



# Project Green

Rescue Union School District Board Presentation 11.14.23

*Our mission is to engage students to grow our community's school gardens by creating a safe outdoor educational environment, while nurturing emotional and social development.*

# Project Green Partner Gardens

-  Lakeview Elementary School – The Nanas
-  Green Valley Elementary School - Kara Harrell
-  Rescue Elementary School - Courtney Repking
-  Jackson Elementary - Zoe Hanko
-  Pleasant Grove – Jacquelyn Estes
-  Lake Forest Elementary – Gina Johnston
-  Marina Village – Gina Johnston





# **What's Happening In Our Gardens**



# Lakeview Elementary



Project Green



# Green Valley Elementary

## Kara Harrell



- Garden overview
- Garden lunch club
- Gardens lessons
- New projects



Project Green



# Green Valley Elementary

Kara Harrell





# Rescue Elementary Courtney Repking



- Garden Overview
- Garden Lunchtime Program
- Garden Lessons
- New Projects



Project Green



# Jackson Elementary

## Zoe Hanko



- Recent projects
- Garden Club
- Volunteer/Future Projects
- Jaguar Farms Overview



Project Green



# Jackson Elementary

## Zoe Hanko



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# Pleasant Grove Middle School

## Jacquelyn Estes



## Student Garden & Outdoor Classroom

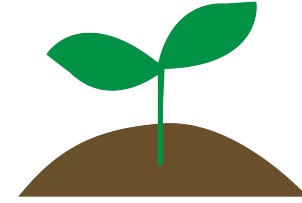


Project Green





# Lunch in the Garden



The Garden provides an alternative, quieter space for students during their lunch. Students can relax and reset before finishing the second half of their day.

## Garden Activities:

- Painting Rocks
- Watercolors
- Seed Starting
- UNO

## Average Student Attendance:

6th Grade: 14

7th Grade: 16

8th Grade: 12









# Lake Forest Elementary

Gina Johnston



- Garden Overview
- Garden Lunch Program  
Daily Attendance  
SDC Students
- Garden Events / Holiday Celebrations
- Gardens Lessons
- New Projects



Project Green



# Lake Forest Garden Projects



Butterfly Garden Coming Soon





# Marina Village Middle School

## Gina Johnston



- Garden Overview
- Garden Lunch Program
- New Projects/Programs:
  - Expansion of outdoor garden
  - Campus Impact Team

Date: 9-18		Name - 8th grade
Name - 6th grade	Name - 7th grade	
1 Gurveena Khara		
2 Morgan Nguyen		
3 Anika Shah		
4 Vivienne H		
5 Kaya H		
6 Josie Farmer		
7 Sarah Drennan		
8 Lillian Oby		
9 Benjamin Jordan		
10 Levi Wotkin		
11 Abby Hedges		
12 Kylie Hoxworth		
13 Jayla Jennings		
14 Reese Leedingham		
15 Hayden Busalacchi		
16 Ryann Seitz		
17 Addison Connell		
18 Lily Rawlinso		
19 Violet Getz		
20 Leah Tran		
21 Daisy Campbell		
22 Charlotte Brazor		
23 Anna Carlson		
24 Sofia Padilla		
25 Brooke Armstr		
26 Riley Sparks		
27 Aimee Karpel		
28 Stella Frank		
29		
30		



### Marina Village Middle School

#### Join Our Impact Student Campus Beautification Team!

- Plan
- Design
- Paint
- Assist with grant writing
  - For local and state grants to fund outdoor school green projects



#### Help us:

- ✓ Find opportunities to improve school campus
- ✓ Identify areas that need color and visual interest
- ✓ Plan, design, paint and assist with grant writing
  - Draw up a master plan to implement and improve school campus!

Open to all 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> graders

Email [gjohnston@my.rescueusd.org](mailto:gjohnston@my.rescueusd.org) or  
come to the garden during your lunch  
period.



Project Green



# Marina - New Programs and Projects





# Marina - New Programs and Projects





A photograph of a garden with various green plants and a red flower in the background, overlaid with a white text box.

# **Project Green Community Partners**



## Our Community Partners



Project Green



# **Project Green**

## **Total Grants & Donations**



# Project Green Grants & Donations

Since our inception in April 2020,  
Project Green has brought in grants  
and donations!



Project Green



# Project Green





**ITEM #: 3a**

**DATE: November 14, 2023**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM: California Assessment of Student Performance and Progress (CAASPP) Update**

**RECOMMENDATION:**

The Superintendent recommends the Board receive test results for the 2023 administration of the Smarter Balanced Assessments.

**BACKGROUND:**

In the spring of 2023, students in grades 3-8 took part in the Smarter Balanced Summative Assessment to measure their ability to demonstrate and apply knowledge associated with the California State Standards. Assessments included computer adaptive tests and performance tasks in the areas of English language arts and mathematics.

**STATUS:**

Student Score Reports (SSRs), as well as aggregate and disaggregated scores for the district and school sites, have been reviewed by administrators and teachers. School and grade level teams have begun developing action plans to strategically target academic areas based on student performance. Sites are utilizing the overall scores as a baseline and as one method of measurement along with local District assessments to determine areas of strength and areas for growth for the 2023-2024 school year.

**FISCAL IMPACT:**

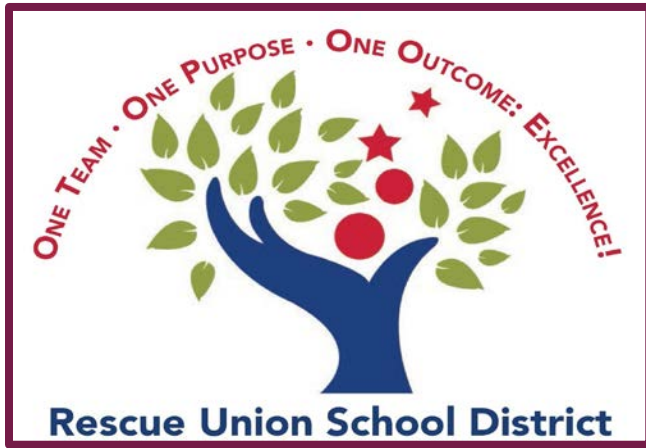
N/A

**BOARD GOAL(S):**

Board Focus Goal I - STUDENT NEEDS

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





**November 14, 2023**

## **California Assessment of Student Performance and Progress (CAASPP) Update**

Rescue Union School District Board of Education

# Agenda

- Introduction
- Student Achievement Levels for ELA and Math
- CAASPP Results at a Glance
- CAASPP Overall Results for the District
  - ELA and Math
- CAASPP Results for Student Groups
  - Students with Disabilities
  - Socio-Economically Disadvantaged Students
  - EL Students
  - Hispanic or Latino Students
- Chronic Absenteeism Report
- Analysis Process and Next Steps
- Questions





# Introduction

- The Smarter Balanced Assessment is but one of many measurements that we use to assess student growth.
- The Smarter Balanced Assessments:
  - Are aligned to **more rigorous standards**,
  - Require students to **think more critically**, and
  - Contain **in-depth performance tasks** rather than multiple choice questions.
- The 2023 Smarter Balanced Assessment was truncated thereby limiting the amount of data available for school districts.
- The results in this presentation serve as our new benchmark for our district moving forward as the California School Dashboard is being recalibrated.



# Student Achievement Levels for ELA and Math

**Standard Exceeded:** Advanced progress toward mastery.

**Standard Met:** Progress toward mastery.

**Standard Nearly Met:** May require further development to demonstrate the knowledge and skills needed for likely success in future coursework.

**Standard Not Met:** Needs substantial improvement to demonstrate the knowledge and skills needed for likely success in future coursework.



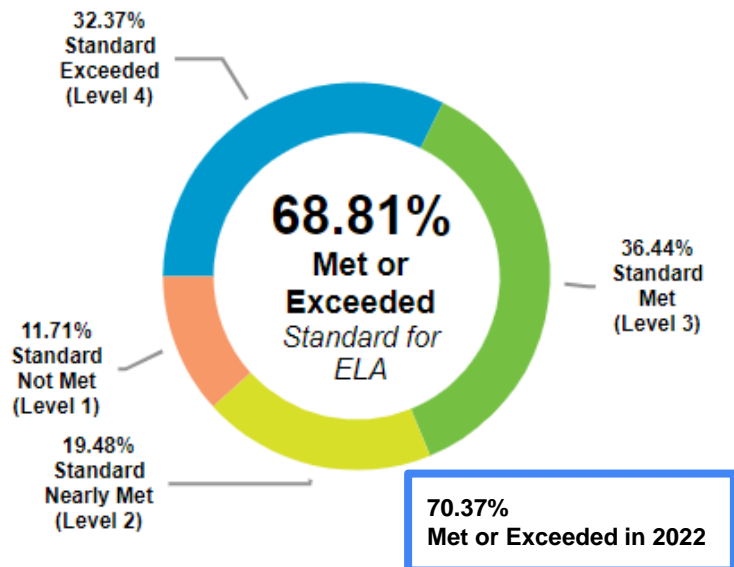


# CAASPP Results at a Glance

## Rescue Union School District 2022-2023

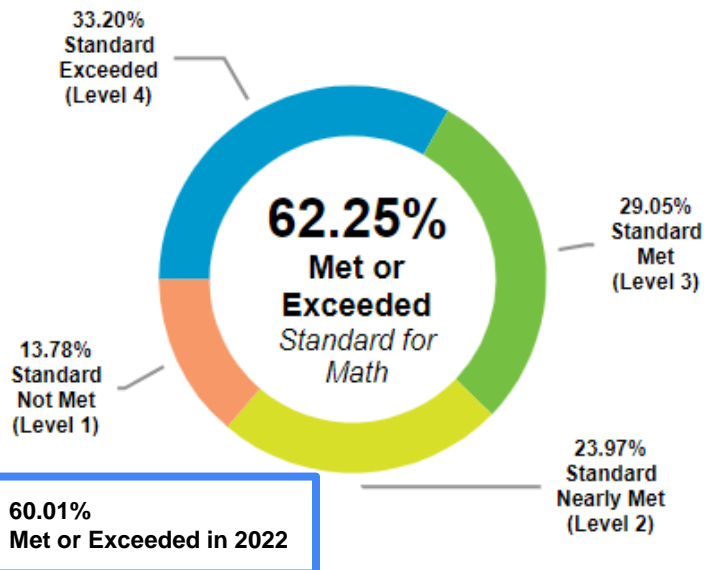
### ELA

Percent of students within each achievement level



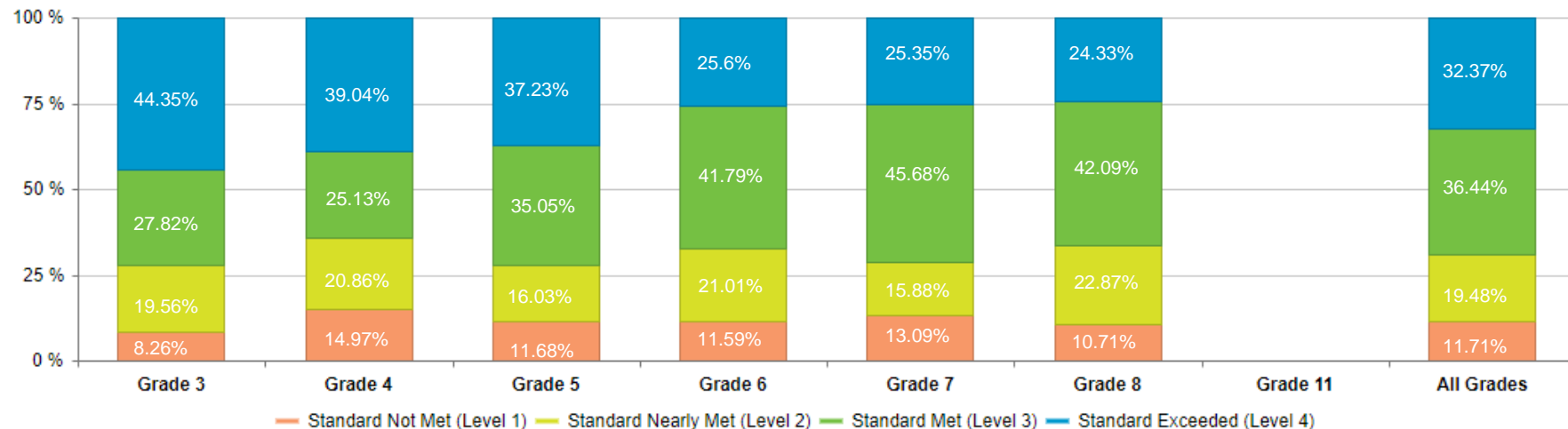
### Mathematics

Percent of students within each achievement level



# Overall Results for the Rescue Union School District

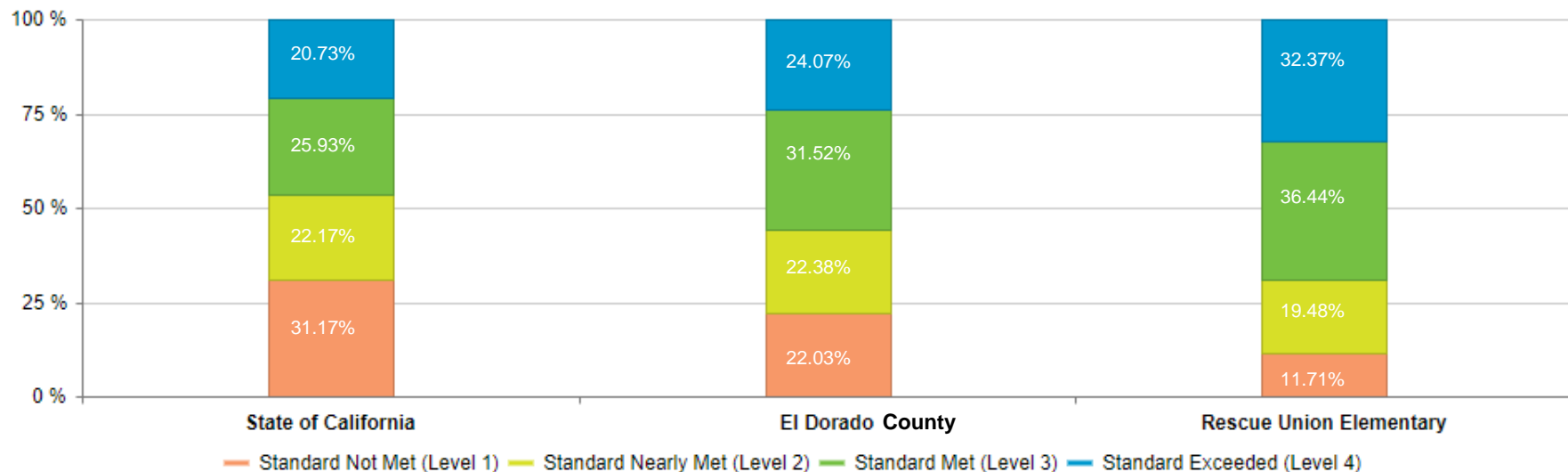
## ELA 2023





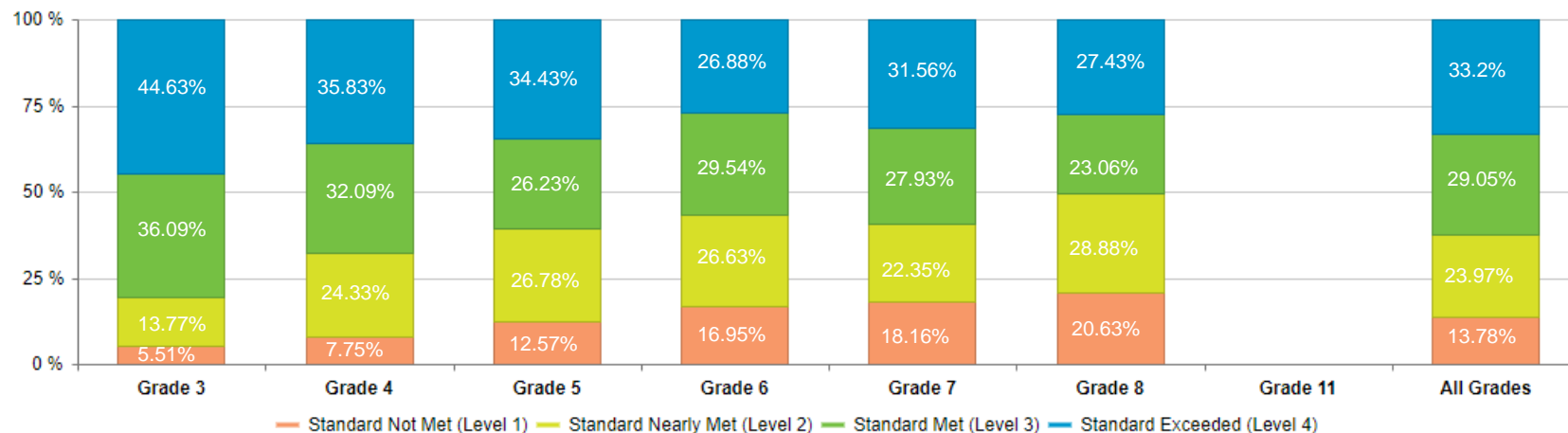
# Overall Comparison Results

## ELA 2023



# Overall Results for the Rescue Union School District

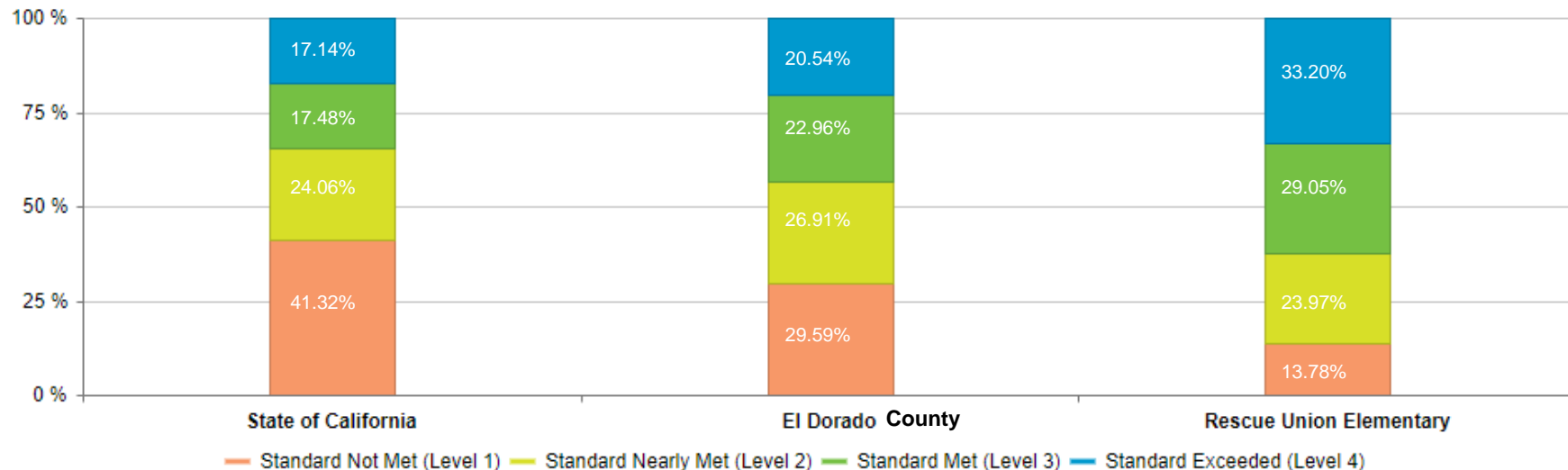
## Math 2023





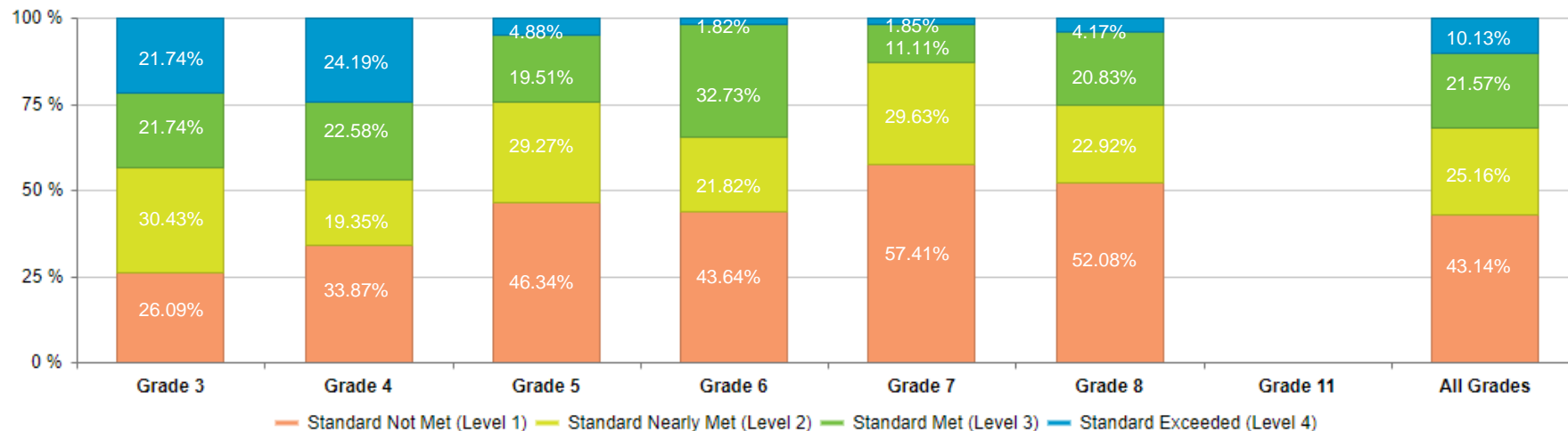
# Overall Comparison Results

## Math 2023



# CAASPP Results for Students with Disabilities (306)

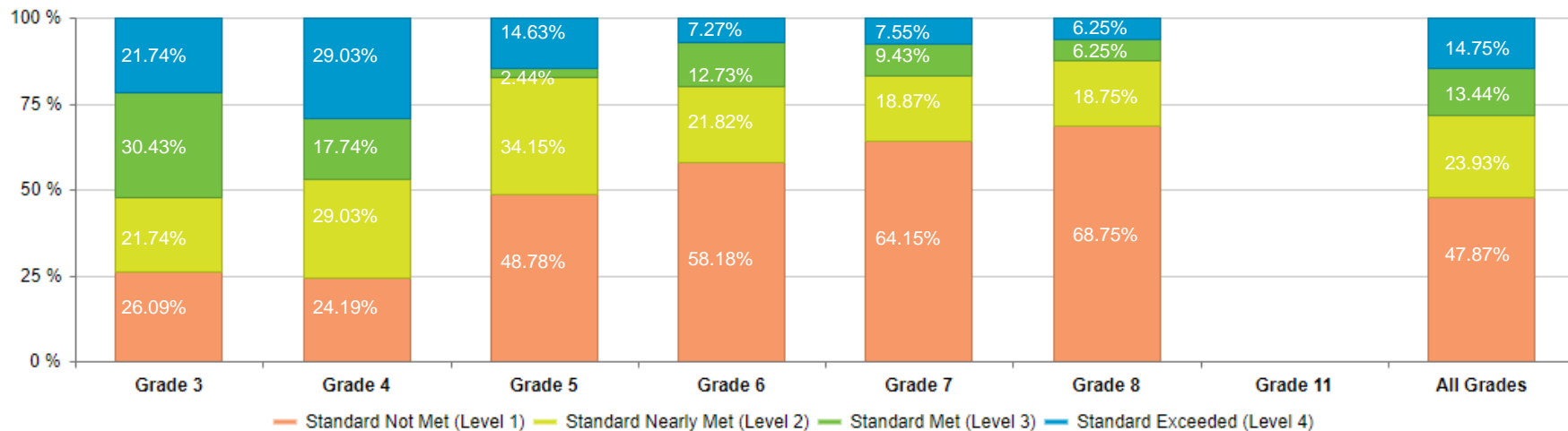
## ELA 2023





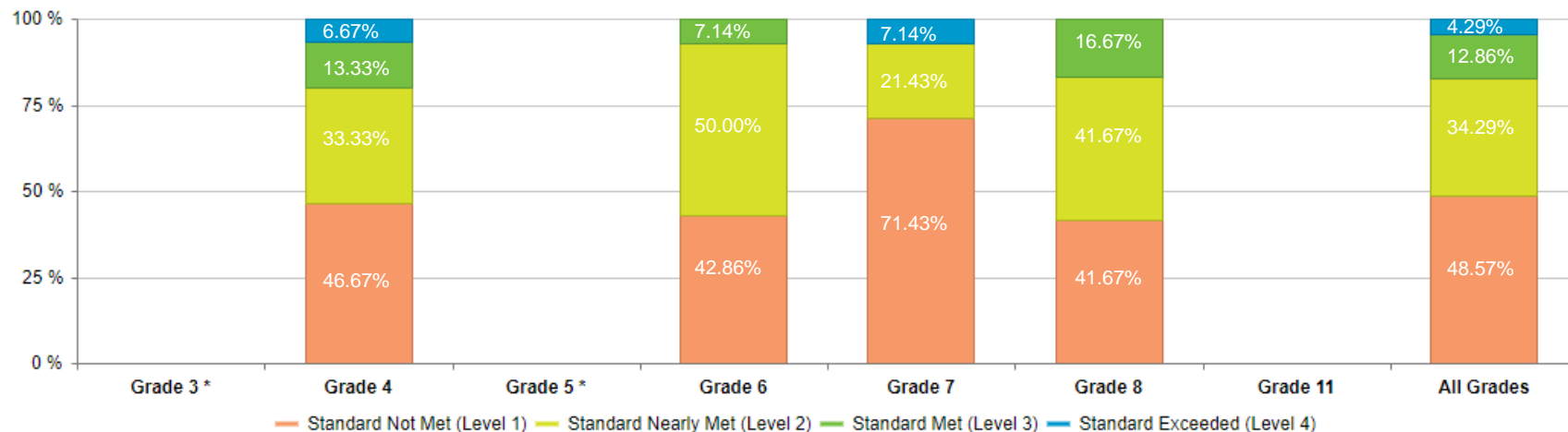
# CAASPP Results for Students with Disabilities (305)

## Math 2023



# CAASPP Results for EL Students (70)

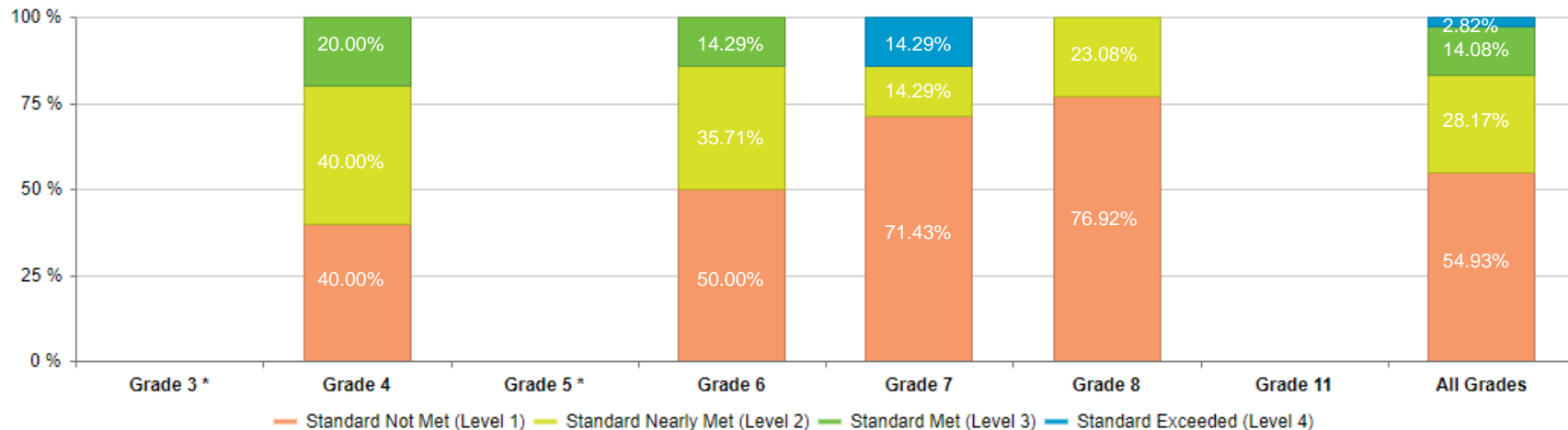
## ELA 2023





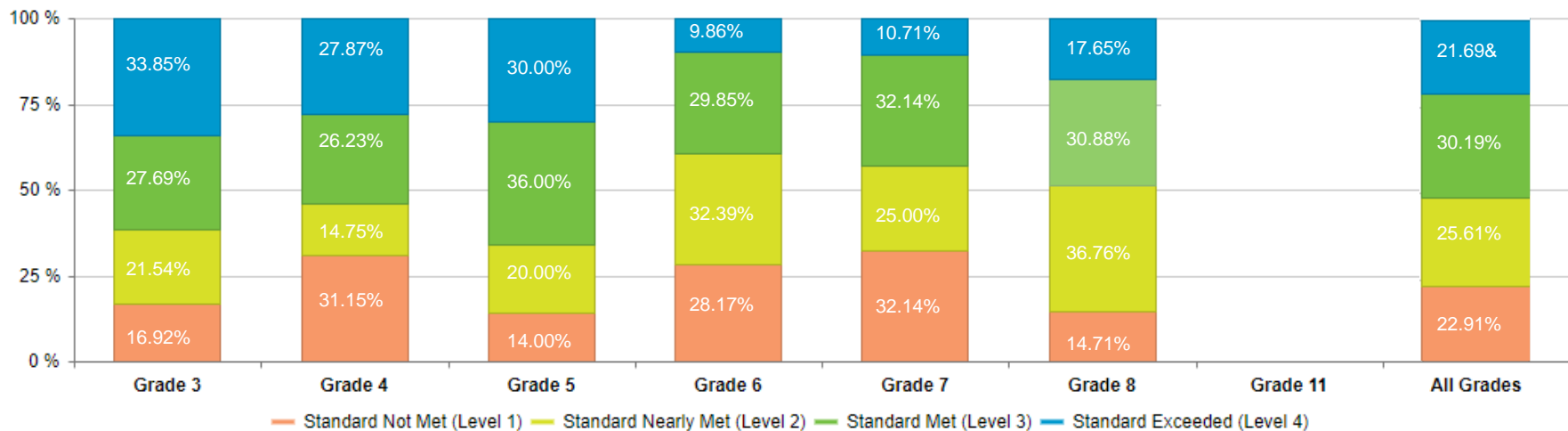
# CAASPP Results for EL Students (71)

## Math 2023



# CAASPP Results for Socio-Economically Disadvantaged Students (371)

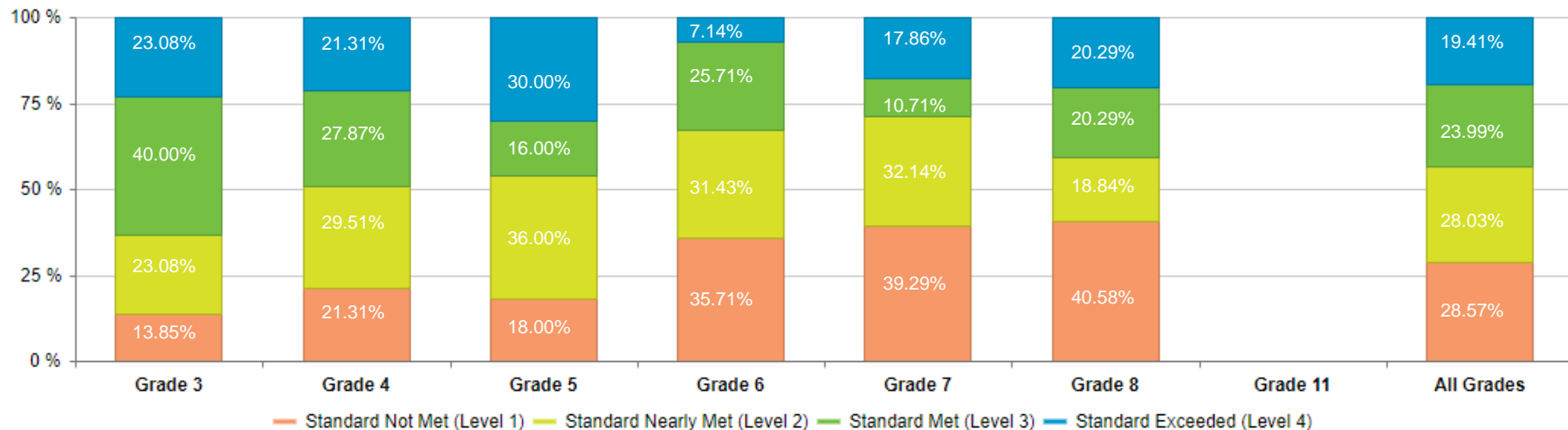
## ELA 2023





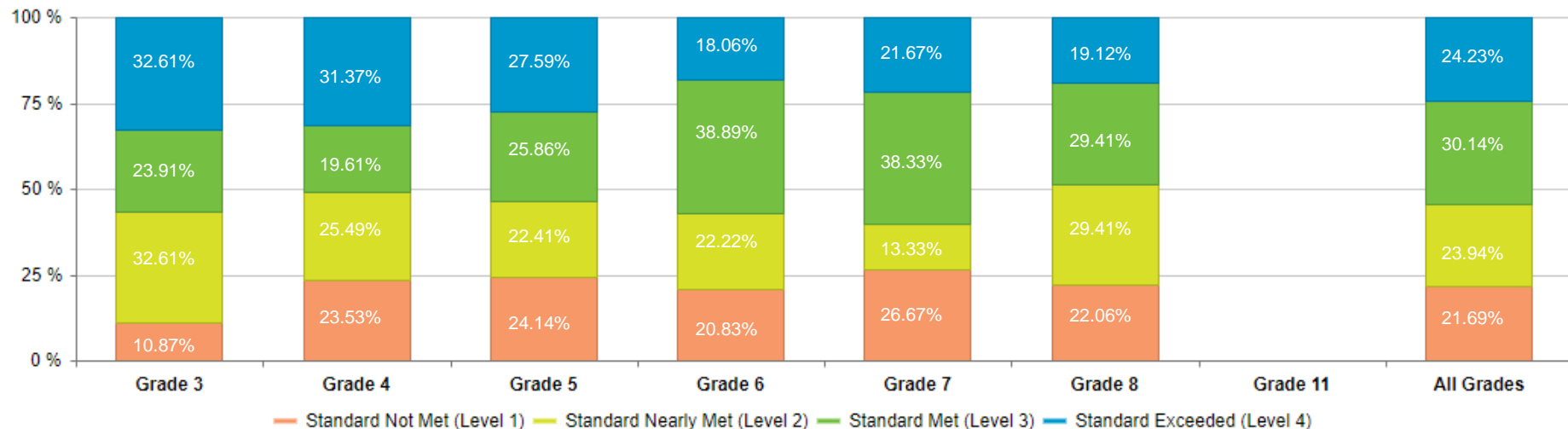
# CAASPP Results for Socio-Economically Disadvantaged Students (371)

## Math 2023



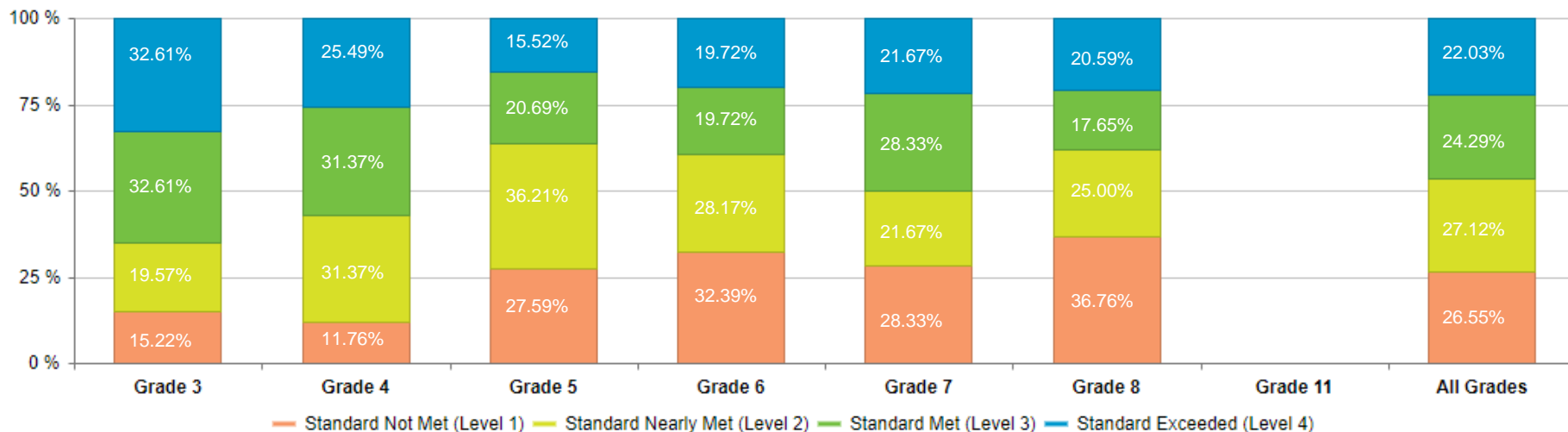
# CAASPP Results for Hispanic or Latino Students (355)

## ELA 2023



# CAASPP Results for Hispanic or Latino Students (354)

## Math 2023





# Chronic Absenteeism Report for 2022-2023

Name	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
<a href="#">Black Oak Mine Unified</a>	1,074	384	35.8%
<a href="#">Buckeye Union Elementary</a>	3,561	423	11.9%
<a href="#">Camino Union Elementary</a>	424	91	21.5%
<a href="#">El Dorado County Office of Education</a>	230	95	41.3%
<a href="#">El Dorado Union High</a>	6,662	1,353	20.3%
<a href="#">Gold Oak Union Elementary</a>	485	189	39.0%
<a href="#">Gold Trail Union Elementary</a>	533	166	31.1%
<a href="#">Indian Diggings Elementary</a>	15	4	26.7%
<a href="#">Lake Tahoe Unified</a>	3,734	1,405	37.6%
<a href="#">Latrobe</a>	168	18	10.7%
<a href="#">Mother Lode Union Elementary</a>	901	245	27.2%
<a href="#">Pioneer Union</a>	300	116	38.7%
<a href="#">Placerville Union Elementary</a>	1,236	339	27.4%
<a href="#">Pollock Pines Elementary</a>	634	236	37.2%
<a href="#">Rescue Union Elementary</a>	3,606	392	10.9%
<a href="#">Silver Fork Elementary</a>	13	1	7.7%

Academic Year	Chronic Absenteeism Eligible Enrollment	Chronic Absenteeism Count	Chronic Absenteeism Rate
2022-23	3,606	392	10.9%
2021-22	3,699	725	19.6%
2020-21	3,611	379	10.5%
2019-20	N/A	N/A	N/A
2018-19	3,769	158	4.2%
2017-18	3,781	160	4.2%
2016-17	3,857	167	4.3%

- Chronic Absenteeism is defined as missing more than 10% of a school year
- Many of these absences are the result of COVID protocols that were implemented
- Rescue's attendance is among the best in the County and continues to improve



# Analysis Process and Next Steps

- Sites and grade level teams have already set to work reviewing their results. Normally this includes analyzing trends at the claim and target levels. However, that data is not available to us this year. Our teams are continuing to use our District and local assessments to measure student achievement.
- Teachers received the scores of their current students and are using that overall data along with beginning of the year and trimester assessments to identify areas of strength and areas of need for students.
- Conferences are being held to share student progress with families along with identifying where students are in relationship to end of the year standards.
- We are reviewing attendance rates monthly to monitor trends and connect with families in the event that students have excessive absences.



# Questions?





**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:** Resolution Adopting Accounting of Developer Fees – Fiscal Year 2022-23

**BACKGROUND:**

Pursuant to Government Code Section 66000 et seq. the District is required to make public an annual accounting of developer fees collected by RUSD within 180 days after the last day of each fiscal year.

**STATUS:**

This report provides the accounting and findings related to the collection of developer fees in Fiscal Year 2022-23. The report includes information on the type of fee collected, the amount of the fee, the balance of the funds collected, the public improvement to which the fees are to be put, the approximate date by which the public improvement construction will commence, the reasonableness of the relationship between the fee charged and the purpose for which it is charged, the sources of funding available for completing any incomplete projects and the approximate dates for completion of such projects.

**FISCAL IMPACT:**

As of June 30, 2023, the District collected \$2.49 per square foot of assessable space of residential construction; and \$0.40 per square foot of covered and enclosed space of commercial/industrial construction; but subject to the District's determination that a particular project is exempt from all or part of these fees.

The District's School Facility Fee Justification Report approved November 2021 demonstrated Rescue Union School District was justified to collect the legal maximum fee of \$4.08 per square foot of residential development as authorized by Government Code 65995 (Level 1 fees) as future residential development creates a school facility cost of \$4.79 per square foot.

The beginning and ending balance of the Fund were:

<i>Beginning Fund Balance:</i>	<i>\$2,526,237</i>
<i>Fees/Revenues Collected (all sources)</i>	<i>\$729,062</i>
<i>Expenditures</i>	<i>(\$627,015)</i>

***Ending Fund Balance: \$2,628,284***

**BOARD GOAL:**

Board Focus Goal IV – FINANCIAL PLANNING

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

**RECOMMENDATION:**

The Superintendent recommends the Board of Trustees adopt the Resolution Adopting the Accounting of Developer Fees for Fiscal Year 2022-23.





## RESCUE UNION SCHOOL DISTRICT

*"Educating for the Future Together"*

2390 Bass Lake Road • Rescue, CA 95672

(530) 677-4461 • FAX (530) 677-0719

[www.rescueusd.org](http://www.rescueusd.org)

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### **Accounting for Developer Fees Collected in Prior Years:**

Pursuant to Government Code §66006 all fees and charges, along with any interest income earned thereon, are deposited in a separate capital facilities fund in a manner to avoid any comingling with other revenues and funds of the District. Every year the District must account for the fees. Pursuant to Government Code §66001 every five years the District must make certain findings regarding the funds as described below. The expenditure of the fees is described in the "Developer Fee Collection Summary".

Pursuant to Government Code §66006, the District shall, within 180 days after the last day of each fiscal year, make available to the public an accounting for the fees in the capital facilities fund.

Not less than 15 days after it is made available to the public, the District shall review the accounting at the next regularly scheduled public meeting.

The District shall provide notice of the time and place of the meeting, including the address where the information may be reviewed, and the notice shall be mailed at least 15 days prior to the meeting to any interested party who files a written request with the District for mailed notice of the meeting.

Under Government Code §66006 the annual accounting must contain the following information:

**a. A brief description of the type of fee in the account.**

In this District, all of the fees in the account are Level I fees collected from developers under Government Code §65995 and Education Code §17620.

**b. The amount of the fee.**

The amount of the fee in this District is \$2.49 per square foot on all residential construction and \$0.40 per square foot on all commercial (except for mini-storage construction which is \$.05 per square foot) and industrial construction. This amount is 61% of the total fee collected.

**c. The beginning and ending balance of the account.**

*Beginning Fund Balance:* \$ 2,526,237

*Ending Fund Balance:* \$ 2,628,284

**d. The amount of the fees collected and the interest earned.**

*Fees Collected:* \$ 790,098

*Interest Earned:* \$ 30,586

**e. An identification of each public improvement on which fees were expended and the amount of the expenditures on each improvement, including the total percentage of the cost of the public improvement that was funded with fees.**

See Development Fee Collection Summary, Exhibit A.





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- f. **An identification of an approximate date by which the construction of the public improvement will commence if the local agency determines that sufficient funds have been collected to complete financing on an incomplete public improvement, as identified in the facility plan of the District, and that the public improvement remains incomplete.**

Not applicable. The District has not made this determination.

- g. **A description of each interfund transfer or loan made from the account or fund, including the public improvement on which the transferred or loaned fees will be expended, and, in the case of an interfund loan, the date on which the loan will be repaid, and the rate of interest that the account or fund will receive on the loan.**

Inter-fund transfers were made to make Certificate of Participation payments for completed construction projects. This is not a loan.

- h. **The amount of any developer fee refunds.**

*Refunds in 2022-23 total \$3,523.00*

Under Government Code §66001, the Board must make the following findings for the five-year accounting with respect to the portion of the account or fund remaining unexpended, whether committed or uncommitted:

- a. **Identify the purpose of the fee.**

The justification for the fee is outlined in the November 2021 Justification Study, and is based on the District's 2020 Developer Fee Study which includes New Schools, Additions to Existing Schools, Portable Replacement Projects, and Modernization/Upgrade projects.

- b. **Demonstrate a reasonable relationship between the fee and the purpose for which it is charged.**

Future residential development will cause new families to move into the District and, consequently, will generate additional students in the District. The District's School Facility Fee Justification Report from November 2021 demonstrated adequate school facilities do not exist for these students. Future residential development, therefore, creates a need for additional school facilities. The fee's use (acquiring school facilities) is, therefore, reasonably related to the type of project (future residential development) on which it is imposed.

New commercial/industrial development will cause new workers to move into the District. Because some of these workers will have school-age children, commercial /industrial development will also generate new students in the District. The District's School Facility Fee Justification Report from November 2021 demonstrated adequate school facilities do not exist for these students. New commercial/industrial development, therefore, creates a need for additional school facilities. The fee's use (acquiring school facilities) is, therefore, reasonably related to the type of project (new commercial/industrial development) on which it is imposed.



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c. **Identify all sources and amounts of funding anticipated to complete the financing of incomplete improvements.**

Funding sources will include developer fees, general fund (annual contributions to a special reserves/capital outlay fund), general obligation bond proceeds, Community Facilities District Funds, and state modernization funds.

d. **Designate the approximate dates on which the funding anticipated to complete financing of the incomplete improvements is expected to be deposited into the appropriate account or fund.**

This cannot be determined for certain at this time. The determining factor is the availability of State funding on certain new construction projects, housing development progress and completion dates throughout the District.

If findings are not made every five years, as required by Government Code §66001(d), the District shall refund the moneys in the fund as provided below.

When sufficient funds have been collected to complete financing on incomplete public improvements identified in the District's facilities plan, and the improvements remain incomplete, the District shall identify, within 180 days of the determination that sufficient funds have been collected, an approximate date by which the construction of the public improvement will be commenced, or shall refund to the then current record owner or owners of the lots or units, as identified on the last equalized assessment roll, of the development project or projects on a prorated basis, the unexpended portion of the fee, and any interest accrued thereon.

If the administrative costs of refunding unexpended revenues exceed the amount to be refunded, the District, after a public hearing, notice of which has been published once in a newspaper of general circulation, and posted in three prominent places within the area of the development project, may determine that the revenues shall be allocated for some other purpose for which development fees are collected pursuant to Government Code §§66000 et seq., and which serves the project on which the fee was originally imposed.

**Recommendation:**

The Assistant Superintendent recommends that the Board of Trustees approve this report, and the information provided for the annual and five-year accounting requirement.



Rescue Union School District  
Annual Accounting of Developer Fees - Fiscal Year 2022-23  
Per Government Code 66001-66008

10/24/2023

Attachment A

**Beginning Balance (July 1, 2022 Unaudited)** **\$ 2,526,237**

**Revenues:**

Fees Collected	\$	790,098
Interest Earned	\$	31,586
Reduction for Fair Market Value	\$	(92,622)
Other:	\$	-

**Total Revenue:** **\$ 729,062**

**Total Funds Available** **\$ 3,255,299**

Expenditures:	<u>Amount Expended</u>	<u>Percentage of Cost Funded by Developer Fees</u>
<b>Construction Projects:</b>		
<i>Rescue Elementary School Capital Improvements:</i>		
The District has embarked on a plan to upgrade facilities needed to accommodate growth.	\$ 250,060	100%
<i>Jackson Field</i>	\$ 68,731	27%
 <b>Debt Service - 2010 Certificates of Participation Refunding</b>	 \$ 163,744	 31.25%
Rental Payments and Interest were paid on the 2010 Certificates of Participation used to refund the 2001 and 2008 COP's. Proceeds from the original sale of Certificates of Participation (2001) were used to plan, design, and construct school facilities and to accommodate growth in constructing the Pleasant Grove Middle School (\$2.5M of \$8M COP).		
 <b>EDCOE Fee</b>	 \$ 23,211	 100%
The El Dorado County Office of Education administers the collection of Developer Impact Fees for the school districts in El Dorado County. This is the administrative fee charged by EDCOE for their services.		
 <b>Contracts - School Facility Consultants/ School Works</b>	 \$ 89,992	 100%
The District contracted with contractors to perform the following - Prepare and update school boundary information, and Prepare Modernization Eligibility Analysis for Rescue USD		
 <b>Conferences</b>	 \$ 1,200	 100%
District staff attended Coalition for Adequate School Housing (C.A.S.H.) and other facilities related workshops, courses, and conferences.		
 <b>Administrative Expenses</b>	 \$ 30,077	 25%
Administrative expenses including payroll and benefits related to the Facilities Department's oversight of the capital improvements and projects being planned, designed and constructed to accommodate growth were incurred by the District.		
 <b>Total Expenditures:</b>	 <b>\$ 627,015</b>	
 <b>Ending Balance (June 30, 2023)</b>	 <b>\$ 2,628,284</b>	





Rescue Union School District  
5 Year Accounting of Developer Fees - Fiscal Year 2022-23  
Per Government Code 66001-66008

*Updated 10/24/2023*

Attachment B

<u>Year</u>	<u>Interest</u>	<u>FMV</u>	9013	9017	<u>Level III</u>	<u>Beg. Balance</u>	<u>Revenues</u>	<u>Expenditures</u>	<u>Transfers In</u>	<u>Audit Adjust</u>	<u>Ending Balance</u>
			<u>Level I</u>	<u>Level II</u>							
2018-19	\$ 37,544		\$ 379,841	\$ -		\$ 1,789,584	\$ 417,385	\$ 339,880	\$ -	\$ -	\$ 1,867,089
2019-20	\$ 34,726		\$ 340,513	\$ -		\$ 1,867,089	\$ 375,239	\$ 321,693	\$ -	\$ -	\$ 1,920,635
2020-21	\$ 10,123		\$ 529,980			\$ 1,920,635	\$ 540,103	\$ 222,557	\$ -	\$ -	\$ 2,238,181
2021-22	\$ 7,603		\$ 518,720			\$ 2,238,181	\$ 526,323	\$ 238,267	\$ -	\$ -	\$ 2,526,237
2022-23	\$ 31,586	\$ (92,622)	\$ 790,098			\$ 2,526,237	\$ 729,062	\$ 627,015	\$ -	\$ -	\$ 2,628,284
Five Year Revenue/Expenditure 2018-19 thru 2022-23							\$ 2,588,111	\$ 1,749,411			

RESCUE UNION SCHOOL DISTRICT  
2390 BASS LAKE ROAD  
RESCUE, CA 95672

# PUBLIC NOTICE

NOTICE IS HEREBY GIVEN that at 6:30 p.m. on Tuesday, November 14, 2023 at the District Office Board Room, located at 2390 Bass Lake Road, Rescue CA, the Governing Board of the Rescue Union School District will consider the approval of the Annual Developer Fee Report for 2022- 2023, pursuant to Government Code sections 66001 [and 66006].

Any interested party may make an oral or written presentation at the meeting. Rescue Union School District has made available to the public information regarding the capital facilities fees received, deposited, invested and expended by the District, particularly through a document entitled Annual Accounting Developer Fees 2022-2023.

Such information may be obtained at the District Office at the address listed above, by contacting Lisa Donaldson at 530-677-4461, or by using this link: <http://www.rescueusd.org/School-Board/Agendas-Minutes/index.html>

By: Lisa Donaldson  
Assistant Superintendent of Business Services

Dated: October 31, 2023

**ITEM#: 5a**

**DATE: November 14, 2023**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:      Human Resources Department Job Description Titles**

**BACKGROUND:**

The Superintendent recommends the Board of Trustees approve three job description titles for the Human Resources Department.

**STATUS:**

Our Human Resources Department was previously known as the Personnel Department. In an effort to be more approachable and focus on people rather than positions, it is recommended that we rename the following positions:

- Personnel Clerk renamed to Human Resources Clerk
- Personnel Technician renamed to Human Resources Technician
- Personnel Coordinator renamed to Human Resources Coordinator

**FISCAL IMPACT:**

There is no fiscal impact with this change.

**BOARD GOAL:**

Board Focus Goal II – FISCAL ACCOUNTABILITY:

Keep the district fiscally solvent through prudent 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:**

The Superintendent recommends the Board of Trustees approve the job description titles for the Human Resources Department.



## **Rescue Union School District**

**JOB TITLE:** Human Resources Clerk

**SUPERVISOR:** Human Resources Coordinator

**BASIC FUNCTION:** Under the direction of the Human Resources Coordinator, the Human Resources Clerk performs specialized clerical duties to support recruitment, employment and retention of certificated or classified personnel.

### **REPRESENTATIVE DUTIES:**

- Maintain employment records; prepare and update hardcopy and/or electronic personnel records, folders, and files; search employee files and compile information as necessary for production of regular and special reports; verify new employee references, birth certificates, military records, degrees, and other documents
- Transcribe or compose correspondence; prepare and distribute bulletins, circulars, and notices, and distribute application forms and other materials; open and distribute departmental mail.
- Assist in proctoring a variety of routine and special examinations.
- Perform other duties related to recruitment, orientation, and processing of new employees; explain district rules and regulations as appropriate to assigned function.
- Maintain personnel records including applications, references, experience data, and evaluations.
- Provide new employee orientations to explain required employment and benefit forms.
- Provide information to employees about benefit plans and options.
- Develop and distribute recruitment bulletins for substitutes' employment including open enrollment.
- Review and apply appropriate regulations and contract.
- Prepare personnel related reports.
- Maintain records of employee leaves and absences, notifying Payroll Department of any circumstance of an employee leave without pay or salary dock.
- Prepare unemployment, workers' compensation, and health insurance forms.
- Provide information regarding benefit options (e.g., COBRA, Early Retirement) and STRS/PERS to employees who leave district service.
- Types with accuracy from rough drafts, copy or notes, reports, schedules forms, bulletins, or other documents and material.
- Communicates with other departments and agencies regarding personnel information and functions when necessary and appropriate.
- Perform other duties similar to the above in scope and function as required and assigned.

## **EMPLOYMENT STANDARDS:**

### **Knowledge of:**

- District policies and procedures affecting personnel records and rights;
- Modern office methods, practices and procedures;
- Proper English usage, grammar, punctuation, and spelling.
- Standard office computer programs

### **Ability to:**

- Remain up-to-date on district policies, and technical procedures used for employment records;
- Understand and carry out both written and oral directions in an independent manner;
- Type accurately 50 words per minute;
- Operate standard office machines and equipment including computer, calculator, and copy machine;
- Establish a variety of record keeping systems and files.
- Prepare a variety of financial and statistical reports related to payroll, leaves, and employee benefits;
- Communicate effectively in both oral and written form;
- Establish and maintain cooperative working relationships with those contacted in the performance of required duties;
- Apply rules and regulations to practical situations;
- Assemble and organize data and prepare worksheets and reports;
- Handle stress levels;
- Maintain the security and confidentiality of specified records and information.

## **PHYSICAL REQUIREMENTS:**

- Occasional lifting of medium weight materials and/or occasional climbing, stooping; sitting for long periods of time

## **LICENSES AND CERTIFICATIONS:**

- A valid California driver's license
- TB test clearance
- Department of Justice clearance
- Proficiency testing
- High School diploma or equivalent

## **EDUCATION AND EXPERIENCE:**

- High School diploma or equivalent
- AA degree or two years of college coursework/units desirable
- Varied and increasingly responsible experience in Human Resources desirable

Board Adopted: TBD

# **Rescue Union School District**

**JOB TITLE:** Human Resources Technician

**SUPERVISOR:** Human Resources Coordinator

**BASIC FUNCTION:** Under the direction of the Human Resources Coordinator, the Human Resources Technician provides assistance with and facilitates the human resource function for the district. Assures that Human Resources is administered in accordance with federal and state regulations, education code and collective bargaining agreements. Coordinates and processes employment actions. Administers health and welfare plans and acts as a liaison between employees and insurance providers. Creates and maintains positive employee relations.

**REPRESENTATIVE DUTIES:**

- Coordinate employment process for the purpose of meeting district staffing requirements while complying with established guidelines and legal requirements
- Manage staffing needs and recruiting process, including verification of required credentials and certificates
- Schedule and conduct new employee orientation
- Communicate with employees, managers, union presidents, applicants and the general public for the purpose of providing information and assistance concerning HR-related matters
- Maintain a wide variety of HR-related documents, files, and records
- Notify employees of expiration dates for credentials, TB tests, and other records as needed
- Maintain personnel records including applications, references, experience data, professional growth, contracts, and evaluations
- Maintain records of employee leaves and absences, notifying Payroll Department of any employee leave affecting salary
- Prepare a wide variety of reports, documents and correspondence
- Administer various employee benefits programs such as group health, optional benefits including health savings, dependent care and unreimbursed medical accounts, leaves, worker's compensation (accident and disability), life insurance, 403(b) and wellness benefits, including enrollments, changes and terminations; processes required documents through payroll and insurance providers to ensure accurate record-keeping and proper deductions; resolve administrative problems with carrier representatives
- Assist employees with benefits enrollment and questions, ensure payroll is informed of changes, reconcile insurance statements, adjust discrepancies and submit to account technician for payment
- Review and respond to unemployment claims using appropriate documentation
- Coordinate workers' compensation claims with third-party administrator as well as with employee's manager and payroll technician
- Ensure legally required training is provided and completed by all staff
- Distribute annual notifications according to legal requirements; work with superintendent's administrative assistant to distribute any updated board policies
- Coordinate the performance review process in compliance with collective bargaining agreement and district policies
- Attend meetings, workshops, seminars for the purpose of staying informed of changes affecting the HR function
- Perform other duties as assigned



## **EMPLOYMENT STANDARDS:**

### **Knowledge of:**

- Human Resources practices and procedures in staffing, compensation, benefits and employee relations
- Federal and state labor laws, education code and collective bargaining agreements
- Intermediate or advanced use of computer software and HRIS programs
- Proper English usage, grammar, punctuation, and spelling

### **Ability to:**

- Provide excellent customer service
- Use independent judgment and problem solving
- Interpret and remain up-to-date on contract language, codes, regulations and laws related to Human Resources and District policies
- Operate standard office equipment
- Communicate effectively in both oral and written form
- Establish and maintain cooperative working relationships
- Apply rules and regulations to practical situations
- Assemble and organize data and prepare worksheets and reports
- Handle stress levels effectively and professionally
- Maintain the security and confidentiality of specified records and information

## **PHYSICAL REQUIREMENTS:**

- Occasional lifting of medium weight materials and/or occasional climbing, stooping; sitting for long periods of time

## **LICENSES AND CERTIFICATIONS:**

- A valid California driver's license
- TB test clearance
- Department of Justice clearance
- Proficiency testing

## **EDUCATION AND EXPERIENCE:**

- High School diploma or equivalent
- AA degree or two years of college coursework/units desirable
- At least four years of varied and increasingly responsible experience in Human Resources

Board Adopted: TBD

# **Rescue Union School District**

**JOB TITLE:** Human Resources Coordinator

**SUPERVISOR:** Assistant Superintendent

**BASIC FUNCTION:** Under the direction of the Superintendent or Assistant Superintendent, the Coordinator performs a variety of professional and specialized personnel functions in support of the District's personnel services. Responsible for providing professional support in the development and administration of a wide variety of personnel functions related to the recruitment, selection and employment of District personnel. Responsible for processing and maintaining personnel actions, records and reports and performing all required related duties.

**REPRESENTATIVE DUTIES:**

- Coordinate personnel recruitment and selection for vacant District positions. Prepare and distribute position announcements and advertisements; receive and screen applications; administer testing of applicants; schedule and participate in interviews.
- Convey hiring offers to new employees and coordinate employment processing and orientation.
- Provide technical guidance to staff regarding proper standards and procedures required to process personnel transactions in accordance with appropriate laws, codes and District policy.
- Research issues related to personnel administration.
- Respond to a variety of surveys requiring determination of comparable classifications, salary and benefits; prepare surveys or data gathering instruments to analyze various personnel-related issues.
- Maintain and/or supervise maintenance of confidential personnel records and files.
- Maintain all data related to credentials and teacher assignments. Provide assistance to teachers in obtaining appropriate credentials.
- Serve as member of district negotiating teams and other district committees as assigned.
- Develop job descriptions and appropriate classifications for new positions and perform ongoing evaluation and updating of existing job descriptions.
- Monitor timelines and distribute reminders for employee performance evaluations.
- Provide timely and accurate information to payroll for all actions affecting employee compensation.
- Prepare and distribute personnel reports essential to budget development.
- Prepare and distribute personnel-related district brochures, publications, newsletters, etc.
- Gather and analyze data and prepare district, state, local and federal reports related to personnel.
- Attend meetings on matters related to personnel.
- Perform other duties as required.

## **EMPLOYMENT STANDARDS:**

### **Knowledge of:**

- Knowledge of Federal, State and District rules, laws, codes, guidelines and policies related to personnel principles and practices; applicant testing development and validation techniques; general payroll and accounting procedures and requirements; requirements and policies regarding the confidentiality of privileged information; proper English usage; modern office methods and procedures; organization and collection of data.

### **Ability to:**

- Ability to effectively interpret and apply personnel policies, laws, codes and regulations; compile and maintain accurate personnel records; effectively research, compile, analyze and summarize a variety of data, facts, proposals and information and make recommendations; perform duties with minimal supervision and direction; effectively communicate in oral and written form; establish and maintain effective working relationships with those contacted in the performance of required duties; quickly identify potential problem areas and situations and report them to supervisor; use designated software programs including databases, spreadsheets and word processing systems; perform mathematical calculations with speed and accuracy.

## **PHYSICAL REQUIREMENTS:**

- Occasional lifting of medium weight materials and/or occasional climbing, stooping; sitting for long periods of time

## **LICENSES AND CERTIFICATIONS:**

- A valid California driver's license
- TB test clearance
- Department of Justice clearance
- Proficiency testing

## **EDUCATION AND EXPERIENCE:**

- High School diploma or equivalent
- AA degree or two years of college coursework/units desirable
- At least four years of varied and increasingly responsible experience in Human Resources

Board Adopted: TBD

**ITEM#: 6a**

**DATE: November 14, 2023**

**RESCUE UNION SCHOOL DISTRICT**

**AGENDA ITEM:**      **AB1200 Disclosure-Certificated Employees (RUFT)**  
**Tentative Agreement & Salary Schedules for 2023-24;**

**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 2023-24 fiscal year. The District and **Certificated Employees (RUFT)** have agreed that their salaries shall be increased by a total of 7.0% retroactive to July 1, 2023, paid within 60 days of Board approval.

**FISCAL IMPACT:**

The fiscal impact is included on the Collective Bargaining Disclosure.

**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, MOUs, and the AB1200 Disclosure.



RUFT/RUSD Tentative Agreement

RUFT Signature 

RUSD Signature 

Date: October 13, 2023

**TENTATIVE AGREEMENT**

**Between the**

**RESCUE UNION SCHOOL DISTRICT**

**and the**

**RESCUE UNION FEDERATION OF TEACHERS**

**October 13, 2023**



This proposal from the Rescue Union School District (District) to the Rescue Union Federation of Teachers (Federation) is presented to be adopted in its entirety.

**Article 35 Compensation**

The Certificated and Certificated Nurse 2022-23 salary schedules shall be increased by a total of 7.00% retroactive to July 1, 2023

- Retro checks will be paid within 60 days of Board approval



Rescue Union School District  
Certificated Salary Schedule

2023 - 2024

183 Days x 7.25 Hrs/day equals 1.0 FTE

draft

STEP	BASE SALARY
1	61,543
2	61,545
3	62,395
4	64,650
5	67,670
6	70,684
7	73,703
8	77,534
9	81,787
10	85,191
11	85,191
12	88,592
13	88,592
14	92,331
15	92,331
16	96,417
17	96,417
18	100,842
19	100,842
20	105,605
21	110,211

Brd approved: pending Effective 7-1-2023, 7% increase  
Brd approved: 11-15-2022 Effective 7-1-2022, 5.7% added to 1% increase (total 6.7% increase to 2021-22 sal  
Brd approved: 3-8-22 Effective 7-1-21, add'l 2.53% for a total 3.53% increase  
Effective 7-1-21, 1% salary increase / 2yr agreement  
Brd approved: 5-25-21 (add'l 1.0% salary increase effective 7-1-22)



Rescue Union School District  
Certificated NURSE Salary Schedule

2023 - 2024

193 Days x 7.25 Hrs/day equals 1.0 FTE

draft

STEP	BASE SALARY
	<b>193 Days</b>
1	64,905
2	64,907
3	65,805
4	68,181
5	71,368
6	74,546
7	77,731
8	81,772
9	86,256
10	89,847
11	89,847
12	93,432
13	93,432
14	97,380
15	97,380
16	101,685
17	101,685
18	106,352
19	106,352
20	111,375
21	116,234

Brd approved: pending  
Brd approved:11-15-2022  
Brd approved: 3-8-2022

Effective 7-1-2023, 7% increase  
Effective 7-1-2022, 5.7% added to 1% increase (total 6.7% increase to 2021-22 sal sched)  
Effective 7-1-21, add'l 2.53% for a total 3.53% increase

Brd approved: 5-25-21

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

**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 1 year agreement that covers the period beginning 07/01/2023 and will be acted upon by the Governing Board at its meeting on November 14, 2023. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group**  
**(Please use separate disclosure for each group)**

Certificated  
Classified  
Confidential/Management  
Other

Check one by marking with "x"	Cost of 1% *
x	\$ 207,000
	\$ -
x	\$ 49,000
	\$ -

\* 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 -	Year 2 FY -	Year 3 FY -	Year 1 FY -	Year 2 FY -	Year 3 FY -
1	Salary Schedule - Increase(Decrease)	1,392,355			5.44%	0.00%	0.00%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement		17,278	18,620	0.00%	0.07%	0.07%
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)	397,650	4,200	4,371	1.55%	0.02%	0.02%
5	Health/Welfare Benefits - Increase (Decrease)				0.00%	0.00%	0.00%
6	Total Compensation	1,790,005	21,478	22,992	7.00%	0.08%	0.09%
7	Total Number of Represented Employees						
8	Total Compensation Average Cost per Employee - Increase (Decrease)	-	-	-			

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

None

10 Were any additional steps, columns, or ranges added to the schedules?  
If YES, please explain below

YES

NO

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits?  
If YES, please indicate the cap amount.

YES

NO

\$9,132.60 - \$10,332.60

Certificated (Non-Admin)

Provided by the office of Ed Mansala, El Dorado County Supervisor, Confidential/Management/Admin

Revised March 2016



- 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

Effective 7/1/2023, the salary schedule will increase 7.0% for Certificated and Unrepresented groups.

- 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.

none

- 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.

Yes, for current and first subsequent year, however by the 2nd subsequent year, the district will no longer be deficit spending

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

Current year:

General funds (LCFF)

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

General funds (LCFF)

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).

n/a

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**

other funds can support the increase

**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)	\$	50,325,626
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>	\$	1,509,769

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

a. General Fund budgeted Unrestricted EUR	\$	5,009,521
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>\$</b>	<b>5,009,521</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

*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.*

**Current Year 1: 2023-24**

	(Col. 1) Latest Board- approved budget before settlement (as of _June 2023_)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	37,457,480		1,098,814	38,556,294
Remaining Revenues (8100-8799)	10,078,029			10,078,029
<b>TOTAL REVENUES</b>	<b>47,535,509</b>			<b>48,634,323</b>
EXPENDITURES				
1000 Certificated Salaries	19,270,337	1,298,448		20,568,785
2000 Classified Salaries	7,748,158	93,906		7,842,064
3000 Employee Benefits	11,099,373	397,650		11,497,023
4000 Books and Supplies	1,878,273			1,878,273
5000 Services and Operating Expenses	4,951,525			4,951,525
6000 Capital Outlay	1,776,670			1,776,670
7000 Other	1,580,868			1,580,868
<b>TOTAL EXPENDITURES</b>	<b>48,305,203</b>	<b>1,790,005</b>	<b>-</b>	<b>50,095,208</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(769,694)</b>			<b>(1,460,885)</b>
Other Sources and Transfers In				-
Other Uses and Transfers Out	230,418			230,418
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND</b>				
<b>BALANCE</b>	<b>(1,000,112)</b>	<b>-</b>	<b>-</b>	<b>(1,691,303)</b>
<b>BEGINNING BALANCE</b>	<b>16,317,745</b>			<b>16,317,745</b>
<b>ENDING BALANCE</b>	<b>15,317,633</b>			<b>14,626,442</b>



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

<b>Year 2: <u>2024-25</u></b>				<b>Year 3: <u>2025-26</u></b>			
(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)
38,497,500		1,128,789	39,626,289	39,752,170		1,382,364	41,134,534
7,603,110			7,603,110	7,587,731			7,587,731
<b>46,100,610</b>			<b>47,229,399</b>	<b>47,339,901</b>			<b>48,722,265</b>
19,620,706	15,177		19,635,883	19,736,014	16,931		19,752,945
7,948,972	2,101		7,951,072	8,048,666	1,689		8,050,355
11,334,986	4,200		11,339,187	11,356,440	4,371		11,360,812
2,162,820			2,162,820	1,628,299			1,628,299
4,913,505			4,913,505	4,872,871			4,872,871
106,400			106,400	106,400			106,400
1,511,595			1,511,595	1,511,595			1,511,595
<b>47,598,984</b>	<b>21,478</b>	<b>-</b>	<b>47,620,462</b>	<b>47,260,285</b>	<b>22,992</b>	<b>-</b>	<b>47,283,277</b>
<b>(1,498,374)</b>			<b>(391,064)</b>	<b>79,615</b>			<b>1,438,988</b>
			-				-
			-				-
<b>(1,498,374)</b>	<b>-</b>	<b>-</b>	<b>(391,064)</b>	<b>79,615</b>	<b>-</b>	<b>-</b>	<b>1,438,988</b>
<b>14,626,442</b>			<b>14,626,442</b>	<b>14,235,378</b>			<b>14,235,378</b>
<b>13,128,068</b>			<b>14,235,378</b>	<b>14,314,994</b>			<b>15,674,366</b>

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Assistant Superintendent of Business Services for the 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 and Rescue Unrepresented groups during the term of the agreement effective July 1, 2023.

- Date \_\_\_\_\_

## Date \_\_\_\_\_

ITEM#: 7a

DATE: November 14, 2023

## RESCUE UNION SCHOOL DISTRICT

**AGENDA ITEM:**    **AB1200 Disclosure-Confidential/ Management/ Administration Employees (Unrepresented) including the Assistant Superintendents and the Superintendent Agreement for 2023-24**

### **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 the Assistant Superintendents and the Superintendent** for the 2023-24 fiscal year.

The District and **Confidential/ Management/ Administration Employees (Unrepresented) including the Assistant Superintendent of Business Services, Assistant Superintendent of Curriculum and Instruction and the Superintendent** have agreed that their salaries shall be increased by a total of 7.0% retroactive to July 1, 2023, and paid within 60 days of Board approval. This is the exact same percentage increase all other Rescue Unions School District employees are receiving.

### **FISCAL IMPACT:**

This amount will be incorporated into the Fiscal Year 2023-24 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 the Superintendent** of the Rescue Union School District and the AB1200 Disclosure.



## RESCUE UNION SCHOOL DISTRICT

*"Educating for the Future Together"*

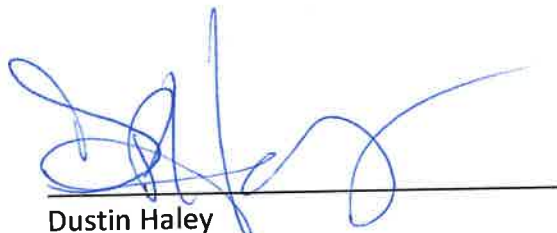
2390 Bass Lake Road • Rescue, CA 95672

(530) 677-4461 • FAX (530) 677-0719

[www.rescueusd.org](http://www.rescueusd.org)

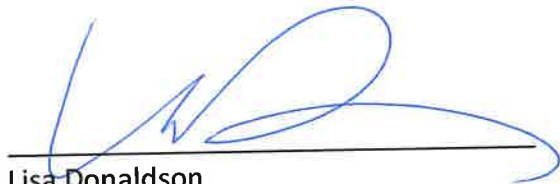
Tentative Agreement 2023-2024  
Between  
Rescue Union School District  
And the  
Unrepresented Employee Groups  
Certificated Administrators, Classified Management, and Confidential Employees  
October 17, 2023

The Rescue Union School District and the Unrepresented Employee groups that include Certificated Administrators, Classified Management, and Confidential staff to increase each salary schedule by a total of 7.00% retroactive effective to July 1, 2023, and paid within 60 days of Board approval. This agreement is only applicable to employees who are employed in RUSD as of Board approval. This agreement settles the 2023-2024 bargaining cycle.



Dustin Haley  
Certificated Admin Representative

10/17/2023  
Date



Lisa Donaldson  
Classified Management/Confidential Representative

10/17/23  
Date



Jim Shoemake, Superintendent

10/17/23  
Date

Jim Shoemake, Superintendent

Board of Trustees

Michael Gordon • Kim White • Michelle Bebout • Jamie Hunter • Michael Flaherty





Rescue Union School District  
Administrators Salary Schedule  
2023 - 2024

*A 1.0 FTE is 8 hours a day with duty days next to each position.  
Revised 11/14/2023*

**draft**

Established Classification	Work Days	Step:									
		1	2	3	4	5	6	7	8	9	10
Superintendent	222	231,774									
Assistant Superintendent - Curriculum & Instruction - Certificated	222	130,419	133,678	137,021	140,446	143,958	147,556	151,246	155,027	158,904	162,874
Curriculum & Instruction Director	222	123,950	127,049	130,224	133,479	136,817	140,237	143,744	147,337	151,021	154,796
Special Ed./Student Services Director	210	121,985	125,023	128,061	131,333	134,604	137,876	141,381	144,887	148,626	152,365
Middle School Principal - Traditional	210	117,229	120,160	123,163	126,243	129,398	132,634	135,949	139,349	142,832	146,403
Elementary Principal - Traditional	210	115,688	118,581	121,546	124,584	127,699	130,891	134,163	137,517	140,955	144,480
Special Programs Director Coordinator of MTSS & Special Programs Coordinator of Special Education	210	112,461	115,273	118,155	121,109	124,137	127,240	130,421	133,682	137,024	140,449
Vice Principal - Traditional EL Program Coordinator	210	109,240	111,971	114,770	117,639	120,579	123,595	126,684	129,851	133,098	136,425
Psychologist	194	95,983	98,382	100,842	103,363	105,946	108,595	111,310	114,093	116,946	119,870
Administrative Intern	184	92,450	94,761	97,130	99,559	102,048	104,599	107,214	109,894	112,642	115,457

Board Approved: Pending	7% increase effective 7-1-2023
Board Approved: 11-15-2022	5.7% added to 1% increase, effective 7-1-2022 (total 6.7% increase to 2021-22 sal sched)
Board Approved: 09-13-2022	Added Coordinator of Special Education
Board Approved: 03-08-2022	2.53% added to 1% increase, effect 7-1-2021 (total 3.53% increase to 2020-21 sal sched)
Board approved: 01-25-2022	increase Special Ed/Student Services Director 4% effective 2021-22
Board approved: 01-25-2022	Moved SpEd/Std Svcs Dir to 210 day schedule. Added Daily Rates
Board Approved: 06-08-21	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 Postions changed to 222 duty days, Superintendent Contract Updated



**Rescue Union School District  
Classified Management Salary Schedule**

**2023-2024**

*Revised 11/14/2023*

draft

Established Classification	Work Days	Step:											
		1	2	3	4	5	6	7	8	9	10	11-15	16-20
Assistant Superintendent-	222	130,419	133,679	137,021	140,447	143,958	147,557	151,246	155,027	158,903	162,876	171,020	179,571
Chief Business & Operations Official	225	118,562	121,526	124,564	127,678	130,870	134,142	137,496	140,933	144,456	148,067	155,470	163,244
Director of Human Resources Media/Technology Director	225	103,372	105,956	108,605	111,320	114,103	116,956	119,880	122,877	125,949	129,098	135,553	142,331
Facilities Director Food Services Director (2 Districts RUSD & BUSD) Information Technology Director Human Resources Coordinator Transportation Director	225	83,920	86,018	88,168	90,372	92,631	94,947	97,321	99,754	102,248	104,804	110,044	115,546
Behaviorist Occupational Therapist	185	77,806	79,751	81,745	83,789	85,884	88,031	90,232	92,488	94,800	97,170	102,029	107,130
Food Services Director	225	77,806	79,751	81,745	83,789	85,884	88,031	90,232	92,488	94,800	97,170	102,029	107,130
Maintenance & Operations Coordinator	225	72,586	74,401	76,261	78,168	80,122	82,125	84,178	86,282	88,439	90,650	95,183	99,942
Custodial Supervisor	225	67,858	69,554	71,293	73,075	74,902	76,775	78,694	80,661	82,678	84,745	88,982	93,431

Board Approved: pending  
Board Approved: 2022-11-15  
Board Approved: 2022-03-08  
Board Approved: 2021.05.25  
Board Approved: 2020.06.09

7% increase effective 7-1-2023  
5.7% added to 1% increase, effective 7-1-2022 (total 6.7% increase to 2021-22 sal sched)  
Add'l 2.53% for a total 3.53% increase effective 7-1-2021  
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



**Rescue Union School District  
Confidential Salary Schedule  
2023-2024**

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>	5,868	6,161	6,469	6,792	7,132	7,489	7,863	8,256	8,669	9,102	9,557
<i>(Hourly Rate)</i>	<b>33.85</b>	<b>35.54</b>	<b>37.32</b>	<b>39.18</b>	<b>41.15</b>	<b>43.21</b>	<b>45.36</b>	<b>47.63</b>	<b>50.01</b>	<b>52.51</b>	<b>55.14</b>
12 Month											
<b>Administrative Assistant</b>	5,334	5,601	5,881	6,175	6,484	6,808	7,148	7,505	7,880	8,274	8,688
<i>(Hourly Rate)</i>	<b>30.77</b>	<b>32.31</b>	<b>33.93</b>	<b>35.63</b>	<b>37.41</b>	<b>39.28</b>	<b>41.24</b>	<b>43.30</b>	<b>45.46</b>	<b>47.73</b>	<b>50.12</b>
12 Month											
<b>Budget Technician</b>	5,334	5,601	5,881	6,175	6,484	6,808	7,148	7,505	7,880	8,274	8,688
<i>(Hourly Rate)</i>	<b>30.77</b>	<b>32.31</b>	<b>33.93</b>	<b>35.63</b>	<b>37.41</b>	<b>39.28</b>	<b>41.24</b>	<b>43.30</b>	<b>45.46</b>	<b>47.73</b>	<b>50.12</b>
12 Month											
<b>Human Resources Technician</b>	4,939	5,186	5,445	5,717	6,003	6,303	6,618	6,949	7,296	7,661	8,044
<i>(Hourly Rate)</i>	<b>28.49</b>	<b>29.92</b>	<b>31.41</b>	<b>32.98</b>	<b>34.63</b>	<b>36.36</b>	<b>38.18</b>	<b>40.09</b>	<b>42.09</b>	<b>44.20</b>	<b>46.41</b>
12 Month											
<b>Payroll Technician</b>	4,704	4,939	5,186	5,445	5,717	6,003	6,303	6,618	6,949	7,296	7,661
<i>(Hourly Rate)</i>	<b>27.14</b>	<b>28.49</b>	<b>29.92</b>	<b>31.41</b>	<b>32.98</b>	<b>34.63</b>	<b>36.36</b>	<b>38.18</b>	<b>40.09</b>	<b>42.09</b>	<b>44.20</b>
12 Month											
<b>Payroll Clerk</b>	4,316	4,532	4,759	4,997	5,247	5,509	5,784	6,073	6,377	6,696	7,031
<b>Human Resources Clerk</b>	<b>24.90</b>	<b>26.15</b>	<b>27.46</b>	<b>28.83</b>	<b>30.27</b>	<b>31.78</b>	<b>33.37</b>	<b>35.04</b>	<b>36.79</b>	<b>38.63</b>	<b>40.56</b>
<i>(Hourly Rate)</i>											
12 Month											
<b>District Office Secretary</b>	4,316	4,532	4,759	4,997	5,247	5,509	5,784	6,073	6,377	6,696	7,031
<i>(Hourly Rate)</i>	<b>24.90</b>	<b>26.15</b>	<b>27.46</b>	<b>28.83</b>	<b>30.27</b>	<b>31.78</b>	<b>33.37</b>	<b>35.04</b>	<b>36.79</b>	<b>38.63</b>	<b>40.56</b>
12 Month											
<b>Receptionist</b>	3,186	3,345	3,512	3,688	3,872	4,066	4,269	4,482	4,706	4,941	5,188
<i>(Hourly Rate)</i>	<b>18.38</b>	<b>19.30</b>	<b>20.26</b>	<b>21.28</b>	<b>22.34</b>	<b>23.46</b>	<b>24.63</b>	<b>25.86</b>	<b>27.15</b>	<b>28.51</b>	<b>29.93</b>

**Board Adopted:**

pending	Effective July 1, 2023, increase 7%
11.15.2022	5.7% added to 1% increase, effective 7-1-2022 (total 6.7% increase to 2021-22 sal sched)
2022.03.08	Effective July 1, 2021 (add'l 2.53% for a total 3.53% Increase)
2021.05.25	Effective July 1, 2021 (1.0% Increase)
2021.11.09	Effective July 1, 2021 increase Personnel Technician 5%
2021.05.25	Effective July 1, 2022 (1.0% Increase)

**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 1 year agreement that covers the period beginning 07/01/2023 and will be acted upon by the Governing Board at its meeting on November 14, 2023. The General Fund is impacted as follows. Impact on other funds is addressed in the narrative.

**Bargaining Unit Group**  
**(Please use separate disclosure for each group)**

Certificated  
 Classified  
 Confidential/Management  
 Other

Check one by marking with "x"	Cost of 1% *
x	\$ 207,000
	\$ -
x	\$ 49,000
	\$ -

\* 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 -	Year 2 FY -	Year 3 FY -	Year 1 FY -	Year 2 FY -	Year 3 FY -
1	Salary Schedule - Increase(Decrease)	1,392,355			5.44%	0.00%	0.00%
2	Step and Column - Increase (Decrease) due to movement plus any changes due to settlement		17,278	18,620	0.00%	0.07%	0.07%
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)	397,650	4,200	4,371	1.55%	0.02%	0.02%
5	Health/Welfare Benefits - Increase (Decrease)				0.00%	0.00%	0.00%
6	Total Compensation	1,790,005	21,478	22,992	7.00%	0.08%	0.09%
7	Total Number of Represented Employees						
8	Total Compensation Average Cost per Employee - Increase (Decrease)	-	-	-			

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

None

10 Were any additional steps, columns, or ranges added to the schedules?  
 If YES, please explain below

YES

NO

11 Does this bargaining group have a negotiated cap for Health and Welfare benefits?  
 If YES, please indicate the cap amount.

YES

NO

\$9,132.60 - \$10,332.60

Certificated (Non-Admin)

Provided by the office of Ed Mansala, El Dorado County Supervisor, Confidential/Management/Admin

Revised March 2016

- 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

Effective 7/1/2023, the salary schedule will increase 7.0% for Certificated and Unrepresented groups.

- 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.

none

- 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.

Yes, for current and first subsequent year, however by the 2nd subsequent year, the district will no longer be deficit spending

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

Current year:

General funds (LCFF)

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

General funds (LCFF)

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).

n/a

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**

other funds can support the increase

**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)	\$	50,325,626
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>	\$	1,509,769

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

a. General Fund budgeted Unrestricted EUR	\$	5,009,521
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>\$</b>	<b>5,009,521</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

*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.*

**Current Year 1: 2023-24**

	(Col. 1) Latest Board- approved budget before settlement (as of _June 2023_)	(Col. 2) Revisions Necessary as a result of proposed settlement	(Col. 3) Other Revisions	(Col. 4) Total impact on budget (col. 1+2+3)
REVENUES				
LCFF Sources (8010-8099)	37,457,480		1,098,814	38,556,294
Remaining Revenues (8100-8799)	10,078,029			10,078,029
<b>TOTAL REVENUES</b>	<b>47,535,509</b>			<b>48,634,323</b>
EXPENDITURES				
1000 Certificated Salaries	19,270,337	1,298,448		20,568,785
2000 Classified Salaries	7,748,158	93,906		7,842,064
3000 Employee Benefits	11,099,373	397,650		11,497,023
4000 Books and Supplies	1,878,273			1,878,273
5000 Services and Operating Expenses	4,951,525			4,951,525
6000 Capital Outlay	1,776,670			1,776,670
7000 Other	1,580,868			1,580,868
<b>TOTAL EXPENDITURES</b>	<b>48,305,203</b>	<b>1,790,005</b>	<b>-</b>	<b>50,095,208</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>(769,694)</b>			<b>(1,460,885)</b>
Other Sources and Transfers In				-
Other Uses and Transfers Out	230,418			230,418
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND</b>				
<b>BALANCE</b>	<b>(1,000,112)</b>	<b>-</b>	<b>-</b>	<b>(1,691,303)</b>
<b>BEGINNING BALANCE</b>	<b>16,317,745</b>			<b>16,317,745</b>
<b>ENDING BALANCE</b>	<b>15,317,633</b>			<b>14,626,442</b>

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

<b>Year 2: <u>2024-25</u></b>				<b>Year 3: <u>2025-26</u></b>			
(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)
38,497,500		1,128,789	39,626,289	39,752,170		1,382,364	41,134,534
7,603,110			7,603,110	7,587,731			7,587,731
<b>46,100,610</b>			<b>47,229,399</b>	<b>47,339,901</b>			<b>48,722,265</b>
19,620,706	15,177		19,635,883	19,736,014	16,931		19,752,945
7,948,972	2,101		7,951,072	8,048,666	1,689		8,050,355
11,334,986	4,200		11,339,187	11,356,440	4,371		11,360,812
2,162,820			2,162,820	1,628,299			1,628,299
4,913,505			4,913,505	4,872,871			4,872,871
106,400			106,400	106,400			106,400
1,511,595			1,511,595	1,511,595			1,511,595
<b>47,598,984</b>	<b>21,478</b>	<b>-</b>	<b>47,620,462</b>	<b>47,260,285</b>	<b>22,992</b>	<b>-</b>	<b>47,283,277</b>
<b>(1,498,374)</b>			<b>(391,064)</b>	<b>79,615</b>			<b>1,438,988</b>
			-				-
			-				-
<b>(1,498,374)</b>	<b>-</b>	<b>-</b>	<b>(391,064)</b>	<b>79,615</b>	<b>-</b>	<b>-</b>	<b>1,438,988</b>
<b>14,626,442</b>			<b>14,626,442</b>	<b>14,235,378</b>			<b>14,235,378</b>
<b>13,128,068</b>			<b>14,235,378</b>	<b>14,314,994</b>			<b>15,674,366</b>

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Assistant Superintendent of Business Services for the 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 and Rescue Unrepresented groups during the term of the agreement effective July 1, 2023.

- District Superintendent (Signature)

Date \_\_\_\_\_

Assistant Superintendent of Business Services (Signature)

Date \_\_\_\_\_

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

### Contact Person

**Phone**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on November 14, 2023, took action to approve the proposed agreement with the Bargaining Unit.

**President (or Clerk), Governing Board (Signature)**

Date \_\_\_\_\_