

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
1301 E. Orangethorpe Avenue
Placentia, CA

Agenda
Board Meeting
Board of Education

5:00 p.m., Tuesday, April 27, 2021
District Educational Center
1301 E. Orangethorpe Avenue
Placentia, CA 92870

A Board Meeting of the Board of Education of the Placentia-Yorba Linda Unified School District, called by Mrs. Karin Freeman, President, in accordance with Executive Order N-29-20, Government Code Sections 54950 et. seq., and Education Code Sections 35140 et seq., is to be held at 5:00 p.m., Tuesday, April 27, 2021 at the District Educational Center, 1301 E. Orangethorpe Avenue, Placentia. The April 27, 2021 Board Meeting will be held in the traditional format and open to the public with limited seating due to responsible distancing. Masks are required. The number to call-in to listen to this meeting is provided below.

Time: _____

Call-in to listen during Public Session: 1 669 900 6833
Meeting ID: 815 9613 1907##

PLEDGE OF ALLEGIANCE - Carrie Buck

ROLL CALL

Members Present	_____
Members Absent	_____
Late Arrivals	_____
Early Departures	_____

APPROVAL OF AGENDA

Approve the April 27, 2021 Board of Education agenda as recommended by the Superintendent.

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

PUBLIC COMMENT ANNOUNCEMENT

Those audience members wishing to address the Board during the Public Comment segment of the agenda are reminded to fill out a public comment form available in the foyer and turn it in prior to the Board holding Public Comment. The Board's bylaws do not allow forms to be submitted once the presiding officer has called for Public Comment. You will be asked to remain in your seat or in the foyer, wear a mask, and practice social distancing until it is your turn to speak.

Public comment speakers are expected to abide by Board Policy 1312, *Civility Policy*, which promotes mutual respect, civility, and orderly conduct among district employees, parents, and the public. This policy is not intended to deprive any person of his/her right to freedom of expression, but only to maintain, to the extent possible and reasonable, a safe, harassment-free environment. Any individual who disrupts or threatens to disrupt school/office operations; threatens the health and safety of students or staff; willfully causes property damage; uses loud and/or offensive language which could provoke a violent reaction; or who has otherwise established a continued pattern of unauthorized entry on school district property, will be directed to leave school or school district property promptly.

PUBLIC COMMENT ANNOUNCEMENT (Continued)

A maximum of thirty (30) minutes is set aside for public comment at each meeting; speakers are allowed a maximum of five minutes to address the Board in English and/or in their primary language on any item(s) within the Board's jurisdiction. When translation is requested, up to five additional minutes will be provided for English translation.

Persons with a disability who require a disability-related modification or accommodation, including auxiliary aids, in order to participate in a meeting, and persons who need translation assistance or services, may request such modification, accommodation, or services from the PYLUSD District Office at (714) 985-8400 or by fax at (714) 993-4875. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements.

PUBLIC COMMENT**BUSINESS AND FINANCIAL**

Certify AB1200/2756 report for Association of Placentia Linda Educators as proposed in the 2020-21 collective bargaining agreement.

1

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

HUMAN RESOURCES

1. Approve the Tentative Agreement between APLE and the PYLUSD.

13

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

2. Approve the proposal between PLUM and PYLUSD for a 3% base salary increase retroactive to July 1, 2020 and an off-schedule payment equal to 3% of their prorated annual base salary for the 2020-21 school year. The certificated management salary schedule will also reflect an increase correction to steps 5 and 6 for the wellness specialist position and a decrease correction to step 7 for mental health clinician and wellness specialist.

17

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

3. Approve a salary increase of 3% retroactive to January 1, 2021 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Dr. James Elsasser as Superintendent, through June 30, 2024. This amendment is consistent with the increase given to other bargaining units.

19

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

HUMAN RESOURCES (Continued)

4. Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Richard Lopez as Assistant Superintendent, through June 30, 2023. This amendment is consistent with the increase given to other bargaining units. 21

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

5. Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for David Giordano as Assistant Superintendent, through June 30, 2023. This amendment is consistent with the increase given to other bargaining units. 23

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

6. Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Dr. Linda Adamson as Assistant Superintendent, through June 30, 2023. This amendment is consistent with the increase given to other bargaining units. 25

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

STUDY SESSION

District Local Control and Accountability Plan

ADJOURNMENT

Time: _____

Action _____
Ayes _____ Noes _____

Motion _____
Second _____

TO: Dr. James Elsasser, Superintendent

FROM: David Giordano, Assistant Superintendent, Business Services

SUBJECT: **AB 1200/2756 FINANCIAL DISCLOSURE:
ASSOCIATION OF PLACENTIA LINDA EDUCATORS (APLE)**

DATE: April 27, 2021

BACKGROUND: The Board will be voting on the proposed 2020-21 collective bargaining agreement with the Association of Placentia Linda Educators (APLE).

AB 1200, enacted in 1991, incorporated Government Code Section 3547.5, which requires school districts to make public disclosure of collective bargaining agreements. This requirement stipulates that a public school employer must disclose the major provisions of the agreement including, but not limited to, the costs that will be incurred in the current and subsequent years. AB 2756, enacted in 2004, added additional provisions which requires District administration to certify that the District can meet its financial obligations under the proposed agreement.

RATIONALE: In order to comply with AB 1200/2756, the District must disclose the major provisions of the collective bargaining agreement, including costs for current and future years, at a public meeting before entering into the agreement.

FUNDING: Included in adopted budget

BOARD FOCUS AREA: This board agenda item supports Focus Area 5.0, *Optimized Resources* – “A critical measure of a school district’s performance is the effectiveness with which it utilizes and generates resources. We ensure that all fiscal and capital resources maximize educational opportunities.”

RECOMMENDATION: Certify AB1200/2756 report for the Association of Placentia Linda Educators (APLE) as proposed in the 2020-21 collective bargaining agreement.

PREPARED BY: Phuong Tran, Director, Fiscal Services

PUBLIC DISCLOSURE OF COLLECTIVE BARGAINING AGREEMENT
in Accordance with AB 1200 (Chapter 1213/1991), GC 3547.5, and CCR, Title V, Section 15449

Placentia Yorba Linda Unified School District - Association of Placentia Linda

School District - Bargaining Unit: Educators (APLE)

Certificated, Classified, Other: ☒ Certificated

The proposed agreement covers the period beginning: July 1, 2020 and ending: June 30, 2021
 (date) (date)

The Governing Board will act upon this agreement on: April 27, 2021
 (date)

A. Proposed Change in Compensation

Compensation	Annual Cost Prior to Proposed Agreement FY	Fiscal Impact of Proposed Agreement		
		Year 1 Increase/(Decrease) FY	Year 2 Increase/(Decrease) FY	Year 3 Increase/(Decrease) FY
1 Salary Schedule	\$ 102,858,100	\$ 6,171,486	\$ 3,132,030	\$ 3,179,010
Increase (Decrease)		6%	3%	3%
2 Step and Column				
Increase (Decrease) Due to movement plus		0%	0%	0%
3 Other Compensation -	\$ 518,065.00	\$ 243,473	\$ 247,125	\$ 250,832
Increase (Decrease) (Stipends, Bonuses, Longevity, Overtime, etc.)		0.2%	0.2%	0.2%
Description of other compensation		Stipend & Column V Adjustment	Stipend & Column V Adjustment	Stipend & Column V Adjustment
4 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ 20,260,583	\$ 1,215,635	\$ 632,578	\$ 713,407
		6%	3%	4%
5 Health/Welfare Plans	\$ -	\$ -	\$ -	\$ -
		0%	0%	0%
6 Total Compensation - Increase (Decrease) (Total Lines 1-5)	\$ 123,636,748	\$ 7,630,594	\$ 4,011,733	\$ 4,143,249
7 Total Number of Represented Employees	1,140	1,140	1,100	1,092
8 Total Compensation <u>Average</u> Cost per Employee	\$ 108,453	\$ 6,694	\$ 3,647	\$ 3,794
		6%	3%	3%

9.	What was the negotiated percentage increase approved? For example, if the increase in "Year 1" was for less than a full year, what is the annualized percentage of that increase for "Year 1"?
	An increase of 3% on-going applied to all salary schedules retroactive to July 1, 2020, and an additional one-time off salary schedule payment equal to 3% of the 2020-21 base salary.
10.	Were any additional steps, columns, or ranges added to the schedules? (If yes, please explain.)
	1) Modified the certificated salary schedule to add "Clinical or Rehabilitative Services Credential - Language, Speech & Hearing or Speech-Language Pathology Services Credential" on the definition criteria for column V.
	2) Speech Language Pathologists will receive one (1) annual stipend factored at 0.1 x Step 1 of Column IV (pro-rata).
	3) For 2021 and 2022 summer school classroom teaching, the rate shall be \$55 per hour covered through use of the one-time Expanded Learning Opportunities Grant.
11.	Please include comments and explanations as necessary.
12.	Does this bargaining unit have a negotiated cap for Health and Welfare bene Yes <input type="checkbox"/> <input checked="" type="checkbox"/>
	If yes, please describe the cap amount.
	N/A
B.	Proposed Negotiated Changes in Noncompensation Items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)
	The following article includes negotiated changes in noncompensation. Please see attached Tentative Agreement signed on April 27, 2021 for specifics regarding the negotiated changes.
	Article I: Agreement
C.	What are the specific impacts on instructional and support programs to accommodate the settlement?
	Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)
	Instructional and support programs will not be impacted.

D. What contingency language is included in the proposed agreement? Include specific areas identified	
reopeners, applicable fiscal years, and specific contingency language.	
N/A	
E. Will this agreement create, increase or decrease deficit financing in the current or subsequent year(s)?	
"Deficit Financing" 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.	
The agreement increases the deficit in 2020-21 by approximately \$7.6 million, and by approximately \$4 million in subsequent years.	
F. Identify other major provisions that do not directly affect the district's costs, such as binding arbitrations, grievance procedures, etc.	
N/A	
G. Source of Funding for Proposed Agreement	
1. Current Year	
General Fund - LCFF	
2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years (i.e., what will allow the district to afford this contract)?	
The ongoing cost of the proposed agreement is funded with District reserves.	
3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)	
N/A	

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Unrestricted General Fund

Enter Bargaining Unit: **Association of Placentia Linda Educators (APLE)**

	Column 1 Latest Board- Approved Budget Before Settlement (As of 04/13/2021)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 231,937,713			\$ 231,937,713
Remaining Revenues (8100-8799)	\$ 7,126,346			\$ 7,126,346
TOTAL REVENUES	\$ 239,064,059	\$ -	\$ -	\$ 239,064,059
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 98,040,815	\$ 4,952,011		\$ 102,992,826
Classified Salaries (2000-2999)	\$ 28,537,255			\$ 28,537,255
Employee Benefits (3000-3999)	\$ 51,534,737	\$ 938,406		\$ 52,473,143
Books and Supplies (4000-4999)	\$ 7,676,493			\$ 7,676,493
Services, Other Operating Expenses (5000-5999)	\$ 10,681,201			\$ 10,681,201
Capital Outlay (6000-6599)	\$ 127,821			\$ 127,821
Other Outgo (7100-7299) (7400-7499)	\$ 7,706,241			\$ 7,706,241
Direct Support/Indirect Cost (7300-7399)	\$ (1,146,288)			\$ (1,146,288)
Other Adjustments				
TOTAL EXPENDITURES	\$ 203,158,275	\$ 5,890,417	\$ -	\$ 209,048,692
OPERATING SURPLUS (DEFICIT)	\$ 35,905,784	\$ (5,890,417)	\$ -	\$ 30,015,367
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 6,288,725			\$ 6,288,725
CONTRIBUTIONS (8980-8999)	\$ (32,981,981)	\$ (1,740,177)	\$ -	\$ (34,722,158)
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (3,364,922)	\$ (7,630,594)	\$ -	\$ (10,995,516)
BEGINNING BALANCE	\$ 47,827,402			\$ 47,827,402
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 44,462,480	\$ (7,630,594)	\$ -	\$ 36,831,886
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 314,807			\$ 314,807
Restricted Reserves (9740)	\$ -	\$ -	\$ -	\$ -
Stabilization Arrangements (9750)	\$ -			\$ -
Other Commitments (9760)	\$ -			\$ -
Other Assignments (9780)	\$ 28,623,589	\$ (8,012,124)	\$ -	\$ 20,611,465
Reserve for Economic Uncertainties (9789)	\$ 15,524,084	\$ 381,530	\$ -	\$ 15,905,614
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Enter Bargaining Unit: **Association of Placentia Linda Educators (APLE)**

	Column 1 Latest Board- Approved Budget Before Settlement (As of 04/13/2021)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ -			\$ -
Remaining Revenues (8100-8799)	\$ 62,543,349			\$ 62,543,349
TOTAL REVENUES	\$ 62,543,349	\$ -	\$ -	\$ 62,543,349
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 27,184,259	\$ 1,462,948		\$ 28,647,207
Classified Salaries (2000-2999)	\$ 16,501,024			\$ 16,501,024
Employee Benefits (3000-3999)	\$ 26,910,342	\$ 277,229		\$ 27,187,571
Books and Supplies (4000-4999)	\$ 15,667,738			\$ 15,667,738
Services, Other Operating Expenses (5000-5999)	\$ 10,619,751			\$ 10,619,751
Capital Outlay (6000-6599)	\$ 3,265,989			\$ 3,265,989
Other Outgo (7100-7299) (7400-7499)	\$ 189,165			\$ 189,165
Direct Support/Indirect Cost (7300-7399)	\$ 696,406			\$ 696,406
Other Adjustments				0
TOTAL EXPENDITURES	\$ 101,034,674	\$ 1,740,177	\$ -	\$ 102,774,851
OPERATING SURPLUS (DEFICIT)	\$ (38,491,325)	\$ (1,740,177)	\$ -	\$ (40,231,502)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -			\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ -			\$ -
CONTRIBUTIONS (8980-8999)	\$ 32,981,981	\$ 1,740,177	\$ -	\$ 34,722,158
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (5,509,344)	\$ -	\$ -	\$ (5,509,344)
BEGINNING BALANCE	\$ 13,880,488			\$ 13,880,488
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 8,371,144	\$ -	\$ -	\$ 8,371,144
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ -			\$ -
Restricted Reserves (9740)	\$ 8,371,144	\$ -		\$ 8,371,144
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -
* Please see question on page 7.				

H. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Combined General Fund

Enter Bargaining Unit: Association of Placentia Linda Educators (APLE)

	Column 1 Latest Board- Approved Budget Before Settlement (As of 04/13/2021)	Column 2 Adjustments as a Result of Settlement	Column 3 Other Revisions	Column 4 Total Current Budget (Columns 1+2+3)
REVENUES				
Local Control Funding Formula Sources (8010-8099)	\$ 231,937,713	\$ -	\$ -	\$ 231,937,713
Remaining Revenues (8100-8799)	\$ 69,669,695	\$ -	\$ -	\$ 69,669,695
TOTAL REVENUES	\$ 301,607,408	\$ -	\$ -	\$ 301,607,408
EXPENDITURES				
Certificated Salaries (1000-1999)	\$ 125,225,074	\$ 6,414,959	\$ -	\$ 131,640,033
Classified Salaries (2000-2999)	\$ 45,038,279	\$ -	\$ -	\$ 45,038,279
Employee Benefits (3000-3999)	\$ 78,445,079	\$ 1,215,635	\$ -	\$ 79,660,714
Books and Supplies (4000-4999)	\$ 23,344,231	\$ -	\$ -	\$ 23,344,231
Services, Other Operating Expenses (5000-5999)	\$ 21,300,952	\$ -	\$ -	\$ 21,300,952
Capital Outlay (6000-6599)	\$ 3,393,810	\$ -	\$ -	\$ 3,393,810
Other Outgo (7100-7299) (7400-7499)	\$ 7,895,406	\$ -	\$ -	\$ 7,895,406
Direct Support/Indirect Cost (7300-7399)	\$ (449,882)	\$ -	\$ -	\$ (449,882)
Other Adjustments				
TOTAL EXPENDITURES	\$ 304,192,949	\$ 7,630,594	\$ -	\$ 311,823,543
OPERATING SURPLUS (DEFICIT)	\$ (2,585,541)	\$ (7,630,594)	\$ -	\$ (10,216,135)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ -	\$ -	\$ -
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 6,288,725	\$ -	\$ -	\$ 6,288,725
CONTRIBUTIONS (8980-8999)	\$ -	\$ -	\$ -	\$ -
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (8,874,266)	\$ (7,630,594)	\$ -	\$ (16,504,860)
BEGINNING BALANCE	\$ 61,707,890			\$ 61,707,890
Prior-Year Adjustments/Restatements (9793/9795)	\$ -			\$ -
CURRENT-YEAR ENDING BALANCE	\$ 52,833,624	\$ (7,630,594)	\$ -	\$ 45,203,030
COMPONENTS OF ENDING BALANCE:				
Nonspendable Reserves (9711-9719)	\$ 314,807	\$ -	\$ -	\$ 314,807
Restricted Reserves (9740)	\$ 8,371,144	\$ -	\$ -	\$ 8,371,144
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 28,623,589	\$ (8,012,124)	\$ -	\$ 20,611,465
Reserve for Economic Uncertainties (9789)	\$ 15,524,084	\$ 381,530	\$ -	\$ 15,905,614
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

I. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund

Enter Bargaining Unit: ☒ Association of Placentia Linda Educators (APLE)

	2020-21	2021-22	2022-23
	Total Current Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
Local Control Funding Formula Sources (8010-8099)	\$ 231,937,713	\$ 240,285,762	\$ 232,825,833
Remaining Revenues (8100-8799)	\$ 69,669,695	\$ 49,856,478	\$ 49,828,333
TOTAL REVENUES	\$ 301,607,408	\$ 290,142,240	\$ 282,654,166
EXPENDITURES			
Certificated Salaries (1000-1999)	\$ 131,640,033	\$ 125,268,236	\$ 125,786,719
Classified Salaries (2000-2999)	\$ 45,038,279	\$ 44,102,682	\$ 44,475,731
Employee Benefits (3000-3999)	\$ 79,660,714	\$ 80,057,993	\$ 85,671,783
Books and Supplies (4000-4999)	\$ 23,344,231	\$ 12,512,963	\$ 10,082,477
Services, Other Operating Expenses (5000-5999)	\$ 21,300,952	\$ 20,320,587	\$ 21,171,128
Capital Outlay (6000-6999)	\$ 3,393,810	\$ 1,270,940	\$ 970,940
Other Outgo (7100-7299) (7400-7499)	\$ 7,895,406	\$ 8,023,843	\$ 8,110,498
Direct Support/Indirect Cost (7300-7399)	\$ (449,882)	\$ (449,882)	\$ (449,882)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 311,823,543	\$ 291,107,362	\$ 295,819,394
OPERATING SURPLUS (DEFICIT)	\$ (10,216,135)	\$ (965,122)	\$ (13,165,228)
TRANSFERS IN & OTHER SOURCES (8910-8979)	\$ -	\$ 500,000	\$ 500,000
TRANSFERS OUT & OTHER USES (7610-7699)	\$ 6,288,725	\$ 2,288,725	\$ 2,288,725
CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE	\$ (16,504,860)	\$ (2,753,847)	\$ (14,953,953)
BEGINNING BALANCE	\$ 61,707,890	\$ 45,203,030	\$ 42,449,183
CURRENT-YEAR ENDING BALANCE	\$ 45,203,030	\$ 42,449,183	\$ 27,495,230
COMPONENTS OF ENDING BALANCE:			
Nonspendable Reserves (9711-9719)	\$ 314,807	\$ 314,807	\$ 314,807
Restricted Reserves (9740)	\$ 8,371,144	\$ 7,779,776	\$ 6,993,950
Stabilization Arrangements (9750)	\$ -	\$ -	\$ -
Other Commitments (9760)	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ 20,611,465	\$ 19,684,796	\$ 5,281,067
Reserve for Economic Uncertainties (9789)	\$ 15,905,614	\$ 14,669,804	\$ 14,905,406
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -

J. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2020-21	2021-22	2022-23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 318,112,268	\$ 293,396,087	\$ 298,108,119
b.	State Standard Minimum Reserve Percentage for this District enter percentage:	3.0%	3.0%	3.0%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b. OR \$50,000	\$ 9,543,368	\$ 8,801,883	\$ 8,943,244

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

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 15,905,614	\$ 14,669,804	\$ 14,905,406
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$	\$	\$
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$	\$	\$
g.	Total Available Reserves	\$ 15,905,614	\$ 14,669,804	\$ 14,905,406
h.	Reserve for Economic Uncertainties Percentage	5.0%	5.0%	5.0%

3. Do unrestricted reserves meet the state minimum reserve amount?

	2020-21	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
	2021-22	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
	2022-23	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

4. If no, how do you plan to restore your reserves?

5.	If the total amount of the adjustment in Column 2 on Page 4 does not agree with the amount of the Total Compensation Increase in Section A, Line 6, Page 1 (i.e., increase was partially budgeted), explain the variance below:	
6.	Please include any additional comments and explanations of Page 4 as necessary:	

K. CERTIFICATION NO. 1: CERTIFICATION OF THE DISTRICT'S ABILITY TO MEET THE COSTS OF COLLECTIVE BARGAINING AGREEMENT

The disclosure document must be signed by the District Superintendent and Chief Business Officer at the time of public disclosure.

In accordance with the requirements of Government Code Section 3547.5, the Superintendent and Chief Business Officer of the Placentia-Yorba Linda Unified School District, hereby certify that the District can meet the costs incurred under the Collective Bargaining Agreement between the District and the Placentia Yorba Linda Unified School District - Association of Placentia Linda Educators (APLE) Bargaining Unit, during the term of the agreement from July 1, 2020 to June 30, 2021.

The budget revisions necessary to meet the costs of the agreement in each year of its term are as follows:

Budget Adjustment Categories:	Budget Adjustment Increase (Decrease)
Revenues/Other Financing Sources	-
Expenditures/Other Financing Uses	-
Ending Balance Increase (Decrease)	-

N/A ____ (No budget revisions necessary)

_____ District Superintendent (Signature)	_____ 4/27/2021 Date
_____ Chief Business Officer (Signature)	_____ 4/27/2021 Date

L. CERTIFICATION NO. 2				
The disclosure document must be signed by the district Superintendent or designee at the time of public disclosure and by the President or Clerk of the Governing Board at the time of formal board action on the proposed agreement.				
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 requirements of AB 1200 and Government Code Section 3547.5.				
			4/27/2021	
	District Superintendent (or Designee)		Date	
	(Signature)			
			4/27/2021	
	President or Clerk of Governing Board		Date	
	(Signature)			
	David Giordano, Assistant Superintendent, Business Services		714-985-8419	
	Contact Person		Phone	

TO: Dr. James Elsasser, Superintendent

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **TENTATIVE AGREEMENT BETWEEN THE ASSOCIATION OF PLACENTIA-LINDA EDUCATORS (APLE) AND THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (PYLUSD)**

DATE: April 27, 2021

BACKGROUND: The Board adopted the Master Certificated Employment agreement between the Placentia-Yorba Linda Unified School District and the Association of Placentia Linda Educators (APLE).

The Association of Placentia Linda Educators and the District have reached a Tentative Agreement for the 2020-21 school year. Inclusive in this agreement are the changes and additions included as part of this agreement (Exhibit A).

RATIONALE: The agenda item presents for Board consideration approval of the Tentative Agreement between APLE and the PYLUSD.

FUNDING: Approval of this agreement will assist the District in meeting our financial obligations.

BOARD FOCUS AREA: This board agenda item supports Focus Area 5.0, *Optimized Resources* – “A critical measure of a school district’s performance is the effectiveness with which it utilizes and generates resources. We ensure that all fiscal and capital resources maximize educational opportunities.”

RECOMMENDATION: Approve the Tentative Agreement between APLE and the PYLUSD.

PREPARED BY: Rick Lopez, Assistant Superintendent

TENTATIVE AGREEMENT
Between the
Placentia-Yorba Linda Unified School District (PYLUSD)
and the
Association of Placentia-Linda Educators (APLE)
For the 2020-21 School Year

Article 1

1. Modify Article 1 to read as follows:

"This Agreement is entered into this 14th day of April, 2021 by and between the Board of Education of the Placentia-Yorba Linda Unified School District, hereinafter referred to as "District" and the Association of Placentia-Linda Educators/California Teachers Association/National Education Association, hereinafter referred to as "Association". This Agreement shall supersede any rules, regulations or practices of the District which are contrary to or inconsistent with its terms. This Agreement shall remain in effect until June 30, 2023.

For the 2020-21 and 2022-23 school years, the Association and/or District may each reopen the article on wages and benefits and two other articles at the choice of the Association and two other articles at the choice of the District. For the 2021-22 school year, either party may open any article. All temporary agreements attached to the contract shall be extended for one additional year."

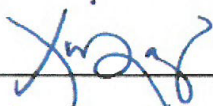
Article 14 (Wages and Benefits)

1. All certificated salary schedules shall be increased by 3%, effective July 1, 2020.
2. All bargaining unit members shall receive an off-schedule payment equal to 3% of their annual salary for the 2020-21 school year after the 3% increase listed in #1 above is applied to the certificated salary schedules.
3. Modify the certificated salary schedule to add "CRSC-LSH or SLPSC" after BA+75 on the definition criteria for Column V.
4. Modify Appendix D to read as follows:

"Stipend

Speech Language Pathologists will receive one (1) annual stipend factored at 0.1 x Step 1 of Column IV (pro-rata).

5. The hourly compensation rate for summer school classroom teaching shall be \$55 per hour for the summer of 2021 and 2022, covered through the one-time Expanded Learning Opportunities Grant.
6. The parties agree to the 2022-23 Teacher Calendar attached to this Agreement.
7. This Agreement closes the negotiations for on-going wages and benefits for the 2020-21 school year.



Authorized Representative

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT

4/14/21

Date



Authorized Representative

ASSOCIATION OF PLACENTIA-LINDA EDUCATORS

4/14/2021

Date

2022-2023 Teacher Calendar

****DRAFT****

July-22

July-22						
S	M	T	W	T	Fr	Sa
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

January-23						
S	M	T	W	T	Fr	Sa
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

January-23
2 - 6 Winter Break
16 - MLK
25-26 High School Minimum Day
27 - Secondary Non Student Day
16 Work Days

August-22

25 - First Day of Service
30 - First Day of School

August-22						
S	M	T	W	T	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February-23						
S	M	T	W	T	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28			

February-23
13 - Lincoln
20 - President's Day

5 Work Days

18 Work Days

September-22

2 - Non Work Day
5 - Labor Day

September-22						
S	M	T	W	T	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

March-23						
S	M	T	W	T	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

March-23
3 - Elementary Min. Day

20 Work Days

23 Work Days

October-22

21 Work Days

October-22						
S	M	T	W	T	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

April-23						
S	M	T	W	T	Fr	Sa
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

April-23
3-7 Spring Break
14 - Middle School Min. Day

15 Work Days

November-22

4 - Elem/Middle School Min Day
11 - Veterans Day
16-17 Elem Min Day/Parent Conf
18 - Elem Non Student Day
21 - 25 Thanksgiving Break
16 Work Days

November-22						
S	M	T	W	T	Fr	Sa
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

May-23						
S	M	T	W	T	Fr	Sa
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

May-23
29 - Memorial Day

22 Work Days

December-22

26 - 30 Winter Break

17 Work Days

December-22						
S	M	T	W	T	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

June-23						
S	M	T	W	T	Fr	Sa
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

June-23
9 - Elem Min. Day
14-15 - Secondary Min Day
15 - Last Day of School
16 - Last Day of Service

Handwritten signature and initials

185 Work Days

TO: Dr. James Elsasser, Superintendent

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **APPROVAL OF THE AGREEMENT FOR THE PLACENTIA LINDA UNIFIED MANAGERS (PLUM) AND THE PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (PYLUSD)**

DATE: April 27, 2021

BACKGROUND: The Board reviews and recommends changes to the agreement between the Placentia-Yorba Linda Unified School District and the Placentia Linda Unified Managers (PLUM).

To coincide with the tentative agreement reached between other bargaining groups. PLUM will receive a 3% base salary increase for the 2020-2021 school year, retroactive to July 1, 2020. PLUM will also receive an off-schedule payment equal to 3% of their prorated annual base salary for the 2020-2021 school year after the initial 3% increase is applied to the management certificated/classified salary schedules. PLUM includes confidential, principals, assistant principals, counselors, psychologists, program specialists, mental health clinicians, wellness specialists, occupational/physical therapists, public and media relations specialist, deans, classified managers, executive directors, directors, administrators, coordinators, supervisors (classified/certificated), superintendent, assistant superintendents, and Board members. The certificated management salary schedule will also reflect an increase correction to steps 5 and 6 for the Wellness Specialist position and a decrease correction to step 7 for Mental Health Clinician and Wellness Specialist. (Exhibit A)

RATIONALE: The agenda item presents for Board consideration approval of the Agreement between PLUM and the PYLUSD.

FUNDING: Approval of this agreement will assist the District in meeting our financial obligations.

BOARD FOCUS AREA: This board agenda item supports Focus Area 5.0, *Optimized Resources* – “A critical measure of a school district’s performance is the effectiveness with which it utilizes and generates resources. We ensure that all fiscal and capital resources maximize educational opportunities.”

RECOMMENDATION: Approve the proposal between PLUM and PYLUSD for a 3% base salary increase retroactive to July 1, 2020 and an off-schedule payment equal to 3% of their prorated annual base salary for the 2020-21 school year. The certificated management salary schedule will also reflect an increase correction to steps 5 and 6 for the wellness specialist position and a decrease correction to step 7 for mental health clinician and wellness specialist.

PREPARED BY: Rick Lopez, Assistant Superintendent

Position	Days	Range	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Exec Director	226	0	\$ 158,733	\$ 162,698.00	\$ 166,769.00	\$ 170,938.00	\$ 175,210.00	\$ 179,588.00	\$ 184,081.00
Director I	224	1	\$ 137,432	\$ 140,865.00	\$ 144,387.00	\$ 147,998.00	\$ 151,697.00	\$ 155,488.00	\$ 159,378.00
High School Principal	224	1	\$ 137,432	\$ 140,865.00	\$ 144,387.00	\$ 147,998.00	\$ 151,697.00	\$ 155,488.00	\$ 159,378.00
Continuation Principal	219	2	\$ 120,143	\$ 123,148.00	\$ 126,229.00	\$ 129,382.00	\$ 132,615.00	\$ 135,934.00	\$ 139,330.00
Director III	221	3	\$ 118,325	\$ 121,278.00	\$ 124,311.00	\$ 127,443.00	\$ 130,606.00	\$ 133,871.00	\$ 137,217.00
Administrator	215	4	\$ 123,407	\$ 126,496.00	\$ 129,654.00	\$ 132,898.00	\$ 136,220.00	\$ 139,625.00	\$ 143,114.00
K-12 Principal	214	5	\$ 120,143	\$ 123,148.00	\$ 126,229.00	\$ 129,382.00	\$ 132,615.00	\$ 135,934.00	\$ 139,330.00
Middle School Principal	214	5	\$ 120,143	\$ 123,148.00	\$ 126,229.00	\$ 122,754.00	\$ 132,615.00	\$ 135,934.00	\$ 139,330.00
H.S. Asst. Principal	213	6	\$ 113,993	\$ 116,840.00	\$ 119,761.00	\$ 126,791.00	\$ 125,825.00	\$ 128,971.00	\$ 132,195.00
Elementary Principal	210	7	\$ 117,738	\$ 120,679.00	\$ 123,699.00	\$ 126,791.00	\$ 129,960.00	\$ 133,212.00	\$ 136,541.00
Coordinator	210	8	\$ 105,503.00	\$ 108,145.00	\$ 110,846.00	\$ 113,616.00	\$ 116,457.00	\$ 119,369.00	\$ 122,355.00
Middle Sch Asst. Prin.	204	9	\$ 104,778.00	\$ 107,397.00	\$ 110,082.00	\$ 112,835.00	\$ 115,657.00	\$ 118,547.00	\$ 122,355.00
Elem. Asst. Principal	204	10	\$ 102,505.00	\$ 105,065.00	\$ 107,696.00	\$ 110,388.00	\$ 113,144.00	\$ 115,974.00	\$ 118,875.00
Supervisor	200	11	\$ 96,942.00	\$ 99,366.00	\$ 101,848.00	\$ 104,394.00	\$ 107,002.00	\$ 109,679.00	\$ 112,418.00
Counselor	200	12	\$ 96,313.00	\$ 98,717.00	\$ 101,190.00	\$ 103,717.00	\$ 106,314.00	\$ 108,969.00	\$ 111,694.00
Dean/Activities Director	200	12	\$ 96,313.00	\$ 98,717.00	\$ 101,190.00	\$ 103,717.00	\$ 106,314.00	\$ 108,969.00	\$ 111,694.00
High School/Athl Director	200	13	\$ 96,936.00	\$ 98,717.00	\$ 101,845.00	\$ 104,391.00	\$ 106,999.00	\$ 109,679.00	\$ 112,417.00
Program Specialist	196	14	\$ 94,999.00	\$ 99,366.00	\$ 99,809.00	\$ 102,303.00	\$ 104,859.00	\$ 107,487.00	\$ 110,170.00
Psychologists	196	15	\$ 92,230.00	\$ 97,373.00	\$ 99,809.00	\$ 102,303.00	\$ 104,859.00	\$ 107,487.00	\$ 115,679.00
Mental Health Clinician	196	15	\$ 92,230.00	\$ 97,373.00	\$ 99,809.00	\$ 102,303.00	\$ 104,859.00	\$ 107,487.00	\$ 110,170.00
Wellness Specialist	185	16	\$ 86,483.00	\$ 91,305.00	\$ 95,928.00	\$ 98,325.00	\$ 100,783.00	\$ 103,303.00	\$ 105,885.00
Assistant Superintendent	227		\$196,011						
Deputy Superintendent	227		\$215,611 Schedule 13						

Longevity
17 Yrs- \$1744
21 Yrs- \$5231
25 Yrs- \$8417

*Step 7 is frozen
Board Approved 04/27/2021

TO: Board of Education

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **APPROVAL OF EMPLOYMENT CONTRACT – DR. JAMES ELSASSER,
SUPERINTENDENT**

DATE: April 27, 2021

BACKGROUND: The Board of Education approves the contract amendments to modify the employment contract for the Superintendent.

RATIONALE: In accordance with Government Code 53262(a), the purpose of this agenda item is to present the terms and conditions of the employment contract for the Superintendent of the Placentia-Yorba Linda Unified School District. Copies of the employment contract shall be available to members of the public upon request.

FUNDING: Amendment to contract to include a 3% increase and a one-time, off-schedule payment of 3% for the 2020-21 school year consistent with the increase given to other bargaining units.

BOARD FOCUS AREA: This board agenda item supports Focus Area 2.0, *Effective Instruction/Leadership* – “A dynamic, high quality instruction program facilitates life-long habits of intellectual inquiry. We actively engage each student in the learning process through the implementation of the core curriculum and effective instructional strategies, including the use of technology. To this end, we strive to attract, train, and retain employees as well as develop strategic leaders who embrace the vision and values of our district.”

RECOMMENDATION: Approve a salary increase of 3% retroactive to January 1, 2021 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Dr. James Elsasser as Superintendent through June 30, 2024. This amendment is consistent with the increase given to other bargaining units.

PREPARED BY: Rick Lopez, Assistant Superintendent

Amendment No. 1 to Contract of Employment

The Amendment Number 1 to the Contract of Employment (Amendment) is made by and between PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (District), which is located in the County of Orange, State of California, acting through its Board of Trustees (Board) and Dr. James Elsasser (Superintendent), and is made with reference to the following facts:

Recitals

- A. On November 10, 2020, the Board and the Superintendent entered into an Employment Contract (Contract).
- B. It is the desire of the Board to modify the salary of the Superintendent as provided in paragraph 4 of the contract, and in accordance with Education Code Section 45032, so that the Superintendent will receive a salary increase of three percent (3%) retroactive to January 1, 2021 and a one-time, off-schedule payment of three percent (3%) for the 2020-2021 school year to coincide with other bargaining units.

NOW, THEREFORE, IT IS HEREBY AGREED between the parties as follows:

- 1. Paragraph 4 of the Contract is hereby amended to read as follows: Retroactive to January 1, 2021, Board shall pay the Superintendent a minimum salary of Three Hundred Thirty-Five Thousand Seven Hundred and Eighty Dollars (\$335,780) for each complete year during the term of this contract, payable in twelve (12) equal monthly payments. The Superintendent shall also receive a prorated one-time off-schedule payment of Five Thousand and Thirty-Six Dollars (\$5,036) for the 2020-21 school year. When only a portion of a year is served, compensation shall be prorated.
- 2. Except as modified herein, all remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Amendment this Twenty-Seventh day of April, 2021.

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

BY: _____
Karin Freeman, President

Dr. James Elsasser, Superintendent

TO: Board of Education

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **APPROVAL OF EMPLOYMENT CONTRACT - RICHARD LOPEZ, ASSISTANT SUPERINTENDENT OF HUMAN RESOURCES**

DATE: April 27, 2021

BACKGROUND: The Board of Education approves the contract amendments to modify the employment contracts for the Assistant Superintendent.

RATIONALE: In accordance with Government Code 53262(a), the purpose of this agenda item is to present the terms and conditions of the employment contract for the Assistant Superintendent of the Placentia-Yorba Linda Unified School District. Copies of the employment contract shall be available to members of the public upon request.

FUNDING: Amendment to contract to include a 3% increase and a one-time, off-schedule payment of 3% for the 2020-21 school year consistent with the increase given to other bargaining units.

BOARD FOCUS AREA: This board agenda item supports Focus Area 2.0, *Effective Instruction/Leadership* – “A dynamic, high quality instruction program facilitates life-long habits of intellectual inquiry. We actively engage each student in the learning process through the implementation of the core curriculum and effective instructional strategies, including the use of technology. To this end, we strive to attract, train, and retain employees as well as develop strategic leaders who embrace the vision and values of our district.”

RECOMMENDATION: Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Richard Lopez as Assistant Superintendent through June 30, 2023. This amendment is consistent with the increase given to other bargaining units.

PREPARED BY: Martha Suarez, Administrative Secretary

Amendment No. 2 to Contract of Employment

The Amendment Number 2 to the Contract of Employment (Amendment) is made by and between PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (District), which is located in the County of Orange, State of California, acting through its Board of Trustees (Board) and Richard Lopez (Assistant Superintendent), and is made with reference to the following facts:

Recitals

- A. On July 10, 2018, the Board and the Assistant Superintendent entered into an Employment Contract (Contract).
- B. It is the desire of the Board to modify the salary of the Assistant Superintendent as provided in paragraph 3 of the contract, and in accordance with Education Code Section 45032, so that the Assistant Superintendent will receive a salary increase of three percent (3%) retroactive to July 1, 2020 and a one-time, off-schedule payment of three percent (3%) for the 2020-21 school year to coincide with other bargaining units.

NOW, THEREFORE, IT IS HEREBY AGREED between the parties as follows:

- 1. Paragraph 3 of the Contract is hereby amended to read as follows: Retroactive to July 1, 2020, Board shall pay the Assistant Superintendent a minimum salary of One Hundred Ninety-Six Thousand and Eleven Dollars (\$196,011) for each complete year during the term of this contract, payable in twelve (12) equal monthly payments. The Assistant Superintendent shall also receive a one-time, off-schedule payment of Five Thousand Eight hundred and Eighty Dollars (\$5,880) for the 2020-21 school year. When only a portion of a year is served, compensation shall be prorated.
- 2. Except as modified herein, all remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Amendment this Twenty-Seventh day of April, 2021.

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

BY: _____
Karin Freeman, President

Dr. James Elsasser, Superintendent

Richard Lopez, Assistant Superintendent

TO: Board of Education

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **APPROVAL OF EMPLOYMENT CONTRACT - DAVID GIORDANO, ASSISTANT SUPERINTENDENT OF BUSINESS SERVICES**

DATE: April 27, 2021

BACKGROUND: The Board of Education approves the contract amendments to modify the employment contracts for the Assistant Superintendent.

RATIONALE: In accordance with Government Code 53262(a), the purpose of this agenda item is to present the terms and conditions of the employment contract for the Assistant Superintendent of the Placentia-Yorba Linda Unified School District. Copies of the employment contract shall be available to members of the public upon request.

FUNDING: Amendment to contract to include a 3% increase and a one-time, off-schedule payment of 3% for the 2020-21 school year consistent with the increase given to other bargaining units.

BOARD FOCUS AREA: This board agenda item supports Focus Area 2.0, *Effective Instruction/Leadership* – “A dynamic, high quality instruction program facilitates life-long habits of intellectual inquiry. We actively engage each student in the learning process through the implementation of the core curriculum and effective instructional strategies, including the use of technology. To this end, we strive to attract, train, and retain employees as well as develop strategic leaders who embrace the vision and values of our district.”

RECOMMENDATION: Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for David Giordano as Assistant Superintendent through June 30, 2023. This amendment is consistent with the increase given to other bargaining units.

PREPARED BY: Rick Lopez, Assistant Superintendent

Amendment No. 3 to Contract of Employment

The Amendment Number 3 to the Contract of Employment (Amendment) is made by and between PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (District), which is located in the County of Orange, State of California, acting through its Board of Trustees (Board) and David Giordano (Assistant Superintendent), and is made with reference to the following facts:

Recitals

- A. On May 19, 2015, the Board and the Assistant Superintendent entered into an Employment Contract (Contract).
- B. It is the desire of the Board to modify the salary of the Assistant Superintendent as provided in paragraph 3 of the contract, and in accordance with Education Code Section 45032, so that the Assistant Superintendent will receive a salary increase of three percent (3%) retroactive to July 1, 2020 and a one-time, off-schedule payment of three percent (3%) for the 2020-21 school year to coincide with other bargaining units.

NOW, THEREFORE, IT IS HEREBY AGREED between the parties as follows:

- 1. Paragraph 3 of the Contract is hereby amended to read as follows: Retroactive to July 1, 2020, Board shall pay the Assistant Superintendent a minimum salary of One Hundred Ninety-Six Thousand and Eleven Dollars (\$196,011) for each complete year during the term of this contract, payable in twelve (12) equal monthly payments. The Assistant Superintendent shall also receive a one-time, off-schedule payment of Five Thousand Eight hundred and Eighty Dollars (\$5,880) for the 2020-21 school year. When only a portion of a year is served, compensation shall be prorated.
- 2. Except as modified herein, all remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Amendment this Twenty-Seventh day of April, 2021.

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

BY: _____
Karin Freeman, President

Dr. James Elsasser, Superintendent

David Giordano, Assistant Superintendent

TO: Board of Education

FROM: Rick Lopez, Assistant Superintendent, Human Resources

SUBJECT: **APPROVAL OF EMPLOYMENT CONTRACT - DR. LINDA ADAMSON, ASSISTANT SUPERINTENDENT OF EDUCATIONAL SERVICES**

DATE: April 27, 2021

BACKGROUND: The Board of Education approves the contract amendments to modify the employment contracts for the Assistant Superintendent.

RATIONALE: In accordance with Government Code 53262(a), the purpose of this agenda item is to present the terms and conditions of the employment contract for the Assistant Superintendent of the Placentia-Yorba Linda Unified School District. Copies of the employment contract shall be available to members of the public upon request.

FUNDING: Amendment to contract to include a 3% increase and a one-time, off-schedule payment of 3% for the 2020-21 school year consistent with the increase given to other bargaining units.

BOARD FOCUS AREA: This board agenda item supports Focus Area 2.0, *Effective Instruction/Leadership* – “A dynamic, high quality instruction program facilitates life-long habits of intellectual inquiry. We actively engage each student in the learning process through the implementation of the core curriculum and effective instructional strategies, including the use of technology. To this end, we strive to attract, train, and retain employees as well as develop strategic leaders who embrace the vision and values of our district.”

RECOMMENDATION: Approve a salary increase of 3% retroactive to July 1, 2020 and a one-time, off-schedule payment of 3% for the 2020-21 school year in the employment contract for Dr. Linda Adamson as Assistant Superintendent through June 30, 2023. This amendment is consistent with the increase given to other bargaining units.

PREPARED BY: Rick Lopez, Assistant Superintendent

Amendment No. 1 to Contract of Employment

The Amendment Number 1 to the Contract of Employment (Amendment) is made by and between PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT (District), which is located in the County of Orange, State of California, acting through its Board of Trustees (Board) and Dr. Linda Adamson (Assistant Superintendent), and is made with reference to the following facts:

Recitals

- A. On August 11, 2020, the Board and the Assistant Superintendent entered into an Employment Contract (Contract).
- B. It is the desire of the Board to modify the salary of the Assistant Superintendent as provided in paragraph 3 of the contract, and in accordance with Education Code Section 45032, so that the Assistant Superintendent will receive a salary increase of three percent (3%) retroactive to July 1, 2020 and a one-time, off-schedule payment of three percent (3%) for the 2020-21 school year to coincide with other bargaining units.

NOW, THEREFORE, IT IS HEREBY AGREED between the parties as follows:

- 1. Paragraph 3 of the Contract is hereby amended to read as follows: Retroactive to July 1, 2020, Board shall pay the Assistant Superintendent a minimum salary of One Hundred Ninety-Six Thousand and Eleven Dollars (\$196,011) for each complete year during the term of this contract, payable in twelve (12) equal monthly payments. The Assistant Superintendent shall also receive a one-time, off-schedule payment of Five Thousand Eight hundred and Eighty Dollars (\$5,880) for the 2020-21 school year. When only a portion of a year is served, compensation shall be prorated.
- 2. Except as modified herein, all remaining terms and conditions of the Contract shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have entered into this Amendment this Twenty-Seventh day of April, 2021.

PLACENTIA-YORBA LINDA UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

BY: _____
Karin Freeman, President

Dr. James Elsasser, Superintendent

Dr. Linda Adamson, Assistant Superintendent