

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Local Control Accountability Plan (LCAP) Review

BACKGROUND:

The District receives state funding under the Local Control Funding Formula (LCFF) which requires the creation and monitoring of a 3 year Local Control Accountability Plan (LCAP). The plan requires stakeholder engagement in the development and implementation of annual goals and activities.

STATUS:

The Board will review a draft of the Goals, Actions, and Expected Measureable Outcomes for the 2019-2020 LCAP. The newly revised actions are in response to input from stakeholder groups including certificated staff, classified employees, administrators and managers, parents, and students. A public hearing on the plan will be held at the June 11, 2019 Board meeting. The plan is then scheduled to be presented to the Board of Trustees at the June 25, 2019 regular meeting for consideration of approval.

FISCAL IMPACT:

N/A

BOARD GOAL(S):

Board Focus Goal I - STUDENT NEEDS

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment.

B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

Board Focus Goal II – FISCAL ACCOUNTABILITY

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal III – COMMUNICATION / COMMUNITY INVOLVEMENT

Establish and maintain consistent and effective communication that is transparent and timely in an effort to provide and receive information that will engage and educate our District and community.

Board Focus Goal IV – STAFF NEEDS

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

Board Focus Goal V – FACILITY / HOUSING

Build, improve and maintain school facilities to meet current and future education needs while integrating the most effective use of resources.

Board Focus Goal VI – CULTURE OF EXCELLENCE

Create and promote programs that support, reward and incentivize employees to perform at exceptional levels for the benefit of our students.

RECOMMENDATION:

The Board receive information on the Local Control Accountability Plan.

A Guide to the 2019-2020 LCAP Revisions based on Stakeholder Engagement

Goal 7, Planned Action 1 (page 152)

- Inclusion of GLAD Training and Teacher Induction through the Low Performing Student Block Grant
- Addition of a certified behaviorist to help ensure that social emotional needs are properly addressed so that all children develop the skills to enhance their well-being and so that learning can be maximized.
- Each site will develop and implement strategies for enrichment and differentiation and such strategies will be listed in each School Plan for Student Achievement.

Goal 7, Planned Action 2 (page 154)

- Inclusion of Transitional Kindergarten in efforts to maintain low class sizes.

Goal 7, Planned Action 3 (page 155)

- Addition of Behavior Support Aides under classified instructional support staff

Goal 7, Planned Action 4 (page 157)

- Updated to reflect participation in TIER II or Tier III of PBIS Training

Goal 8, Planned Action 6 (page 167)

- Addition of Verbal De-Escalation Training and workshops on Resiliency
- Plans for new parent informational nights on topics including “The Dangers of Vaping” and “Internet Safety”

Goal 8, Planned Action 7 (page 169)

- Addition of behaviorist and behavioral support aide services
- Additional Social Emotional Learning training for classified employees, especially yard duty supervisors to ensure students’ needs are met in all areas of the school environment

Goal 9, Planned Action 1 (page 175)

- Addition of occupational therapist and certified occupational therapy assistant services

Goal 9, Planned Action 1 (page 177)

- Addition of occupational therapist and certified occupational therapy assistant services

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Unchanged Goal

Goal 7

The District will provide quality educational services to maximize academic achievement for all individual students and student groups.

State and/or Local Priorities addressed by this goal:

- State Priorities:
- Priority 1: Basic (Conditions of Learning)
 - Priority 2: State Standards (Conditions of Learning)
 - Priority 4: Pupil Achievement (Pupil Outcomes)
 - Priority 5: Pupil Engagement (Engagement)
 - Priority 7: Course Access (Conditions of Learning)
 - Priority 8: Other Pupil Outcomes (Pupil Outcomes)

Local Priorities:

Identified Need:

Parents identified educational services, including low class sizes, engaging, differentiated, and enriching instruction, improved special education services, and revisiting homework priorities, as high priorities on the 2019 LCAP Parent Survey and in stakeholder meetings. Students identified engagement in learning, including extracurricular offerings and enriching activities, as a high priority during student focus group meetings. Teachers also prioritized quality instructional programs and low class sizes in Curriculum Committee meetings and during LCAP consultation meetings.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Grade Span Adjustment	Elementary students benefited from an estimated grade span	Goal adopted for 2018-2019 and 2019-2020.	Elementary students will continue to benefit from smaller class sizes in grades K-3.	Elementary students will continue to benefit from smaller class sizes in grades K-3.

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Lexile Proficiency Report	<p>adjustment of 23.67 in grades K-3.</p> <p>The Lexile Proficiency Growth Report, run on April 3, 2018, indicated a 16% increase in the number of students who scored Proficient or Advanced</p> <p>First Lexile Test of the year</p> <p>28% Advanced 20% Proficient 37% Basic 15% Below Basic</p> <p>Last Test in Time Period</p> <p>40% Advanced 24% Proficient 30% Basic 6% Below Basic</p>	Goal adopted for 2018-2019 and 2019-2020.	Students will continue to improve proficiency as measured by the SRI Lexile Assessment.	Students will continue to improve proficiency as measured by the SRI Lexile Assessment.
Smarter Balanced Interim Assessment (Mathematics ICA)	<p>2018 Administration of the Smarter Balanced Interim Assessment for Mathematics (ICA) indicated that 71.2% of assessed students in grades 3-5 were proficient or advanced.</p> <p>2018 Administration of the Smarter Balanced Interim Assessment for Mathematics (ICA) indicated that 63.9% of assessed students in</p>	Goal adopted for 2018-2019 and 2019-2020.	Students will continue to improve proficiency as measured by the SBAC Math ICA.	Students will continue to improve proficiency as measured by the SBAC Math ICA.

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
	grades 6-8 were proficient or advanced.			
English Learner Indicator on the California School Dashboard	The fall release of the California School Dashboard indicated that our English learners achieved a "medium status" (72.6%) and "declined significantly" (10.7%), resulting in an orange level for student performance.	Goal adopted for 2018-2019 and 2019-2020.	English learner reclassification rates and performance on the ELPAC will improve.	English learner reclassification rates and performance on the ELPAC will improve.
Smarter Balanced Interim Assessment (Reading Information Text IAB)	2018 Administration of the Smarter Balanced Interim Assessment for Reading Information Text indicated that 86.8% of students were at or near the standard.	Goal adopted for 2018-2019 and 2019-2020.	Students will demonstrate increased proficiency as measured by the Smarter Balanced Interim Assessment for Reading Information Text	Students will demonstrate increased proficiency as measured by the Smarter Balanced Interim Assessment for Reading Information Text
Parent Survey Results	2018 Parent Survey data indicates that educational services are among the highest priority for parents, guardians, and caregivers. On the survey, human resources, including teachers, administrators, and support staff ranked highest in terms of what	Goal adopted for 2018-2019 and 2019-2020.	Parent perceptions regarding educational services will continue to improve as measured by the Annual Parent LCAP Survey.	Parent perceptions regarding educational services will continue to improve as measured by the Annual Parent LCAP Survey.

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Student Listening Circle Feedback	<p>the district is doing well. However, staff was also the number one area of focus when asked what the district can improve upon.</p> <p>2018 Student Listening Circle data indicates that most students are very pleased with their teachers, administrators, and support staff. Many would like to see additional electives, including visual and performing arts taught during the school day. Many students also reported a desire for more time for physical education and less homework.</p>	<p>Goal adopted for 2018-2019 and 2019-2020.</p>	<p>Student perceptions regarding educational services will continue to improve as measured by the Annually conducted Student Listening Circles.</p>	<p>Student perceptions regarding educational services will continue to improve as measured by the Annually conducted Student Listening Circles.</p>
Professional Development Teacher Evaluations	<p>August 7th Professional Development Day Superintendent's Keynote - All 3s and 4s with 67.3% scoring it a 4 Breakout Sessions from 9:00 - 10:15 69.4% 4, 95.9% 3s and 4s Breakout Sessions from 10:30- 11:45 77.6% 4, 93.9% 3s and 4s OVERALL DAY - 73.5% 4, 100% 3s and 4s</p>	<p>Goal adopted for 2018-2019 and 2019-2020.</p>	<p>Staff perceptions regarding professional development will continue to improve as measured by Professional Development Evaluation Surveys.</p>	<p>Staff perceptions regarding professional development will continue to improve as measured by Professional Development Evaluation Surveys.</p>

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
	September 5 Professional Development Day Superintendent's Keynote - 79.1% 4, 97.7% 3s and 4s Breakout Sessions from 9:00 - 10:15 83.7% 3s and 4s Breakout Sessions from 10:30- 11:45 93% 3s and 4s OVERALL DAY - 90.7% 3s and 4s			
Academic Indicator on the California School Dashboard for ELA and Math	On the 2017 administration of the California Assessment of Student Performance and Progress (CAASPP), 71% of students met or exceeded the standard for ELA and 63% met or exceeded the standard for Math.	Goal adopted for 2018- 2019 and 2019-2020.	Student performance on the Smarter Balanced Assessment continue to improve.	Student performance on the Smarter Balanced Assessment continue to improve.

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 1

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

New Action

Modified Action

2017-18 Actions/Services

N/A See Goal 1 Action 3, 4 Goal 2 Action 1,2 Goal 3 Action 1,5,7,8 Goal 4 Action 2,7, 10, 17 Goal 5 Action 2

2018-19 Actions/Services

Certificated teaching staff (Gen Ed, SPED, Substitutes) will provide a broad course of study and enrichment that is rigorous and engaging for all students. Professional development opportunities will be provided for teachers to ensure quality educational opportunities for students. All adjunct duty and stipend positions are included in this service.

2019-20 Actions/Services

Certificated teaching staff (Gen Ed, SPED, Substitutes) will provide a broad course of study and enrichment that is rigorous and engaging for all students. Professional development opportunities, including GLAD*** and Teacher Induction*** will be provided for teachers to ensure quality educational opportunities for students. All adjunct duty and stipend positions are included in this service. A certified behaviorist will be hired to help ensure that social emotional needs are properly addressed so that all children develop the skills to enhance their well-being and so that learning can be maximized. *** Additionally, each site will develop and implement strategies for enrichment and differentiation and such strategies will be listed in each School Plan for Student Achievement. ***

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	N/A	\$11,542,969	\$11,687,256
Source		Base	Base
Budget Reference		1000-1999: Certificated Personnel Salaries Gen Ed/EPA teachers	1000-1999: Certificated Personnel Salaries Gen Ed/EPA teachers
Amount		\$3,510,982	\$3,673,152
Source		Base	Base
Budget Reference		3000-3999: Employee Benefits	3000-3999: Employee Benefits
Amount		\$944,631	\$956,439
Source		Other	Other
Budget Reference		1000-1999: Certificated Personnel Salaries SPED/Title I/CTEIG	1000-1999: Certificated Personnel Salaries SPED/Title I/CTEIG/LPSBG
Amount		\$1,409,910	\$1,429,729
Source		Other	Other
Budget Reference		3000-3999: Employee Benefits	3000-3999: Employee Benefits

Action 2

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

New Action

Modified Action

2017-18 Actions/Services

NA See Goal 1 Action 1

2018-19 Actions/Services

The District will strive for low class sizes in grades K-3.

2019-20 Actions/Services

The District will strive for low class sizes in grades TK-3***.

Budgeted Expenditures

Year 2017-18

2018-19

2019-20

Amount

\$748,380

\$757,735

Source

Base

Base

Budget Reference

1000-1999: Certificated Personnel Salaries

1000-1999: Certificated Personnel Salaries

Amount

\$230,351

\$246,053

Source

Base

Base

Budget Reference

3000-3999: Employee Benefits

3000-3999: Employee Benefits

Action 3

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

New Action

Modified Action

2017-18 Actions/Services

N/A Some of the new goal was addressed in Goal 1, Action 2

2018-19 Actions/Services

Classified Instructional Staff (Gen Ed aides, SPED aides, library media coordinators) will support students at all sites.

2019-20 Actions/Services

Classified Instructional Staff (Gen Ed aides, SPED aides, library media coordinators, and new behavior support aides ***) will support students at all sites.

Budgeted Expenditures

Year 2017-18

Amount

Source

Budget Reference

Amount

Source

Budget Reference

2018-19

\$447,513

Base

2000-2999: Classified Personnel Salaries

\$155,202

Base

3000-3999: Employee Benefits

2019-20

\$455,344

Base

2000-2999: Classified Personnel Salaries

\$166,209

Base

3000-3999: Employee Benefits

Amount	\$885,205	\$900,696
Source	Other	Other
Budget Reference	2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries
Amount	\$357,920	\$379,693
Source	Other	Other
Budget Reference	3000-3999: Employee Benefits	3000-3999: Employee Benefits

Action 4

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

[Add Students to be Served selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

English Learners
Foster Youth
Low Income

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

Schoolwide

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

New Action

Modified Action

2017-18 Actions/Services

2018-19 Actions/Services

2019-20 Actions/Services

N/A See Goal 4 Action 1, 4, 5, 6, 9, 11, 12, 13, 14,16, 18

District will provide additional academic supports for English language learners, socioeconomically disadvantaged students, foster youth, homeless students, Title I identified students, and immigrant students. Services may include interventions, software, aides, staffing, professional development, and materials needed to meet the needs of our unduplicated students. Counseling services will be provided to all sites, primarily to serve unduplicated students. The Multicultural Festival will be held annually. AVID will be provided for all students at Pleasant Grove, which will help students with organization, academic success, and the ability to be college and career ready. PBIS will be instituted at all sites to provide a structure for behavioral supports. EL Coordinator will provide supports and services for unduplicated students, as well as professional development for certificated and classified personnel who work with our unduplicated students. Bilingual Community Liaison will be provided to provide social and academic outreach supports, and translation services, as needed, including supports for Foster Youth and Kinship Care families. A Summer Learning Program will be provided for unduplicated Students, with a focus on academic support and a "Jump Start" for the following year.

District will provide additional academic supports for English language learners, socioeconomically disadvantaged students, foster youth, homeless students, Title I identified students, and immigrant students. Services may include interventions, software, aides, staffing, professional development, and materials needed to meet the needs of our unduplicated students. Counseling services will be provided to all sites, primarily to serve unduplicated students. The Multicultural Festival will be held annually. AVID will be provided for all students at Pleasant Grove, which will help students with organization, academic success, and the ability to be college and career ready. PBIS will be continued (Tier II or Tier III) *** at all sites to provide a structure for behavioral supports. EL Coordinator will provide supports and services for unduplicated students, as well as professional development for certificated and classified personnel who work with our unduplicated students. Bilingual Community Liaison will be provided to provide social and academic outreach supports, and translation services, as needed, including supports for Foster Youth and Kinship Care families. A Summer Learning Program will be provided for unduplicated Students, with a focus on academic support and a "Jump Start" for the following year.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount		\$610,948	\$618,585
Source		Supplemental	Supplemental
Budget Reference		1000-1999: Certificated Personnel Salaries	1000-1999: Certificated Personnel Salaries
Amount		\$110,051	\$111,977
Source		Supplemental	Supplemental
Budget Reference		2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries
Amount		\$203,278	\$218,803
Source		Supplemental	Supplemental
Budget Reference		3000-3999: Employee Benefits	3000-3999: Employee Benefits
Amount		\$25,439	\$25,439
Source		Supplemental	Supplemental
Budget Reference		4000-4999: Books And Supplies	4000-4999: Books And Supplies
Amount		\$20,004	\$20,004
Source		Supplemental	Supplemental
Budget Reference		5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures
Amount		\$37,539	\$38,008
Source		Other	Other
Budget Reference		1000-1999: Certificated Personnel Salaries Title I, III	1000-1999: Certificated Personnel Salaries Title I, III

Amount	\$123,589	\$125,752
Source	Other	Other
Budget Reference	2000-2999: Classified Personnel Salaries Title I, III	2000-2999: Classified Personnel Salaries Title I, III
Amount	\$52,603	\$56,430
Source	Other	Other
Budget Reference	3000-3999: Employee Benefits Title I, III	3000-3999: Employee Benefits Title I, II
Amount	\$1,512	\$1,512
Source	Other	Other
Budget Reference	4000-4999: Books And Supplies Title I, III	4000-4999: Books And Supplies Title I, III
Amount	\$102,366	\$53,973
Source	Other	Other
Budget Reference	5000-5999: Services And Other Operating Expenditures Title I, III	5000-5999: Services And Other Operating Expenditures Title I, II

Action 5

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

New Action

Unchanged Action

2017-18 Actions/Services

N/A See Goal 1 Action 6, 7, Goal 2 Action 5, Goal 3 Action 2, 3, 4, 9

2018-19 Actions/Services

Instructional resources for general education and special education students, including curriculum, technology, software, professional development, textbook adoptions, and other engaging, standards-aligned materials will be provided to support student learning.

2019-20 Actions/Services

Instructional resources for general education and special education students, including curriculum, technology, software, professional development, textbook adoptions, and other engaging, standards-aligned materials will be provided to support student learning.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount	N/A	\$487,292	\$312,292
Source		Base	Base
Budget Reference		4000-4999: Books And Supplies	4000-4999: Books And Supplies
Amount		\$206,137	\$206,137
Source		Base	Base
Budget Reference		5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures
Amount		\$514,912	\$161,912
Source		Other	Other
Budget Reference		4000-4999: Books And Supplies	4000-4999: Books And Supplies

Amount	\$280,226	\$280,226
Source	Other	Other
Budget Reference	5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Unchanged Goal

Goal 8

The District will provide safe, clean, student-centered learning environments that are responsive to the social-emotional needs of all children and families.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)
 Priority 3: Parental Involvement (Engagement)
 Priority 6: School Climate (Engagement)

Local Priorities:

Identified Need:

2019 Parent LCAP Survey results, teacher advisory group feedback, DELAC advisory input, and student listening circle feedback all indicated the need for effective, ongoing, and enhanced programs that support life-skills education and the social, emotional, mental and physical health of all students. Additionally, parent feedback on the 2019 LCAP Survey prioritized enhanced communication, particularly at the school site and classroom level.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
California Healthy Kids Survey(CHKS) Results	2017-2018 Elementary CHKS Results School Connectedness - 50% High, 98% Mod/High Caring Adult Relationships - 54% All, 86% Most/All	Goal adopted for 2018-2019 and 2019-2020.	Attitudes toward school connectedness, caring relationships, safety, and overall school climate will improve as measured by the California Healthy Kids Survey.	Attitudes toward school connectedness, caring relationships, safety, and overall school climate will improve as measured by the California Healthy Kids Survey.

Metrics/Indicators

Baseline

2017-18

2018-19

2019-20

Feel Safe at school -
86% Most/All
Students well behaved -
61% Most/All

2017-2018 Middle
School CHKS Results
School Connectedness -
33% High, 95%
Mod/High
Caring Adult
Relationships - 33% All,
69% Most/All
Feel Safe at school -
79% Most/All
Experienced any
bullying - 32%
Chronic Sadness or
Hopelessness - 18%

California School
Dashboard Suspension
Indicator

For the Fall 2017
California School
Dashboard data release,
the District's suspension
indicator for "All
Students" is in the
yellow category, with a
"medium" status (2.5%)
and a "maintained"
change of +0.1%.

For the Fall 2017
California School
Dashboard data release,
the District's suspension
indicator for "Students

Goal adopted for 2018-
2019 and 2019-2020.

Suspension rates for all
students, including all
student groups, will
improve to green or blue
as reported on the
California School
Dashboard.

Suspension rates for all
students, including all
student groups, will
improve to green or blue
as reported on the
California School
Dashboard.

Metrics/Indicators

Baseline

2017-18

2018-19

2019-20

with Disabilities" is in the red category, with a "very high" status (6.8%) and a "maintained" change of 0.0%.

For the Fall 2017 California School Dashboard data release, the District's suspension indicator for "Homeless" is in the orange category, with a "high" status (5.0%) and an "Increased" change of 0.7%.

For the Fall 2017 California School Dashboard data release, the District's suspension indicator for "African American" is in the orange category, with a "high" status (4.3%) and an "Increased" change of 14%.

For the Fall 2017 California School Dashboard data release, the District's suspension indicator for "Two or More Races" is in the orange category, with a "high" status (3.3%) and

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
	a "maintained" change of -0.1%.			
California School Dashboard Chronic Absenteeism Indicator	The District's Chronic Absenteeism rate reported on the Fall 2017 California School Dashboard data release is 4.3%.	Goal adopted for 2018-2019 and 2019-2020.	Chronic Absenteeism rates for all students, including all student groups, will improve as reported on the California School Dashboard.	Chronic Absenteeism rates for all students, including all student groups, will improve as reported on the California School Dashboard.
Parent Survey Results	2018 Parent Survey data indicates that educational services are among the highest priority for parents, guardians, and caregivers. On the survey, school climate and safety, ranked 4th and 7th, respectively in terms of what the district is doing well. However, climate and safety was also ranked 3rd and 5th, respectively, when asked what the district can improve upon.	Goal adopted for 2018-2019 and 2019-2020.	Parent perceptions about school climate and safety will continue to improve as measured by the annual LCAP Parent Survey.	Parent perceptions about school climate and safety will continue to improve as measured by the annual LCAP Parent Survey.
Student Listening Circle Feedback	2018 Student Listening Circle feedback indicates that most students feel that climate at their school is very positive. Students at each site reported that positive	Goal adopted for 2018-2019 and 2019-2020.	Student perceptions about school climate and safety will continue to improve as reported during Student Listening Circles.	Student perceptions about school climate and safety will continue to improve as reported during Student Listening Circles.

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
	relationships with friends and teachers is among the things they like most about their school.			
Facilities Inspection Tool	The Facilities Inspection Tool (FIT) indicates the following ratings for each school site: GV-Poor J-Fair LF-Fair LV-Good MV-Fair PG-Fair R-Fair	Goal adopted for 2018-2019 and 2019-2020.	Facility Inspection Tool reports will show all sites in fair or better condition.	Facility Inspection Tool reports will show all sites in fair or better condition.

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 6

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Select from New, Modified, or Unchanged for 2018-19

Select from New, Modified, or Unchanged for 2019-20

Modified Action

New Action

Modified Action

2017-18 Actions/Services

2018-19 Actions/Services

2019-20 Actions/Services

NA See Goal 4 Action 3

The District will support Social Emotional Learning (SEL) including anti-bullying, character education, PBIS, Trauma Informed Practice, and restorative justice programs at each school site. Some of these expenditures are reflected in professional development activities in Goal 7 Action 1 and Action 4.

The District will support Social Emotional Learning (SEL) including anti-bullying, character education, PBIS, Trauma Informed Practice, restorative justice, verbal de-escalation strategies *** and resiliency *** programs at each school site. The District will also host parent informational nights on topics such as vaping and Internet safety to advance school culture and improve safety.*** Some of these expenditures are reflected in professional development activities in Goal 7 Action 1 and Action 4.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount		\$23,520	\$23,814
Source		Other	Other
Budget Reference		1000-1999: Certificated Personnel Salaries Title II - Trauma Informed and PBIS	1000-1999: Certificated Personnel Salaries Title II - Trauma Informed and PBIS
Amount		\$0	\$0
Source		Other	Other
Budget Reference		2000-2999: Classified Personnel Salaries Title II - Trauma Informed and PBIS	2000-2999: Classified Personnel Salaries Title II - Trauma Informed and PBIS

Amount	\$4,500	\$4,994
Source	Other	Other
Budget Reference	3000-3999: Employee Benefits Title II - Trauma Informed and PBIS	3000-3999: Employee Benefits Title II - Trauma Informed and PBIS
Amount	\$0	\$0
Source	Other	Other
Budget Reference	4000-4999: Books And Supplies Title II - Trauma Informed and PBIS	4000-4999: Books And Supplies Title II - Trauma Informed and PBIS
Amount	\$39,628	\$26,939
Source	Other	Other
Budget Reference	5000-5999: Services And Other Operating Expenditures Title II - Trauma Informed and PBIS	5000-5999: Services And Other Operating Expenditures Title II - Trauma Informed and PBIS

Action 7

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

New Action

Select from New, Modified, or Unchanged for 2019-20

Modified Action

2017-18 Actions/Services

NA Action is new for 2018-2019, except for elementary counselors support See Goal 4 Action 5

2018-19 Actions/Services

The District will provide personnel to ensure safe learning environments that meet the social emotional needs of all students. These positions include counselors, yard duty supervisors, custodians, Maintenance and Operations staff, nurses, health aides, psychologists, and facilitators of trauma support groups. The expenditure for elementary counselors and a portion of the school counselors is reflected in Goal 7 Action 4.

2019-20 Actions/Services

The District will provide personnel to ensure safe learning environments that meet the social emotional needs of all students. These positions include counselors, yard duty supervisors, custodians, Maintenance and Operations staff, nurses, health aides, psychologists, a behaviorist and behavior support para-educators***, and facilitators of trauma support groups. The expenditure for the certified behaviorist is reflected in Goal 7 action 1, while the behavior support aides are reflected in Goal 4 action 3. Likewise, elementary counselors and a portion of the middle school counselors is reflected in Goal 7 Action 4. Additionally, SEL and safety related training will be provided to classified employees, such as yard duty supervisors, to ensure that students' needs are being addressed in all areas of the school. ***

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount		\$173,681	\$175,852
Source		Base	Base
Budget Reference		1000-1999: Certificated Personnel Salaries	1000-1999: Certificated Personnel Salaries

Amount	\$1,789,399	\$1,820,713
Source	Base	Base
Budget Reference	2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries
Amount	\$680,930	\$728,588
Source	Base	Base
Budget Reference	3000-3999: Employee Benefits	3000-3999: Employee Benefits
Amount	\$367,729	\$372,326
Source	Other	Other
Budget Reference	1000-1999: Certificated Personnel Salaries	1000-1999: Certificated Personnel Salaries
Amount	\$389,885	\$396,708
Source	Other	Other
Budget Reference	2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries LPSBG
Amount	\$302,610	\$319,915
Source	Other	Other
Budget Reference	3000-3999: Employee Benefits	3000-3999: Employee Benefits

Action 8

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

2017-18 Actions/Services

NA - This is a new Goal for 2018-2019

Select from New, Modified, or Unchanged for 2018-19

New Action

2018-19 Actions/Services

The District will provide the materials, supplies, and services for nurses, health aides, psychologists, yard supervisors, Maintenance and Operations personnel, and custodians to ensure clean and safe school environments.

Select from New, Modified, or Unchanged for 2019-20

Modified Action

2019-20 Actions/Services

The District will provide the materials, supplies, and services for nurses, health aides, psychologists, yard supervisors, the behaviorist and behavior support aidest***, Maintenance and Operations personnel, and custodians to ensure clean and safe school environments.

Budgeted Expenditures

Year	2017-18	2018-19	2019-20
Amount		\$147,020	\$147,020
Source		Base	Base
Budget Reference		4000-4999: Books And Supplies	4000-4999: Books And Supplies
Amount		\$77,007	\$77,007
Source		Base	Base
Budget Reference		5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures

Amount
Source
Budget
Reference
Amount
Source
Budget
Reference

\$123,801	\$73,801
Other	Other
4000-4999: Books And Supplies	4000-4999: Books And Supplies
\$403,684	\$353,684
Other	Other
5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures

Goals, Actions, & Services

Strategic Planning Details and Accountability

Complete a copy of the following table for each of the LEA's goals. Duplicate the table as needed.

(Select from New Goal, Modified Goal, or Unchanged Goal)

Unchanged Goal

Goal 9

The District will provide technical infrastructure and systems of support that allow quality education and effective learning environments to flourish.

State and/or Local Priorities addressed by this goal:

State Priorities: Priority 1: Basic (Conditions of Learning)
Priority 5: Pupil Engagement (Engagement)

Local Priorities:

Identified Need:

Facility and infrastructure needs have ranked as a priority on previous administrations of the Parent LCAP Survey. Among the highest rated areas of concerns were playfields and aging buildings. Feedback from student listening circles suggested the need for clean classrooms and restrooms, improved athletic fields, and more choice and quality as part of the food service program. Additionally, Facility Inspection Tool results show areas of need at several campuses.

Expected Annual Measurable Outcomes

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Student Listening Circle Feedback	2018 Student Listening Circle feedback indicates that most students feel that facilities at their school are very important to them. Most reported a desire to see fields improved. Students at the elementary schools	Goal adopted for 2018-2019 and 2019-2020.	Student attitudes and perceptions regarding infrastructure and district support programs (i.e. food service and transportation) will continue to improve as measured by annual Student Listening Circles.	Student attitudes and perceptions regarding infrastructure and district support programs (i.e. food service and transportation) will continue to improve as measured by annual Student Listening Circles.

Metrics/Indicators	Baseline	2017-18	2018-19	2019-20
Parent Survey Results	<p>also reported a desire to have improved lunch offerings.</p> <p>2018 Parent Survey data indicates that facility needs and infrastructure are a priority for parents, guardians, and caregivers. On the survey, facility needs ranked 5th in terms of what the district can improve upon.</p>	Goal adopted for 2018-2019 and 2019-2020.	Parent attitudes and perceptions regarding infrastructure and district support programs (i.e. food service and transportation) will continue to improve, as measured by the annual LCAP Parent Survey.	Parent attitudes and perceptions regarding infrastructure and district support programs (i.e. food service and transportation) will continue to improve, as measured by the annual LCAP Parent Survey.
Ridership Report from Transportation	For the 2017-2018 School Year, 570 students were signed up to ride district school buses .	Goal adopted for 2018-2019 and 2019-2020.	Ridership on school district buses will increase.	Ridership on school district buses will increase.
HelpDesk Response Rate	Of the 932 documented IT tickets, 668 were completed within 5 days or less. 396 were completed in 1 day or less and 478 were completed within 2 days or less.	Goal adopted for 2018-2019 and 2019-2020.	HelpDesk tickets will be resolved in a timely manner (ideally 5 days or less).	HelpDesk tickets will be resolved in a timely manner (ideally 5 days or less).

Planned Actions / Services

Complete a copy of the following table for each of the LEA's Actions/Services. Duplicate the table, including Budgeted Expenditures, as needed.

Action 1

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

2017-18 Actions/Services

NA - New Goal for 2018-2019

Select from New, Modified, or Unchanged for 2018-19

New Action

2018-19 Actions/Services

The District will provide non-instructional staff that supports educational services, inclusive of those not in Goals 7 or 8. This includes personnel from the information technology department, the transportation department, administration, management, district office staff, and site office staff.

Select from New, Modified, or Unchanged for 2019-20

Modified Action

2019-20 Actions/Services

The District will provide non-instructional staff that supports educational services, inclusive of those not in Goals 7 or 8. This includes personnel from the information technology department, the transportation department, administration, management, district office staff, an occupational therapist and certified occupational therapist assistant ***, and site office staff.

Budgeted Expenditures

Year 2017-18

Amount

Source

Budget Reference

2018-19

\$1,511,127

Base

1000-1999: Certificated Personnel Salaries

2019-20

\$1,539,603

Base

1000-1999: Certificated Personnel Salaries

Amount	\$2,537,075	\$2,584,920
Source	Base	Base
Budget Reference	2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries
Amount	\$1,218,309	\$1,323,735
Source	Base	Base
Budget Reference	3000-3999: Employee Benefits	3000-3999: Employee Benefits
Amount	\$110,432	\$111,812
Source	Other	Other
Budget Reference	1000-1999: Certificated Personnel Salaries	1000-1999: Certificated Personnel Salaries
Amount	\$46,925	\$47,746
Source	Other	Other
Budget Reference	2000-2999: Classified Personnel Salaries	2000-2999: Classified Personnel Salaries
Amount	\$192,154	\$195,904
Source	Other	Other
Budget Reference	3000-3999: Employee Benefits	3000-3999: Employee Benefits

Action 2

For Actions/Services not included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from All, Students with Disabilities, or Specific Student Groups)

All

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

All Schools

OR

For Actions/Services included as contributing to meeting the Increased or Improved Services Requirement:

Students to be Served:

(Select from English Learners, Foster Youth, and/or Low Income)

[Add Students to be Served selection here]

Scope of Services:

(Select from LEA-wide, Schoolwide, or Limited to Unduplicated Student Group(s))

[Add Scope of Services selection here]

Location(s):

(Select from All Schools, Specific Schools, and/or Specific Grade Spans)

[Add Location(s) selection here]

Actions/Services

Select from New, Modified, or Unchanged for 2017-18

Unchanged Action

Select from New, Modified, or Unchanged for 2018-19

New Action

Select from New, Modified, or Unchanged for 2019-20

Modified Action

2017-18 Actions/Services

NA New Goal for 2018-2019

2018-19 Actions/Services

The District will provide the materials, supplies, and services for the information technology department, the transportation department, administration, management, district office staff, and site office staff to ensure that the District organization operates efficiently and to the benefit of all students and staff. This includes all other district expenditures (i.e. District utilities) not captured elsewhere in this plan.

2019-20 Actions/Services

The District will provide the materials, supplies, and services for the information technology department, the transportation department, administration, management, district office staff, the occupational therapist and assistant ***, and site office staff to ensure that the District organization operates efficiently and to the benefit of all students and staff. This includes all other district expenditures (i.e. District utilities) not captured elsewhere in this plan.

Budgeted Expenditures

Year 2017-18

Amount

Source

Budget Reference

2018-19

\$259,570

Base

4000-4999: Books And Supplies

2019-20

\$259,570

Base

4000-4999: Books And Supplies

Amount	\$1,412,695	\$1,437,695
Source	Base	Base
Budget Reference	5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures
Amount	\$770,000	\$0
Source	Base	Base
Budget Reference	6000-6999: Capital Outlay	6000-6999: Capital Outlay
Amount	\$0	\$1,607
Source	Other	Other
Budget Reference	4000-4999: Books And Supplies	4000-4999: Books And Supplies
Amount	\$35,000	\$62,393
Source	Other	Other
Budget Reference	5000-5999: Services And Other Operating Expenditures	5000-5999: Services And Other Operating Expenditures
Amount	\$30,000	\$0
Source	Other	Other
Budget Reference	6000-6999: Capital Outlay	6000-6999: Capital Outlay
Amount	\$370,742	\$370,742
Source	Other	Other
Budget Reference	7000-7439: Other Outgo	7000-7439: Other Outgo

Amount	\$33,463	-\$5,876
Source	Base	Base
Budget Reference	7000-7439: Other Outgo	7000-7439: Other Outgo

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: FAIR Education Act/California's Healthy Youth Act

BACKGROUND:

The **FAIR Education Act, SB 48**, was signed into law on July 14, 2011, and went into effect on January 1, 2012. It amends the California Education Code to include the Fair, Accurate, Inclusive and Respectful reference to contributions by people with disabilities and members of the LGBTQ community in history and social studies curriculum. The California Healthy Youth Act, on the other hand, requires school districts to provide students with the knowledge and skills necessary to protect their sexual and reproductive health from HIV and other sexually transmitted infections, avoid unintended pregnancy, and develop healthy attitudes with respect to body image, gender, sexual orientation, relationships, marriage, and family.

STATUS:

Currently, we have not adopted any new social studies curriculum at the elementary level, but a small group of teachers are piloting programs to determine which materials would best meet the needs of our students, instructional staff, and families. Furthermore, we are not anticipating adopting any new elementary social studies materials until the 2020-2021 school year, at the earliest.

With respect to the California Healthy Youth Act, we only teach this content when students reach 5th grade, and even then, the instruction is limited to systems of reproduction. When students reach middle school, specifically 7th grade, we introduce topics including the dangers of sex trafficking, how to prevent or deal with relationship abuse, and tolerance for all people, including those with different sexual orientations or gender identities. Education Code affords parents the ability to opt their children out of such instruction if they desire.

FISCAL IMPACT:

N/A

BOARD GOAL(S):

Board Focus Goal I - STUDENT NEEDS

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment.

B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

Board Focus Goal II – FISCAL ACCOUNTABILITY

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal III – COMMUNICATION / COMMUNITY INVOLVEMENT

Establish and maintain consistent and effective communication that is transparent and timely in an effort to provide and receive information that will engage and educate our District and community.

Board Focus Goal IV – STAFF NEEDS

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

Board Focus Goal V – FACILITY / HOUSING

Build, improve and maintain school facilities to meet current and future education needs while integrating the most effective use of resources.

Board Focus Goal VI – CULTURE OF EXCELLENCE

Create and promote programs that support, reward and incentivize employees to perform at exceptional levels for the benefit of our students.

RECOMMENDATION:

Discussion Only

The FAIR Education Act, the California Healthy Youth Act, and What's Happening in RUSD

The FAIR Education Act

- The FAIR Education Act went into effect on January 1, 2012.
- In a nutshell, it amends the California Education Code to include the Fair, Accurate, Inclusive and Respectful **reference to contributions by people who have historically been underrepresented**, including persons with disabilities and members of the LGBTQ community within our social studies curriculum.
- The FAIR Education Act specifically amends the California Education Code for Elementary and Secondary School's chapters on Required Courses of Study and Instructional Materials:
 - § 51204.5. Instruction in social sciences shall include the early history of California and a study of the role and contributions of both men and women, Native Americans, African Americans, Mexican Americans, Asian Americans, Pacific Islanders, European Americans, **lesbian, gay, bisexual, and transgender Americans**, persons with disabilities, and members of other ethnic and cultural groups, to the economic, political, and social development of California and the United States of America, with particular emphasis on portraying the role of these groups in contemporary society.
 - § 51500. A teacher shall not give instruction and a school district **shall not sponsor any activity that promotes a discriminatory bias** on the basis of race or ethnicity, gender, religion, disability, nationality, or sexual orientation, or because of a characteristic listed in Section 220.
 - § 51501. The state board and any governing board **shall not adopt any textbooks or other instructional materials for use in the public schools that contain any matter reflecting adversely upon persons on the basis of race or ethnicity, gender, religion, disability, nationality, or sexual orientation.**
 - § 60040. When adopting instructional materials for use in the schools, governing boards shall **include only instructional materials which, in their determination, accurately portray the cultural and racial diversity of our society**, including:
 - (a) The contributions of both men and women in all types of roles, including professional, vocational, and executive roles.
 - (b) **The role and contributions of** Native Americans, African Americans, Mexican Americans, Asian Americans, Pacific Islanders, European Americans, **lesbian, gay, bisexual, and transgender Americans**, persons with disabilities, and members of other ethnic and cultural groups to the total development of California and the United States.
 - (c) The role and contributions of the entrepreneur and labor in the total development of California and the United States.

- § 60044. **A governing board shall not adopt any instructional materials for use in the schools that, in its determination, contain:**
 - (a) Any matter reflecting adversely upon persons on the basis of race or ethnicity, gender, religion, disability, nationality, or **sexual orientation**, occupation, or because of a characteristic listed in Section 220.
 - (b) Any sectarian or denominational doctrine or propaganda contrary to law.
- **There is no state-mandated curriculum on these topics.** Instead, the state issues guidelines and then lessons are developed and approved at the local level, where **school districts and school board members, with input from parents and teachers**, will decide what's appropriate for each classroom.

The California Healthy Youth Act

The California Healthy Youth Act has five primary purposes:

- (1) To provide pupils with the knowledge and skills necessary to **protect their sexual and reproductive health from HIV and other sexually transmitted infections and from unintended pregnancy;**
 - (2) To provide pupils with the knowledge and skills they need to **develop healthy attitudes concerning adolescent growth and development, body image, gender, sexual orientation, relationships, marriage, and family;**
 - (3) To promote understanding of **sexuality as a normal part of human development;**
 - (4) To ensure pupils receive integrated, comprehensive, accurate, and unbiased sexual health and HIV prevention instruction and provide educators with clear tools and guidance to accomplish that end;
 - (5) To provide pupils with the knowledge and skills necessary to **have healthy, positive, and safe relationships and behaviors.**
- **AB 329 requires that students in grades 7 through 12 receive comprehensive sexual health education and HIV prevention education** at least once in middle school and once in high school.
 - **Parents or guardians can excuse their children from lessons** about comprehensive sexual health and HIV prevention education, as well as research on student health behaviors and risks.
 - However, **the opt-out provision of the California Healthy Youth Act does not apply to instruction or materials outside the context of sex education**, including those that may reference gender, gender identity, sexual orientation, discrimination, bullying, relationships or family.

- Under AB 329, **abstinence may not be discussed in isolation from other methods of preventing HIV, other sexually transmitted infections** — or STIs — and pregnancy. However, the law requires that instruction and materials include information explaining that **abstinence is the only certain way to prevent HIV, other STIs and unintended pregnancies.**
- **Instruction shall address the value of delaying sexual activity and provide medically accurate information on other methods of preventing HIV, STIs. and pregnancy.**

So, what's happening in Rescue Union?

- We have not adopted any new social studies curriculum at the elementary level, but a group of teachers are reviewing piloting programs to determine which materials would best meet the needs of our students, instructional staff, and families.
 - This year, we have piloted *California History-Social Science: myWorld Interactive* from **Pearson**, and next year we plan to explore *Social Studies Alive!* Published by **Teacher's Curriculum Institute**.
 - No formal adoption of materials has taken place, and **any such adoption would not occur without approval of the RUSD Board of Trustees and only after members of the community have had the opportunity to share their thoughts.**
 - We are not anticipating adopting any new elementary social studies materials until the 2020-2021 school year, at the earliest.
- With respect to the California Healthy Youth Act, **we only teach this content when students reach 5th grade**, and even then, the instruction is **limited to systems of reproduction** (i.e. role of organs, vocabulary, etc.)
- **When students reach middle school (7th grade)**, and are a bit more mature, **we introduce topics including:**
 - Puberty and human reproduction
 - Friendship, dating, love, and commitment
 - Bullying and other risky behaviors
 - Human trafficking
 - All FDA-approved contraceptive methods
 - Sexual abstinence and delayed sexual activity
 - HIV/AIDS and STI prevention
 - Goal-setting and decision-making
- **We provide advanced notification about any sexual health lessons, and parents are encouraged to preview the materials.**
- Parents are always given the opportunity to opt their children out of any such instruction if they desire.



RESCUE UNION SCHOOL DISTRICT

"Educating for the Future Together"

2390 Bass Lake Road • Rescue, CA 95672

(530) 677-4461 • FAX (530) 677-0719

www.rescueusd.org

Dear RUSD School Community,

Lately, you may have been hearing some confusing, or even concerning, information regarding California's Healthy Youth Act and/or the FAIR Education Act. I would like to take a quick moment to share some information that you may find helpful and let you know how these two Acts are addressed within the Rescue Union School District.

Briefly put, the FAIR Education Act went into effect on January 1, 2012. It amends the California Education Code to include the Fair, Accurate, Inclusive and Respectful reference to contributions by people who have historically been underrepresented, including persons with disabilities and members of the LGBTQ community within our social studies curriculum. The California Healthy Youth Act, on the other hand, requires school districts to provide students with the knowledge and skills necessary to protect their sexual and reproductive health from HIV and other sexually transmitted infections, avoid unintended pregnancy, and develop healthy attitudes with respect to body image, gender, sexual orientation, relationships, marriage, and family.

So, how do these acts play out in Rescue Union School District? Currently, we have not adopted any new social studies curriculum at the elementary level, but a small group of teachers are piloting programs to determine which materials would best meet the needs of our students, instructional staff, and families. This year, we have piloted *California History-Social Science: myWorld Interactive* from Pearson, and next year we plan to explore *Social Studies Alive!* Published by Teacher's Curriculum Institute. However, no formal adoption of materials has taken place, and any such adoption would not occur without approval of the RUSD Board of Trustees and only after members of the community have had the opportunity to share their thoughts. Furthermore, we are not anticipating adopting any new elementary social studies materials until the 2020-2021 school year, at the earliest.

With respect to the California Healthy Youth Act, we only teach this content when students reach 5th grade, and even then, the instruction is limited to systems of reproduction. In other words, we teach the functions of various organs and body parts, but at that age, we do not discuss any specific details related to acts of sexual intimacy, etc. When students reach middle school, and are a bit more mature, we introduce topics including the dangers of sex trafficking, how to prevent or deal with relationship abuse, and tolerance for all people, including those with different sexual orientations or gender identities. Education Code affords parents the ability to opt their children out of such instruction if they desire.

Cheryl Olson, Superintendent

Board of Trustees

Nancy Brownell • Suzanna George • Stephanie Kent • Tagg Neal • Kim White

As an educator who has worked in the Rescue Union School District for more than twenty years, I can say without hesitation that one of the things that makes our school district so special is our unwavering commitment to the members of our community. As school officials, we are servants to our students and families, and we understand the importance of listening to everyone, prior to making decisions on matters such as the adoption of new instructional materials. If you have any questions, or if I can be of any service at all, please don't hesitate to contact me at dscroggins@rescueusd.org or at (530) 672-4806.

Sincerely,

Dave Scroggins

Assistant Superintendent

Rescue Union School District

Cheryl Olson, Superintendent

Board of Trustees

Nancy Brownell • Suzanna George • Stephanie Kent • Tagg Neal • Kim White

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Letter of Appreciation to the Serrano Homeowners Association Board

BACKGROUND:

The Board of Trustees has appreciated the support provided our schools that serve Serrano Children, through the Mello Roos tax. The Board also appreciates how the Serrano Homeowners Association Board has been working closely with the Rescue Union School District, Buckeye Union School District, and El Dorado Union High School District to come to a mutually beneficial resolution of this process. The Rescue Board would like to draft a letter of appreciation to the Serrano Homeowners Association Board to express thanks and to communicate the Board is looking forward to finalizing the implementation documents.

STATUS:

The Board requested an opportunity to compose a letter of appreciation to the Serrano Homeowners Association Board. The Superintendent has drafted a letter for the Board to discuss, review and revise. Upon completion of the letter, it will be sent to the Serrano Homeowners Association Board.

FISCAL IMPACT:

NA

BOARD GOAL(S):

Board Focus Goal III – COMMUNICATION/COMMUNITY INVOLVEMENT:

Establish and maintain consistent and effective communication that is transparent and timely in an effort to provide and receive information that will engage and educate our District and community.

RECOMMENDATION:

It is recommended that the Board read the draft and make any changes deemed necessary before the letter is mailed to the Serrano Homeowners Association Board.



RESCUE UNION SCHOOL DISTRICT

"Educating for the Future Together"

2390 Bass Lake Road • Rescue, CA 95672

(530) 677-4461 • FAX (530) 677-0719

www.rescueusd.org

May 24, 2019

Dear Don Sacco and the Serrano Homeowners Association Board,

The Governing Board of Rescue Union School District would like to take this opportunity to express our deep gratitude and appreciation for supporting our students from the Serrano community with the generous allocation of the Mello Roos tax, allowing us to increase capacity for your children within our District. We have also appreciated working through the resolution of this process with your Board, and look forward to finalizing the implementation documents in the near future.

The funds we received from the tax have been used to support the construction of Lakeview School, a beautiful campus overlooking Folsom Lake. Despite the large size of the school, it has a close-knit family feel, and students are very proud to attend Lakeview. We are indeed grateful for the monetary support provided that campus. Additionally, tax funds were used to purchase two ten acre parcels of land for a new school in the future, which will ultimately benefit children of Serrano. Lastly, the allocation of funds allowed us to build a state-of-the-art two-story classroom complex at Marina Village Middle School that replaced portable buildings with this permanent structure. It is absolutely beautiful; complete with large science labs that are fully equipped for STEM activities, student research, and experiments, and a Project Lead The Way room furnished with work stations, tools, technology, and the space necessary for the Design Thinking approach to learning. This addition allows your students the opportunity to access science and technology classes in an exciting, hands-on environment, which can be instrumental in developing our young people into leaders and thinkers of the future.

The complex also houses spacious classrooms with flexible seating and modular furniture for English Language arts, mathematics, history, computer science, and special education. Students and staff are very happy with the building and the 21st century learning space has inspired students to grow and learn even more.

We want you to know we consider it an honor to serve all of our children, and these resources have been critical in helping us continue meeting the standard of excellence for which our community is known.

Most Gratefully,

Cheryl Olson, Superintendent

Board of Trustees

Nancy Brownell • Suzanna George • Stephanie Kent • Tagg Neal • Kim White

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: County Transportation Services Communication

BACKGROUND:

Special education funding and programs have many layers and moving parts. Services are unique to each student with an Individual Education Plan (IEP), and districts must provide all the items in that IEP. For example, transportation may be included in an IEP plan.

When a student has specialized needs that do not allow him/her to be transported on a full-size school bus, then special education transportation is provided. Transportation is not part of the SELPA service, and all costs related to this are the responsibility of the district of residence; not the county office or the district housing the program the student attends.

In El Dorado County, transportation services for special education students who attend regional programs offered by the SELPA have been provided by EDCOE for well over 30 years. Costs related to this service have been paid for from state funding of approximately \$450k, and the rest of the cost has been paid by a contribution from the EDCOE general fund, which currently exceeds \$2 million annually.

EDCOE has no responsibility or requirement to provide transportation services, as that is technically the full burden of the district of residence; therefore, any funding for the deficit they have provided has been above and beyond their responsibility.

Approximately ten years ago EDCOE started discussions with school districts that the transportation program was running a deficit. At that time, the deficit was approximately \$1.2M and is currently projected to be around \$2 million. A decision was agreed to that the districts would pay 50% of the deficit; however, due to the financial crisis that began around that time, EDCOE agreed to delay implementing that agreement.

Approximately three to four years ago, EDCOE started conversations again about implementation of the 50/50 share. Many formulas were reviewed and a method was agreed upon. This method was discussed and approved at the countywide CFO meeting and at the county superintendents' meeting. Districts were given a year's notice as the formula did not start until the 2018-19 fiscal year with a 90/10 split. Each year following would increase the district portion by 10% (80/20, 70/30, etc.) until the formula reached an even 50/50 split.

STATUS:

Recently the Board had questions about a letter from another El Dorado County school district to their community discussing an upcoming presentation from Ed Manansala, Superintendent of El Dorado County Office of Education (EDCOE), regarding special education funding and expenses.

The letter states that EDCOE is increasing or moving special education costs to districts in El Dorado County. Additionally, the letter discusses that the changes were due to the direct action or decision of Superintendent Manansala.

The attached document and presentation will clarify the statements made in the letter, including providing information regarding who made certain decisions and how those decisions were made with respect to the programs discussed.

FISCAL IMPACT:

The shared cost for transportation services provided by the county office is phased in over 5 years and is estimated to be \$260,000 annually in 2022-23.

BOARD GOAL:

Board Focus Goal I - STUDENT NEEDS

- A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment.
- B. Curriculum and Instruction: Provide a meaningful, innovative learning environment using Common Core, and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

Board Focus Goal II – FISCAL ACCOUNTABILITY

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal III - COMMUNICATION / COMMUNITY INVOLVEMENT

Establish and maintain consistent and effective communication that is transparent and timely in an effort to provide and receive information that will engage and educate our District and community.

RECOMMENDATION:

District staff recommends the board discuss the communication that was sent out, the impact on our District, the relationship with the county office of education, the increasing costs related to special education, and direction for the future for RUSD.



Board Study Session Information on Special Education

Recently the Board had questions about a letter from another El Dorado County school district to their community discussing an upcoming presentation from Ed Manansala, Superintendent of El Dorado County Office of Education (EDCOE), regarding special education funding and expenses.

The letter states that EDCOE is increasing or moving special education costs to districts in El Dorado County. Additionally, the letter discusses that the changes were due to the direct action or decision of Superintendent Manansala.

The following document will clarify the statements made in the letter, including providing information regarding who made certain decisions and how those decisions were made with respect to the programs discussed.

Before addressing the specific items in the letter, it is important to clarify how special education services are funded and provided within El Dorado County.

Special Education Local Agency Plan (SELPA) Explained

All school districts within El Dorado County, except one, are members of the El Dorado County Special Education Local Plan Agency (SELPA). All special education funds, commonly referred to as AB602 dollars received from the state and federal government, are pooled together from these districts with the intent to maximize expertise, create economy of scale for services, and stabilize expenditures to districts for large costs that can occur.

Key decisions for the SELPA, including allocation of funding and programs/services offered within the SELPA, are decided and approved by the superintendents of the member districts. EDCOE supports the SELPA in many ways including hiring of all SELPA staff, providing many of the regional programs, facilities, and infrastructure, but the choices and priorities of the SELPA are directed by member districts.

One main function of the SELPA is to distribute funding for regional programs according to the allocation plan. These programs support students from member districts for classroom programs/services for Infants, Preschool, Low Incidence, Moderate/Severe, Autism, and Speech, as well as other programs. The decision to create, increase, or close a program is decided by member district superintendents.

Regional programs support students that reside in member districts but have needs that the individual districts are unable to support themselves. Currently, the regional programs are staffed by EDCOE and the El Dorado Union High School District (EDUHSD) employees, but are housed throughout the county at district school sites. Rescue currently has SELPA regional programs at Rescue, Lakeview, and Jackson schools.

As mentioned above, even though the programs are served by EDCOE and EDUHSD staff, the decision to offer and fund the programs is made by the superintendents of member districts. Currently, the regional programs run by EDCOE have an approximate deficit of nearly \$2 million, which has been absorbed by EDCOE's general fund.

Another service the SELPA provides is called the shared risk pool. This pool is used to help member districts with costs for large, unexpected expenditures. El Dorado County is made up of smaller districts, which have limited budgets and resources. There are times when needs of students may exceed the

ability of a district to pay for the cost, thus the SELPA shared risk pool is available when those expenses occur, to help reduce the impact to the district.

After these services are funded, the remaining pool of funds of the SELPA are allocated to districts to provide direct services to students. The vast majority of member districts have expenses that far exceed the allocation from the SELPA and contribute funds from the general fund to support the special education services needed.

Special Education Transportation Services to Regional Programs

Special education funding and programs have many layers and moving parts. Services are unique to each student with an Individual Education Plan (IEP), and districts must provide all the items in that IEP. For example, transportation may be included in an IEP plan.

When a student has specialized needs that do not allow him/her to be transported on a full-size school bus, then special education transportation is provided. Transportation is not part of the SELPA service, and all costs related to this are the responsibility of the district of residence; not the county office or the district housing the program the student attends.

In El Dorado County, transportation services for special education students who attend regional programs offered by the SELPA have been provided by EDCOE for well over 30 years. Costs related to this service have been paid for from state funding of approximately \$450k, and the rest of the cost has been paid by a contribution from the EDCOE general fund, which currently exceeds \$2 million annually.

EDCOE has no responsibility or requirement to provide transportation services, as that is technically the full burden of the district of residence; therefore, any funding for the deficit they have provided has been above and beyond their responsibility.

Approximately ten years ago EDCOE started discussions with school districts that the transportation program was running a deficit. At that time, the deficit was approximately \$1.2M and is currently projected to be around \$2 million. A decision was agreed to that the districts would pay 50% of the deficit; however, due to the financial crisis that began around that time, EDCOE agreed to delay implementing that agreement.

Approximately three to four years ago, EDCOE started conversations again about implementation of the 50/50 share. Many formulas were reviewed and a method was agreed upon. This method was discussed and approved at the countywide CFO meeting and at the county superintendents' meeting. Districts were given a year's notice as the formula did not start until the 2018-19 fiscal year with a 90/10 split. Each year following would increase the district portion by 10% (80/20, 70/30, etc.) until the formula reached an even 50/50 split. At that time, in 2022-23, Rescue's portion of the shortfall will be approximately \$260,000 annually.

Analysis of the Communication Regarding EDCOE and Special Education Services

On May 22nd, El Dorado County Office of Education (EDCOE) Superintendent Ed Manansala will be sharing with the [District] Budget Advisory Committee the background regarding his plans to reduce EDCOE funding and initiate fees to Districts for special education transportation services.

The letter states that Superintendent Manansala is sharing “his plans” regarding changes to the special education transportation services. The plan to share the shortfall cost for transportation has been in discussion for over a decade with districts and was agreed to by all parties approximately three years ago. This plan was not Superintendent Manansala’s, but a joint agreement between EDCOE and all districts that would be impacted by this plan.

Additionally, the letter states Superintendent Manansala will “reduce EDCOE funding”. EDCOE receives only \$450k annually for transportation services and contributes an additional \$2M to provide this service. The sharing of the increasing deficit between EDCOE and the districts is not a reduction of funding but a methodology to equally balance the future cost increases by all parties. For over 30 years EDCOE has provided this service and absorbed all costs associated with it, and the districts have agreed to a formula that will ensure that EDCOE does not bear the burden of the continued increase in costs while still continuing to support districts.

The letter states that EDCOE will “initiate fees”, but there is no factual basis for this statement. EDCOE has not charged any district fees related to any special education services at any point in the past, and the formula that has been agreed to does not include any fees going forward. EDCOE does charge for direct cost of additional services that are provided, but fees have never been charged. EDCOE has indicated they will continue to support districts with an annual contribution of 50% of the deficit.

The new costs will amount to approximately \$1 million dollars, over the next 5 years, for the delivery of special education transportation services to [the District's] students.

The reduced funding and service rate plan will apply to Districts throughout El Dorado County and will total nearly \$5 million dollars, over the next 5 years.

As no new revenue stream has been identified for these rate increases, they will severely impact the general funds of [the District] and school districts throughout El Dorado County.

General fund dollars are those that support the hiring of teachers and support staff, purchase of materials and supplies, and salary and benefit increases.

It is correct that over the total five-year period the portion that all districts will pay will be \$5 million, and it should also be recognized during that same time EDCOE will be spending \$10 million from their general fund.

Districts will be responsible for 50% of the transportation shortfall, which is projected to be \$1.9 million, and it will be allocated based upon ridership and average daily attendance (ADA) among the districts.

In addition, Superintendent Manansala's office is reviewing the transfer of speech therapist personnel and associated costs to Districts. Such a measure will further impact [the District]'s general fund and that of District's throughout El Dorado County.

When having conversations regarding changes to programs, it is important to recognize that there are staff that may be impacted by these decisions, and any discussions should be respectful of those employees that directly work on behalf of the SELPA and who have made a career nurturing and teaching children.

Speech is one of many regional programs funded through the SELPA, and any decisions related to the SELPA, including transfer of a program, will be the decision of the member districts and not EDCOE or its staff.

The SELPA staff that are reviewing and discussing regional programs are doing so based upon discussions that occurred from a district/SELPA subcommittee that was reviewing the \$2 million deficit in regional programs. No decision has been made, and only general topic discussions have even occurred about regional programs at this time.

The deficit in regional programs is continuing to grow, and the need for additional services continues to increase. Additional conversations and decisions on how to meet all the needs with limited resources will need to occur, but those decisions will be decided by the member districts of the SELPA. The decisions will not be easy, but fortunately, SELPA and EDCOE staff will be there to provide information and support to help the districts as they always have done in the past.

Superintendent Manansala will be explaining the rationale for his decision to impose cost increases and his reasoning for reducing EDCOE's long-standing financial support of special education programs to school districts.

Again, it should be clear that the decisions noted above have been discussed with, and agreed to, by the districts in this county many years ago, and the decision was made as a group, not by EDCOE alone.

For this year, EDCOE will contribute \$2.15 million toward transportation services. When the formula is fully funded in 2022-23, it is projected that their contribution will be \$1.9 million. The difference of \$250,000 annually is due to the formula allocation reaching an equal 50/50 split between EDCOE and the districts.

EDCOE is not the creator or driver of the increasing costs, and is currently providing nearly \$4 million from their general fund annually to support school districts between transportation and regional program services.

The fact of the matter is that the state and federal government are not taking seriously the needs of special education students and funding those needs appropriately. The lack of support for school districts is impacting programs, services, and needs for all students across the county, state, and country.

Rescue USD is fortunate to be in a county that has collaborative school districts with a common belief in supporting all students and one another. Additionally, the county office of education has been at the forefront to grow and nurture this belief of working together as a team to offer the best educational program for students.

Transportation Shortfall Formula

Special Education Home to School Transportation
Estimated Shortfall and Proportional Share Calculations
March 2019 (reformatted)

Allocation Factors

District	ADA (18-19 P2 est.) ¹	ADA % of Total	# of Riders (as of Jan. 2019)	% of Riders
BlackOakMine	1,171.43	5.7%	24	10.76%
Buckeye	4,478.71	22.0%	39	17.49%
Camino	441.49	2.2%	6	2.69%
EDUHSD	6,392.37	31.4%	61	27.35%
GoldOak	453.56	2.2%	5	2.24%
GoldTrail	634.60	3.1%	5	2.24%
Indian Diggings	17.41	0.1%	0	0.00%
Latrobe	139.91	0.7%	0	0.00%
MotherLode	986.87	4.8%	16	7.17%
Pioneer	276.80	1.4%	5	2.24%
Placerville	1,234.94	6.1%	20	8.97%
PollockPines	621.42	3.1%	16	7.17%
Rescue	3,513.77	17.2%	26	11.66%
Silver Fork	9.46	0.0%	0	0%
Total	20,372.74	100.0%	223	100.00%

Notes and assumptions for Allocation Factors:

For subsequent year budgeting purposes, estimates will be based on:

ADA and Ridership as indicated at left

For actual payments:

ADA will be based on prior fiscal year P-2 certified numbers

1. P2 ADA estimate per districts' 2nd interim LCFF projection

Ridership will be determined in January of the prior fiscal year

Jan 2019 - Ridership revised to exclude students in district programs and homeless (MV) students

Annual Shortfall

	Year 1 2018-19	Year 2 2019-20	Year 3 2020-21	Year 4 2021-22	Year 5 2022-23
PY Revenue (LCFF, contracts, insurance)	\$550,158	\$577,858	\$577,858	\$577,858	\$577,858
PY Expenditures					
Indirect Cost Rate		8.91%	8.96%	8.94%	8.95%
Salaries, Benefits, Operating Costs ²	2,698,395	2,770,649	3,047,714	3,352,485	3,687,734
Capital Outlay (vehicles) ³	-	280,000	93,000	279,000	310,000
Indirect Costs ⁴	239,887	246,865	273,075	299,545	329,960
Total PY Expenditures	2,938,282	3,297,514	3,413,789	3,931,030	4,327,694
Prior Year Shortfall	\$2,388,124	\$2,719,656	\$2,835,931	\$3,353,172	\$3,749,836
% of Shortfall shared with Districts	10%	20%	30%	40%	50%
\$ of Shortfall shared with Districts	\$238,812	\$543,931	\$850,779	\$1,341,269	\$1,874,918
\$ of Shortfall paid by EDCOE	\$2,149,312	\$2,175,725	\$1,985,152	\$2,011,903	\$1,874,918
40% ADA	\$95,525	\$217,572	\$340,312	\$536,508	\$749,967
60% Ridership	\$143,287	\$326,359	\$510,467	\$804,761	\$1,124,951

Notes and assumptions for Shortfall Calculations:

For subsequent year budgeting purposes, estimates will be based on:

The most current projection period for the EDCOE (i.e. Budget, First Interim, Second Interim)

2. Estimated cost escalation factor of 10% for salaries, benefits, and operating costs (objects 1000-5999)

3. Estimated vehicle replacement schedule (objects 6000-6999) - no 10% factor

4. Estimated indirect cost calculations (objects 7000-7999)

For actual payments:

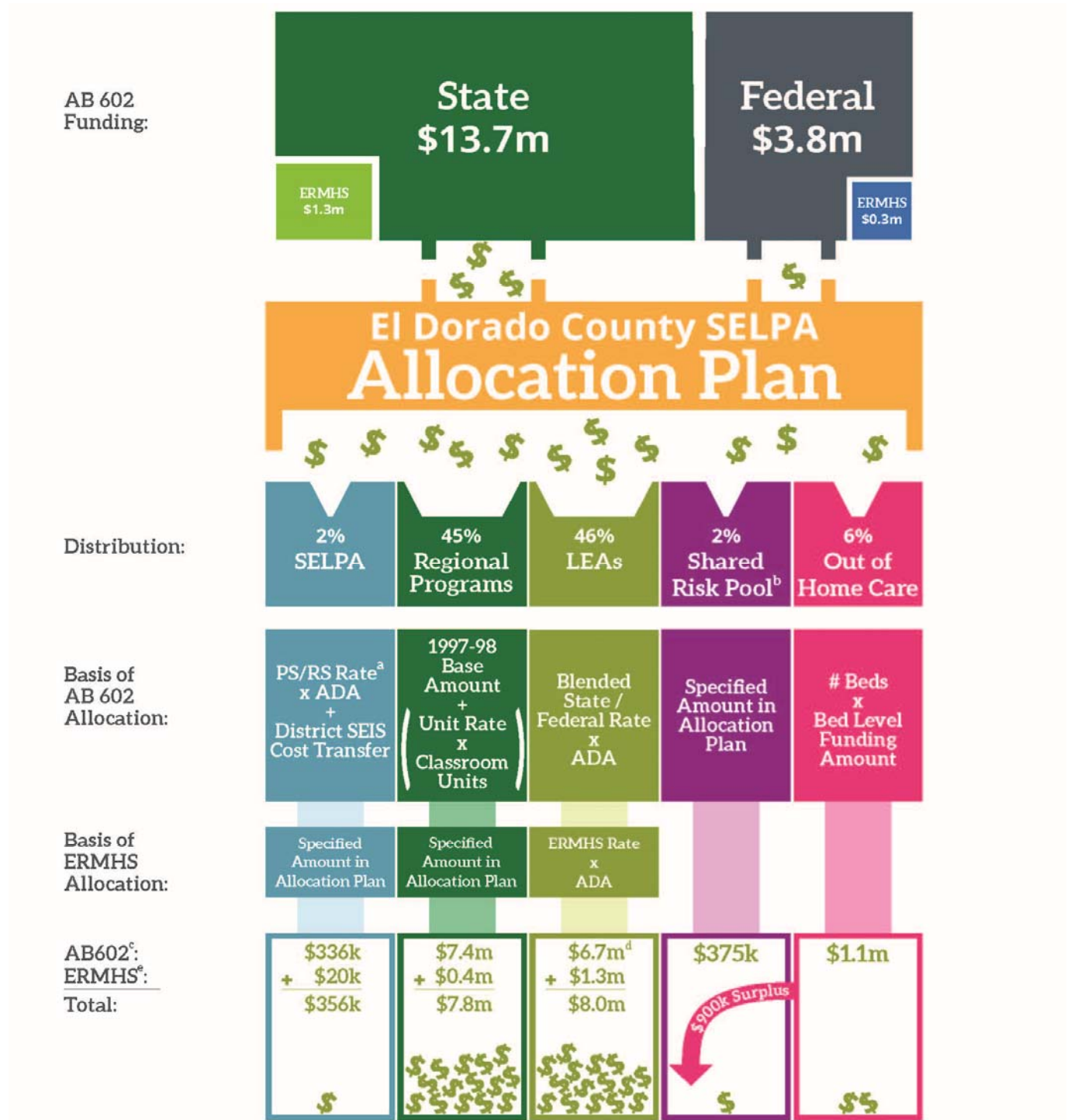
Actual payments will be determined by final actual cost of prior year shortfall, not projections

Current year payments will be by county transfer from districts 50% in January, 50% in June

Annual Shortfall Distribution 40% ADA/60% Ridership

	2018-19 = \$238,812			2019-20 = \$543,931			2020-21 = \$850,779			2021-22 = \$1,341,269			2022-23 = \$1,874,918		
	ADA	Ridership	Total	ADA	Ridership	Total	ADA	Ridership	Total	ADA	Ridership	Total	ADA	Ridership	Total
BlackOakMine	5,493	13,646	19,139	12,510	35,124	47,634	19,568	54,938	74,506	30,849	86,611	117,460	43,123	121,071	164,194
Buckeye	21,371	28,533	49,904	47,831	57,076	104,907	74,814	89,274	164,088	117,945	140,743	258,688	164,872	196,740	361,612
Camino	2,076	3,722	5,798	4,715	8,781	13,496	7,375	13,735	21,109	11,626	21,653	33,279	16,252	30,268	46,520
EDUHSD	29,407	35,357	64,764	68,268	89,273	157,541	106,780	139,634	246,414	168,341	220,136	388,477	235,318	307,722	543,040
GoldOak	2,113	6,203	8,316	4,844	7,317	12,161	7,576	11,445	19,022	11,944	18,044	29,988	16,697	25,223	41,920
GoldTrail	3,152	3,101	6,253	6,777	7,317	14,095	10,601	11,445	22,046	16,712	18,044	34,756	23,361	25,223	48,584
Indian Diggings	90	0	90	186	0	186	291	0	291	458	0	458	641	0	641
Latrobe	613	0	613	1,494	0	1,494	2,337	0	2,337	3,684	0	3,684	5,150	0	5,150
MotherLode	4,622	8,064	12,686	10,539	23,416	33,955	16,485	36,625	53,110	25,989	57,741	83,730	36,329	80,714	117,043
Pioneer	1,365	4,962	6,327	2,956	7,317	10,274	4,624	11,445	16,069	7,289	18,044	25,333	10,190	25,223	35,413
Placerville	5,685	12,406	18,091	13,189	29,270	42,458	20,629	45,782	66,411	32,522	72,176	104,698	45,461	100,892	146,353
PollockPines	3,049	9,925	12,974	6,636	23,416	30,052	10,380	36,625	47,006	16,365	57,741	74,106	22,876	80,714	103,590
Rescue	16,455	17,368	33,823	37,526	38,051	75,576	58,695	59,516	118,211	92,534	93,829	186,362	129,350	131,160	260,510
Silver Fork	34	0	34	101	0	101	158	0	158	249	0	249	348	0	348
Total	\$95,525	\$143,287	\$238,812	\$217,572	\$326,359	\$543,931	\$340,312	\$510,467	\$850,779	\$536,508	\$804,761	\$1,341,269	\$749,967	\$1,124,951	\$1,874,918

Graphic of SELPA Funding and Expense Allocation



RESCUE UNION SCHOOL DISTRICT

**AGENDA ITEM: Resolutions for Conversion to CalPERS for Medical Coverage and Vesting
for all Represented and Unrepresented Groups**

BACKGROUND:

The Fringe Benefits Committee (FBC) is an advisory group which provides information and direction to bargaining groups and the district on insurance-related activities. The FBC met eight times in the 2018-19 school year to compare medical plan options from different brokers, create information packets for district employees, and help with communicating out the impact of changing brokers.

Prior to the 2018-19 school year, the FBC had requested comparison of rates from four brokers: California's Valued Trust (CVT), CalPERS Health Insurance Program, Self-Insured Schools of California (SISC), and Municipalities, Colleges, Schools Insurance Group (MCSIG). After communicating with all four brokers, MCSIG and SISC were eliminated from the comparison due to either their inability to submit a quote for our district or because their rates/plans were not comparable to the district's current options.

The primary reasons identified by the FBC, to look at another broker, is the ability for full time employees to opt-out (depending on contract of bargaining unit) and to compare premiums/coverage for the best plans.

The FBC created a medical coverage comparison documents for employees to have access to all the relevant information to make an informed decision and vote on changing medical brokers. Additionally, the FBC presented this information at each school site and the transportation/maintenance department to ensure that all employees had access and information needed.

Both bargaining groups held votes on changing brokers and 69% of the CSEA members that voted and 93% of the RUFT members that voted agreed to change to CalPERS.

Attached is the medical comparison packet that was created by the fringe benefits committee.

STATUS:

As part of the conversion, to CalPERS for medical coverage, the board must pass resolutions for each group to setup the account with CalPERS and for a vesting schedule for retiree benefits.

Any ongoing retiree benefit would create additional cost to the district and require additional reporting, actuarial studies, and the creation of a liability fund; therefore, the vesting schedule will be set at a fifty-year requirement, with the intention of not having any employees vesting into the retiree benefits or cost to the district.

The resolutions are for the following groups:

- Represented Certificated
- Represented Classified
- Unrepresented Certificated Administration
- Unrepresented Classified Confidential
- Unrepresented Classified Management
- Unrepresented Elected Officials

FISCAL IMPACT:

The actual cost related to this conversion is unknown at this time, but it is estimated that the District will have a savings from this conversion. The cost to the District will be approximately \$20,000 annually related to fees, and other costs generated by this conversion. However, this cost is anticipated to be offset plus additional savings related to staff opting-out of medical coverage.

BOARD GOAL:

Board Focus Goal II – FISCAL ACCOUNTABILITY

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal IV - STAFF NEEDS

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

Board Focus Goal VI – CULTURE OF EXCELLENCE

Create and promote programs that support, reward and incentivize employees to perform at exceptional levels for the benefit of our students.

RECOMMENDATION:

District staff recommends the Board of Trustees approve all resolutions related to the conversion to CalPERS.

**RESOLUTION NO. 19-09
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
100 Certificated**

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Certificated**; and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are represented by a bargaining unit and there is an applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System

Regular Mail

California Public Employees' Retirement System

Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-10
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
001 Certificated

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Certificated** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

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Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Regular Mail

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

**RESOLUTION NO. 19-11
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
200 Classified**

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Classified**; and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are represented by a bargaining unit and there is an applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System

Regular Mail

California Public Employees' Retirement System

Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-12
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
002 Classified

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Classified** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Regular Mail

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

**RESOLUTION NO. 19-13
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
701 Non-PERS Elected Officials**

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Non-PERS Elected Officials**; and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are not represented by a bargaining unit and there is no applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

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Regular Mail

California Public Employees' Retirement System

Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-14
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
700 Non-PERS Elected Officials

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Non-PERS Elected Officials** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Regular Mail

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

**RESOLUTION NO. 19-15
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES’ MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
500 Unrepresented Certificated Administration**

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Unrepresented Certificated Administration**; and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are not represented by a bargaining unit and there is no applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System

Regular Mail

California Public Employees' Retirement System

Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-16
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
005 Unrepresented Certificated Administration

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Unrepresented Certificated Administration** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Regular Mail

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-17
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES’ MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
400 Unrepresented Classified Management

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Unrepresented Classified Management**; and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are not represented by a bargaining unit and there is no applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System

Regular Mail

California Public Employees' Retirement System

Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-18
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
004 Unrepresented Classified Management

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Unrepresented Classified Management** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

Overnight Mail Service

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Regular Mail

California Public Employees' Retirement System
Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-19
ELECTING TO BE SUBJECT TO SECTION 22895
TO ESTABLISH HEALTH VESTING REQUIREMENTS FOR FUTURE ANNUITANTS
UNDER THE PUBLIC EMPLOYEES’ MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
300 Unrepresented Confidential

- WHEREAS, (1) Government Code Section 22895 provides that a contracting agency subject to the Public Employees' Medical and Hospital Care Act (the "Act") may file a resolution with the Board of the California Public Employees' Retirement System to provide a postretirement health benefits vesting requirement to employees who retire for service in accordance with Government Code Section 22895; and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency under Government Code Section 22920 and subject to the Act for participation by members of **Unrepresented Confidential** and
- WHEREAS, (3) Rescue Union Elementary School District certifies, employees are not represented by a bargaining unit and there is no applicable memorandum of understanding; and
- WHEREAS, (4) The credited service of an employee for purposes of determining the percentage of employer contribution applicable under Government Code Section 22895 shall mean service as defined in Government Code Section 22826; and
- WHEREAS, (5) The employer contribution for active employees cannot be less than what is defined in Government Code Section 22892(b); now, therefore be it
- RESOLVED, (a) That employees retired on or after October 1, 2019 shall be subject to the requirements defined in this vesting resolution; and be it further
- RESOLVED, (b) That the employer contribution for each annuitant subject to this provision shall be the amount necessary to pay the cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, but not less than the amount prescribed by Section 22892(b), plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (c) Employer contributions for post-retirement health benefits shall not be paid to annuitants with less than fifty years of credited service with Rescue Union Elementary School District. The percentage of the employer contribution payable for post-retirement health benefits for each annuitant shall be based on the annuitant's completed years of credited service with Rescue Union Elementary School District.

Credited Years of Service	Percentage of Employer Contribution
Less than 50 years	0%
50 years	100%

and be it further

- RESOLVED, (d) In order to receive the employer contribution payable for post-retirement health benefits, annuitants who retire for disability must meet the credited years of service requirement set forth in RESOLVED (c); and be it further
- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees’ Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency electing to be subject to or subject to the Public Employees' Medical and Hospital Care Act (PEMHCA) when the agency desires to provide a post retirement vesting requirement to future annuitants as authorized by Section 22895 of the Government Code.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency and recognized employee organization.
- WHEREAS, (3) (choose the appropriate paragraph)
- WHEREAS, (3) should be completed with full name of the contracting agency.
- RESOLVED, (a) (choose the appropriate paragraph)
- RESOLVED, (a) should be completed with the vesting basis date defining which employees are subject to this vesting resolution (ex. "Hired on or after January 1, 2015" or "Retired on or after July 1, 2015").
- RESOLVED, (b) should be completed to specify the amount of the employer contribution for fully vested annuitants under this vesting resolution. The amount specified must be equal to or greater than the amount prescribed by Section 22892(b).
- RESOLVED, (c) should be completed to specify the credited years of service required for any post-retirement employer contributions, and to define the percentage of employer contribution payable for credited years of service.
- RESOLVED, (d) (choose the appropriate paragraph)
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

Because resolutions serve as a legally binding document, we require the original resolution, certified copy with original signatures, or a copy of the resolution with the agency's raised seal.

For resolution processing, deliver to the following:

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Health Resolution & Compliance Services, HAMD
400 Q Street
Sacramento, CA 95811

Health Resolution & Compliance Services, HAMD
PO BOX 942714
Sacramento, CA 94229-2714

The certification shown following the resolution is to be completed by those individuals authorized to sign for the contracting agency in legal actions and is to include the name of the executive body; i.e. Board of Directors, Board of Trustees, etc., the location and the date of signing.

RESOLUTION NO. 19-20
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT UNEQUAL AMOUNTS FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
003 Unrepresented Confidential

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Rescue Union Elementary School District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Rescue Union Elementary School District desires to obtain for its employees and annuitants who are members of **Unrepresented Confidential** the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Rescue Union Elementary School District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, and be it further
- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month, and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an

amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by 5 percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

- RESOLVED, (e) Rescue Union Elementary School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Rescue Union Elementary School District shall be subject to determination of its status as an “agency or instrumentality of the state or political subdivision of a State” that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Rescue Union Elementary School District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer.
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Sean Martin, Assistant Superintendent to file with the Board a verified copy of this resolution, and to perform on behalf of Rescue Union Elementary School District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on October 1, 2019.

Adopted at a special meeting of the Rescue Union Elementary School District Board of Trustees at 2390 Bass Lake Road, Rescue, CA 95672, this 28th day of May, 2019.

Signed: _____
Kim White, President

Attest: _____
Tagg Neal, Clerk

INSTRUCTIONS

This resolution form is the approved form designated by the California Public Employees' Retirement System (CalPERS). It should be used by a contracting agency for the purpose of electing to be subject to Public Employees' Medical and Hospital Care Act (PEMHCA) and to fix the monthly employer health contribution for employees and annuitants in accordance with Government Code Section 22892.

If the resolution is filed **on or before the tenth day of any month, it will be effective on the first of the following month** (date stamped as received by CalPERS; See address below).

- WHEREAS, (2) should be completed with full name of the contracting agency.
- WHEREAS, (6) should be completed with full name of the contracting agency and recognized employee organization.
- RESOLVED, (a) should be completed with full name of the contracting agency.
- RESOLVED, (b) should be completed to specify the amount of the employer contribution toward the cost of enrollment for active employees. The amount specified must be an amount equal to or greater than that prescribed by Section 22892(b).
- Commencing January 1, 2009, the employer contribution shall be adjusted annually by the Board to reflect any change in the medical component of the Consumer Price Index, and shall be rounded to the nearest dollar.
- RESOLVED, (c) should be completed to specify the amount of the employer contribution toward the cost of enrollment for annuitants. The amount specified must be at least \$1.00. This contribution will increase annually as prescribed by Section 22892(c).
- RESOLVED, (d) should be completed to specify the percentage factor of the annual increase to the employer contribution for annuitant, but cannot be less than 5%. The employer contribution for annuitants will be calculated as the employer contribution for active employees multiplied by this percentage factor, multiplied by years of employer's participation in PEMHCA, to be effective with the January coverage each year.
- RESOLVED, (e) should be completed with full name of the contracting agency.
- RESOLVED, (f) should be completed with full name of the contracting agency.
- RESOLVED, (g) requests the position title of the individual who handles the PEMHCA resolution for the contracting agency.
- RESOLVED, (g) should be completed with full name of the contracting agency.
- RESOLVED, (h) should be completed with the date the coverage is to become effective.

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Fringe Benefits Committee

Medical Benefits Comparison Information

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Summary

Your bargaining group will be voting in the near future on whether to change brokers from CVT to CalPERS and you have a voice and a vote on whether a change will occur.

The Fringe Benefits Committee (FBC) has created this document to summarize the key information you will need to be an informed consumer about medical insurance and the plans available to you.

There are many factors that you will need to evaluate before voting including coverage level, service provider, cost, and many other personal decisions. This packet is a systematic overview of the primary points that you should determine about your medical insurance coverage. There are sheets summarizing the main plans offered, the cost (premiums), coverage levels, answers to frequently asked questions, and examples of how the district cap works.

The FBC will be coming to all sites to give an overview of this packet. Below are the dates for each site.

February 11 @ 2:15 PM – Marina Village

February 19 @ 3:30 PM – Lakeview

February 11 @ 3:20 PM – Green Valley

February 20 @ 9:00 AM- Transportation/M&O

February 12 @ 3:20 PM – Rescue

February 25 @ 3:15 PM – Jackson

February 19 @ 2:15 PM – Pleasant Grove

February 26 @ 3:15 PM – Lake Forest

Please note that these meetings are open to all staff regardless if this is not their site. If you are on duty during these times, please coordinate with your supervisor who will release you to attend.

Additionally all information related to medical insurance including the detail rate sheets and summary of benefits for all plans are available on the district webpage at

<http://www.rescueusd.org/Departments/Human-Resources/Benefits--Coverage/index.html>.

If there are other questions that you may have, please do not hesitate to contact Sean at smartin@rescueusd.org.

STEP by STEP Guide to Choosing an Insurance Broker/Plan That's Best for You

The health insurance landscape can be tricky to navigate. Obviously, cost is a primary driver in the decision-making for picking a medical plan, but please keep in mind that premium rates for all plans will change in the future and likely at different percentages. A plan that is cheaper today may not be that way in a year or two. So please also consider coverage level, service, and other factors in your decision making. Below is a guide to help you take steps to help choose the best plan for you and your family.

FIRST - Think about your needs to determine coverage type

- What do you see the doctor for and how frequently?
- Do you have a major upcoming procedure or conditions that require frequent medical services?
- Who else needs coverage through your plan?
- Can you get coverage through your spouse/partner?
- Consider your managed-care plan options carefully.
 - Weigh the cost-savings of an HMO against the flexibility of a PPO.

SECOND - Check to see which providers are covered by each plan type

- Is your doctor covered?
 - Make sure your preferred doctors, specialists, and hospitals are covered by the plan and are in the network. If not, you may end up paying for extra out-of-network services. Since medical providers can change networks at any time, it's a good idea to check before each appointment that your provider is still in network.

Links for Doctors by Coverage –

- CVT – <https://www.cvtrust.org/resources/links>
 - **Anthem Blue Cross PPO** - <https://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria?alphaprefix=XDB>
- CalPERS – <https://www13.anthem.com/cp/web/calpers/find-a-doctor>
 - **PERS Care/Choice Plans PPO** – <http://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria?planstate=CA&plantype=PPOGRP&planname=Anthem+Blue+Cross+PPO+PERS+Choice+%2F+PERSCare+Providers&cparams=cmVnaW9uPUNBJm1idT1MQVJHRV9HUk9VUCZncm91cGlkPUMyMDgwMA==>
 - **PERS Select Plans PPO** – <http://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria?planstate=CA&plantype=PPOGRP&planname=Select+PPO+PERS+Select+Providers&cparams=cmVnaW9uPUNBJm1idT1MQVJHRV9HUk9VUCZncm91cGlkPUMyMDgwMA==>
 - **Anthem Blue Cross Select HMO** - <https://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria?branding=ABC&planstate=CA&plantype=HMOGRP&planname=PERS+Select+HMO>
 - **Anthem Blue Cross Traditional HMO** - <https://www.anthem.com/ca/health-insurance/provider-directory/searchcriteria?branding=ABC&planstate=CA&plantype=HMOGRP&planname=Blue+Cross+HMO+CACare+-+Large+Group>
- **Kaiser** (*Kaiser doctor search is universal*) - <https://healthy.kaiserpermanente.org/health/care/consumer/locate-our-services/doctors-and-locations>

THIRD - Determine your total costs for medical services

- Do you prefer a higher premium but lower co-pays and out-of-pocket costs?
- Determine your total costs including co-pays, deductibles, out-of-pocket costs, and premiums.
- Use online calculator tools to determine your total usage and cost
 - CVT - <http://www.cvtrust.org/benefit-calculator>
- Consider your needs and how much freedom you will have in choosing providers. You will also want to evaluate whether a high or low-deductible plan is better for you based on your budget and medical needs. For instance, if you have a chronic condition, a past injury, or young children, a low-deductible plan may be better for you. Ensure that plan premiums, deductibles and copayments fit your budget.

Once you have gathered this information, you should be able to compare the plans offered from CVT and CalPERS and choose the plan that best fits your needs.

Medical Cap Information

The District pays a contribution toward the medical premiums of the plan chosen by the employee. This amount varies depending on bargaining group, FTE status, and for the certificated group the tier level.

Those staff members who are 10 month calendar employees will have 12 months of premiums divided into 10 payments. Additionally, they receive 12 months of district cap over those same 10 months. This is calculated by adding the monthly caps for June and July, dividing the total by 10 and adding it to each of the pay periods (Aug - May).

Certificated Staff (10 Month)

Employee Only Coverage

Month Cap	\$508.21	Aug - May
June & July Cap / 10 payments	\$101.65	$((\$508.21 \times 2)/10 \text{ months})$
Cap per pay period	<u>\$609.86</u>	

Employee + 1 Coverage

Month Cap	\$558.21	Aug - May
June & July Cap / 10 payments	\$111.65	$((\$558.21 \times 2)/10 \text{ months})$
Cap per pay period	<u>\$669.86</u>	

Employee + Family Coverage

Month Cap	\$608.21	Aug - May
June & July Cap / 10 payments	\$121.65	$((\$608.21 \times 2)/10 \text{ months})$
Cap per pay period	<u>\$729.86</u>	

Prorated Benefits

Employees must work at least a .40 FTE to choose medical benefits and receive the district cap which is prorated based upon FTE.

Classified Staff

10 Month Employees

Month Cap	\$487.00	Aug - May
June & July Cap / 10 payments	\$97.40	$((\$487 \times 2)/10 \text{ months})$
Cap per pay period	<u>\$584.40</u>	

12 Month Employees

Month Cap	<u>\$487.00</u>	July - June
-----------	-----------------	-------------

Prorated Benefits

Part time employees working 4 or more hours per day are eligible for twelve (12) months of insurance coverage based on the following schedule:

***35-40 hours per week = 1.00 FTE
25-34 hours per week = .75 FTE
20-24 hours per week = .50 FTE*

Confidential/Management/Administration

Month Cap	<u>\$458.00</u>	July - June
-----------	-----------------	-------------

Prorated Benefits

Part time employees working 4 or more hours per day are eligible for twelve (12) months of insurance coverage based on the following schedule:

***35-40 hours per week = 1.00 FTE
25-34 hours per week = .75 FTE
20-24 hours per week = .50 FTE*

Paystub Examples of Medical Coverage Premiums and District Cap

The District pays a contribution toward the medical premiums of the plan chosen by the employee. This amount varies depending on bargaining group, FTE status, and for the certificated group the tier level.

Those staff members who are 10-month calendar employees will have 12 months of premiums divided into 10 payments. Additionally, they receive 12 months of district cap over those same 10 months. This is calculated by adding the monthly caps for June and July, dividing the total by 10 and adding it to each of the pay periods (Aug - May).

Below you will see examples of how the monthly insurance premium is displayed on your paystub with the breakout for each month's insurance coverage, and a separate line for 10-month employees for the coverage of June and July. There is a column for the employee portion and the employer portion (cap).

EXAMPLE ** 1.0 FTE - 10 Month Classified Employee

Rescue Union School District			COUNTY of EL DORADO				GENERAL SCHOOL FUND		PLACERVILLE, CA 95667	
EMPLOYEE ID:		DISTRICT: 15		PAY LOCATION:		Deposit#		EXEMPTIONS		
				PAY CODE: 02 Classified Employees		ISSUE DATE:		FEDERAL: S/01		
				RET MEMBERSHIP: 02 PERS - CLASSIC		END DATE:		STATE: S/01		
GROSS PAY	RETIREMENT	DEF(TSA)	SECTION 125	NON-TAXABLE	FEDERAL TAX	STATE TAX	LEAVE BALANCES AS OF			
3,614.64	253.02	0.00	401.27	0.00	241.99	47.14	Sick Leave: Hours			
YTD 29,238.59	1,845.54	0.00	*****	2,782.89	2,268.90	431.09	Vacation: Hours			
SOCIAL SECURITY	MEDICARE	OTHER TAX	OTHER DED	NET PAY	TAXABLE GROSS	CTO: Hours				
199.23	46.59	0.00	48.75	2,376.65	2,960.35					
YTD 1,640.25	389.59	0.00	341.25	19,545.08	24,610.16					
EMPLOYEE DEDUCTIONS and EMPLOYER COSTS										
DESCRIPTION	EMPLOYEE	EMPLOYER	DESCRIPTION	EMPLOYEE	EMPLOYER	PAY RATE	EARNINGS			
D Dental	0.00	121.34				23.49	2,762.42			
D Dental	0.00	24.27				17.72	680.45			
VSP CVT	0.00	18.97				34.18	34.18			
VSP CVT	0.00	3.80				137.59	137.59			
FAP	0.00	1.80								
KSCVT125 1	67.23	97.40								
KSCVT125 1	310.16	487.00								
AmFAL25 1	23.88	0.00								
CSEA Loc	1.50	0.00								
CSEA Due	47.25	0.00								
PERS	253.02	652.86								
SDC SEC	199.23	199.23								
MEDICARE	46.59	46.58								
SUI	0.00	1.81								
WCMP	0.00	48.76	TOTAL EMPLOYER COSTS	1,703.82				3,614.64		

Employee/Employer contribution toward June/July Insurance

Employee/Employer contribution toward monthly Insurance

EXAMPLE** 1.0 FTE - 12 Month Classified Employee

Rescue Union School District			COUNTY of EL DORADO				GENERAL SCHOOL FUND		PLACERVILLE, CA 95667	
EMPLOYEE ID:		DISTRICT: 15		PAY LOCATION:		Deposit#		EXEMPTIONS		
				PAY CODE: 02 Classified Employees		ISSUE DATE:		FEDERAL: M/02		
				RET MEMBERSHIP: 12 PERS - PEPPA		END DATE:		STATE: S/02		
GROSS PAY	RETIREMENT	DEF(TSA)	SECTION 125	NON-TAXABLE	FEDERAL TAX	STATE TAX	LEAVE BALANCES AS OF			
4,142.59	289.98	0.00	1,244.84	0.00	95.36	35.03	Sick Leave: Hours			
YTD 27,812.51	1,828.54	0.00	*****	8,713.88	569.12	201.93	Vacation: Hours			
SOCIAL SECURITY	MEDICARE	OTHER TAX	OTHER DED	NET PAY	TAXABLE GROSS	CTO: Hours				
179.66	42.02	0.00	0.00	2,255.70	2,607.77					
YTD 1,184.11	276.95	0.00	283.50	14,754.48	17,270.09					
EMPLOYEE DEDUCTIONS and EMPLOYER COSTS										
DESCRIPTION	EMPLOYEE	EMPLOYER	DESCRIPTION	EMPLOYEE	EMPLOYER	PAY TYPE	UNITS	PAY RATE	EARNINGS	
D Dental	0.00	121.34				Normal Pay	H 173.33	23.90	4,142.59	
VSP CVT	0.00	18.97								
FAP	0.00	1.80								
KSCVT125 1	1,244.84	487.00								
PERS	289.98	743.23								
SDC SEC	179.66	179.66								
MEDICARE	42.02	42.02								
SUI	0.00	2.07								
WCMP	0.00	55.88	TOTAL EMPLOYER COSTS	1,656.97					TOTAL GROSS PAY 4,142.59	

Employee/Employer contribution toward monthly Insurance

EXAMPLE ** 1.0 FTE Certificated Employee - Coverage Level - Single

Rescue Union School District			COUNTY of EL DORADO				GENERAL SCHOOL FUND		PLACERVILLE, CA 95667	
EMPLOYEE ID:		DISTRICT: 15		PAY LOCATION:		Deposit#		EXEMPTIONS		
				PAY CODE: 01 Certificated Employees		ISSUE DATE:		FEDERAL: S/02		
				RET MEMBERSHIP: 01 STRS - CLASSIC		END DATE:		STATE: S/00		
GROSS PAY	RETIREMENT	DEF(TSA)	SECTION 125	NON-TAXABLE	FEDERAL TAX	STATE TAX	LEAVE BALANCE AS OF			
10,958.39	1,123.23	0.00	351.94	0.00	1,416.92	636.02	Sick Leave: Days			
YTD 63,364.34	6,494.83	0.00	*****	2,085.64	7,863.22	3,520.82				
SOCIAL SECURITY	MEDICARE	OTHER TAX	OTHER DED	NET PAY	TAXABLE GROSS	CTO: Hours				
179.66	42.02	0.00	1,332.17	5,944.32	2,607.77					
YTD 0.00	888.55	0.00	2,465.40	44,976.68						
EMPLOYEE DEDUCTIONS and EMPLOYER COSTS										
DESCRIPTION	EMPLOYEE	EMPLOYER	DESCRIPTION	EMPLOYEE	EMPLOYER	PAY TYPE	UNITS	PAY RATE	EARNINGS	
AmFidLif	79.80	0.00	WCMP	0.00	147.83	Normal Pay			10.50	
EAP	0.00	1.80				Additional Duties			54.00	
AmFidPfs	65.74	0.00				Extra Duty Stipend			63.89	
KSCVT125 1	62.99	101.65								
DDMT125 1	8.88	121.34								
DDMT125 1	0.00	24.27								
KSCVT125 1	288.95	508.21								
V-CVT125	0.00	18.97								
V-CVT125	0.00	3.80								
AFT RUSD	93.00	0.00								
AFT/COPE	2.00	0.00								
SmrAside	1,091.63	0.00								
STRS	1,123.23	1,784.02								
MEDICARE	153.79	153.80								
SUI	0.00	5.48	TOTAL EMPLOYER COSTS	2,871.17						

Employee/Employer contribution toward June/July Insurance

Employee/Employer contribution toward monthly Insurance

MEDICAL RATE SUMMARY

NOTE: These rates do not include the district medical cap

CalPERS MEDICAL RATES

2019 Rates for RUSD Region

Active Health Three Tier Rates	10 Month Deduction of Premiums*			12 Month Deduction of Premiums		
	Empl Only 2019	Empl+One 2019	Empl+Family 2019	Empl Only 2019	Empl+One 2019	Empl+Family 2019
Anthem HMO Select	\$ 1,135.37	\$ 2,270.74	\$ 2,951.95	\$ 946.14	\$ 1,892.28	\$ 2,459.96
Anthem HMO Traditional	\$ 1,414.55	\$ 2,829.10	\$ 3,677.82	\$ 1,178.79	\$ 2,357.58	\$ 3,064.85
BSC Access +	\$ 1,057.21	\$ 2,114.42	\$ 2,748.76	\$ 881.01	\$ 1,762.02	\$ 2,290.63
Kaiser Permanente	\$ 825.59	\$ 1,651.18	\$ 2,146.52	\$ 687.99	\$ 1,375.98	\$ 1,788.77
PERS Choice	\$ 958.30	\$ 1,916.59	\$ 2,491.57	\$ 798.58	\$ 1,597.16	\$ 2,076.31
PERS Select	\$ 610.42	\$ 1,220.83	\$ 1,587.08	\$ 508.68	\$ 1,017.36	\$ 1,322.57
PERS Care	\$ 1,233.59	\$ 2,467.18	\$ 3,207.32	\$ 1,027.99	\$ 2,055.98	\$ 2,672.77
United Healthcare	\$ 1,114.62	\$ 2,229.24	\$ 2,898.01	\$ 928.85	\$ 1,857.70	\$ 2,415.01
Western Health Advantage	\$ 824.02	\$ 1,672.03	\$ 2,173.64	\$ 686.68	\$ 1,393.36	\$ 1,811.37

CVT MEDICAL RATES

2018-2019 District Rates for all Rescue USD Groups

Active Health Three Tier Rates	10 Month Deduction of Premiums*			12 Month Deduction of Premiums		
	Empl Only 2018/2019	Empl+One 2018/2019	Empl+Family 2018/2019	Empl Only 2018/2019	Empl+One 2018/2019	Empl+Family 2018/2019
CVT Bronze Plan	\$ 596.40	\$ 1,026.00	\$ 1,294.80	\$ 497.00	\$ 855.00	\$ 1,079.00
HDHP 1, RX-H1	\$ 721.20	\$ 1,239.60	\$ 1,563.60	\$ 601.00	\$ 1,033.00	\$ 1,303.00
KN 1 Active	\$ 1,258.80	\$ 2,164.80	\$ 2,730.00	\$ 1,049.00	\$ 1,804.00	\$ 2,275.00
KN 4 Active	\$ 1,203.60	\$ 2,068.80	\$ 2,610.00	\$ 1,003.00	\$ 1,724.00	\$ 2,175.00
KN HSA Active	\$ 777.60	\$ 1,335.60	\$ 1,662.00	\$ 648.00	\$ 1,113.00	\$ 1,385.00
KN Wellness Active Chiro	\$ 987.79	\$ 1,699.57	\$ 2,146.61	\$ 823.16	\$ 1,416.31	\$ 1,788.84
PPO-1, RX-A	\$ 1,304.40	\$ 2,242.80	\$ 2,829.60	\$ 1,087.00	\$ 1,869.00	\$ 2,358.00
PPO-8, RX-A	\$ 964.80	\$ 1,658.40	\$ 2,094.00	\$ 804.00	\$ 1,382.00	\$ 1,745.00
WELL-1, RX-C	\$ 1,074.00	\$ 1,846.80	\$ 2,330.40	\$ 895.00	\$ 1,539.00	\$ 1,942.00

Group Information

Groups that are 10 month deduction

- Certificated (Except Nurses)
- Classified (Except Groups noted in 12 mo.)

*10 Month Deduction is calculated by taking monthly premium multiplied by 12 months divided by 10 payments.

Groups that are 12 month deduction

- Certificated Nurses
- Classified M&O Department
- Classified Librarians
- Classified IT Department
- Classified Secretaries
- Classified Mechanic
- Classified Trans Dispatch
- Classified Trans Driver/Trainer
- Classified District Office
- Confidential
- Classified Management
- Administration

NOTE: These rates do not include the district medical cap

2019 Medical Rate Comparison to "Most*" Comparable Plan

This comparison sheet looks at the current CVT plans offered to employees and the "most" comparable plan available with CalPERS. There are some significant differences between plans which should be analyzed by looking at the detailed coverages for each. The goal is to have a simplified way to compare similar plans and the cost differences. A negative amount indicates a lower PERS payment rate; positive amounts indicate a higher payment rate.

10 Month Employees - 10 Payments

CVT Kaiser**				CalPERS Kaiser				PERS vs CVT Difference***		
	EE	EE + 1	EE + Fam		EE	EE + 1	EE + Fam	EE	EE + 1	EE + Fam
Kaiser 1	1,258.80	2,164.80	2,730.00	Kaiser	825.59	1,651.18	2,146.52	-433.21	-513.62	-583.48
Kaiser 4	1,203.60	2,068.80	2,610.00	Kaiser	825.59	1,651.18	2,146.52	-378.01	-417.62	-463.48
KaiserHSA	777.60	1,335.60	1,662.00	Kaiser	825.59	1,651.18	2,146.52	47.99	315.58	484.52
Kaiser Wellness	987.79	1,699.57	2,146.61	Kaiser	825.59	1,651.18	2,146.52	-162.20	-48.40	-0.08

CVT PPO**				CalPERS PPO				PERS vs CVT Difference***		
	EE	EE + 1	EE + Fam		EE	EE + 1	EE + Fam	EE	EE + 1	EE + Fam
PPO 1A	1,304.40	2,242.80	2,829.60	PERS Care PPO	1,233.59	2,467.18	3,207.32	-70.81	224.38	377.72
PPO 8A	964.80	1,658.40	2,094.00	PERS Select PPO	610.42	1,220.83	1,587.08	-354.38	-437.57	-506.92
PPO Wellness	1,074.00	1,846.80	2,330.40	PERS Choice PPO	958.30	1,916.59	2,491.57	-115.70	69.79	161.17
PPO Bronze	596.40	1,026.00	1,294.80	PERS Select PPO	610.42	1,220.83	1,587.08	14.02	194.83	292.28
HDHP	721.20	1,239.60	1,563.60	PERS Select PPO	610.42	1,220.83	1,587.08	-110.78	-18.77	23.48

12 Month Employees - 12 Payments

CVT Kaiser**				CalPERS Kaiser				PERS vs CVT Difference***		
	EE	EE + 1	EE + Fam		EE	EE + 1	EE + Fam	EE	EE + 1	EE + Fam
Kaiser 1	1,049.00	1,804.00	2,275.00	Kaiser	687.99	1,375.98	1,788.77	-361.01	-428.02	-486.23
Kaiser 4	1,003.00	1,724.00	2,175.00	Kaiser	687.99	1,375.98	1,788.77	-315.01	-348.02	-386.23
KaiserHSA	648.00	1,113.00	1,385.00	Kaiser	687.99	1,375.98	1,788.77	39.99	262.98	403.77
Kaiser Wellness	823.16	1,416.31	1,788.84	Kaiser	687.99	1,375.98	1,788.77	-135.17	-40.33	-0.07

CVT PPO**				CalPERS PPO				PERS vs CVT Difference***		
	EE	EE + 1	EE + Fam		EE	EE + 1	EE + Fam	EE	EE + 1	EE + Fam
PPO 1A	1,087.00	1,869.00	2,358.00	PERS Care PPO	1,027.99	2,055.98	2,672.77	-59.01	186.98	314.77
PPO 8A	804.00	1,382.00	1,745.00	PERS Select PPO	508.68	1,017.36	1,322.57	-295.32	-364.64	-422.43
PPO Wellness	895.00	1,539.00	1,942.00	PERS Choice PPO	798.58	1,597.16	2,076.31	-96.42	58.16	134.31
PPO Bronze	497.00	855.00	1,079.00	PERS Select PPO	508.68	1,017.36	1,322.57	11.68	162.36	243.57
HDHP	601.00	1,033.00	1,303.00	PERS Select PPO	508.68	1,017.36	1,322.57	-92.32	-15.64	19.57

*Please note this spreadsheet is comparing the closest CVT to CalPERS plans, but all plans compared have differences in coverage and some may be significant. Please look at the summary coverage and detailed rate sheets for specifics.

**CVT Rates will change in October 2019, PERS rates are good through December 2019

***Negative amounts indicate lower PERS rate; positive amounts indicate higher PERS rate

Medical Plan Comparison on "Main" Services

Plan	Calendar Year Deductible (Ind/Family)	Max Calendar Year Co-Pay or Co-Insurance (Ind/Family)	Doctor Visit (Co-Pay) <i>Primary/Specialist</i>	Hospital Ded. Outpatient Surgery / Inpatient	Emergency Ded (Co-pay)	Prescription (30 day Supply) <i>Generic/Brand</i>	Chiro (Co-pay)
CVT Plans							
Kaiser 1	\$0	\$1500/\$3000	\$10/10	Out: \$10 In: \$0	\$100	\$5/\$10	Not Covered
Kaiser 4	\$0	\$1500/\$3000	\$30/30	Out: \$30 In: \$0	\$100	\$10/\$20	Not Covered
Kaiser Wellness	\$0	\$1500/\$3000	\$20/40	Out:\$500 In: \$500 Proc/Admiss.	\$100	\$10/\$25	\$10
Kaiser H.S.A.	\$2000/ \$4000	\$3000/\$6000	\$30/30 after ded.	Out:\$150 after Ded. In: \$250 after Ded.	\$100 after ded.	\$10/ \$30 after ded.	Not Covered
PPO 1A	\$0	\$1250/\$3750	\$10/\$10	\$0	\$100	\$5/\$22	\$0
PPO 8A	\$500/\$1500	\$3250/\$9750	\$30/\$30	20% after ded.	\$100	\$5/\$22	20% after ded.
PPO Wellness	\$500/\$1000	\$1750/\$5250	\$20/\$40	10% after ded.	\$100	\$7/\$25 / \$40 Non-pref)	10% after ded.
HDHP 1	\$1300/\$3000	\$4250/\$8500	10% after ded	10% after ded.	20% after ded.	10% after ded.	10% after ded.
PPO Bronze	\$5000/\$10000	\$6350/\$12700	\$70 after ded.	30% after ded.	\$250 after ded.	\$25/\$50 after ded.	30% after ded.
CalPERS Plans							
Anthem Trad/Select	\$0	\$1500/\$3000	\$15	\$0	\$50	\$5/\$20/ \$50 (<i>non-fomulary</i>)	\$15
Blue Shield Access+	\$0	\$1500/\$3000	\$15	\$0	\$50	\$5/\$20/ \$50 (<i>non-fomulary</i>)	\$15
Kaiser	\$0	\$1500/\$3000	\$15	Out: \$15 In: \$0	\$50	\$5/\$20	\$15
PERS Select PPO	\$1000/\$2000	\$3000/\$6000	\$35	20%	\$50/ 20% for other services	\$5/\$20/ \$50 (<i>non-preferred</i>)	\$15
PERS Choice PPO	\$500/\$1000	\$3000/\$6000	\$20	20%	\$50/ 20% for other services	\$5/\$20/ \$50 (<i>non-preferred</i>)	\$15
PERS Care PPO	\$500/\$1000	\$2000/\$4000	\$20	10%	\$50/ 10% for other services	\$5/\$20/ \$50 (<i>non-preferred</i>)	\$15

Please note costs for PPO are in network services only.

Please refer to detailed coverage information for specific plan details.

Figures and percentages are the amount that employee will pay

Blue plans are HMO, Green Plans are PPO.



Fringe Benefits Committee

Frequently Asked Questions

Regarding Possible Change of Medical Coverage

Preface

The Fringe Benefits Committee (FBC) is an advisory group which provides information and direction to bargaining groups and the district on insurance-related activities. The FBC has met several times in the 2018-19 school year to compare medical plan options from different brokers.

Prior to the 2018-19 school year, the FBC had requested comparison of rates from four brokers: California's Valued Trust (CVT), CalPERS Health Insurance Program, Self-Insured Schools of California (SISC), and Municipalities, Colleges, Schools Insurance Group (MCSIG). After communicating with all four brokers, MCSIG and SISC were eliminated from the comparison due to either their inability to submit a quote for our district or because their rates/plans were not comparable to the district's current options.

The primary reasons identified by the FBC, to look at another broker, is the ability for full time employees to opt-out (*depending on contract of bargaining unit*) and to compare premiums/coverage for the best plans. Some items that were discussed when considering a change included: lack of identical coverage of plans (*zero deductible, bronze plans, etc.*), additional administrative costs, and equitable cost savings/increases for different tiers of coverage. It was also discussed that any savings created by going to an opt-out plan would be part of negotiations.

Below are some Frequently Asked Questions (FAQs) regarding the possible change from CVT and CalPERS.

Frequently Asked Questions

Timelines

1. If there is a change to PERS when will it occur?
 - a. *If your bargaining group decides to change from CVT to CalPERS the coverage will be effective October 1, 2019.*
2. How much time do I have to make a decision?
 - a. *Bargaining groups may vote in the spring (April/May) so if your group decides to move to CalPERS, you will have from that time until early September to analyze and determine which plan you wish to take.*
3. If we start with CalPERS in October of 2019, would the rates change in January of 2020?
 - a. *Yes, and there would be another open enrollment period in December.*
4. What time of year does CalPERS and CVT notify us of rate changes?
 - a. *CVT releases rates in May. CalPERS generally releases rates in June.*

Premiums/Plans

5. How do co-pays, deductibles, co-insurance, and out-of-pocket costs work?

- a. *In addition to your monthly premium, you will have additional costs associated with medical coverage. Here is a quick summary of the main items:*

Co-pays are for specific identified services such as doctor visits, lab work, and prescription orders. In most cases, co-pays do not count toward your deductible but please review each plan to determine this.

Your deductible is the amount of money you have to pay out-of-pocket for covered medical expenses before your insurance company starts helping with costs.

The amount the insurance company pays after you meet the deductible will depend on your coinsurance percentage. Co-insurance is normally shown as a percentage ratio such as 80%/20%, in which case the insurance company will pay 80% of the covered service and you will be responsible for 20% until you reach your out-of-pocket limit.

The out-of-pocket limit is the maximum amount of your own money you will have to pay for care during the year. Think of the out-of-pocket limit as your deductible + coinsurance + copayments (if your plan has them) up to a total dollar amount. The only costs that do not count toward your out-of-pocket limit are premiums, which you must continue paying to maintain your coverage.

Each plan offered has different amounts for the items discussed, so as a consumer, you must analyze your usage for the appropriate coverage level.

EXAMPLE:

Let's say you purchase a health plan with a \$2,000 deductible, 30% coinsurance, and an out-of-pocket maximum of \$7,000.

You need a procedure during the year for a cost of \$2,000. You would have to pay the full \$2,000 for this procedure (to meet your deductible).

After this procedure you have now met your deductible and you will pay 30% toward any future services until you have met the out-of-pocket maximum of \$7,000. Since you have \$5,000 left in out-of-pocket costs and you only have to pay 30% of any services, you will continue to pay for service until you have reached \$16,667 in services. After this point, you will have zero cost for the remainder of the plan year.

6. What is the difference between a HMO vs a PPO?

- a. *Health Maintenance Organization (HMO) and Preferred Provider Organization (PPO) are two of the most popular types of major medical health insurance plans. The major differences between HMO vs PPO plans can be found in the:*

- *Size of the network*
- *Cost of the plan*
- *Ability to see specialists without referrals*
- *Size of the in-network*
- *Coverage for out-of-network services*

The big difference between HMO and PPO for many individuals and families is the primary care doctor. With an HMO, you will have a primary care doctor whom you and your family go through for most medical services. If you want to see a specialist for any reason, you will need a referral from your primary care doctor, which means an extra office visit. The tradeoff is that oftentimes HMO plans have lower premiums, but every plan is different, so reviewing plan details might help you decide between an HMO vs PPO plan. PPOs do allow for more choice of medical providers including specialists and normally do not require approval or referrals from your primary care physician.

7. Do we know how much the premiums will change in the future years for either broker?
- a. *Unfortunately, projected future rates are an unknown. Below is a breakdown of the average annual rate increase for the last five years. Please note that these numbers are not a guarantee of the future rates just informational.*
 - i. *CVT Kaiser – Annual average increase of 4.22% (Total increase over five years = 21.1%)*
 - ii. *CVT PPO - Annual average increase of 4.65% (Total increase over five years = 23.3%)*
 - iii. *CalPERS Kaiser - Annual average increase of 0.23% (Total increase over five years = 1.16%)*
 - iv. *CalPERS PPO - Annual average increase of 4.50% (Total increase over five years = 22.48%)*
 - v. *CalPERS Anthem HMO - Annual average increase of 6.38% (Total increase over five years = 31.88%)*

This information is based on the average change among plan types (Kaiser/PPO/HMO), but each individual plan may have a higher or lower actual increase. Additionally, an individual plan may have large fluctuations from year to year due to plan coverage changes.
8. How will a change to PERS effect my "out-of-pocket" maximum incurred with CVT's health care programs?
- a. *When you begin a new group plan with CalPERS, even in the middle of the year, deductibles, and out-of-pocket amounts start over and then recycle every January. Kaiser is an HMO and there is no deductible in the CalPERS plan.*
9. How does CalPERS treat active employees differently from CVT who are over the age of 65?
- a. *CVT treats all employees regardless of age as an active member and offers only active employee rates. CalPERS does offer an option to opt-out so those over age 65 may wish to opt-out of coverage and take Medicare if they choose, but if they wish to purchase coverage through CalPERS, they only can select from active employee plans.*
10. Since CalPERS has no equivalent plans for Health Savings Accounts (HSA), wellness, bronze, or high deductible health plans can the group contract with a different broker for this coverage?
- a. *No. If a group decides to move to CalPERS, plan options such as HSA, bronze, wellness, and high deductible are not available.*

Retirees

11. How will retirees be affected if my group changes brokers?
- a. *If the bargaining group moves to CalPERS, all retirees will be required to move as well. The plan options would change to what is available with CalPERS which includes a three tier plan system.*
12. Is dental or vision coverage for retirees changing?
- a. *Retirees can continue coverage for dental and vision with CVT as long as the union group stays with CVT for this insurance coverage.*

13. If I am under 55 and do not retire from a pension system (PERS/STRS), will the insurance broker consider me a retiree for insurance?
- a. *For CVT, yes. There is no requirement to retire from the pension system. For CalPERS, no. You need to actually retire from one of the systems within 120 days to join as a retiree. This is the only window to join as a retiree.*
14. Do retirees get any district cap?
- a. *With CVT, the answer is no. With CalPERS, all new retirees after the change are not required to receive any cap due to vesting rules.*
15. How will changing brokers effect retiree premium rates?
- a. *CalPERS includes retirees in the active pool, so they receive the same rates. CVT pools retirees separately, which are higher than active employee rates. For example, for CVT single coverage Kaiser/PPO plans the retiree rates are 35% to 45% higher than active employee rates.*

Opt-Out

16. What is opting-out and how does it work?
- a. *Opting-out is when an employee chooses not take insurance through the district. Currently, all full-time employees are required to take insurance with CVT. If a group decides to change to CalPERS they will have the ability to opt-out.*
17. What do I need to do to opt-out?
- a. *If your group decides to move to CalPERS, all details related to opting-out including coverage requirements and in-lieu benefits would need to be negotiated. CSEA and the District are scheduled to start 2019-20 negotiations in February. RUFT and the District are scheduled in start 2019-20 negotiations in March.*
- Please note that you should confirm with the employer of your spouse/partner that they allow you to opt-out. Your spouse/partner's employer may require dependents to take coverage as part of the plan if it is offered to them.*
18. For those wanting to opt-out, how would that savings be used?
- a. *With regards to the savings created by opting-out, that's an item that would need to be negotiated between each bargaining group and the district. Savings could be shared in some method between all parties affected by this change which would be those that opt out, those that continue to take insurance, and the district which will have additional administrative costs with CalPERS, staffing time, etc.*

19. If I opt out and later need coverage, can I opt back in?

- a. *Yes, if you have a qualifying event or at open enrollment. Qualifying events include loss of health coverage, changes in household (getting married/divorced, new baby, etc.), and changes in residence. There are other reasons and if you need specifics, you may contact HR.*

Changing Brokers

20. Is this change to CalPERS already decided?

- a. *Absolutely not. The decision to change medical brokers is specific to each bargaining group and each group must vote to decide the outcome. That means that each of you helps decide what course of action occurs, so please be active and responsive!*

21. If my bargaining group does choose CalPERS and the group later decides that they do not like it, do we have to wait a separation period before going back to CVT?

- a. *No.*

22. If we go to CalPERS, is there an obligation period in which we need to keep their services?

- a. *Sort of. An employer can give notice within 60 days of the PERS board announcing new rates. This usually happens in the month of June*

23. Would we carry CalPERS for medical only, and keep CVT for dental and vision?

- a. *Yes. CalPERS does not offer dental and vision coverage and CVT will allow the group to stay for just those insurances.*

24. Do we have grandfathered rates with CVT? If so, do we retain the rates if one group stays? Also, if a group leaves and comes back, do we get the old rates or new rates?

- a. *All groups that stay would keep their existing plan rates. However, if a group leaves and wishes to return the rates will change from the current premiums offered to the other groups. An evaluation of the group would be completed by CVT and based upon the district experience rating would provide the group new rates. After the first year, the rates would then receive the same adjustments as all other members in the region.*

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Board Guiding Principles on Facilities

BACKGROUND:

The Board during past study sessions regarding facilities requested to work on creating goals/principles for facilities that align with the District LCAP and Board Goals.

STATUS:

During the Board Study Session on April 22, an example of guiding principles on facilities was shared from Elk Grove USD. Trustee Brownell offered to work with Superintendent Olson to consolidate the Elk Grove document with the District goals and LCAP to create a version for the board to review. Two versions were created for discussion; one that is numbered and in sentence form, and the second that is bulleted.

FISCAL IMPACT:

Information Item – No Financial Impact

BOARD GOAL:

Board Focus Goal II – FISCAL ACCOUNTABILITY:

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

Board Focus Goal V – FACILITY/HOUSING:

Build, improve and maintain school facilities to meet current and future education needs while integrating the most effective and efficient use of resources.

RECOMMENDATION:

The Staff recommends the Board review the draft Rescue Facilities Guiding Principles documents and make appropriate changes to create a document for Board approval.

DRAFT Rescue Facilities Guiding Principles

Guiding principles intended to inform the District's planning for RUSD facilities and to align with our LCAP and Board goals.

1. Provide a safe, supporting and nurturing environment, promoting and enhancing social, emotional, ethical, academic and civic learning.
2. Support and celebrate diverse needs of all students, staff and community members, providing quality educational services to maximize academic achievement for all individuals in all student groups.
3. Build, improve and maintain adaptable school facilities to meet current and future educational needs while integrating the most effective and efficient use of resources and innovative physical characteristics to inspire learning and community pride.
4. Develop active community pride at each school campus, reflecting a culture of excellence, exemplifying practices that support, reward and incentivize employees to perform at exceptional levels for the benefit of students.
5. Integrate people, programs and spaces to promote collaboration, including outdoor connections and spaces that reinforce experiential learning and environmental stewardship.
6. Provide technical infrastructure and systems of support that allow quality education and effective environments to flourish, by equipping learning spaces with enhanced connectivity and devices promoting technical literacy through robust, updatable systems.

DRAFT Rescue Facilities Guiding Principles

*Guiding principles to inform the District's planning for facilities,
aligning with the RUSD LCAP and Board goals.*

- 1. Provide a safe, supporting, and nurturing environment**
 - Promote social, emotional, ethical, academic, and civic learning and character
 - Be accessible and welcoming while providing safety and order

- 2. Support and celebrate diverse needs of all students, staff, and community members**
 - Provide quality educational services to maximize academic achievement for all individuals in all student groups.
 - Welcome differences and celebrate diversity.
 - Recognize and embrace unique learning styles, interests, and abilities.
 - Employ universal design principles to guide student learning.
 - Make effective use of resources.
 - Create multi-modal, project-obased work spaces built for teams and groups.
 - Support curricula offered through hands-on, collaborative activities.

- 3. Build, improve and maintain school facilities to meet current and future educational needs**
 - Integrate the most innovative physical characteristics to inspire learning and community pride.
 - Include spaces for student exhibition, display and performance.
 - Design of spaces to be physically and aesthetically pleasing.

- 4. Develop active community pride at each school campus**
 - Reflect a culture of excellence
 - Exemplify practices that support, reward, and incentivize employees to perform at exceptional levels for benefit of students.
 - Connect to a common purpose to build strong, lasting relationships among staffs and school families and District.

- 5. Integrate people, programs and spaces to promote collaboration**
 - Reinforce experiential learning and environmental stewardship through outdoor connections and spaces.
 - Include indoor-outdoor elements to be used as tools for authentic learning.

6. Provide technical infrastructure and systems of support

- Promote quality education with learning spaces equipped with enhanced connectivity and devices to support student learning.
- Promote technical literacy through robust and updatable systems.

7. Build adaptable environments that support resiliency of facilities over time

- Improve building performance and reduce operating costs
- Design flexible structural systems and building footprints to accommodate innovation and change over time

RESCUE UNION SCHOOL DISTRICT
Board of Trustees Focus Goals
2018-2019

I. STUDENT NEEDS

LCAP GOAL 2

A. Student Safety and Well Being: Enhance and encourage social, emotional, ethical and civic learning by providing a safe, supportive and diverse environment.

LCAP GOAL 1

B. Curriculum and Instruction: Provide a meaningful, innovative learning (environment using Common Core, and other student content standards and research-based, progressive, effective instructional methodology, instructional materials, staff development and technology that will ensure student success in career and college.

II. FISCAL ACCOUNTABILITY

LCAP GOAL(S) 1-2-3

Keep the district fiscally solvent through prudent LCAP aligned budget processes in order to meet the needs of our students.

III. COMMUNICATION / COMMUNITY INVOLVEMENT

LCAP GOAL 3

Establish and maintain consistent and effective communication that is transparent and timely in an effort to provide and receive information that will engage and educate our District and community.

IV. STAFF NEEDS

LCAP GOAL(S) 1-2-3

Attract and retain diverse, knowledgeable, dedicated employees who are skilled and supported in their commitment to provide quality education for our students.

V. FACILITY / HOUSING

LCAP GOAL 3

Build, improve and maintain school facilities to meet current and future education needs while integrating the most effective and efficient use of resources.

VI. CULTURE OF EXCELLENCE

LCAP GOAL(S) 1-2-3

Create and promote practices that support, reward and incentivize employees to perform at exceptional levels for the benefit of our students.

LCAP Goals

1. The District will provide quality educational services to maximize academic achievement for all individuals and all the student groups
2. The District will provide safe, clean, student-centered learning environments responsive to the social-emotional needs of all children and families
3. The District will provide technical infrastructure and systems of support that allow quality education and effective environments to flourish.