

SIERRA SANDS UNIFIED SCHOOL DISTRICT

**Board of Education
Special Meeting**

**JUNE 27, 2019
District Office
113 W. Felspar Ave.
www.ssusd.org**

We, the members of the Board of Education of the Sierra Sands Unified School District, are committed to providing the highest quality education in a safe environment to all K-12 students. We believe the school shares with the family, church, and community the responsibility for developing life-long learners who are responsible, productive citizens.

A G E N D A

CALL TO ORDER AND PLEDGE TO THE FLAG

12:00 P.M.

Amy Castillo-Covert
Bill Farris
Tim Johnson
Kurt Rockwell, President
Michael Scott, Vice President/Clerk

Ernest M. Bell, Jr., Superintendent

MOMENT OF SILENCE

1. ADOPTION OF AGENDA

The board will provide time during the discussion of each agenda item for members of the public to comment.

2. BUSINESS ADMINISTRATION

2.1 Adoption of the 2019-20 Local Control Accountability Plan (LCAP)

2.2 Adoption of the Sierra Sands Unified School District Proposed Budget for Fiscal Year 2019-20

3. PERSONNEL ADMINISTRATION

3.1 AB 1200 Documentation for Adjustment of Salary Compensation for Management Employees for 2019-20

3.2 AB 1200 Documentation for Adjustment of Salary Compensation for Confidential Classified Employees for 2019-20

4. ADJOURNMENT

2. BUSINESS ADMINISTRATION

2.1 Adoption of the 2019-20 Local Control Accountability Plan (LCAP)

BACKGROUND INFORMATION: In 2013-14, the enactment of the Local Control Funding Formula (LCFF) dramatically reformed California’s educational funding and accountability systems. The Local Control Accountability Plan (LCAP) is a comprehensive planning tool to support student outcomes. Under the LCFF, all local educational agencies (LEAs) are required to prepare an LCAP, which describes how annual goals will be met for all pupils, with specific activities to address state and local priorities identified pursuant to California Education Code (EC) sections 52060(d), 52066(d), and 47605.

CURRENT CONSIDERATIONS: The Sierra Sands Unified School District’s proposed LCAP is posted on the district website, www.ssusd.org, for review and comment. Comments received from the public hearing from the district website will be considered as appropriate to make final revisions to the LCAP.

The 2019-20 LCAP’s “Stakeholder Engagement” outlines the consultation process the district engaged in to receive input and draft the LCAP. Revisions were made to the LCAP as stakeholder input was received and considered. As a result of the annual review and analysis of 2018-19 LCAP goals, actions, services and expenditures, the following revisions have been made to actions, services, and expenditures in order to meet stated goals:

- Provide three additional secondary math teachers to increase teacher to student ratios to improve individualized education supports.
- Provide Coordinator of Student Services (75% Supplemental & Concentration-Funded) to support improved student engagement and school climate indicator outcomes for unduplicated students.
- Provide three Secondary Support Center Instructors to support improved student engagement and school climate indicator outcomes for unduplicated students.
- Provide six elementary Positive Behavior Intervention Support (PBIS) coaching stipends to support improved student engagement and school climate indicator outcomes for unduplicated students.

The board held a public hearing to solicit the recommendations and comments of members of the public regarding the specific actions and expenditures proposed to be included in the LCAP. The public hearing was held at the same meeting as the annual budget public hearing on June 20, 2019 at a regularly scheduled board meeting. The board is required to hold a second public meeting after, but not on the same day, as the public hearing to adopt the LCAP. This meeting must be the same meeting as the adoption of the district budget.

The district must file with the Kern County Office of Education the adopted LCAP and budget within five days after adoption, but no later than June 30, 2019. The Sierra Sands Unified School District LCAP is posted on the district website at www.ssusd.org.

FINANCIAL IMPLICATIONS: In order to meet the required minimum proportionality percentage in the LCAP, the district plans to spend supplemental grant funds as outlined in the 2019-20 Goals 1-5.

SUPERINTENDENT'S RECOMMENDATION: The superintendent recommends that the 2019-20 LCAP be adopted as presented.

2. BUSINESS ADMINISTRATION

2.2 Adoption of the Sierra Sands Unified School District Proposed Budget for Fiscal Year 2019-20

BACKGROUND INFORMATION: Education Code Section 42127 requires that on or before July 1 of each year, the governing board will adopt a budget and file that budget with the county superintendent of schools. In accordance with the district's practice, guidance from School Services of California, California Department of Education, the Kern County Office of Education, and the Fiscal Crisis and Management Assistance Team was used in formulating the proposed Sierra Sands Unified School District 2019-20 budget.

CURRENT CONSIDERATIONS: The Governor's 2019-20 May Revision maintains full funding of the Local Control Funding Formula (LCFF). Now that the LCFF is fully funded, Public School Districts are in the era of Cost of Living Adjustments (COLA) only. As the state continues to experience the longest economic recovery since World War II, districts are cautioned that even a mild recession could cause budget concerns. Maintaining fiscal solvency while maximizing services to students with available financial resources will continue to be challenging.

Budget Highlights

- Statutory COLA is 3.26% which is down from the January 2019 proposed COLA of 3.46%
- 2019-20 K-3 grade span adjustment is estimated at \$801 per ada
- 2019-20 9-12 grade span adjustment is estimated at \$243 per ada
- Supplemental grant funding is projected to increase from \$4,658,068 in 2018-19 to \$5,304,811 in 2019-20. The district continues to review future budget considerations which must be included due to increased demands on resources to close the achievement gap for targeted students.
- Concentration grant funding is projected to increase from \$496,618 in 2018-19 to \$1,602,636 in 2019-20. Again the district continues to review future budget considerations which must be included due to increased demands on resources to close the achievement gap for targeted students. Caution is needed when using Concentration funding as it is tied directly to our unduplicated pupil percentages.
- The district continues to experience a modest growth in enrollment.

- The district had to borrow \$4M from Fund 17 this school year to maintain cash flow.

The district continues to maintain the board required reserve level of 5% as the 3% state minimum is an inadequate level of funds for the district to be prepared for uncertain economic factors. While the district maintains its positive certification due to its availability of reserves, COLA only funding increases in future years will continue to push expenditures past available resources with the expectation of further deficit spending in the near future. Despite greater demands on its resources the district plans to remain solvent for 2019-20 and the two subsequent out-years.

It must be noted that the State budget has not yet been finalized at the time of preparation of this document. The legislative process will carry out before the State budget is adopted and will most likely include changes to the May Revision. The budget is posted on the district website at www.ssusd.org.

FINANCIAL IMPLICATIONS: The district maintains its positive certification and continues to remain fiscally solvent in 2019-20 and the two out-years.

SUPERINTENDENT'S RECOMMENDATION: It is recommended that the board adopt the proposed budget for the 2019-20 school year as presented.

3. PERSONNEL ADMINISTRATION

3.1 AB 1200 Documentation for Adjustment of Salary Compensation for Management Employees for 2019-20

BACKGROUND INFORMATION: The district reached a settlement agreement with CSEA and its Chapter 188 for the 2019-20 school year. The district has an interest in extending a fair share value of total compensation to all of its employee groups. Effective July 1, 2019 the district will apply a 7.5% across-the-board raise on the classified salary schedule for Chapter 188 CSEA employees. Associated with this agreement is the implementation of a new “District Contribution” calculation for health and welfare benefits for all eligible active employees, as well as an increase in the Delta Dental package for all eligible active and retired employees. A breakdown of the 7.5% across-the-board increase shall be defined as 6% representing an exchange in value for the new “District Contribution,” and 1.5% as a raise. Since the district implemented the “District Contribution” for health and welfare in a previous agreement for Management, the fair share agreement for Management employees for the 2019-20 school year will be a 1.5% raise and the increase in Delta Dental coverage.

CURRENT CONSIDERATIONS: The district will apply a 1.5% across-the-board raise for Management employees. Associated with this agreement is an increase in Delta Dental coverage for all eligible active and retired employees. The district is required to present AB 1200 documentation to the board that indicates approval by the Kern County Superintendent of Schools when increases to employee compensation are negotiated.

FINANCIAL IMPLICATIONS: The district will apply a 1.5% across-the-board raise on the Management salary schedule. Please refer to the attached AB 1200 documentation enclosed in the packet.

SUPERINTENDENT’S RECOMMENDATION: Approve the AB 1200 documentation for the adjustment of salary compensation for Management employees for 2019-20 as presented.

Sample School District
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5

Management

The proposed agreement covers the period beginning July 1, 2019 and ending June 30, 2022 and will be acted upon by the Governing Board at its meeting on June 27, 2019

Note:

1% salary increase =	\$	25,563	\$25,819	\$26,077
1% statutory benefit increase =	\$	5,449	\$5,947	\$6,312
1% salary and statutory benefit increase =	\$	31,012	\$31,766	\$32,389

A. Proposed Change in Compensation - Fund 01 - General Fund

Compensation		Fiscal Impact of Proposed Agreement			Comments
		Year 1 2019-2020	Year 2 2020-2021	Year 3 2021-2022	
1. Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-)	\$ -	\$ -	\$ -	Step/Column previously included in budget
	Percent	0.00%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ 38,345	\$ 38,345	\$ 38,345	On schedule increase of 1.5% for 19/20 Amounts shown in 20/21 and 21/22 are increases to respective budgets.
	Percent	1.50%	1.49%	1.47%	
3. Other Compensation - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 11,386	\$ 11,492	\$ 12,527	Associated with respective salary increases.
	Percent	2.09%	1.93%	1.98%	
5. Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-)	\$ 169	\$ 169	\$ 169	Delta Dental plan changed from \$1500 annual benefit to \$2000 annual benefit
	Percent	0.01%	0.01%	0.01%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 49,899	\$ 50,006	\$ 51,041	
	Percent	1.61%	1.57%	1.58%	
7. Total Number of Represented Employees		28	28	28	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 1,782	\$ 1,786	\$ 1,823	
	Percent	1.61%	1.57%	1.58%	

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

N/A

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

N/A

D. What contingency language is included in the proposed agreement? (reopeners, etc.)

N/A

E. Source of Funding for Proposed Agreement

General Fund

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	46,380,831
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	1,391,425

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	3,118,727
b. General Fund Budgeted Unrestricted Other Commitments	\$	678,798
c. General Fund Budgeted Unrestricted Non-Spendable (9710-9719)	\$	90,000
d. General Fund Budgeted Restricted (9740)	\$	-
e. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$	-
f. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$	-
g. Article XIII-B Fund (J0241) - Budgeted Designated for Economic Uncertainties	\$	-
h. Article XIII-B Fund (J0241) - Budgeted Unappropriated Amount	\$	-
i. Total District Budgeted Unrestricted Reserves	\$	3,887,525

3. Do unrestricted reserves meet the state standard minimum reserve amounts?

Yes

June 18, 2019

Mr. Kurt Rockwell, Board President
Sierra Sands Unified School District
113 W. Felspar
Ridgecrest, CA 93555

Dear Mr. Rockwell:

We have received the District Analysis of the Proposed Collective Bargaining agreement with the district's Management unit from your administration in accordance with AB1200 (Statutes of 1991) and Government Code section 3547.5 which will be considered during the June 27th meeting of the Governing Board. The proposed agreement will be effective July 1, 2019 through June 30, 2022.

The impact to fiscal year 2019-2020 will increase total compensation by a total of \$49,899 or 1.61%. This agreement increases the salary schedule in the amount of \$38,345 or 1.50%, statutory benefits costs increase by \$11,386 or 2.09%, and cost of H&W plans \$169, or 0.01%.

District-paid pension costs to STRS and PERS will continue to increase at a dramatic rate for the next several years. This, combined with the possibility of a slow-down in economic recovery, creates an environment of caution for school districts when considering bargaining agreements.

We hope this information proves useful to the Board in its deliberative process and we thank the administration for its submittal of the fiscal impact of the proposed agreement.

Sincerely,

Mary C. Barlow
Kern County Superintendent of Schools



Steve Mattern, Director
Division of Administration & Finance

SM:cf

c: Ernie Bell, Superintendent
Pamela Smith, Assistant Superintendent of Business Services

3. PERSONNEL ADMINISTRATION

3.2 AB 1200 Documentation for Adjustment of Salary Compensation for Confidential Classified Employees for 2019-20

BACKGROUND INFORMATION: The district reached a settlement agreement with CSEA and its Chapter 188 for the 2019-20 school year. The district has an interest in extending a fair share value of total compensation to all of its employee groups. Effective July 1, 2019 the district will apply a 7.5% across-the-board raise on the classified salary schedule for Chapter 188 CSEA employees. Associated with this agreement is the implementation of a new “District Contribution” calculation for health and welfare benefits for all eligible active employees, as well as an increase in the Delta Dental package for all eligible active and retired employees. A breakdown of the 7.5% across-the-board increase shall be defined as 6% representing an exchange in value for the new “District Contribution,” and 1.5% as a raise. Since the district implemented the “District Contribution” for health and welfare in a previous agreement for Confidential employees, the fair share agreement for Confidential classified employees for the 2019-20 school year will be a 1.5% raise and the increase in Delta Dental coverage.

CURRENT CONSIDERATIONS: The district will apply a 1.5% across-the-board raise for Confidential classified employees. Associated with this agreement is an increase in Delta Dental coverage for all eligible active and retired employees. The district is required to present AB 1200 documentation to the board that indicates approval by the Kern County Superintendent of Schools when increases to employee compensation are negotiated.

FINANCIAL IMPLICATIONS: The district will apply a 1.5% across-the-board raise on the Confidential Classified salary schedule. Please refer to the attached AB 1200 documentation enclosed in the packet.

SUPERINTENDENT’S RECOMMENDATION: Approve the AB 1200 documentation for the adjustment of salary compensation for Confidential Classified employees for 2019-20 as presented.

Sample School District
DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
 In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and G.C. 3547.5

Confidential Classified Employees

The proposed agreement covers the period beginning July 1, 2019 and ending June 30, 2022 and will be acted upon by the Governing Board at its meeting on June 27, 2019.

Note:

1% salary increase =	\$	44,757	\$45,205	\$45,657
1% statutory benefit increase =	\$	13,290	\$14,719	\$15,459
1% salary and statutory benefit increase =	\$	58,047	\$ 59,923	\$ 61,116

A. Proposed Change in Compensation - Fund 01 - General Fund

Compensation		Fiscal Impact of Proposed Agreement			Comments
		Year 1 2019-2020	Year 2 2020-2021	Year 3 2021-2022	
1. Step & Column - Increase/(Decrease) due to longevity and units plus any changes due to settlement	Cost (+/-)	\$ -	\$ -	\$ -	Step/Column previously included in budget
	Percent	0.00%	0.00%	0.00%	
2. Salary Schedule - Increase/(Decrease)	Cost (+/-)	\$ 67,136	\$ 67,136	\$ 67,136	On schedule increase of 1.5% for 19/20. Amounts shown in 20/21 and 21/22 are increases to respective budgets.
	Percent	1.50%	1.49%	1.47%	
3. Other Compensation - Increase/(Decrease)	Cost (+/-)	\$ -	\$ -	\$ -	
	Percent	0.00%	0.00%	0.00%	
4. Statutory Benefits - Increase/(Decrease) in STRS, PERS, FICA, Medicare, Unemployment, Workers' Comp, etc.	Cost (+/-)	\$ 19,935	\$ 21,859	\$ 22,732	Associated with respective salary increases.
	Percent	1.50%	1.49%	1.47%	
5. Health & Welfare Plans - Increase/(Decrease) Increase	Cost (+/-)	\$ 1,152	\$ 1,152	\$ 1,152	Delta Dental plan changed from \$1500 annual benefit to \$2000 annual benefit
	Percent	0.02%	0.02%	0.02%	
6. Total Compensation - Increase/(Decrease) Total of Lines 1-3 + 5.	Cost (+/-)	\$ 88,222	\$ 90,147	\$ 91,020	
	Percent	1.52%	1.50%	1.49%	
7. Total Number of Represented Employees		8	8	8	
8. Total Compensation Cost for Average Employee - Increase/(Decrease)	Cost (+/-)	\$ 11,028	\$ 11,268	\$ 11,377	
	Percent	1.52%	1.50%	1.49%	

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

N/A

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

N/A

D. What contingency language is included in the proposed agreement? (reopeners, etc.)

N/A

E. Source of Funding for Proposed Agreement

General Fund

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

a. Total Expenditures, Transfer Out, and Uses (including Cost of Proposed agreement)	\$	46,380,831
b. State Standard Minimum Reserve Percentage for this District		3%
c. State Standard Minimum Reserve Amount for this District (Line 1 times line 2)	\$	1,391,425

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

a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties	\$	3,120,643
b. General Fund Budgeted Unrestricted Other Commitments	\$	638,559
c. General Fund Budgeted Unrestricted Non-Spendable (9710-9719)	\$	90,000
d. General Fund Budgeted Restricted (9740)	\$	-
e. Special Reserve Fund (J-207) - Budgeted Designated for Economic Uncertainties	\$	-
f. Special Reserve Fund (J-207) - Budgeted Unappropriated Amount	\$	-
g. Article XIII-B Fund (J0241) - Budgeted Designated for Economic Uncertainties	\$	-
h. Article XIII-B Fund (J0241) - Budgeted Unappropriated Amount	\$	-
i. Total District Budgeted Unrestricted Reserves	\$	3,849,202

3. Do unrestricted reserves meet the state standard minimum reserve amounts?

Yes

June 18, 2019

Mr. Kurt Rockwell, Board President
Sierra Sands Unified School District
113 W. Felspar
Ridgecrest, CA 93555

Dear Mr. Rockwell:

We have received the District Analysis of the Proposed Collective Bargaining agreement with the district's Confidential unit from your administration in accordance with AB1200 (Statutes of 1991) and Government Code section 3547.5 which will be considered during the June 27th meeting of the Governing Board. The proposed agreement will be effective July 1, 2019 through June 30, 2022.

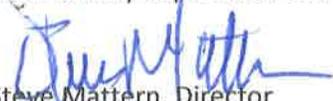
The impact to fiscal year 2019-2020 will increase total compensation by a total of \$88,222 or 1.52%. This agreement increases the salary schedule in the amount of \$67,136 or 1.50%, statutory benefits costs increase by \$19,935 or 1.50%, and cost of H&W plans \$1,152 or 0.02%.

District-paid pension costs to STRS and PERS will continue to increase at a dramatic rate for the next several years. This, combined with the possibility of a slow-down in economic recovery, creates an environment of caution for school districts when considering bargaining agreements.

We hope this information proves useful to the Board in its deliberative process and we thank the administration for its submittal of the fiscal impact of the proposed agreement.

Sincerely,

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Pamela Smith, Assistant Superintendent of Business Services