

LOWELL JOINT SCHOOL DISTRICT
11019 Valley Home Avenue, Whittier, CA 90603

MINUTES OF THE REGULAR BOARD MEETING OF THE BOARD OF TRUSTEES
September 28, 2020

Call to Order	President Schambeck called the meeting to order at 6:36 p.m. using video conference via zoom meeting ID #819 8753 9846 or the Regular Board Meeting of the Board of Trustees, in compliance with Government Code 54953.
Topics Not on the Agenda	None.
Closed Meeting	President Schambeck declared the meeting recessed to closed session via video conference zoom meeting at 6:39 p.m.
Call to Order	<p>President Schambeck called the meeting to order at 7:36 p.m. via video conference zoom meeting ID # 819 8753 9846 for the Regular Board Meeting of the Board of Trustees, in compliance with Government Code 54953</p> <p>The flag salute was led by Darleene Pullen CSEA President.</p> <p>Trustees Present: Fred W. Schambeck, William A. Hinz, Melissa A. Salinas, Anastasia M. Shackelford, Karen L. Shaw</p> <p>Trustees Absent: None</p> <p>Staff Present: Jim Coombs, Superintendent of Schools, Andrea Reynolds, Assistant Superintendent of Administrative Services; Sheri McDonald, Assistant Superintendent of Educational Services; and David Bennett, Assistant Superintendent of Facilities and Operations</p> <p>Staff Absent: None.</p>
Reporting Out Action (if any) Taken in Closed Session	None.
Introduction / Welcome	President Schambeck welcomed guests, staff members present, LJEA President Allison Fonti, CSEA President, Darleene Pullen.
Acknowledgement of Correspondence	None.
Approval of Agenda	<p>Due to technical difficulty, Mr. Hinz, signed back in after the original vote and confirmed his aye vote to approve the September 28, 2020 Board agenda.</p> <p>It was moved, seconded, and carried by unanimous roll call vote, (5-0) to approve the September 28, 2020, Board agenda.</p>

Approval of Minutes

Due to technical difficulty, Mr. Hinz, signed back in after the original vote and confirmed his aye vote to approve the minutes from the September 14, 2020, Regular Board Meeting.

It was moved, seconded, and carried by unanimous roll vote, (5-0) to approve the minutes from the September 14, 2020, Regular Board Meeting.

Topics Not on the Agenda

Allison Fonti, LJEA president, took the opportunity to thank Mr. Coombs and the school board for providing the Lowell Joint teachers with some planning time on Wednesdays. By providing this time she stated, it has helped the Lowell Joint teachers to complete some work that they were completing into the wee hours of the night and weekends. They as a collective group, LJEA, appreciated Mr. Coombs bringing the topic to the Board for approval and trying to continually improve the education of our students and the health of our teachers. Thank you.

Mrs. Shackelford commented by saying this was an easy decision to make as she is facing some of the same situations as a teacher herself and that she is glad is it working out for the teachers.

Approval of Contract with the Classified School Employees Association for the Period July 1, 2019, through June 30, 2022, and AB1200 Report

It was moved, seconded, and carried by unanimous roll call vote (5- 0) to approve the Contract with the Classified School Employees Association for the Period July 1, 2019, through June 30, 2022, and AB1200 Report, and that the Superintendent or designee be authorized to execute the necessary documents.

Approval of the Classified Salary Schedules Implementing a Two Percent (2%) Increase Retroactive to July 1, 2019, for the 2019/20 School Year and a Two Percent (2%) Increase Effective July 1, 2020, for the 2020/20 School Year

It was moved, seconded, and carried by unanimous roll vote (5- 0) to approve the Classified Salary Schedules Implementing a Two Percent (2%) Increase Retroactive to July 1, 2019, for the 2019/20 School Year and a Two Percent (2%) Increase Effective July 1, 2020, for the 2020/20 School Year, and that the Superintendent or designee be authorized to execute the necessary documents.

District Learning Continuity and Attendance Plan

Dr. Sheri McDonald presented a second reading of the state required Learning Continuity and Attendance Plan in place of the 2020-2021 Local Control Accountability Plan given the current state of education due to the pandemic. SB 98 establishes California *EC* Section 43509 and the Learning Continuity and Attendance Plan (Learning Continuity Plan) requirements for the 2020–21 school year. The Learning Continuity and Attendance Plan (Learning Continuity Plan) is a key part of the overall budget package for K-12 that seeks to address funding stability for schools while providing information at the local educational agency (LEA) level for how student learning continuity will be addressed during the COVID-19 crisis in the 2020–21 school year. The

provisions for the plan were approved by the Governor and Legislature in June in SB 98 and can be found in *EC* Section 43509. There are seven areas to be addressed: In person Instructional Offerings, Distance Learning Program, Pupil Learning Loss, Mental Health and Social Emotional Well Being, Professional Development, Pupil Engagement and Outreach, and School Nutrition.

Since the first board meeting in September they have presented this plan to the DELAC committee and the also received input from 230 plus Rancho students that responded to a short survey that was given.

Mrs. Shackelford asked if the feedback from the students was eye opening or if this was what they expected the students to say.

Dr. McDonald said that it was what they expected them to say. That they do not like distance learning but they are trying to make the best of it. They are working as hard as they can. The hardest part is that they do not feel connected to their peers and making friends and really just miss being on site.

It was moved, seconded, and carried by unanimous roll call vote (5– 0) to approve the District Learning Continuity and Attendance Plan, and that the Superintendent or designee be authorized to execute the necessary documents.

Resolution 2020/21 No. 807
Regarding Sufficiency of
Instructional Materials for
2020/21

The public hearing was opened at 7:52 p.m. and closed at 8:01 p.m. with the following comments and discussion:

Dr. McDonald stated that this is the standard procedure each year to ensure that we have sufficiency of materials. All core content materials have been distributed to the students. All students have access to the core program through materials and books and it was important to add to that all students have a device and internet connection to be able to engage in distance learning.

Mr. Schambeck asked if there were sufficient devices for all students. Dr. McDonald assured the Board that all students have devices and have internet connection. They are exploring options for better internet access for those students that have problems with dropped internet connection and how to get better internet signals.

Mrs. Shackelford mentioned that some of the things that they have found that worked in her district are that they do not have the video and audio going at the same time and perhaps get on the zoom meeting on their cell phone instead of the computer.

It was moved, seconded, and carried by unanimous roll vote (5– 0) to Adopt Resolution 2020/21 No. 807 Regarding Sufficiency of Instructional Materials for 2020/21, and that the Superintendent or designee be authorized to execute the necessary documents.

Board Member/
Superintendent Comments

Mr. Schambeck spoke of the services for the late Mr. Robert Hathaway, Fullerton Joint Union High School District Board Member, that was held that morning. He asked that Mr. Coombs to send a letter from the Lowell Joint Board of Trustees and the Superintendent expressing their condolences at his passing.

Mrs. Shackelford asked about the Lowell Loves Learning bags that were to be sent out to our students. Mr. Coombs stated that they are being packed and getting ready to be sent out to our students next week.

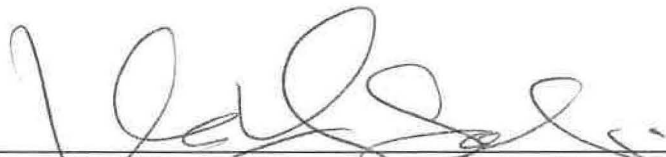
Mr. Schambeck spoke regarding the CSBA virtual conference coming up in December. He stated that if any Board member has not gone to one that they may consider going to this one since it is virtual.

Adjournment

President Schambeck declared the meeting adjourned at 8:07 p.m. in accordance with Government Code Section 54956.9 (a, b, c) and indicated no further public action would be taken

Date Approved:

10-5-2020



Clerk/President/Secretary to the Board of Trustees

Recess and/or closed session to be called at the discretion of the Board. Meetings of the Board shall adjourn at or before 11:00 p.m. unless approved by a majority vote of the Board.

Materials related to this agenda submitted to the Board of Trustees less than 72 hours prior to the meeting are available for public inspection by contacting the Superintendent's Office at 11019 Valley Home Avenue, Whittier, CA 90603, or (562) 902-4203 during normal business hours.

The next scheduled Lowell Joint School District Board of Trustees Meeting is Monday October 5, 2020.

**AGREEMENT
BETWEEN THE
LOWELL JOINT SCHOOL DISTRICT
AND THE
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION
AND IT'S LOWELL JOINT CHAPTER 294**

August 17, 2020

A Tentative Agreement has been reached between the California School Employees Association and its Lowell Joint Chapter 294 (CSEA) and the Lowell Joint School District (District) for a new contract. Attached are the Tentative Agreements reached by the parties that will be submitted to CSEA membership and the District's Board of Trustees for approval. The following Tentative Agreements are attached:

- Article 4 Organizational Security (TA 1/22/20)**
- Article 9 Pay and Allowances (TA 4/17/20)**
- Article 11 Performance Evaluations (connected to Appendix C) (TA 8/17/20)**
- Article 15 Vacation Plan (TA 2/7/20)**
- Article 16 Leaves (TA 2/7/20)**
- Article 18 Transfers and Vacancies (18.4) (TA 2/7/20)**
- Article 21 Employee Benefits (TA 1/22/20)**
- Article 27 Negotiations Procedures (TA 1/22/20)**
- Article 29 Duration (TA 1/22/20)**
- Appendix A&B Unit Position (TA 1/22/20)**
- Appendix C Performance Recognition-PRI (TA 8/17/20)**

Once ratified by the parties, this Agreement closes negotiations for the 2019-2020 and 2020-2021 school years consistent with revised Article 29.

CSEA and its Lowell Joint Chapter 294:

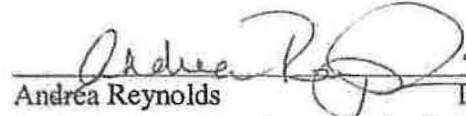
Lowell Joint School District:

Darlene Pullen 8/17/20
Darlene Pullen Date
President, CSEA Chapter 294

Jim Coombs 8/17/2020
Jim Coombs Date
Superintendent


Jimmy Grussmeyer
Negotiation Team Member

8/17/2020
Date


Andrea Reynolds
Assistant Superintendent, Admin. Services

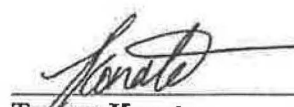
8/17/2020
Date


Mariana Ybarra
Negotiation Team Member

8/17/2020
Date


Tena Serrano
Negotiation Team Member

8/17/2020
Date


Tamiara Konate
CSEA Labor Relations Representative

8/17/2020
Date

Darlene Pullen
1/22/20
Jim Cook

1/22/20
11:53am
TA

ARTICLE 4

ORGANIZATIONAL SECURITY

- 4.1 Except as expressly exempted herein, all bargaining unit employees ~~Union Members who do not maintain membership in the CSEA~~ are required to pay ~~service fees~~ membership dues to CSEA.
- 4.1.1 Union Members shall sign and deliver to CSEA an authorization of payment of membership dues to CSEA during the term of the Agreement, and shall maintain such membership for the term of the Agreement and amendments year to year, unless revoked in writing to and with the approval of CSEA.
- 4.1.2 By August 15, CSEA shall provide to the District the annual amount of dues for membership in CSEA.
- 4.1.3 CSEA shall update the list of Union Members on a regular basis and submit any changes to the District.
- 4.1.4 CSEA agrees to furnish any information needed by the District to fulfill the provisions of this Article.
- 4.2 The CSEA has the exclusive right to have employee organization membership dues ~~and service fees~~ deducted by the District from the wages or salary of ~~employees in the bargaining unit~~ Union Members in accordance with the provisions of this Article.
- 4.2.1 The District shall cause payroll deductions to be made in accordance with the District's procedures and CSEA's dues ~~and service fees schedule, or payments to a designated charitable fund, in lieu of service fees in case of an employee's bona fide religious objections.~~
- 4.2.2 ~~Employees, in lieu of payroll deductions, may pay dues or service fees directly to the CSEA; or, in the case of bona fide religious objection, employees shall provide proof of payment to a designated charitable fund. Proof of payment shall be in the form of receipts and/or canceled checks indicating the amount paid, date of payment, and to whom payment in lieu of the service fee has been made. Such proof shall be presented on or before July 1 of each school year. A written statement of objection shall accompany the first year's proof of payment and is subject to verification by the Association.~~

- 4.4 CSEA agrees to indemnify and financially hold harmless the District, its Governing Board, officers and administrators, against any and all claims, demands, costs, lawsuits, including attorney fees incurred in defending said persons or District, or any other form of liability or expense, costs, that may arise out of or by reason of action taken by the District for the purpose of complying with this Article. The District shall promptly notify the CSEA of any civil, administrative or other action taken against the District as a result of its compliance with this Article.
- 4.5 The parties acknowledge that CSEA has notified the employer to implement the provisions of Government Code Section 3546(f), requiring as a condition of employment, the deduction of CSEA dues, ~~service fees,~~ or sums equal to such service fees from the wages or salary of every ~~bargaining unit member~~ Union Member. This agreement requires an ~~employee~~ Union Members, as a condition of continued employment, to pay ~~either join the recognized or certified employee organization or to pay the organization a service fee in an amount not to exceed the~~ standard initiation fee, periodic dues, and general assessments of the organization for the duration of the current CSEA Bargaining Agreement.

TA
Darlene Pullen
4/17/2020

4/17/2020

Jim Cook

**Tentative Agreement Between
California School Employees Association
And its Lowell Joint Chapter 294
And
Lowell Joint School District**

June 22, 2020

ARTICLE 9—PAY AND ALLOWANCES

9.1 Regular Rate of Pay. Salaries for unit members are designated by the appropriate individual placement on the salary schedule (Appendix C).

9.1.1 For the ~~2016-2017~~ 2019-2020 school year, unit members shall receive a ~~one-time off 2% on-schedule~~ salary increase retroactive to July 1, 2019 to base salary earnings (excluding longevity, stipends, and other remuneration ~~bonus of 3% of their 2016-2017 base salary earnings (excluding longevity, stipends, and other remuneration).~~ This will apply to current unit members as of the date of ratification of this contract, and retired unit members who were in paid status during any portion of the ~~2016/17~~ 2019-2020 school year.

9.1.2 For the ~~2017-18~~ 2020-2021 school year, unit members shall receive a ~~12%~~ on-schedule retroactive salary increase effective July 1, 2020 (excluding longevity, stipends, and other remuneration. ~~raise based on their 2016-17 base salary earnings (excludes stipends and other remuneration).~~ For the ~~2018-19~~ school year, unit members ~~share receive a 2% on-schedule raise based on their 2017-18 base salary earnings (excludes stipends and other remuneration).~~ This will apply to unit members as of the ~~date of ratification of this contract.~~ This will apply to current unit members as of the date of ratification of this contract, and retired unit members who were in paid status during any portion of the ~~This will apply to retired unit members who were in paid status during any portion of the~~ 2020-2021 school year.

TA
8/17/20
Dorlene Pulla
Jim Coakley

ARTICLE 11

PERFORMANCE EVALUATIONS

- 11.1 Purpose of Performance Evaluations. All performance evaluations shall be prepared on the approved evaluation form, attached hereto as Appendix "F." No evaluation shall be made based upon hearsay statements, but shall only be based upon direct observations of witnesses and knowledge of the evaluator.
- 11.2 When Evaluations Are to Be Made. All regular employees shall be evaluated by their immediate supervisor in accordance with the following schedule:
- 11.2.1 Probationary employees shall be evaluated prior to the end of their second (2nd) and fifth (5th) month of service.
- 11.2.2 Permanent employees shall be evaluated at least once each year. The evaluation shall be completed and returned to the Personnel Office not less than **forty-five (45)** working days prior to the salary anniversary date of the employee being evaluated.
- 11.2.3 The annual evaluations for employees who transfer or demote to positions in classifications for which they have already attained permanent status shall be completed jointly by the supervisors for each position held during the evaluation period and each individual shall sign the evaluation.
- 11.2.4 In cases where functional supervision is performed by a Central Office person, this person and the first line supervisor shall confer with respect to the evaluation and both individuals shall sign the evaluation.
- 11.3 Performance Evaluation Procedures.
- 11.3.1 The immediate supervisor shall present the performance evaluation to the employee and shall discuss it with him/her. The evaluation shall be signed by the employee to indicate receipt and the employee shall be given a signed copy. Any negative evaluation shall include specific recommendations for improvements and provisions for assisting the employee in implementing any recommendations made.
- 11.3.2 An employee shall have fifteen (15) working days after receipt of the performance evaluation to attach any statement or documents that relate to the evaluation.

After fifteen (15) working days, the evaluation shall be filed in the employee's personnel file.

- 11.4 Grievability. The evaluator's judgments and recommendations contained in formal evaluations shall not be subject to the procedures of Article 13 except as follows: In the event a supervisor determines an employee in Performance Recognition Increase (PRI) should receive a second consecutive overall "Below Work Performance Standards" composite rating on their annual evaluation, the supervisor shall recommend to the Superintendent a reduction of one step placement; if the Superintendent sustains the recommendation, the employee may appeal to the Board regarding whether such evaluation is arbitrary, capricious, or discriminatory by filing a grievance; if the employee grieves such evaluation, the evaluation shall not be placed in the employee's personnel file until completion of the contractual grievance process. The intent of this section is to provide unit members due process in the event of a reduction in step placement.

2/7/20

TA

Darlene Pallen

2/7/20

Jan Cant

ARTICLE 15
VACATION PLAN

15.9 Vacation Scheduling. Employees shall submit written and electronic requests for vacation to their immediate supervisor for approval at least ten (10) working days before the requested vacation, unless there is an unforeseeable event that requires less notice. Supervisors may approve requests submitted fewer than ten (10) working days in advance if they determine it can be accommodated. Supervisors shall provide a response within seven (7) work days of receipt of the request. A vacation request that has been approved by the immediate supervisor cannot be revoked, except in cases of emergency as determined by the District, or as described in 15.9.1. Vacations shall be scheduled by the immediate supervisor in accordance with the needs of the District and the requests by employees. Requests for vacation shall not be unreasonably denied.

15.9.1 If there is any conflict between employees working on the same or similar operations as to when vacations shall be taken, upon approval of the immediate supervisor the ~~employee with the most hours in paid status in any classification in the classified service of the District, exclusive of overtime, more senior employee~~ shall be given his/her preference. ~~The intent of this language is that total classified service in the District, regardless of classification, will be given the preference.~~

15.9.2 Schedule of Vacation for Less than Twelve Month Employees. All less than twelve (12) month employees shall take their annual paid vacation during the winter and spring recess. Any unused vacation days still credited to an employee, in addition to that available for winter and spring recess, shall be granted and must be taken by the employee during that regular work year.

15.9.3 Schedule of Vacation for Special Education Support Aides (SESA) and Instructional Assistants. Vacation time will be required to be taken on non-student days according to the District calendar unless a mandatory training is required on a non-student day for staff development purposes. The District recognizes there are certain situations where the employee may need to request vacation on a student day. Such a determination will be handled on a case-by-case basis by the Principal or designee.

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~~15.10.1 Schedule of Vacation for Special Education Support Aides (SESA) and Instructional Assistants. Vacation time will be required to be taken on non-student days according to the District calendar unless a mandatory training is required on a non-student day for staff development purposes. The District recognizes there are certain situations where the employee may need to request vacation on a student day. Such a determination will be handled on a case-by-case basis by the Principal or designee.~~

2/17/20

TA

Dadaro Pullen

2/17/20
G. Pullen

ARTICLE 16

LEAVES

16.12.10 For unit members who need to attend family events, such as weddings, graduations, and births, the Superintendent or designee shall be the granting authority for exceptions to the use of Personal Necessity provisions listed above as follows:

16.12.10.1 For less than 12 month employees with less than 6 years of service;
and

16.12.10.2 For all other unit members who have exhausted their accrued vacation leaves.

[renumber the remainder of the Article accordingly]

2/7/20
TA
Daleano Pallen
2/7/20
Jim Cook

ARTICLE 18

TRANSFERS AND VACANCIES

18.8 Transfers. When a new position is created or an existing position becomes vacant, the District shall first open the position for application by bargaining unit employees serving in the District by posting the vacancy as outlined in Section 18.5. Transfer and promotional applicants, if any, shall be received at the same time; however, transfer applicants shall be considered first. An employee who files for the vacancy during the posting period and meets the minimum qualifications and possesses the appropriate knowledge and skills for the position shall be transferred into the vacancy whenever possible, except as outlined below.

If two or more employees meet the minimum qualifications and possess the appropriate knowledge and skills for the position, the vacancy shall be filled by the employee with the greater qualifications, except as outlined below. Seniority shall be a consideration in the qualifications appraisal of the employee.

An employee who meets the minimum qualifications and possesses the appropriate knowledge and skills for the position shall not be unreasonably denied a transfer. For the purposes of this section, the District's denial shall be based on identifiable information tending to establish the employee is not fit for the transfer, such as negative evaluations, pending or recently implemented disciplinary action, or continued poor performance after an improvement plan, or status as a probationary employee. Any employee denied a transfer under this section shall be given, upon request, the reasons why the transfer was denied.

Daileen Peller
1/22/20

Jim Cook

1/22/20
11:03 am
T. Per

ARTICLE 21
EMPLOYEE BENEFITS

21.1 Employee and Dependent Insurance Coverage.

21.1.1 ~~Effective July 1, 2016, and continuing until June 30, 2019~~ For the duration of this Agreement, the District shall provide employees and dependent(s) coverage in the CALPERS Los Angeles Health Plan and the District shall pay up to an aggregate amount of the CALPERS Kaiser Los Angeles employee plus dependent(s) coverage, with the full cost of the District's contribution for each of the school years in the Agreement not to exceed the premium for the CALPERS Kaiser Los Angeles rate unit employees and dependent(s) coverage for medical plans only. Any costs above the District maximum contribution will be paid by unit members through payroll deduction.

21.1.1.1 Employees working less than eight (8) hours, but at least five and one-half (5-1/2) hours, shall be entitled to the above contribution on a prorated basis.

21.1.1.2 All employees who begin employment on and after July 1, 1990, in positions where they work less than eight (8) hours, but at least five and one-half (5-1/2) hours per day, shall be entitled only to prorated District contributions at the employee only rate, the employee plus one (1) rate, or the employee plus two (2) rate, whichever is applicable.

21.1.1.3 Eligible employees and employees who have retired from the District may enroll or change coverage only in accordance with the rules and regulations of the CALPERS Health Plan and the District resolution adopting said Plan.

21.1.1.4 Eligible employees may enroll or change coverages during the open enrollment period from September 1 through September 30, annually.

21.1.1.5 The parties agree to form a Health and Welfare Benefit Review Committee comprised of two (2) members of CSEA, two (2) administrators, and two (2) members from the other represented bargaining unit. The Committee shall gather and review relevant

basis through, and in accordance with the rules and regulations of, the CALPERS Health Plan. The District will monthly reimburse retired employees selecting this option up to the cost of the employee only coverage, Kaiser Los Angeles rates. In addition, for employees selecting this option, group dental and vision insurance coverage carried by the District will continue to be paid by the District at the current level of employer contribution for employees only who retire. This option will apply only to those employees not participating in Option II and who remain fully retired as defined by PERS. This benefit will cease at the retiree's Medicare eligible age or the death of the retiree, whichever is earlier.

21.3.3 Option II – Payment of Group Medical Premiums for Employee and Spouse.

Employees in the bargaining unit are eligible for this Early Retirement Option as defined in Section 21.3.1. Group medical insurance will be available for the retiree and spouse up to the Kaiser Los Angeles rates on a reimbursement basis through, and in accordance with the rules and regulations of the CALPERS Health Plan. The District will monthly reimburse retired employees selecting this option up to the cost of the employee and spouse coverage, Kaiser Los Angeles rates. This option will apply only to those who remain fully retired, as defined by PERS and who are not participating in Option I. This benefit will cease at the retiree's Medicare eligible age or on the death of the employee, whichever is earlier.

21.4 Benefits for Employees Not Otherwise Eligible. All permanent employees not eligible for either the District paid medical benefits and/or the District paid vision and dental insurance shall be allowed to join the insurance plans, as long as the employees reimburses the District, in advance on a tenthly (10th) basis, for the full amount of the premium(s).

21.5 Disability Retirement. Employees on PERS disability retirement may receive benefits in accordance with the rules and regulations of CALPERS. The group dental plan may be purchased through the district at the employee's expense.

Tentative Agreement Between
California School Employees Association
And its Lowell Joint Chapter 294
And
Lowell Joint School District

12/11/19 10:20 am
TA

CSEA to District Proposal #1

Article 27—Negotiation Procedures

27.1 Notification and Public Notice. CSEA shall, not later than ~~the last board meeting in March~~ May each year provide written notice and a proposal to the District. The District shall cause the public notice provisions of law to be fulfilled in accordance with the provisions of the Government 6 Code.

27.2 Commencement of Negotiations. ~~Within five (5) days of satisfaction of the public notice requirement, and not later than forty-five (45) days following submission of the proposal, n~~ Negotiations shall commence, without unreasonable delay, at a mutually acceptable time and place for the purpose of considering changes in this Agreement.

11/22/20
Dorlene Pullen
Jim Cook

11/22/20
11:04am
T.A.

ARTICLE 29

DURATION

29.1 Term of Agreement. The new agreement shall be effective July 1, 2016-2019 through June 30, 2019-2022. ~~The Agreement shall be closed for the 2016-19 school year. The parties will have all articles open for successor negotiations for the 2019/20 school year. The Agreement shall be closed for the 2019-2020 school year. For the 2020-2021 and 2021-2022 school years, the parties agree to limit reopener negotiations to only Article 9 (Pay and Allowances), Article 21 (Employee Benefits), and up to two other articles as designated by the District and up to two other articles as designated by the Association.~~

T.A.

Douglas Pullen

11/22/20

Jim Coals

Doreen Puller

1/22/20

Jim Cook

NON-BARGAINING UNIT POSITIONS

MANAGEMENT

Assistant Superintendent of Administrative Services
Assistant Superintendent of Facilities and Operations
Bond Contracts and Accounting Compliance Manager
~~Director of Maintenance, Operations, and Facilities~~
~~Director of Nutrition Services~~
Director of Educational and Information Technology
Director of Fiscal Services
~~Fiscal Services Coordinator~~
Occupational Therapist

CONFIDENTIAL

Executive Assistant and Secretary to Superintendent
Administrative Assistant - Business Services/Classified Personnel
~~Administrative Secretary Curriculum/Instruction~~

CLASSIFIED

Noon Duty Assistant

Debra Pullen
1/22/20
Joe Jacob
JOB FAMILY

LOWELL JOINT SCHOOL DISTRICT
CLASSIFICATION OF POSITIONS

	<u>RANGE</u>	<u>JOB FAMILY</u>	<u>RANGE</u>
<u>ACCOUNTING</u>		<u>INSTRUCTIONAL/LIBRARY SVCS.</u>	
Fiscal Services Clerk	23	Library Media Technician-School	20
		Instructional Assistant-ABA	16
		Instructional Assistant-Special	15
		Education (Moderate Classroom)	
		Special Education Support Aide (SESA)	15
<u>CLERICAL/SECRETARIAL</u>			
Facilities and Operations Secretary/ Technician	25	Bilingual Instruction Assistant	14
School Office Manager	23	Instructional Assistant-Special	14
Secretary-Maintenance, Operations and Facilities	23	Education (Moderate Classroom)	
Secretary-Guidance/Curriculum	21	Instructional Aide - Intervention	14
Instructional Materials Clerk	21	Instructional Assistant - RSP	14
School Clerk - Intermediate	18	Special Education Support Aide (SESA)	14
Switchboard Operator-Receptionist	17		
Bilingual Clerk Typist	17	<u>MAINTENANCE & OPERATIONS</u>	
Receptionist/Office Assistant	17	Maintenance-General	28
Clerk Typist	16	Maintenance-Painter-General	28
		Sprinkler Maintenance	27
<u>FOOD SERVICES</u>		Utility Worker	27
Nutrition Services Delivery Worker	22	Lead Groundskeeper	24
Cafeteria Manager	18	Day Custodian	21
Satellite Cafeteria Worker	14	Groundskeeper	20
Cafeteria Worker	7	Custodian	18
<u>TECHNOLOGY</u>		<u>SPECIALIST</u>	
Information Systems Specialist	29	Speech and Language Pathology Assistant	30
Systems Analyst	28	Nurse's Assistant	19
Systems Technician	22		
Systems Aide	22		

NIGHT DIFFERENTIAL

A \$37.50 monthly night differential will be paid to regular classified employees whose schedule requires them to work one (1) hour or more past 5:00 p.m. at least half of the working days within any given pay period. Those employees who work less than eight (8) hours will receive a proportionate amount of this night pay differential.

LONGEVITY

Length of service shall be additionally compensated at the following rate:

After completion of - 10 years of service	2.5%
15 years of service	5 %
20 years of service	7.5%
25 years of service	10 %
30 years of service	12.5%

8/17/20
TA
Darlano Pallen
Jan Conk

PERFORMANCE RECOGNITION INCREASE (PRI)

All classified employees shall be evaluated in accordance with the provisions of Article XI (Performance Evaluation) of this Agreement. Progression from Steps 1 through 5 is granted 12 calendar months following the employee's Salary Anniversary Date within the same classification provided the employee meets work performance standards.

- A. Advance to Steps 6, 7 and 8: Advancement to Steps 6, 7 and 8 of the Classified Salary Schedule will be contingent upon an outstanding evaluation by the employee's immediate supervisor as evidence by an overall rating of "Exceeds Work Performance Standards," Number 8 of the Performance Evaluation for Permanent Classified Employees.

- B. Approval by Board of Trustees: In approving the employee for a Performance Recognition Increase (PRI), the Board may:
 - 1. Review evaluations, verifications and personnel records;
 - 2. Interview the supervisor and/or employee (in executive session) when necessary;
 - 3. Grant any increase effective on the employee's salary anniversary date or earlier if appropriate;
 - 4. Grant no more than one (1) increase during any twelve (12) month period.

- C. Reduction from Steps 6, 7 and 8: Any employee unit member who is already placed on Steps 6, 7 or 8, must be reduced one step at a time to no lower than Step 5 if the employee unit member receives an annual evaluation that has a composite rating of "Below Work Performance Standards" and also receives a second evaluation no less than one year later again rating the employee "Below Work Performance Standards." The effective date of the reduction shall be the date the evaluation is filed in the employee's unit member's personnel file.



Lowell Joint School District

A Tradition of Excellence Since 1906

"Home of Scholars and Champions"



2/7/20
TA
Daleen Pullen
2/7/20
Jim Coomb

TO: CSEA
FROM: Andrea Reynolds
DATE: 02/07/2020
SUBJ: Day Custodian Staffing Issues

From time to time, day custodians are either absent from duty with advance notice (illness leave, personal necessity leave, or vacation), or the District has vacancies due to the departure of an incumbent; this creates a need for short-term or long-term staffing to cover for day custodian positions. This memo explains the long-standing past practice for coverage when these staffing issues arise.

When a day custodian is absent, Classified Personnel Office staff will either assign the respective site's night custodian to cover the day custodian position, or Classified Personnel Office staff will arrange for a substitute. When considering whether to assign the respective site's night custodian to cover the day custodian position, the District will consider whether a suitable substitute night custodian is available; and, if one is not, this increases the likelihood of assigning a substitute to cover the day custodian position. Determination of whether to use a substitute is based on several other factors, including but not limited to, the urgency of the staffing (e.g., when the day custodian calls in sick in close proximity to the absence, this increases the likelihood of assigning a substitute to cover the day custodian position).

When there is a vacant day custodian position, Classified Personnel Office staff will either assign the respective site's night custodian to cover the day custodian position while recruiting a full-time replacement, or Classified Personnel Office staff will arrange for a substitute for not to exceed sixty (60) days while the recruitment is pending. Vacancies are filled through the normal recruitment, screening, and hiring processes.

Superintendent of Schools: Jim Coombs

Board of Trustees: Fred W. Schambeck, William A. Hinz, Melissa A. Salinas, Anastasia M. Shackelford, Karen L. Shaw

Los Angeles County Office of Education
Business Advisory Services

PUBLIC DISCLOSURE OF PROPOSED COLLECTIVE BARGAINING AGREEMENT
in accordance with AB 1200 (Chapter 1213/Statutes 1991), AB 2756 (Chapter 52/Statutes 2004), GC 3547.5

Name of School District: Lowell Joint School District
 Name of Bargaining Unit: CSEA Chapter 294
 Certificated, Classified, Other: Classified

The proposed agreement covers the period beginning: July 1, 2019 and ending: June 30, 2022
 (date) (date)

The Governing Board will act upon this agreement on: September 28, 2020
 (date)

Note: This form, along with a copy of the proposed agreement, must be submitted to the County Office at least ten (10) working days prior to the date the Governing Board will take action.

A. Proposed Change in Compensation

Bargaining Unit Compensation All Funds - Combined		Fiscal Impact of Proposed Agreement (Complete Years 2 and 3 for multiyear and overlapping agreements only)			
		Annual Cost Prior to Proposed Settlement	Year 1 Increase/(Decrease) 2020-21	Year 2 Increase/(Decrease) 2021-22	Year 3 Increase/(Decrease) 2022-23
1.	Salary Schedule Including Step and Column	\$ 3,214,970	\$ 125,580		
			3.91%	0.00%	0.00%
2.	Other Compensation Stipends, Bonuses, Longevity, Overtime, Differential, Callback or Standby Pay, etc.				
	Description of Other Compensation				
3.	Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare, etc.	\$ 858,884	\$ 31,404		
			3.66%	0.00%	0.00%
4.	Health/Welfare Plans				
5.	Total Bargaining Unit Compensation Add Items 1 through 4 to equal 5	\$ 4,073,854	\$ 156,984	\$ -	\$ -
			3.85%	0.00%	0.00%
6.	Total Number of Bargaining Unit Employees (Use FTEs if appropriate)	82.50			
7.	Total Compensation <u>Average</u> Cost per Bargaining Unit Employee	\$ 49,380	\$ 1,903	\$ -	\$ -
			3.85%	0.00%	0.00%

Lowell Joint School District
CSEA Chapter 294

8. What was the negotiated percentage change? For example, if the change in "Year 1" was for less than a full year, what is the annualized percentage of that change for "Year 1"?

CSEA received a 2% ongoing salary increase retroactive to July 1, 2019 (excluding longevity, stipends, and other remuneration), and an additional 2% salary increase retroactive to July 1, 2020 (excluding longevity, stipends, and other remuneration). This is a "me too" settlement both the teacher's union and management received in 2019/20.

9. Were any additional steps, columns, or ranges added to the salary schedules? (If yes, please explain.)

No.

10. Please include comments and explanations as necessary. (If more room is necessary, please attach an additional sheet.)

This closes the contract for 19/20, with 2 re-openers per side, and salaries and benefits for 20/21 and 21/22.

11. Does this bargaining unit have a negotiated cap for Health and Welfare benefits?

Yes No

If yes, please describe the cap amount.

Floating cap equal to CALPers Kaiser Family rate for LA County region.

B. Proposed negotiated changes in noncompensation items (i.e., class size adjustments, staff development days, teacher prep time, classified staffing ratios, etc.)

Article 11, Performance Evaluations: 11.2.3. Annual evaluations for transferred employees will be completed and signed by both supervisors. 11.4 Grievability. Evaluations are not subject to grievance, unless the employee has received two consecutive "Below Work Performance Standards" composite rating on their annual evaluations. Article 16 - expanded Personal Necessity Leave in certain situations. Article 27 - sunshine

C. What are the specific impacts (positive or negative) on instructional and support programs to accommodate the settlement? Include the impact of changes such as staff reductions or increases, program reductions or increases, elimination or expansion of other services or programs (i.e., counselors, librarians, custodial staff, etc.)

Not applicable. No staffing reductions or increases.

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

No contingency language.

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

None other than previously mentioned on page 2.

F. Source of Funding for Proposed Agreement:

1. Current Year

Reserves for retroactive 19/20 2% raise, and lcff funding for current year 20/21 2% raise.

2. If this is a single year agreement, how will the ongoing cost of the proposed agreement be funded in subsequent years?

3. If this is a multiyear agreement, what is the source of funding, including assumptions used, to fund these obligations in subsequent years? (Remember to include compounding effects in meeting obligations.)

Multi-year agreement funded with LCFF revenue and reserves.

Lowell Joint School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:

Unrestricted General Fund

CSEA Chapter 294

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/22/2020)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ 27,318,611		\$ -	\$ 27,318,611
Federal Revenue 8100-8299	\$ 33,792		\$ -	\$ 33,792
Other State Revenue 8300-8599	\$ 588,555		\$ -	\$ 588,555
Other Local Revenue 8600-8799	\$ 145,000		\$ -	\$ 145,000
TOTAL REVENUES	\$ 28,085,958		\$ -	\$ 28,085,958
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 12,816,263			\$ 12,816,263
Classified Salaries 2000-2999	\$ 3,691,032	\$ 125,580	\$ (125,580)	\$ 3,691,032
Employee Benefits 3000-3999	\$ 6,989,930	\$ 31,404	\$ (31,404)	\$ 6,989,930
Books and Supplies 4000-4999	\$ 552,440		\$ -	\$ 552,440
Services and Other Operating Expenditures 5000-5999	\$ 1,860,148		\$ -	\$ 1,860,148
Capital Outlay 6000-6999	\$ 25,000		\$ -	\$ 25,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 55,392		\$ -	\$ 55,392
Transfers of Indirect Costs 7300-7399	\$ (69,667)		\$ -	\$ (69,667)
TOTAL EXPENDITURES	\$ 25,920,538	\$ 156,984	\$ (156,984)	\$ 25,920,538
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979		\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 10,000	\$ -	\$ -	\$ 10,000
Contributions 8980-8999	\$ (1,991,703)	\$ -	\$ -	\$ (1,991,703)
OPERATING SURPLUS (DEFICIT)*	\$ 163,717	\$ (156,984)	\$ 156,984	\$ 163,717
BEGINNING FUND BALANCE				
9791	\$ 7,167,931			\$ 7,167,931
Audit Adjustments/Other Restatements 9793/9795				\$ -
ENDING FUND BALANCE	\$ 7,331,648	\$ (156,984)	\$ 156,984	\$ 7,331,648
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ 10,000	\$ -	\$ -	\$ 10,000
Restricted 9740				
Committed 9750-9760		\$ -	\$ -	\$ -
Assigned 9780	\$ 2,271,000	\$ -	\$ -	\$ 2,271,000
Reserve for Economic Uncertainties 9789	\$ 961,000	\$ -	\$ -	\$ 961,000
Unassigned/Unappropriated Amount 9790	\$ 4,089,648	\$ (156,984)	\$ 156,984	\$ 4,089,648

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Lowell Joint School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Restricted General Fund

Bargaining Unit:

CSEA Chapter 294

Object Code	Column 1	Column 2	Column 3	Column 4
	Latest Board- Approved Budget Before Settlement (As of 6/22/2020)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES				
LCFF Revenue 8010-8099	\$ -		\$ -	\$ -
Federal Revenue 8100-8299	\$ 3,217,423			\$ 3,217,423
Other State Revenue 8300-8599	\$ 382,369			\$ 382,369
Other Local Revenue 8600-8799	\$ 2,255,620			\$ 2,255,620
TOTAL REVENUES	\$ 5,855,412		\$ -	\$ 5,855,412
EXPENDITURES				
Certificated Salaries 1000-1999	\$ 2,498,561	\$ -		\$ 2,498,561
Classified Salaries 2000-2999	\$ 1,161,599	\$ -		\$ 1,161,599
Employee Benefits 3000-3999	\$ 1,238,550	\$ -		\$ 1,238,550
Books and Supplies 4000-4999	\$ 546,810			\$ 546,810
Services and Other Operating Expenditures 5000-5999	\$ 285,975			\$ 285,975
Capital Outlay 6000-6999	\$ -			\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 355,941			\$ 355,941
Transfers of Indirect Costs 7300-7399	\$ 19,667			\$ 19,667
TOTAL EXPENDITURES	\$ 6,107,103	\$ -	\$ -	\$ 6,107,103
OTHER FINANCING SOURCES/USES				
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 1,991,703	\$ -		\$ 1,991,703
OPERATING SURPLUS (DEFICIT)*	\$ 1,740,012	\$ -	\$ -	\$ 1,740,012
BEGINNING FUND BALANCE				
9791	\$ 59,998			\$ 59,998
Audit Adjustments/Other Restatements 9793/9795	\$ -			\$ -
ENDING FUND BALANCE	\$ 1,800,010	\$ -	\$ -	\$ 1,800,010
COMPONENTS OF ENDING FUND BALANCE:				
Nonspendable 9711-9719	\$ -	\$ -		\$ -
Restricted 9740	\$ 1,800,010	\$ -	\$ -	\$ 1,800,010
Committed 9750-9760				
Assigned Amounts 9780				
Reserve for Economic Uncertainties 9789		\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ -	\$ -	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Lowell Joint School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Bargaining Unit:		Combined General Fund CSEA Chapter 294			
		Column 1	Column 2	Column 3	Column 4
Object Code		Latest Board- Approved Budget Before Settlement (As of 6/22/2020)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ 27,318,611		\$ -	\$ 27,318,611
Federal Revenue	8100-8299	\$ 3,251,215		\$ -	\$ 3,251,215
Other State Revenue	8300-8599	\$ 970,924		\$ -	\$ 970,924
Other Local Revenue	8600-8799	\$ 2,400,620		\$ -	\$ 2,400,620
TOTAL REVENUES		\$ 33,941,370		\$ -	\$ 33,941,370
EXPENDITURES					
Certificated Salaries	1000-1999	\$ 15,314,824	\$ -	\$ -	\$ 15,314,824
Classified Salaries	2000-2999	\$ 4,852,631	\$ 125,580	\$ (125,580)	\$ 4,852,631
Employee Benefits	3000-3999	\$ 8,228,480	\$ 31,404	\$ (31,404)	\$ 8,228,480
Books and Supplies	4000-4999	\$ 1,099,250		\$ -	\$ 1,099,250
Services and Other Operating Expenditures	5000-5999	\$ 2,146,123		\$ -	\$ 2,146,123
Capital Outlay	6000-6999	\$ 25,000		\$ -	\$ 25,000
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ 411,333		\$ -	\$ 411,333
Transfers of Indirect Costs	7300-7399	\$ (50,000)		\$ -	\$ (50,000)
TOTAL EXPENDITURES		\$ 32,027,641	\$ 156,984	\$ (156,984)	\$ 32,027,641
OTHER FINANCING SOURCES/USES					
Transfer In and Other Sources	8900-8979	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses	7600-7699	\$ 10,000	\$ -	\$ -	\$ 10,000
Contributions	8980-8999	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ 1,903,729	\$ (156,984)	\$ 156,984	\$ 1,903,729
BEGINNING FUND BALANCE					
	9791	\$ 7,227,929			\$ 7,227,929
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 9,131,658	\$ (156,984)	\$ 156,984	\$ 9,131,658
COMPONENTS OF ENDING FUND					
Nonspendable	9711-9719	\$ 10,000	\$ -	\$ -	\$ 10,000
Restricted	9740	\$ 1,800,010	\$ -	\$ -	\$ 1,800,010
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ 2,271,000	\$ -	\$ -	\$ 2,271,000
Reserve for Economic Uncertainties	9789	\$ 961,000	\$ -	\$ -	\$ 961,000
Unassigned/Unappropriated Amount	9790	\$ 4,089,648	\$ (156,984)	\$ 156,984	\$ 4,089,648

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Lowell Joint School District

G. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET

Fund 13/61 - Cafeteria Fund

Bargaining Unit:

CSEA Chapter 294

Object Code		Column 1	Column 2	Column 3	Column 4
		Latest Board- Approved Budget Before Settlement (As of 6/22/2020)	Adjustments as a Result of Settlement (compensation)	Other Revisions (agreement support and/or other unit agreement) Explain on Page 4i	Total Revised Budget (Columns 1+2+3)
REVENUES					
LCFF Revenue	8010-8099	\$ -		\$ -	\$ -
Federal Revenue	8100-8299	\$ 794,225		\$ -	\$ 794,225
Other State Revenue	8300-8599	\$ 63,880		\$ -	\$ 63,880
Other Local Revenue	8600-8799	\$ 304,740		\$ -	\$ 304,740
TOTAL REVENUES		\$ 1,162,845		\$ -	\$ 1,162,845
EXPENDITURES					
Certificated Salaries	1000-1999	\$ -	\$ -	\$ -	\$ -
Classified Salaries	2000-2999	\$ 458,226	\$ 12,000	\$ (12,000)	\$ 458,226
Employee Benefits	3000-3999	\$ 142,529	\$ 2,400	\$ (2,400)	\$ 142,529
Books and Supplies	4000-4999	\$ 505,560		\$ -	\$ 505,560
Services and Other Operating Expenditures	5000-5999	\$ 50,005		\$ -	\$ 50,005
Capital Outlay	6000-6999	\$ 41,200		\$ -	\$ 41,200
Other Outgo (excluding Indirect Costs)	7100-7299 7400-7499	\$ -		\$ -	\$ -
Transfers of Indirect Costs	7300-7399	\$ 45,770		\$ -	\$ 45,770
TOTAL EXPENDITURES		\$ 1,243,290	\$ 14,400	\$ (14,400)	\$ 1,243,290
OTHER FINANCING SOURCES/USES					
Transfers In and Other Sources	8900-8979	\$ 10,000	\$ -	\$ -	\$ 10,000
Transfers Out and Other Uses	7600-7699	\$ -	\$ -	\$ -	\$ -
OPERATING SURPLUS (DEFICIT)*		\$ (70,445)	\$ (14,400)	\$ 14,400	\$ (70,445)
BEGINNING FUND BALANCE					
	9791	\$ 1,141,984			\$ 1,141,984
Audit Adjustments/Other Restatements	9793/9795	\$ -			\$ -
ENDING FUND BALANCE		\$ 1,071,539	\$ (14,400)	\$ 14,400	\$ 1,071,539
COMPONENTS OF ENDING FUND BALANCE:					
Nonspendable	9711-9719	\$ -	\$ -	\$ -	\$ -
Restricted	9740	\$ 1,071,539	\$ -	\$ -	\$ 1,071,539
Committed	9750-9760	\$ -	\$ -	\$ -	\$ -
Assigned	9780	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties	9789	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount	9790	\$ -	\$ (14,400)	\$ 14,400	\$ -

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts in Columns 1 and 4 must be positive

Los Angeles County Office of Education

Business Advisory Services

Revised 07/15/2020

Lowell Joint School District

CSEA Chapter 294

Explanations for Column 3 "Other Revisions" entered on Pages 4a through 4h:

Page 4a: Unrestricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (156,984)	This amount was included in the Adopted Budget.
Other Financing Sources/Uses	\$ -	

Page 4b: Restricted General Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4d: Fund 11 - Adult Education Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4e: Fund 12 - Child Development Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4f: Fund 13/61 - Cafeteria Fund	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ (14,400)	This amount was included in the Adopted Budget
Other Financing Sources/Uses	\$ -	

Page 4g: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Page 4h: Other	Amount	Explanation
Revenues	\$ -	
Expenditures	\$ -	
Other Financing Sources/Uses	\$ -	

Additional Comments:

Lowell Joint School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Unrestricted General Fund MYP

Bargaining Unit:

CSEA Chapter 294

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 27,318,611	\$ 27,346,611	\$ 27,346,611
Federal Revenue 8100-8299	\$ 33,792	\$ 33,792	\$ 33,792
Other State Revenue 8300-8599	\$ 588,555	\$ 588,555	\$ 588,555
Other Local Revenue 8600-8799	\$ 145,000	\$ 145,000	\$ 145,000
TOTAL REVENUES	\$ 28,085,958	\$ 28,113,958	\$ 28,113,958
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 12,816,263	\$ 13,211,263	\$ 13,525,263
Classified Salaries 2000-2999	\$ 3,691,032	\$ 3,839,032	\$ 3,992,032
Employee Benefits 3000-3999	\$ 6,989,930	\$ 7,316,930	\$ 7,561,930
Books and Supplies 4000-4999	\$ 552,440	\$ 552,440	\$ 552,440
Services and Other Operating Expenditures 5000-5999	\$ 1,860,148	\$ 1,940,148	\$ 2,164,148
Capital Outlay 6000-6999	\$ 25,000	\$ 25,000	\$ 25,000
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 55,392	\$ 55,392	\$ 55,392
Transfers of Indirect Costs 7300-7399	\$ (69,667)	\$ (69,667)	\$ (69,667)
Other Adjustments			\$ -
TOTAL EXPENDITURES	\$ 25,920,538	\$ 26,870,538	\$ 27,806,538
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -		\$ -
Transfers Out and Other Uses 7600-7699	\$ 10,000	\$ 10,000	\$ 10,000
Contributions 8980-8999	\$ (1,991,703)	\$ (1,941,703)	\$ (1,941,703)
OPERATING SURPLUS (DEFICIT)*	\$ 163,717	\$ (708,283)	\$ (1,644,283)
BEGINNING FUND BALANCE			
9791	\$ 7,167,931	\$ 7,331,648	\$ 6,623,365
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 7,331,648	\$ 6,623,365	\$ 4,979,082
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 10,000	\$ 10,000	\$ 10,000
Restricted 9740			
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 2,271,000	\$ 2,271,000	\$ 2,271,000
Reserve for Economic Uncertainties 9789	\$ 961,000	\$ 981,000	\$ 1,009,000
Unassigned/Unappropriated Amount 9790	\$ 4,089,648	\$ 3,361,365	\$ 1,689,082

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lowell Joint School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Restricted General Fund MYP

Bargaining Unit:

CSEA Chapter 294

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ -	\$ -	\$ -
Federal Revenue 8100-8299	\$ 3,217,423	\$ 1,162,423	\$ 1,162,423
Other State Revenue 8300-8599	\$ 382,369	\$ 382,369	\$ 382,369
Other Local Revenue 8600-8799	\$ 2,255,620	\$ 2,255,620	\$ 2,255,620
TOTAL REVENUES	\$ 5,855,412	\$ 3,800,412	\$ 3,800,412
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 2,498,561	\$ 2,183,563	\$ 2,183,563
Classified Salaries 2000-2999	\$ 1,161,599	\$ 1,161,599	\$ 1,161,599
Employee Benefits 3000-3999	\$ 1,238,550	\$ 1,238,550	\$ 1,238,550
Books and Supplies 4000-4999	\$ 546,810	\$ 546,810	\$ 546,810
Services and Other Operating Expenditures 5000-5999	\$ 285,975	\$ 285,975	\$ 285,975
Capital Outlay 6000-6999	\$ -	\$ -	\$ -
Other Outgo (excluding Indirect Costs) 7100-7299 7400-7499	\$ 355,941	\$ 355,941	\$ 355,941
Transfers of Indirect Costs 7300-7399	\$ 19,667	\$ 19,667	\$ 19,667
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 6,107,103	\$ 5,792,105	\$ 5,792,105
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ -	\$ -	\$ -
Contributions 8980-8999	\$ 1,991,703	\$ 1,991,693	\$ 1,991,693
OPERATING SURPLUS (DEFICIT)*	\$ 1,740,012	\$ -	\$ -
BEGINNING FUND BALANCE			
9791	\$ 59,998	\$ 1,800,010	\$ 1,800,010
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 1,800,010	\$ 1,800,010	\$ 1,800,010
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ -	\$ -	\$ -
Restricted 9740	\$ 1,800,010	\$ -	\$ -
Committed 9750-9760			
Assigned 9780			
Reserve for Economic Uncertainties 9789	\$ -	\$ -	\$ -
Unassigned/Unappropriated Amount 9790	\$ -	\$ 1,800,010	\$ 1,800,010

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lowell Joint School District

H. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS

Combined General Fund MYP

Bargaining Unit:

CSEA Chapter 294

Object Code	2020-21	2021-22	2022-23
	Total Revised Budget After Settlement	First Subsequent Year After Settlement	Second Subsequent Year After Settlement
REVENUES			
LCFF Revenue 8010-8099	\$ 27,318,611	\$ 27,346,611	\$ 27,346,611
Federal Revenue 8100-8299	\$ 3,251,215	\$ 1,196,215	\$ 1,196,215
Other State Revenue 8300-8599	\$ 970,924	\$ 970,924	\$ 970,924
Other Local Revenue 8600-8799	\$ 2,400,620	\$ 2,400,620	\$ 2,400,620
TOTAL REVENUES	\$ 33,941,370	\$ 31,914,370	\$ 31,914,370
EXPENDITURES			
Certificated Salaries 1000-1999	\$ 15,314,824	\$ 15,394,826	\$ 15,708,826
Classified Salaries 2000-2999	\$ 4,852,631	\$ 5,000,631	\$ 5,153,631
Employee Benefits 3000-3999	\$ 8,228,480	\$ 8,555,480	\$ 8,800,480
Books and Supplies 4000-4999	\$ 1,099,250	\$ 1,099,250	\$ 1,099,250
Services and Other Operating Expenditures 5000-5999	\$ 2,146,123	\$ 2,226,123	\$ 2,450,123
Capital Outlay 6000-6999	\$ 25,000	\$ 25,000	\$ 25,000
Other Outgo (excuding Indirect Costs) 7100-7299 7400-7499	\$ 411,333	\$ 411,333	\$ 411,333
Transfers of Indirect Costs 7300-7399	\$ (50,000)	\$ (50,000)	\$ (50,000)
Other Adjustments		\$ -	\$ -
TOTAL EXPENDITURES	\$ 32,027,641	\$ 32,662,643	\$ 33,598,643
OTHER FINANCING SOURCES/USES			
Transfers In and Other Sources 8900-8979	\$ -	\$ -	\$ -
Transfers Out and Other Uses 7600-7699	\$ 10,000	\$ 10,000	\$ 10,000
Contributions 8980-8999	\$ -	\$ 49,990	\$ 49,990
OPERATING SURPLUS (DEFICIT)*	\$ 1,903,729	\$ (708,283)	\$ (1,644,283)
BEGINNING FUND BALANCE			
9791	\$ 7,227,929	\$ 9,131,658	\$ 8,423,375
Audit Adjustments/Other Restatements 9793/9795	\$ -		
ENDING FUND BALANCE	\$ 9,131,658	\$ 8,423,375	\$ 6,779,092
COMPONENTS OF ENDING FUND BALANCE:			
Nonspendable 9711-9719	\$ 10,000	\$ 10,000	\$ 10,000
Restricted 9740	\$ 1,800,010	\$ -	\$ -
Committed 9750-9760	\$ -	\$ -	\$ -
Assigned 9780	\$ 2,271,000	\$ 2,271,000	\$ 2,271,000
Reserve for Economic Uncertainties 9789	\$ 961,000	\$ 981,000	\$ 1,009,000
Unassigned/Unappropriated Amount 9790	\$ 4,089,648	\$ 5,161,375	\$ 3,489,092

*Net Increase (Decrease) in Fund Balance

NOTE: 9790 amounts must be positive

Lowell Joint School District
CSEA Chapter 294

I. IMPACT OF PROPOSED AGREEMENT ON UNRESTRICTED RESERVES

1. State Reserve Standard

		2020-21	2021-22	2022-23
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 32,037,641	\$ 32,672,643	\$ 33,608,643
b.	Less: Special Education Pass-Through Funds	\$ -	\$ -	\$ -
c.	Net Expenditures, Transfers Out, and Uses	\$ 32,037,641	\$ 32,672,643	\$ 33,608,643
d.	State Standard Minimum Reserve Percentage for this District Enter percentage →	3.00%	3.00%	3.00%
e.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a, times Line b, or \$50,000)	\$ 961,129	\$ 980,179	\$ 1,008,259

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

a.	General Fund Budgeted Unrestricted Designated for Economic Uncertainties (9789)	\$ 961,000	\$ 981,000	\$ 1,009,000
b.	General Fund Budgeted Unrestricted Unassigned/Unappropriated Amount (9790)	\$ 4,089,648	\$ 3,361,365	\$ 1,689,082
c.	Special Reserve Fund (Fund 17) Budgeted Designated for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 5,050,648	\$ 4,342,365	\$ 2,698,082
f.	Reserve for Economic Uncertainties Percentage	15.76%	13.29%	8.03%

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

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

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

Lowell Joint School District
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5. Does the Total Compensation Increase/(Decrease) on Page 1, Section A, #5 agree with the Total Increase/(Decrease) for all funds as a result of the settlement(s)? Please explain any variance.

Total Compensation Increase/(Decrease) on Page 1, Section A, #5	\$	156,984
General Fund balance Increase/(Decrease), Page 4c, Column 2	\$	(156,984)
Adult Education Fund balance Increase/(Decrease), Page 4d, Column 2	\$	-
Child Development Fund balance Increase/(Decrease), Page 4e, Column 2	\$	-
Cafeteria Fund balance Increase/(Decrease), Page 4f, Column 2	\$	(14,400)
Other Fund balance Increase/(Decrease), Page 4g, Column 2	\$	-
Other Fund balance Increase/(Decrease), Page 4h, Column 2	\$	-
Total all fund balances Increase/(Decrease) as a result of the settlement(s)	\$	(171,384)

Variance \$ (14,400)

Variance Explanation:



6. Will this agreement create or increase deficit financing in the current or subsequent years?

"Deficit Financing" is defined to exist when a fund's expenditures and other financing uses exceed its revenues and other financing sources in a given year. If a deficit is shown below, provide an explanation and any deficit reduction plan, as necessary.

General Fund Combined	Surplus/ (Deficit)	(Deficit) %	Deficit primarily due to:
Current FY Surplus/(Deficit) before settlement(s)?	\$ 1,903,729	5.9%	
Current FY Surplus/(Deficit) after settlement(s)?	\$ 1,903,729	5.9%	
1st Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (708,283)	(2.2%)	No COLA all 3 years
2nd Subsequent FY Surplus/(Deficit) after settlement(s)?	\$ (1,644,283)	(4.9%)	No COLA all 3 years

Deficit Reduction Plan (as necessary):

Appropriate budget reductions will be implemented to control deficit spending at manageable level if LCFF cola's are not received to offset, or deficits are applied to LCFF funding in future years.

7. Were "Other Adjustments" amount(s) entered in the multiyear projections (pages 5a and 5b) for 1st and 2nd Subsequent FY?

"Other Adjustments" could indicate that a budget reduction plan was/is being developed to address deficit spending, and to rebuild reserves. Any amount shown below must have an explanation. If additional space is needed, attach a separate sheet, or use page 9a.

MYP	Amount	"Other Adjustments" Explanation
1st Subsequent FY Unrestricted, Page 5a	\$ -	
1st Subsequent FY Restricted, Page 5b	\$ -	
2nd Subsequent FY Unrestricted, Page 5a	\$ -	
2nd Subsequent FY Restricted, Page 5b	\$ -	

CSEA Chapter 294

J. COMPARISON OF PROPOSED CHANGE IN TOTAL COMPENSATION TO CHANGE IN LCFF FUNDING FOR THE NEGOTIATED PERIOD

The purpose of this form is to determine if the district has entered into bargaining agreements that would result in salary increases that are expected to exceed the projected increase in LCFF funding.

(fill out columns for which there is an agreement)

	Prior Year	2020-21	2021-22	2022-23
a. LCFF Funding per ADA	8,947.00	8,939.00		
b. Amount Change from Prior Year Funding per ADA		(8.00)	-	-
c. Percentage Change from Prior Year Funding per ADA		-0.09%	0.00%	0.00%
d. Total Compensation Amount Change (from Page 1, Section A, Line 5)		156,984.00	-	-
e. Total Compensation Percentage Change (from Page 1, Section A, Line 5)		3.85%	0.00%	0.00%
f. Proposed agreement is within/exceeds change in LCFF Funding (f vs. e)		Exceeds	-	-

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

This certification page must be signed by the district's Superintendent and Chief Business Official at the time of public disclosure and is intended to assist the district's Governing Board in determining whether the district can meet the costs incurred under the tentative Collective Bargaining Agreement in the current and subsequent years. The absence of a certification signature or if "I am unable to certify" is checked should serve as a "red flag" to the district's Governing Board.

In accordance with the requirements of Government Code Sections 3540.2 and 3547.5, the Superintendent and Chief Business Official of the Lowell Joint School District can meet the costs incurred under this Collective Bargaining Agreement during the term of the agreement from July 1, 2019 to June 30, 2022.

Board Actions

The board actions necessary to meet the cost of the agreement in each year of its term are as follows:

Current Year

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	-

Subsequent Years

Budget Adjustment Categories:

Revenues/Other Financing Sources
 Expenditures/Other Financing Uses
 Ending Balance(s) Increase/(Decrease)

	Budget Adjustment Increase/(Decrease)
\$	-
\$	-
\$	-

Budget Revisions

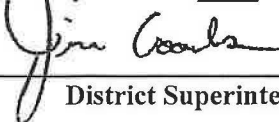
If the district does not adopt and submit within 45 days all of the revisions to its budget needed in the current year to meet the costs of the agreement at the time of the approval of the proposed collective bargaining agreement, the county superintendent of schools is required to issue a qualified or negative certification for the district on its next interim report.

Assumptions

See attached page for a list of the assumptions upon which this certification is based.

Certifications

I hereby certify I am unable to certify

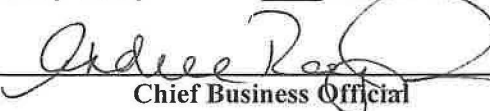


 District Superintendent
 (Signature)

9/17/2020

 Date

I hereby certify I am unable to certify



 Chief Business Official
 (Signature)

9/17/2020

 Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

Lowell Joint School District

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Assumptions and Explanations (enter or attach documentation)

The assumptions upon which this certification is made are as follows:

For the settlement years 19/20 and 20/21:

19/20 COLA = 3.26%; No deficit

20/21 0% COLA; No deficit

PERS rates as follows:

19/20 = 20.8%

20/21 = 20.7%

STRS rates as follows:

19/20 = 18.13%

20/21 = 16.15%

H&W Premiums increase annually by 6%

Supplemental Grant income increases equal additional step and column increases each year.

CPI increase on objects 4000-5999 are as follows:

2019/20 = 3.26%

20/21 = 0.62%

Concerns regarding affordability of agreement in subsequent years (if any):

L. CERTIFICATION NO. 2

The disclosure document must be signed by the district Superintendent 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 Sections 3540.2(a) and 3547.5.

Lowell Joint School District
District Name

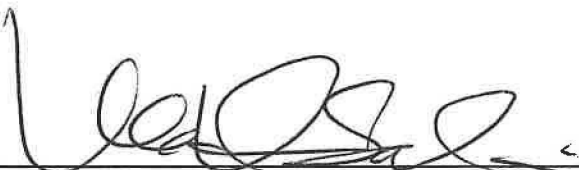

District Superintendent
(Signature)

9/17/2020
Date

Andrea Reynolds
Contact Person

562-902-4280
Phone

After public disclosure of the major provisions contained in this summary, the Governing Board at its meeting on September 28, 2020, took action to approve the proposed agreement with the CSEA #294 Bargaining Unit.


President (or Clerk), Governing Board
(Signature)

9-28-2020
Date

Special Note: The Los Angeles County Office of Education may request additional information, as necessary, to review the district's compliance with requirements.

2019/20 Classified Salary Schedule

Effective July 1, 2019

Effective July 1, 2019, employees shall receive a 2% increase to their base salary earnings (excluding stipends and other remuneration).

RANGE	PERFORMANCE RECOGNITION INCREASES													
	1	2	3	4	5	6	7	8						
1	2,103 (11.93)	2,195 (12.47)	2,307 (13.10)	2,427 (13.80)	2,554 (14.50)	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)						
2	2,171 (12.33)	2,255 (12.82)	2,367 (13.47)	2,494 (14.18)	2,618 (14.87)	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)						
3	2,195 (12.47)	2,307 (13.10)	2,427 (13.80)	2,554 (14.50)	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)						
4	2,255 (12.82)	2,367 (13.47)	2,494 (14.18)	2,618 (14.87)	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)						
5	2,307 (13.10)	2,427 (13.80)	2,554 (14.50)	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)						
6	2,367 (13.47)	2,494 (14.18)	2,618 (14.87)	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)						
7	2,427 (13.80)	2,554 (14.50)	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)						
8	2,494 (14.18)	2,618 (14.87)	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)						
9	2,554 (14.50)	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)						
10	2,618 (14.87)	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)						
11	2,683 (15.24)	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)						
12	2,749 (15.63)	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)						
13	2,817 (16.00)	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)						
14	2,895 (16.45)	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)						
15	2,962 (16.82)	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)						
16	3,039 (17.26)	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)						
17	3,120 (17.74)	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)						
18	3,189 (18.11)	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)						
19	3,273 (18.60)	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)						
20	3,347 (19.01)	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)						
21	3,423 (19.46)	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)	4,851 (27.55)						
22	3,514 (19.97)	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)	4,974 (28.27)						
23	3,606 (20.46)	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)	4,851 (27.55)	5,100 (28.97)						
24	3,695 (20.98)	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)	4,974 (28.27)	5,222 (29.66)						
25	3,790 (21.53)	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)	4,851 (27.55)	5,100 (28.97)	5,362 (30.44)						
26	3,876 (22.02)	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)	4,974 (28.27)	5,222 (29.66)	5,492 (31.20)						
27	3,980 (22.59)	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)	4,851 (27.55)	5,100 (28.97)	5,362 (30.44)	5,639 (32.02)						
28	4,080 (23.15)	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)	4,974 (28.27)	5,222 (29.66)	5,492 (31.20)	5,769 (32.77)						
29	4,188 (23.81)	4,400 (24.99)	4,622 (26.27)	4,851 (27.55)	5,100 (28.97)	5,362 (30.44)	5,639 (32.02)	5,920 (33.62)						
30	4,291 (24.40)	4,507 (25.60)	4,745 (26.95)	4,974 (28.27)	5,222 (29.66)	5,492 (31.20)	5,769 (32.77)	6,058 (34.41)						

AR 9/11/2020

2020/21 Classified Salary Schedule

Effective July 1, 2020

Effective July 1, 2020, employees shall receive a 2% increase to their base salary earnings (excluding stipends and other remuneration).

RANGE	PERFORMANCE RECOGNITION INCREASES													
	1	2	3	4	5	6	7	8						
1	2,145 (12.17)	2,239 (12.72)	2,353 (13.36)	2,476 (14.08)	2,605 (14.79)	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)						
2	2,214 (12.58)	2,300 (13.08)	2,414 (13.74)	2,544 (14.46)	2,670 (15.17)	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)						
3	2,239 (12.72)	2,353 (13.36)	2,476 (14.08)	2,605 (14.79)	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)						
4	2,300 (13.08)	2,414 (13.74)	2,544 (14.46)	2,670 (15.17)	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)						
5	2,353 (13.36)	2,476 (14.08)	2,605 (14.79)	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)						
6	2,414 (13.74)	2,544 (14.46)	2,670 (15.17)	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)						
7	2,476 (14.08)	2,605 (14.79)	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)						
8	2,544 (14.46)	2,670 (15.17)	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)						
9	2,605 (14.79)	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)						
10	2,670 (15.17)	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)						
11	2,737 (15.54)	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)						
12	2,804 (15.94)	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)						
13	2,873 (16.32)	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)						
14	2,953 (16.78)	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)						
15	3,021 (17.16)	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)						
16	3,100 (17.61)	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)						
17	3,182 (18.09)	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)						
18	3,253 (18.47)	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)						
19	3,338 (18.97)	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)						
20	3,414 (19.39)	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)						
21	3,491 (19.85)	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)	4,948 (28.10)						
22	3,584 (20.37)	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)	5,073 (28.84)						
23	3,678 (20.87)	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)	4,948 (28.10)	5,202 (29.55)						
24	3,769 (21.40)	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)	5,073 (28.84)	5,326 (30.25)						
25	3,866 (21.96)	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)	4,948 (28.10)	5,202 (29.55)	5,469 (31.05)						
26	3,954 (22.46)	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)	5,073 (28.84)	5,326 (30.25)	5,602 (31.82)						
27	4,060 (23.04)	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)	4,948 (28.10)	5,202 (29.55)	5,469 (31.05)	5,752 (32.66)						
28	4,162 (23.61)	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)	5,073 (28.84)	5,326 (30.25)	5,602 (31.82)	5,884 (33.43)						
29	4,272 (24.29)	4,488 (25.49)	4,714 (26.80)	4,948 (28.10)	5,202 (29.55)	5,469 (31.05)	5,752 (32.66)	6,038 (34.29)						
30	4,377 (24.89)	4,597 (26.11)	4,840 (27.49)	5,073 (28.84)	5,326 (30.25)	5,602 (31.82)	5,884 (33.43)	6,179 (35.10)						

AR 9/11/2020

NOTICE OF PUBLIC HEARING LOWELL JOINT SCHOOL DISTRICT

Lowell Joint School District will hold a Public Hearing pursuant to Education Code Sections 60119. The District is required to hold a public hearing to encourage participation by parents, teachers, members of the community interested in the affairs of the School District, and bargaining unit leaders.

NOTICE IS HEREBY GIVEN that the Board of Trustees of the Lowell Joint School District at its regular meeting to be held on September 28, 2020, will hold a public hearing at which the Board of Trustees shall make a written determination as to whether each pupil in each school in the District has sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Section 60605 or 60605.8 in each of the following subjects, as appropriate, that are consistent with the content of the curriculum framework adopted by the State Board: mathematics, science, history/social science, English/language arts, including the English language development component of an adopted program.

The September 28, 2020, Board meeting of the District will begin at 7:30 p.m. in zoom teleconference for closed session Zoom meeting ID: 848 5828 2227. To get the passwords to join the meetings please email: helpdesk@ljsd.org.

Questions and/or comments should be directed to Jim Coombs, Superintendent, or Dr. Sheri McDonald, Assistant Superintendent of Instruction at (562) 943-0211.

LOWELL JOINT SCHOOL DISTRICT

RESOLUTION 2020/21 NO. 807

**RESOLUTION OF THE BOARD OF TRUSTEES OF THE
LOWELL JOINT SCHOOL DISTRICT,
LOS ANGELES AND ORANGE COUNTIES, CALIFORNIA,
REGARDING SUFFICIENCY OF INSTRUCTIONAL MATERIALS FOR 2020/21**

- WHEREAS,** Education Code Section 60119 establishes steps and procedures to ensure the availability of textbooks and instructional materials in order to be eligible to receive funds for that purpose; and
- WHEREAS,** the procedures require that school districts take appropriate action to ensure the availability of textbooks and instructional materials on a yearly basis; and
- WHEREAS,** pursuant to Education Code Sections 60119, the Board is required to hold a public hearing to encourage participation by parents, teachers, members of the community interested in the affairs of the school district, and bargaining unit leaders; and
- WHEREAS,** the Board is required to provide ten days notice of the public hearing or hearings; and
- WHEREAS,** the notice shall contain the time, place, and purpose of the hearing and be posted in three public places within the school district; and
- WHEREAS,** the hearing shall be held at a time that will encourage the attendance of teachers and parents and guardians of students who attend the schools in the District and shall not take place during or immediately following school hours; and
- WHEREAS,** the Board of Trustees of a school district, as part of the required hearing, shall also make a written determination as to whether each student enrolled has sufficient textbooks or instructional materials that are consistent with the content of the curriculum frameworks adopted by the State Board of those subjects; and
- WHEREAS,** a public hearing was held on Monday, September 28, 2020, at 7:30 p.m. which is on or before the eighth week of school; and

WHEREAS, the Board of Trustees is required to make a determination, through a resolution, as to whether each student in each school in the District has sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Education Code Section 60605 and Education Code 33126 in each of the following subjects, as appropriate, that are consistent with the content of the curriculum frameworks adopted by the State Board:

- (a) Mathematics
- (b) Science
- (c) History/Social Science
- (d) English/Language Arts, including the English language development component of an adopted program
- (e) Visual and performing arts

NOW, THEREFORE, BE IT RESOLVED, that the Board of Trustees makes the determination that each student of the District has available sufficient textbooks or instructional materials, or both, that are aligned to the content standards adopted pursuant to Education Code Section 60605 and Education Code Section 33126 in each subject listed above, consistent with the content and consistent with the cycles and content of the curriculum framework adopted by the State Board.

BE IT FURTHER RESOLVED, that for the 2020/21 school year, the Lowell Joint School District has provided each student with sufficient textbooks or instructional materials, or both, that are consistent with the content and cycles of the curriculum frameworks adopted by the State Board.

APPROVED AND ADOPTED this 28th day of September, 2020, by the following vote:

AYES: Fred Schambeck, William Hinz, Melissa Salinas, Anastasia Shackelford, Karen Shaw

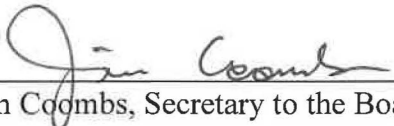
NOES: none

ABSENT: none

ABSTAIN: none

I, Jim Coombs, Secretary to the Board of Trustees of the Lowell Joint School District of Los Angeles and Orange Counties, California, hereby certify that the above and foregoing resolution was duly and regularly adopted by the said Board at a regular meeting thereof held on the 28th day of September, 2020, and passed by a unanimous vote of those present.

IN WITNESS WHEREOF, I have hereunto set my hand and seal this 28th day of September 2020.



Jim Coombs, Secretary to the Board of Trustees



**Lowell Joint
School District**

A Tradition of Excellence Since 1906

Principal Verification Statement Instructional Materials Sufficiency

School Name: El Portal

Principal: David Sermeno

ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

By checking this box,

I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

By checking this box,

I confirm on 9/8/2020, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,

I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.

David Sermeno

Principal Signature

Educational Services Verification

9/8/2020

Date

9/8/2020

Date



**Principal Verification Statement
Instructional Materials Sufficiency**

School Name: *Maay*
Principal: *Patricia Jacobsen*

ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

By checking this box,

I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

By checking this box,

I confirm on September 9, 2020, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,

I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.

P. Jacobsen

Principal Signature

9/9/2020

Date

[Signature]

Educational Services Verification

9/21/2020

Date



**Lowell Joint
School District**

A Tradition of Excellence Since 1906

Principal Verification Statement Instructional Materials Sufficiency

School Name: Jordan Elementary

Principal: Marikate Wissman

ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

By checking this box,

I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

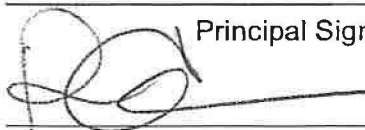
By checking this box,

I confirm on 9-8-2020, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,

I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.

m. wissman


Principal Signature

Educational Services Verification

9-8-2020

Date

9/8/2020

Date



**Lowell Joint
School District**

A Tradition of Excellence Since 1906

**Principal Verification Statement
Instructional Materials Sufficiency**

School Name: Meadow Green

Principal: Matt Cukro

ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

By checking this box,

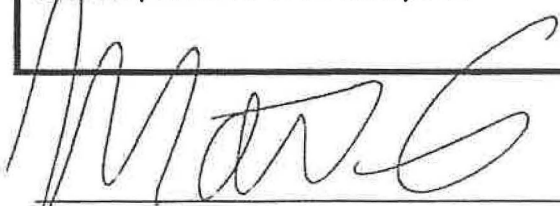
I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

By checking this box,

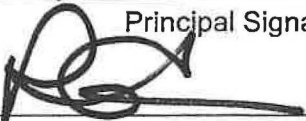
I confirm on 9/10/2020, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,

I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.



Principal Signature



Educational Services Verification

9/10/2020

Date

9/10/20

Date



**Lowell Joint
School District**

A Tradition of Excellence Since 1906

**Principal Verification Statement
Instructional Materials Sufficiency**

School Name: *Olita Elementary*
Principal: *Knista Van Hoogmoed*

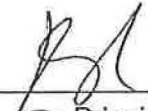
ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

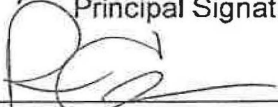
By checking this box,
I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

By checking this box,
I confirm on 9-8-20, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,
I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.



Principal Signature



Educational Services Verification

9/9/20

Date

9/10/20

Date



**Lowell Joint
School District**

A Tradition of Excellence Since 1906

Principal Verification Statement Instructional Materials Sufficiency

School Name: Rancho-Starbuck Intermediate

Principal: Linda Takacs

ALL BOXES MUST BE CHECKED TO COMPLETE THIS FORM

Uniform Complaint Procedure (UCP)

By checking this box,

I confirm the current Uniform Complaint Procedure is visibly posted in all classrooms. In classrooms where the native language of 15% or more of the pupils is a language other than English, the notice is also in this language.

By checking this box,

I confirm on 09/09/20, our school had sufficient instructional materials for each student for the 2020-2021 school year. I agree to maintain sufficiency of instructional materials throughout the school year as enrollments change.

By checking this box,

I confirm that all students have been provided with a device to use at home and that students have connectivity to the internet via personal home connections or district provided WiFi Hotspots.

Linda Takacs

Principal Signature

RG

Educational Services Verification

09/09/20

Date

9/10/20

Date