

***Eureka City Schools Board of Education***

2100 J Street, Eureka, CA 95501

**Regular Meeting (Room 116)**

7:00 PM

**February 2, 2017**

**AGENDA**

**A. CALL TO ORDER OF STUDY SESSION**

**B. STUDY SESSION (4:30 p.m. - Room 118)**

- (1) Fiscal Stability Plan

Referred to the Board by:

Paul Ziegler, Assistant Superintendent of Business Services

**C. CALL TO ORDER OF OPEN SESSION**

**D. PUBLIC COMMENT ON CLOSED SESSION ITEMS**

**E. CLOSED SESSION (Room 118)**

- (2) Employee discipline, dismissal, release, appoint, accept the resignation of or otherwise affect the employment status of a public employee (GC § 54957)
- (3) Conference with labor negotiator Superintendent Van Vleck regarding Eureka Teachers Association, Classified White and Blue Collar Units, and/or Unrepresented Employees (Confidential and Classified and Certificated Management) (GC § 54957.6)
- (4) Conference with Legal Counsel – Litigation with Pacific View Charter School, One Case (GC § 54956.9)
- (5) Conference with Superintendent – Pending Litigation, One Case (GC § 54956.9)
- (6) Consideration of Student Expulsion (EC Sec. 48918(c) or 760030) [Student #16-17-005, Resolution #16-17-022]

**F. RECESS to Room 114 for Classified Employee Reception at 6:45 p.m.**

**G. RECONVENING OF OPEN SESSION (7:00 p.m. - Room 116)**

**H. REPORT OUT FROM CLOSED SESSION**

**I. PLEDGE OF ALLEGIANCE TO THE FLAG**

**J. BOARD RECOGNITION**

- (7) Classified Employee Award Presentation

**K. PUBLIC HEARING**

- (8) Waiver Request To The California State Board of Education To Eliminate The Election Requirement Under Education Code § 5020(A) In Order To Establish Individual Trustee Areas From Which District Governing Board Members Will Be Elected

**L. ADJUSTMENT TO THE AGENDA**

- (9) Approval of Agenda

**M. INFORMATION**

- (10) Student Reports
- (11) Superintendent's Reports
- (12) Board Members' Reports

**N. PUBLIC COMMENT ON NON-AGENDA ITEMS**

***\* IN ORDER TO ADDRESS THE BOARD, PLEASE COMPLETE THE GREEN SPEAKER'S FORM AT THE DOOR AND GIVE TO THE BOARD PRESIDENT. Individual speakers shall be allowed three (3) minutes to address the Board on each non-agenda or agenda item. The Board shall limit the total time for public input on each item to twenty (20) minutes (BB 9323(b)).***

## **O. CONSENT CALENDAR**

- (13) Minutes of the Regular Meeting from January 12, 2017

*Referred to the Board by:*

*Fred Van Vleck, Ed.D., Superintendent*

- (14) Minutes of the Special Meeting from January 13, 2017

*Referred to the Board by:*

*Fred Van Vleck, Ed.D., Superintendent*

- (15) Approval of Personnel Action Report #9

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (16) Short Term Position – Elementary Library Technician

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (17) Field Trip: EHS Auto Tech Overnight Trip to Sacramento, CA on January 21, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (18) Field Trip: EHS Players Field Trip to Ashland, OR on June 20-23, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (19) Field Trip: EHS Players Field Trip to San Francisco, CA on January 21-22, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (20) Field Trip: Annual AP Literature Field Trip to Ashland, OR on May 19, 2017 - May 21, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (21) Field Trip: EHS Instrumental Music Students to Attend a Music Tour in Chico, CA on March 9-10, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (22) Field Trip: EHS DECA Field Trip to Santa Clara, CA on March 1-5, 2017

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (23) Notice of Completion for Pierson Company and for American Modular Systems:  
Alice Birney Three-Classroom Addition

*Referred to the Board by:*

*Paul Ziegler, Assistant Superintendent of Business Services*

**P. DISCUSSION/ACTION**

- (24) Consideration of Student Expulsion (EC Sec 48918(c) or 760030) [Student #16-17-005; Resolution # 16-17-022]

*Referred to the Board by:*

*Laurie Alexander, Director of Student Services*

- (25) Certify the Public Disclosure Summary and Ratify Changes to the 2016-2018 Collective Bargaining Agreement between Eureka City Schools Governing Board and CSEA Redwood Chapter 88 Blue and White Collar Units

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (26) Resolution 16-17-021: Application to California Energy Commissions Bright Schools Program for Prop 39 Projects Technical Assistance

*Referred to the Board by:*

*Paul Ziegler, Assistant Superintendent of Business Services*

- (27) Hiring of William Allison, 1.0 FTE Elementary Music Teacher, Grades 4 and 5 Beginning Band, Alice Birney, Grant, Lafayette and Washington Elementary Schools (Employed on the Basis of a Provisional Internship Permit)

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (28) Hiring of Hallyann Roper, 0.2 FTE Seventh Grade Mathematics Teacher, Zane Middle School (Employed on the Basis of a Provisional Internship Permit)

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

- (29) Waiver Request To The California State Board of Education To Eliminate The Election Requirement Under Education Code § 5020(A) In Order To Establish Individual Trustee Areas From Which District Governing Board Members Will Be Elected

*Referred to the Board by:*

*Fred Van Vleck, Ed.D., Superintendent*



**Q. DISCUSSION**

(30) Pre-School Program Overview

*Referred to the Board by:*

*Laurie Alexander, Director of Student Services*

(31) IRS Mileage and Per Diem Rates

*Referred to the Board by:*

*Paul Ziegler, Assistant Superintendent of Business Services*

(32) Annual Report on Effectiveness of Activities Funded by Title I

*Referred to the Board by:*

*Michael Davies-Hughes, Assistant Superintendent Educational Services*

(33) Local Control Accountability Plan Update

*Referred to the Board by:*

*Michael Davies-Hughes, Assistant Superintendent Educational Services*

(34) Report on Eureka City Schools Transportation Department

*Referred to the Board by:*

*Paul Ziegler, Assistant Superintendent of Business Services*

(35) Revision of Assistant Supervisor of Food Services Job Description and Placement on the Classified Management Salary Schedule

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

**R. CLOSED SESSION (continued)**

**S. RECONVENING OF OPEN SESSION (continued)**

**T. REPORT OUT FROM CLOSED SESSION (continued)**

**U. ADJOURNMENT**

*Notice: Documents and materials relating to an open session agenda that are provided to the Board less than 72 hours prior to a regular meeting will be available for public inspection and copying at the Eureka City Schools District Office, Superintendent's Office (Room 108), 2100 J Street, Eureka, CA 95501.*

*Notice: Eureka City Schools adheres to the Americans with Disabilities Act. Should you require special accommodations or auxiliary aids and services in order to participate in the Board meeting, please contact the Superintendent's Office (Room 108) in writing three days prior to the meeting at 2100 J Street, Eureka, CA 95501.*



# *Eureka City Schools*

2100 J Street, Eureka, CA 95501 (707)441-2414

## **PLEASE POST IMMEDIATELY**

### **NOTICE OF PUBLIC HEARING**

EUREKA CITY SCHOOLS

### **WAIVER REQUEST TO THE CALIFORNIA STATE BOARD OF EDUCATION TO ELIMINATE THE ELECTION REQUIREMENT UNDER EDUCATION CODE § 5020(A) IN ORDER TO ESTABLISH INDIVIDUAL TRUSTEE AREAS FROM WHICH DISTRICT GOVERNING BOARD MEMBERS WILL BE ELECTED**

When: February 2, 2017 at 7:00 p.m.

Where: Eureka City Schools District Office (Room 118)  
2100 J Street  
Eureka, CA 95501

At its regularly scheduled meeting on February 2, 2017, the Eureka City Schools Governing Board will hold a public hearing to receive public comment on the submission of a waiver request to the California State Board of Education to eliminate the election requirement under Education Code § 5020(a) in order to establish individual trustee areas from which District Governing Board members will be elected.

#### **Contact:**

Fred Van Vleck, Superintendent  
Eureka City Schools  
Tel: 707-441-2414

*POSTED ON 01/23/17*

*PLEASE REMOVE AFTER 02/03/17*

Public Hearing – 01.23.17/mh

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Minutes of the Regular Meeting from January 12, 2017

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve the minutes from the regular meeting on January 12, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Not applicable.

**STRATEGIC PLAN/PRIORITY AREA:**

Subject does not apply to a Strategic Plan Priority Area

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Not applicable.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Fred Van Vleck, Ed.D. - Superintendent

**ATTACHMENTS:**

Description

- ▣ Draft Minutes from Reg Mtg on 01.12.17

**Eureka City Schools Board of Education**

2100 J Street, Eureka, CA 95501

**Regular Meeting**

7:00 PM

**January 12, 2017**

**MINUTES**

**A. CALL TO ORDER OF OPEN SESSION (4:00 p.m. – Room 118)**

President Ollivier called the session to order at 4:02 p.m.

Members Present: Johnson, Ollivier, Davis, Taplin, Duncan

Members Absent: None

Staff Present: Van Vleck, Alexander, Snipes

**B. PUBLIC COMMENT ON CLOSED SESSION ITEMS**

No public comment.

**C. CLOSED SESSION (Closed to Public) (Room 118)**

President Ollivier moved the meeting to closed session.

Members Present: Johnson, Ollivier, Davis, Duncan, Taplin

Members Absent: None

Staff Present: Van Vleck, Ziegler, Davies-Hughes, Alexander, Will

- (1) Employee discipline, dismissal, release, appoint, accept the resignation of or otherwise affect the employment status of a public employee (GC § 54957)
- (2) Conference with labor negotiator Superintendent Van Vleck regarding Eureka Teachers Association, Classified White and Blue Collar Units, and/or Unrepresented Employees (Confidential and Classified and Certificated Management) (GC § 54957.6)
- (3) Conference with Superintendent – Litigation with Pacific View Charter School, One Case (GC § 54956.9)
- (4) Conference with Legal Counsel – Pending Litigation, One Case (GC § 54956.9)
- (5) Consideration of Student Expulsion (EC Sec. 48918(c) or 760030) [Student #16-17-003, Resolution #16-17-020]
- (6) Employee Evaluation: Superintendent (GC Section 54957)

**D. RECONVENING OF OPEN SESSION (Room 116)**

President Ollivier reconvened the meeting at 7:10 p.m.

Members Present: Johnson, Ollivier, Davis, Taplin, Duncan, Wotherspoon

Members Absent: None

Staff Present: Van Vleck, Ziegler, Davies-Hughes, Alexander, Will, Harris

## **E. REPORT OUT FROM CLOSED SESSION**

In regard to Closed Session Items C(1) and C(3), Closed Session will continue after open session has concluded.

There was no action to report on closed session Items C(2), C(4), C(6).

Closed Session Item C(5) will be discussed at Item K(26) and voted on in open session.

## **F. PLEDGE OF ALLEGIANCE TO THE FLAG – Winship Middle School**

Students from Winship Middle School led the Board in the pledge of allegiance. Students also shared the things they enjoy about Winship Middle School, including natural science and agriculture courses, art integration projects, friendships with other students, staff, teachers and sports activities. Students are also learning about peer mediation and some students have attending training to help other students work out conflicts.

Principal Shellye Horowitz shared about the exciting ag program at Winship Middle School. Winship is meeting all the regular science standards and doing ag work on top of that. 75% of the 8<sup>th</sup> graders are enrolled in ag science.

Select Winship students also performed a traditional Filipino dance for the Governing Board.

## **G. ADJUSTMENTS TO THE AGENDA**

### **(7) Approval of the Agenda**

Van Vleck pulled Item L(29) Pre-School Program Overview off of the Agenda. This item is being pulled as the staff member that was going to present had an unavoidable conflict.

*It was M/S by Johnson/Taplin to approve the Agenda, with the exception of L(29) Pre-School Program Overview. Student Board Representative: aye 1, no 0, absent 0. Governing Board: ayes 5, noes 0, absent 0. Motion carried.*

## **H. INFORMATION**

### **(8) Student Reports**

- Mauro Staiano, English teacher at Eureka High School, and co-facilitator of Poetry Out Loud, presented students Helaina Stillman, Marina Benson and Catherine Holper, who recited poetry

for the Board members. Catherine Holper won the EHS Poetry Out Loud Competition on December 7, 2016, followed closely by Marina Benson and Helaina Stillman. Catherine Holper will be defending the title at the Morris Graves Museum of Art at 10:00 a.m. on January 28, 2017.

- Karli Roberts spoke to the Board and provided an update on recent activities involving the EHS FFA. In early January chapter members attended Made for Excellence, an advanced leadership conference, in Sacramento, CA. Attendees learned about leadership, California agriculture, and collaborated with other FFA students from all over California. The FFA is excited to send more students back to this conference next year. Roberts notes the 7<sup>th</sup> Annual Booster Dinner and Auction will occur on January 27<sup>th</sup> and everyone is invited to attend. The FFA's career and development teams are also in full swing and will be competing in various competitions including dairy products, dairy cattle, ag mechanics, small gas engines, floral, forestry and farm development. The speaking teams will be competing in novice and advanced parliamentary procedure, job interviews and prepared public speaking. The first contest will be in early February in Arbuckle and the FFA is looking forward to a successful year.

(9) Superintendent's Report

- No report.

(10) Board Members' Report

- Wotherspoon traveled to Europe and visited relatives during the Christmas break. He enjoyed traveling and had a great time. After he returned, he attended a STEAM conference at HCOE. He has been working on catching up on homework and sleep. He also spoke about upcoming events at EHS, including Dancing and Delectables, and indicated students at EHS are preparing for the Winter Formal.
- Johnson – No report.
- Taplin attended the Zoe site visit and was very pleased with what she saw. She states the students and staff were very engaged and the rapport between the students and staff was very nice. She also notes the kitchen at Zoe has turned out wonderful and the students are enjoying it.
- Ollivier attended the Zane site visit and had lunch at Washington the next day. She enjoyed talking to the students. She attended the Maker's Fair with her son and enjoyed it very much. The Zane informational night for parents also turned out well.

- Davis is thankful that, as a retail business owner, she survived another Christmas at the mall.
- Duncan notes the 8<sup>th</sup> grade Zane team recently won the Kelseyville tournament. He also attended a really good game between the Loggers and St. Bernard's recently and it was thoroughly enjoyed. He notes there are lots of great sports events going on right now.

#### **I. PUBLIC COMMENT ON NON-AGENDA ITEMS**

No public comment.

#### **J. CONSENT CALENDAR**

It was M/S by Johnson/Taplin to approve the following Consent Calendar items:

- (11) Approval of Personnel Action Report #8  
*Referred to the Board by:*  
*Renae Will, Director of Personnel Services and Public Affairs*
- (12) Minutes of the Regular Meeting from December 8, 2016  
*Referred to the Board by:*  
*Fred Van Vleck, Ed.D., Superintendent*
- (13) Minutes of the Special Meeting from December 15, 2016  
*Referred to the Board by:*  
*Fred Van Vleck, Ed.D., Superintendent*
- (14) Approval of College Readiness Block Grant Plan  
*Referred to the Board by:*  
*Michael Davies-Hughes, Assistant Superintendent Educational Services*
- (15) Approval to Specify Literacy Technician and Math Technician Positions as Short Term Positions  
*Referred to the Board by:*  
*Renae Will, Director of Personnel Services and Public Affairs*
- (16) Approve Attendance to GEAR UP Conference  
*Referred to the Board by:*  
*Michael Davies-Hughes, Assistant Superintendent Educational Services*
- (17) Williams Quarterly Report  
*Referred to the Board by:*  
*Michael Davies-Hughes, Assistant Superintendent Educational Services*

- (18) Memorandum of Understanding between Eureka City Schools (ECS) and College of the Redwoods (CR) regarding ECS Employee Rick Jordan  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (19) Receipt of Grant Award Notification: Education for Homeless Children and Youth Program  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (20) Receipt of Grant Award Notification: After School Education and Safety Program  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (21) Approval of December 2016 Warrants  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (22) Memorandum of Understanding between Eureka City Schools (ECS) and College of the Redwoods (CR) concerning Adult Education Funds  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (23) Notice of Completion: Accessible Parking & Walks at Washington Elementary Concession Building  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (24) Update to the Consolidated Application for Categorical Programs  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*
- (25) Field Trip: EHS Science Bowl Club Field Trip to Redding, CA on February 24-25, 2017  
*Referred to the Board by:*  
*Renae Will, Director of Personnel Services and Public Affairs*

*Student Board Representative: aye 1, no 0, absent 0. Governing Board: ayes 5, noes 0, absent 0. Motion carried.*

## **K. DISCUSSION/ACTION**

- (26) Consideration of Student Expulsion (EC Sec 48918(c) or 760030)  
[Student #16-17-003; Resolution # 16-17-020]



*Referred to the Board by:  
Laurie Alexander, Director of Student Services*

Alexander notes this matter was discussed in Closed Session.

*It was M/S by Johnson/Taplin to take action and approve Student Expulsion (EC Sec 48918(c) or 760030) [Student #16-17-003; Resolution # 16-17-020]. Student Board Representative: aye 1, no 0, absent 0. Governing Board: ayes 5, noes 0, absent 0. Motion carried.*

- (27) Update to the Contingency Fund for the Alice Birney Three-Classroom Addition

*Referred to the Board by:  
Paul Ziegler, Assistant Superintendent of Business Services*

Ziegler provided the Board with an update to the contingency fund regarding the three-classroom addition at Alice Birney. There was an overage on this project in the amount of \$28,000. This is a bond project and it is not funded by the general fund. The overage was due to the drainage and the difficulty with getting the modular classroom over Highway 299. The classroom is now available for students. Van Vleck notes that the District will receive a 60% modernization match from the State regarding this project (60/40 match).

*It was M/S by Johnson/Duncan to take action and approve the Update to the Contingency Fund for the Alice Birney Three-Classroom Addition. Student Board Representative: aye 1, no 0, absent 0. Governing Board: ayes 5, noes 0, absent 0. Motion carried.*

## **L. DISCUSSION**

- (28) School Climate and Settlement Agreement Bi-Annual Report

*Referred to the Board by:  
Laurie Alexander, Director of Student Services*

Alexander introduced Dr. Jeff Sprague to the Board. This Bi-Annual Report is provided to the Board by Dr. Sprague as part of the settlement plan. Michael Davies-Hughes will also speak to the Board about the framework moving forward.

Van Vleck provided clarification regarding the administrators speaking on this issue. Laurie Alexander's role is to follow through on settlement agreement terms. Michael Davies-Hughes handles the School Climate Grant. There is a lot of cross-over in this area and Laurie Alexander and Michael Davies-Hughes are working together on the school climate issues.

Dr. Jeff Sprague addressed the Board and thanked ECS for all the work that has been done relating to school climate. He enjoyed working with ECS and notes it is his favorite project. Dr. Sprague discussed the ECS settlement agreement goals. He notes that ECS is doing very well but there is always room to improve. Dr. Sprague provided an update to the Board on the implementation plan at the various sites. He has now been to all of the schools this year to conduct fidelity assessments relating to PBIS and restorative practices. He will provide the hard data in August but notes that he has had great conversations with ECS staff and is working with them on problem solving at the site-level. Dr. Sprague also reviewed the recommended structure for improvement of Tier III supports. One of the biggest issues ECS is dealing with involves the students with the most intense needs. He reminds the Board that the District is not alone in dealing with behavior issues in schools. This is happening all over the country and everyone is dealing with similar issues and concerns. He is working on teacher training, coaching and support as well as universal screening for behavioral adjustment in elementary schools. He also notes the importance of teacher wellbeing and self-care support. He will provide a more detailed report to the Board in August.

Trustee Duncan states his concern that ECS might lose teachers due to the issues with students that might need Tier III interventions, as teachers are not feeling supported. It is noted that it is not fair to the teachers or other students to be negatively impacted by students that are being disruptive. Dr. Sprague hears the concerns and discussed evidence-based Tier III support practices that can be used by ECS staff. He is recommending that the practices and methods be utilized in the classrooms to help in those difficult situations and also hopes to provide additional support to the teachers. It is noted by Trustee Duncan that he wants to do everything possible to help the teachers feel supported and successful.

Trustee Johnson believes there needs to be a solution to be used in the classroom prior to everyone being trained in the support practices. The issues happening are happening now, and need to be addressed in some way. Dr. Sprague agrees the teachers do need a context for what is happening in their classroom. He believes the support practices, including individual supports plans and functional behavior assessments, will assist the school sites in responding to the students. He is also evaluating the structure and function of the District's support team to assist in difficult situations.

Michael Davies-Hughes addressed the Board and spoke regarding the School Climate Grant. He showed the Board a "School Climate"

presentation relating to the School Climate Grant goals. The deliverable goals relating to the strategic plan are discussed with the Board. The District is currently focusing on the Tier I, Tier II and Tier III intervention support for students. Tier I interventions are for all universal students and represents 75-85% of the students. Tier II interventions are for select at-risk students and represents approximately 10-20% of the students. Tier III interventions are for high-risk students, which represent 5-8% of students. Davies-Hughes reviewed the processes and interventions being utilized for Tier I, Tier II and Tier III students. He notes the behaviors of the different tiered students are not always at the same level.

Trustee Johnson asks if information is being shared among sites regarding successful interventions. Davies-Hughes acknowledges there is a communication gap in regard to the successful interventions and he is working on streamlining this communication. Davies-Hughes notes that effective content-based strategies can influence the behavior of students. He notes the District's goals relating to each tier level include increased fidelity, universal screening and classroom management for Tier I, protocols for focused SST teams and targeted screening and assessment for Tier II, and "pre-correction," implementing evidence based practice protocols for short-term student intermission for Tier III interventions. Davies-Hughes states the District wants to give the teachers all the tools that are needed to deal with difficult situations at the sites.

Van Vleck clarified that the tier intervention plan has only been finalized in the last couple days, while Dr. Sprague has been here, and will be shared with District staff soon.

- ~~(29) Pre-School Program Overview~~  
~~*Referred to the Board by:*~~  
~~*Laurie Alexander, Director of Student Services*~~

(Item L(29) was pulled from the Agenda.)

- (30) Enrollment and Attendance Update  
*Referred to the Board by:*  
*Paul Ziegler, Assistant Superintendent of Business Services*

Ziegler provided an Enrollment and Attendance Update presentation to the Board. The update includes CBEDS results, District attendance comparison per grade, enrollment trending, unduplicated count, grade span adjustment (GSA) calculations, and ADA site incentive tracking. The District will continue to track this data and will provide another update later in the year.

- (31) Update on Governor's Proposal for the 2017-2018 State Budget

*Referred to the Board by:*

*Paul Ziegler, Assistant Superintendent of Business Services*

Ziegler provided an update to the Board regarding the Governor's Proposal for the 2017-2018 State Budget. Ziegler clarified that this is only a proposal but does provide some insight into future changes. A more detailed report will be provided after Ziegler attends the Governor's Budget Workshop in Sacramento next week.

- (32) Report on the Equitable Distribution of Qualified and Experienced Teacher Assignments Among Schools

*Referred to the Board by:*

*Renae Will, Director of Personnel Services and Public Affairs*

Reane Will addressed the Board and provided a Report on Distribution of Qualified and Experienced Teachers. The most experienced teaching staff is currently at Washington School and Eureka High School. Will clarified this is not an actual review of the teachers, it is an estimate based on salary history.

#### **M. CLOSED SESSION CONTINUED**

President Ollivier moved the meeting to closed session at 9:12 p.m.

#### **N. RECONVENING OF OPEN SESSION**

President Ollivier reconvened the meeting at 9:37 p.m.

#### **O. REPORT OUT FROM CLOSED SESSION**

There was no action to report on closed session Items C(1) and C(3).

#### **P. ADJOURNMENT**

President Ollivier adjourned the meeting at 9:38 p.m.

Respectfully submitted,

Fred Van Vleck, Ed.D.  
Secretary of the Board of Education

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Recording Secretary, Micalyn Harris

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CLERK OF THE BOARD

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DATE

The next regular meeting will be held February 2, 2017 at 7:00 p.m. in the Boardroom #116 at 2100 J Street, Eureka, CA.

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Minutes of the Special Meeting from January 13, 2017

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve the minutes from the special meeting on January 13, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Not applicable.

**STRATEGIC PLAN/PRIORITY AREA:**

Subject does not apply to a Strategic Plan Priority Area

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Not applicable.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Fred Van Vleck, Ed.D. - Superintendent

**ATTACHMENTS:**

Description

- ▣ Spec Mtg Mins - 01.13.17

**Eureka City Schools Board of Education**

2100 J Street, Eureka, CA 95501

**Special Meeting**

12:00 PM

**January 13, 2017**

**MINUTES**

**A. CALL TO ORDER OF OPEN SESSION**

President Ollivier called the session to order at 12:07 p.m.

Members Present: Johnson, Ollivier, Davis, Taplin, Duncan

Members Absent: None

Staff Present: Van Vleck, Alexander, Will, Harris

**B. PLEDGE OF ALLEGIANCE TO THE FLAG**

**C. PUBLIC COMMENT ON CLOSED SESSION ITEMS**

No public comment on closed session items.

**D. CLOSED SESSION (Closed to Public)**

President Johnson moved the meeting to closed session.

Members Present: Johnson, Ollivier, Davis, Duncan, Taplin

Members Absent: None

Staff Present: Van Vleck, Alexander, Will

Legal Advisor to the Board: Damara Moore, Esq.

- (1) Employee discipline, dismissal, release, appoint, accept the resignation of or otherwise affect the employment status of a public employee (GC § 54957)

**E. RECONVENING OF OPEN SESSION**

At the request of Respondent Timothy Regan's attorney, Peder Thoreen, President Johnson moved the meeting to open session regarding Closed Session Item D(1).

Members Present: Johnson, Ollivier, Davis, Taplin, Duncan

Members Absent: None

Staff Present: Van Vleck, Ziegler, Alexander, Will

Legal Advisor to the Board: Damara Moore, Esq.

*Open Session was recorded stenographically by Jennifer Yang, a Court Reporter with KCW Court Reporters & Video Services (1018 Second Street, Eureka, CA 95501, tel: 707-443-7067).*

**F. CLOSED SESSION (Closed to Public)**

President Johnson moved the meeting to closed session at 6:14 p.m. for deliberation regarding Closed Session Item D(1).

Members Present: Johnson, Ollivier, Davis, Duncan, Taplin

Members Absent: None

Staff Present: None

Legal Advisor to the Board: Damara Moore, Esq.

#### **G. RECONVENING OF OPEN SESSION**

President Johnson reconvened the meeting at approximately 8:30 p.m.

Members Present: Johnson, Ollivier, Davis, Taplin, Duncan

Members Absent: None

Staff Present: Van Vleck, Will

#### **H. REPORT OUT FROM CLOSED SESSION**

##### **TIMOTHY REGAN - PROBATIONARY DISMISSAL HEARING BEFORE THE EUREKA CITY SCHOOLS BOARD OF EDUCATION - DECISION SUMMARY**

After hearing testimony, reviewing all evidence submitted by both parties, and conducting its deliberations, the Board voted as follows on the motions before it:

***Is Timothy Regan owed back pay from the date of his release through the date of the hearing?***

5 AYES, 0 NAYS.

The Board President stated that Education Code section 44948.3 does not authorize reliance on Education Code section 44939 to suspend without pay pending dismissal.

***Did the District prove that Timothy Regan is evidently unfit to serve as a resource teacher for Eureka City Schools?***

0 AYES, 5 NAYS

The Board President stated that there was not sufficient evidence to support a finding that Timothy Regan possesses a fixed character trait rendering him evidently unfit to teach.

***Did the District prove that Timothy Regan persistently violated or refused to obey school law of the State or reasonable regulations prescribed by the Governing Board?***

5 AYES, 0 NAYS

The Board President stated that the District proved Timothy Regan refused to obey school laws of the State or reasonable regulations in the form of refusing to perform his assigned job as resource teacher which he was contractually obligated to perform.

The Board President announced it is the determination of the Board that Timothy Regan is due back pay from the date of his unpaid suspension until January 13, 2017. Further, the Board upheld the decision to dismiss Timothy Regan on the basis of refusing to perform his assigned job duties.



**M. ADJOURNMENT**

President Ollivier adjourned the meeting at 8:44 p.m.

Respectfully submitted,

Fred Van Vleck, Ed.D.  
Secretary of the Board of Education

---

Recording Secretary, Micalyn Harris

---

CLERK OF THE BOARD

---

DATE

The next regular meeting will be held February 2, 2017 at 7:00 p.m. in the Boardroom #116 at 2100 J Street, Eureka, CA.

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Approval of Personnel Action Report #9

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

Not applicable.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Not applicable.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 2: RECRUITMENT, SELECTION, PROFESSIONAL DEVELOPMENT, AND RETENTION OF QUALITY STAFF

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Not applicable.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Renae Will, Director of Personnel Services and Public Relations

**ATTACHMENTS:**

Description

- ▣ Personnel Report #9

**EUREKA CITY SCHOOLS  
PERSONNEL REPORT NO. 9  
February 2, 2017**

The following personnel are submitted to the Board of Education of the Eureka City Schools for approval:

**CERTIFICATED PERSONNEL**

**RESIGNATIONS**

Guenthner, Sarah	Teacher, 1.0 FTE, (Zane), eff. 1/28/2017
------------------	------------------------------------------

**ASSIGNMENTS**

Allison, William	Temporary Teacher, 1.0 FTE, (Elementary Music), eff. 1/17/2017 – 6/16/2017
------------------	----------------------------------------------------------------------------

**CHANGE OF STATUS**

CE 16-17-04	1.0 FTE, eff. 11/30/16
-------------	------------------------

**TERMINATIONS**

CE 16-17-05	1.0 FTE, eff. 1/14/2017
-------------	-------------------------

**DAY-TO-DAY SUBSTITUTES**

Correa, Aixa	Day-to-Day Substitute Teacher, eff. 1/18/2017 – 6/16/2017
Costello, Michelle	Day-to-Day Substitute Teacher, eff. 1/11/2017 – 6/16/2017
Goodwin, Heather	Day-to-Day Substitute Teacher, eff. 1/3/2017 – 6/30/2017
Muro, Alyssa	Day-to-Day Substitute Teacher, eff. 1/20/2017 – 6/16/2017
Zabierek, Kristina	Day-to-Day Substitute Teacher, eff. 1/12/2017 – 6/16/2017

**CLASSIFIED PERSONNEL**

**RESIGNATION**

Hammill, Brad	Principal Account Analyst II (DO) 8 hrs/day eff. 1/31/17
---------------	----------------------------------------------------------

**APPOINTMENTS**

Tyler, Joan “Bridgit”	Intermediate Clerk Typist (DO) 8 hrs/day eff. 1/20/17
Ortega, Giovanna	Monitor (Lafayette) 3 hrs/day eff. 1/6/17
Walkow-Rose, Michelle	Instructional Assistant Special Ed I (Washington) 5 hrs/day eff. 1/13/17
Williams, Samantha	Instructional Assistant Special Ed III (Lafayette) 6 hrs/day eff. 1/18/17

SPECIAL APPOINTMENTS

Gasca, Juana  
Cervantes, Luis

Instructional Assistant Special Ed I Sub eff. 1/10/17  
Custodian Sub eff. 1/18/17

CHANGE OF STATUS

Faulk, Jana

From: Children's Center Assistant (Winzler) 3.75 hrs/day  
To: Children's Center Assistant (Winzler) 6.75 hrs/day eff. 1/17/17

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Short Term Position – Elementary Library Technician

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

Specify the position of Elementary Library Technician, .5 hrs/day for 4 days/wk, as short term effective October 17, 2016 – June 16, 2017. Washington will use funds received for the ADA Tracking Incentive to fund this position.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Assembly Bill 500, which amended Ed Code 45103 and 88003, requires the Board specify positions as short-term when the criteria qualifies a position for such designation.

**STRATEGIC PLAN/PRIORITY AREA:**

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Not applicable.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Elementary Library Technician - Range 30, Step 2 \$11.73/hr

**WHO** *(list the name of the contact person(s), job title, and site location)*

Renae M. Will, Director of Personnel Services and Public Affairs

**ATTACHMENTS:**

Description

- ▣ Personnel Request

# Eureka City Schools

## Personnel Request

Please complete this form for each position requested and return to the Personnel Office. There **must** be an Account Code in order for your request to be processed.

Originator S. Jensen School/Dept Washington Date 1/24/17

Job Title Library Tech.

.5 Hours per day 4 Days per week 10 Months per year

Work schedule from 1:30 a.m./p.m. to 2:00 a.m./p.m.

Source of funding: Program \_\_\_\_\_ Acct.No. \_\_\_\_\_  
(**MUST** have account codes in order to process request)

Principal/Supervisor Signature: [Signature]

### Please check one in each category:

#### Category A

- ☐ New position  
☒ Increase in Hours  
☐ Replacement \*\*

#### Category B

- ☐ Full-time  
☒ Part-time  
☐ Substitute

#### Category C

- ☐ Permanent  
☒ Temporary  
☐ Short-term  
(no benefits)

\*\* If replacement, please indicate name of employee \_\_\_\_\_

Reason for request: Received Attendance incentive &  
ADA TRACKING INCENTIVE

Special Instructions: \_\_\_\_\_

Start Date: 10/17/17  
8/31/16 End Date: 6/16/17  
(for short term/temporary positions only)

**PLEASE ALLOW PERSONNEL 5 WORKING DAYS FOR POSTING VACANCIES**

Approved [Signature]  
Personnel Services

White - Personnel

Yellow - Employee File

Pink - Site

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: EHS Auto Tech Overnight Trip to Sacramento, CA on January 21, 2017  
Meeting Date: February 2, 2017  
Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to approve an overnight field trip for EHS Auto Tech students to attend the Universal Technical Institute Top Tech Challenge in Sacramento, CA on January 21, 2017

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

This field trip is a 25 team competition and the top 10 teams win prizes and a scholarship up to \$10,000. The field trip will be a great learning experience for the students.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 6: CAREER AND TECHNICAL EDUCATIONAL PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Annual participation.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Approximately \$400.00 for trip from monies that are in club funds from donations.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Tim Lorenzo, Auto Tech Teacher

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: EHS Players Field Trip to Ashland, OR on June 20-23, 2017

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to approve a field trip for the EHS Players to Ashland, OR on June 20-23, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Students from EHS Players (approximately 12-15 students) will take a field trip to Ashland, OR to see plays at the Oregon Shakespeare Festival. Students will be able to see and experience professional theater productions which will inspire and educate.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 7: VISUAL AND PERFORMING ARTS PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Annual participation for nearly 20 years.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

\$450.00 per student for tickets and lodging.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Nanette Voss, Theater Teacher/Director at Eureka High School



*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: EHS Players Field Trip to San Francisco, CA on January 21-22, 2017  
Meeting Date: February 2, 2017  
Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to approve a field trip for the EHS Players to San Francisco, CA on January 21-22, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Students from EHS Players (approximately 7 students) will take a field trip to San Francisco, CA to see the musical Finding Neverland on January 21, 2017. Students will be able to see and experience a professional touring production which will inspire and educate.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 7: VISUAL AND PERFORMING ARTS PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Annual participation.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

\$150.00 per student

**WHO** *(list the name of the contact person(s), job title, and site location)*

Nanette Voss, Theater Teacher/Director at Eureka High School

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: Annual AP Literature Field Trip to Ashland, OR on May 19, 2017 - May 21, 2017  
Meeting Date: February 2, 2017  
Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to approve a field trip for EHS students in AP Literature and Composition to travel to Ashland, OR on May 19, 2017 - May 21, 2017

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

EHS students in AP Literature and Composition will travel to the Oregon Shakespeare Festival in Ashland, OR on May 19, 2017-May 21, 2017. This trip encourages a love of theater and the arts and encourages life-long learning.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 7: VISUAL AND PERFORMING ARTS PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

This trip has been approved every year since 2005.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

N/A

**WHO** *(list the name of the contact person(s), job title, and site location)*

Mauro Staiano, English Teacher at Eureka High School

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: EHS Instrumental Music Students to Attend a Music Tour in Chico, CA on March 9-10, 2017

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approved a field trip for EHS Instrumental Music Students to participate in a music tour in Chico, CA on March 9-10, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

During the field trip students would receive routine instruction and feedback from an adjudicator, clinician and professionals in the music industry.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 7: VISUAL AND PERFORMING ARTS PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

ECS has allowed EHS students to travel to various festivals.

**HOW MUCH***(list the revenue amount \$ and/or the expense amount \$)*

Total cost of \$6,500 or \$152.50 per student with fundraising to pay for all costs.

**WHO***(list the name of the contact person(s), job title, and site location)*

Charles A. Young, Music Teacher at Eureka High School

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Field Trip: EHS DECA Field Trip to Santa Clara, CA on March 1-5, 2017

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to approve a field trip for DECA students to attend the DECA State Career Development Conference (SCDC) in Santa Clara, CA on March 1-5, 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

ECSA students will gain CTSO leadership experience, career pathway experience, and demonstrate their mastery of business and accounting concepts, activity meeting CTSO compliance requirements for the Perkins and CTE Incentive Grant.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 6: CAREER AND TECHNICAL EDUCATIONAL PROGRAMS

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

EHS DECA has competed in and earned awards at the DECA SCDC event for 15 years in a row, except in 2015.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Revenue Perkins: \$3,000

DECA Student Account: \$1,500

Expenses: \$4,500

Perkins budget to fund chaperone expenses, transportation and substitute teacher expenses. Student fundraising through DECA and student fees will fund registration, lodging and food for students.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Mauro Staiano, English Teacher at Eureka High School

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Notice of Completion for Pierson Company and for American Modular Systems: Alice Birney Three-Classroom Addition

Meeting Date: February 2, 2017

Item: Consent

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve the Notice of Completions for Pierson Company and for American Modular Systems regarding the three-classroom addition at Alice Birney.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

The project was awarded to Pierson Company and to American Modular Systems and has been completed.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 11: FACILITIES, EQUIPMENT, AND TECHNOLOGY

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

American Modular Systems was awarded the three-classroom build project (modular classrooms) at the April 23, 2015 Board meeting. Pierson Company was awarded the three-classroom construction project at the March 31, 2016 Board meeting.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Pierson Company:

Bid base: \$521,457.00

Change orders: \$88,241.56

Less 5% retention: < \$30,484.93 >

Total cost: \$579,213.63

Eureka City Schools will release the 5% retention once the notice of completion is filed, bringing the project total to \$609,698.56.

American Modular Systems:

Base bid: \$343,516.00

Less 5% retention: <\$17,175.80>

Total cost: \$326,340.20

Eureka City Schools will release the 5% retention once the notice of completion is filed, bringing the project total to \$343,516.00.

**WHO***(list the name of the contact person(s), job title, and site location)*

Paul Ziegler, Assistant Superintendent of Business Services

ATTACHMENTS:

Description

- ▣ AMS Notice of Completion
- ▣ PICO Notice of Completion

Recording Requested By:  
Eureka City Schools District

When Recorded Mail To:  
Paul Ziegler, ASBS  
Eureka City Schools  
2100 J Street  
Eureka, CA 95501

Exempt from Recording Fee per Govt. Code #27383

\_\_\_\_\_  
SPACE ABOVE THIS LINE FOR RECORDER'S USE

### NOTICE OF COMPLETION

Notice pursuant to Civil Code Section 3093, must be filed within 10 days after completion.

Notice is hereby given that:

1. The undersigned is owner or corporate officer of the owner of the interest or estate stated below in the property hereinafter described:

2. The full name of the owner is: EUREKA CITY SCHOOLS.

3. The full address of the owner is: 2100 J Street, Eureka, CA 95501.

4. The nature of the interest or estate of the owner is; Simple fee title.

\_\_\_\_\_  
(IF OTHER THAN FEE, STRIKE "IN FEE" AND INSERT, FOR EXAMPLE, "PURCHASER UNDER CONTRACT OF PURCHASE OR LESSEE")

5. The full names and full address(es) of all persons, if any, who hold title with the undersigned as joint tenants or as tenants in common are:

NAMES

ADDRESSES

None

6. The full name(s) and full address(es) of the predecessors in interest of the undersigned, if the property was transferred subsequent to the commencement of the work or improvement herein referred to:

None

7. A work of improvement on the property hereinafter described was completed on February 2, 2017.

The work done was: Alice Birney Three-Classroom Addition.

8. The name of the contractor, if any, for such work of improvement was:

Pierson Company

March 31, 2016

(If no contractor for work of improvement as a whole, insert "none")

(Date of Contract)

9. The property on which said work of improvement was completed is in the City of Eureka, County of Humboldt, State of CA, and is described as follows: Alice Birney Three-Classroom Addition.

10. The street address of said property is: 717 South Ave, Eureka, CA 95503  
(if no street address has been officially assigned, insert "none")

Dated: \_\_\_\_\_

\_\_\_\_\_  
Paul Ziegler, Assistant Superintendent, Business Services – Eureka City Schools  
(SIGNATURE OF OWNER OR CORPORATE OFFICE OF OWNER NAMED IN PARAGRAPH 2 OR AGENT)

### VERIFICATION

I the undersigned, say: I am the Assistant Superintendent of Business Services the declarant of the foregoing Notice of Completion;  
("President of" "Manager of" "A partner of", "Owner of"; etc.)

I have read said Notice of Completion and know the contents thereof; the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on \_\_\_\_\_, at Eureka, CA.  
(Date) (CITY) (STATE)

\_\_\_\_\_  
Fred Van Vleck Ed.D, Superintendent of Eureka City Schools  
(Personal signature of the individual who is swearing that the contents of the notice of completion are true)



Recording Requested By:  
Eureka City Schools District

When Recorded Mail To:  
Paul Ziegler, ASBS  
Eureka City Schools  
2100 J Street  
Eureka, CA 95501

Exempt from Recording Fee per Govt. Code #27383

\_\_\_\_\_  
SPACE ABOVE THIS LINE FOR RECORDER'S USE

### NOTICE OF COMPLETION

Notice pursuant to Civil Code Section 3093, must be filed within 10 days after completion.

Notice is hereby given that:

1. The undersigned is owner or corporate officer of the owner of the interest or estate stated below in the property hereinafter described:

2. The full name of the owner is: EUREKA CITY SCHOOLS.

3. The full address of the owner is: 2100 J Street, Eureka, CA 95501 .

4. The nature of the interest or estate of the owner is; Simple fee title.

\_\_\_\_\_  
(IF OTHER THAN FEE, STRIKE "IN FEE" AND INSERT, FOR EXAMPLE, "PURCHASER UNDER CONTRACT OF PURCHASE OR LESSEE")

5. The full names and full address(es) of all persons, if any, who hold title with the undersigned as joint tenants or as tenants in common are:

NAMES

ADDRESSES

None

6. The full name(s) and full address(es) of the predecessors in interest of the undersigned, if the property was transferred subsequent to the commencement of the work or improvement herein referred to:

None

7. A work of improvement on the property hereinafter described was completed on February 2, 2017.

The work done was: Alice Birney Three-Classroom Addition.

8. The name of the contractor, if any, for such work of improvement was:

American Modular Systems

April 23, 2015

(If no contractor for work of improvement as a whole, insert "none")

(Date of Contract)

9. The property on which said work of improvement was completed is in the City of Eureka, County of Humboldt, State of CA, and is described as follows: Alice Birney Three-Classroom Addition.

10. The street address of said property is: 717 South Ave, Eureka, CA 95503  
(if no street address has been officially assigned, insert "none")

Dated: \_\_\_\_\_

\_\_\_\_\_  
Paul Ziegler, Assistant Superintendent, Business Services – Eureka City Schools  
(SIGNATURE OF OWNER OR CORPORATE OFFICE OF OWNER NAMED IN PARAGRAPH 2 OR AGENT)

### VERIFICATION

I the undersigned, say: I am the Assistant Superintendent of Business Services the declarant of the foregoing Notice of Completion;  
("President of" "Manager of" "A partner of", "Owner of"; etc.)

I have read said Notice of Completion and know the contents thereof; the same is true of my own knowledge. I declare under penalty of perjury that the foregoing is true and correct.

Executed on \_\_\_\_\_, at Eureka, CA.  
(Date) (CITY) (STATE)

Fred Van Vleck Ed.D, Superintendent of Eureka City Schools  
(Personal signature of the individual who is swearing that the contents of the notice of completion are true)

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Consideration of Student Expulsion (EC Sec 48918(c) or 760030)  
[Student #16-17-005; Resolution # 16-17-022]

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve the Recommendation of the Expulsion Panel regarding student # 16-17-005.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Actions by this student resulted in a recommendation for expulsion by the school.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 5: DISTRICT AND SCHOOL CLIMATE (INCLUDING MENTAL AND SOCIO-EMOTIONAL HEALTH)

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Included in confidential resolution.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

There is no expenditure or revenue associated with this action.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Laurie Alexander, Director of Student Services.

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Certify the Public Disclosure Summary and Ratify Changes to the 2016-2018 Collective Bargaining Agreement between Eureka City Schools Governing Board and CSEA Redwood Chapter 88 Blue and White Collar Units

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to certify the Public Disclosure Summary and ratify changes to the 2016-2018 Collective Bargaining Agreement between Eureka City Schools Governing Board and CSEA Redwood Chapter 88 Blue and White Collar Units.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

The Board's representatives and the Union's representatives worked with an outside mediator to reach agreement on changes to the 2016-18 contract. Certifying the Public Disclosure Summary and ratifying changes to the agreement between Eureka City Schools and CSEA Redwood Chapter 88 Blue and White Collar Units is a requirement for contract settlement.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 2: RECRUITMENT, SELECTION, PROFESSIONAL DEVELOPMENT, AND RETENTION OF QUALITY STAFF

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Representatives for the Board and Union worked with an outside mediator to reach agreement.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

See attached Disclosure Statement

DISCLOSURE STATEMENT WILL FOLLOW UNDER SEPARATE COVER

**WHO** *(list the name of the contact person(s), job title, and site location)*

Paul Ziegler, Assistant Superintendent of Business Services  
Renae Will, Director of Personnel and Public Relations

ATTACHMENTS:

Description

- ▣ Cert of Bargaining Agreement
- ▣ Agreement

## CERTIFICATION OF THE GOVERNING BOARD'S APPROVAL OF THE COLLECTIVE BARGAINING AGREEMENT

*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 Collective Bargaining Agreement") in accordance with the requirements of AB 1200 and Government Code Section 3547.5.



**DISTRICT SUPERINTENDENT or DESIGNEE SIGNATURE**

January 19, 2017

**DATE**

Paul Ziegler, Assistant Superintendent Business Services

**CONTACT PERSON**

(707) 441-2412

**PHONE**

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on

February 2, 2017

Date

took action to approve the proposed Agreement with the

CSEA Redwood Chapter #88 Blue and White Collar units

Bargaining Unit

☒ The Board has adopted the budget revisions which are necessary to meet the cost of this agreement.

**PRESIDENT (OR CLERK), GOVERNING BOARD**

Signature

February 2, 2017

**DATE**

## 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  
Eureka City Schools, hereby certify that the District can meet the costs incurred under the Collective Bargaining  
Name of District

Agreement between the District and the CSEA Redwood Chapter #88 Blue and White Collar units  
Bargaining Unit

during the term of the agreement from July 1, 2016 to June 30, 2018.

The budget revisions necessary to meet the costs of the agreement are as follows:

Current year (2016/17):

Decrease classified salaries by \$6,552

Decrease statutory benefits by \$ 7,928

Increase Health & Welfare Benefits \$34,650

Decrease ending fund balance by \$20,170

Impact of ongoing increases is partially reflected in 2016-17 1<sup>st</sup> Interim Budget.

  
\_\_\_\_\_  
DISTRICT SUPERINTENDENT SIGNATURE

January 19, 2017

DATE

  
\_\_\_\_\_  
CHIEF BUSINESS OFFICER SIGNATURE

January 19, 2017

DATE



# COLLECTIVE BARGAINING AGREEMENT PUBLIC DISCLOSURE SUMMARY

Eureka City Schools

Type of Bargaining Unit:

☐  
☐

Certificated

Certificated Management

☒  
☐

Classified

Classified Management

☐

Confidential

The proposed agreement covers the period beginning

July 1, 2016

and ending

June 30, 2018

and will be acted upon by the Governing Board at its meeting on February 2, 2017

## A. Proposed Change in Compensation

Compensation		Cost Prior to Proposed Agreement	Fiscal Impact of Proposed Agreement		
			Current Year Increase/(Decrease) 2016/17	Year 2 Increase/(Decrease) 2017-18	Year 3 Increase/(Decrease)
1	Current year salary costs	\$ 5,437,878		5,798,711	
2	Step and column increase (Optional- if completed, do not include S & C costs in Line 1)	\$ 104,085		97,262	
3	Total Current year salary costs	\$ 5,541,963		5,895,973	
4	Salary schedule increase (decrease)		\$ 238,501 4.25%	102,329 1.75%	
5	Cost due to salary schedule restructure (i.e., longevity, step and column over prior contract)		\$ 2,696 0.04%	5,392 0.08%	
6	One-time compensation		\$		
7	Reclassification of position(s)		\$ 15,551	31,102	
8	Other compensation		\$		
9	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 1,345,222	\$ 89,263 24.74%	58,403 24.74%	
10a	Health & Welfare costs before agreement	\$ 1,735,696		1,728,293	
10b	Changes in Health & Welfare costs due to the agreement		\$ 34,650	69,300	
10c	Health & Welfare costs after agreement (10a+10b)		\$ 1,770,346	1,797,593	
10d	FTE's (impacted by health & welfare change)		165	165	
10e	Change in discretionary costs - per FTE (line 10b divided by line 10d)		\$ 210	420	
11	Total Compensation Increase (decrease) (Total Lines 2, 4 thru 9 and 10b)		484,746	363,788	
12	TOTAL COMPENSATION INCREASE AS A PERCENTAGE OVER PRIOR FISCAL YEAR		% 5.69%	4.06%	

## Public Disclosure Form

### Section A

1. What is the proposed negotiated percentage increase? For example, if the increase in "Current Year" was for less than a full year, what was the percentage increase given, what is the effective date of the increase, and what is the annualized percentage increase for "Year 1"?

Effective July 1, 2016 3.0% increase to the salary schedule for 2016-17 fiscal year.

Effective January 1, 2017 2.5% increase to the salary schedules for 2016-17 fiscal year.

Effective January 1, 2018 1% increase to the salary schedules for 2017-18 fiscal year.

Effective January 1, 2018 change all cells that are below \$11 per hour (after applying 1% increase shown above) to \$11 per hour.

2. Describe any changes or additions to step, column, or ranges on the salary schedules.

Effective January 1, 2017 change column 7-10 to provide individual ranges 7, 8, 9, and 10 by using the difference between 7-10 and 11-15, dividing the difference equally and applying to new ranges 8, 9 and 10.

3. Describe any one- time compensation increases.

NOT APPLICABLE

4. Describe any reclassifications of positions.

Effective January 1, 2017 increase range placement one range for each of the following positions: Custodian, Elementary School Lead Custodian, Instructional Assistant Indian Education, Instructional Assistant Adult Education, Instructional Assistant Special Education I, II and III Instructional Assistant Interpreter/Tutor.

Principal Account Analyst II - Approval of job description and back pay to May 2015 at Range 52 for employee who retired summer 2016.

5. Describe any "other compensation". Please include comments and explanations as necessary (if more room is necessary to answer, please attach additional sheet.)

NOT APPLICABLE

6. Changes in Health and Welfare costs.

- a. Does the district have a maximum on the employer paid portion of health and welfare?

X Yes        No

If yes, please describe the maximum dollar or percentage amount of the employer paid share of the health and welfare costs and any changes due to this proposed bargaining agreement.

Effective January 1, 2017 the District contribution for medical benefits shall be increased by \$35 per month not to exceed \$1,021 per month.



## Public Disclosure Form

b. Describe all other changes in Health and Welfare costs.

The District will pick up increased cost of the new dental plan as agreed in the MOU dated November 9, 2016. (approximately \$5 per month)

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

See Attached

Mediator's Proposed Tentative Agreement

Between

Eureka City Schools and CSEA Redwood Chapter #88 Blue and White Collar Units

December 5, 2016

The parties agree as follows:

1. Effective July 1, 2016 increase current 2016-17 salary schedules for the Blue Collar unit and the White Collar unit by 3%. Retroactive payments to be made by no later than February 28, 2017.
  2. Effective January 1, 2017 implement the following:
    - a. Increase District contribution for medical benefits by \$35 per month;
    - b. Change the range placement for Custodian from 27 to Range 28; Change range placement for Elementary School Lead Custodian from Range 31 to Range 32.
    - c. Change range placements for Instructional Assistant (Indian Education and Adult Education) from Range 27 to Range 28; Change Instructional Assistant Special Education I from Range 28 to 29; Change Range placement for Instructional Assistant Special Education II from Range 30 to Range 31; Change Range placement for Instructional Assistant Special Education III from Range 33 to Range 34; Change range placement for Instructional Assistant Interpreter/Tutor from Range 34 to range 35.
    - d. Increase the Blue collar and White Collar Salary schedules by 2.5%
- The cumulative cost of the four items listed in Section 2 is 4% in a year. In addition the District will pick up increased cost of the new dental plan as agreed in the MOU dated November 9, 2016.
3. Effective January 1, 2017 change Column 7-10 to instead provide individual steps for year 7, 8, 9 and 10 by using the difference between Column 7-10 and Column 11-15; dividing that difference equally and applying to new steps 8, 9, and 10. See attached.
  4. Effective January 1, 2018 increase the Blue Collar and White Collar salary schedules by 1%.
  5. Effective January 1, 2018 change all cells that are below \$11.00 (after the application of #4 above) to \$11.00.
  6. Committee to be established to explore possible change in benefit vendor for the classified unit. Up to three members selected by CSEA and up to three selected by District. A report shall be issued by March 10, 2017.

7. Except as agreed above, maintain status quo on Articles V-Hours/Overtime; Article VI-Pay and Allowances ; Article XI-Leaves; Article XIV-Safety; Article XV-Layoff and Reemployment and Article XVII-Completion of Negotiations .

8. Principal Account Analyst II—former employee who retired summer 2016 to be paid retroactive to May 1, 2015 at Range 52 and job description for Principal Account Analyst II adopted subject to ratification.

9. Contract to expire June 30, 2018. This provides a one year extension of current two-year contract.

10. Negotiations are closed for 2016-17 and 2017-18 and the parties mutually agree that they have not nor shall they file any unfair practice charges related to this set of negotiations.

11. If either the Blue Collar Unit or the White Collar Unit, or both, do not ratify this Agreement in its entirety by January 31, 2017, then this Agreement is void and the Parties will so notify the mediator who in turn will certify the parties for Fact-finding.

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CSEA

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CSEA

*Renee McMill* 12/12/16

District

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, ITS CHAPTER 88

AND

THE EUREKA UNIFIED SCHOOL DISTRICT

November 3, 2016

This Agreement is entered into between the Eureka Unified School District (hereinafter "District") and California School Employees Association and its Redwood Chapter 88 (hereinafter "CSEA"), hereinafter collectively referred to as "the parties".

Health and welfare Dental Plan change

During the term of the July 1, 2014 through June 30, 2017, the ratified contract identifies Dental Plan 5. As a result of Northcoast Schools Medical Insurance Group (NCSMIG) changes in Dental Plan offerings, Dental Plan 5 will be eliminated from the offered NCSMIG plans effective at the conclusion of December 31, 2016. This Agreement identifies that a new Dental Plan identified as NCSMIG D-20 will replace Dental Plan 5 for the health and welfare benefits effective January 1, 2017. Change in Dental Plan will be incorporated into the Collective Bargaining Agreement during the next publication of the Master Agreement.

*Renee McMill* 11/8/16

For the District

Date

 11/8/16

For Redwood 88

Date

Digitally signed by Mark R. Ahrens.

For the Association

Mark R.

Ahrens

DN: cn=Mark R. Ahrens,  
o=CALIFORNIA SCHOOL  
EMPLOYEES  
ASSOCIATION, ou,  
email=mahrens@csea.co  
m, c=US  
Date: 2016.11.09 12:54:48  
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## Public Disclosure Form

**C. Will there be any specific impacts (positive or negative) to operations related to 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).

Not Applicable

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

Not Applicable

**E. What is the impact of the agreement on deficit spending in the current or future year(s)?**  
"Deficit Spending" is defined to exist when a district's expenditures exceed its revenues in a given year.

The District's budget projects continued deficit spending.

**F. Are there any other provisions to be disclosed?**

Yes

**G. What are the source(s) of funding for the proposed agreement?**

1. Current Year

☒ General Fund Revenues  
☐ Special Reserve

☒ Reduction in Expenditures  
☒ Other (please explain)

Explanation:

Reduction in Ending Fund Balance (Unrestricted Reserves).

2. If this is a single year agreement, how will the ongoing cost, if any, of the proposed agreement be funded in future years? (i.e. COLA, staffing reductions, other sources of revenue)

Non Applicable

3. If this is a multi-year agreement, what is the source of funding for these obligations in future years? Assumptions should include specifics, i.e., COLA, enrollment patterns. (Remember to include compounding effects in meeting obligations)

Reduction in Ending Fund Balance (Unrestricted Reserves).

Increase in revenue based on COLA and GAP Funding Rate assumptions contained in the Governor's proposals for the 2017/18 state budget.

Addition of one-time discretionary funds contained in the Governor's proposals for the 2017/18 state budget.

Decrease in contribution to Routine & Restricted Maintenance Account to the required 3% of total General Fund expenditures.

Reduction in site administrative staff.

**PUBLIC DISCLOSURE FORM**

**H. Impact of Proposed Agreement on Current Year Operating Budget**

- ☒ 1. The cost of the proposed agreement is included in the current working budget dated 10/31/2016.  
     ☐ a. Copies of the budget transfers are attached (unless proposal was included in the adopted budget); or,  
     ☒ b. Section H3 below has been completed.
- ☐ 2. Budget has not been updated for the proposal.  
     ☐ a. Proposed budget transfers are attached; or,  
     ☐ b. Section H3 below has been completed.

<b>H3. RECAP OF PROPOSED BUDGET ADJUSTMENTS</b>				
	Column 1	Column 2	Column 3	Column 4
Bargaining Unit(s):	Latest Board-Approved Budget Before Settlement Date: October 31, 2016	Unrestricted Budget Adjustment Increase (Decrease)	Restricted Budget Adjustment Increase (Decrease)	Total Proposed Budget  (Columns 1+2+3)
<b>A. REVENUES</b>				
1. Revenue Limit Sources (8010-8099)	32,902,921			32,902,921
2. Remaining Revenues (8100-8799)	10,211,597			10,211,597
<b>B. TOTAL REVENUES</b>	<b>43,114,518</b>			<b>43,114,518</b>
<b>C. EXPENDITURES</b>				
1. Certificated Salaries (1000-1999)	15,767,532			15,767,532
2. Classified Salaries (2000-2999)	6,495,543	(4,235)	(2,317)	6,488,991
3. Employee Benefits (3000-3999)	11,191,454	17,270	9,452	11,218,176
4. Books and Supplies (4000-4999)	2,326,277			2,326,277
5. Services, Other Operating Expense (5000-5999)	5,629,000			5,629,000
6. Capital Outlay (6000-6599)	161,874			161,874
7. Other Outgo (7100-7299) (7400-7499)	2,216,483			2,216,483
8. Direct Support/Indirect Costs (7300-7399)	(148,460)			(148,460)
9. Other Adjustments				
<b>D. TOTAL EXPENDITURES (C1:C9)</b>	<b>43,639,703</b>	<b>13,035</b>	<b>7,135</b>	<b>43,659,873</b>
<b>E. OPERATING SURPLUS (DEFICIT) (B-D)</b>	<b>(525,185)</b>	<b>(13,035)</b>	<b>(7,135)</b>	<b>(545,355)</b>
<b>F. TRANSFERS IN &amp; OTHER SOURCES (8910-8979)</b>				
<b>G. TRANSFER OUT &amp; OTHER USES (7610-7699)</b>	<b>(341,335)</b>			<b>(341,335)</b>
<b>H. CONTRIBUTIONS (8980-8998)</b>				
<b>I. INCREASE (DECREASE) IN FUND BALANCE (E+F+G+H)</b>	<b>(866,520)</b>	<b>(13,035)</b>	<b>(7,135)</b>	<b>(886,690)</b>
<b>J. BEGINNING BALANCE</b>	<b>4,556,944</b>			<b>4,556,944</b>
<b>K. CURRENT YEAR ENDING BALANCE (J+I)</b>	<b>3,690,424</b>	<b>(13,035)</b>	<b>(7,135)</b>	<b>3,670,254</b>

## IMPACT OF PROPOSED AGREEMENT ON DISTRICT RESERVES

### I. VERIFICATION OF ACCEPTABLE MINIMUM RESERVE LEVEL

<b>1. STATE-RECOMMENDED MINIMUM RESERVE LEVEL</b> (after implementation of all proposed agreements)			
		2016/17	2017-18
a.	Total expenditures, Transfers Out, and uses per current working budget plus total cost increases for all bargaining agreements	44,001,208	43,514,313
b.	Recommended minimum reserve percentage from table below	3.00%	3.00%
c.	Recommended minimum reserve amount for this district (I1a times I1b) for districts with less than 1001 ADA, this is the greater of calculation or \$50,000	1,320,036	1,305,429

### J. IMPACT OF PROPOSED AGREEMENT TO THE BUDGET

<b>1. GENERAL FUND (Fund 01) Unrestricted/Undesignated Only (Resource 0000)</b>			
a.	Board approved budgeted ending balance	3,111,544	1,585,861
b.	Changes to budgeted ending balance for all bargaining agreements	(20,170)	(205,423)
c.	Estimated budgeted ending balance (line J1a plus J1b)	3,091,374	1,380,438
<b>2. SPECIAL RESERVE FUND (Fund 17)</b>			
a.	Board approved budgeted ending balance	1,519,885	1,531,596
b.	Changes to budgeted ending balance for all bargaining agreements		
c.	Estimated budgeted ending balance (line J2a plus J2b)	1,519,885	1,531,596
<b>3.</b>	<b>TOTAL DISTRICT RESERVES FOR THE YEAR OF AGREEMENT</b> (Line J1c and J2c) (must be greater than I1c)	4,611,259	2,912,034

#### TABLE OF STATE RECOMMENDED MINIMUM RESERVE PERCENTAGES

Percentage Level For Districts with ADA ranging from:			
5% or \$50,000 (Greater of)	0	to	300
4% or \$50,000 (Greater of)	301	to	1,000
3%	1,001	to	30,000
2%	30,001	to	400,000
1%	400,001	and	Over



Mediator's Proposed Tentative Agreement

Between

Eureka City Schools and CSEA Redwood Chapter #88 Blue and White Collar Units

December 5, 2016

The parties agree as follows:

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d. Increase the Blue collar and White Collar Salary schedules by 2.5%

The cumulative cost of the four items listed in Section 2 is 4% in a year. In addition the District will pick up increased cost of the new dental plan as agreed in the MOU dated November 9, 2016.

3. Effective January 1, 2017 change Column 7-10 to instead provide individual steps for year 7, 8, 9 and 10 by using the difference between Column 7-10 and Column 11-15; dividing that difference equally and applying to new steps 8, 9, and 10. See attached.

4. Effective January 1, 2018 increase the Blue Collar and White Collar salary schedules by 1%.

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7. Except as agreed above, maintain status quo on Articles V-Hours/Overtime; Article VI-Pay and Allowances ; Article XI-Leaves; Article XIV-Safety; Article XV-Layoff and Reemployment and Article XVII-Completion of Negotiations .

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11. If either the Blue Collar Unit or the White Collar Unit, or both, do not ratify this Agreement in its entirety by January 31, 2017, then this Agreement is void and the Parties will so notify the mediator who in turn will certify the parties for Fact-finding.



Adrian Dobson

CSEA

Mark R.

CSEA Ahrens

Digitally signed by Mark R. Ahrens  
DN: cn=Mark R. Ahrens,  
o=CALIFORNIA SCHOOL  
EMPLOYEES ASSOCIATION, ou,  
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Date: 2017.01.12 12:50:31 -08'00'



District

MEMORANDUM OF UNDERSTANDING

BETWEEN

THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION, ITS CHAPTER 88

AND

THE EUREKA UNIFIED SCHOOL DISTRICT

November 3, 2016

This Agreement is entered into between the Eureka Unified School District (hereinafter "District") and California School Employees Association and its Redwood Chapter 88 (hereinafter "CSEA"), hereinafter collectively referred to as "the parties".

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*Ronald McMill* 11/08/16

For the District

Date

*[Signature]* 11/8/16

For Redwood 88

Date

Digitally signed by Mark R. Ahrens

For the CSEA 11/08/16

**Mark R.  
Ahrens**

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EMPLOYEES  
ASSOCIATION, ou,  
email=mahrens@csea.co  
m, c=US  
Date: 2016.11.09 12:54:48  
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**Classified Blue Collar Hourly  
Effective: July 1, 2016**

Range Step	1	2	3	4	5	6	7-10	11-15	16-20	21-25	26-30	31
22	10.30	10.30	10.51	11.02	11.58	12.15	12.76	13.04	13.30	13.54	13.82	14.11
23	10.30	10.30	10.76	11.30	11.88	12.46	13.10	13.35	13.61	13.87	14.16	14.44
24	10.30	10.51	11.03	11.59	12.15	12.76	13.41	13.68	13.95	14.23	14.51	14.80
25	10.30	10.76	11.30	11.88	12.46	13.10	13.75	14.01	14.29	14.58	14.87	15.17
26	10.52	11.03	11.59	12.16	12.77	13.42	14.09	14.37	14.66	14.95	15.25	15.55
27	10.80	11.31	11.89	12.47	13.10	13.75	14.43	14.73	15.01	15.33	15.63	15.94
28	11.04	11.60	12.16	12.78	13.42	14.10	14.79	15.09	15.41	15.71	16.02	16.34
29	11.31	11.90	12.47	13.11	13.76	14.44	15.18	15.48	15.77	16.08	16.42	16.75
30	11.61	12.17	12.78	13.43	14.11	14.80	15.56	15.86	16.18	16.51	16.85	17.17
31	11.90	12.48	13.12	13.77	14.46	15.18	15.94	16.24	16.57	16.91	17.24	17.59
32	12.18	12.79	13.44	14.11	14.81	15.56	16.33	16.64	16.98	17.31	17.69	18.03
33	12.49	13.12	13.78	14.47	15.19	15.94	16.75	17.09	17.44	17.78	18.12	18.49
34	12.80	13.44	14.12	14.82	15.57	16.35	17.17	17.52	17.85	18.22	18.58	18.97
35	13.13	13.78	14.48	15.21	15.95	16.76	17.61	17.94	18.31	18.67	19.04	19.42
36	13.45	14.13	14.83	15.57	16.36	17.17	18.04	18.40	18.76	19.14	19.51	19.92
37	13.79	14.48	15.22	15.97	16.77	17.60	18.47	18.84	19.22	19.60	20.00	20.42
38	14.14	14.83	15.58	16.37	17.18	18.05	18.96	19.32	19.71	20.10	20.51	20.92
39	14.49	15.22	15.98	16.78	17.61	18.49	19.42	19.82	20.21	20.61	21.02	21.45
40	14.85	15.59	16.37	17.19	18.06	18.97	19.92	20.29	20.70	21.13	21.55	21.98
41	15.23	15.99	16.79	17.62	18.50	19.43	20.40	20.82	21.23	21.63	22.08	22.54
42	15.60	16.38	17.20	18.06	18.98	19.92	20.91	21.33	21.76	22.21	22.64	23.10
43	16.00	16.81	17.63	18.52	19.44	20.41	21.43	21.86	22.30	22.74	23.21	23.67
44	16.39	17.21	18.07	18.99	19.93	20.92	21.98	22.42	22.87	23.33	23.79	24.27
45	16.82	17.64	18.53	19.45	20.42	21.45	22.53	22.96	23.43	23.90	24.38	24.86

This schedule reflects a wage increase of 3%.

Board approved: Tentatively 2/2/17.

**Classified White Collar Hourly  
Effective: July 1, 2016**

Range Step	1	2	3	4	5	6	7-10	11-15	16-20	21-25	26-30	31
22	10.30	10.30	10.40	10.93	11.46	12.04	12.65	12.90	13.16	13.42	13.69	13.96
23	10.30	10.30	10.66	11.20	11.75	12.35	12.99	13.23	13.48	13.76	14.05	14.31
24	10.30	10.39	10.94	11.46	12.05	12.65	13.31	13.53	13.81	14.10	14.38	14.67
25	10.30	10.67	11.21	11.77	12.36	12.99	13.63	13.87	14.16	14.44	14.74	15.02
26	10.40	10.94	11.48	12.06	12.65	13.31	13.95	14.24	14.53	14.81	15.10	15.42
27	10.68	11.21	11.77	12.37	12.99	13.63	14.31	14.61	14.88	15.19	15.50	15.80
28	10.96	11.51	12.07	12.68	13.32	13.98	14.66	14.95	15.26	15.56	15.86	16.18
29	11.22	11.78	12.37	13.00	13.64	14.31	15.04	15.34	15.64	15.95	16.27	16.59
30	11.51	12.08	12.68	13.33	13.99	14.69	15.42	15.71	16.03	16.35	16.67	17.01
31	11.79	12.38	13.01	13.64	14.33	15.04	15.80	16.11	16.43	16.76	17.09	17.44
32	12.08	12.68	13.33	13.99	14.69	15.42	16.18	16.51	16.85	17.17	17.53	17.87
33	12.38	13.01	13.65	14.34	15.04	15.80	16.59	16.92	17.26	17.61	17.97	18.32
34	12.69	13.34	13.99	14.70	15.43	16.19	17.00	17.35	17.71	18.05	18.41	18.78
35	13.02	13.66	14.35	15.05	15.81	16.59	17.45	17.79	18.13	18.49	18.86	19.25
36	13.34	14.00	14.70	15.44	16.20	17.01	17.88	18.22	18.60	18.97	19.34	19.73
37	13.67	14.35	15.06	15.82	16.60	17.45	18.32	18.69	19.07	19.44	19.83	20.22
38	14.01	14.71	15.44	16.21	17.02	17.88	18.77	19.14	19.51	19.92	20.30	20.72
39	14.36	15.07	15.83	16.61	17.46	18.32	19.23	19.61	20.02	20.42	20.84	21.25
40	14.72	15.45	16.22	17.04	17.89	18.78	19.73	20.11	20.52	20.93	21.34	21.77
41	15.08	15.84	16.62	17.47	18.33	19.25	20.22	20.61	21.02	21.45	21.87	22.31
42	15.46	16.23	17.05	17.90	18.79	19.73	20.71	21.16	21.56	21.99	22.42	22.88
43	15.84	16.63	17.48	18.34	19.26	20.22	21.24	21.65	22.09	22.54	22.99	23.44
44	16.24	17.06	17.91	18.80	19.76	20.72	21.77	22.20	22.64	23.09	23.56	24.02
45	16.64	17.49	18.35	19.28	20.23	21.25	22.32	22.76	23.22	23.69	24.16	24.64
46	17.07	17.93	18.82	19.76	20.73	21.78	22.89	23.34	23.79	24.29	24.77	25.24
47	17.49	18.38	19.29	20.25	21.25	22.32	23.45	23.93	24.39	24.87	25.40	25.87
48	17.93	18.85	19.77	20.75	21.78	22.89	24.04	24.50	25.01	25.51	26.03	26.52
49	18.38	19.32	20.26	21.27	22.32	23.45	24.65	25.12	25.63	26.15	26.67	27.18
50	18.85	19.80	20.76	21.81	22.89	24.04	25.26	25.76	26.27	26.81	27.34	27.87
51	19.32	20.29	21.28	22.34	23.45	24.65	25.89	26.40	26.92	27.48	28.03	28.55
52	19.80	20.80	21.82	22.91	24.04	25.26	26.54	27.06	27.60	28.17	28.73	29.26
53	20.29	21.32	22.35	23.47	24.65	25.89	27.20	27.74	28.29	28.87	29.44	30.00
54	20.80	21.86	22.92	24.06	25.26	26.54	27.89	28.43	28.99	29.59	30.18	30.75
55	21.32	22.40	23.49	24.67	25.89	27.20	28.57	29.14	29.73	30.33	30.93	31.52
56	21.86	22.96	24.07	25.28	26.54	27.89	29.28	29.87	30.47	31.09	31.70	32.31

This schedule reflects a wage increase of 3%.

Board approved: Tentatively 2/2/17.



**Classified Blue Collar Hourly  
Effective: January 1, 2017**

Range Step	1	2	3	4	5	6	7-10	11-15	16-20	21-25	26-30	31
22	10.56	10.56	10.77	11.30	11.87	12.45	13.08	13.37	13.63	13.88	14.17	14.46
23	10.56	10.56	11.03	11.58	12.18	12.77	13.43	13.68	13.95	14.22	14.51	14.80
24	10.56	10.77	11.31	11.88	12.45	13.08	13.75	14.02	14.30	14.59	14.87	15.17
25	10.56	11.03	11.58	12.18	12.77	13.43	14.09	14.36	14.65	14.94	15.24	15.55
26	10.78	11.31	11.88	12.46	13.09	13.76	14.44	14.73	15.03	15.32	15.63	15.94
27	11.07	11.59	12.19	12.78	13.43	14.09	14.79	15.10	15.39	15.71	16.02	16.34
28	11.32	11.89	12.46	13.10	13.76	14.45	15.16	15.47	15.80	16.10	16.42	16.75
29	11.59	12.20	12.78	13.44	14.10	14.80	15.56	15.87	16.16	16.48	16.83	17.17
30	11.90	12.47	13.10	13.77	14.46	15.17	15.95	16.26	16.58	16.92	17.27	17.60
31	12.20	12.79	13.45	14.11	14.82	15.56	16.34	16.65	16.98	17.33	17.67	18.03
32	12.48	13.11	13.78	14.46	15.18	15.95	16.74	17.06	17.40	17.74	18.13	18.48
33	12.80	13.45	14.12	14.83	15.57	16.34	17.17	17.52	17.88	18.22	18.57	18.95
34	13.12	13.78	14.47	15.19	15.96	16.76	17.60	17.96	18.30	18.68	19.04	19.44
35	13.46	14.12	14.84	15.59	16.35	17.18	18.05	18.39	18.77	19.14	19.52	19.91
36	13.79	14.48	15.20	15.96	16.77	17.60	18.49	18.86	19.23	19.62	20.00	20.42
37	14.13	14.84	15.60	16.37	17.19	18.04	18.93	19.31	19.70	20.09	20.50	20.93
38	14.49	15.20	15.97	16.78	17.61	18.50	19.43	19.80	20.20	20.60	21.02	21.44
39	14.85	15.60	16.38	17.20	18.05	18.95	19.91	20.32	20.72	21.13	21.55	21.99
40	15.22	15.98	16.78	17.62	18.51	19.44	20.42	20.80	21.22	21.66	22.09	22.53
41	15.61	16.39	17.21	18.06	18.96	19.92	20.91	21.34	21.76	22.17	22.63	23.10
42	15.99	16.79	17.63	18.51	19.45	20.42	21.43	21.86	22.30	22.77	23.21	23.68
43	16.40	17.23	18.07	18.98	19.93	20.92	21.97	22.41	22.86	23.31	23.79	24.26
44	16.80	17.64	18.52	19.46	20.43	21.44	22.53	22.98	23.44	23.91	24.38	24.88
45	17.24	18.08	18.99	19.94	20.93	21.99	23.09	23.53	24.02	24.50	24.99	25.48

This schedule reflects a 3% and an additional 2.5% wage increase.

Board approved: Tentatively 2/2/17.

**Classified White Collar Hourly  
Effective: January 1, 2017**

Range Step	1	2	3	4	5	6	7-10	11-15	16-20	21-25	26-30	31
22	10.56	10.56	10.66	11.20	11.75	12.34	12.97	13.22	13.49	13.76	14.03	14.31
23	10.56	10.56	10.93	11.48	12.04	12.66	13.31	13.56	13.82	14.10	14.40	14.67
24	10.56	10.65	11.21	11.75	12.35	12.97	13.64	13.87	14.16	14.45	14.74	15.04
25	10.56	10.94	11.49	12.06	12.67	13.31	13.97	14.22	14.51	14.80	15.11	15.40
26	10.66	11.21	11.77	12.36	12.97	13.64	14.30	14.60	14.89	15.18	15.48	15.81
27	10.95	11.49	12.06	12.68	13.31	13.97	14.67	14.98	15.25	15.57	15.89	16.20
28	11.23	11.80	12.37	13.00	13.65	14.33	15.03	15.32	15.64	15.95	16.26	16.58
29	11.50	12.07	12.68	13.33	13.98	14.67	15.42	15.72	16.03	16.35	16.68	17.00
30	11.80	12.38	13.00	13.66	14.34	15.06	15.81	16.10	16.43	16.76	17.09	17.44
31	12.08	12.69	13.34	13.98	14.69	15.42	16.20	16.51	16.84	17.18	17.52	17.88
32	12.38	13.00	13.66	14.34	15.06	15.81	16.58	16.92	17.27	17.60	17.97	18.32
33	12.69	13.34	13.99	14.70	15.42	16.20	17.00	17.34	17.69	18.05	18.42	18.78
34	13.01	13.67	14.34	15.07	15.82	16.59	17.43	17.78	18.15	18.50	18.87	19.25
35	13.35	14.00	14.71	15.43	16.21	17.00	17.89	18.23	18.58	18.95	19.33	19.73
36	13.67	14.35	15.07	15.83	16.61	17.44	18.33	18.68	19.07	19.44	19.82	20.22
37	14.01	14.71	15.44	16.22	17.02	17.89	18.78	19.16	19.55	19.93	20.33	20.73
38	14.36	15.08	15.83	16.62	17.45	18.33	19.24	19.62	20.00	20.42	20.81	21.24
39	14.72	15.45	16.23	17.03	17.90	18.78	19.71	20.10	20.52	20.93	21.36	21.78
40	15.09	15.84	16.63	17.47	18.34	19.25	20.22	20.61	21.03	21.45	21.87	22.31
41	15.46	16.24	17.04	17.91	18.79	19.73	20.73	21.13	21.55	21.99	22.42	22.87
42	15.85	16.64	17.48	18.35	19.26	20.22	21.23	21.69	22.10	22.54	22.98	23.45
43	16.24	17.05	17.92	18.80	19.74	20.73	21.77	22.19	22.64	23.10	23.56	24.03
44	16.65	17.49	18.36	19.27	20.25	21.24	22.31	22.76	23.21	23.67	24.15	24.62
45	17.06	17.93	18.81	19.76	20.74	21.78	22.88	23.33	23.80	24.28	24.76	25.26
46	17.50	18.38	19.29	20.25	21.25	22.32	23.46	23.92	24.38	24.90	25.39	25.87
47	17.93	18.84	19.77	20.76	21.78	22.88	24.04	24.53	25.00	25.49	26.04	26.52
48	18.38	19.32	20.26	21.27	22.32	23.46	24.64	25.11	25.64	26.15	26.68	27.18
49	18.84	19.80	20.77	21.80	22.88	24.04	25.27	25.75	26.27	26.80	27.34	27.86
50	19.32	20.30	21.28	22.36	23.46	24.64	25.89	26.40	26.93	27.48	28.02	28.57
51	19.80	20.80	21.81	22.90	24.04	25.27	26.54	27.06	27.59	28.17	28.73	29.26
52	20.30	21.32	22.37	23.48	24.64	25.89	27.20	27.74	28.29	28.87	29.45	29.99
53	20.80	21.85	22.91	24.06	25.27	26.54	27.88	28.43	29.00	29.59	30.18	30.75
54	21.32	22.41	23.49	24.66	25.89	27.20	28.59	29.14	29.71	30.33	30.93	31.52
55	21.85	22.96	24.08	25.29	26.54	27.88	29.28	29.87	30.47	31.09	31.70	32.31
56	22.41	23.53	24.67	25.91	27.20	28.59	30.01	30.62	31.23	31.87	32.49	33.12

This schedule reflects a 3% and an additional 2.5% wage increase.

Board approved: Tentatively 2/2/17.

**Classified Blue Collar Hourly  
Effective January 1, 2017**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	10.56	10.56	10.77	11.30	11.87	12.45	13.08	13.15	13.22	13.29	13.37	13.63	13.88	14.17	14.46
23	10.56	10.56	11.03	11.58	12.18	12.77	13.43	13.49	13.55	13.61	13.68	13.95	14.22	14.51	14.80
24	10.56	10.77	11.31	11.88	12.45	13.08	13.75	13.82	13.89	13.96	14.02	14.30	14.59	14.87	15.17
25	10.56	11.03	11.58	12.18	12.77	13.43	14.09	14.16	14.23	14.30	14.36	14.65	14.94	15.24	15.55
26	10.78	11.31	11.88	12.46	13.09	13.76	14.44	14.51	14.58	14.65	14.73	15.03	15.32	15.63	15.94
27	11.07	11.59	12.19	12.78	13.43	14.09	14.79	14.87	14.95	15.03	15.10	15.39	15.71	16.02	16.34
28	11.32	11.89	12.46	13.10	13.76	14.45	15.16	15.24	15.32	15.40	15.47	15.80	16.10	16.42	16.75
29	11.59	12.20	12.78	13.44	14.10	14.80	15.56	15.64	15.72	15.80	15.87	16.16	16.48	16.83	17.17
30	11.90	12.47	13.10	13.77	14.46	15.17	15.95	16.03	16.11	16.19	16.26	16.58	16.92	17.27	17.60
31	12.20	12.79	13.45	14.11	14.82	15.56	16.34	16.42	16.50	16.58	16.65	16.98	17.33	17.67	18.03
32	12.48	13.11	13.78	14.46	15.18	15.95	16.74	16.82	16.90	16.98	17.06	17.40	17.74	18.13	18.48
33	12.80	13.45	14.12	14.83	15.57	16.34	17.17	17.26	17.35	17.44	17.52	17.88	18.22	18.57	18.95
34	13.12	13.78	14.47	15.19	15.96	16.76	17.60	17.69	17.78	17.87	17.96	18.30	18.68	19.04	19.44
35	13.46	14.12	14.84	15.59	16.35	17.18	18.05	18.14	18.23	18.32	18.39	18.77	19.14	19.52	19.91
36	13.79	14.48	15.20	15.96	16.77	17.60	18.49	18.58	18.67	18.76	18.86	19.23	19.62	20.00	20.42
37	14.13	14.84	15.60	16.37	17.19	18.04	18.93	19.02	19.11	19.20	19.31	19.70	20.09	20.50	20.93
38	14.49	15.20	15.97	16.78	17.61	18.50	19.43	19.52	19.61	19.70	19.80	20.20	20.60	21.02	21.44
39	14.85	15.60	16.38	17.20	18.05	18.95	19.91	20.01	20.11	20.21	20.32	20.72	21.13	21.55	21.99
40	15.22	15.98	16.78	17.62	18.51	19.44	20.42	20.51	20.60	20.69	20.80	21.22	21.66	22.09	22.53
41	15.61	16.39	17.21	18.06	18.96	19.92	20.91	21.02	21.13	21.24	21.34	21.76	22.17	22.63	23.10
42	15.99	16.79	17.63	18.51	19.45	20.42	21.43	21.54	21.65	21.76	21.86	22.30	22.77	23.21	23.68
43	16.40	17.23	18.07	18.98	19.93	20.92	21.97	22.08	22.19	22.30	22.41	22.86	23.31	23.79	24.26
44	16.80	17.64	18.52	19.46	20.43	21.44	22.53	22.64	22.75	22.86	22.98	23.44	23.91	24.38	24.88
45	17.24	18.08	18.99	19.94	20.93	21.99	23.09	23.20	23.31	23.42	23.53	24.02	24.50	24.99	25.48

This schedule reflects a 3% initial wage increase, an additional 2.5% wage increase, and a new range 7-10 breakout.

Board approved: Tentatively 2/2/17.



**Classified White Collar Hourly  
Effective January 1, 2017**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	10.56	10.56	10.66	11.20	11.75	12.34	12.97	13.03	13.09	13.15	13.22	13.49	13.76	14.03	14.31
23	10.56	10.56	10.93	11.48	12.04	12.66	13.31	13.37	13.43	13.49	13.56	13.82	14.10	14.40	14.67
24	10.56	10.65	11.21	11.75	12.35	12.97	13.64	13.70	13.76	13.82	13.87	14.16	14.45	14.74	15.04
25	10.56	10.94	11.49	12.06	12.67	13.31	13.97	14.03	14.09	14.15	14.22	14.51	14.80	15.11	15.40
26	10.66	11.21	11.77	12.36	12.97	13.64	14.30	14.37	14.44	14.51	14.60	14.89	15.18	15.48	15.81
27	10.95	11.49	12.06	12.68	13.31	13.97	14.67	14.75	14.83	14.91	14.98	15.25	15.57	15.89	16.20
28	11.23	11.80	12.37	13.00	13.65	14.33	15.03	15.10	15.17	15.24	15.32	15.64	15.95	16.26	16.58
29	11.50	12.07	12.68	13.33	13.98	14.67	15.42	15.50	15.58	15.66	15.72	16.03	16.35	16.68	17.00
30	11.80	12.38	13.00	13.66	14.34	15.06	15.81	15.88	15.95	16.02	16.10	16.43	16.76	17.09	17.44
31	12.08	12.69	13.34	13.98	14.69	15.42	16.20	16.28	16.36	16.44	16.51	16.84	17.18	17.52	17.88
32	12.38	13.00	13.66	14.34	15.06	15.81	16.58	16.67	16.76	16.85	16.92	17.27	17.60	17.97	18.32
33	12.69	13.34	13.99	14.70	15.42	16.20	17.00	17.09	17.18	17.27	17.34	17.69	18.05	18.42	18.78
34	13.01	13.67	14.34	15.07	15.82	16.59	17.43	17.52	17.61	17.70	17.78	18.15	18.50	18.87	19.25
35	13.35	14.00	14.71	15.43	16.21	17.00	17.89	17.98	18.07	18.16	18.23	18.58	18.95	19.33	19.73
36	13.67	14.35	15.07	15.83	16.61	17.44	18.33	18.42	18.51	18.60	18.68	19.07	19.44	19.82	20.22
37	14.01	14.71	15.44	16.22	17.02	17.89	18.78	18.87	18.96	19.05	19.16	19.55	19.93	20.33	20.73
38	14.36	15.08	15.83	16.62	17.45	18.33	19.24	19.34	19.44	19.54	19.62	20.00	20.42	20.81	21.24
39	14.72	15.45	16.23	17.03	17.90	18.78	19.71	19.81	19.91	20.01	20.10	20.52	20.93	21.36	21.78
40	15.09	15.84	16.63	17.47	18.34	19.25	20.22	20.32	20.42	20.52	20.61	21.03	21.45	21.87	22.31
41	15.46	16.24	17.04	17.91	18.79	19.73	20.73	20.83	20.93	21.03	21.13	21.55	21.99	22.42	22.87
42	15.85	16.64	17.48	18.35	19.26	20.22	21.23	21.35	21.47	21.59	21.69	22.10	22.54	22.98	23.45
43	16.24	17.05	17.92	18.80	19.74	20.73	21.77	21.88	21.99	22.10	22.19	22.64	23.10	23.56	24.03
44	16.65	17.49	18.36	19.27	20.25	21.24	22.31	22.42	22.53	22.64	22.76	23.21	23.67	24.15	24.62
45	17.06	17.93	18.81	19.76	20.74	21.78	22.88	22.99	23.10	23.21	23.33	23.80	24.28	24.76	25.26
46	17.50	18.38	19.29	20.25	21.25	22.32	23.46	23.58	23.70	23.82	23.92	24.38	24.90	25.39	25.87
47	17.93	18.84	19.77	20.76	21.78	22.88	24.04	24.16	24.28	24.40	24.53	25.00	25.49	26.04	26.52
48	18.38	19.32	20.26	21.27	22.32	23.46	24.64	24.76	24.88	25.00	25.11	25.64	26.15	26.68	27.18
49	18.84	19.80	20.77	21.80	22.88	24.04	25.27	25.39	25.51	25.63	25.75	26.27	26.80	27.34	27.86
50	19.32	20.30	21.28	22.36	23.46	24.64	25.89	26.02	26.15	26.28	26.40	26.93	27.48	28.02	28.57
51	19.80	20.80	21.81	22.90	24.04	25.27	26.54	26.67	26.80	26.93	27.06	27.59	28.17	28.73	29.26
52	20.30	21.32	22.37	23.48	24.64	25.89	27.20	27.34	27.48	27.62	27.74	28.29	28.87	29.45	29.99
53	20.80	21.85	22.91	24.06	25.27	26.54	27.88	28.02	28.16	28.30	28.43	29.00	29.59	30.18	30.75
54	21.32	22.41	23.49	24.66	25.89	27.20	28.59	28.73	28.87	29.01	29.14	29.71	30.33	30.93	31.52
55	21.85	22.96	24.08	25.29	26.54	27.88	29.28	29.43	29.58	29.73	29.87	30.47	31.09	31.70	32.31
56	22.41	23.53	24.67	25.91	27.20	28.59	30.01	30.16	30.31	30.46	30.62	31.23	31.87	32.49	33.12

This schedule reflects a 3% initial wage increase, an additional 2.5% wage increase, and a new range 7-10 breakout.

Board approved: Tentatively 2/2/17.



**Classified Blue Collar Hourly  
Effective January 1, 2018**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	10.67	10.67	10.88	11.41	11.99	12.57	13.21	13.28	13.35	13.42	13.50	13.77	14.02	14.31	14.60
23	10.67	10.67	11.14	11.70	12.30	12.90	13.56	13.62	13.69	13.75	13.82	14.09	14.36	14.66	14.95
24	10.67	10.88	11.42	12.00	12.57	13.21	13.89	13.96	14.03	14.10	14.16	14.44	14.74	15.02	15.32
25	10.67	11.14	11.70	12.30	12.90	13.56	14.23	14.30	14.37	14.44	14.50	14.80	15.09	15.39	15.71
26	10.89	11.42	12.00	12.58	13.22	13.90	14.58	14.66	14.73	14.80	14.88	15.18	15.47	15.79	16.10
27	11.18	11.71	12.31	12.91	13.56	14.23	14.94	15.02	15.10	15.18	15.25	15.54	15.87	16.18	16.50
28	11.43	12.01	12.58	13.23	13.90	14.59	15.31	15.39	15.47	15.55	15.62	15.96	16.26	16.58	16.92
29	11.71	12.32	12.91	13.57	14.24	14.95	15.72	15.80	15.88	15.96	16.03	16.32	16.64	17.00	17.34
30	12.02	12.59	13.23	13.91	14.60	15.32	16.11	16.19	16.27	16.35	16.42	16.75	17.09	17.44	17.78
31	12.32	12.92	13.58	14.25	14.97	15.72	16.50	16.58	16.67	16.75	16.82	17.15	17.50	17.85	18.21
32	12.60	13.24	13.92	14.60	15.33	16.11	16.91	16.99	17.07	17.15	17.23	17.57	17.92	18.31	18.66
33	12.93	13.58	14.26	14.98	15.73	16.50	17.34	17.43	17.52	17.61	17.70	18.06	18.40	18.76	19.14
34	13.25	13.92	14.61	15.34	16.12	16.93	17.78	17.87	17.96	18.05	18.14	18.48	18.87	19.23	19.63
35	13.59	14.26	14.99	15.75	16.51	17.35	18.23	18.32	18.41	18.50	18.57	18.96	19.33	19.72	20.11
36	13.93	14.62	15.35	16.12	16.94	17.78	18.67	18.77	18.86	18.95	19.05	19.42	19.82	20.20	20.62
37	14.27	14.99	15.76	16.53	17.36	18.22	19.12	19.21	19.30	19.39	19.50	19.90	20.29	20.71	21.14
38	14.63	15.35	16.13	16.95	17.79	18.69	19.62	19.72	19.81	19.90	20.00	20.40	20.81	21.23	21.65
39	15.00	15.76	16.54	17.37	18.23	19.14	20.11	20.21	20.31	20.41	20.52	20.93	21.34	21.77	22.21
40	15.37	16.14	16.95	17.80	18.70	19.63	20.62	20.72	20.81	20.90	21.01	21.43	21.88	22.31	22.76
41	15.77	16.55	17.38	18.24	19.15	20.12	21.12	21.23	21.34	21.45	21.55	21.98	22.39	22.86	23.33
42	16.15	16.96	17.81	18.70	19.64	20.62	21.64	21.76	21.87	21.98	22.08	22.52	23.00	23.44	23.92
43	16.56	17.40	18.25	19.17	20.13	21.13	22.19	22.30	22.41	22.52	22.63	23.09	23.54	24.03	24.50
44	16.97	17.82	18.71	19.65	20.63	21.65	22.76	22.87	22.98	23.09	23.21	23.67	24.15	24.62	25.13
45	17.41	18.26	19.18	20.14	21.14	22.21	23.32	23.43	23.54	23.65	23.77	24.26	24.75	25.24	25.73

This schedule reflects a 3% increase, a 2.5% increase, a range 7-10 breakout, and a 1% increase.

Board approved: Tentatively 2/2/17.

**Classified White Collar Hourly  
Effective January 1, 2018**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	10.67	10.67	10.77	11.31	11.87	12.46	13.10	13.16	13.22	13.28	13.35	13.62	13.90	14.17	14.45
23	10.67	10.67	11.04	11.59	12.16	12.79	13.44	13.50	13.56	13.62	13.70	13.96	14.24	14.54	14.82
24	10.67	10.76	11.32	11.87	12.47	13.10	13.78	13.84	13.90	13.96	14.01	14.30	14.59	14.89	15.19
25	10.67	11.05	11.60	12.18	12.80	13.44	14.11	14.17	14.23	14.29	14.36	14.66	14.95	15.26	15.55
26	10.77	11.32	11.89	12.48	13.10	13.78	14.44	14.51	14.58	14.66	14.75	15.04	15.33	15.63	15.97
27	11.06	11.60	12.18	12.81	13.44	14.11	14.82	14.90	14.98	15.06	15.13	15.40	15.73	16.05	16.36
28	11.34	11.92	12.49	13.13	13.79	14.47	15.18	15.25	15.32	15.39	15.47	15.80	16.11	16.42	16.75
29	11.62	12.19	12.81	13.46	14.12	14.82	15.57	15.66	15.74	15.82	15.88	16.19	16.51	16.85	17.17
30	11.92	12.50	13.13	13.80	14.48	15.21	15.97	16.04	16.11	16.18	16.26	16.59	16.93	17.26	17.61
31	12.20	12.82	13.47	14.12	14.84	15.57	16.36	16.44	16.52	16.60	16.68	17.01	17.35	17.70	18.06
32	12.50	13.13	13.80	14.48	15.21	15.97	16.75	16.84	16.93	17.02	17.09	17.44	17.78	18.15	18.50
33	12.82	13.47	14.13	14.85	15.57	16.36	17.17	17.26	17.35	17.44	17.51	17.87	18.23	18.60	18.97
34	13.14	13.81	14.48	15.22	15.98	16.76	17.60	17.70	17.79	17.88	17.96	18.33	18.69	19.06	19.44
35	13.48	14.14	14.86	15.58	16.37	17.17	18.07	18.16	18.25	18.34	18.41	18.77	19.14	19.52	19.93
36	13.81	14.49	15.22	15.99	16.78	17.61	18.51	18.60	18.70	18.79	18.87	19.26	19.63	20.02	20.42
37	14.15	14.86	15.59	16.38	17.19	18.07	18.97	19.06	19.15	19.24	19.35	19.75	20.13	20.53	20.94
38	14.50	15.23	15.99	16.79	17.62	18.51	19.43	19.53	19.63	19.74	19.82	20.20	20.62	21.02	21.45
39	14.87	15.60	16.39	17.20	18.08	18.97	19.91	20.01	20.11	20.21	20.30	20.73	21.14	21.57	22.00
40	15.24	16.00	16.80	17.64	18.52	19.44	20.42	20.52	20.62	20.73	20.82	21.24	21.66	22.09	22.53
41	15.61	16.40	17.21	18.09	18.98	19.93	20.94	21.04	21.14	21.24	21.34	21.77	22.21	22.64	23.10
42	16.01	16.81	17.65	18.53	19.45	20.42	21.44	21.56	21.68	21.81	21.91	22.32	22.77	23.21	23.68
43	16.40	17.22	18.10	18.99	19.94	20.94	21.99	22.10	22.21	22.32	22.41	22.87	23.33	23.80	24.27
44	16.82	17.66	18.54	19.46	20.45	21.45	22.53	22.64	22.76	22.87	22.99	23.44	23.91	24.39	24.87
45	17.23	18.11	19.00	19.96	20.95	22.00	23.11	23.22	23.33	23.44	23.56	24.04	24.52	25.01	25.51
46	17.68	18.56	19.48	20.45	21.46	22.54	23.69	23.82	23.94	24.06	24.16	24.62	25.15	25.64	26.13
47	18.11	19.03	19.97	20.97	22.00	23.11	24.28	24.40	24.52	24.64	24.78	25.25	25.74	26.30	26.79
48	18.56	19.51	20.46	21.48	22.54	23.69	24.89	25.01	25.13	25.25	25.36	25.90	26.41	26.95	27.45
49	19.03	20.00	20.98	22.02	23.11	24.28	25.52	25.64	25.77	25.89	26.01	26.53	27.07	27.61	28.14
50	19.51	20.50	21.49	22.58	23.69	24.89	26.15	26.28	26.41	26.54	26.66	27.20	27.75	28.30	28.86
51	20.00	21.01	22.03	23.13	24.28	25.52	26.81	26.94	27.07	27.20	27.33	27.87	28.45	29.02	29.55
52	20.50	21.53	22.59	23.71	24.89	26.15	27.47	27.61	27.75	27.90	28.02	28.57	29.16	29.74	30.29
53	21.01	22.07	23.14	24.30	25.52	26.81	28.16	28.30	28.44	28.58	28.71	29.29	29.89	30.48	31.06
54	21.53	22.63	23.72	24.91	26.15	27.47	28.88	29.02	29.16	29.30	29.43	30.01	30.63	31.24	31.84
55	22.07	23.19	24.32	25.54	26.81	28.16	29.57	29.72	29.88	30.03	30.17	30.77	31.40	32.02	32.63
56	22.63	23.77	24.92	26.17	27.47	28.88	30.31	30.46	30.61	30.76	30.93	31.54	32.19	32.81	33.45

This schedule reflects a 3% increase, a 2.5% increase, a range 7-10 breakout, and a 1% increase.

Board approved: Tentatively 2/2/17.

**Classified Blue Collar Hourly  
Effective January 1, 2018**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	11.00	11.00	11.00	11.41	11.99	12.57	13.21	13.28	13.35	13.42	13.50	13.77	14.02	14.31	14.60
23	11.00	11.00	11.14	11.70	12.30	12.90	13.56	13.62	13.69	13.75	13.82	14.09	14.36	14.66	14.95
24	11.00	11.00	11.42	12.00	12.57	13.21	13.89	13.96	14.03	14.10	14.16	14.44	14.74	15.02	15.32
25	11.00	11.14	11.70	12.30	12.90	13.56	14.23	14.30	14.37	14.44	14.50	14.80	15.09	15.39	15.71
26	11.00	11.42	12.00	12.58	13.22	13.90	14.58	14.66	14.73	14.80	14.88	15.18	15.47	15.79	16.10
27	11.18	11.71	12.31	12.91	13.56	14.23	14.94	15.02	15.10	15.18	15.25	15.54	15.87	16.18	16.50
28	11.43	12.01	12.58	13.23	13.90	14.59	15.31	15.39	15.47	15.55	15.62	15.96	16.26	16.58	16.92
29	11.71	12.32	12.91	13.57	14.24	14.95	15.72	15.80	15.88	15.96	16.03	16.32	16.64	17.00	17.34
30	12.02	12.59	13.23	13.91	14.60	15.32	16.11	16.19	16.27	16.35	16.42	16.75	17.09	17.44	17.78
31	12.32	12.92	13.58	14.25	14.97	15.72	16.50	16.58	16.67	16.75	16.82	17.15	17.50	17.85	18.21
32	12.60	13.24	13.92	14.60	15.33	16.11	16.91	16.99	17.07	17.15	17.23	17.57	17.92	18.31	18.66
33	12.93	13.58	14.26	14.98	15.73	16.50	17.34	17.43	17.52	17.61	17.70	18.06	18.40	18.76	19.14
34	13.25	13.92	14.61	15.34	16.12	16.93	17.78	17.87	17.96	18.05	18.14	18.48	18.87	19.23	19.63
35	13.59	14.26	14.99	15.75	16.51	17.35	18.23	18.32	18.41	18.50	18.57	18.96	19.33	19.72	20.11
36	13.93	14.62	15.35	16.12	16.94	17.78	18.67	18.77	18.86	18.95	19.05	19.42	19.82	20.20	20.62
37	14.27	14.99	15.76	16.53	17.36	18.22	19.12	19.21	19.30	19.39	19.50	19.90	20.29	20.71	21.14
38	14.63	15.35	16.13	16.95	17.79	18.69	19.62	19.72	19.81	19.90	20.00	20.40	20.81	21.23	21.65
39	15.00	15.76	16.54	17.37	18.23	19.14	20.11	20.21	20.31	20.41	20.52	20.93	21.34	21.77	22.21
40	15.37	16.14	16.95	17.80	18.70	19.63	20.62	20.72	20.81	20.90	21.01	21.43	21.88	22.31	22.76
41	15.77	16.55	17.38	18.24	19.15	20.12	21.12	21.23	21.34	21.45	21.55	21.98	22.39	22.86	23.33
42	16.15	16.96	17.81	18.70	19.64	20.62	21.64	21.76	21.87	21.98	22.08	22.52	23.00	23.44	23.92
43	16.56	17.40	18.25	19.17	20.13	21.13	22.19	22.30	22.41	22.52	22.63	23.09	23.54	24.03	24.50
44	16.97	17.82	18.71	19.65	20.63	21.65	22.76	22.87	22.98	23.09	23.21	23.67	24.15	24.62	25.13
45	17.41	18.26	19.18	20.14	21.14	22.21	23.32	23.43	23.54	23.65	23.77	24.26	24.75	25.24	25.73

This schedule reflects a 3% increase, a 2.5% increase, a range 7-10 breakout, a 1% increase and an \$11/hr min wage.

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**Classified White Collar Hourly  
Effective January 1, 2018**

Range Step	1	2	3	4	5	6	7	8	9	10	11-15	16-20	21-25	26-30	31
22	11.00	11.00	11.00	11.31	11.87	12.46	13.10	13.16	13.22	13.28	13.35	13.62	13.90	14.17	14.45
23	11.00	11.00	11.04	11.59	12.16	12.79	13.44	13.50	13.56	13.62	13.70	13.96	14.24	14.54	14.82
24	11.00	11.00	11.32	11.87	12.47	13.10	13.78	13.84	13.90	13.96	14.01	14.30	14.59	14.89	15.19
25	11.00	11.05	11.60	12.18	12.80	13.44	14.11	14.17	14.23	14.29	14.36	14.66	14.95	15.26	15.55
26	11.00	11.32	11.89	12.48	13.10	13.78	14.44	14.51	14.58	14.66	14.75	15.04	15.33	15.63	15.97
27	11.06	11.60	12.18	12.81	13.44	14.11	14.82	14.90	14.98	15.06	15.13	15.40	15.73	16.05	16.36
28	11.34	11.92	12.49	13.13	13.79	14.47	15.18	15.25	15.32	15.39	15.47	15.80	16.11	16.42	16.75
29	11.62	12.19	12.81	13.46	14.12	14.82	15.57	15.66	15.74	15.82	15.88	16.19	16.51	16.85	17.17
30	11.92	12.50	13.13	13.80	14.48	15.21	15.97	16.04	16.11	16.18	16.26	16.59	16.93	17.26	17.61
31	12.20	12.82	13.47	14.12	14.84	15.57	16.36	16.44	16.52	16.60	16.68	17.01	17.35	17.70	18.06
32	12.50	13.13	13.80	14.48	15.21	15.97	16.75	16.84	16.93	17.02	17.09	17.44	17.78	18.15	18.50
33	12.82	13.47	14.13	14.85	15.57	16.36	17.17	17.26	17.35	17.44	17.51	17.87	18.23	18.60	18.97
34	13.14	13.81	14.48	15.22	15.98	16.76	17.60	17.70	17.79	17.88	17.96	18.33	18.69	19.06	19.44
35	13.48	14.14	14.86	15.58	16.37	17.17	18.07	18.16	18.25	18.34	18.41	18.77	19.14	19.52	19.93
36	13.81	14.49	15.22	15.99	16.78	17.61	18.51	18.60	18.70	18.79	18.87	19.26	19.63	20.02	20.42
37	14.15	14.86	15.59	16.38	17.19	18.07	18.97	19.06	19.15	19.24	19.35	19.75	20.13	20.53	20.94
38	14.50	15.23	15.99	16.79	17.62	18.51	19.43	19.53	19.63	19.74	19.82	20.20	20.62	21.02	21.45
39	14.87	15.60	16.39	17.20	18.08	18.97	19.91	20.01	20.11	20.21	20.30	20.73	21.14	21.57	22.00
40	15.24	16.00	16.80	17.64	18.52	19.44	20.42	20.52	20.62	20.73	20.82	21.24	21.66	22.09	22.53
41	15.61	16.40	17.21	18.09	18.98	19.93	20.94	21.04	21.14	21.24	21.34	21.77	22.21	22.64	23.10
42	16.01	16.81	17.65	18.53	19.45	20.42	21.44	21.56	21.68	21.81	21.91	22.32	22.77	23.21	23.68
43	16.40	17.22	18.10	18.99	19.94	20.94	21.99	22.10	22.21	22.32	22.41	22.87	23.33	23.80	24.27
44	16.82	17.66	18.54	19.46	20.45	21.45	22.53	22.64	22.76	22.87	22.99	23.44	23.91	24.39	24.87
45	17.23	18.11	19.00	19.96	20.95	22.00	23.11	23.22	23.33	23.44	23.56	24.04	24.52	25.01	25.51
46	17.68	18.56	19.48	20.45	21.46	22.54	23.69	23.82	23.94	24.06	24.16	24.62	25.15	25.64	26.13
47	18.11	19.03	19.97	20.97	22.00	23.11	24.28	24.40	24.52	24.64	24.78	25.25	25.74	26.30	26.79
48	18.56	19.51	20.46	21.48	22.54	23.69	24.89	25.01	25.13	25.25	25.36	25.90	26.41	26.95	27.45
49	19.03	20.00	20.98	22.02	23.11	24.28	25.52	25.64	25.77	25.89	26.01	26.53	27.07	27.61	28.14
50	19.51	20.50	21.49	22.58	23.69	24.89	26.15	26.28	26.41	26.54	26.66	27.20	27.75	28.30	28.86
51	20.00	21.01	22.03	23.13	24.28	25.52	26.81	26.94	27.07	27.20	27.33	27.87	28.45	29.02	29.55
52	20.50	21.53	22.59	23.71	24.89	26.15	27.47	27.61	27.75	27.90	28.02	28.57	29.16	29.74	30.29
53	21.01	22.07	23.14	24.30	25.52	26.81	28.16	28.30	28.44	28.58	28.71	29.29	29.89	30.48	31.06
54	21.53	22.63	23.72	24.91	26.15	27.47	28.88	29.02	29.16	29.30	29.43	30.01	30.63	31.24	31.84
55	22.07	23.19	24.32	25.54	26.81	28.16	29.57	29.72	29.88	30.03	30.17	30.77	31.40	32.02	32.63
56	22.63	23.77	24.92	26.17	27.47	28.88	30.31	30.46	30.61	30.76	30.93	31.54	32.19	32.81	33.45

This schedule reflects a 3% increase, a 2.5% increase, a range 7-10 breakout, a 1% increase and an \$11/hr min wage.

Board approved: Tentatively 2/2/17.

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Resolution 16-17-021: Application to California Energy Commissions Bright Schools Program for Prop 39 Projects Technical Assistance

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve Resolution 16-17-021 allowing the district to seek technical assistance from the California Energy Commission's Bright Schools Program.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Eureka City Schools is investigating the viability of replacing the existing boilers at Zane and Winship with combined heat and power generation (CHP) systems as a maintenance and cost saving measure. Staff require additional technical, energy and cost savings information to make an informed recommendation to the Board and to explore the viability of funding the upgrade project through the Proposition 39 program. If the request is successful, the Bright Schools service should provide the necessary support at no-cost to the District.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 11: FACILITIES, EQUIPMENT, AND TECHNOLOGY

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Proposition 39 provides dollars to invest in cost-effective energy upgrade projects that meet specific funding criteria. To date, the District has focused on upgrading interior and exterior lighting to LED and installing smart programmable thermostats. The District seeks additional information to determine the viability of the CHP projects at Zane and Winship as related to the Proposition 39 program.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

If approved, the service will be no-cost to the district except for the staff hours required to support the effort. Redwood Coast Energy Authority will provide additional

support to minimize overall District impacts. In addition, the project will be funded by Proposition 39 if it is determined to be technically viable, cost-effective and eligible as defined by the program funding guidelines.

**WHO***(list the name of the contact person(s), job title, and site location)*

Paul Ziegler, Assistant Superintendent of Business Services

**ATTACHMENTS:**

Description

- Reso 16-17-021



**Eureka City Schools  
Resolution No. 16-17-021**

**Resolution of Eureka City Schools' Board of Education**

**Whereas**, the California Energy Commission's Bright Schools Program provides technical assistance to school district; and

**Whereas** Eureka City Schools' Board of Education authorizes Eureka City Schools to apply for technical assistance; and

**Whereas**, Eureka City Schools recognizes that the California Energy Commission has limited funds available to provide technical assistance and that primary consideration will be given to school districts that have a desire and willingness to seek funding to implement the feasible recommended energy-efficiency measure(s);

**Now Therefore Be it Resolved**, that Eureka City Schools is willing to seek funding to implement viable energy-savings measure(s) and therefore requests technical assistance to identify such measures as may be economically feasible.

**Be it Also Resolved**, that the Superintendent is hereby authorized and empowered to execute in the name of Eureka City Schools all necessary documents to implement and carry out the purposes of this resolution.

Passed, Approved, and Adopted this 2<sup>nd</sup> day of February, 2017.

**Signature of School Board Members**

_____	<b>Wendy Davis</b>
_____	<b>Mike Duncan</b>
_____	<b>Susan Johnson</b>
_____	<b>Lisa Ollivier</b>
_____	<b>Fran Taplin</b>

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Hiring of William Allison, 1.0 FTE Elementary Music Teacher, Grades 4 and 5 Beginning Band, Alice Birney, Grant, Lafayette and Washington Elementary Schools (Employed on the Basis of a Provisional Internship Permit)

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to take action to approve the hiring of Bill Allison as a 1.0 FTE Elementary Music Teacher on the basis of a Provisional Internship Permit.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

We have been advertising for a fully-credentialed music teacher for several months. Due to the shortage of candidates with a music credential, we have identified an applicant who can teach music with a Provisional Internship Permit.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 2: RECRUITMENT, SELECTION, PROFESSIONAL DEVELOPMENT, AND RETENTION OF QUALITY STAFF

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

In August 2016 the Board took action to approve the request to CalSTRS for exemption to the separation-from-service requirement in order to hire Michael LaBolle as the Elementary Music Teacher. CalSTRS approved the exemption, and Mr. LaBolle was authorized to work through January 2017. Also in August 2016 the Board approved the Annual Declaration of Need for Teachers with Limited Assignment Permits to include music teachers.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO** *(list the name of the contact person(s), job title, and site location)*



Renae M. Will, Director of Personnel Services and Public Affairs

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Hiring of Hallyann Roper, 0.2 FTE Seventh Grade Mathematics Teacher, Zane Middle School (Employed on the Basis of a Provisional Internship Permit)

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to take action to approve the hiring of Hallyann Roper as a 0.2 FTE Seventh Grade Mathematics Teacher on the basis of a Provisional Internship Permit.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

We have been advertising for a fully-credentialed math teacher for several months. Due to a mid-year resignation and the shortage of candidates with a mathematics credential, we have identified a teacher who can teach one period of mathematics with a Provisional Internship Permit.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 2: RECRUITMENT, SELECTION, PROFESSIONAL DEVELOPMENT, AND RETENTION OF QUALITY STAFF

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

In August 2016 the Board approved the Annual Declaration of Need for Teachers with Limited Assignment Permits to include math teachers.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

N/A

**WHO** *(list the name of the contact person(s), job title, and site location)*

Renae M. Will, Director of Personnel Services and Public Affairs

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Waiver Request To The California State Board of Education To Eliminate The Election Requirement Under Education Code § 5020(A) In Order To Establish Individual Trustee Areas From Which District Governing Board Members Will Be Elected

Meeting Date: February 2, 2017

Item: Discussion/Action

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to approve the filing of a Waiver Request To The California State Board of Education To Eliminate The Election Requirement Under Education Code § 5020(A) In Order To Establish Individual Trustee Areas From Which District Governing Board Members Will Be Elected.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

The waiver is requested to expedite efforts by the District to ensure compliance with the California Voting Rights Act (Elections Code §14025, et seq. "CVRA"). By granting this waiver, the District will be able to implement its new "by-trustee area" election system for its November 2018 elections to preclude any potential liability under the CVRA.

**STRATEGIC PLAN/PRIORITY AREA:**

Subject does not apply to a Strategic Plan Priority Area

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

On February 3, 2016, the Board approved a Resolution to Petition the County Committee on School District Organization to establish trustee areas from which District Governing Board members will be elected. The Humboldt County Committee approved the recommendation to establish by-trustee area elections in lieu of the at-large trustee election process at a public hearing on November 18, 2016. A public hearing and Board approval is now required in order to proceed with submitting the waiver to the California State Board of Education.

**HOW MUCH***(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO***(list the name of the contact person(s), job title, and site location)*

Fred Van Vleck, Ed.D. - Superintendent

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Pre-School Program Overview

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is being asked to receive an overview of the ECS Pre-School Program.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

This presentation is part of a series of presentations about the district's programs. The intent is to keep members of the School Board well informed of programs, including preschoolers who receive special education services

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 5: DISTRICT AND SCHOOL CLIMATE (INCLUDING MENTAL AND SOCIO-EMOTIONAL HEALTH)

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

Winzler Children's Center is the longest operating nonprofit public preschool in Humboldt County. Since 1944, many families and children have achieved independence and success through participation in our program. Special education services for our preschoolers is available through classroom-based programs and itinerant programs supported by both ECS staff and HCOE staff.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

There are no expenditures or revenue associated with this item.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Laurie Alexander, Director of Student Services

Maikken Bass, Director of Winzler Pre-School

**ATTACHMENTS:**

## Description

- Pre-School Presentation

# Update on Winzler



February 2, 2017



EUREKA CITY SCHOOLS BOARD  
MEETING

FEBRUARY 2, 2017

Page 3 of 23

# Winzler Mission Statement:

Winzler Children's Center, in partnership with families and our community, will provide exceptional, inclusive, developmentally appropriate preschool programs where students grow and learn by:

- nurturing social skills and friendships while building joyful classroom communities,
  - encouraging imagination and creativity in a fun, active, play-based learning environment,
  - individually challenging and guiding students to problem solve utilizing their developing critical thinking skills,
- resulting in students with a strong foundation and passion for lifelong learning who are prepared to thrive in Transitional Kindergarten and Kindergarten throughout Eureka City Schools, our partner district.





# Our Eureka City Schools Preschool Students:



- Main Site: 46
- Lafayette Site: 11
- Special Day Class: 15
- English Learners: 32% (18)
- Gender: Boys= 24, Girls= 33
- Subsidized Fee: 93% (53)
- Full Cost Fee: 7% (4)
- Ethnicity: Asian= 18% (10), Black= 9% (5), Black/Hispanic= 6% (3),

Pacific Islander= 2% (1), Native American=7% (4), White Hispanic=20% (11) , White Non Hispanic= 41% (23)

# Current Winzler Programs:

- Part Day School Year  
State Preschool
- Extended Day Full Year  
State Preschool
- Special Day Preschool  
Autism Class
- Preschool Speech Program



# Our Staff:

- 5 Teachers: 4/5 New Teachers
- 1 Special Day Class Teacher
- 1 Speech/Language Pathologist
- 6 Classified Employees
- 3 Substitute Classified
- 1 Secretary
- 1 Director
- Head Start Family Advocate
- Psychologist, Nurse on call



# Updates to our Program: Autism Special Day Class



# Updates to the Winzler Site:

## Bond Improvement List-

- Remove and replace playground apparatus:
- Add teaching walls in each classroom to meet district standard
  - Current use does not indicate the installation of teaching walls at this time



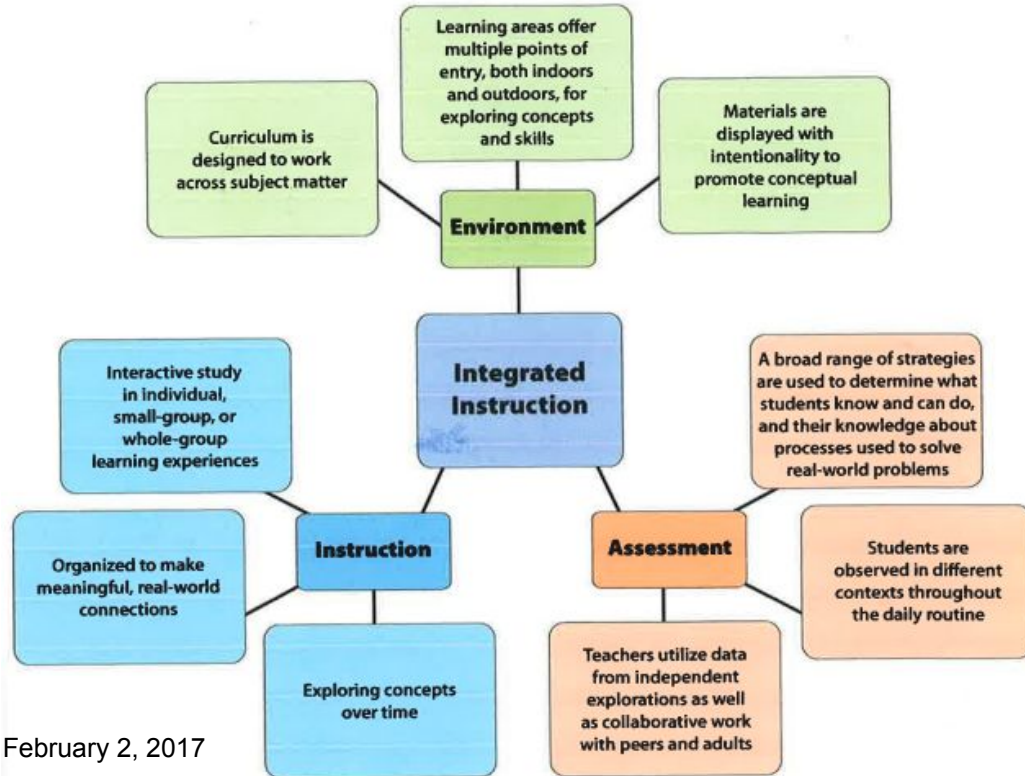
## California Department of Education State Preschool Program Review Process-

- Access to multiple materials and activities in a safe, high quality learning environment





# Updated: Classroom Environment and the Program Review Process



## Staff Identified Focus Areas:

- Collaboration
- Environment: Early Childhood Environmental Rating Scale
- Technology: Digital Desired Results Developmental Profile and email
- Positive Press and Public Relations
- District Instructional Norms
- Parent/Family Partnership, Education

## 2016-2017 Strategic Focus

**Our vision is** to inspire academic Excellence, Creativity, and the confidence to Succeed.

**This aspiration is important because** all students need to have a high predictability of success in college and career.

**We will accomplish this by** ensuring rigorous and innovative programs; providing a safe and supportive learning environment; offering relevant learning opportunities to help guarantee a sustainable future; and developing responsible, productive, and ethical citizens for our communities and the world.

### Goals

#### Goals that we aspire to achieve are

- Goal 1: All students will demonstrate high academic achievement and college and career readiness in clean and modernized schools.
- Goal 2: All students will learn in a safe, supportive, and culturally responsive environment where students, families, and community are valued, connected, and engaged.

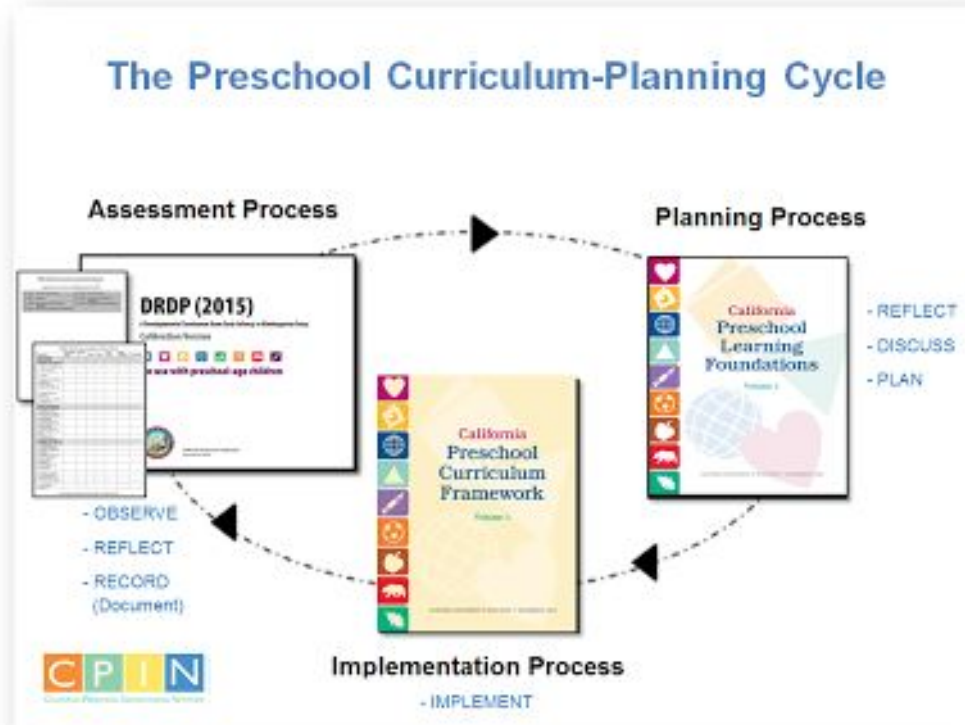
### Outcomes

#### Student outcomes that must inform our collective actions are

- An increase in Attendance Rates, CAASPP performance, positive CHKS responses, and English Learner Reclassification Rates
- An increase in Interim Assessments achievement levels, such as STAR, DRA, SWIS, Report Card Grades
- An increase in achievement levels on formative assessments, including writing across subject areas and math
- An increase in survey responses regarding connectedness and morale



Goal 1: ECS will promote students' success by ensuring all students receive **high quality curriculum and instruction** in clean, modern schools.



Goal 1: ECS will promote students' success by ensuring all students receive high quality curriculum and instruction in **clean, modern schools**.



Goal 2: All students will learn in a **safe, supportive, and culturally responsive environment** where students, families, and community are valued, connected, and engaged.





Goal 2: All students will learn in a safe, supportive, and culturally responsive environment where students, families, and community are valued, connected, and engaged.



February 2, 2017



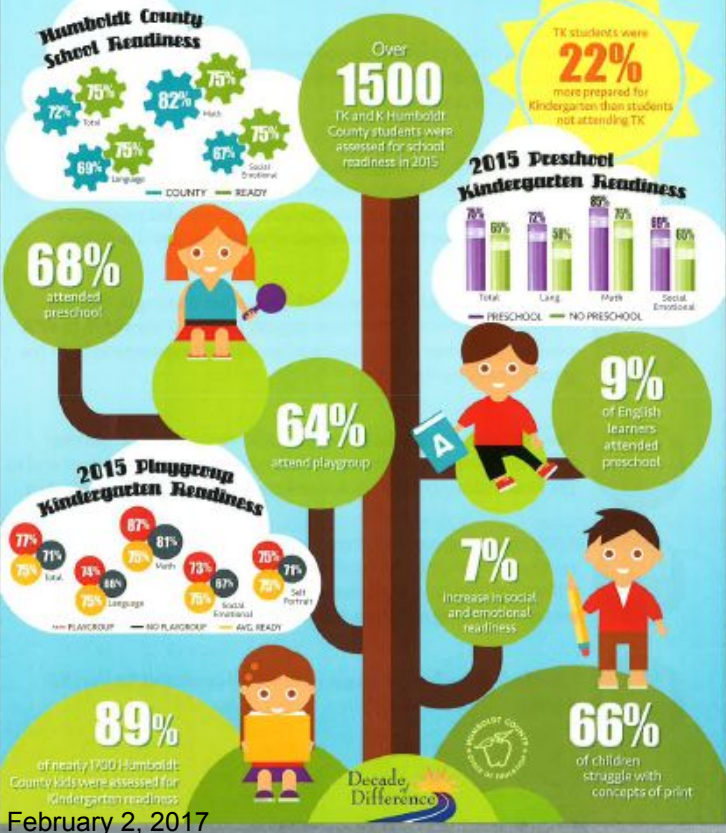
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# Research indicates ...

... children from low-income families who attended preschool as four-year-olds were more likely to graduate from high school, hold a job, have higher earnings, and have committed fewer crimes than those adults who had not attended preschool as four-year-olds. Remarkably, it is estimated that this preschool program(Perry Preschool) yielded more than \$9 in benefits for every \$1 invested (Heckman 2009)



# A Portrait of Kindergarten Readiness in Humboldt County 2016



In Humboldt County, 68% of children attended preschool

9% of English learners attend preschool (32% of Winzler Students are Dual Language Learners)

66% of children struggle with concepts of print

TK students were 22% more ready to attend Kindergarten than those not attending TK

California Department of Education  
Community Care Licensing  
Eureka City Schools  
National Association Education Young Children  
Head Start





# January 25 Site Visit:

## Positives-

- Use of quiet boxes
- Wonderful interactions between adults and children
- Multiple opportunities for exploration (including tactile manipulatives), choices
- Students willing to ask questions of each other and adults
- Evidence of Concepts of Print (letter recognition, questioning from a group book, alphabet)
- Individual student goals
- Calm and encouraging words from adults
- Students understood and followed classrooms procedures and routines
- Safe learning environment
- Clean and modernized facilities
- Student work displayed in the classrooms
- Evidence of focus on science activities

## New Reflective Question-

In what ways will the Winzler staff collaborate with their TK/K and Special Education colleagues to further develop and deepen student language and literacy skills across the content areas.





# Former Winzler Students in Eureka City Schools Transitional Kindergarten-4th Grade:

Current Grade	# of Former Winzler Students	Total Number in ECS as of 1/5/16	Percentage of ECS students from Winzler
TK	3	53	6%
K	35	255	14%
1	30	246	12%
2	26	259	10%
3	6	255	2%
4	2	241	1%
<b>Total TK-4</b>	<b>101</b>	<b>1309</b>	<b>8%</b>

# Our Future Transitional Kindergarten-12th Grade Students:



February 2, 2017



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## Winzler Plans/Goals:

- Powerschool Connectivity
  - Call out feature
  - Attendance
- Integration of Special Education
- Preschool/TK/K Continuum and Collaboration
- Increasing Academic Sophistication
- Financial Sustainability
- Growing Program

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: IRS Mileage and Per Diem Rates

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board will receive a report on the updated mileage and per diem rates for 2017.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

Eureka City Schools follows the Internal Revenue Service standard mileage reimbursement rate for the use of a car for business miles driven and the per diem reimbursement rates for travel meals and incidental expenses.

**STRATEGIC PLAN/PRIORITY AREA:**

Subject does not apply to a Strategic Plan Priority Area

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

This will be a periodic update provided to the Board.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

As of January 1, 2017, the standard mileage reimbursement rate for the use of a car (including vans, pickups, or panel trucks) will decrease slightly to 53.5¢ per mile for business miles driven. This decreases the rate by 0.5¢ per mile from the 2016 mileage rate of 54¢. The rate for travel meals and incidentals is \$64 per day, the same as last year.

**WHO** *(list the name of the contact person(s), job title, and site location)*

**ATTACHMENTS:**

Description

## ▯ 2017 Mileage and Per Diem Rates



## News Essentials

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- [IRS Guidance](#)
- [Media Contacts](#)
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# 2017 Standard Mileage Rates for Business, Medical and Moving Announced

IR-2016-169, Dec.13, 2016

WASHINGTON — The Internal Revenue Service today issued the 2017 optional standard mileage rates used to calculate the deductible costs of operating an automobile for business, charitable, medical or moving purposes.

Beginning on Jan. 1, 2017, the standard mileage rates for the use of a car (also vans, pickups or panel trucks) will be:

- 53.5 cents per mile for business miles driven, down from 54 cents for 2016
- 17 cents per mile driven for medical or moving purposes, down from 19 cents for 2016
- 14 cents per mile driven in service of charitable organizations

The business mileage rate decreased half a cent per mile and the medical and moving expense rates each dropped 2 cents per mile from 2016. The charitable rate is set by statute and remains unchanged.

The standard mileage rate for business is based on an annual study of the fixed and variable costs of operating an automobile. The rate for medical and moving purposes is based on the variable costs.

Taxpayers always have the option of calculating the actual costs of using their vehicle rather than using the standard mileage rates.

A taxpayer may not use the business standard mileage rate for a vehicle after using any depreciation method under the Modified Accelerated Cost Recovery System (MACRS) or after claiming a Section 179 deduction for that vehicle. In addition, the business standard mileage rate cannot be used for more than four vehicles used simultaneously.

These and other requirements are described in [Rev. Proc. 2016-51, Notice 2016-79](#), posted today on [IRS.gov](#), contains the standard mileage rates, the amount a taxpayer must use in calculating reductions to basis for depreciation taken under the business standard mileage rate, and the maximum standard automobile cost that a taxpayer may use in computing the allowance under a fixed and variable rate plan.

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Page Last Reviewed or Updated: 13-Dec-2016

# Meals and Incidental Expenses (M&IE)

## Breakdown

The separate amounts for breakfast, lunch and dinner listed in the chart are provided should you need to deduct any of those meals from your trip voucher. For example, if your trip includes meals that are already paid for by the government (such as through a registration fee for a conference), you will need to deduct those meals from your voucher. Refer to Section 301-11.18 of the Federal Travel Regulation for specific guidance on deducting these amounts from your per diem reimbursement claims for meals furnished to you by the government. Other organizations may have different rules that apply for their employees; please check with your organization for more assistance.

The table lists the six M&IE tiers in the lower 48 continental United States (currently ranging from \$51 to \$74). If you need to deduct a meal amount, first determine the location where you will be working while on official travel. You can look up the location-specific information at [www.gsa.gov/perdiem](http://www.gsa.gov/perdiem). The M&IE rate for your location will be one of the six tiers listed on this table. Find the corresponding amount on the first line of the table (M&IE Total) and then look below for each specific meal deduction amount.

The table also lists the portion of the M&IE rate that is provided for incidental expenses (currently \$5 for all tiers).

<b>Total</b>	<b>Continental Breakfast/ Breakfast</b>	<b>Lunch</b>	<b>Dinner</b>	<b>IE</b>
\$51	\$11	\$12	\$23	\$5
\$54	\$12	\$13	\$24	\$5
\$59	\$13	\$15	\$26	\$5
\$64	\$15	\$16	\$28	\$5
\$69	\$16	\$17	\$31	\$5
\$74	\$17	\$18	\$34	\$5

This table lists the amount federal employees receive for the first and last calendar day of travel. The first and last calendar day of travel is calculated at 75 percent.

<b>Total</b>	<b>First &amp; Last Day of Travel</b>
\$51	\$38.25
\$54	\$40.50
\$59	\$44.25
\$64	\$48.00
\$69	\$51.75
\$74	\$55.50

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Annual Report on Effectiveness of Activities Funded by Title I

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is being asked to receive this annual report on the effectiveness of activities funded by Title I.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

This presentation is an annual evaluation the effectiveness of the activities funded by Title I programs.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Areas 1, 3, 5, 8, 12, and 13

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

There is no cost associated with this item.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Michael Davies-Hughes, Assistant Superintendent, Educational Services.

**ATTACHMENTS:**

Description

- ▣ Annual Report on Effectiveness Presentation



# Title I Funding at ECS

## Effectiveness of Activities for 2015-2016

Report to ECS Board of Trustees  
February 2, 2017

# Goals of Title I

- ▶ Increase academic achievement
- ▶ Provide direct instructional support to students
- ▶ Provide professional development for teachers
- ▶ Promote parent education and involvement

# Information about Title I

- ▶ ECS has 6 Title I schools. These schools are identified to receive Title I funding based on free and reduced lunch percentages. Schools that have 35% or more of their students receiving free or reduced lunch receive Title I funding.
- ▶ ECS received \$1,053,834 in Title 1 funds for 2015–2016
- ▶ Being a Title I school means receiving federal funding (Title I dollars) to supplement the school's existing programs. These dollars are used for:

- ▶ Identifying students experiencing academic difficulties and providing timely assistance to help these students meet content standards
- ▶ Purchasing supplemental staff/programs/materials/supplies
- ▶ Conducting parental involvement meetings/trainings/activities
- ▶ Hiring/Retaining Highly Qualified staff

# ECS Title I Schools

- ▶ Alice Birney
- ▶ Grant
- ▶ Lafayette
- ▶ Washington
- ▶ Winship
- ▶ Zane

# Schoolwide Title 1 Status

- ▶ All Title I schools within ECS are Schoolwide Programs
- ▶ Title 1 programs serve all children in a school
- ▶ All staff, resources, and classes are part of the overall schoolwide program
- ▶ Purpose is to generate high levels of academic achievement in core subject areas for all students, especially those students most in need.

# Requirements

- ▶ At least 40% low income student population
- ▶ Conduct a Comprehensive Needs Assessment
- ▶ Identify and commit to specific goals and strategies to address those prioritized needs.
- ▶ Create a comprehensive plan focusing on successful academic achievement for ALL students
- ▶ Conduct an annual evaluation of the effectiveness of the school-wide program

# Rights of Parents to be Involved

- ▶ Ask for meetings and trainings
- ▶ Review the results of the annual parent involvement effectiveness survey
- ▶ Make suggestions for the Title I funding
- ▶ Review the school's achievement data
- ▶ Review the parent involvement plan
- ▶ Review and modify the Title I Parent Involvement Plan and Home/School Compact



# Curriculum

- ▶ Title I requires research based assessment systems including the use of data based decision, high quality professional development, and the implementation of research-based instructional strategies to ensure the academic achievement of all children.
- ▶ Title I also requires that instruction be provided by qualified staff and that strategies are included to increase parental involvement.

# Assessments

- ▶ How will parents receive updates on progress?
  - Progress reports
  - Report cards
  - Parent/Teacher conferences
  - Testing Reports from CAASPP

# How are Title 1 funds being used at ECS?

- ▶ Title 1 funds are used to partially or fully support these positions:
  - Library Techs
  - Student Service Coordinators
  - Intervention teachers
  - Instructional Coaches
  - Administrative Assistant
  - Homeless Ed. Coordinator

# How are Title 1 funds being used at ECS (cont.)?

- ▶ Fiscal Director
- ▶ Literacy Techs
- ▶ Ed Services Tech
- ▶ Asst. Sup Ed. Services
- ▶ English Learner Techs
- ▶ Clerk Typists
- ▶ Admin Asst. Ed Svcs
- ▶ Staff Professional Development

# ESSA vs. NCLB

- ▶ Under ESSA the following are no longer requirements for Title 1 schools/Districts in Program Improvement:
  - Set-aside for Supplemental Education Services (SES)
  - Set-aside for School Choice Transportation
  - Highly Qualified teachers (as defined)

# Effectiveness of Activities

Ultimately, the effectiveness of Title 1 funded activities is measured by student achievement

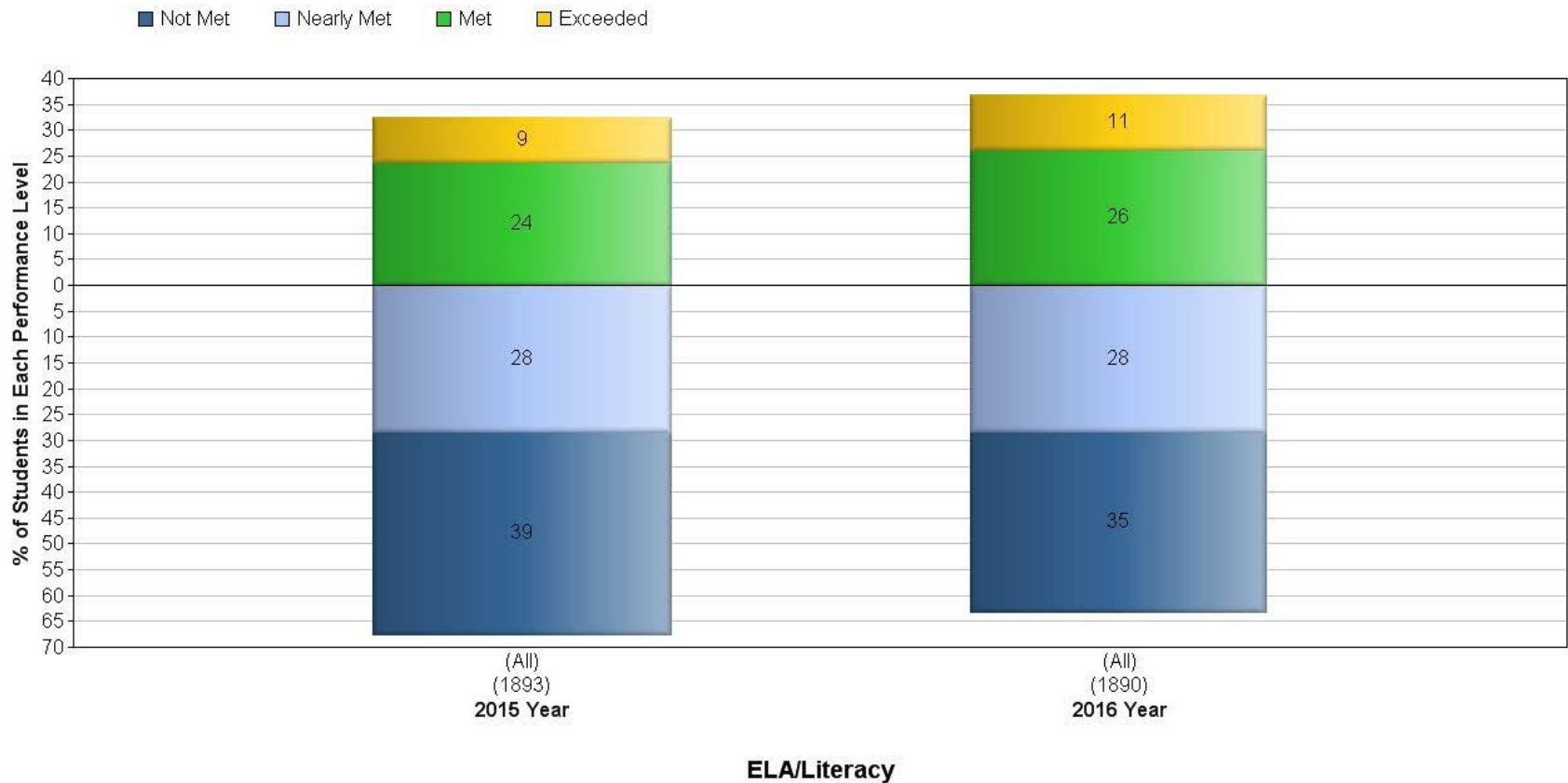


# Smarter Balanced Achievement Levels

by Years and Grades

Testing Group  
Grade: All Grades

Reporting Group  
District: Eureka City Unified  
School: All Schools



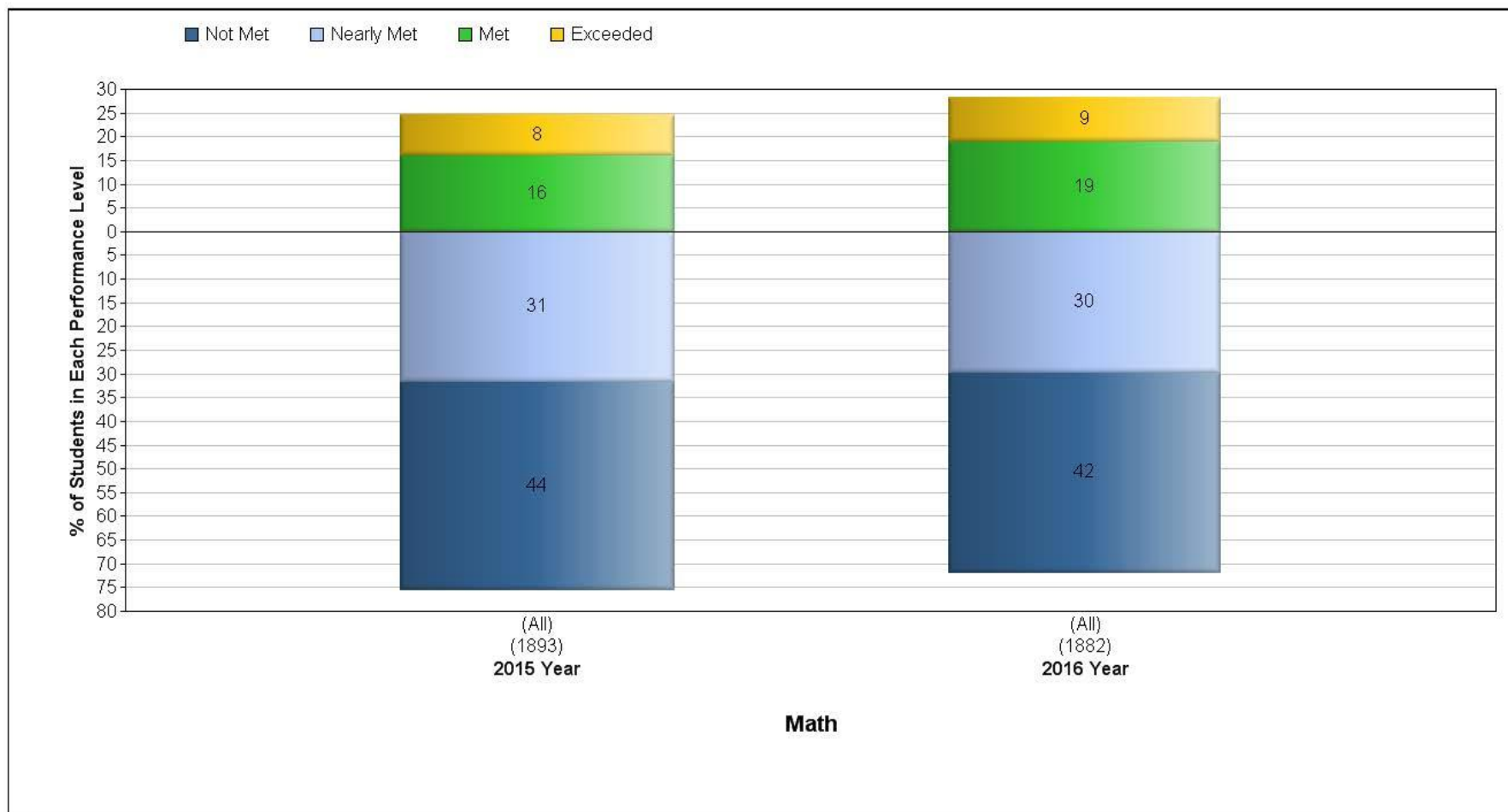


# Smarter Balanced Achievement Levels

by Years and Grades

Testing Group  
Grade: All Grades

Reporting Group  
District: Eureka City Unified  
School: All Schools



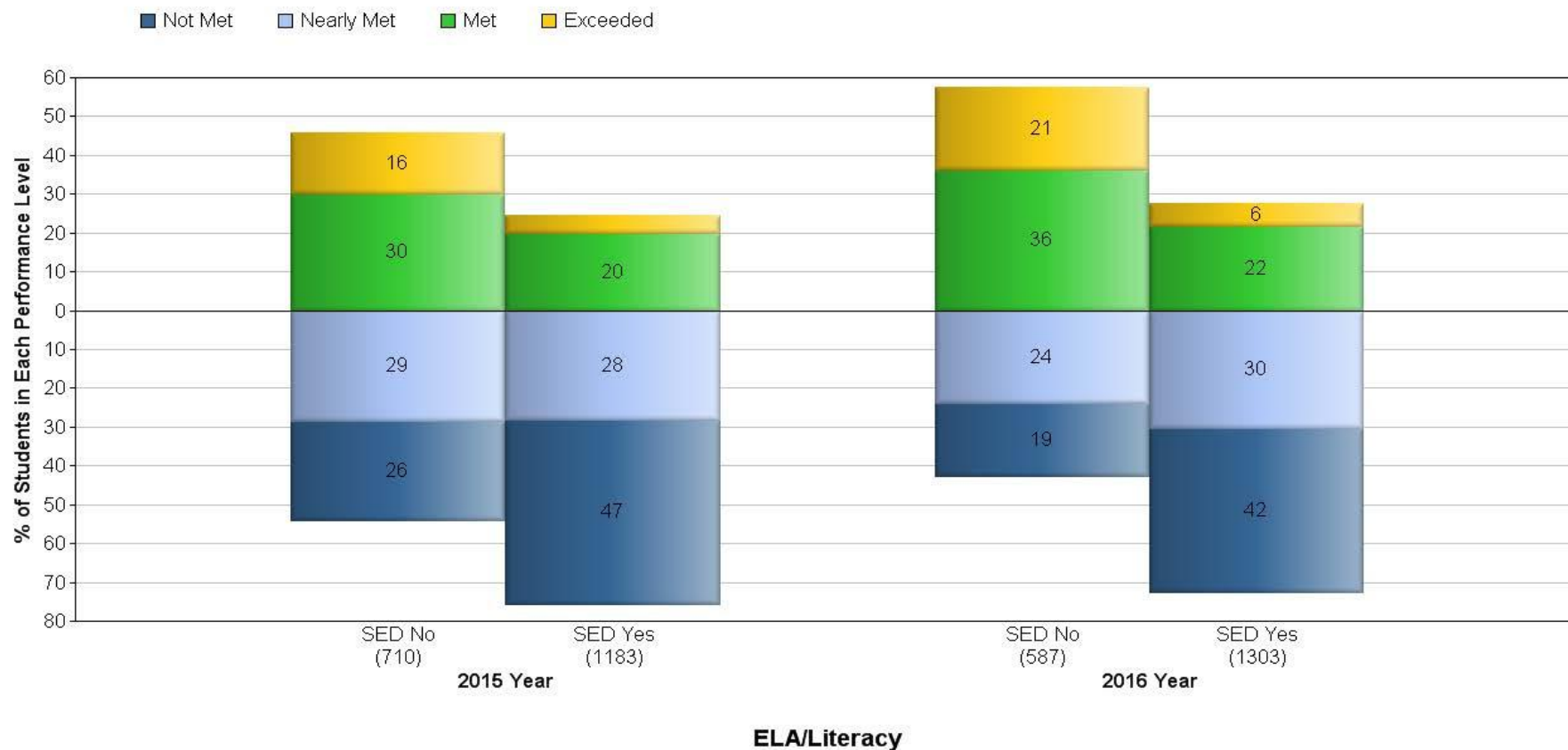


# Smarter Balanced Achievement Levels

by Years and Significant Subgroups

Testing Group  
Grade: All Grades

Reporting Group  
District: Eureka City Unified  
School: All Schools

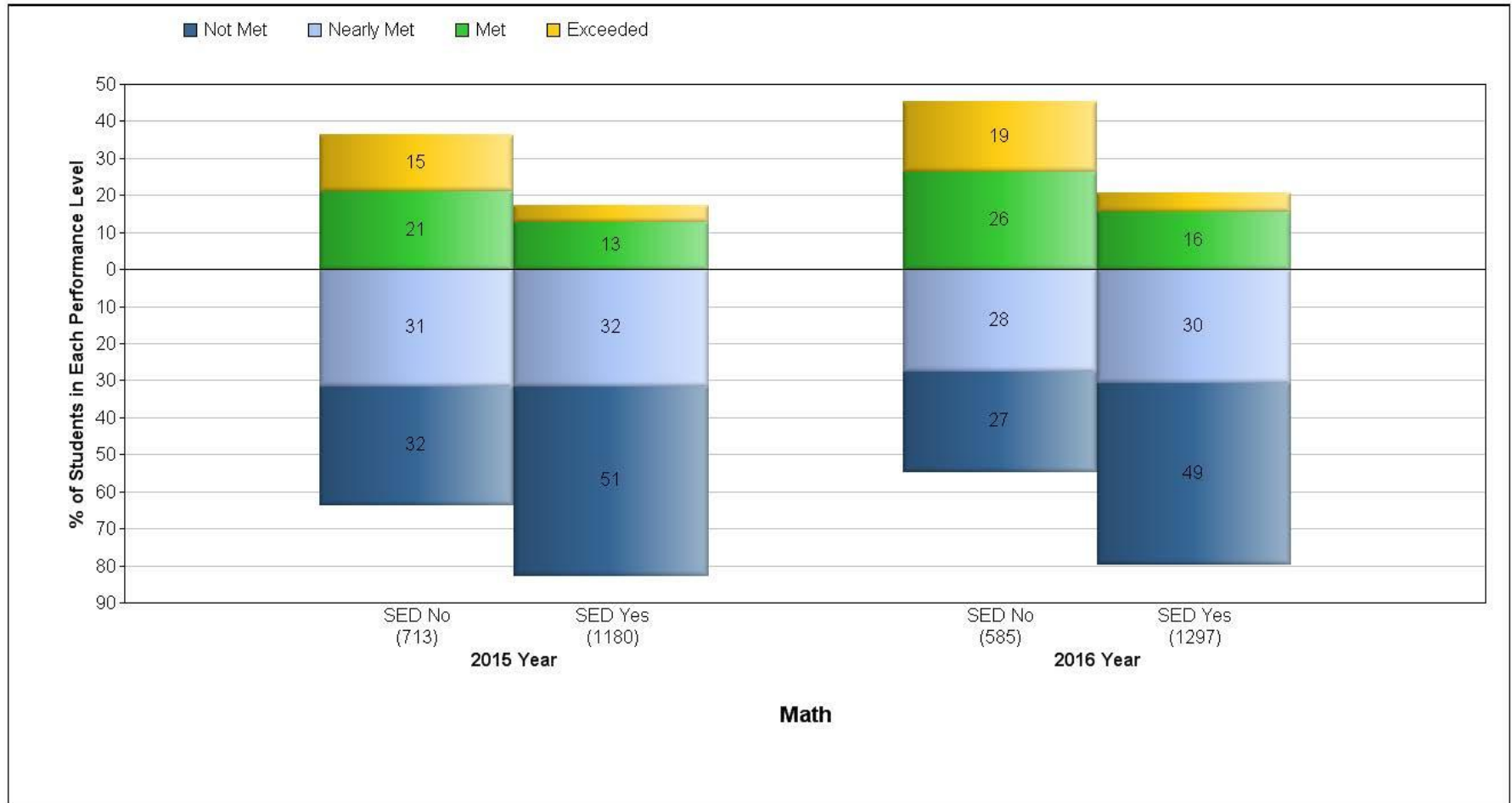


# Smarter Balanced Achievement Levels

by Years and Significant Subgroups

Testing Group  
Grade: All Grades

Reporting Group  
District: Eureka City Unified  
School: All Schools



# Based on data, what changes will be made to appropriation of T-1 funds?

- ▶ Use of Title 1 funds should support the LCAP Goals (multi-funded positions/programs using Title 1, “base” dollars, and supplemental/concentration dollars)
- ▶ LCAP Changes in Actions and Services determined by annual review of data and stakeholder input
- ▶ Emphasis on professional development to support new and veteran teachers with implementation of CCSS through evidence-based practices

# Questions?

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Local Control Accountability Plan Update

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is being asked to receive an update on the development of the 2017-2018 Local Control Accountability Plan (LCAP).

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

This presentation is part of a series of presentations about the LCAP. The intent is to keep members of the School Board well-informed on the progress and development of the plan.

**STRATEGIC PLAN/PRIORITY AREA:**

Applies to all strategic plan priority areas

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

With the changes in the funding for school districts under the Local Control Funding Formula (LCFF), all districts are now required to write an LCAP which will specify how the District will allocate resources to improve student outcomes. There are eight (8) state priority area that all districts must address in their LCAP.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

There is no cost associated with this item.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Michael Davies-Hughes, Assistant Superintendent, Educational Services

**ATTACHMENTS:**

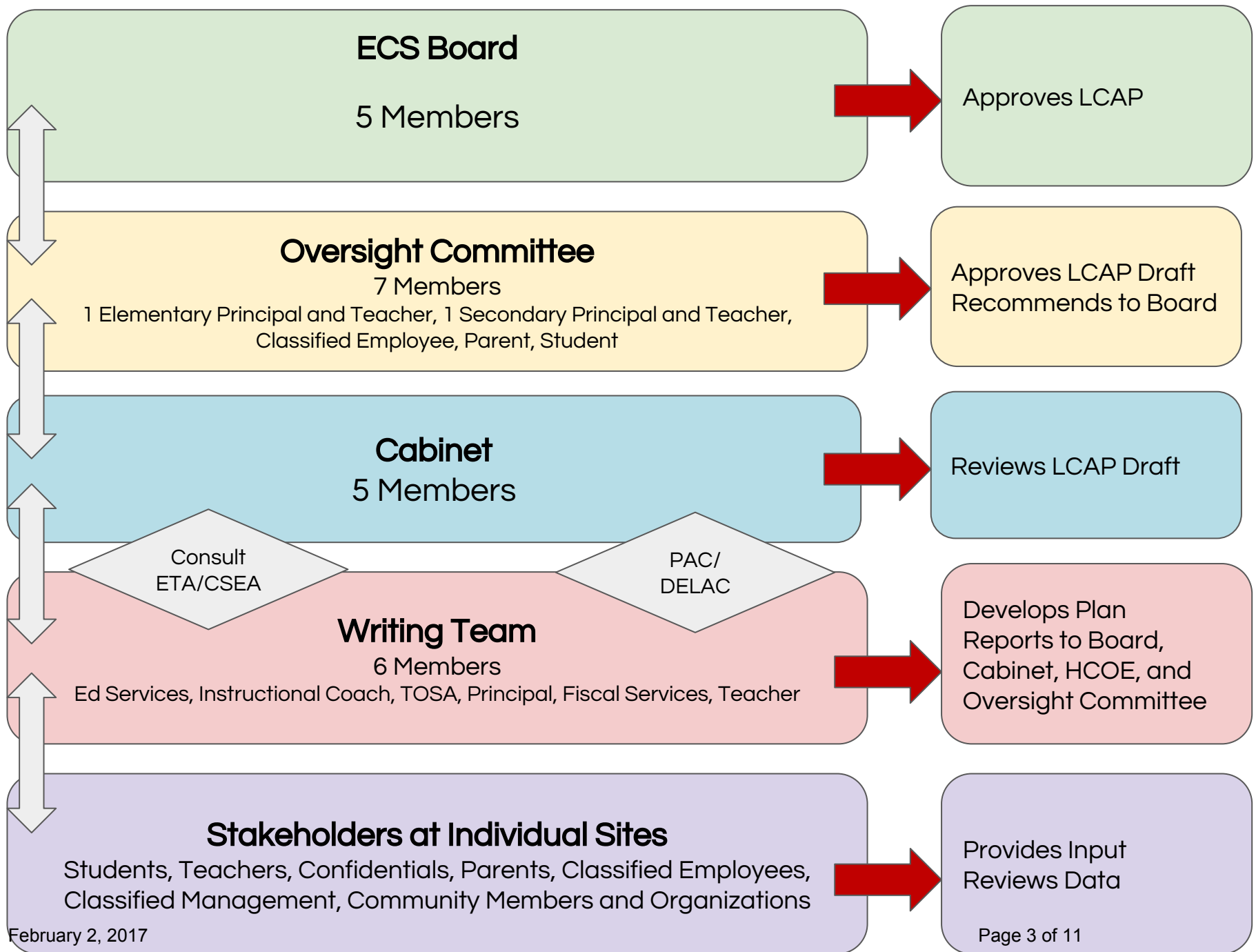
Description

- LCAP Presentation

# 2017-2018 LCAP Update

Presentation to ECS Board  
of Trustees

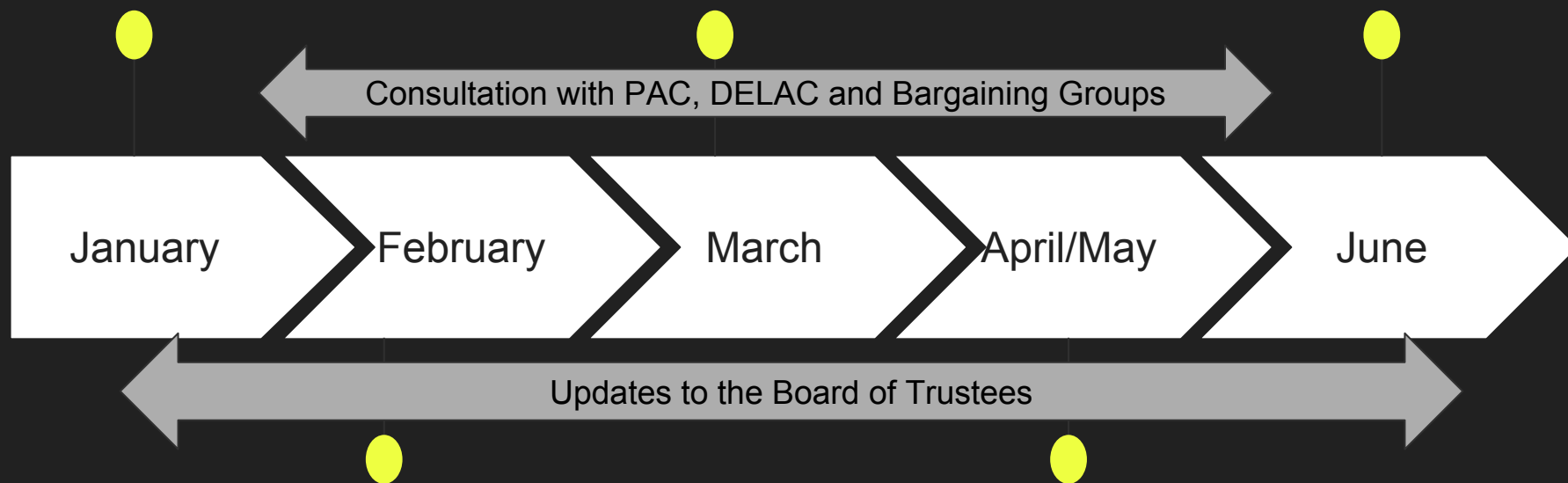
February 2, 2017



Stakeholder meetings  
held at sites. Writing  
Team Convenes

Writing Team develops draft  
goals, actions and services -  
reviewed by Cabinet and  
Oversight Committee

LCAP Public Hearing  
and final Board  
approval



Writing Team reviews  
outcome data from  
2015-2016/2016-2017

LCAP draft reviewed by  
Cabinet and Oversight  
Committee - rewrites as  
needed



# EXECUTIVE SUMMARY

- Coming for 2017-2018 LCAP:
  - New Template
  - Inclusion of Evaluation Rubrics as required under LCFF

# Evaluation Rubric

- Replaces API
- Display of several “Indicators” aligned to LCFF Priorities
- Some indicators are State, others are Local
- **State** indicators vary, cutpoints change
- **Local** indicators will be MET or NOT MET

# The LCFF Evaluation Rubric

- Purpose:
  - For districts to self-assess their progress on state priorities
- Includes 5 state indicators (with cut scores for each)
  - Grad Rate
  - Suspension Rate
  - Academic Indicator
  - College/Career Indicator
  - English Learner Indicator



# Cut Score Indicators

- Each cut score will be in place for a set # of years (TBD by SBE)
- 5 Status Levels for each cut score
  - Very High
  - High
  - Median
  - Low
  - Very Low

# State Indicators v. Local Indicators

State Indicators	Local Indicators
<b>Pre-populated</b> for LEAs by State with already existing data	<b>LEAs Populate</b> with analysis of progress from local data & <b>report performance</b>
<b>Most recently certified CALPADS Data</b> (from 14-15 or 15-16)	<b>Current or Prior Year Data</b> (15-16 or 16-17)
<b>Quantitative Data:</b> Matrix of Status and Change	Mix of <u>Qualitative</u> , <b>Perception, &amp; Quantitative Data</b>
<b>5 Performance Categories</b> (Blue, Green, Yellow, Orange, Red)	<b>3 Performance Categories</b> (Met, Not Met, Not Met for 2+ yrs) <sup>8</sup>

# STATE INDICATORS



**Blue**



**Green**



**Yellow**



**Orange**



**Red**

**Highest**



**Lowest**

## Data layout for one student group: English learners

State Indicator	Performance	Status	Change
Chronic Absenteeism	N/A	N/A	N/A
Suspension Rate		7.5%	-1.0%
English Learner		61.4%	+1.3%
Graduation Rate		84.4%	-4.9%
College/Career	N/A	N/A	N/A
English Language Arts Assessment		30.2%	no change
Mathematics Assessment		19.4%	+1.9%

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Report on Eureka City Schools Transportation Department

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Governing Board is asked to receive a report on Eureka City Schools Transportation Department.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

The Board of Trustees will receive an update regarding the age and condition of the District's fleet.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 11: FACILITIES, EQUIPMENT, AND TECHNOLOGY

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

The update was requested at a prior Board meeting and has become an annual report.

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Not applicable.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Paul Ziegler, Assistant Superintendent of Business Services

Dan Pires, Director of Transportation / Risk Management

**ATTACHMENTS:**

Description

- Power Point Presentation (D. Pires)



# Eureka City Schools Transportation Update 2016/2017

# Staffing

- 
- 1 Director: Dan Pires
- 1 Shared Secretary Susan Ambers
- 1 Dispatcher/Driver/Trainer : Linda Wilson
- 1 Mechanic: Buster Garrison
- 10 Daily School Bus Drivers:
- Bus 1 - Ed Sharp
- Bus 2 – Nancy Cringle
- Bus 4 – Sherry Hill
- Bus 7 – Mary Marlin
- Bus 8 – Tammy Daniels
- Bus 9 – Tolate Ith
- Bus 10- Mark Comer
- Bus 11- Andy Call
- Bus 12- Brian Hoover
- Bus 18- Michelle Kirste
- 
- Substitute School Bus Drivers:
- Larry Tonn
- Paul Cudney
-

# Bus Fleet

- **Total number of large school buses in fleet: 11**
- 
- 7 used daily for Regular Transportation
- 
- **Total number of small school buses in fleet: 4**
- 
- 3 used daily for Special Ed Transportation

# Bus Fleet Info

Bus #	MAKE	YEAR	AVERAGE LIFE EXPECTANCY	ECS PROJECTED FLEET LIFE *
BUS 1	BLUEBIRD 84 PASS	1995	20 YEARS	2
BUS 2	BLUEBIRD 84 PASS	1999	20 YEARS	4
BUS 3	INTERN. 24 PASS	2007	20 YEARS	11
BUS 4	BLUEBIRD 81 PASS	2002	20 YEARS	7
BUS 7	THOMAS 81 PASS	2012	20 YEARS	16
BUS 8	THOMAS 81 PASS	2012	20 YEARS	16
BUS 9	BLUEBIRD 66 PASS	2000	20 YEARS	5
BUS 10	BLUEBIRD 72 PASS	2000	20 YEARS	6
BUS 11	THOMAS 20 PASS	1999	20 YEARS	8
BUS 12	THOMAS 25 PASS	2001	20 YEARS	8
Bus 14	BLUEBIRD 66 PASS	1999	20 YEARS	14
BUS 16	THOMAS 90 PASS	1992	20 YEARS	1
BUS 18	GIRARDIN 24 PASS	2005	20 YEARS	6
BUS 23	INTER/WARD 72 PASS	1993	20 YEARS	1
BUS 25	INTER/WARD 72 PASS	1995	20 YEARS	2
*The ECS projected Life is based upon condition and Mileage				

# McKinney Vento & overflow with specialized transportation

•	<u>McKinney-Vento</u>	<u>Overflow</u>
•		
• Alice B.	11	6
• Grant	4	7
• Lafayette	6	5
• Washington	3	1
• Winship	2	1
• Total	26	20

# Snap Shot of a day in Transportation

• Bus #	Miles driven	#Students	School Served
• 1	40	29	Alice Birney
•		88	Winship
•			
• 2	34	31	Washington
•		29	Zane
•		31	EHS
•			
• 4	45	72	Lafayette
•		32	Winship
•		14	EHS
•			
• 7	69	18	Winship
•		15	EHS
•		4	Zoe
•		12	Freshwater (Shared Route)
•			
• 8	70	12	Zane
•		32	EHS
•		5-MidDay	*Zoe to Winship & back
•			

# Snap Shot page 2

• Bus #	Miles driven	#Students	School Served
• 9	86	8	Kneeland (Shared Route)
•		4	EHS
•		1	Winship
• 10	49	27	Grant
•		12	Winship
•		20	EHS
• 11 - SE	48	5	Lafayette
•		14	Zane
•			
• 12- SE	54	2	Alice Birney
•		11	Grant
•		3	Winship
•			
• 18-SE	59	14	Washington
•		3	Alice Birney
•		3	Lincoln (CIS)
• -----			
• Total	554	551	
•			

*Eureka City Schools Board of Education*

**AGENDA ITEM**

Agenda Title: Revision of Assistant Supervisor of Food Services Job  
Description and Placement on the Classified Management Salary  
Schedule

Meeting Date: February 2, 2017

Item: Discussion

**WHAT** *(the board is asked to discuss, receive, approve, or adopt)*

The Board is asked to discuss the proposed revision to the description for Assistant Supervisor of Food Services.

**WHY** *(briefly explain why the action or discussion is important; and if applicable, how it is connected to site, district, or strategic plans)*

The revised job description includes the appropriate job title and minor changes in position requirements.

**STRATEGIC PLAN/PRIORITY AREA:**

Priority Area 2: RECRUITMENT, SELECTION, PROFESSIONAL DEVELOPMENT, AND RETENTION OF QUALITY STAFF

**HISTORY** *(list previous staff or board action(s) with dates if possible)*

N/A

**HOW MUCH** *(list the revenue amount \$ and/or the expense amount \$)*

Assistant Supervisor of Food Services was Classified Management A on the prior Salary Schedule. Assistant Director of Food Services will be Class I. This is the first Class on the current schedule.

**WHO** *(list the name of the contact person(s), job title, and site location)*

Renae M. Will, Director of Personnel Services and Public Affairs

**ATTACHMENTS:**

Description

- Revision to Salary Schedule



## ▢ Revision to Job Description

**Classified Management Salary Schedule Based on Work Days Per Diem  
2015-2016 (Retroactive to 1/1/16)**

( ) Indicates number of work days per year.

Step	Class I	Class II	Class III	Class IV	Class V	Class VI	Class VII
1	161.00	187.00	237.00	260.00	289.00	317.00	435.00
2	169.00	196.00	249.00	274.00	304.00	332.00	446.00
3	176.00	206.00	260.00	287.00	318.00	350.00	457.00
4	185.00	216.00	274.00	301.00	335.00	366.00	495.00
5	195.00	228.00	287.00	316.00	351.00	386.00	500.00
6-9	206.00	240.00	302.00	334.00	369.00	405.00	505.00
10-11	210.00	244.00	308.00	339.00	378.00	417.00	509.00
12-14	213.00	248.00	314.00	347.00	388.00	428.00	524.00
15-17	217.00	253.00	319.00	353.00	397.00	442.00	531.00
18	224.00	261.00	330.00	365.00	412.00	457.00	538.00

	Workforce Investment ACT (WIA) Coordinator (220)	Student Services Coordinator (190)	Director of Maintenance (228)	Director of Transportation/Operations/Risk Management (228)	Director of Maintenance and Facilities (228)	Director of Information Technology (228)	Director of Personnel Services and Public Affairs (220)
	Assistant Director of Food Services (228)		Director of Food Services (228)		Board Certified Behavioral Analyst (192)	Director of Fiscal Services (228)	
	Gang Risk Intervention Program (GRIP) Coordinator (206)						

This salary schedule reflects a 2% increase retroactive to 1/1/16 for the 2015-2016 school year.

Board Approved 6/2/16  
Revision to the Board 2/2/17

**Assistant ~~Supervisor~~ Director of Food Services**

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**Purpose Statement**

The job of Assistant Supervisor of Food Services is done for the purpose/s of planning implementing, directing and maintaining the district's nutritional services; ensuring that departmental work goals are met; complying with state and federal program mandates and health requirements; and ensuring optimal utilization of personnel and financial resources.

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**Essential Functions**

- Conducts training of food service personnel (e.g. food handling and preparation, sanitation, safety, etc.) for the purpose of conveying information and instructing personnel.
  - Inspects food service operational sites (e.g. cafeterias, kitchens, storage, etc.) for the purpose of ensuring services are provided according to health standards,
  - Performs food service site operations for the purpose of providing backup assistance when adequate staffing is unavailable.
  - Processes work orders for maintenance needs for the purpose of insuring food service sites are maintained in safe, sanitary and operating condition.
  - Recommends policies, procedures and/or actions for the purpose of providing guidance to supervisor.
  - Researches new products, vendors, regulations, etc. for the purpose of recommending purchases, contracts and/or ensuring compliance with current regulations.
  - Supervises department personnel, functions and site operations for the purpose of ensuring department and individual performance objectives are met.
  - Supervises food service warehouse operations and assigned personnel for the purpose of maintaining inventory of food items, equipment and supplies required for daily operations.
  - Supports ~~Supervisor~~ Director of Food Services (e.g. personnel actions, scheduling, purchasing, etc.)for the purpose of assisting in the performance of their functions.
- Other Functions

**Other Functions**

- Assists other personnel for the purpose of supporting them in the completion of their work activities.

**Job Requirements: Minimum Qualifications**

**Skills, Knowledge and Abilities**

SKILLS are required to perform multiple technical tasks with an occasional need to upgrade skills due to changing job conditions. Specific skills required to satisfactorily perform the functions of the job include: adhering to safety practices; using basic office equipment including computers and appropriate software applications and pricing.

KNOWLEDGE is required to perform basic math including calculation of fractions, percents and/or ratios; read a variety of manuals, write documents following prescribed formats and/or present information before groups; and solve practical problems. Specific knowledge required to satisfactorily perform the functions of the job includes: health and safety standards; quantity food preparation; bid preparation; and standard bookkeeping practices.

ABILITY is required to schedule a significant number of activities; often gather, collate, and/or classify data; and coordinate a number of factors in the use of equipment. Flexibility is required to work with others under a wide variety of circumstances; analyze data utilizing various processes some of which may be undefined; and operate equipment using various methods of operation. Ability is also required to work with a significant diversity of individuals and/or groups; work with data of different types and/or purposes; and utilize a variety of job related equipment. In working with others, problem solving is required to analyze issues, create plans of action and reach solutions; with data it is moderate; and with equipment it is moderate. Specific abilities required to satisfactorily perform the functions of the job include: communicating with diverse groups; meeting deadlines and schedules; setting priorities; working with detailed information/data; adapting to changing service requirements.

### **Responsibility**

Responsibilities include: working under limited supervision focusing primarily on results; directing other persons within a department, large work unit and/or across several small work units; and monitoring the use of funds. Significant utilization of resources from other work units is required to perform the job's functions. There is a continual opportunity to impact the Organization's services.

### **Working Environment**

The usual and customary methods of performing the job's functions requires the following physical demands: significant lifting, carrying, pushing and/or pulling; significant climbing and balancing; significant stooping, kneeling, crouching and/or crawling; significant reaching, handling, fingering and/or feeling. Generally the job requires 40% sitting, 40% walking and 20% standing. The job is performed under some temperature extremes, some hazardous conditions (e.g. mechanical, cuts, burns, infectious disease, high decibel noise, etc.), and in a clean atmosphere.

**Experience** Job Related Experience within Specialized Field is required.

**Education** High School Diploma or Equivalent.

### **Required Testing**

None Specified

### **Continuing Educ. /Training**

None Specified

**FLSA Status** Non Exempt

### **Certificates & Licenses**

Food ~~Handler's~~ Safety Managers Certificate  
Valid CA Driver's License  
CPR/First Aid Certificate

### **Clearances**

Criminal Justice/Fingerprint Clearance

**Salary Grade** CIsMng A1  
(Grade is Subject to Board Approval)