)	17,733.00	-4.0%
9) TOTAL, EXPENDITURES			338,000,147.50	336,202,459.43	166,547,489.16	341,103,899.46		
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5 - B9)			(12,245,543.50)	13,019,264.57	19,546,907.39	11,632,358.54		
D. OTHER FINANCING SOURCES/USES								
1) Interfund Transfers								
a) Transfers In		8900-8929	0.00	0.00	0.00	0.00	0.00	0.0%
b) Transfers Out		7600-7629	0.00	0.00	0.00	0.00	0.00	0.0%
2) Other Sources/Uses								
a) Sources		8930-8979	151,815.00	151,815.00	0.00	151,815.00	0.00	0.0%
b) Uses		7630-7699	0.00	0.00	0.00	0.00	0.00	0.0%
3) Contributions		8980-8999	0.00	0.00	0.00	0.00	0.00	0.0%
4) TOTAL, OTHER FINANCING SOURCES/USES			151,815.00	151,815.00	0.00	151,815.00		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff (E/B) (F)
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)			(12,093,728.50)	13,171,079.57	19,546,907.39	11,784,173.54		
F. FUND BALANCE, RESERVES								
1) Beginning Fund Balance								
a) As of July 1 - Unaudited		9791	55,872,662.02	55,872,662.02		55,872,662.02	0.00	0.0%
b) Audit Adjustments		9793	0.00	0.00		0.00	0.00	0.0%
c) As of July 1 - Audited (F1a + F1b)			55,872,662.02	55,872,662.02		55,872,662.02		
d) Other Restatements		9795	0.00	0.00		0.00	0.00	0.0%
e) Adjusted Beginning Balance (F1c + F1d)			55,872,662.02	55,872,662.02		55,872,662.02		
2) Ending Balance, June 30 (E + F1e)			43,778,933.52	69,043,741.59		67,656,835.56		
Components of Ending Fund Balance								
a) Nonspendable								
Revolving Cash		9711	135,000.00	135,000.00		135,000.00		
Stores		9712	700,000.00	700,000.00		700,000.00		
Prepaid Items		9713	0.00	0.00		0.00		
All Others		9719	0.00	0.00		0.00		
b) Restricted		9740	660,063.81	14,431,326.00		19,359,099.97		
c) Committed								
Stabilization Arrangements		9750	0.00	0.00		0.00		
Other Commitments		9760	0.00	0.00		0.00		
d) Assigned								
Other Assignments		9780	300,000.00	300,000.00		250,000.00		
Other Assignments	0000	9780	*300,000.00*					
Other Assignments	0000	9780		*300,000.00*				
Other Assignments	0000	9780				*250,000.00*		
e) Unassigned/Unappropriated								
Reserve for Economic Uncertainties		9789	48,831,497.59	53,477,415.59		47,212,735.59		
Unassigned/Unappropriated Amount		9790	(6,847,627.88)	0.00		0.00		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff Column B & D (F)
A. REVENUES								
1) LCFF Sources		8010-8099	61,145,146.00	59,488,888.00	32,353,198.93	58,096,114.00	(1,392,774.00)	-2.3%
2) Federal Revenue		8100-8299	6,603,466.14	8,687,134.00	3,391,683.17	11,311,666.00	2,624,532.00	30.2%
3) Other State Revenue		8300-8599	8,498,793.67	9,402,729.00	4,541,315.76	9,395,535.00	(7,194.00)	-0.1%
4) Other Local Revenue		8600-8799	531,488.47	502,112.00	172,296.01	479,108.00	(23,004.00)	-4.6%
5) TOTAL, REVENUES			76,778,894.28	78,080,863.00	40,458,493.87	79,282,423.00		
B. EXPENDITURES								
1) Certificated Salaries		1000-1999	30,456,783.77	31,434,897.00	17,441,955.78	31,566,001.00	(131,104.00)	-0.4%
2) Classified Salaries		2000-2999	6,359,784.66	6,529,461.70	3,681,259.30	6,389,035.00	140,426.70	2.2%
3) Employee Benefits		3000-3999	15,731,039.41	15,641,794.10	7,164,825.87	15,844,466.00	(202,671.90)	-1.3%
4) Books and Supplies		4000-4999	9,833,748.41	6,469,207.31	1,592,524.29	10,408,391.03	(3,939,183.72)	-60.9%
5) Services and Other Operating Expenditures		5000-5999	18,084,626.36	18,209,562.85	8,600,640.37	17,882,106.09	327,456.76	1.8%
6) Capital Outlay		6000-6999	60,606.39	992,809.00	146,113.69	718,355.00	274,454.00	27.6%
7) Other Outgo (excluding Transfers of Indirect Costs)		7100-7299, 7400-7499	0.00	0.00	0.00	0.00	0.00	0.0%
8) Other Outgo - Transfers of Indirect Costs		7300-7399	0.00	0.00	0.00	0.00	0.00	0.0%
9) TOTAL, EXPENDITURES			80,526,589.00	79,277,731.96	38,627,319.30	82,808,354.12		
C. EXCESS (DEFICIENCY) OF REVENUES OVER EXPENDITURES BEFORE OTHER FINANCING SOURCES AND USES (A5 - B9)			(3,747,694.72)	(1,196,868.96)	1,831,174.57	(3,525,931.12)		
D. OTHER FINANCING SOURCES/USES								
1) Interfund Transfers								
a) Transfers In		8900-8929	0.00	0.00	0.00	0.00	0.00	0.0%
b) Transfers Out		7600-7629	590,037.50	590,038.00	451,331.25	475,166.00	114,872.00	19.5%
2) Other Sources/Uses								
a) Sources		8930-8979	0.00	0.00	0.00	0.00	0.00	0.0%
b) Uses		7630-7699	0.00	0.00	0.00	0.00	0.00	0.0%
3) Contributions		8980-8999	0.00	0.00	0.00	0.00	0.00	0.0%
4) TOTAL, OTHER FINANCING SOURCES/USES			(590,037.50)	(590,038.00)	(451,331.25)	(475,166.00)		

Description	Resource Codes	Object Codes	Original Budget (A)	Board Approved Operating Budget (B)	Actuals To Date (C)	Projected Year Totals (D)	Difference (Col B & D) (E)	% Diff Column B & D (F)
E. NET INCREASE (DECREASE) IN FUND BALANCE (C + D4)			(4,337,732.22)	(1,786,906.96)	1,379,843.32	(4,001,097.12)		
F. FUND BALANCE, RESERVES								
1) Beginning Fund Balance								
a) As of July 1 - Unaudited		9791	24,026,902.70	24,026,902.70		24,026,902.70	0.00	0.0%
b) Audit Adjustments		9793	0.00	0.00		0.00	0.00	0.0%
c) As of July 1 - Audited (F1a + F1b)			24,026,902.70	24,026,902.70		24,026,902.70		
d) Other Restatements		9795	0.00	0.00		0.00	0.00	0.0%
e) Adjusted Beginning Balance (F1c + F1d)			24,026,902.70	24,026,902.70		24,026,902.70		
2) Ending Balance, June 30 (E + F1e)			19,689,170.48	22,239,995.74		20,025,805.58		
Components of Ending Fund Balance								
a) Nonspendable								
Revolving Cash		9711	10,000.00	10,000.00		10,000.00		
Stores		9712	0.00	0.00		0.00		
Prepaid Items		9713	0.00	0.00		0.00		
All Others		9719	0.00	0.00		0.00		
b) Restricted		9740	1,610,281.88	3,875,125.62		3,357,806.46		
c) Committed								
Stabilization Arrangements		9750	0.00	0.00		0.00		
Other Commitments		9760	0.00	0.00		0.00		
d) Assigned								
Other Assignments		9780	19,810,684.77	18,354,870.12		16,657,999.12		
Other Assignments	0000	9780	*19,810,684.77*					
Other Assignments	0000	9780		*18,354,870.12*				
Other Assignments	0000	9780				*16,657,999.12*		
e) Unassigned/Unappropriated								
Reserve for Economic Uncertainties		9789	0.00	0.00		0.00		
Unassigned/Unappropriated Amount		9790	(1,741,796.17)	0.00		0.00		

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
(Enter projections for subsequent years 1 and 2 in Columns C and E; current year - Column A - is extracted)						
A. REVENUES AND OTHER FINANCING SOURCES						
1. LCFF/Revenue Limit Sources	8010-8099	222,902,551.00	1.28%	225,766,608.00	-0.33%	225,025,921.00
2. Federal Revenues	8100-8299	1,279,926.00	-27.89%	923,000.00	0.00%	923,000.00
3. Other State Revenues	8300-8599	4,602,347.00	0.00%	4,602,347.00	0.00%	4,602,347.00
4. Other Local Revenues	8600-8799	13,046,066.00	-2.51%	12,718,778.00	-0.47%	12,658,778.00
5. Other Financing Sources						
a. Transfers In	8900-8929	0.00	0.00%	0.00	0.00%	0.00
b. Other Sources	8930-8979	151,815.00	0.00%	151,815.00	0.00%	151,815.00
c. Contributions	8980-8999	(37,858,652.00)	13.39%	(42,927,096.00)	2.68%	(44,077,096.00)
6. Total (Sum lines A1 thru A5c)		204,124,053.00	-1.42%	201,235,452.00	-0.97%	199,284,765.00
B. EXPENDITURES AND OTHER FINANCING USES						
1. Certificated Salaries						
a. Base Salaries				105,568,038.00		113,502,575.00
b. Step & Column Adjustment						2,837,564.38
c. Cost-of-Living Adjustment						
d. Other Adjustments				7,934,537.00		(450,000.00)
e. Total Certificated Salaries (Sum lines B1a thru B1d)	1000-1999	105,568,038.00	7.52%	113,502,575.00	2.10%	115,890,139.38
2. Classified Salaries						
a. Base Salaries				29,467,056.00		30,560,301.00
b. Step & Column Adjustment						534,805.27
c. Cost-of-Living Adjustment						
d. Other Adjustments				1,093,245.00		
e. Total Classified Salaries (Sum lines B2a thru B2d)	2000-2999	29,467,056.00	3.71%	30,560,301.00	1.75%	31,095,106.27
3. Employee Benefits	3000-3999	47,239,282.00	10.76%	52,323,569.00	4.53%	54,693,724.61
4. Books and Supplies	4000-4999	5,035,548.00	-21.91%	3,932,396.00	0.00%	3,932,396.00
5. Services and Other Operating Expenditures	5000-5999	18,138,881.00	-8.37%	16,620,149.00	4.45%	17,360,559.00
6. Capital Outlay	6000-6999	155,772.00	-11.43%	137,967.00	0.00%	137,967.00
7. Other Outgo (excluding Transfers of Indirect Costs)	7100-7299, 7400-7499	158,143.00	0.00%	158,143.00	0.00%	158,143.00
8. Other Outgo - Transfers of Indirect Costs	7300-7399	(4,433,434.00)	0.59%	(4,459,506.00)	-5.16%	(4,229,548.26)
9. Other Financing Uses						
a. Transfers Out	7600-7629	0.00	0.00%	0.00	0.00%	0.00
b. Other Uses	7630-7699	0.00	0.00%	0.00	0.00%	0.00
10. Other Adjustments (Explain in Section F below)				(3,000,000.00)		(7,000,000.00)
11. Total (Sum lines B1 thru B10)		201,329,286.00	4.20%	209,775,594.00	1.08%	212,038,487.00
C. NET INCREASE (DECREASE) IN FUND BALANCE (Line A6 minus line B11)		2,794,767.00		(8,540,142.00)		(12,753,722.00)
D. FUND BALANCE						
1. Net Beginning Fund Balance (Form 01I, line F1e)		45,502,968.59		48,297,735.59		39,757,593.59
2. Ending Fund Balance (Sum lines C and D1)		48,297,735.59		39,757,593.59		27,003,871.59
3. Components of Ending Fund Balance (Form 01I)						
a. Nonspendable	9710-9719	835,000.00		835,000.00		835,000.00
b. Restricted	9740					
c. Committed						
1. Stabilization Arrangements	9750	0.00		0.00		0.00
2. Other Commitments	9760	0.00		0.00		0.00
d. Assigned	9780	250,000.00		300,000.00		300,000.00
e. Unassigned/Unappropriated						
1. Reserve for Economic Uncertainties	9789	47,212,735.59		38,622,593.59		25,868,871.59
2. Unassigned/Unappropriated	9790	0.00		0.00		0.00
f. Total Components of Ending Fund Balance (Line D3f must agree with line D2)		48,297,735.59		39,757,593.59		27,003,871.59

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
E. AVAILABLE RESERVES						
1. General Fund						
a. Stabilization Arrangements	9750	0.00		0.00		0.00
b. Reserve for Economic Uncertainties	9789	47,212,735.59		38,622,593.59		25,868,871.59
c. Unassigned/Unappropriated	9790	0.00		0.00		0.00
(Enter other reserve projections in Columns C and E for subsequent years 1 and 2; current year - Column A - is extracted)						
2. Special Reserve Fund - Noncapital Outlay (Fund 17)						
a. Stabilization Arrangements	9750	0.00		0.00		0.00
b. Reserve for Economic Uncertainties	9789	0.00		0.00		0.00
c. Unassigned/Unappropriated	9790	0.00		0.00		0.00
3. Total Available Reserves (Sum lines E1a thru E2c)		47,212,735.59		38,622,593.59		25,868,871.59

F. ASSUMPTIONS

Please provide below or on a separate attachment, the assumptions used to determine the projections for the first and second subsequent fiscal years. Further, please include an explanation for any significant expenditure adjustments projected in lines B1d, B2d, and B10. For additional information, please refer to the Budget Assumptions section of the SACS Financial Reporting Software User Guide.

2021/22: 5.07% COLA
2022/23: 5.33% COLA
2023/24: 3.61% COLA
2021/22 funded ADA: 22,431 (using 2019/20 ADA)
2022/23 funded ADA: 20,228 (<2,210> 3 year average)
2023/24 funded ADA: 20,228 (<2,210> 3 year average)
2021/22 estimated unduplicated EL, LI, and FY (UPP) at 57.66%
Certificated step and class cost of 2.5% in 2022/23 and 2023/24
Classified step and class cost of 1.75% in 2022/23 and 2023/24
Designated estimated increases in STRS and PERS in future years
3% contribution to Routine Restricted Maintenance Account
2021/22 compensation settlement: 3% on schedule and 3% off schedule effective 7/1/2021, $500 health benefit cap increase effective 1/1/2022
2022/23 compensation settlement: 2.5% on schedule and 2% off schedule effective 7/1/2022, $500 health benefit cap increase effective 1/1/2023
Projected budget cuts of $3 million in 2022/23 and $4 million in 2023/24

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
(Enter projections for subsequent years 1 and 2 in Columns C and E; current year - Column A - is extracted)						
A. REVENUES AND OTHER FINANCING SOURCES						
1. LCFF/Revenue Limit Sources	8010-8099	1,806,041.00	0.00%	1,806,041.00	0.00%	1,806,041.00
2. Federal Revenues	8100-8299	40,366,323.00	-5.77%	38,037,707.00	-5.29%	36,024,593.69
3. Other State Revenues	8300-8599	41,479,160.00	-36.10%	26,506,260.00	-1.12%	26,210,399.00
4. Other Local Revenues	8600-8799	27,253,844.00	-10.14%	24,489,040.00	0.00%	24,489,040.00
5. Other Financing Sources						
a. Transfers In	8900-8929	0.00	0.00%	0.00	0.00%	0.00
b. Other Sources	8930-8979	0.00	0.00%	0.00	0.00%	0.00
c. Contributions	8980-8999	37,858,652.00	13.39%	42,927,096.00	2.68%	44,077,096.00
6. Total (Sum lines A1 thru A5c)		148,764,020.00	-10.08%	133,766,144.00	-0.87%	132,607,169.69
B. EXPENDITURES AND OTHER FINANCING USES						
1. Certificated Salaries						
a. Base Salaries				43,031,233.00		37,361,894.00
b. Step & Column Adjustment						
c. Cost-of-Living Adjustment						
d. Other Adjustments				(5,669,339.00)		(3,961,153.94)
e. Total Certificated Salaries (Sum lines B1a thru B1d)	1000-1999	43,031,233.00	-13.17%	37,361,894.00	-10.60%	33,400,740.06
2. Classified Salaries						
a. Base Salaries				25,173,799.00		24,886,619.00
b. Step & Column Adjustment						
c. Cost-of-Living Adjustment						
d. Other Adjustments				(287,180.00)		(1,992,438.80)
e. Total Classified Salaries (Sum lines B2a thru B2d)	2000-2999	25,173,799.00	-1.14%	24,886,619.00	-8.01%	22,894,180.20
3. Employee Benefits	3000-3999	39,028,464.00	2.72%	40,089,588.00	-2.86%	38,943,903.57
4. Books and Supplies	4000-4999	10,631,983.46	-26.98%	7,763,335.00	39.66%	10,842,173.54
5. Services and Other Operating Expenditures	5000-5999	15,623,424.00	59.71%	24,951,952.00	-7.77%	23,014,087.72
6. Capital Outlay	6000-6999	994,613.00	-100.00%	0.00	0.00%	33,607.00
7. Other Outgo (excluding Transfers of Indirect Costs)	7100-7299, 7400-7499	1,318,123.00	0.00%	1,318,123.00	0.00%	1,318,123.00
8. Other Outgo - Transfers of Indirect Costs	7300-7399	3,972,974.00	-7.13%	3,689,836.00	-4.39%	3,527,783.61
9. Other Financing Uses						
a. Transfers Out	7600-7629	0.00	0.00%	0.00	0.00%	0.00
b. Other Uses	7630-7699	0.00	0.00%	0.00	0.00%	0.00
10. Other Adjustments (Explain in Section F below)						
11. Total (Sum lines B1 thru B10)		139,774,613.46	0.21%	140,061,347.00	-4.35%	133,974,598.70
C. NET INCREASE (DECREASE) IN FUND BALANCE (Line A6 minus line B11)		8,989,406.54		(6,295,203.00)		(1,367,429.01)
D. FUND BALANCE						
1. Net Beginning Fund Balance (Form 01I, line F1e)		10,369,693.43		19,359,099.97		13,063,896.97
2. Ending Fund Balance (Sum lines C and D1)		19,359,099.97		13,063,896.97		11,696,467.96
3. Components of Ending Fund Balance (Form 01I)						
a. Nonspendable	9710-9719	0.00		0.00		0.00
b. Restricted	9740	19,359,099.97		13,063,896.97		11,696,467.96
c. Committed						
1. Stabilization Arrangements	9750					
2. Other Commitments	9760					
d. Assigned	9780					
e. Unassigned/Unappropriated						
1. Reserve for Economic Uncertainties	9789					
2. Unassigned/Unappropriated	9790	0.00		0.00		0.00
f. Total Components of Ending Fund Balance (Line D3f must agree with line D2)		19,359,099.97		13,063,896.97		11,696,467.96

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
E. AVAILABLE RESERVES						
1. General Fund						
a. Stabilization Arrangements	9750					
b. Reserve for Economic Uncertainties	9789					
c. Unassigned/Unappropriated Amount	9790					
(Enter current year reserve projections in Column A, and other reserve projections in Columns C and E for subsequent years 1 and 2)						
2. Special Reserve Fund - Noncapital Outlay (Fund 17)						
a. Stabilization Arrangements	9750					
b. Reserve for Economic Uncertainties	9789					
c. Unassigned/Unappropriated	9790					
3. Total Available Reserves (Sum lines E1a thru E2c)						

F. ASSUMPTIONS

Please provide below or on a separate attachment, the assumptions used to determine the projections for the first and second subsequent fiscal years. Further, please include an explanation for any significant expenditure adjustments projected in lines B1d, B2d, and B10. For additional information, please refer to the Budget Assumptions section of the SACS Financial Reporting Software User Guide.

2021/22: 5.07% COLA
2022/23: 5.33% COLA
2023/24: 3.61% COLA
2021/22 funded ADA: 22,431 (using 2019/20 ADA)
2022/23 funded ADA: 20,228 (<2,210> 3 year average)
2023/24 funded ADA: 20,228 (<2,210> 3 year average)
2021/22 estimated unduplicated EL, LI, and FY (UPP) at 57.66%
Certificated step and class cost of 2.5% in 2022/23 and 2023/24
Classified step and class cost of 1.75% in 2022/23 and 2023/24
Designated estimated increases in STRS and PERS in future years
3% contribution to Routine Restricted Maintenance Account
2021/22 compensation settlement: 3% on schedule and 3% off schedule effective 7/1/2021, $500 health benefit cap increase effective 1/1/2022
2022/23 compensation settlement: 2.5% on schedule and 2% off schedule effective 7/1/2022, $500 health benefit cap increase effective 1/1/2023
Projected budget cuts of $3 million in 2022/23 and $4 million in 2023/34

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
(Enter projections for subsequent years 1 and 2 in Columns C and E; current year - Column A - is extracted)						
A. REVENUES AND OTHER FINANCING SOURCES						
1. LCFF/Revenue Limit Sources	8010-8099	224,708,592.00	1.27%	227,572,649.00	-0.33%	226,831,962.00
2. Federal Revenues	8100-8299	41,646,249.00	-6.45%	38,960,707.00	-5.17%	36,947,593.69
3. Other State Revenues	8300-8599	46,081,507.00	-32.49%	31,108,607.00	-0.95%	30,812,746.00
4. Other Local Revenues	8600-8799	40,299,910.00	-7.67%	37,207,818.00	-0.16%	37,147,818.00
5. Other Financing Sources						
a. Transfers In	8900-8929	0.00	0.00%	0.00	0.00%	0.00
b. Other Sources	8930-8979	151,815.00	0.00%	151,815.00	0.00%	151,815.00
c. Contributions	8980-8999	0.00	0.00%	0.00	0.00%	0.00
6. Total (Sum lines A1 thru A5c)		352,888,073.00	-5.07%	335,001,596.00	-0.93%	331,891,934.69
B. EXPENDITURES AND OTHER FINANCING USES						
1. Certificated Salaries						
a. Base Salaries				148,599,271.00		150,864,469.00
b. Step & Column Adjustment				0.00		2,837,564.38
c. Cost-of-Living Adjustment				0.00		0.00
d. Other Adjustments				2,265,198.00		(4,411,153.94)
e. Total Certificated Salaries (Sum lines B1a thru B1d)	1000-1999	148,599,271.00	1.52%	150,864,469.00	-1.04%	149,290,879.44
2. Classified Salaries						
a. Base Salaries				54,640,855.00		55,446,920.00
b. Step & Column Adjustment				0.00		534,805.27
c. Cost-of-Living Adjustment				0.00		0.00
d. Other Adjustments				806,065.00		(1,992,438.80)
e. Total Classified Salaries (Sum lines B2a thru B2d)	2000-2999	54,640,855.00	1.48%	55,446,920.00	-2.63%	53,989,286.47
3. Employee Benefits	3000-3999	86,267,746.00	7.12%	92,413,157.00	1.32%	93,637,628.18
4. Books and Supplies	4000-4999	15,667,531.46	-25.35%	11,695,731.00	26.32%	14,774,569.54
5. Services and Other Operating Expenditures	5000-5999	33,762,305.00	23.13%	41,572,101.00	-2.88%	40,374,646.72
6. Capital Outlay	6000-6999	1,150,385.00	-88.01%	137,967.00	24.36%	171,574.00
7. Other Outgo (excluding Transfers of Indirect Costs)	7100-7299, 7400-7499	1,476,266.00	0.00%	1,476,266.00	0.00%	1,476,266.00
8. Other Outgo - Transfers of Indirect Costs	7300-7399	(460,460.00)	67.15%	(769,670.00)	-8.82%	(701,764.65)
9. Other Financing Uses						
a. Transfers Out	7600-7629	0.00	0.00%	0.00	0.00%	0.00
b. Other Uses	7630-7699	0.00	0.00%	0.00	0.00%	0.00
10. Other Adjustments				(3,000,000.00)		(7,000,000.00)
11. Total (Sum lines B1 thru B10)		341,103,899.46	2.56%	349,836,941.00	-1.09%	346,013,085.70
C. NET INCREASE (DECREASE) IN FUND BALANCE (Line A6 minus line B11)		11,784,173.54		(14,835,345.00)		(14,121,151.01)
D. FUND BALANCE						
1. Net Beginning Fund Balance (Form 01I, line F1e)		55,872,662.02		67,656,835.56		52,821,490.56
2. Ending Fund Balance (Sum lines C and D1)		67,656,835.56		52,821,490.56		38,700,339.55
3. Components of Ending Fund Balance (Form 01I)						
a. Nonspendable	9710-9719	835,000.00		835,000.00		835,000.00
b. Restricted	9740	19,359,099.97		13,063,896.97		11,696,467.96
c. Committed						
1. Stabilization Arrangements	9750	0.00		0.00		0.00
2. Other Commitments	9760	0.00		0.00		0.00
d. Assigned	9780	250,000.00		300,000.00		300,000.00
e. Unassigned/Unappropriated						
1. Reserve for Economic Uncertainties	9789	47,212,735.59		38,622,593.59		25,868,871.59
2. Unassigned/Unappropriated	9790	0.00		0.00		0.00
f. Total Components of Ending Fund Balance (Line D3f must agree with line D2)		67,656,835.56		52,821,490.56		38,700,339.55

Description	Object Codes	Projected Year Totals (Form 01I) (A)	% Change (Cols. C-A/A) (B)	2022-23 Projection (C)	% Change (Cols. E-C/C) (D)	2023-24 Projection (E)
E. AVAILABLE RESERVES (Unrestricted except as noted)						
1. General Fund						
a. Stabilization Arrangements	9750	0.00		0.00		0.00
b. Reserve for Economic Uncertainties	9789	47,212,735.59		38,622,593.59		25,868,871.59
c. Unassigned/Unappropriated	9790	0.00		0.00		0.00
d. Negative Restricted Ending Balances						
(Negative resources 2000-9999)	979Z			0.00		0.00
2. Special Reserve Fund - Noncapital Outlay (Fund 17)						
a. Stabilization Arrangements	9750	0.00		0.00		0.00
b. Reserve for Economic Uncertainties	9789	0.00		0.00		0.00
c. Unassigned/Unappropriated	9790	0.00		0.00		0.00
3. Total Available Reserves - by Amount (Sum lines E1 thru E2c)		47,212,735.59		38,622,593.59		25,868,871.59
4. Total Available Reserves - by Percent (Line E3 divided by Line F3c)		13.84%		11.04%		7.48%
F. RECOMMENDED RESERVES						
1. Special Education Pass-through Exclusions						
For districts that serve as the administrative unit (AU) of a						
special education local plan area (SELPA):						
a. Do you choose to exclude from the reserve calculation						
the pass-through funds distributed to SELPA members?	No					
b. If you are the SELPA AU and are excluding special						
education pass-through funds:						
1. Enter the name(s) of the SELPA(s):						
2. Special education pass-through funds						
(Column A: Fund 10, resources 3300-3499, 6500-6540 and 6546,						
objects 7211-7213 and 7221-7223; enter projections for						
subsequent years 1 and 2 in Columns C and E)		0.00		0.00		0.00
2. District ADA						
Used to determine the reserve standard percentage level on line F3d						
(Col. A: Form AI, Estimated P-2 ADA column, Lines A4 and C4; enter projections)		20,095.99		20,095.99		20,095.99
3. Calculating the Reserves						
a. Expenditures and Other Financing Uses (Line B11)		341,103,899.46		349,836,941.00		346,013,085.70
b. Plus: Special Education Pass-through Funds (Line F1b2, if Line F1a is No)		0.00		0.00		0.00
c. Total Expenditures and Other Financing Uses						
(Line F3a plus line F3b)		341,103,899.46		349,836,941.00		346,013,085.70
d. Reserve Standard Percentage Level						
(Refer to Form 01CSI, Criterion 10 for calculation details)		3%		3%		3%
e. Reserve Standard - By Percent (Line F3c times F3d)		10,233,116.98		10,495,108.23		10,380,392.57
f. Reserve Standard - By Amount						
(Refer to Form 01CSI, Criterion 10 for calculation details)		0.00		0.00		0.00
g. Reserve Standard (Greater of Line F3e or F3f)		10,233,116.98		10,495,108.23		10,380,392.57
h. Available Reserves (Line E3) Meet Reserve Standard (Line F3g)		YES		YES		YES

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Superintendent's Office

ITEM TITLE:

First Reading/Possible Revision: Proposed Revision to Board Bylaw 9322, Agenda/Meeting Materials

____X____Action **_____Information**

BACKGROUND INFORMATION:

The proposed language in Board Bylaw 9322, Agenda/Meeting Materials, will require the concurrence of at least one other Board member when submitting an item for the Board agenda.

ADDITIONAL DATA:

A copy of the proposed revision to BB 9322 is attached. Additional information is available for review in the Office of the Superintendent.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend revision.

Bylaws of the Board

AGENDA/MEETING MATERIALS

Board agenda shall state the meeting time and place and shall briefly describe each business item to be transacted or discussed, including items to be discussed in closed session. (Government Code 54954.2)

The agenda shall provide members of the public the opportunity to address the Board on any agenda item before or during the Board's consideration of the item. The agenda shall also provide members of the public the opportunity to testify at regular meetings on matters which are not on the agenda but which are within the subject matter jurisdiction of the Board. (Education Code 35145.5, Government Code 54954.3)

Notices of special meetings at which action is proposed shall provide an opportunity for the public to address the Board on the item before action is taken. (Government Code 54954.3)

Any member of the public may request that a matter within the jurisdiction of the Board be placed on the agenda of a regular meeting. The request must be in writing and submitted to the Superintendent with supporting documents and information, if any, at least one week before the scheduled meeting date. The Superintendent or designee will decide whether a request is within the subject matter jurisdiction of the Board, whether an item is appropriate for discussion in open or closed session, and if the item has already been voted on by the Board within the prior six months. If the item has been voted upon within the prior six months and if it is suggested by either a Board member or a member of the public, it may be placed on a future agenda for reconsideration under the following special circumstances:

(1) The request is made by a Board member who voted with the prevailing side; or

(2) The Superintendent or designee determines that special circumstances or new information exist that justifies reconsideration.

Any Board member may submit an item for the Board agenda any time before the agenda is posted **for consideration of that item so long as the Board member obtains the concurrence of at least one other Board member**. Items submitted less than a week before the scheduled meeting date may be postponed to a later meeting.

Bylaws of the Board

AGENDA/MEETING MATERIALS (continued)

When an item properly posted for a regular meeting is continued to a subsequent meeting, it does not have to be on the agenda of a subsequent meeting if it occurs within five days. The Board shall publicly identify the item before discussing it. (Government Code 54954.2)

All public communications with the Board are subject to requirements of relevant Board policies and administrative regulations.

Board Member Preparation

A copy of the agenda shall be forwarded to each Board member at least three days before each regular meeting, together with the Superintendent or designee's report, minutes to be approved, and copies of communications, reports from committees, staff, citizens, and others, and other available documents pertinent to the meeting.

When special meetings are called, the Secretary and President shall make every effort to get the agenda and supporting materials to Board members as soon as possible.

Board members shall review agenda materials before each meeting. Individual members may confer directly with the Superintendent or designee to obtain additional information on agenda items and should also let the Superintendent or designee know of any related concerns they may have.

(cf. 9122 – Secretary)
(cf. 9320 – Meetings and Notices)
(cf. 9321.1 – Closed Session Conduct and Reports)
(cf. 9323 – Meeting Conduct)
(cf. 1120 – Governing Board Meetings)
(cf. 1312.1 – Complaints Concerning School Personnel)
(cf. 1312.2 – Complaints Concerning Instructional Material)
(cf. 1312.3 – Uniform Complaint Procedures)
(cf. 1340 – Access to District Records)
(cf. 3320 – Claims and Actions Against the District)
(cf. 5144.1 – Suspension /Expulsion)
(cf. 9323.2 – Actions by the Board)
(cf. 9200 – Board Members)

Bylaws of the Board

AGENDA/MEETING MATERIALS (continued)

Legal Reference:

EDUCATION CODE
35144 Special Meetings
35145 Public Meetings
35145.5 Right of Public to Place Matters on Agenda
GOVERNMENT CODE
54954.2 Agenda Posting Requirements; Board Actions
54954.3 Opportunity for Public to Address Legislative Body; Regulations
54954.5 Closed Session Item Descriptions
54956.5 Emergency Meetings
54957.5 Public Records

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

First Reading: Proposed Revisions to Administrative Regulation 5111, Students, Admission

_____Action **____X____Information**

BACKGROUND INFORMATION:

The School Readiness Act of 2010 Senate Bill No. 1381 (Chapter 705, Statutes of 2010) amended *Education Code* Sections 46300, 48000, and 48010 to change the required birthday for admission to kindergarten and first grade and established a transitional kindergarten program. Administrative Regulation (AR) 5111 was reviewed and updated in 2012 to align with the phase in implementation of Transitional Kindergarten (TK), pushing back eligible entry to Kindergarten and Grade 1 to September 1 of the 2014 -2015 school year. As TK is now the first year of a two-year Kindergarten program, AR 5111 needs to be updated to reflect and align with this.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Assistant Superintendent of Innovation and Instruction.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

Students

ADMISSION

Proof of age shall be required of all enrolling students. The legal evidence~~s~~ of age in order of desirability are a birth certificate, **statement by the local registrar or county recorder certifying the date of birth,** baptismal certificate **duly attested**, passport, immigration certificate, or Bible record.

If the above documentation is unobtainable, the District shall accept a sworn statement from the parent~~/~~**,** guardian, **or custodian of the minor** that provides the name, age, birthdate, and **the** birthplace of the student; the name(s) of ~~his/her~~ **their** parents/guardians; and the basis of such knowledge as indicated on the Affidavit of Birthdate form.

KINDERGARTEN
Minimum Age of Admission

A child shall be eligible for enrollment in kindergarten ~~during the first school month of a school year~~ if the child will have ~~his or her~~ **their** fifth birthday on or before ~~one of the following dates:~~ **September 1st.**

- ~~November 1 of the 2012-13 school year.~~
- ~~October 1 of the 2013-14 school year.~~
- ~~September 1 of the 2014-15 school year and each school year thereafter.~~

~~Per Education Code Section 48000(b), a district may admit early on a case-by-case basis a student who will turn five years of age at anytime within the school year.~~

FIRST GRADE
Minimum Age of Admission

A child shall be eligible for enrollment in the first grade if the**y** ~~child will~~ have ~~his or her~~ **their** sixth birthday on or before ~~one of the following dates:~~ **September 1st.**

- ~~November 1 of the 2012-13 school year.~~
- ~~October 1 of the 2013-14 school year.~~
- ~~September 1 of the 2014-15 school year and each school year thereafter.~~

There will be no early entry into kindergarten or first grade.

Regulation
Reviewed: 11/13/90
Reviewed: 04/10/12
Reviewed:

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
Chula Vista, California

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Instructional Services and Support

ITEM TITLE:

First Reading: Board Policy 6170.1 (New), Instruction, Transitional Kindergarten

_____Action **____X____Information**

BACKGROUND INFORMATION:

All districts are required to offer Transitional Kindergarten (TK) to all children who meet the Universal TK phase-in implementation requirements and wish to enroll in the program. The Board Policy is aligned with the recommended phase-in dates listed in Assembly Bill 22, as well as curriculum, instruction, staffing, and program evaluation requirements.

ADDITIONAL DATA:

Additional information is available for review in the Office of the Assistant Superintendent of Innovation and Instruction.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

Instruction

TRANSITIONAL KINDERGARTEN

The Governing Board desires to offer a high-quality transitional kindergarten program for eligible children who do not yet meet the minimum age criterion for kindergarten. The transitional kindergarten program shall assist students in developing the academic, social, and emotional skills needed to succeed in kindergarten and beyond.

The District's transitional kindergarten program shall be the first year of a two-year kindergarten program. (Education Code 48000)

The Board encourages ongoing collaboration among District preschool staff, other preschool providers, elementary teachers, administrators, and parents/guardians in the development, implementation, and evaluation.

Eligibility

The District's transitional kindergarten program shall admit children whose fifth birthday lies between: (Education Code 48000)

1. **In the 2022–23 school year, a child with their fifth birthday between September 2 and February 2 shall be admitted to a transitional kindergarten program maintained by the school district or charter school.**

2. **In the 2023–24 school year, a child who will have their fifth birthday between September 2 and April 2 shall be admitted to a transitional kindergarten program maintained by the school district or charter school.**

3. **In the 2024–25 school year, a child with their fifth birthday between September 2 and June 2 shall be admitted to a transitional kindergarten program maintained by the school district or charter school.**

4. **In the 2025–26 school year, and in each school year after that, a child who will have their fourth birthday by September 1 shall be admitted to a transitional kindergarten program maintained by the school district or charter school.**

Instruction

TRANSITIONAL KINDERGARTEN (continued)

There will be no early admittance into the transitional kindergarten program.

Parents/guardians of eligible children shall be notified of the availability of the transitional kindergarten program and the age, residency, immunization, and any other enrollment requirements. Enrollment in the transitional kindergarten program shall be voluntary.

Curriculum and Instruction

The District's transitional kindergarten program shall be based on age and developmentally appropriate curriculum. (Education Code 48000)

The program shall be aligned with the California Preschool Learning Foundations and Preschool Curriculum Frameworks developed by the California Department of Education. Upon recommendation by the Superintendent or designee, the Board shall approve academic standards for transitional kindergarten that bridge preschool learning foundations and kindergarten standards. Such standards shall be designed to facilitate students' development in essential knowledge and skills related to language and literacy, mathematics, physical development, health, visual and performing arts, science, history-social science, English language development, and social-emotional development.

The number of instructional minutes offered in transitional kindergarten shall be the same or similar as that required for the District's kindergarten program.

Staffing

The Superintendent or designee shall ensure that teachers assigned to teach in transitional kindergarten classes possess a teaching credential or permit from the Commission on Teacher Credentialing that authorizes such instruction.

A credentialed teacher who is first assigned to a transitional kindergarten class after July 1, 2015, shall, by August 1, 2023, have at least 24 units in child development, comparable experience in a preschool setting, and/or a child development teacher permit issued by the Commission on Teacher Credentialing. (Education Code 48000)

Instruction

TRANSITIONAL KINDERGARTEN (continued)

The Superintendent or designee may provide professional development as needed to ensure that transitional kindergarten teachers know the standards and effective instructional methods for teaching young children.

Continuation to Kindergarten

Students who complete the transitional kindergarten program shall be eligible to continue in kindergarten the following school year. Therefore, parents/guardians of such students shall not be required to submit a signed Kindergarten Continuance Form for kindergarten attendance.

A student shall not attend more than two years in a combination of transitional kindergarten and kindergarten. (Education Code 46300)

Program Evaluation

The Superintendent or designee may develop or identify appropriate formal and/or informal assessments of transitional kindergarten students' development and progress. In addition, the Superintendent or designee shall monitor and regularly report to the Board regarding program implementation and students' progress in meeting academic standards and preparedness for future education.

Legal Reference:

EDUCATION CODE
8235 California State Preschool Program
8970-8974 Early primary programs; extended-day kindergarten
37202 School calendar; equivalency of instructional minutes
44258.9 Assignment monitoring by the county superintendent of schools
46111 Kindergarten, hours of attendance
46114-46119 Minimum school day, kindergarten
46300 Computation of ADA, the inclusion of kindergarten and transitional kindergarten
48000 Age of admission, kindergarten, and transitional kindergarten
48002 Evidence of minimum age required to enter kindergarten or first grade
48003 Kindergarten annual report
48200 Compulsory education, starting at age six

Instruction

TRANSITIONAL KINDERGARTEN (continued)

Management Resource:

CSBA PUBLICATIONS
What Boards of Education Can Do About Kindergarten Readiness, Governance Brief, May 2016
CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS
Transitional Kindergarten FAQs
Desired Results Developmental Profile, 2015
Transitional Kindergarten Implementation Guide: A Resource for California Public School District Administrators and Teachers, 2013
California Preschool Curriculum Framework, Vol. 3, 2013
California Preschool Learning Foundations, Vol. 3, 2012
California Preschool Curriculum Framework, Vol. 2, 2011
California Preschool Learning Foundations, Vol. 2, 2010
California Preschool Curriculum Framework, Vol. 1, 2010
California Preschool Learning Foundations, Vol. 1, 2008
WEB SITES
CSBA: http://www.csba.org
California Department of Education: http://www.cde.ca.gov
California Kindergarten Association: http://www.ckanet.org
Commission on Teacher Credentialing: http://www.ctc.ca.gov
Transitional Kindergarten California: http://tkcalifornia.org

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

GOVERNING BOARD AGENDA ITEM

Prepared by: Superintendent's Office

ITEM TITLE:

Report Calendar to Board of Education

_____Action ____X____Information

BACKGROUND INFORMATION:

TOPIC	REPORT BY	TENTATIVE DATE
Report on Dual Language Immersion Program	Instructional Services	April 2022
Update on District Safety Committee/COVID-19	Human Resources	
Public Hearing/Report on the Local Control and Accountability Plan	Instructional Services	May 2022
Update on District Safety Committee/COVID-19	Human Resources	
Parent End-of-Year Report Report on Universal Transitional Kindergarten Plan	Instructional Services	June 2022

ADDITIONAL DATA:

None.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

This is an information item.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
PUBLIC FACILITIES FINANCING CORPORATION

BOARD OF DIRECTORS AGENDA ITEM

Prepared by: Business Services and Support

ITEM TITLE:

Adopt Resolution of the Board of Directors of the Chula Vista Elementary School District Public Facilities Financing Corporation Appointing Officers and Taking Related Action in Connection Therewith

X Action **_____ Information**

BACKGROUND INFORMATION:

On October 20, 2021, the Board of Education (Board) of the Chula Vista Elementary School District (District) elected new officers, who were duly elected to the Chula Vista Elementary School District Public Facilities Financing Corporation (PFFC) Board of Directors effective November 17, 2021. On January 18, 2022, the Board appointed Eduardo Reyes, Ed.D. as Superintendent of the District effective February 22, 2022.

Accordingly, the attached Resolution of the Board of Directors of the PFFC desires the following in accordance with the PFFC Bylaws:

1. Lucy Ugarte, Board of Education President, shall remain Chair of the PFFC Board of Directors;
2. Leslie Ray Bunker, Board of Education Vice President, shall remain Vice-Chair of the PFFC Board of Directors;
3. Oscar Esquivel, Deputy Superintendent, shall remain the President of the PFFC.
4. Eduardo Reyes, Ed.D., Superintendent, shall become the Secretary of the PFFC;
5. Maria Theresa Villanueva, Director of Fiscal Services, shall remain Chief Financial Officer and will no longer be the Assistant Secretary.

ADDITIONAL DATA:

None.

FISCAL IMPACT/FUNDING SOURCE:

None.

STAFF RECOMMENDATION:

Recommend adoption.

CHULA VISTA ELEMENTARY SCHOOL DISTRICT
PUBLIC FACILITIES FINANCING CORPORATION

RESOLUTION NO. _____

Resolution of the Board of Directors)
of the Chula Vista Elementary)
School District Public Facilities)
Financing Corporation Appointing)
Officers and Taking Related)
Action in Connection Therewith)

On motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, the Chula Vista Elementary School District Public Facilities Financing Corporation is a nonprofit public benefit corporation organized and existing under the laws of the State of California (the "PFFC") with the authority to assist in the financing and refinancing of the acquisition, construction, installation and equipping of certain capital improvements on behalf of the Chula Vista Elementary School District (the "District");

WHEREAS, as a result of the reorganization of the Board of Education of the Chula Vista Elementary School District (Board of Education) on October 20, 2021, the Board of Directors of the PFFC (the "Board") elected new officers;

WHEREAS, this Board of Directors of the PFFC (the "Board") appointed Lucy Ugarte as Chair of the PFFC;

WHEREAS, this Board appointed Leslie Ray Bunker as Vice Chair of the PFFC;

WHEREAS, as a result of the retirement of the previous Superintendent of the District, on September 15, 2021, the Board appointed Maria Theresa Villanueva as Assistant Secretary of the PFFC until such time as a new Superintendent is in place to assume the role of Secretary pursuant to the Bylaws of the PFFC;

WHEREAS, on January 18, 2022, the Board of Education appointed Eduardo Reyes, Ed.D. as Superintendent of the District.

WHEREAS, each of the actions contemplated hereby are permitted under and in compliance with the provisions of the Bylaws of the PFFC;

NOW, THEREFORE, be it RESOLVED, ORDERED, and DECLARED as follows:

SECTION 1. All of the recitals herein contained are true and correct and the Board so finds.

SECTION 2. Until such time as this Board resolves otherwise, or other changes are made in accordance with the Bylaws, the Officers of the PFFC shall be as follows:

a) Lucy Ugarte shall be the Chair of the PFFC.

b) Leslie Ray Bunker shall be the Vice Chair of the PFFC.

c) Oscar Esquivel, as the Deputy Superintendent of the District, is the President of the Corporation.

d) Eduardo Reyes, Ed.D., as the Superintendent of the District, is the Secretary of the Corporation, with the powers and authority to take any and all actions that are otherwise granted upon the Secretary of the Corporation by the Bylaws and by operation of law.

e) Maria Theresa Villanueva, as the Director of Fiscal Services of the District, is the Chief Financial Officer of the Corporation pursuant to the Bylaws of the PFFC.

SECTION 3. All actions heretofore taken by the officers and agents of the PFFC with respect to the appointments set forth above are hereby approved, confirmed and ratified.

SECTION 4. This Resolution shall take effect from and after its adoption.

PASSED AND ADOPTED by the Board of Directors of the Chula Vista Elementary School District Public Facilities Financing Corporation, County of San Diego, State of California, this 9th day of March 2022, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA)
) ss
COUNTY OF SAN DIEGO)

I, Eduardo Reyes, Ed.D., Secretary to the Board of Directors of the Chula Vista Elementary School District Public Facilities Financing Corporation of San Diego County, California, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly adopted by said Board at a regular meeting thereof on the date and by the vote above stated, which resolution is on file and of record in the Office of said Board.

Secretary to the Board of Directors