

**ITEM #: 3**  
**Date: May 25, 2021**

**Rescue Union School District**

**AGENDA ITEM:** **Interdistrict Attendance Transfer Appeal**  
**Student #21/22-01**

**BACKGROUND:**

The parent/guardian may appeal an interdistrict transfer request that is denied to the Rescue Union School District Board of Trustees. The appeal is heard in Closed Session and voted on in Open Session.

**STATUS:**

A discussion was held in Closed Session to consider the interdistrict attendance transfer appeal for Students #21/22-01.

**FISCAL IMPACT:**

N/A

**BOARD GOAL:**

Board Focus Goal II – FISCAL ACCOUNTABILITY:

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

**RECOMMENDATION:**

The Board consider the interdistrict attendance transfer appeal for Student #21/22-01 for the 2021-2022 school year.

**ITEM #: 4**  
**Date: May 25, 2021**

**Rescue Union School District**

**AGENDA ITEM: Interdistrict Attendance Transfer Appeal  
Student #21/22-02**

**BACKGROUND:**

The parent/guardian may appeal an interdistrict transfer request that is denied to the Rescue Union School District Board of Trustees. The appeal is heard in Closed Session and voted on in Open Session.

**STATUS:**

A discussion was held in Closed Session to consider the interdistrict attendance transfer appeal for Students #21/22-02.

**FISCAL IMPACT:**

N/A

**BOARD GOAL:**

Board Focus Goal II – FISCAL ACCOUNTABILITY:

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

**RECOMMENDATION:**

The Board consider the interdistrict attendance transfer appeal for Student #21/22-02 for the 2021-2022 school year.

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: California School Board Association Annual Education Conference**

**BACKGROUND:**

Each fall California School Boards Association holds their Annual Education Conference. This conference is CSBA's premier continuing education program – delivering practical solutions to help governance teams from districts and county offices of education improve student learning and achievement. Whether a veteran board member, a superintendent, a board support professional or a first-time attendee, the conference provides practical ideas and a renewed commitment to help Boards accomplish their critical work.

**STATUS:**

The Board will discuss the options for attendance at the Annual Education Conference (AEC). In-person attendance will be held at the San Diego Convention Center, December 2-4 (early registration rate \$595 plus travel/meals/lodging) and virtual attendance December 9-10 (early registration rate \$399).

**FISCAL IMPACT:**

N/A

**BOARD GOALS:**

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 II - 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 and efficient 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

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:        Masking Requirements**

**BACKGROUND:**

RUSD continues working closely with El Dorado County Public Health, El Dorado County Office of Education, and California Department of Public Health as we navigate this school year. Due to this continued collaboration, the success of our hybrid model, and the success of our health and safety protocols, Rescue Union School District Board of Trustees had adopted a calendar to transition our district to full time in-person learning by March 1 at the December Board meeting.

CDPH then disseminated a revised guidance on January 14, 2021 that was a public health directive applying to all public and private schools operating in California. The directives within the document precluded our district from opening fully, as the one requirement to keep all children’s seats at least 4 feet from one another was not possible in our classrooms. The mandate as it was written made it so our district must remain in hybrid status for the time being. They then created a process by which districts could apply for a Safety Review to see if they could open fully despite the inability to adhere to the 4-foot rule. When that process came out it was apparent that any district that was open at all for in-person instruction would not be able to apply. It was geared toward districts still in complete distance learning format.

Since that point in time, CDPH revised the Letter of Intent form so that districts such as ours could apply for a Safety Review by the CDPH Safety Team. CDPH continued modifying requirements and our Board of Trustees was able to determine a return to full time, in-person instruction as of March 4, 2021.

Since that time we have continued operating our Frontier Virtual Academy as well as our full time, in-person instructional programs at each site. We have continued adhering to the mandates and requirements put forth by CDPH and Cal/OSHA.

**STATUS:**

The Centers for Disease Control and Prevention (CDC) announced May 13 that it has eased mask-wearing guidance for those who are fully vaccinated, allowing them to stop wearing masks outdoors in crowds and in most indoor settings, “except where required by federal, state, local, tribal or territorial laws, rules and regulations, including local business and workplace guidance.” The guidance among those fully vaccinated – still calls for wearing masks in crowded indoor settings like, buses, planes, hospitals, prisons and homeless shelters. In a May 15 update, CDC clarified that schools should maintain recommended COVID-19 “layered mitigation strategies,” including masks, through at least the remainder of the 2020-21 school year.

State Health and Human Services Secretary Dr. Mark Ghaly announced on May 17 that mask mandates would lift June 15, but gave no indication of how the news applies to schools.

California currently requires all TK-12 students to wear face coverings at all times while at school, unless exempted, as per CDPH and Cal/OSHA.

We will continue monitoring the requirements. When CDPH and Cal/OSHA revise the requirements, we will follow suit. Until that time, RUSD will continue following the mask mandate.

**FISCAL IMPACT:**

NA

## **BOARD GOALS:**

### 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 II - 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 and efficient 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:**

Information Only

**ITEM #: 7**  
**DATE: May 25, 2021**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: RESOLUTION #21-04  
DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS**

**BACKGROUND:**

Each year our District endeavors to find the most qualified teachers to fill vacancies. At times, we may find it necessary to hire someone who has not fully completed the coursework for a specific credential, but he/she qualifies for an emergency permit.

**STATUS:**

Due to legislative changes in the process for hiring teachers with Emergency Teaching Permits and Credentials, a Declaration of Need for Fully Qualified Educators must be authorized at a public meeting by the Governing Board and submitted to the Commission on Teacher Credentialing. The Declaration of Need for Fully Qualified Educators represents a statement of anticipated needs for the 2021-2022 school year. This Declaration shall remain in force until June 30, 2022.

**FISCAL IMPACT:**

Not applicable.

**BOARD GOAL:**

Board Focus Goal IV – STAFF NEEDS:

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

**RECOMMENDATION:**

The Board approves the Resolution #21-04 Declaration of Need for Fully Qualified Educators for the 2021-2022 school year.

**RESCUE UNION SCHOOL DISTRICT  
RESOLUTION NO. 21-04**

**RESOLUTION TO APPROVE:  
DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS  
EFFECTIVE JULY 1, 2021 THROUGH JUNE 30, 2022**

**WHEREAS**, the Governing Board of the Rescue Union School District has determined that based on the needs and projections of enrollment for 2021-2022 school year, it may be necessary to hire teachers without full credentials. In that event, the Declaration of Need for Fully Qualified Educators will be used.

**THEREFORE, BE IT RESOLVED** that Pursuant to Education Code 44225.7, it will be necessary to approve the Declaration of Need for the 2021-2022 school year. The Superintendent or his designated representative is directed to take all appropriate action needed.

**ADOPTED** by the Governing Board of Rescue Union School District on May 25, 2021, by the following vote:

**AYES:** \_\_\_\_\_

**NOES:** \_\_\_\_\_

**ABSENT:** \_\_\_\_\_

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President of the Board

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Clerk of the Board



State of California  
 Commission on Teacher Credentialing  
 Certification Division  
 1900 Capitol Avenue  
 Sacramento, CA 95811-4213

Email: [credentials@ctc.ca.gov](mailto:credentials@ctc.ca.gov)  
 Website: [www.ctc.ca.gov](http://www.ctc.ca.gov)

## DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2021-2022

Revised Declaration of Need for year: \_\_\_\_\_

### FOR SERVICE IN A SCHOOL DISTRICT

Name of District: Rescue Union School District District CDS Code: 61978

Name of County: El Dorado County CDS Code: 09

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board of the school district specified above adopted a declaration at a regularly scheduled public meeting held on \_\_\_/\_\_\_/\_\_\_ certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2022.

Submitted by (Superintendent, Board Secretary, or Designee):

Cheryl Olson Cheryl Olson Superintendent  
Name Signature Title

530-677-0719 530-677-4461 5/10/2021  
Fax Number Telephone Number Date

2390 Bass Lake Rd. Rescue, CA 95672  
Mailing Address

colson@rescueusd.org  
E-Mail Address

### FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL OR AGENCY

Name of County \_\_\_\_\_ County CDS Code \_\_\_\_\_

Name of State Agency \_\_\_\_\_

Name of NPS/NPA \_\_\_\_\_ County of Location \_\_\_\_\_



The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on \_\_\_/\_\_\_/\_\_\_, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, 2022.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

Dr. Ed Manansala

Name

Signature

County Superintendent  
of Schools

Title

Fax Number

Telephone Number

Date

Mailing Address

E-mail Address

- *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

**AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS**

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subject(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

**Type of Emergency Permit**

**Estimated Number Needed**

CLAD/English Learner Authorization (applicant already holds teaching credential)

5

Bilingual Authorization (applicant already holds teaching credential)

3

List target language(s) for bilingual authorization:

Resource Specialist

5

Teacher Librarian Services

**LIMITED ASSIGNMENT PERMITS**

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	10
Single Subject	10
Special Education	7
TOTAL	27

**EFFORTS TO RECRUIT CERTIFIED PERSONNEL**

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to [www.cde.ca.gov](http://www.cde.ca.gov) for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

**EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL**

Has your agency established a District Intern program? Yes  No

If no, explain. \_\_\_\_\_

Does your agency participate in a Commission-approved college or university internship program? Yes  No

If yes, how many interns do you expect to have this year? 10

If yes, list each college or university with which you participate in an internship program.  
National University, Cal State University Sacramento, Brandman University, Western Governors University, CSU Chico

If no, explain why you do not participate in an internship program.  
 \_\_\_\_\_  
 \_\_\_\_\_

**ITEM#: 8**  
**DATE: May 25, 2021**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:**      **AB1200 Disclosure-Certificated Employees (RUFT)**  
**Tentative Agreement for 2021-22;**  
**Tentative Agreement *for Compensation* in 2022-23**

**BACKGROUND:**

This public disclosure is required for all negotiations agreements entered into by the district under Government Code Section 3547.5.

**STATUS:**

This document includes all known changes in costs based on current assignment and staffing for **Certificated Employees (RUFT)** for the 2021-22 fiscal year. The District and **Certificated Employees (RUFT)** have agreed to a 1.0% increase on the salary schedule effective July 1, 2021. In addition, certificated staff will receive 1.0% on the salary schedule in 2022-23 effective July 1, 2022.

**FISCAL IMPACT:**

This amount will be incorporated into the Fiscal Year 2021-22 and subsequent year's budgets.

**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 the Tentative Agreement with the **Certificated Employees (RUFT)** of the Rescue Union School District and the AB1200 Disclosure.

RUFT/RUSD Tentative Agreement

RUFT Signature

RUSD Signature

Date: April 30, 2021

**TENTATIVE AGREEMENT**

Between the

**RESCUE UNION SCHOOL DISTRICT**

and the

**RESCUE UNION FEDERATION OF TEACHERS**

For the 2021-2022 and 2022-2023 Contract Years

on

**April 30, 2021**

The Rescue Union School District (District) and the Rescue Union Federation of Teachers (RUFT) jointly agree to make no language changes to the contract for 2021-2022.

The District and RUFT have agreed to the following for compensation for 2021-22 and 2022-23:

***The agreed upon settlement for 2021-2022 and 2022-2023 between the District and RUFT is the following:***

- ***A one-time 5.00% off schedule payment on contracted base salaries only (based on 2020-21) for employees who worked in the school year excluding extra duty, substitutes, overtime, units, stipends, etc. to be paid in June 2021 in recognition of the work of our staff to open during the COVID pandemic.***
- ***A 1% ongoing increase in 2021-2022 to the salary schedule, which closes compensation negotiations for 2021-22.***
- ***A 1% ongoing increase in 2022-2023 to the salary schedule, which closes compensation negotiations for 2022-23.***

***It is also agreed upon that the ability to request reopening of negotiations regarding compensation can occur if the following take place:***

- ***For 2021-2022 negotiations***

- ***If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 3.84% for LCFF funding, or;***
- ***If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,515.45 (The greater of the prior year ADA from 2020-21 Funded ADA hold-harmless)***
  
- ***For 2022-2023 negotiations***
  - ***If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 1.28% for LCFF funding, or;***
  - ***If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,322.25 (97% of projected enrollment 3,425 at 2<sup>nd</sup> Interim)***

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
**In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5; CCR, Title V, Section 15449**

**SELECT DISTRICT HERE: Rescue School District**

The proposed agreement is a Two-year agreement that covers the period beginning July 1, 2021 and ending June 30, 2023, and will be acted upon by the Governing Board at its meeting on May 14, 2019. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group	Check one by marking with "x"	Cost of 1% *
Certificated	x	\$ 162,090
Classified		\$ 69,518
Confidential/Management/Unrepresented		\$ 37,402
Other		\$ -

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

	Compensation	\$ Fiscal Impact of Proposed Agreement			%		
		Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23	Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23
1	Salary Schedule - Increase(Decrease)	680,277	136,055	136,055	4.20%	0.84%	0.84%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	-		6,803	0.00%	0.00%	0.04%
3	Other Compensation (complete description below)	-	-	-	0.00%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS,FICA,WC,UI,Medicare, etc. (may be included in costs above or shown separately)	130,171	26,034	27,464	0.80%	0.16%	0.17%
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-	0.00%	0.00%	0.00%
6	<b>Total Compensation</b>	810,448	162,089	170,322	5.00%	1.00%	1.05%
7	<b>Total Number of Represented Employees</b>	188	188	188			
8	<b>Total Compensation Average Cost per Employee - Increase (Decrease)</b>	4,311	862	906			

9 **Other Compensation - Increase (Decrease)**  
**(Stipends, Bonuses, etc.) Provide Description Below**

The district included a onetime off schedule payment of 5.00% on contracted base salaries (based on 2020-21) for employees who worked in the school year excluding extra duty, over time, units, stipends, etc. The District hopes that this additional onetime payment helps to monetarily recognize the work of our teams to open during the COVID pandemic. This proposal requires acceptance by May 2021 to allow for payments to be processed for 2020-21 timeline and will use one-time COVID funds for this payment.

10 **Were any additional steps, columns, or ranges added to the schedules?** YES **NO**  
*If YES, please explain below*

N/A

11 **Does this bargaining group have a negotiated cap for Health and Welfare benefits?** YES NO  
*If YES, please indicate the cap amount.*

\$9,132.60 - \$10,332.60 Varies by Coverage Type

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

District and Federation agree to an on going increase to the 2021-22 certificated salary schedule by 1%. Additionally, the District and Federation agree to an on going increase to the 2022-23 certificated salary schedule by 1%.

- B. Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

None.

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

None.

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

It is also agreed upon that the ability to request reopening of negotiations regarding compensation can occur if the following take place:

- For 2021-2022 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 3.84% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,515.45 (The greater of the prior year ADA from 2020-21 Funded ADA hold-harmless)
- For 2022-2023 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 1.28% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,322.25 (97% of projected enrollment 3,425 at 2nd Interim)

- E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

None.

- F. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will increase the anticipated unrestricted ongoing operating deficit for 2022-23.

It was clearly communicated to all parties that these increases will require future reductions in expenses and/or new revenues to balance the district's budget. Any new funds received or expenses eliminated by the district will need to be prioritized towards eliminating the on going deficit spending.

- G. Source of funding for proposed agreement.**

Current year:

General Fund.

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

General Fund.

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

General Fund with either reductions in expenses and/or new revenues to balance the district's budget

For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections enrollment growth, COLA, deficits, etc.

- H. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance**

Cafeteria fund will be impacted by the agreed payment and ongoing cost.



**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard (after impact of Proposed Agreement)

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 42,867,984
b. State Standard Minimum EUR Percentage for this district	3.00%
c. State Standard Minimum EUR amount for this district <i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>	\$ 1,286,040

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 4,371,737
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
<b>e. Total District budgeted Unrestricted reserves</b>	<b>\$ 4,371,737</b>

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes  No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
 In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - May 25, 2021

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Current Year 1: 2018-19

	(Col. 1) Latest Board- approved budget before settlement (as of 2nd Interim March 12, 2019 )	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	30,357,478	-	-	\$ 30,357,478
Remaining Revenues (8100-8799)	10,186,482	1,345,055	-	\$ 11,531,537
<b>TOTAL REVENUES</b>	<b>40,543,960</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 41,889,015</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	16,950,318	780,792		\$ 17,731,110
2000 Classified Salaries	6,692,271	319,405		\$ 7,011,676
3000 Employee Benefits	9,096,979	244,859	-	\$ 9,341,837
4000 Books and Supplies	2,565,978	-	-	\$ 2,565,978
5000 Services and Operating Expenses	3,103,700	-	-	\$ 3,103,700
6000 Capital Outlay	2,501,570	-	-	\$ 2,501,570
7000 Other	612,113	-	-	\$ 612,113
<b>TOTAL EXPENDITURES</b>	<b>41,522,929</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 42,867,984</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
Other Sources and Transfers In	-			\$ -
Other Uses and Transfers Out	-			\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
<b>BEGINNING BALANCE</b>	<b>\$ 7,338,860</b>			<b>\$ 7,338,860</b>
<b>ENDING BALANCE</b>	<b>\$ 6,359,891</b>			<b>\$ 6,359,890</b>

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**  
In accordance with E.C. 42142

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Year 2: <u>2019-20</u>				Year 3: <u>2020-21</u>			
(Col. 5) Latest Board- approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board- approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions	(Col. 12) Total impact on budget (col. 9+10+11)
\$ 31,451,423	\$ -	\$ -	\$ 31,451,423	\$ 30,206,104	\$ -	\$ -	\$ 30,206,104
\$ 5,335,907	\$ -	\$ -	\$ 5,335,907	\$ 5,335,907	\$ -	\$ -	\$ 5,335,907
\$ 36,787,330	\$ -	\$ -	\$ 36,787,330	\$ 35,542,011	\$ -	\$ -	\$ 35,542,011
\$ 16,227,742	\$ 156,158		\$ 16,383,900	\$ 16,552,297	\$ 163,966		\$ 16,716,263
\$ 6,589,329	\$ 63,881		\$ 6,653,210	\$ 6,721,116	\$ 67,075		\$ 6,788,191
\$ 8,935,301	\$ 48,972		\$ 8,984,273	\$ 9,541,068	\$ 51,421		\$ 9,592,489
\$ 862,943			\$ 862,943	\$ 862,943			\$ 862,943
\$ 2,816,219			\$ 2,816,219	\$ 2,816,219			\$ 2,816,219
\$ -			\$ -	\$ -			\$ -
\$ 664,976	\$ -	\$ -	\$ 664,976	\$ 733,127			\$ 733,127
\$ 36,096,511	\$ 269,011	\$ -	\$ 36,365,522	\$ 37,226,771	\$ 282,462	\$ -	\$ 37,509,232
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ -				\$ -
			\$ -				\$ -
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ 6,359,890				\$ 6,781,699
			\$ 6,781,699				\$ 4,814,478

**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of \_\_\_\_\_ Rescue School District \_\_\_\_\_, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the \_\_\_\_\_ Rescue Union Federation of Teachers \_\_\_\_\_ Bargaining Unit, during the term of the agreement from \_\_\_\_\_ July 1, 2021 \_\_\_\_\_ to \_\_\_\_\_ June 30, 2023 \_\_\_\_\_.

- The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 5 & 6 of this document.
- N/A - No budget revisions necessary.

District Superintendent (Signature)	Date
Chief Business Official (Signature)	Date

**Certification #2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.

District Superintendent or Designee (Signature)	Date
Sean Martin	530-672-4803
Contact Person	Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on \_\_\_\_\_ May 25, 2021 \_\_\_\_\_, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)	Date
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**ITEM#: 9**  
**DATE: May 25, 2021**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:**      **AB1200 Disclosure-Classified Employees (CSEA);**  
**Tentative Agreement for 2021-22;**  
**Tentative Agreement *for Compensation* for 2022-23**

**BACKGROUND:**

This public disclosure is required for all negotiations agreements entered into by the district under Government Code Section 3547.5.

**STATUS:**

This document includes all known changes in costs based on current assignment and staffing for **Classified Employees (CSEA)** for the 2021-22 fiscal year. The District and **Classified Employees (CSEA)** have agreed to a 1.0% increase on the salary schedule effective to July 1, 2021. In addition, Classified Staff will receive 1.0% on the salary schedule in 2022-23 effective July 1, 2022.

**FISCAL IMPACT:**

This amount will be incorporated into the Fiscal Year 2021-22 and subsequent year's budgets.

**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 the Tentative Agreement with the **Classified Employees (CSEA)** of the Rescue Union School District and the AB1200 Disclosure.

Sig. Natalie Hadden  
CSEA President

Sig. cesar mata  
CSEA Representative

Sig. [Signature]  
RUSD Representative

Date: May 4, 2021



## TENTATIVE AGREEMENT

For 2021-2022

Between

Rescue Union School District

and the

California School Employees Association

and Its Rescue Chapter #737

May 4, 2021



The Rescue Union School District (District) and the California School Employees Association and its Rescue Chapter #737 (CSEA) agree to the following:

The District and CSEA have agreed to the following for compensation for 2021-22 and 2022-23:

***The agreed upon settlement for 2021-2022 and 2022-2023 between the District and CSEA is the following:***

- ***A one-time 5.00% off schedule payment on contracted base salaries only (based on 2020-21) for employees who worked in the school year excluding extra duty, substitutes, overtime, units, stipends, etc. to be paid in June 2021 in recognition of the work of our staff to open during the COVID pandemic.***
- ***A 1% ongoing increase in 2021-2022 to the salary schedule, which closes compensation negotiations for 2021-22.***
- ***A 1% ongoing increase in 2022-2023 to the salary schedule, which closes compensation negotiations for 2022-23. Please note that other non-compensation articles are openable in 2022-23 as per contract.***

***It is also agreed upon that the ability to request reopening of negotiations regarding compensation can occur if the following take place:***

- ***For 2021-2022 negotiations***
  - ***If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 3.84% for LCFF funding, or;***

- *If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,515.45 (The greater of the prior year ADA from 2020-21 Funded ADA hold-harmless)*
- *For 2022-2023 negotiations*
  - *If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 1.28% for LCFE funding, or;*
  - *If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,322.25 (97% of projected enrollment 3,425 at 2<sup>nd</sup> Interim)*

***Minimum Wage Salary Schedule Adjustment***

***Due to minimum wage increasing to \$15.00/hour on January 1, 2022, the District and CSEA have agreed to increase the salary schedule starting in 2021-22 on step 1 to \$15.00/hr. for the Yard Supervisor and Food Service Worker positions. Step one will remain static (no increase in rate) at \$15.00/hr. until the original rate of pay with salary adjustments meets or exceeds \$15.00 and at that point the updated rate will be used.***

**ARTICLE V**

**HOURS/WORKING CONDITIONS**

**5.1 Workweek / Hours**

5.1.1 The regular workweek of a full-time Association member shall be forty (40) hours, and the regular workday shall be eight (8) hours. The scheduling of the hours and the workdays from Monday through Friday and throughout the school year shall be at the discretion of the District.

5.1.2 Flexible scheduling of work days to allow for longer work day or modified work week will be allowed when mutually agreed to by the Association, unit member and the district. Unit members may have the option to elect to work a 4x10 schedule during the summer and holiday breaks. Such election shall be submitted in writing two weeks prior to the start of the request period and approved by the immediate supervisor and/or site administrator. The arrangement may be modified or terminated if the modified schedule is no longer acceptable to either party. If the unit member leaves the position, the work schedule will revert to the regular work schedule prior to the position being filled.

5.1.3 When a new position is created or an existing position becomes vacant the parties will meet, upon request of either party, to reach agreement on the work schedule of the position.

The position may be advertised as a flexible or regular workday schedule based on agreement of the parties.

5.1.4 The District shall give reasonable notice in writing to CSEA before making any changes to the hours of any classified position, whether the position is filled or vacant. The District agrees it will not make any changes to mandatory subjects of bargaining (matters concerning wages, hours, terms and conditions of employment – including school calendar) without first notifying CSEA and upon request, meeting and negotiating the decision, impacts and effects with CSEA. This section does not apply to other areas of the contract where the parties have agreed to changes in work hours and working conditions.

## ARTICLE XIII

### REASSIGNMENT AND FILLING OF VACANCIES

#### 13.1 Administrative Initiated Reassignment

Reassignment of bargaining Association members may be initiated by superintendent for reasons other than disciplinary, whenever such reassignment is in the best interest of the District, provided that such reassignment shall not result in loss of pay or benefits (as provided in Article XV) to the employee. The member shall be given written notice a minimum of five (5) working days prior to the reassignment date. The five (5) day minimum may be waived with mutual agreement of the District and the Association. A conference will be held between the appropriate management person and the Association member in order to discuss the reasons for the reassignment.

13.1.1 A position that is associated with a student or with a program may be moved to another location due to changes in the location of the program or the student. Such movement shall not be considered a reassignment of the employee in that position.

#### 13.2 Employee Initiated Reassignment

13.2.1 All vacancies, (new or existing positions), when they become available, shall be posted by the District on bulleting boards in prominent locations at each work site and emailed to all classified employees for not less than five (5) working days, ~~at all work locations prior to being filled.~~ Any employee in the same classification may apply for that position by filing a written notice of intent with the District Office. Employees in the bargaining unit shall be given first consideration for such vacancies upon letter of intent. ~~Consideration will be given to all applications which meet the established qualifications for the vacancy and which are properly submitted.~~

13.2.1.1 Any employee on an improvement plan or with formally documented discipline issues within the past six months shall not be permitted to transfer without approval of the supervisor at the site or department which the employee is seeking to transfer.



13.2.2 If more than one employee applies for a lateral reassignment where the employee's qualifications and abilities are equal and the reassignment is in the best interest of the District, the employee with the greatest classification seniority will be granted the position.

13.2.3 Employees on leave during the period of the posting, if they request in writing, would be mailed a copy of the notice by First Class Mail on the date the position is posted.

### 13.3 Adding Hours to Existing Position

13.3.1 In the event that additional hours are awarded to an existing position, the employee in that position may elect to accept the hours without a need to advertise the additional hours to other employees or outside sources. i.e., Aide time currently is 5.5 hours. Additional 1.5 hours is awarded and automatically extends the existing Aide to 7.0 hours should the existing employee accept.

13.3.2 In the event that the existing employee declines, the district will advertise the position to inside employees then outside sources. The additional hours are considered to be a vacancy for a fraction of the position.

13.3.3 In the event that one or more persons are employed in a fraction of a position and additional hours become available, the person with the most seniority in that position will be entitled to such hours. If the total hours of the position are reduced, the person with the least seniority will have the reduction in hours. If a portion of the position becomes vacant due to an employee leaving the position, the person(s) remaining in the position with the most seniority in the position will be entitled to fill the vacancy without advertising.

### **13.4 Promotions – the definition of a promotional transfer is a reassignment from a position in one classification to a position in a higher classification.**

**13.4.1 When a permanent employee of the District is promoted, the employee will be placed on the step of the new classification that constitutes a minimum of a five percent (5%) increase.**

**13.4.2 First Considerations: Employees in the bargaining unit, all things being equal, shall be given preferential consideration in filling any job vacancy which can be considered a promotion if he/she qualifies for the position. All bargaining unit employees who apply and meet the qualifications shall be guaranteed an interview.**

**13.4.3 Any interviewed bargaining unit member who is not selected shall, upon written request to the District Office, be given reasons in writing.**

**13.4.4 Promotional Probation – When a permanent bargaining unit member is promoted to a higher classification, he/she shall be considered in probationary status for a period of six (6) months with the following conditions:**

- a. A promoted bargaining unit member shall have the right to return to his/her previous classification for inadequate performance.
- b. The district shall evaluate the promoted bargaining unit member after three (3) months for the purpose of providing information that will assist the employee to be successful.

13.5 Notice Contents: When the District posts for jobs, separate posting shall be issued for each job classification. Multiple positions in the same job classification or multiple positions at the same site may be included in one posting.

The job vacancy notice shall include: the job title, a brief description of the position and duties, the minimum qualification required for the position, the assigned job site, the number of hours per day, regular assigned work shift times, days per week, and months per year assigned to the position, the salary range, and the deadline for filing to fill the vacancy.

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
**In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5; CCR, Title V, Section 15449**

**SELECT DISTRICT HERE: Rescue School District**

The proposed agreement is a Two-year agreement that covers the period beginning July 1, 2021 and ending June 30, 2023, and will be acted upon by the Governing Board at its meeting on May 14, 2019. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

Bargaining Unit Group	Check one by marking with "x"	Cost of 1% *
Certificated		\$ 162,090
Classified	x	\$ 69,518
Confidential/Management/Unrepresented		\$ 37,402
Other		\$ -

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

	Compensation	\$ Fiscal Impact of Proposed Agreement			%		
		Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23	Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23
1	Salary Schedule - Increase(Decrease)	267,615	53,523	53,523	3.85%	0.77%	0.77%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	-		2,676	0.00%	0.00%	0.04%
3	Other Compensation (complete description below)	-	-	-	0.00%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS,FICA,WC,UI,Medicare, etc. (may be included in costs above or shown separately)	79,975	15,995	16,883	1.15%	0.23%	0.24%
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-	0.00%	0.00%	0.00%
6	<b>Total Compensation</b>	347,590	69,518	73,083	5.00%	1.00%	1.05%
7	<b>Total Number of Represented Employees</b>	217	217	217			
8	<b>Total Compensation Average Cost per Employee - Increase (Decrease)</b>	1,602	320	337			

9 **Other Compensation - Increase (Decrease)**  
**(Stipends, Bonuses, etc.) Provide Description Below**

The district included a onetime off schedule payment of 5.00% on contracted base salaries (based on 2020-21) for employees who worked in the school year excluding extra duty, over time, units, stipends, etc. The District hopes that this additional onetime payment helps to monetarily recognize the work of our teams to open during the COVID pandemic. This proposal requires acceptance by May 2021 to allow for payments to be processed for 2020-21 timeline and will use one-time COVID funds for this payment.

10 **Were any additional steps, columns, or ranges added to the schedules?** YES **NO**  
*If YES, please explain below*

N/A

11 **Does this bargaining group have a negotiated cap for Health and Welfare benefits?** YES NO  
*If YES, please indicate the cap amount.* \$ 7,519.32

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

District and CSEA agree to an on going increase to the 2021-22 classified salary schedule by 1%. Additionally, the District and CSEA agree to an on going increase to the 2022-23 classified salary schedule by 1%.

- B. Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

None.

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

None.

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

It is also agreed upon that the ability to request reopening of negotiations regarding compensation can occur if the following take place:

- For 2021-2022 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 3.84% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,515.45 (The greater of the prior year ADA from 2020-21 Funded ADA hold-harmless)
- For 2022-2023 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 1.28% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,322.25 (97% of projected enrollment 3,425 at 2nd Interim)

- E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

None.

- F. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will increase the anticipated unrestricted ongoing operating deficit for 2022-23.

It was clearly communicated to all parties that these increases will require future reductions in expenses and/or new revenues to balance the district's budget. Any new funds received or expenses eliminated by the district will need to be prioritized towards eliminating the on going deficit spending.

- G. Source of funding for proposed agreement.**

Current year:

General Fund.

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

General Fund.

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

General Fund with either reductions in expenses and/or new revenues to balance the district's budget

For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections enrollment growth, COLA, deficits, etc.

- H. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance**

Cafeteria fund will be impacted by the agreed payment and ongoing cost.

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard (after impact of Proposed Agreement)

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 42,867,984
b. State Standard Minimum EUR Percentage for this district	3.00%
c. State Standard Minimum EUR amount for this district <i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>	\$ 1,286,040

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 4,371,737
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
<b>e. Total District budgeted Unrestricted reserves</b>	<b>\$ 4,371,737</b>

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes  No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - May 25, 2021

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Current Year 1: 2018-19

	(Col. 1) Latest Board- approved budget before settlement (as of 2nd Interim March 12, 2019 )	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	30,357,478	-	-	\$ 30,357,478
Remaining Revenues (8100-8799)	10,186,482	1,345,055	-	\$ 11,531,537
<b>TOTAL REVENUES</b>	<b>40,543,960</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 41,889,015</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	16,950,318	780,792		\$ 17,731,110
2000 Classified Salaries	6,692,271	319,405		\$ 7,011,676
3000 Employee Benefits	9,096,979	244,859	-	\$ 9,341,837
4000 Books and Supplies	2,565,978	-	-	\$ 2,565,978
5000 Services and Operating Expenses	3,103,700	-	-	\$ 3,103,700
6000 Capital Outlay	2,501,570	-	-	\$ 2,501,570
7000 Other	612,113	-	-	\$ 612,113
<b>TOTAL EXPENDITURES</b>	<b>41,522,929</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 42,867,984</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
Other Sources and Transfers In	-			\$ -
Other Uses and Transfers Out	-			\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
<b>BEGINNING BALANCE</b>	<b>\$ 7,338,860</b>			<b>\$ 7,338,860</b>
<b>ENDING BALANCE</b>	<b>\$ 6,359,891</b>			<b>\$ 6,359,890</b>

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**  
In accordance with E.C. 42142

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Year 2: <u>2019-20</u>				Year 3: <u>2020-21</u>			
(Col. 5) Latest Board- approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board- approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions	(Col. 12) Total impact on budget (col. 9+10+11)
\$ 31,451,423	\$ -	\$ -	\$ 31,451,423	\$ 30,206,104	\$ -	\$ -	\$ 30,206,104
\$ 5,335,907	\$ -	\$ -	\$ 5,335,907	\$ 5,335,907	\$ -	\$ -	\$ 5,335,907
\$ 36,787,330	\$ -	\$ -	\$ 36,787,330	\$ 35,542,011	\$ -	\$ -	\$ 35,542,011
\$ 16,227,742	\$ 156,158		\$ 16,383,900	\$ 16,552,297	\$ 163,966		\$ 16,716,263
\$ 6,589,329	\$ 63,881		\$ 6,653,210	\$ 6,721,116	\$ 67,075		\$ 6,788,191
\$ 8,935,301	\$ 48,972		\$ 8,984,273	\$ 9,541,068	\$ 51,421		\$ 9,592,489
\$ 862,943			\$ 862,943	\$ 862,943			\$ 862,943
\$ 2,816,219			\$ 2,816,219	\$ 2,816,219			\$ 2,816,219
\$ -			\$ -	\$ -			\$ -
\$ 664,976	\$ -	\$ -	\$ 664,976	\$ 733,127			\$ 733,127
\$ 36,096,511	\$ 269,011	\$ -	\$ 36,365,522	\$ 37,226,771	\$ 282,462	\$ -	\$ 37,509,232
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ -				\$ -
			\$ -				\$ -
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ 6,359,890				\$ 6,781,699
			\$ 6,781,699				\$ 4,814,478



**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of \_\_\_\_\_ Rescue School District \_\_\_\_\_, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the \_\_\_\_\_ Rescue Union Federation of Teachers \_\_\_\_\_ Bargaining Unit, during the term of the agreement from \_\_\_\_\_ July 1, 2021 \_\_\_\_\_ to \_\_\_\_\_ June 30, 2023 \_\_\_\_\_.

The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 5 & 6 of this document.

N/A - No budget revisions necessary.

_____ <b>District Superintendent (Signature)</b>	_____ <b>Date</b>
_____ <b>Chief Business Official (Signature)</b>	_____ <b>Date</b>

**Certification #2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.

_____ <b>District Superintendent or Designee (Signature)</b>	_____ <b>Date</b>
Sean Martin	530-672-4803
<b>Contact Person</b>	<b>Phone</b>

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on \_\_\_\_\_ May 25, 2021 \_\_\_\_\_, took action to approve the proposed agreement with the Bargaining Unit.

_____ <b>President (or Clerk), Governing Board (Signature)</b>	_____ <b>Date</b>
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RESCUE UNION SCHOOL DISTRICT

**AGENDA ITEM:**     **AB1200 Disclosure-Confidential/ Management/ Administration Employees (Unrepresented) including Assistant Superintendents and Superintendent. Agreement for 2021-22 and 2022-23**

**BACKGROUND:**

This public disclosure is required for all negotiations agreements entered into by the district under Government Code Section 3547.5.

**STATUS:**

This document includes all known changes in costs based on current assignment and staffing for **Confidential/ Management/ Administration Employees (Unrepresented) including Assistant Superintendents and Superintendent** for the 2021-22 and 2022-23 fiscal years.

The District and **Confidential/ Management/ Administration Employees (Unrepresented) including Assistant Superintendents and Superintendent** have agreed to a 1.0% increase on the salary schedule for 2021-22 effective July 1, 2021. In addition, **Confidential/ Management/ Administration Employees (Unrepresented) including Assistant Superintendents and Superintendent** will receive 1.0% on the salary schedule in 2022-23 effective July 1, 2022.

**FISCAL IMPACT:**

This amount will be incorporated into the Fiscal Year 2021-22 and subsequent year's budgets.

**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 the agreement with the **Confidential/ Management/ Administration Employees (Unrepresented) including Assistant Superintendents and Superintendent** of the Rescue Union School District and the AB1200 Disclosure.

**DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT**  
**In Accordance with AB1200 (Statutes of 1991, Chapter 1213); G.C. 3547.5; CCR, Title V, Section 15449**

**SELECT DISTRICT HERE: Rescue School District**

The proposed agreement is a Two-year agreement that covers the period beginning July 1, 2021 and ending June 30, 2023, and will be acted upon by the Governing Board at its meeting on May 14, 2019. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group**

- Certificated
- Classified
- Confidential/Management/Unrepresented
- Other

Check one by marking with "x"	Cost of 1% *
<input type="checkbox"/>	\$ 162,090
<input type="checkbox"/>	\$ 69,518
<input checked="" type="checkbox"/>	\$ 37,402
<input type="checkbox"/>	\$ -

\* includes salary and related benefits, e.g. STRS, PERS, Workers Compensation, Unemployment

**A. Proposed Change in Compensation**

	Compensation	\$ Fiscal Impact of Proposed Agreement			%		
		Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23	Year 1 FY 20-21	Year 2 FY 21-22	Year 3 FY 22-23
1	Salary Schedule - Increase(Decrease)	152,305	30,461	30,461	4.07%	0.81%	0.81%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement	-		1,523	0.00%	0.00%	0.04%
3	Other Compensation (complete description below)	-	-	-	0.00%	0.00%	0.00%
4	Statutory Benefits - Increase (Decrease) in STRS, PERS,FICA,WC,UI,Medicare, etc. (may be included in costs above or shown separately)	34,710	6,942	7,399	0.93%	0.19%	0.20%
5	Health/Welfare Benefits - Increase (Decrease)	-	-	-	0.00%	0.00%	0.00%
6	<b>Total Compensation</b>	187,015	37,403	39,383	5.00%	1.00%	1.05%
7	<b>Total Number of Represented Employees</b>	30	30	30			
8	<b>Total Compensation Average Cost per Employee - Increase (Decrease)</b>	6,234	1,247	1,313			

9 **Other Compensation - Increase (Decrease) (Stipends, Bonuses, etc.) Provide Description Below**

The district included a onetime off schedule payment of 5.00% on contracted base salaries (based on 2020-21) for employees who worked in the school year excluding extra duty, over time, units, stipends, etc. The District hopes that this additional onetime payment helps to monetarily recognize the work of our teams to open during the COVID pandemic. This proposal requires acceptance by May 2021 to allow for payments to be processed for 2020-21 timeline and will use one-time COVID funds for this payment.

10 **Were any additional steps, columns, or ranges added to the schedules?** YES  NO

*If YES, please explain below*

N/A

11 **Does this bargaining group have a negotiated cap for Health and Welfare benefits?** YES  NO

*If YES, please indicate the cap amount.* \$

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

District and unrepresented groups agree to an on going increase to the 2021-22 salary schedule by 1%. Additionally, the District and group agree to an on going increase to the 2022-23 salary schedule by 1%.

- B. Proposed negotiated changes in non-compensation items** (e.g. class size adjustments, staff development days, teacher prep time, etc.)

None.

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

None.

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

It is also agreed upon that the ability to request reopening of negotiations regarding compensation can occur if the following take place:

- For 2021-2022 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 3.84% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,515.45 (The greater of the prior year ADA from 2020-21 Funded ADA hold-harmless)
- For 2022-2023 negotiations
  - o If the state-enacted budget ongoing COLA is at least 1% greater than the projected rate of 1.28% for LCFF funding, or;
  - o If the funded average daily attendance (ADA) is 100 ADA greater than the projected ADA funding of 3,322.25 (97% of projected enrollment 3,425 at 2nd Interim)

- E. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.**

None.

**F. Will this agreement create, or increase an operating deficit in the current or subsequent year(s)?** An operating deficit is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If yes, explain the amounts and justification for doing so.

This agreement will increase the anticipated unrestricted ongoing operating deficit for 2022-23.  
It was clearly communicated to all parties that these increases will require future reductions in expenses and/or new revenues to balance the district's budget. Any new funds received or expenses eliminated by the district will need to be prioritized towards eliminating the on going deficit spending.

**G. Source of funding for proposed agreement.**

Current year:

General Fund.

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

General Fund.

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

General Fund with either reductions in expenses and/or new revenues to balance the district's budget

For multi-year agreements, please provide a multi-year financial projection covering the term of the agreement. Include all assumptions used in the projections enrollment growth, COLA, deficits, etc.

**H. Describe the financial impact on other funds affected by the proposed settlement - consider Cafeteria, Adult Education, Deferred Maintenance**

None.

**G. Impact of Proposed Agreement on Current Year Unrestricted Reserves**

1. State Reserve Standard (after impact of Proposed Agreement)

a. Total expenditures, transfers out, and uses (including cost of proposal)	\$ 42,867,984
b. State Standard Minimum EUR Percentage for this district	3.00%
c. State Standard Minimum EUR amount for this district <i>(greater of line 1-c or \$65,000 for districts w/less than 100 ADA)</i>	\$ 1,286,040

2. Budgeted Unrestricted reserve (after impact of Proposed Agreement)

a. General Fund budgeted Unrestricted EUR	\$ 4,371,737
b. General Fund budgeted Unrestricted Unappropriated amount	\$ -
c. Special Reserve Fund budgeted EUR	\$ -
d. Special Reserve Fund budgeted Unappropriated amount	\$ -
<b>e. Total District budgeted Unrestricted reserves</b>	<b>\$ 4,371,737</b>

3. Do Unrestricted reserves meet the state minimum standard amount?

Yes  No

**IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**  
In accordance with E.C. 42142

Date of governing board approval of budget revisions in Col. 2 - May 25, 2021

*If the board approved revisions are different from the proposed revisions in Col. 2, provide an updated report upon approval of the district governing board.*

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Current Year 1: 2018-19

	(Col. 1) Latest Board- approved budget before settlement (as of 2nd Interim March 12, 2019 )	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	30,357,478	-	-	\$ 30,357,478
Remaining Revenues (8100-8799)	10,186,482	1,345,055	-	\$ 11,531,537
<b>TOTAL REVENUES</b>	<b>40,543,960</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 41,889,015</b>
<b>EXPENDITURES</b>				
1000 Certificated Salaries	16,950,318	780,792		\$ 17,731,110
2000 Classified Salaries	6,692,271	319,405		\$ 7,011,676
3000 Employee Benefits	9,096,979	244,859	-	\$ 9,341,837
4000 Books and Supplies	2,565,978	-	-	\$ 2,565,978
5000 Services and Operating Expenses	3,103,700	-	-	\$ 3,103,700
6000 Capital Outlay	2,501,570	-	-	\$ 2,501,570
7000 Other	612,113	-	-	\$ 612,113
<b>TOTAL EXPENDITURES</b>	<b>41,522,929</b>	<b>1,345,055</b>	<b>-</b>	<b>\$ 42,867,984</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
Other Sources and Transfers In	-			\$ -
Other Uses and Transfers Out	-			\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>(978,969)</b>	<b>(0)</b>	<b>-</b>	<b>\$ (978,970)</b>
<b>BEGINNING BALANCE</b>	<b>\$ 7,338,860</b>			<b>\$ 7,338,860</b>
<b>ENDING BALANCE</b>	<b>\$ 6,359,891</b>			<b>\$ 6,359,890</b>

**IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**  
In accordance with E.C. 42142

**NOTE: Calculation includes TA for all groups and is unrestricted and restricted funds.**

Year 2: <u>2019-20</u>				Year 3: <u>2020-21</u>			
(Col. 5) Latest Board- approved MYP before settlement	(Col. 6) Revisions Necessary as a result of proposed settlement	(Col. 7) Other Revisions	(Col. 8) Total impact on budget (col. 5+6+7)	(Col. 9) Latest Board- approved MYP before settlement	(Col. 10) Revisions Necessary as a result of proposed settlement	(Col. 11) Other Revisions	(Col. 12) Total impact on budget (col. 9+10+11)
\$ 31,451,423	\$ -	\$ -	\$ 31,451,423	\$ 30,206,104	\$ -	\$ -	\$ 30,206,104
\$ 5,335,907	\$ -	\$ -	\$ 5,335,907	\$ 5,335,907	\$ -	\$ -	\$ 5,335,907
\$ 36,787,330	\$ -	\$ -	\$ 36,787,330	\$ 35,542,011	\$ -	\$ -	\$ 35,542,011
\$ 16,227,742	\$ 156,158		\$ 16,383,900	\$ 16,552,297	\$ 163,966		\$ 16,716,263
\$ 6,589,329	\$ 63,881		\$ 6,653,210	\$ 6,721,116	\$ 67,075		\$ 6,788,191
\$ 8,935,301	\$ 48,972		\$ 8,984,273	\$ 9,541,068	\$ 51,421		\$ 9,592,489
\$ 862,943			\$ 862,943	\$ 862,943			\$ 862,943
\$ 2,816,219			\$ 2,816,219	\$ 2,816,219			\$ 2,816,219
\$ -			\$ -	\$ -			\$ -
\$ 664,976	\$ -	\$ -	\$ 664,976	\$ 733,127			\$ 733,127
\$ 36,096,511	\$ 269,011	\$ -	\$ 36,365,522	\$ 37,226,771	\$ 282,462	\$ -	\$ 37,509,232
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ -				\$ -
			\$ -				\$ -
\$ 690,819	\$ (269,011)	\$ -	\$ 421,808	\$ (1,684,760)	\$ (282,462)	\$ -	\$ (1,967,221)
			\$ 6,359,890				\$ 6,781,699
			\$ 6,781,699				\$ 4,814,478



**Certification No. 1**

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of \_\_\_\_\_ Rescue School District \_\_\_\_\_, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the \_\_\_\_\_ Rescue Union Federation of Teachers \_\_\_\_\_ Bargaining Unit, during the term of the agreement from \_\_\_\_\_ July 1, 2021 \_\_\_\_\_ to \_\_\_\_\_ June 30, 2023 \_\_\_\_\_.

- The budget revisions necessary to meet the costs of the agreement in year of its term are reflected on pages 5 & 6 of this document.
- N/A - No budget revisions necessary.

District Superintendent (Signature)	Date
Chief Business Official (Signature)	Date

**Certification #2**

The information provided in this document summarizes the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement (as provided in the *Public Disclosure of Proposed Bargaining Agreement* in accordance with the requirement of AB 1200 and Government Code Section 3547.5.

District Superintendent or Designee (Signature)	Date
Sean Martin	530-672-4803
<b>Contact Person</b>	<b>Phone</b>

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on \_\_\_\_\_ May 25, 2021 \_\_\_\_\_, took action to approve the proposed agreement with the Bargaining Unit.

President (or Clerk), Governing Board (Signature)	Date
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**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: Revised RUSD Salary Schedules for 2021-22 and 2022-23**

**BACKGROUND:**

All groups negotiated and agreed to a 1% increase on the salary schedule for 2021-22 and a 1% increase for 2022-23.

**STATUS:**

The business team has updated the following salary schedules for 2021-22 and 2022-23.

- Certificated Administration/Psychologist
- Certificated Extra Duty
- Certificated Nurse
- Certificated Teacher/Counselor
- Classified Confidential
- Classified Management
- Classified Staff

**FISCAL IMPACT:**

This increase in cost will be incorporated into the Fiscal Year 2021-22 and subsequent year's budgets. The AB1200 documents breakdown all cost related to the salary increases.

**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 the revised salary schedules for 2021-22 and 2022-23.



# Rescue Union School District

## Certificated Salary Schedule **DRAFT**

2021 - 2022

183 Days x 7.25 Hrs/day equals 1.0 FTE ( 1.0% increase effective 07-01-2021)

STEP	BASE SALARY
1	52,588
2	52,590
3	53,316
4	55,243
5	57,824
6	60,399
7	62,979
8	66,252
9	69,885
10	72,796
11	72,796
12	75,701
13	75,701
14	78,897
15	78,897
16	82,388
17	82,388
18	86,168
19	86,168
20	90,238
21	94,174

Brd approved: x-xx-21 Effective 7-1-21, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-22)  
Brd approved: 5-21-19 Effective 7-1-19, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-20)  
Brd approved: 5-8-18 Effective 7-1-17, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-18)  
Brd approved: 5-10-16 Effective 7-1-16, 1.0% salary increase (based on passage of Prop. 55 on Nov. 8, 2016 election)  
Brd approved: 5-10-16 Effective 7-1-15, 4.5% salary increase / 2 yr agreement  
District offers up to a maximum of 10 years experience/ Step 10 highest starting placement on Salary Schedule  
Brd approved: 6-23-15 Effective 7-1-14, 4.5% salary increase / Salary same as 184 days, but will be 181 days w/ more minutes per day  
Brd approved: 5-12-15



Rescue Union School District

Certificated Salary Schedule

2022 - 2023

**DRAFT**

183 Days x 7.25 Hrs/day equals 1.0 FTE ( 1.0% increase effective 07-01-2022)

STEP	BASE SALARY
1	53,114
2	53,116
3	53,849
4	55,795
5	58,402
6	61,003
7	63,609
8	66,915
9	70,584
10	73,524
11	73,524
12	76,458
13	76,458
14	79,686
15	79,686
16	83,212
17	83,212
18	87,030
19	87,030
20	91,140
21	95,116

Brd approved: x-xx-21

Effective 7-1-21, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-22)

Brd approved: 5-21-19

Effective 7-1-19, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-20)

Brd approved: 5-8-18

Effective 7-1-17, 1% salary increase / 2yr agreement (add'l 1.0% salary increase effective 7-1-18)

Brd approved: 5-10-16

Effective 7-1-16, 1.0% salary increase (based on passage of Prop.55 on Nov.8, 2016 election)

Brd approved: 5-10-16

Effective 7-1-15, 4.5% salary increase / 2 yr agreement

Brd approved: 6-23-15

District offers up to a maximum of 10 years experience/ Step 10 highest starting placement on Salary Schedule

Brd approved: 5-12-15

Effective 7-1-14, 4.5% salary increase / Salary same as 184 days, but will be 181 days w/ more minutes per day



Rescue Union School District  
**Certificated NURSE Salary Schedule**

**2021 - 2022**

193 Days x 7.25 Hrs. per day equals 1.0 FTE

(with 1% salary increase effective 07-01-2021)

**DRAFT**

STEP	BASE SALARY
	<b>193 Days</b>
1	55,461
2	55,463
3	56,230
4	58,261
5	60,984
6	63,699
7	66,421
8	69,873
9	73,705
10	76,773
11	76,773
12	79,837
13	79,837
14	83,210
15	83,210
16	86,889
17	86,889
18	90,877
19	90,877
20	95,169
21	99,321

Brd approved: x-xx-21

Effective 7-1-21, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-22)

Brd approved: 5-21-19

Effective 7-1-19, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-20)

Brd approved: 5-8-18

Effective 7-1-17, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-18)

Brd approved: 6-13-17

Effective 7-1-17, 193 days Salary Schedule for Nurses- (same dly rate as 183 days for Certificated Salary Sched.)

Per MOU shall work at least one day per calendar month (EM12 pay schedule)

Brd approved: 5-10-16

Effective 7-1-16, 1.0% salary increase (based on passage of Prop.55 on Nov.8, 2016 election)

Brd approved: 5-10-16

Effective 7-1-15, 4.5% salary increase / 2 yr agreement

Brd approved: 6-23-15

District offers up to a maximum of 10 years experience/ Step 10 highest starting placement on Salary Schedule

Brd approved: 5-12-15

Effective 7-1-14, 4.5% salary increase / Salary same as 184 days, but will be 181 days w/ more minutes per day



Rescue Union School District  
**Certificated NURSE Salary Schedule**

**2022 - 2023**

193 Days x 7.25 Hrs. per day equals 1.0 FTE

(with 1% salary increase effective 07-01-2022)

**DRAFT**

STEP	BASE SALARY
	<b>193 Days</b>
1	56,016
2	56,018
3	56,792
4	58,844
5	61,594
6	64,336
7	67,085
8	70,572
9	74,442
10	77,541
11	77,541
12	80,635
13	80,635
14	84,042
15	84,042
16	87,758
17	87,758
18	91,786
19	91,786
20	96,121
21	100,314

Brd approved: x-xx-21

Brd approved: 5-21-19

Brd approved: 5-8-18

Brd approved: 6-13-17

Effective 7-1-21, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-22)

Effective 7-1-19, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-20)

Effective 7-1-17, 1.0% salary increase / 2 yr agreement (add'l 1% salary increase effective 7-1-18)

Effective 7-1-17, 193 days Salary Schedule for Nurses- (same dly rate as 183 days for Certificated Salary Sched.)

Per MOU shall work at least one day per calendar month (EM12 pay schedule)

Brd approved: 5-10-16

Brd approved: 5-10-16

Brd approved: 6-23-15

Effective 7-1-16, 1.0% salary increase (based on passage of Prop.55 on Nov.8, 2016 election)

Effective 7-1-15, 4.5% salary increase / 2 yr agreement

District offers up to a maximum of 10 years experience/ Step 10 highest starting placement on Salary Schedule

Brd approved: 5-12-15

Effective 7-1-14, 4.5% salary increase / Salary same as 184 days, but will be 181 days w/ more minutes per day



**RESCUE UNION SCHOOL DISTRICT**  
**CERTIFICATED MISCELLANEOUS PAY**  
**2021-2022**  
(Effective 07-01-2021)

***Extra Duty Pay / Substitute Pay / Unit Pay / Graduate Degree Stipend***

**EXTRA DUTY PAY**

Extra duty pay to certificated staff will be paid at the daily rate for Step 1 (which includes 30 units) on the salary schedule. This calculates as follows:

**2021-2022**

Rate:

<b>Step 1</b>	<b>\$ 52,588</b>	<b>Annual</b>
Divided by	183	# Days
Equals	<u>\$ 287.37</u>	<b>Daily Rate</b>
Divided by	7.25	Hrs per day
Equals	<u>\$ 39.64</u>	<b>Hourly Rate</b>

Teachers are paid Extra Duty Pay for the following:

After School Tutoring

Test Scoring

Training (District - Required Attendance)

Marina or Pleasant Grove Teachers Filling in for 1 Period receive - \$39.64

**SUBSTITUTE PAY**

Teachers substituting for other teachers receive sub pay rates:

\$ 70.00 for ½ day

\$140.00 for whole day

\$211.00 for Long Term Substitute (after 20 consecutive days)

**UNIT PAY**

Units earned after Bachelor's Degree (BA/BS) shall be compensated at \$80 per semester unit over 30 units up to 78 units; and prorated based on the employee's FTE up to or in excess of a 1.0 FTE.

**GRADUATE DEGREE STIPEND**

A Master's Degree (MA/MS) Stipend shall be compensated at \$750 annually; and prorated based on the employee's FTE up to a 1.0 FTE.

A second Master's Degree (MA/MS) or Doctorate Stipend shall be compensated at an additional \$500 annually, and prorated based on the employee's FTE up to a 1.0 FTE.



**RESCUE UNION SCHOOL DISTRICT**  
**CERTIFICATED MISCELLANEOUS PAY**  
**2022-2023**  
 (Effective 07-01-2022)

*Extra Duty Pay / Substitute Pay / Unit Pay / Graduate Degree Stipend*

**EXTRA DUTY PAY**

Extra duty pay to certificated staff will be paid at the daily rate for Step 1 (which includes 30 units) on the salary schedule. This calculates as follows:

**2022-2023**

Rate:

<b>Step 1</b>	<b>\$</b>	<b>53,114</b>		<b>Annual</b>
Divided by		183		# Days
Equals	<b>\$</b>	<b>290.24</b>		<b>Daily Rate</b>
Divided by		7.25		Hrs per day
Equals	<b>\$</b>	<b>40.03</b>		<b>Hourly Rate</b>

Teachers are paid Extra Duty Pay for the following:

- After School Tutoring
- Test Scoring
- Training (District - Required Attendance)
- Marina or Pleasant Grove Teachers Filling in for 1 Period receive - \$39.64

**SUBSTITUTE PAY**

Teachers substituting for other teachers receive sub pay rates:

- \$ 70.00 for ½ day
- \$140.00 for whole day
- \$211.00 for Long Term Substitute (after 20 consecutive days)

**UNIT PAY**

Units earned after Bachelor’s Degree (BA/BS) shall be compensated at \$80 per semester unit over 30 units up to 78 units; and prorated based on the employee’s FTE up to or in excess of a 1.0 FTE.

**GRADUATE DEGREE STIPEND**

A Master’s Degree (MA/MS) Stipend shall be compensated at \$750 annually; and prorated based on the employee’s FTE up to a 1.0 FTE.

A second Master’s Degree (MA/MS) or Doctorate Stipend shall be compensated at an additional \$500 annually, and prorated based on the employee’s FTE up to a 1.0 FTE.





# Rescue Union School District

## Classified Salary Schedule

### 2021-2022

DRAFT 1%

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days *(including paid holidays)* next to each position.

Established Classification (With Duty Days inc. Holidays):	Step:									
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+
Yard Supervisor (193)	\$15.00	\$15.03	\$15.78	\$16.57	\$17.40	\$18.27	\$19.18	\$20.14	\$21.15	\$22.21
Food Service Worker (193)	\$15.00	\$15.60	\$16.38	\$17.20	\$18.06	\$18.96	\$19.91	\$20.91	\$21.96	\$23.06
Health Office Aide (193)	\$15.12	\$15.88	\$16.67	\$17.50	\$18.38	\$19.30	\$20.27	\$21.28	\$22.34	\$23.46
Instructional Assistant Special Day Class (193)	\$15.74	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.17	\$23.28	\$24.44
Instructional Assistant General Ed (193)	\$15.74	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.17	\$23.28	\$24.44
Instructional Assistant Learning Center/RSP (193)	\$15.74	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.17	\$23.28	\$24.44
Itinerant Independence Facilitator/ Behavior Support Instructional Assistant (193)	\$16.10	\$16.91	\$17.76	\$18.65	\$19.58	\$20.56	\$21.59	\$22.67	\$23.80	\$24.99
Instructional Assistant Special Health Care Services (193)	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.17	\$23.28	\$24.44	\$25.66
Office Clerk (260)	\$16.53	\$17.36	\$18.23	\$19.14	\$20.10	\$21.11	\$22.17	\$23.28	\$24.44	\$25.66
Food Service Worker II - Cook (198)	\$17.82	\$18.71	\$19.65	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07	\$26.32	\$27.64
Custodian (260)	\$18.11	\$19.02	\$19.97	\$20.97	\$22.02	\$23.12	\$24.28	\$25.49	\$26.76	\$28.10
Community/School Liaison (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Instructional Assistant Bilingual (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Library/Media Coordinator (215)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Media Technology Services Clerk (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Student Services Secretary (215)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Utility/Maintenance Technician (260)	\$18.74	\$19.68	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11	\$26.37	\$27.69	\$29.07
Bus Driver (192) <i>(Additionally Work 3 8-Hour Days)</i>	\$18.96	\$19.91	\$20.91	\$21.96	\$23.06	\$24.21	\$25.42	\$26.69	\$28.02	\$29.42
Dispatcher/Relief Bus Driver (240)	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
Lead Custodian (260)	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
Elementary School Secretary (220)	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
Middle School Secretary (225)	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
School Secretary <i>(Pre 2020-21) (240) - CLOSED</i>	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
Support Services Secretary (240)	\$19.72	\$20.71	\$21.75	\$22.84	\$23.98	\$25.18	\$26.44	\$27.76	\$29.15	\$30.61
Bus Driver Trainer (240)	\$20.85	\$21.89	\$22.98	\$24.13	\$25.34	\$26.61	\$27.94	\$29.34	\$30.81	\$32.35
Account Technician (260)	\$21.28	\$22.34	\$23.46	\$24.63	\$25.86	\$27.15	\$28.51	\$29.94	\$31.44	\$33.01
Certified Occupational Therapist Aide (193)	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46
Health Office Nurse (RN/LVN) (198)	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46
Lead Maintenance Technician (260)	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46
Nurse (RN/LVN) Instructional Assistant (198)	\$22.86	\$24.00	\$25.20	\$26.46	\$27.78	\$29.17	\$30.63	\$32.16	\$33.77	\$35.46
Technology Support Specialist (260)	\$26.30	\$27.62	\$29.00	\$30.45	\$31.97	\$33.57	\$35.25	\$37.01	\$38.86	\$40.80
Lead Maintenance Technician- HVAC Emphasis (260)	\$26.71	\$28.05	\$29.45	\$30.92	\$32.47	\$34.09	\$35.79	\$37.58	\$39.46	\$41.43
Lead Mechanic (240)	\$27.80	\$29.19	\$30.65	\$32.18	\$33.79	\$35.48	\$37.25	\$39.11	\$41.07	\$43.12
Database Support Specialist (260)	\$29.14	\$30.60	\$32.13	\$33.74	\$35.43	\$37.20	\$39.06	\$41.01	\$43.06	\$45.21

Board Approved:



**DRAFT 1%**

# Rescue Union School District Classified Salary Schedule 2021-2022

## Unused Positions

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days (including paid holidays) next to each position.

Established Classification (With Duty Days):	Step:									
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+
Braille Translator (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Instructional Assistant Computer Lab (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Sign Language Interpreter (193)	\$18.33	\$19.25	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43
Warehouse Person (240)	\$18.74	\$19.68	\$20.66	\$21.69	\$22.77	\$23.91	\$25.11	\$26.37	\$27.69	\$29.07
Assistant Mechanic (240)	\$20.21	\$21.22	\$22.28	\$23.39	\$24.56	\$25.79	\$27.08	\$28.43	\$29.85	\$31.34
Accounts Payable Clerk (260)	\$21.28	\$22.34	\$23.46	\$24.63	\$25.86	\$27.15	\$28.51	\$29.94	\$31.44	\$33.01
Mechanic (240)	\$24.17	\$25.38	\$26.65	\$27.98	\$29.38	\$30.85	\$32.39	\$34.01	\$35.71	\$37.50
Accountant (260)	\$26.30	\$27.62	\$29.00	\$30.45	\$31.97	\$33.57	\$35.25	\$37.01	\$38.86	\$40.80

Board Approved:

### Historical Changes to Classified Salary Schedule

<p>2008.06.10 - Para Educator/IIF Position - Board Approved Eff 07/01/08</p> <p>2008.08.04 - IA ESL/EDL removed from Salary Schedule</p> <p>2011.07.01 - Dispatcher/Relief Bus Driver position added</p> <p>2011.10.01 - District Paid Medical Insurance Cap: \$487.00</p> <p>2012.05.08 - IA Specialized Needs changed to IA Special Day Class Instructional Assistant</p> <p>2012.07.01 - Note There were no salary increases on the schedule from 2008/09 - 2012/13</p> <p>2013.06.25 - Health Office Aide II changed to Health Office Nurse</p> <p>2013.06.25 - Mechanic New Job Description - Board Approved</p> <p>2013.07.01 - Learning Center/Resource Specialist Program Instructional Assistant added</p> <p>2013.07.01 - Nurse (RN/LVN) Instructional Assistant added</p> <p>2013.11.20 - 5.25% salary increase - Board Approved Eff 07/01/2013</p> <p>2014.07.01 - Health Office Nurse/Nurse IA moved from Range 4 to Range 11</p> <p>2015.05.12 - 4.50% salary increase - Board Approved Eff 07/01/2014</p> <p>2016.06.14 - 4.50% salary increase - Board Approved Eff 07/01/2015</p> <p>2016.06.14 - 1.00% salary increase - Board Approved Eff 07/01/2016 (Two-year Settlement)</p> <p>2016.11.15 - Database Support Specialist - Board Approved Eff 01/03/2017</p> <p>2018.01.04 - Yard Supervisor position added</p>	<p>2018.05.22 - 1.00% salary increase - Board Approved Eff 07/01/2017</p> <p>2018.05.22 - 1.00% salary increase - Board Approved Eff 07/01/2018 (Two-year Settlement)</p> <p>2018.08.14 - Account Technician position added</p> <p>2019.03.12 - Certified Occupational Therapist position added</p> <p>2019.05.21 - Steps 7-26 added to salary schedule to replace longevity - Board Appr Eff 07/01/2019</p> <p>2019.05.21 - Positions not currently being used were moved to page 2 - Board Appr Eff 07/01/2019</p> <p>2019.05.21 - Eliminated Instructional Assistant (Prior to 2008/09) - Board Approved Eff 07/01/2019</p> <p>2019.05.21 - 1.00% salary increase - Board Approved Eff 07/01/2019</p> <p>2019.05.21 - 1.00% salary increase - Board Approved Eff 07/01/2020 (Two-year Settlement)</p> <p>2020.06.09 - Elementary School Secretary &amp; Middle School Secretary positions added</p> <p style="background-color: #ffff00;">2021.XX.XX - Yard Supervisor/Food Service Worker positions with steps under \$15.00 were increased to meet minimum wage requirements for 2022. These steps will be held at the same rate until any salary schedule increases are allocated that would allow for the original rate to increase over the minimum wage. - Effective 07/01/2021</p> <p>2021.xx.xx - Lead Mechanic and Mechanic added.</p> <p>2021.xx.xx - Mechanic and Assistant Mechanic positions moved to page 2</p> <p>2021.xx.xx - 1.00% salary increase - Board Approved Eff 07/01/2021</p> <p>2021.xx.xx - 1.00% salary increase - Board Approved Eff 07/01/2022 (Two-Year Settlement)</p>
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# Rescue Union School District

## Classified Salary Schedule

### 2022-2023

DRAFT 1%

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days *(including paid holidays)* next to each position.

Established Classification (With Duty Days inc. Holidays):	Step:									
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+
Yard Supervisor (193)	\$15.00	\$15.17	\$15.93	\$16.73	\$17.57	\$18.45	\$19.37	\$20.34	\$21.36	\$22.43
Food Service Worker (193)	\$15.01	\$15.76	\$16.55	\$17.38	\$18.25	\$19.16	\$20.12	\$21.13	\$22.19	\$23.30
Health Office Aide (193)	\$15.27	\$16.03	\$16.83	\$17.67	\$18.55	\$19.48	\$20.45	\$21.47	\$22.54	\$23.67
Instructional Assistant Special Day Class (193)	\$15.90	\$16.70	\$17.54	\$18.42	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70
Instructional Assistant General Ed (193)	\$15.90	\$16.70	\$17.54	\$18.42	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70
Instructional Assistant Learning Center/RSP (193)	\$15.90	\$16.70	\$17.54	\$18.42	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70
Itinerant Independence Facilitator/ Behavior Support Instructional Assistant (193)	\$16.26	\$17.07	\$17.92	\$18.82	\$19.76	\$20.75	\$21.79	\$22.88	\$24.02	\$25.22
Instructional Assistant Special Health Care Services (193)	\$16.70	\$17.54	\$18.42	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70	\$25.94
Office Clerk (260)	\$16.70	\$17.54	\$18.42	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52	\$24.70	\$25.94
Food Service Worker II - Cook (198)	\$18.00	\$18.90	\$19.85	\$20.84	\$21.88	\$22.97	\$24.12	\$25.33	\$26.60	\$27.93
Custodian (260)	\$18.29	\$19.20	\$20.16	\$21.17	\$22.23	\$23.34	\$24.51	\$25.74	\$27.03	\$28.38
Community/School Liaison (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Instructional Assistant Bilingual (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Library/Media Coordinator (215)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Media Technology Services Clerk (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Student Services Secretary (215)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Utility/Maintenance Technician (260)	\$18.93	\$19.88	\$20.87	\$21.91	\$23.01	\$24.16	\$25.37	\$26.64	\$27.97	\$29.37
Bus Driver (192) <i>(Additionally Work 3 8-Hour Days)</i>	\$19.15	\$20.11	\$21.12	\$22.18	\$23.29	\$24.45	\$25.67	\$26.95	\$28.30	\$29.72
Dispatcher/Relief Bus Driver (240)	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Lead Custodian (260)	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Elementary School Secretary (220)	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Middle School Secretary (225)	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
School Secretary <i>(Pre 2020-21) (240) - CLOSED</i>	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Support Services Secretary (240)	\$19.92	\$20.92	\$21.97	\$23.07	\$24.22	\$25.43	\$26.70	\$28.04	\$29.44	\$30.91
Bus Driver Trainer (240)	\$21.06	\$22.11	\$23.22	\$24.38	\$25.60	\$26.88	\$28.22	\$29.63	\$31.11	\$32.67
Account Technician (260)	\$21.49	\$22.56	\$23.69	\$24.87	\$26.11	\$27.42	\$28.79	\$30.23	\$31.74	\$33.33
Certified Occupational Therapist Aide (193)	\$23.09	\$24.24	\$25.45	\$26.72	\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.81
Health Office Nurse (RN/LVN) (198)	\$23.09	\$24.24	\$25.45	\$26.72	\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.81
Lead Maintenance Technician (260)	\$23.09	\$24.24	\$25.45	\$26.72	\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.81
Nurse (RN/LVN) Instructional Assistant (198)	\$23.09	\$24.24	\$25.45	\$26.72	\$28.06	\$29.46	\$30.93	\$32.48	\$34.10	\$35.81
Technology Support Specialist (260)	\$26.56	\$27.89	\$29.28	\$30.74	\$32.28	\$33.89	\$35.58	\$37.36	\$39.23	\$41.19
Lead Maintenance Technician- HVAC Emphasis (260)	\$26.98	\$28.33	\$29.75	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97	\$39.87	\$41.86
Lead Mechanic (240)	\$28.07	\$29.47	\$30.94	\$32.49	\$34.11	\$35.82	\$37.61	\$39.49	\$41.46	\$43.53
Database Support Specialist (260)	\$29.43	\$30.90	\$32.45	\$34.07	\$35.77	\$37.56	\$39.44	\$41.41	\$43.48	\$45.65

Board Approved:



**DRAFT 1%**

# Rescue Union School District Classified Salary Schedule 2022-2023

## Unused Positions

This schedule is based on hourly rates. A 1.0 FTE is 8 hours a day with duty days (including paid holidays) next to each position.

Established Classification (With Duty Days):	Step:									
	1	2	3	4	5	6-10	11-15	16-20	21-25	26+
Braille Translator (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Instructional Assistant Computer Lab (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Sign Language Interpreter (193)	\$18.51	\$19.44	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72
Warehouse Person (240)	\$18.93	\$19.88	\$20.87	\$21.91	\$23.01	\$24.16	\$25.37	\$26.64	\$27.97	\$29.37
Assistant Mechanic (240)	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81	\$26.05	\$27.35	\$28.72	\$30.16	\$31.67
Accounts Payable Clerk (260)	\$21.49	\$22.56	\$23.69	\$24.87	\$26.11	\$27.42	\$28.79	\$30.23	\$31.74	\$33.33
Mechanic (240)	\$24.41	\$25.63	\$26.91	\$28.26	\$29.67	\$31.15	\$32.71	\$34.35	\$36.07	\$37.87
Accountant (260)	\$26.56	\$27.89	\$29.28	\$30.74	\$32.28	\$33.89	\$35.58	\$37.36	\$39.23	\$41.19

Board Approved:

### Historical Changes to Classified Salary Schedule

<p>2008.06.10 - Para Educator/IIF Position - Board Approved Eff 07/01/08</p> <p>2008.08.04 - IA ESL/EDL removed from Salary Schedule</p> <p>2011.07.01 - Dispatcher/Relief Bus Driver position added</p> <p>2011.10.01 - District Paid Medical Insurance Cap: \$487.00</p> <p>2012.05.08 - IA Specialized Needs changed to IA Special Day Class Instructional Assistant</p> <p>2012.07.01 - Note There were no salary increases on the schedule from 2008/09 - 2012/13</p> <p>2013.06.25 - Health Office Aide II changed to Health Office Nurse</p> <p>2013.06.25 - Mechanic New Job Description - Board Approved</p> <p>2013.07.01 - Learning Center/Resource Specialist Program Instructional Assistant added</p> <p>2013.07.01 - Nurse (RN/LVN) Instructional Assistant added</p> <p>2013.11.20 - 5.25% salary increase - Board Approved Eff 07/01/2013</p> <p>2014.07.01 - Health Office Nurse/Nurse IA moved from Range 4 to Range 11</p> <p>2015.05.12 - 4.50% salary increase - Board Approved Eff 07/01/2014</p> <p>2016.06.14 - 4.50% salary increase - Board Approved Eff 07/01/2015</p> <p>2016.06.14 - 1.00% salary increase - Board Approved Eff 07/01/2016 (Two-year Settlement)</p> <p>2016.11.15 - Database Support Specialist - Board Approved Eff 01/03/2017</p> <p>2018.01.04 - Yard Supervisor position added</p>	<p>2018.05.22 - 1.00% salary increase - Board Approved Eff 07/01/2017</p> <p>2018.05.22 - 1.00% salary increase - Board Approved Eff 07/01/2018 (Two-year Settlement)</p> <p>2018.08.14 - Account Technician position added</p> <p>2019.03.12 - Certified Occupational Therapist position added</p> <p>2019.05.21 - Steps 7-26 added to salary schedule to replace longevity - Board Appr Eff 07/01/2019</p> <p>2019.05.21 - Positions not currently being used were moved to page 2 - Board Appr Eff 07/01/2019</p> <p>2019.05.21 - Eliminated Instructional Assistant (Prior to 2008/09) - Board Approved Eff 07/01/2019</p> <p>2019.05.21 - 1.00% salary increase - Board Approved Eff 07/01/2019</p> <p>2019.05.21 - 1.00% salary increase - Board Approved Eff 07/01/2020 (Two-year Settlement)</p> <p>2020.06.09 - Elementary School Secretary &amp; Middle School Secretary positions added</p> <p style="background-color: yellow;">2021.XX.XX - Yard Supervisor/Food Service Worker positions with steps under \$15.00 were increased to meet minimum wage requirements for 2022. These steps will be held at the same rate until any salary schedule increases are allocated that would allow for the original rate to increase over the minimum wage. - Effective 07/01/2021</p> <p>2021.xx.xx - Lead Mechanic and Mechanic added.</p> <p>2021.xx.xx - Mechanic and Assistant Mechanic positions moved to page 2</p> <p>2021.xx.xx - 1.00% salary increase - Board Approved Eff 07/01/2021</p> <p>2021.xx.xx - 1.00% salary increase - Board Approved Eff 07/01/2022 (Two-Year Settlement)</p>
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Rescue Union School District  
**Administrators Salary Schedule**  
**2021 - 2022**

A 1.0 FTE is 8 hours a day with duty days next to each position.

**DRAFT**

Established Classification	Work Days	Step:									
		1	2	3	4	5	6	7	8	9	10
Superintendent	224	TBD									
Assistant Superintendent - Certificated	222	111,441	114,227	117,083	120,010	123,010	126,086	129,238	132,469	135,781	139,175
Curriculum & Instruction Director Special Ed./Student Services Director	222	105,914	108,561	111,276	114,057	116,909	119,832	122,827	125,898	129,045	132,272
Middle School Principal - Traditional	210	100,171	102,675	105,242	107,873	110,570	113,334	116,167	119,072	122,048	125,100
Elementary Principal - Traditional	210	98,855	101,326	103,859	106,456	109,117	111,845	114,641	117,507	120,445	123,456
Special Programs Director	210	96,098	98,500	100,963	103,487	106,074	108,726	111,444	114,230	117,086	120,013
Vice Principal - Traditional EL Program Coordinator	210	93,344	95,678	98,070	100,521	103,035	105,610	108,251	110,957	113,731	116,574
Psychologist	194	82,016	84,066	86,168	88,322	90,530	92,794	95,113	97,491	99,929	102,427
Administrative Intern	184	80,977	83,001	85,076	87,203	89,383	91,618	93,908	96,256	98,662	101,129

Board Approved: XXXXX

Board Approved: 5-21-19

Board Approved: 5-22-18

Board Approved: 6-13-17

Board Approved: 3-14-17

Board Approved: 5-10-16

Board Approved: 5-10-16

Board Approved: 6-9-15

Board Approved: 4-14-15

Board Approved: 11-20-13

Note: 10/18/2012

Board Approved: 1-10-12

Board Approved: 5-10-11

Board Approved: 7-22-10

Board Approved:

Board Approved: 6-12-07

1% salary increase, effect. 7-1-21/ 2 YR AGREEMENT 1% salary increase effective 7-1-22 / Special Programs Director Added / C&I and Sped Director Positions changed to 222 duty days

1% salary increase, effect. 7-1-19 / 2 YR AGREEMENT 1% salary increase effective 7-1-20

1% salary increase, effect. 7-1-17 / 2 YR AGREEMENT 1% salary increase effective 7-1-18

New Superintendent Contract effect. 7-1-17

Position - English Language (EL) Program Coordinator / effect. 7-1-17

(ad'l 1% increase, based on passage of Prop.55 on Nov 8, 2016 election)

(4.5% increase, effect. 7-1-15) / 2 YR AGREEMENT

per STRS regulations, Director of Human Resources and Media/Technology Director moved to Classroom Management Salary Schedule Eff. 7-1-14

(4.5% increase, effect. 7-1-14)

(5.25% increase, effect. 7-1-13)

\*Per information from STRS - Human Resources Director & Media/Technology Director positions are NOT

considered Certificated positions. These positions are on the Administrators salary schedule as **non-STRS**

Reduction in furlough days from 10 to 4 days for 11-12/ Asst. Supt. change in Total # Base Days/ Separate

Cert. Admin & Class Mgmt salary schedules

Position - Director of Human Resources

5% Salary Reduction (2 yr.) -decrease in work days

Decrease in work # of days/salary schedule (- 5 days)/ {1 year agreement}

(4.53% increase, effect. 7-1-07)



Rescue Union School District  
**Administrators Salary Schedule**  
**2022 - 2023**

A 1.0 FTE is 8 hours a day with duty days next to each position.

DRAFT

Established Classification	Work Days	Step:									
		1	2	3	4	5	6	7	8	9	10
Superintendent	224	TBD									
Assistant Superintendent - Certificated	222	112,556	115,370	118,254	121,210	124,241	127,347	130,530	133,793	137,138	140,567
Curriculum & Instruction Director Special Ed./Student Services Director	222	106,973	109,647	112,389	115,198	118,078	121,030	124,056	127,157	130,336	133,595
Middle School Principal - Traditional	210	101,173	103,702	106,295	108,952	111,676	114,468	117,329	120,263	123,269	126,351
Elementary Principal - Traditional	210	99,844	102,340	104,898	107,521	110,209	112,964	115,788	118,683	121,650	124,691
Special Programs Director	210	97,059	99,485	101,973	104,522	107,135	109,813	112,559	115,373	118,257	121,213
Vice Principal - Traditional EL Program Coordinator	210	94,277	96,634	99,050	101,526	104,065	106,666	109,333	112,066	114,868	117,740
Psychologist	194	82,836	84,907	87,030	89,205	91,436	93,722	96,065	98,466	100,928	103,451
Administrative Intern	184	81,787	83,831	85,927	88,075	90,277	92,534	94,848	97,219	99,649	102,140

Board Approved: XXXXX

Board Approved: 5-21-19

Board Approved: 5-22-18

Board Approved: 6-13-17

Board Approved: 3-14-17

Board Approved: 5-10-16

Board Approved: 5-10-16

Board Approved: 6-9-15

Board Approved: 4-14-15

Board Approved: 11-20-13

Note: 10/18/2012

Board Approved: 1-10-12

Board Approved: 5-10-11

Board Approved: 7-22-10

Board Approved:

Board Approved: 6-12-07

1% salary increase, effect. 7-1-21/ 2 YR AGREEMENT 1% salary increase effective 7-1-22 / Eff 07.01.21 -

Special Programs Director Added, C&I and Sped Director Postions changed to 222 duty days

1% salary increase, effect. 7-1-19 / 2 YR AGREEMENT 1% salary increase effective 7-1-20

1% salary increase, effect. 7-1-17 / 2 YR AGREEMENT 1% salary increase effective 7-1-18

New Superintendent Contract effect. 7-1-17

Position - English Language (EL) Program Coordinator / effect. 7-1-17

(adtl 1% increase, based on passage of Prop.55 on Nov 8, 2016 election)

(4.5% increase, effect. 7-1-15) / 2 YR AGREEMENT

per STRS regulations, Director of Human Resources and Media/Technology Director moved to Classroom Management Salary Schedule Eff. 7-1-14

(4.5% increase, effect. 7-1-14)

(5.25% increase, effect. 7-1-13)

\*Per information from STRS - Human Resources Director & Media/Technology Director positions are NOT

considered Certificated positions. These positions are on the Administrators salary schedule as **non-STRS**

Reduction in furlough days from 10 to 4 days for 11-12/ Asst. Supt. change in Total # Base Days/ Separate

Cert. Admin & Clls Mgmt salary schedules

Position - Director of Human Resources

5% Salary Reduction (2 yr.) -decrease in work days

Decrease in work # of days/salary schedule (- 5 days)/ {1 year agreement}

(4.53% increase, effect. 7-1-07)



## Rescue Union School District Classified Management Salary Schedule

**2021-202**

Revised 05/25/2021

# DRAFT

Established Classification	Work Days	Step:											
		1	2	3	4	5	6	7	8	9	10	11-15	16-20
Assistant Superintendent- Business Services - Classified	222	111,441	114,227	117,083	120,010	123,010	126,086	129,238	132,469	135,781	139,175	146,134	153,440
Chief Business & Operations Official	225	101,310	103,843	106,439	109,100	111,828	114,623	117,489	120,426	123,437	126,523	132,849	139,491
Director of Human Resources Media/Technology Director	225	88,331	90,539	92,802	95,123	97,501	99,938	102,437	104,997	107,622	110,313	115,829	121,620
Facilities Director Food Services Director <i>(2 Districts RUSD &amp; BUSD)</i> Information Technology Director Personnel Services Coordinator Transportation Director	225	71,709	73,502	75,340	77,223	79,154	81,132	83,161	85,240	87,371	89,555	94,033	98,734
Behaviorist Occupational Therapist	185	66,484	68,146	69,850	71,596	73,386	75,220	77,101	79,028	81,004	83,029	87,181	91,540
Food Services Director	225	66,484	68,146	69,850	71,596	73,386	75,220	77,101	79,028	81,004	83,029	87,181	91,540
Maintenance & Operations Coordinator	225	62,023	63,574	65,163	66,792	68,462	70,174	71,928	73,726	75,570	77,459	81,332	85,398
Custodial Supervisor	225	57,984	59,434	60,920	62,443	64,004	65,604	67,244	68,925	70,649	72,415	76,035	79,837

Board Approved: 2021.xx.xx

Board Approved: 2020.06.09

Board Approved: 2019.05.19

Board Approved: 2019.04.09

Board Approved: 2019.02.12

1% salary increase, effective 7-1-21 / 2 YR AGREEMENT, 1% salary increase effective 7-1-22

Moved Facilities/ HR/Media-Tech Directors and CBOO positions to lower level. Renamed IT Manager to Director

1% salary increase, effective 7-1-19 / 2 YR AGREEMENT, 1% salary increase effective 7-1-20

Position - Behaviorist Eff -4/10/19

Position - Occupational Therapist Eff -2/13/19



# Rescue Union School District Classified Management Salary Schedule

**2022-2023**

Revised 05/25/2021

# DRAFT

Established Classification	Work Days	Step:											
		1	2	3	4	5	6	7	8	9	10	11-15	16-20
Assistant Superintendent- Business Services - Classified	222	112,556	115,370	118,254	121,210	124,241	127,347	130,530	133,793	137,138	140,567	147,595	154,975
Chief Business & Operations Official	225	102,323	104,881	107,503	110,191	112,945	115,769	118,663	121,630	124,671	127,787	134,177	140,886
Director of Human Resources Media/Technology Director	225	89,214	91,444	93,730	96,073	98,475	100,937	103,460	106,047	108,698	111,416	116,986	122,836
Facilities Director Food Services Director <i>(2 Districts RUSD &amp; BUSD)</i> Information Technology Director Personnel Services Coordinator Transportation Director	225	72,426	74,237	76,093	77,995	79,945	81,944	83,992	86,092	88,244	90,451	94,973	99,722
Behaviorist Occupational Therapist	185	67,149	68,828	70,549	72,312	74,120	75,973	77,873	79,819	81,815	83,860	88,053	92,456
Food Services Director	225	67,149	68,828	70,549	72,312	74,120	75,973	77,873	79,819	81,815	83,860	88,053	92,456
Maintenance & Operations Coordinator	225	62,643	64,209	65,814	67,460	69,146	70,875	72,647	74,463	76,324	78,232	82,144	86,251
Custodial Supervisor	225	58,564	60,028	61,529	63,067	64,644	66,260	67,916	69,614	71,354	73,138	76,795	80,635

Board Approved: 2021.xx.xx  
 Board Approved: 2020.06.09  
 Board Approved: 2019.05.19  
 Board Approved: 2019.04.09  
 Board Approved: 2019.02.12  
 Board Approved: 2018.05.22

1% salary increase, effective 7-1-21 / 2 YR AGREEMENT, 1% salary increase effective 7-1-22  
 Moved Facilities/ HR/Media-Tech Directors and CBOO positions to lower level. Renamed IT Manager to Director  
 1% salary increase, effective 7-1-19 / 2 YR AGREEMENT, 1% salary increase effective 7-1-20  
 Position - Behaviorist Eff -4/10/19  
 Position - Occupational Therapist Eff -2/13/19  
 1% salary increase, effective 7-1-17 / 2 YR AGREEMENT, 1% salary increase effective 7-1-18





**Rescue Union School District  
Confidential Salary Schedule  
2021-2022**

**DRAFT**

A 1.0 FTE is 8 hours a day with 260 duty days.

Classification	Step:										
	1	2	3	4	5	6	7	8-10	11-15	16-20	21-25
12 Month <b>Fiscal Analyst</b>	5,015	5,266	5,529	5,805	6,095	6,400	6,720	7,056	7,409	7,779	8,168
<i>(Hourly Rate)</i>	<b>28.93</b>	<b>30.38</b>	<b>31.90</b>	<b>33.49</b>	<b>35.16</b>	<b>36.92</b>	<b>38.77</b>	<b>40.71</b>	<b>42.74</b>	<b>44.88</b>	<b>47.12</b>
12 Month <b>Administrative Assistant</b>	4,558	4,786	5,025	5,276	5,540	5,817	6,108	6,413	6,734	7,071	7,425
<i>(Hourly Rate)</i>	<b>26.30</b>	<b>27.61</b>	<b>28.99</b>	<b>30.44</b>	<b>31.96</b>	<b>33.56</b>	<b>35.24</b>	<b>37.00</b>	<b>38.85</b>	<b>40.79</b>	<b>42.84</b>
12 Month <b>Budget Technician</b>	4,558	4,786	5,025	5,276	5,540	5,817	6,108	6,413	6,734	7,071	7,425
<i>(Hourly Rate)</i>	<b>26.30</b>	<b>27.61</b>	<b>28.99</b>	<b>30.44</b>	<b>31.96</b>	<b>33.56</b>	<b>35.24</b>	<b>37.00</b>	<b>38.85</b>	<b>40.79</b>	<b>42.84</b>
12 Month <b>Payroll Technician</b>	4,020	4,221	4,432	4,654	4,887	5,131	5,388	5,657	5,940	6,237	6,549
<b>Personnel Technician</b>											
<i>(Hourly Rate)</i>	<b>23.19</b>	<b>24.35</b>	<b>25.57</b>	<b>26.85</b>	<b>28.19</b>	<b>29.60</b>	<b>31.08</b>	<b>32.64</b>	<b>34.27</b>	<b>35.98</b>	<b>37.78</b>
12 Month <b>Payroll Clerk</b>	3,689	3,873	4,067	4,270	4,484	4,708	4,943	5,190	5,450	5,723	6,009
<b>Personnel Clerk</b>											
<i>(Hourly Rate)</i>	<b>21.28</b>	<b>22.34</b>	<b>23.46</b>	<b>24.63</b>	<b>25.87</b>	<b>27.16</b>	<b>28.52</b>	<b>29.94</b>	<b>31.44</b>	<b>33.02</b>	<b>34.67</b>
12 Month <b>District Office Secretary</b>	3,689	3,873	4,067	4,270	4,484	4,708	4,943	5,190	5,450	5,723	6,009
<i>(Hourly Rate)</i>	<b>21.28</b>	<b>22.34</b>	<b>23.46</b>	<b>24.63</b>	<b>25.87</b>	<b>27.16</b>	<b>28.52</b>	<b>29.94</b>	<b>31.44</b>	<b>33.02</b>	<b>34.67</b>
12 Month <b>Receptionist</b>	2,723	2,859	3,002	3,152	3,310	3,476	3,650	3,833	4,025	4,226	4,437
<i>(Hourly Rate)</i>	<b>15.71</b>	<b>16.49</b>	<b>17.32</b>	<b>18.18</b>	<b>19.10</b>	<b>20.05</b>	<b>21.06</b>	<b>22.11</b>	<b>23.22</b>	<b>24.38</b>	<b>25.60</b>

**Board Adopted:**

2021.xx.xx	Effective July 1, 2021 (1.0% Increase)
2020.06.09	Effective July 1, 2020 Moved Step 7 up and eliminated Step 26
2019.05.21	Effective July 1, 2019 (1.0% Increase)
2019.05.21	Effective July 1, 2020 (1.0% Increase)
2018.05.22	Effective July 1, 2018(1.0% Increase)
2018.05.22	Effective July 1, 2017 (1.0% Increase)
2017.08.01	Approved Fiscal Analyst position
2016.05.10	Effective July 1, 2015 (4.5% Increase) 2 year agreement
2016.05.10	Effective July 1, 2016 (1% Increase) based on passage of Prop 55
2015.04.14	Effective July 1, 2014 (4.5% Increase)
2013.11.20	Effective July 1, 2013 (5.25% Increase)
2010.06.22	Effective July 1, 2010
2009.08.11	Effective July 1, 2009
2008.06.10	Effective July 1, 2008
2007.06.12	Effective July 1, 2007 (4.53% Increase)
2006.11.14	DO Clerk (Confidential) Reclassified to Office Clerk (Classified)
2006.08.08	Accountant Reclassified from Confidential to Classified Position
2006.03.21	Effective July 1, 2005 (5% Increase)
2006.03.21	Effective July 1, 2006 (6.89% Increase)
2004.08.10	Effective July 1, 2004 (3% Increase)
2004.03.09	One Time Payment (\$834 for 03-04)
2002.12.10	Effective July 1, 2002 (2% Increase)
2002.08.13	Approval new positions
2001.08.07	Effective July 1, 2001 (4.75% Increase)



**Rescue Union School District  
Confidential Salary Schedule  
2022-2023**

**DRAFT**

A 1.0 FTE is 8 hours a day with 260 duty days.

Classification	Step:										
	1	2	3	4	5	6	7	8-10	11-15	16-20	21-25
12 Month <b>Fiscal Analyst</b>	5,065	5,318	5,584	5,863	6,156	6,464	6,787	7,126	7,482	7,856	8,249
<i>(Hourly Rate)</i>	29.22	30.68	32.22	33.83	35.52	37.29	39.16	41.11	43.17	45.32	47.59
12 Month <b>Administrative Assistar</b>	4,604	4,834	5,076	5,330	5,597	5,877	6,171	6,480	6,804	7,144	7,501
<i>(Hourly Rate)</i>	26.56	27.89	29.28	30.75	32.29	33.91	35.60	37.38	39.25	41.22	43.28
12 Month <b>Budget Technician</b>	4,604	4,834	5,076	5,330	5,597	5,877	6,171	6,480	6,804	7,144	7,501
<i>(Hourly Rate)</i>	26.56	27.89	29.28	30.75	32.29	33.91	35.60	37.38	39.25	41.22	43.28
12 Month <b>Payroll Technician</b>	4,060	4,263	4,476	4,700	4,935	5,182	5,441	5,713	5,999	6,299	6,614
<i>(Hourly Rate)</i>	23.42	24.59	25.82	27.12	28.47	29.90	31.39	32.96	34.61	36.34	38.16
12 Month <b>Payroll Clerk</b>	3,726	3,912	4,108	4,313	4,529	4,755	4,993	5,243	5,505	5,780	6,069
<i>(Hourly Rate)</i>	21.50	22.57	23.70	24.88	26.13	27.43	28.81	30.25	31.76	33.35	35.01
12 Month <b>Personnel Clerk</b>	3,726	3,912	4,108	4,313	4,529	4,755	4,993	5,243	5,505	5,780	6,069
<i>(Hourly Rate)</i>	21.50	22.57	23.70	24.88	26.13	27.43	28.81	30.25	31.76	33.35	35.01
12 Month <b>District Office Secretary</b>	3,726	3,912	4,108	4,313	4,529	4,755	4,993	5,243	5,505	5,780	6,069
<i>(Hourly Rate)</i>	21.50	22.57	23.70	24.88	26.13	27.43	28.81	30.25	31.76	33.35	35.01
12 Month <b>Receptionist</b>	2,750	2,888	3,032	3,184	3,343	3,510	3,686	3,870	4,064	4,267	4,480
<i>(Hourly Rate)</i>	15.87	16.66	17.49	18.37	19.29	20.25	21.27	22.33	23.45	24.62	25.85

**Board Adopted:**

2021.xx.xx	Effective July 1, 2022 (1.0% Increase)
2021.xx.xx	Effective July 1, 2021 (1.0% Increase)
2020.06.09	Effective July 1, 2020 Moved Step 7 up and eliminated Step 26
2019.05.21	Effective July 1, 2019 (1.0% Increase)
2019.05.21	Effective July 1, 2020 (1.0% Increase)
2018.05.22	Effective July 1, 2018(1.0% Increase)
2018.05.22	Effective July 1, 2017 (1.0% Increase)
2017.08.01	Approved Fiscal Analyst position
2016.05.10	Effective July 1, 2015 (4.5% Increase) 2 year agreement
2016.05.10	Effective July 1, 2016 (1% Increase) based on passage of Prop 55
2015.04.14	Effective July 1, 2014 (4.5% Increase)
2013.11.20	Effective July 1, 2013 (5.25% Increase)
2010.06.22	Effective July 1, 2010
2009.08.11	Effective July 1, 2009
2008.06.10	Effective July 1, 2008
2007.06.12	Effective July 1, 2007 (4.53% Increase)
2006.11.14	DO Clerk (Confidential) Reclassified to Office Clerk (Classified)
2006.08.08	Accountant Reclassified from Confidential to Classified Position
2006.03.21	Effective July 1, 2005 (5% Increase)
2006.03.21	Effective July 1, 2006 (6.89% Increase)
2004.08.10	Effective July 1, 2004 (3% Increase)
2004.03.09	One Time Payment (\$834 for 03-04)
2002.12.10	Effective July 1, 2002 (2% Increase)
2002.08.13	Approval new positions
2001.08.07	Effective July 1, 2001 (4.75% Increase)