**Tri-Valley Regional Occupational Program**
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***JOINT POWERS GOVERNING BOARD***
**Special Board Meeting: Tri-Valley ROP Budget and Compensation/Medical Benefit Analysis**
**Board Workshop of October 14, 2026**
**4:30 p.m. Closed Session**
**5:30 p.m. Open Session**
**Las Positas College/Middle College Hub**
**Building 400**
**3000 Campus Hill Drive**
**Livermore, CA 94551**

1. **CALL TO ORDER/ROLL CALL – 4:30 p.m.**
   **Trustee Prusso called the meeting to order at 4:34 p.m.**
   Roll Call
   Trustee Prusso – Aye
   Trustee Speck – Aye
   Trustee Walker – Aye

2. **ADJOURN TO CLOSED SESSION –** *Pursuant to Government Code §54957*

   A. **Public Employee Discipline/Dismissal/Release**

3. **RECONVENE INTO OPEN SESSION – 5:30 p.m.**

   A. **Pledge of Allegiance**
   B. **Report Out of Closed Session** - *None*

4. **PUBLIC COMMENT –** Three Public Comments

5. **BOARD WORKSHOP**

   A. **Tri-Valley ROP Budget and Compensation/Medical Benefit Analysis**

   Superintendent Duncan provided an overview of Tri-Valley ROP's history, partnerships, and approximately $45 million in grant funding secured over the past 12 years. She presented the salary and benefit comparison study conducted at the Board's direction, including comparisons with the Member Districts, and Regional Occupational Programs and some surrounding districts with comparable positions.

   The Board provided feedback when examining the salary ranges of each position as it related to the impact of the low and high daily rate disparities. The Board asked the Superintendent to run the following calculations and compare the results to the proposed MYP and the AC ROPs average range to assist with salary schedule proposals for the October 28, 2026 Regular Board Meeting:

**Certificated**
- Increase the salary schedule by 17%

**Classified Confidential**
- Keep the current salary schedule without an increase

**Senior Support Specialist**
- Increase the salary schedule from 5 steps to 10 steps
- Use the average percentage which appeared to be an increase of 3.6%-3.7%
- Begin increase on Step 6

**Support Specialist**
- Increase the salary schedule from 5 steps to 10 steps
- Use the average percentage and increase between each step
- Begin increase on Step 6

**College and Career Specialist**
- Increase the salary schedule from 5 steps to 10 steps
- Use average percentage between each step
- Begin increase on Step 6

**Coordinator of Programs**
- Keep Step 1 the same
- Apply 3% increases between each step
- Keep the seven-step salary schedule

**Middle College Coordinator**
- Keep the salary schedule
- 3% increases between each step

**Director of College and Career Readiness**
- Increase Step 1 by 8%
- Apply 3% increases between each step
- Keep the seven-step salary schedule

**Superintendent**
- Increase salary schedule by 11%
- Apply 3% between each step

**Medical Benefits**
Superintendent Duncan reviewed the CalPERS medical benefit options, employee survey results, and projected costs. The Board discussed increasing the annual employer contribution by $5,000 (pro-rated by FTE) totaling $11,000 for those eligible employees that choose to enroll in CalPERS medical coverage. The Board further discussed keeping the $6,000 annual In lieu benefit (pro-rated by FTE) for employees who choose to decline coverage or are not eligible for coverage. The Board requested additional data regarding retiree medical benefit eligibility and CalPERS vesting.

**Career Technical Education Incentive Grant (CTEIG) Funding**
Superintendent Duncan reviewed the 2026-2027 CTEIG allocation of approximately $4 million. Doug D'Amour presented the multi-year financial projections with the proposed salary adjustments and medical benefits that was posted.

The Board discussed the Member Districts' retaining their current CTEIG allocation amounts vs a bump of 4% in the 2027-28 school year.

The Board confirmed that the proposed salary adjustments would be retroactive to July 1, 2026.

**6. ANNOUNCEMENTS**

- The next Regular Meeting of the Board is scheduled for Wednesday, October 28, 2026, at 5:30 p.m.

**7. ADJOURNMENT – 8:06 p.m.**

Submitted,

*Approved and entered into the proceedings of the Board this 28th day of October, 2026*

Julie Duncan
Secretary to the Board

Emily Prusso
Chairperson

EP/JD/rv