

Tipton Elementary School District

AGENDA

SPECIAL BOARD MEETING

Monday, November 7, 2022
6:00 p.m. District Board Room

1. Call to order- Flag Salute

In compliance with the Americans with Disabilities Act and the Brown Act, if you need special assistance to participate in the meeting, including the receipt of the agenda and documents in the agenda package in an alternate format, please contact the Tipton Elementary School District office at (559) 752-4213. Notification 48 hours prior to the meeting will enable the district to make reasonable arrangements to ensure accessibility to this meeting (28CFR35.102-35, 104 ADA Title II), and allow for the preparation of documents in appropriate alternate format

2. Public Input:

In order to ensure that Members of the public are provided a meaningful opportunity to address the board on agenda items that are within the Board's jurisdiction, agenda items may be addressed either at the public input portion of the agenda, or at the time the matter is taken up by the Board. Board presentations are limited to 3 minutes per person and 15 minutes per topic.

2.1 Community Relations/ Citizen Comments

2.2 Reports by Employee Units CTA/CSEA

3. CONSENT CALENDAR: Action items:

3.1 Conference, Field Trip, Fund Raiser and Facilities Requests

3.2 Donated Instruments by Mrs. Janice Giddings:

6 marching bass drums, 5 marching snare drums, a marching bell tree and 6 harnesses

4. ADMINISTRATIVE: Action items:

4.1 CTA Public Disclosure for the 2022-2023 School Year

4.2 Discussion and approval of Tentative Agreement between Tipton Elementary School and Associated Teachers of Tipton

4.3 Approval of Certificated Salary Schedule

4.4 CSEA Public Disclosure for the 2022-2023 School Year

4.5 Consider and Approve Agreement with California School Employees Association

4.6 Approval of Classified Salary Schedules

4.7 Agreement between Tipton Elementary School District and Mangini Associates Inc. Related to New Kindergarten Building – authorize Superintendent to negotiate architectural services agreement for future Board ratification

5. Adjournment

Notice: If documents are distributed to Board Members concerning an agenda item within 72 hours of a regular board meeting, at the same time the documents will be made available for public inspection at the District Office located at 370 N. Evans Road, Tipton CA. 93272, telephone 752-4213

Agenda Posted: November 4, 2022

Distrito Escolar Primario de Tipton
AGENDA
REUNIÓN ESPECIAL DE LA JUNTA

lunes, 7 de noviembre de 2022
6:00 p.m. Sala de Juntas de Distrito

1. **Llamada al orden - Saludo a la bandera**
De conformidad con la Ley de Estadounidenses con Discapacidades y la Ley Brown, si necesita asistencia especial para participar en la reunión, incluida la recepción de la agenda y los documentos en el paquete de la agenda en un formato alternativo, comuníquese con la oficina del Distrito Escolar Primario de Tipton al (559) 752-4213. La notificación 48 horas antes de la reunión permitirá que el distrito haga arreglos razonables para garantizar la accesibilidad a esta reunión (28CFR35.102-35, 104 ADA Título II) y permitirá la preparación de documentos en formato alternativo apropiado

2. **Opinión pública:**
Con el fin de garantizar que los miembros del público tengan una oportunidad significativa de dirigirse a la junta sobre los puntos de la agenda que están dentro de la jurisdicción de la junta, los puntos de la agenda pueden abordarse en la parte de la agenda con aportes públicos o en el momento en que se trate el asunto. asumido por la Junta. Las presentaciones de la junta están limitadas a 3 minutos por persona y 15 minutos por tema.
2.1 Relaciones Comunitarias/ Comentarios Ciudadanos
2.2 Informes por Unidades de Empleados CTA/CSEA

3. **CALENDARIO DE CONSENTIMIENTO:** Elementos de acción:
3.1 Solicitudes de conferencias, excursiones, recaudación de fondos e instalaciones
3.2 Instrumentos donados:
6 bombos de marcha, 5 tambores de marcha, una campana de marcha y 6 arneses

4. **ADMINISTRATIVO:** Elementos de acción:
4.1 Divulgación pública de CTA para el año escolar 2022-2023
4.2 Discusión y aprobación del Acuerdo Tentativo entre la Escuela Primaria Tipton y profesores asociados de Tipton
4.3 Aprobación del Cuadro de Salario Certificado
4.4 Divulgación pública de CSEA para el año escolar 2022-2023
4.5 Considerar y aprobar un acuerdo con la Asociación de Empleados Escolares de California
4.6 Aprobación de Listas de Salarios Clasificados
4.7 Acuerdo entre el Distrito Escolar Primario de Tipton y Mangini Associates Inc. Relacionado con el nuevo edificio de jardín de infantes: autorizar al superintendente a negociar acuerdo de servicios arquitectónicos para futura ratificación de la Junta

5. Aplazamiento

Aviso: Si los documentos se distribuyen a los miembros de la junta con respecto a un tema de la agenda dentro de las 72 horas posteriores a una reunión regular de la junta, al mismo tiempo los documentos estarán disponibles para inspección pública en la oficina del distrito ubicada en 370 N. Evans Road, Tipton CA. 93272, teléfono 752-4213

3. CONSENT CALENDAR: Action items:

3.1 Conference, Field Trip, Fund Raiser and Facilities Requests

Field Trip Approval Form

(MUST BE SUBMITTED ONE MONTH PRIOR TO FIELD TRIP)

TEACHER(S) Lampe (Drama) GRADE 6th 8th Drama

CLASSES ATTENDING Drama Class

DATE OF TRIP 12/7/22 NUMBER OF PUPILS 20 ADULTS 2

DESTINATION Encore Theatre (Tulare)

BUS TO LEAVE SCHOOL AT 6pm RETURN AT 10-10:30pm

BUS ROUTING AND STOPS

Tipton School - to - Encore Theatre
& back

USE THE BACK OF THIS PAPER IF ROUTING NEEDS MORE SPACE

PRELIMINARY STEPS: _____

TRIP RELEVENCY: Experience a live production on
a stage! "Every Christmas Story Ever Told"

OTHER INFORMATION/STAFF CHAPARONE REQUEST:

Need bus transportation.

COST \$ 8.00 per ticket Goal 4 / Action 2 *LEAP
(=176.00)

CAFETERIA LUNCHES NEEDED FOR STUDENTS: YES _____ NO HOW MANY _____

CAFETERIA LUNCHES NEEDED FOR ADULTS: YES _____ NO HOW MANY _____

SIGNATURE OF TEACHER IN CHARGE Jane Lampe

TRIP AUTHORIZED BY SCHOOL BOARD YES _____ NO _____

SIGNATURE OF SUPERINTENDENT Stacy Bell

4. ADMINISTRATIVE: Action items:

4.1 CTA Public Disclosure for the 2022-2023 School Year

**Summary of Salary Settlement Agreement
With the**

Tipton Elementary School District School District

Section 1: AGREEMENT

Document Preliminary / Final Approved
(circle one)

Name of Bargaining/Represented Unit CTA

The proposed agreement covers the period beginning 7/1/2022 and ending 6/30/2025 and

will be acted upon by the Governing Board at its meeting on 11/8/2022

Select the type of employee represented 1. Certificated Salaries

Report Version 2014.1
https://tcoe385-my.sharepoint.com/personal/alma_zepeda_tcoe_org/Documents

TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS: In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

PUBLIC DISCLOSURE

The agreement was publicly disclosed on : 11/8/2022
Date

The agreement was [posted at / advertised in] : Location Newspaper District Office
(circle one) Details of Distribution

GENERAL

Section 2: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is NOT applicable to all of the District's bargaining units, indicate the current status.

Certificated (Select One) Settled # of Employees Represented 30
Classified (Select One)

Section 3: PROPOSED CHANGE IN COMPENSATION

| Compensation | Costs prior to Proposed Agreement | Fiscal Impact of Proposed Agreement | | |
|---|-----------------------------------|--|----------------------------------|----------------------------------|
| | | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease 2023-24 | Year 3 Increase/Decrease 2024-25 |
| 1 Salary Schedule | \$ 2,593,742.20 | \$259,374.22 | \$285,311.64 | \$313,842.81 |
| % Increase | | 10.00% % | 10.00% % | 10.00% % |
| Step and Column | | \$0.00 | \$0.00 | \$0.00 |
| Step and Column | | 0.00% % | 0.00% % | 0.00% % |
| 2 Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Description of other compensation | | 0.00% % | 0.00% % | 0.00% % |
| 3 Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare | \$644,972.04 | \$64,497.20 | \$70,946.92 | \$78,041.62 |
| Health/Welfare Plans | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Health/Welfare Plans | | 0.00% % | 0.00% % | 0.00% % |
| 5 Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 3,238,714.24 | \$323,871.42 | \$356,258.56 | \$391,884.43 |
| Total Compensation, Add Items 1 thru 4 to equal 5 | | 10.00% % | 11.00% % | 12.10% % |
| 6 Total Number of Represented Employees (Use FTEs if appropriate) | 30.00 | | | |
| 7 Total Compensation Cost for Average Employee | \$107,957.14 | \$10,795.71 | \$11,875.29 | \$13,062.81 |
| Total Compensation Cost for Average Employee | | 10.00% % | 11.00% % | 12.10% % |

Section 4: EXPLANATIONS REGARDING PROPOSAL

Please include an explanation for all questions.

1 Provide a brief narrative of the proposed agreement, including but not limited to:

Proposed changes in compensation, step and column, COLA, health & welfare, include effective dates.

10% salary increase for 2022-23 school year, in which will retro to the beginning of the school year. The agreement will remain in effect through June 30, 2025 Adopted budget already included a COLA of 5%

2 Were any additional steps, columns, or ranges added to the schedules? (If yes, explain)

None

3 Explain Non-Compensation Items. I.e. Class Size changes, Staff Development Days, Teacher

Prep Time, etc.

None

4 Explain specific impact (positive or negative) on instructional and support programs to accommodate the settlement? Include staff reductions or increases, elimination or addition of services or programs.

None

5 Describe contingency language included in the agreement.

Hourly rate for certificated will increase to \$65, Sub rate to \$185, and Sub rate long term to \$235

6 Are there any major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.?

None

7 What is the Source of Funding for Proposed Agreement in Current Year?

Esser III funds, General funds, & LCAP

8 If multi-year agreement, what is the source of funding, including assumptions used, to fund the obligations in future years?

General Fund

For the 2023-24 and 2024-25 school years reopeners for each of the two years will be salary, health & welfare benefits and up to one reopener for each party.

Section 6: IMPACT ON CURRENT YEAR

| General Fund | Latest Brd Apprvd Budget | Settlement Costs | | Other Budget Adjustments | New Projected Budget |
|---|--------------------------|-----------------------|---------------------|--------------------------|----------------------|
| | | Agreement Adjustments | Previously Budgeted | | |
| OPERATING REVENUES | | | | | |
| LCFF/Revenue Sources (8010-8099) | \$6,895,268 | \$0 | \$0 | \$0 | \$6,895,268 |
| Federal Revenues | \$1,537,927 | \$0 | \$0 | \$0 | \$1,537,927 |
| Other State Revenues | \$1,014,012 | \$0 | \$0 | \$0 | \$1,014,012 |
| Other Local Revenues | \$163,117 | \$0 | \$0 | \$0 | \$163,117 |
| TOTAL | \$9,610,324 | \$0 | \$0 | \$0 | \$9,610,324 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$3,021,311 | \$259,374 | -\$123,512 | \$0 | \$3,157,173 |
| Classified Salaries | \$1,224,477 | \$0 | \$0 | \$0 | \$1,224,477 |
| Employee Benefits | \$2,394,380 | \$64,497 | -\$39,672 | \$0 | \$2,419,206 |
| Books and Supplies | \$833,475 | \$0 | \$0 | \$0 | \$833,475 |
| Services, Other Operating Expenses | \$897,293 | \$0 | \$0 | \$0 | \$897,293 |
| Capital Outlay | \$418,450 | \$0 | \$0 | \$0 | \$418,450 |
| Other Outgo | \$200,864 | \$0 | \$0 | \$0 | \$200,864 |
| Direct/Indirect Support Costs | -\$24,418 | \$0 | \$0 | \$0 | -\$24,418 |
| TOTAL | \$8,965,832 | \$323,871 | -\$163,183 | \$0 | \$9,126,520 |
| OPERATING SURPLUS (DEFICIT) | \$644,492 | -\$323,871 | \$163,183 | \$0 | \$483,804 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers In | \$0 | \$0 | \$0 | \$0 | \$0 |
| Transfers <Out> | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other Sources | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other <Uses> | \$0 | \$0 | \$0 | \$0 | \$0 |
| Contributions | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL | \$0 | \$0 | \$0 | \$0 | \$0 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$644,492 | -\$323,871 | \$163,183 | \$0 | \$483,804 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$5,998,698 | | | | \$5,998,698 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$5,998,698 | | | | \$5,998,698 |
| Ending Fund Balance | \$6,643,190 | -\$323,871 | \$163,183 | \$0 | \$6,482,502 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | \$0 | | | | \$0 |
| b. Restricted | \$0 | | | | \$0 |
| c. Committed | \$0 | | | | \$0 |
| 1. Stabilization Arrangements | \$0 | | | | \$0 |
| 2. Other Commitments | \$0 | | | | \$0 |
| d. Assigned | \$0 | | | | \$0 |
| e. Unassigned/Unappropriated | \$0 | | | | \$0 |
| 1. Reserve for Economic Uncertainties | \$0 | | | | \$0 |
| 2. Unassigned/Unappropriated | \$6,643,190 | | | | \$6,482,502 |
| f. Total Components of Ending Fund Balance | \$6,643,190 | | | | \$6,482,502 |
| <i>(Line f must agree with Ending Fund Balance)</i> | | | | | |

Section 7: IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES

| | | |
|--|-------------------------------------|-----------------------------|
| 1. State Reserve Standard | | |
| Total Expenditures, Transfers Out and Uses | \$ | 9,126,520 |
| State Standard Minimum Reserve Percentage | | 4% |
| State Standard Minimum Reserve Amount | \$ | 365,061 |
| 2. Budgeted Unrestricted Reserved | | |
| 1. General Fund Budgeted Unrestricted Reserved for Economic Uncertainties (9789) | \$ | 0 |
| 2. General Fund Budgeted Unrestricted Unappropriated Amount (9790) | \$ | 4,970,979 |
| 3. Special Reserve Fund (17) Budgeted Designated for Economic Uncertainties & Undesignated Ending Fund Balance | \$ | 0 |
| Total District Budgeted Unrestricted Reserves (sum lines 1 - 3) | \$ | 4,970,979 |
| 3. Do unrestricted reserves meet the state standard minimum reserve amount? | | |
| Yes | <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

Section 9: MULTI-YEAR PROJECTION - GENERAL FUND

Tipton Elementary School District School District

| General Fund | 2022-23 Projected Budget | Change | 2023-24 Projected Budget | Change | 2024-25 Projected Budget |
|--|--------------------------------|--------|--------------------------------|--------|--------------------------------|
| Latest prepared Form MYP - ATTACH TO DISCLOSURE | | | | | |
| Date Prepared | 6/1/2022 | | | | |
| It includes this Settlement | Includes 5% | | | | |
| Fund 01 Expenditures and Other Financing Uses | \$8,965,832 | | \$9,219,653 | | \$8,634,857 |
| Total Available Reserves | \$4,180,091 | | \$4,048,992 | | \$3,636,880 |
| IMPACT OF AGREEMENT ON AVAILABLE RESERVES | (\$280,583) | | (\$308,642) | | (\$339,506) |
| OTHER ADJUSTMENTS TO AVAILABLE RESERVES | | | | | |
| 5% Already budgeted | \$141,105 | | \$147,308 | | \$154,672 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| ESTIMATED RESERVES AFTER SETTLEMENT | \$4,040,613 | | \$3,887,657 | | \$3,452,046 |

| MINIMUM RESERVE LEVEL | | | | | |
|---------------------------------------|----|-----------|-----------|--|-----------|
| Minimum Required Percent | 4% | | | | |
| Required Amount per Form MYP Attached | | 358,633 | 368,786 | | 345,394 |
| Required Amount after Settlement | | 364,245 | 375,240 | | 352,788 |
| Over (Under) Required Reserves | | 3,676,368 | 3,512,417 | | 3,099,258 |
| Reserve Requirement Met? | | Yes | Yes | | Yes |

| Section 3 :Proposed Change in Compensation | | Fiscal Impact of Proposed Agreement | | | |
|--|--|-------------------------------------|--|----------------------------------|----------------------------------|
| Compensation | | Costs prior to Proposed Agreement | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease 2023-24 | Year 3 Increase/Decrease 2024-25 |
| 1 | Salary Schedule | \$ 2,247,292.37 | \$224,729.24 | \$247,202.16 | \$271,922.38 |
| | % Increase | | 10.00% | 10.00% | 10.00% |
| | | | \$0.00 | \$0.00 | \$0.00 |
| | Step and Column | | % | % | % |
| 2 | Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc | | \$0.00 | \$0.00 | \$0.00 |
| | Description of other compensation | | % | % | % |
| 3 | Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare | \$558,540.83 | \$55,854.08 | \$61,439.49 | \$67,583.44 |
| | | | 10.00% | 10.00% | 10.00% |
| 4 | Health/Welfare Plans | | \$0.00 | \$0.00 | \$0.00 |
| | | | % | % | % |
| 5 | Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 2,805,833.20 | \$280,583.32 | \$308,641.65 | \$339,505.82 |
| | | | 10.00% | 11.00% | 12.10% |

| Section 6: IMPACT ON CURRENT YEAR | | | | | |
|---|--------------------------|--|-----------------------|--------------------------|----------------------|
| General Fund - Unrestricted | Latest Brd Apprvd Budget | Settlement Costs Agreement Adjustments | <Previously> Budgeted | Other Budget Adjustments | New Projected Budget |
| OPERATING REVENUES | | | | | |
| LCFF/Revenue Sources (8010-8099) | \$6,895,268 | | | | \$6,895,268 |
| Federal Revenues | \$0 | | | | \$0 |
| Other State Revenues | \$99,599 | | | | \$99,599 |
| Other Local Revenues | \$66,000 | | | | \$66,000 |
| TOTAL | \$7,060,867 | | \$0 | \$0 | \$7,060,867 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$2,625,713 | \$224,729 | -\$107,014 | | \$2,743,428 |
| Classified Salaries | \$716,578 | \$0 | | | \$716,578 |
| Employee Benefits | \$1,675,987 | \$55,854 | -\$34,091 | | \$1,697,750 |
| Books and Supplies | \$398,779 | | | | \$398,779 |
| Services, Other Operating Expenses | \$626,306 | | | | \$626,306 |
| Capital Outlay | \$38,000 | | | | \$38,000 |
| Other Outgo | \$23,400 | | | | \$23,400 |
| Direct/Indirect Support Costs | -\$42,068 | | | | -\$42,068 |
| TOTAL | \$6,062,695 | \$280,583 | -\$141,105 | \$0 | \$6,202,173 |
| OPERATING SURPLUS (DEFICIT) | \$998,172 | -\$280,583 | \$141,105 | \$0 | \$858,694 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers In | \$0 | | | | \$0 |
| Transfers <Out> | \$0 | | | | \$0 |
| Other Sources | \$0 | | | | \$0 |
| Other <Uses> | \$0 | | | | \$0 |
| Contributions | -\$811,109 | | | | -\$811,109 |
| TOTAL | -\$811,109 | \$0 | \$0 | \$0 | -\$811,109 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$187,063 | -\$280,583 | \$141,105 | \$0 | \$47,585 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$4,923,394 | | | | \$4,923,394 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$4,923,394 | | | | \$4,923,394 |
| Ending Fund Balance | \$5,110,457 | -\$280,583 | \$141,105 | \$0 | \$4,970,979 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | | | | | |
| b. Restricted | | | | | |
| c. Committed | | | | | |
| 1. Stabilization Arrangements | | | | | |
| 2. Other Commitments | | | | | |
| d. Assigned | | | | | |
| e. Unassigned/Unappropriated | | | | | |
| 1. Reserve for Economic Uncertainties | | | | | |
| 2. Unassigned/Unappropriated | \$5,110,457 | | | | \$4,970,979 |
| f. Total Components of Ending Fund Balance | \$5,110,457 | | | | \$4,970,979 |
| (Line f must agree with Ending Fund Balance) | | | | | |

| Section 3 :Proposed Change in Compensation | | Fiscal Impact of Proposed Agreement | | | |
|--|--|-------------------------------------|--|----------------------------------|----------------------------------|
| Compensation | | Costs prior to Proposed Agreement | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease 2023-24 | Year 3 Increase/Decrease 2024-25 |
| 1 | Salary Schedule | \$ 346,449.83 | \$34,644.98 | \$38,109.48 | \$41,920.43 |
| | % Increase | | 10.00% | 10.00% | 10.00% |
| | | | \$0.00 | \$0.00 | \$0.00 |
| | Step and Column | | 0.00% | 0.00% | 0.00% |
| 2 | Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc | | \$0.00 | \$0.00 | \$0.00 |
| | Description of other compensation | | 0.00% | 0.00% | 0.00% |
| 3 | Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare | \$86,431.21 | \$8,643.12 | \$9,507.43 | \$10,458.18 |
| | | | 10.00% | 10.00% | 10.00% |
| 4 | Health/Welfare Plans | | \$0.00 | \$0.00 | \$0.00 |
| | | | 0.00% | 0.00% | 0.00% |
| 5 | Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 432,881.04 | \$43,288.10 | \$47,616.91 | \$52,378.61 |
| | | | 10.00% | 11.00% | 12.10% |

| Section 6: IMPACT ON CURRENT YEAR | | | | | |
|---|--------------------------|--|---------------------|--------------------------|----------------------|
| General Fund - Restricted | Latest Brd Apprvd Budget | Settlement Costs Agreement Adjustments | Previously Budgeted | Other Budget Adjustments | New Projected Budget |
| OPERATING REVENUES | | | | | |
| LCFF/Revenue Sources (8010-8099) | \$0 | | | | \$0 |
| Federal Revenues | \$1,537,927 | | | | \$1,537,927 |
| Other State Revenues | \$914,413 | | | | \$914,413 |
| Other Local Revenues | \$97,117 | | | | \$97,117 |
| TOTAL | \$2,549,457 | | \$0 | \$0 | \$2,549,457 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$395,598 | \$34,645 | -\$16,498 | | \$413,745 |
| Classified Salaries | \$507,899 | \$0 | | | \$507,899 |
| Employee Benefits | \$718,393 | \$8,643 | -\$5,580 | | \$721,456 |
| Books and Supplies | \$434,696 | | | | \$434,696 |
| Services, Other Operating Expenses | \$270,987 | | | | \$270,987 |
| Capital Outlay | \$380,450 | | | | \$380,450 |
| Other Outgo | \$177,464 | | | | \$177,464 |
| Direct/Indirect Support Costs | \$17,650 | | | | \$17,650 |
| TOTAL | \$2,903,137 | \$43,288 | -\$22,078 | \$0 | \$2,924,347 |
| OPERATING SURPLUS (DEFICIT) | -\$353,680 | -\$43,288 | \$22,078 | \$0 | -\$374,890 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers In | \$0 | | | | \$0 |
| Transfers <Out> | \$0 | | | | \$0 |
| Other Sources | \$0 | | | | \$0 |
| Other <Uses> | \$0 | | | | \$0 |
| Contributions | \$811,109 | | | | \$811,109 |
| TOTAL | \$811,109 | \$0 | \$0 | \$0 | \$811,109 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$457,429 | -\$43,288 | \$22,078 | \$0 | \$436,219 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$1,075,303 | | | | \$1,075,303 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$1,075,303 | | | | \$1,075,303 |
| Ending Fund Balance | \$1,532,732 | -\$43,288 | \$22,078 | \$0 | \$1,511,522 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | | | | | |
| b. Restricted | | | | | |
| c. Committed | | | | | |
| 1. Stabilization Arrangements | | | | | |
| 2. Other Commitments | | | | | |
| d. Assigned | | | | | |
| e. Unassigned/Unappropriated | | | | | |
| 1. Reserve for Economic Uncertainties | | | | | |
| 2. Unassigned/Unappropriated | \$1,532,732 | | | | \$1,511,522 |
| f. Total Components of Ending Fund Balance | \$1,532,732 | | | | \$1,511,522 |
| (Line f must agree with Ending Fund Balance) | | | | | |

4. ADMINISTRATIVE: Action items:

- 4.2** Discussion and approval of Tentative Agreement between Tipton Elementary School and Associated Teachers of Tipton

Agreement between
Tipton Elementary School District
And
Associated Teachers of Tipton
October 25, 2021

In an agreement by and between the Associated Teachers of Tipton and Tipton Elementary School District, both parties agree upon the following issues;

Article 12: Salaries (& Appendix A)

12.1

The 2022-2023 salary schedule will be increased by 10%, beginning July 1, 2022.

Appendix A

Hourly rate paid at \$65.

Sub Rate* \$185, long term \$235

*Sub Rate split evenly amongst unit members when taking on sub responsibilities proportional to covered length of responsibilities

Article 22: Durations

22.1

This Agreement shall remain in full force and effect from July 1, 2022 through June 30, 2025

22.2

For the 2023-2024 school year and the 2024-2025 school year, reopeners for each of the two (2) years will be salary, health and welfare benefits, and up to one reopener for each party.

22.3

This Agreement shall remain in full force and effect from July 1, 2024 through June 30, 2025, or until an Agreement is agreed to for the 2025-2026 school year.

Health and Welfare Benefits (Article 13.1)

- District will maintain fully paid benefits for 2022 – 2023 up to \$1,515.42 per month totaling \$18,185.01

Article 7 – Leaves

[as revised, is attached as Exhibit A.]

Exhibit A

ARTICLE 7: LEAVES

(Underlining reflects new language; strikethrough indicated removed language)

ARTICLE 7: LEAVES

Any ~~employee~~ unit member wishing to utilize any form of sick leave or leave of absence pursuant to the policies of the District may be required to provide such proof as requested by District Management to justify the need for such use of leave. The District may require verification from the Unit Member's physician to verify an absence due to illness of three (3) or more consecutive days. Failure to provide any designated or required proof will result in such absence being treated as an absence without pay, or at the discretion of District Management, determine that the failure to provide the designated proof constitutes a deliberate violation of District policy.

7.1 Sick Leave: Every full-time ~~teacher~~ unit member in the District shall be entitled to ten (10) days leave of absence for the purpose of personal illness or injury (sick leave) with full pay for regular school year of service.

~~7.27.1.1A~~ teacher unit member in the District who ~~has works~~ less than a full regular year's' service or who works less than five (5) days a week shall be entitled to sick leave in that proportion of ten (10) days sick leave as his/her actual compensation for a year's service to the time the unit member works.

7.1.2 Unused sick leave may be accumulated from year-to-year without limit.

7.2. Extended Illness Leave: After a unit member has exhausted all of his or her sick leave, including accumulated sick leave, and is still absent from his or her duties, on account of their own personal illness or injury, for a period of five (5) school months or less,

the unit member shall be entitled to the difference between his or her own salary and the amount paid to a substitute or the amount that would have been paid to a substitute had a substitute been hired.

7.2.1 The five (5) school month period shall run consecutively to all sick leave, including accumulated sick leave, as set forth in Section 7.1 of this Article.

7.2.2 A unit member shall not be provided more than one five (5) month period per illness or injury. However, if a school year terminates before the five (5) month period is exhausted, the unit member may take the balance of the five (5) month period in the subsequent school year.

7.3 Industrial Accident and Illness Leave: A unit member shall be allowed up to sixty (60) days leave of absence for each industrial accident or illness occurring in one (1) fiscal year.

7.3.1 Industrial Accident and Illness Leave shall commence the first day of absence.

7.3.2 Industrial Accident and Illness Leave shall not accumulate from year to year. However, when an Industrial Accident and Illness Leave overlaps into the next fiscal year, the unit member shall be entitled to only the amount of unused leave due him or her for the same illness or injury.

7.3.3 Unit members shall be paid such a portion of his or her salary, when added to a temporary disability award, that will result in a payment of his or her full salary. Unit member shall not receive more than their full salary while on Industrial Accident and Illness Leave.

7.3.4 Industrial Accident and Illness Leave shall be reduced one day for each day of authorized absence.

7.3.5 Upon expiration of Industrial Accident and Illness Leave, the unit member may use sick leave. If the unit member continues to receive a temporary disability award, he or she may elect to take as much of the accumulated sick leave which, when added to his or her temporary disability award, will result in a payment to the unit member of not more than the unit member's full salary.

7.4 Bereavement Leave: Every ~~teacher~~ unit member shall be granted ~~necessary~~ a leave of absence, not to exceed three (3) days, or five (5) days if out-of-state travel is required, on account of the death of any member of his/her immediate family. No deduction shall be made from the salary of the ~~employee~~ unit member, nor shall such leave be deducted from leave granted by other sections of the Agreement.

7.34.1 Members of the immediate family, as used in this section, means the mother, father, brother, sister, child, grandparent, or grandchild of the ~~employee~~ unit member or of the spouse of the ~~employee~~ unit member, and the spouse, son-in-law, daughter-in-law of the ~~employee~~ unit member, or any relative living in the immediate household of the ~~employee~~ unit member.

7.34.2 In addition to the foregoing, ~~bargaining~~ unit members shall be permitted to utilize up to a maximum of two (2) days of accumulated and/or earned sick leave in any school year in the case of bereavement for persons other than members of the immediate family as described above.

7.54 Jury Duty: ~~Employees~~ Unit members shall be allowed to serve on jury duty without deduction in salary. Funds received for jury services (less expense

reimbursement for mileage and food) shall be deposited to the District account (Education Code 44036). ~~Employees~~ Unit members shall be required to secure verification of service from the Clerk of the Court for all jury duty service.

7.65 Confidential Leave: A regular ~~employee~~ unit member of the District shall be entitled to two (2) days of Confidential Leave (~~non-accumulative~~). The unit member may use Confidential Leave for any reason. Notification of Confidential Leave must be presented to the Superintendent at least two (2) days prior to the day(s) upon which the ~~employee~~ unit member is to be absent. No more than two (2) ~~teachers~~ unit members will be granted leave on any given instructional day. ~~Teachers~~ Unused Confidential Leave will not accumulate from year to year. Unit members that do not take Confidential Leave days may turn in a time sheet outlining any unused days by the last day of school, and will receive a payment at the rate of one hundred (\$100.00) dollars per unused day of additional compensation.

7.76 ~~Maternity Leave– Pregnancy Disability and Parental Related Sick Leave:~~ Any employee anticipating maternity leave should notify her principal approximately four (4) months before expected delivery. A certificated employee may continue employment throughout her pregnancy as long as she is able to perform her required duties. A female employee may utilize accumulated sick leave days for pregnancy-related disability when verified by a medical advisor.

7.7.1 General Provisions

7.7.1.1 General Provisions

a. “Pregnancy Disability Leave” as used in this paragraph 7.7 of

this Article means leave for a physical or mental condition related to pregnancy, miscarriage, childbirth or recovery therefrom that prevents the unit member from performing essential duties of her job.

b. “Parental Leave” as used in this paragraph 7.7 of this Article means leave for reason of the birth of a child of the unit member, or placement of a child with the unit member in connection with the adoption or foster care of the child by the unit member.

c. The leaves pursuant to this section will run concurrent with the Family and Medical Leave Act (“FMLA”), if applicable, as required by law.

7.7.2 Pregnancy Disability Leave: A unit member who must be absent from work due to disability caused or contributed to by pregnancy, miscarriage, childbirth, or recovery therefrom, as verified by a statement of her physician, may utilize sick leave, including accumulated sick leave, as set forth in Section 7.1 of this Article and Extended Illness Leave as set forth in Section 7.2 of this Article.

7.7.2.1 The length of the leave of absence, including the date on which the leave shall commence and the date on which the member shall resume duties, shall be determined by the unit member and the unit member’s physician. Documentation from the unit member’s physician indicating the length of the leave of absence under this paragraph shall be submitted to the District at least 30 calendar days prior to the requested start date of the Pregnancy Disability Leave.

except in cases of an unforeseen disability, in which case the documentation shall be provided as far in advance as possible.

When the employee unit member is physically able to return she shall submit a statement from a medical advisor which indicates her release to return to work fitness. ~~To insure continuity of instruction, the Board may make reasonable adjustments to the date of beginning and/or ending of leave.~~ The District reserves the right to require the employee unit member to undergo an independent physical examination by a doctor of its choice to validate statements from the employee's unit member's medical advisor when requested or as required pursuant to this policy. If such an examination is required, it shall be at District expense.

7.7.2.2 Pregnancy Disability Leave shall not be used for child care or parental leave, and shall be limited to those reasons as set forth above.

~~7.6.1 — Once a member has exhausted all sick leave including accumulated leave and continues to be absent on account of maternity or paternity leave, the member's pay will not be deducted by more than the actual cost of a substitute employee. The employee shall not be provided more than one 12 week period per maternity or paternity leave in any given school year.~~

7.7.3 Parental Leave

7.7.3.1 During each school year, a unit member may use all available sick leave, including accumulated sick leave, for the purpose of Parental

Leave for a period of up to twelve (12) workweeks. The 12-workweek period shall be reduced by any period of sick leave, including use of accumulated sick leave, taken during a period of Parental Leave.

7.7.3.2 Parental Leave may be utilized for reasons of birth of a child of a unit member, or the placement of a child with a unit member in connection with the adoption or foster care of the child by the unit member.

7.7.3.3 Eligibility for Parental Leave, as set forth in this Section, shall not require 1,250 hours of service with the District during the previous twelve (12) months. The unit member must have worked for the District for twelve (12) months to be eligible for Parental Leave.

7.7.3.4 A unit member who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of Parental Leave under Education Code section 44977.5 and the California Family Rights Act shall receive sub-deduct differential pay (i.e. the difference between his or her own salary and the amount paid to a substitute or the amount that would have been paid to a substitute had one been hired) for the remainder of the 12 workweeks, however the unit member shall receive no less than fifty percent (50%) of his/her regular salary.

7.7.3.5 A unit member shall not be provided more than one 12 workweek period during any twelve (12) month period.

7.7.3.6 Parental Leave must be taken within one (1) year of the birth of a unit member's child or the placement of a child for adoption or foster care.

7.7.3.7 Parental Leave shall run concurrently with parental leave taken pursuant to the Family and Medical Leave Act and/or California Family Rights Act, and the aggregate amount of parental leave shall not exceed 12 workweeks in a twelve (12) month period.

7.7.3.8 A request for Parental Leave shall be submitted to the District at least thirty (30) calendar days prior to the requested start date of the Parental Leave. The unit member shall give the District one week's notice of any change in the requested leave dates, except in cases of an emergency, in which case the notification shall be provided as far in advance as possible.

7.87 Family Illness Leave: Every full-time teacher shall be entitled to three (3) days of Family Illness Leave, provided the teacher has sick leave available. One day of sick leave will be deducted for each day requested.

7.98 Extended Personal Leave:

7.98.1 Any tenured unit member ~~teacher~~ shall be entitled to apply for an extended personal leave and the Governing Board shall grant such leave subject to the following:

7.98.1.1 This leave shall be granted only for just cause.

7.98.1.2 The Governing Board shall be the sole determiner of what constitutes just cause.

- 7.98.1.3 ~~Such leave~~ Extended Personal Leave shall be without pay.
- 7.98.1.4 A unit member may continue his or her health and welfare benefits at his or her expense.
- 7.9.1.5 A ~~teacher~~ unit member shall be required to submit application for ~~such leave~~ Extended Personal Leave to the District at least forty-five (45) days in advance of the commencement of the leave period.

7.98.1.65 This ~~leave~~ Extended Personal Leave shall commence at the beginning of the regular school year or at the beginning of the second semester and shall extend through the end of the current school year.

7.98.2 In the case of a bona fide emergency, the Governing Board may grant this leave to tenured or probationary ~~employees~~ unit members under such terms and conditions as the Governing Board deems proper.

7.109 Personal Necessity Leave (Ed. Code Section 44981):

7.10.1 Each unit member shall be entitled to use up to seven (7) days of his or her paid sick leave allotment and/or accumulated sick leave during each school year in case of personal necessity.

7.10.2 Purposes and/or reasons for which personal necessity leave may be used are as follows:

a.. Death of a member of the unit member's immediate family when the number of days exceeds the time set forth in Section 7.4 of this Article.

b. An accident involving the unit member's person or property or the person or property of a member of the unit member's immediate family.

c. An illness or injury of a member of the unit member's family pursuant to Labor Code 245 et seq.

d. Fire, flood or other immediate danger to the home of a unit member.

e. Personal business of a serious nature that the unit member cannot disregard.

7.10.3 Personal Necessity Leave shall not be granted for purposes of personal convenience, for the extension of a holiday or vacation, or for matters that can be taken care of outside working hours. The District shall have discretion as to whether a request qualifies for Personal Necessity Leave.

7.10.4 The unit member shall not be required to secure advance permission for leave taken for purposes included in subsections a through c of Section 7.10.2 of this Article.

~~Any days of leave of absence for illness or injury (sick leave) allowed pursuant to Ed Code Section 44978 may be used by the employee, at his/her election, in cases of personal necessity. The Governing Board of the school district shall adopt rules and regulations requiring and prescribing the manner of proof of personal necessity for purposes of this section. The employee shall not be required to secure advance permission for leave taken for any of the following reasons:~~

~~7.9.1 ——— Death of the employee's spouse, parent, child, sibling, mother-in-~~

~~law, or father-in-law, when additional leave is required beyond that provided in Section 7.3 of this Agreement.~~

~~7.9.2 Accident, involving his/her person or property, or the person or property of the employee's spouse, parent, child or sibling.~~

~~No more than seven (7) days of accumulated leave may be used in any school year for the purposes enumerated in this section.~~

7.110

Catastrophic Leave

~~7.110.1 An employee~~ A unit member who is, or whose family member is, suffering from a catastrophic illness or injury may request donations of accrued sick leave credits under the catastrophic leave program.

~~7.110.2~~ "Catastrophic illness" or "injury" means an illness or injury that is expected to incapacitate the ~~employee~~ unit member for an extended period of time, or that incapacitates a member of the ~~employee's~~ unit member's family which incapacity requires the ~~unit member~~ employee to take time off from work for an extended period of time to care for that family member, and taking extended time off work creates a financial hardship for the ~~unit member~~ employee because he/she has exhausted all of his/her sick leave and other paid time off. Members of the employee's family that are included for this leave include spouse, children, and parents.

~~7.110.3~~ Upon requesting donations under this program, the ~~employee~~ unit member shall provide verification of the catastrophic injury or illness. Verification shall be made by means of a letter, dated

and signed by the sick or injured person's physician, indicating the incapacitating nature and probable duration of the illness or injury.

7.110.4 The District shall determine:

7.110.4.1 That the unit member employee is unable to work due to the employee's unit member's or his/her family member's catastrophic illness or injury, and;

7.110.4.2 That the unit member employee has exhausted all accrued paid leave credits.

7.110.5 When the above verification and determinations are made, the District may approve the transfer of accrued sick leave credits.

7.110.6 The Superintendent or designee shall inform employees of the means by which donations may be made in response to the employee's- unit member's request.

7.110.7 Any employee, upon written notice to the District, may donate no more than two (2) accrued sick leave credits to the requesting unit member employee at a minimum of one (1) day and full day increments thereafter. Donating employees must maintain at least one year's sick leave accrual in their individual sick leave account. All transfers of eligible leave credit shall be irrevocable once the donation is credited to the receiving employee's leave account.

- 7.110.8 Any employee may donate a maximum of five (5) days a school year.
- 7.110.9 Unit members receiving compensation under worker's compensation provisions are not eligible to receive leave from the catastrophic leave program until exhausting such benefit.
- 7.11.10 Benefiting unit members ~~employees~~ may use donated leave credits for up to a maximum of the days donated. A unit member who is the recipient of donated leave credits shall use those credits within twelve (12) consecutive months. If donated leave credits are not used by the unit member within twelve (12) consecutive months, the credits shall be returned to the pool of catastrophic leave for use by other eligible employees.
- 7.11.11~~10.10~~ ~~An employee~~ A unit member who receives paid leave pursuant to this program shall use any and all leave credits that he/she continues to accrue on a monthly basis before receiving paid leave pursuant to this program.
- 7.11.12~~10.11~~ The Superintendent or designee shall ensure all donations are kept confidential.

Appendix B Special Assignment Salary Schedule

- | | |
|--|--|
| a. Home Teaching | Hourly rate |
| b. Tutoring | Hourly rate |
| c. Coaching | Hourly rate |
| d. Music Director (staff) | Hourly rate up to \$1500 |
| e. Student Council Advisor | Hourly rate up to \$2000 |
| f. Friday Night Live/Jr High/Kids | Hourly rate up to up to \$1000 ea. (up to two persons) |
| g. Yearbook Coordinator | Hourly rate up to up to \$2000 |
| h. Life Lab Coordinator /Ag Day | Hourly rate up to up to \$1300 |
| i. Newspaper Advisor | \$150 per issue with yearly maximum of \$750 |
| j. Athletic Director | Hourly rate up to \$3,500 |
| k. GATE | Hourly rate up to \$1500 (1 coord \$1500, 2 coord, up to \$750each) |
| l. SCICON | \$800 per week attended |
| m. 8 th Grade Advisor | Hourly rate up to \$2000, which includes 8 th grade trip |
| n. Advisors | Hourly rate |
| o. AVID | Hourly rate up to \$1000 |
| p. Summer Staff Development | \$300 per day plus expenses (See Article 14) |
| q. (NO CHANGE) | |
| r. Competition/drill/cheer/dance | <u>**no change except to hourly rate</u> |
| s. BTSA Providers | \$4000 annual stipend per support Provider. Maximum of two (2) supported members unit members. Each BTSA provider stipend is \$2000 for each supported bargaining unit member. |
| t. Combination Class Teachers | \$3500 paid evenly in twelve (12) monthly increments |
| u. Morning Video Creator | Hourly rate up to \$2000 |
| v. Grade Level Mentor (position filled as needed) | Hourly rate up to \$2000. (Maximum of three positions, one per grade span TK-2, 3-5, 6-8) |

IN WITNESS WHEREOF, the parties have caused their authorized representatives to negotiate the Agreement
this 1st day of November, 2022.

Tipton Elementary School District

Stacey Batten

Associated Teachers of Tipton

Jan M. ...
Lakia ...
Michelle ...

4. ADMINISTRATIVE: Action items:

4.3 Approval of Certificated Salary Schedule

Tipton Elementary School District Certificated Salary Schedule

2022-2023 (July 1, 2022, 10% increase)

| STEPS | CLASS I BA TO 24 | CLASS II BA + 36 | CLASS III BA + 48 | CLASS IV BA + 60 | CLASS V BA + 72 |
|-------|---------------------|---------------------|----------------------|---------------------|--------------------|
| 1 | 60,743 | 62,552 | 64,362 | 66,169 | 67,974 |
| 2 | 62,552 | 64,362 | 66,169 | 67,974 | 69,787 |
| 3 | 64,362 | 66,169 | 67,974 | 69,787 | 71,592 |
| 4 | 66,169 | 67,974 | 69,787 | 71,592 | 73,401 |
| 5 | 67,974 | 69,787 | 71,592 | 73,401 | 75,210 |
| 6 | 69,787 | 71,592 | 73,401 | 75,210 | 77,016 |
| 7 | 71,592 | 73,401 | 75,210 | 77,016 | 78,825 |
| 8 | | 75,210 | 77,016 | 78,825 | 80,642 |
| 9 | | 77,016 | 78,825 | 80,642 | 82,443 |
| 10 | | 78,825 | 80,642 | 82,443 | 84,251 |
| 11 | | 80,642 | 82,443 | 84,251 | 86,061 |
| 12 | | | 84,251 | 86,061 | 87,867 |
| 13 | | | 86,061 | 87,867 | 89,676 |
| 14 | | | 87,867 | 89,676 | 91,485 |
| 15 | | | | 91,485 | 93,290 |
| 16 | | | | 93,290 | 95,104 |
| 17 | | | | | 96,910 |
| 18 | | | | | 98,718 |
| 19 | | | | | 100,528 |
| 20 | | | | | 102,335 |
| 21 | | | | | 104,143 |
| 22 | | | | | 105,953 |
| 23 | | | | | |
| 24 | | | | | |
| 25 | | | | | |
| 26 | | | | | |

Amount

- Master Stipend \$2,000 (Payable evenly in 12 monthly increments)
- Combination Class Teacher Stipended \$3,500 (Payable evenly in 12 monthly increments)
- District Paid Health Insurance for full-time employees.
- Hourly rate paid at **\$65**.
- Sub Rate \$185.00, long term at \$235.
- Effective 1/26/2011 Anniversary Bonus each year starting on the 25th year as follows:
 - Years 25 to 29* \$750 for each year 25 to 29
 - Years 30 to 34* \$1750 for each year 30 to 34
 - Years 35*+ \$3000 for each year 35 and beyond

Superintendent Stacey Patterson

Date: 10/31/22

Date Board Approved

4. ADMINISTRATIVE: Action items:

4.4 CSEA Public Disclosure for the 2022-2023 School Year

**Summary of Salary Settlement Agreement
With the**

Tipton Elementary School District

School District

Section 1: AGREEMENT

Document Preliminary / Final Approved
(circle one)

Name of Bargaining/Represented Unit

CSEA

The proposed agreement covers the period beginning

7/1/2022

and ending

6/30/2023 and

will be acted upon by the Governing Board at its meeting on

11/8/2022

Select the type of employee represented

2. Classified Salaries

Report Version 2014.1

https://tcoe365-my.sharepoint.com/personal/alma_zapeda_tcoe_org/Documents

TO THE GOVERNING BOARD AND THE COUNTY SUPERINTENDENT OF SCHOOLS: In compliance with the Public Disclosure requirements of AB-1200 (Statutes 1991, Chapter 1213) as well as the Salary Settlement Notification requirements of SB-1677 when Teachers Salary/Benefit Negotiations are finalized after the final budget is adopted.

PUBLIC DISCLOSURE

The agreement was publicly disclosed on :

11/8/2022

Date

The agreement was [posted at / advertised in] :

Location / Newspaper
(circle one)

District Office

Details of Distribution

GENERAL

Section 2: STATUS OF BARGAINING UNIT AGREEMENTS

If this Public Disclosure is NOT applicable to all of the District's bargaining units, indicate the current status.

of Employees Represented

Certificated

(Select One)

Classified

(Select One)

Settled

45

Section 3: PROPOSED CHANGE IN COMPENSATION

| Compensation | Costs prior to Proposed Agreement | Fiscal Impact of Proposed Agreement | | |
|---|-----------------------------------|--|--------------------------|--------------------------|
| | | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease | Year 3 Increase/Decrease |
| 1 Salary Schedule | \$ 1,280,890.98 | \$128,069.10 | \$140,876.01 | \$154,963.61 |
| % Increase | | 10.00% | 10.00% | 10.00% |
| | | \$0.00 | \$0.00 | \$0.00 |
| Step and Column | | 0.00% | 0.00% | 0.00% |
| 2 Other Compensation | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Stipends, Bonuses, Longevity Overtime, Differential, etc | | 0.00% | 0.00% | 0.00% |
| Description of other compensation | | | | |
| 3 Statutory Benefits STRS, PERS, FICA, WC, UI, Medicare | \$448,909.67 | \$44,890.97 | \$49,380.07 | \$54,318.08 |
| | | 10.00% | 10.00% | 10.00% |
| 4 Health/Welfare Plans | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| | | 0.00% | 0.00% | 0.00% |
| 5 Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 1,729,600.65 | \$172,960.07 | \$190,256.08 | \$209,281.69 |
| | | 10.00% | 11.00% | 12.10% |
| 6 Total Number of Represented Employees (Use FTEs if appropriate) | 45.00 | | | |
| 7 Total Compensation Cost for Average Employee | \$38,435.57 | \$3,843.56 | \$4,227.91 | \$4,650.70 |
| | | 10.00% | 11.00% | 12.10% |

Section 4: EXPLANATIONS REGARDING PROPOSAL

Please include an explanation for all questions.

1 Provide a brief narrative of the proposed agreement, including but not limited to:

Proposed changes in compensation, step and column, COLA, health & welfare, include effective dates.

10% salary increase for 2022-23 school year, in which will retro to the beginning of the school year. The agreement will remain in effect through June 30, 2023 Adopted budget already included a COLA of 5%

2 Were any additional steps, columns, or ranges added to the schedules? (If yes, explain)

None

3 Explain Non-Compensation Items. I.e. Class Size changes, Staff Development Days, Teacher Prep Time, etc.

None

4 Explain specific impact (positive or negative) on instructional and support programs to accommodate the settlement? Include staff reductions or increases, elimination or addition of services or programs.

None

5 Describe contingency language included in the agreement.

None

6 Are there any major provisions that do not directly affect the district's costs such as binding arbitration, grievance procedures, etc.?

None

7 What is the Source of Funding for Proposed Agreement in Current Year?

ESSER III funds, General fund, and LCAP

8 If multi-year agreement, what is the source of funding, including assumptions used, to fund the obligations in future years?

None

Section 6: IMPACT ON CURRENT YEAR

| General Fund | Latest Brd Apprvd Budget | Settlement Costs | | Other Budget Adjustments | New Projected Budget |
|---|--------------------------|-----------------------|---------------------|--------------------------|----------------------|
| | | Agreement Adjustments | Previously Budgeted | | |
| OPERATING REVENUES | | | | | |
| LCFF/Revenue Sources (8010-8099) | \$6,895,268 | \$0 | \$0 | \$0 | \$6,895,268 |
| Federal Revenues | \$1,537,927 | \$0 | \$0 | \$0 | \$1,537,927 |
| Other State Revenues | \$1,014,012 | \$0 | \$0 | \$0 | \$1,014,012 |
| Other Local Revenues | \$163,117 | \$0 | \$0 | \$0 | \$163,117 |
| TOTAL | \$9,610,324 | \$0 | \$0 | \$0 | \$9,610,324 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$3,021,311 | \$0 | \$0 | \$0 | \$3,021,311 |
| Classified Salaries | \$1,224,477 | \$112,029 | -\$53,347 | \$0 | \$1,283,159 |
| Employee Benefits | \$2,394,380 | \$39,352 | -\$22,207 | \$0 | \$2,411,525 |
| Books and Supplies | \$833,475 | \$0 | \$0 | \$0 | \$833,475 |
| Services, Other Operating Expenses | \$897,293 | \$0 | \$0 | \$0 | \$897,293 |
| Capital Outlay | \$418,450 | \$0 | \$0 | \$0 | \$418,450 |
| Other Outgo | \$200,864 | \$0 | \$0 | \$0 | \$200,864 |
| Direct/Indirect Support Costs | -\$24,418 | \$0 | \$0 | \$0 | -\$24,418 |
| TOTAL | \$8,965,832 | \$151,381 | -\$75,554 | \$0 | \$9,041,659 |
| OPERATING SURPLUS (DEFICIT) | \$644,492 | -\$151,381 | \$75,554 | \$0 | \$568,665 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers In | \$0 | \$0 | \$0 | \$0 | \$0 |
| Transfers <Out> | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other Sources | \$0 | \$0 | \$0 | \$0 | \$0 |
| Other <Uses> | \$0 | \$0 | \$0 | \$0 | \$0 |
| Contributions | \$0 | \$0 | \$0 | \$0 | \$0 |
| TOTAL | \$0 | \$0 | \$0 | \$0 | \$0 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$644,492 | -\$151,381 | \$75,554 | \$0 | \$568,665 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$5,998,698 | | | | \$5,998,698 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$5,998,698 | | | | \$5,998,698 |
| Ending Fund Balance | \$6,643,190 | -\$151,381 | \$75,554 | \$0 | \$6,567,363 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | \$0 | | | | \$0 |
| b. Restricted | \$0 | | | | \$0 |
| c. Committed | \$0 | | | | \$0 |
| 1. Stabilization Arrangements | \$0 | | | | \$0 |
| 2. Other Commitments | \$0 | | | | \$0 |
| d. Assigned | \$0 | | | | \$0 |
| e. Unassigned/Unappropriated | \$0 | | | | \$0 |
| 1. Reserve for Economic Uncertainties | \$0 | | | | \$0 |
| 2. Unassigned/Unappropriated | \$6,643,190 | | | | \$6,567,363 |
| f. Total Components of Ending Fund Balance | \$6,643,190 | | | | \$6,567,363 |
| <i>(Line f must agree with Ending Fund Balance)</i> | | | | | |

Section 7: IMPACT ON CURRENT YEAR UNRESTRICTED RESERVES

| | | |
|--|-------------------------------------|-----------------------------|
| 1. State Reserve Standard | | |
| Total Expenditures, Transfers Out and Uses | \$ | 9,041,659 |
| State Standard Minimum Reserve Percentage | | 4% |
| State Standard Minimum Reserve Amount | \$ | 361,666 |
| 2. Budgeted Unrestricted Reserved | | |
| 1. General Fund Budgeted Unrestricted Reserved for Economic Uncertainties (9789) | \$ | 0 |
| 2. General Fund Budgeted Unrestricted Unappropriated Amount (9790) | \$ | 5,068,387 |
| 3. Special Reserve Fund (17) Budgeted Designated for Economic Uncertainties & Undesignated Ending Fund Balance | \$ | 0 |
| Total District Budgeted Unrestricted Reserves (sum lines 1 - 3) | \$ | 5,068,387 |
| 3. Do unrestricted reserves meet the state standard minimum reserve amount? | | |
| Yes | <input checked="" type="checkbox"/> | No <input type="checkbox"/> |

Section 9: MULTI-YEAR PROJECTION - GENERAL FUND

Tipton Elementary School District School District

| General Fund | 2022-23 Projected Budget | Change | 0 Projected Budget | Change | 0 Projected Budget |
|--|--------------------------------|--------|--------------------------|--------|--------------------------|
| Latest prepared Form MYP - ATTACH TO DISCLOSURE | | | | | |
| Date Prepared | 6/1/2022 | | | | |
| It Includes this Settlement | Includes 5% | | | | |
| Fund 01 Expenditures and Other Financing Uses | \$8,965,832 | | \$9,219,653 | | \$8,634,857 |
| Total Available Reserves | \$4,180,091 | | \$4,048,992 | | \$3,638,880 |
| IMPACT OF AGREEMENT ON AVAILABLE RESERVES | (\$84,454) | | (\$92,899) | | (\$102,189) |
| OTHER ADJUSTMENTS TO AVAILABLE RESERVES | | | | | |
| 5% Already budgeted | \$42,383 | | \$44,338 | | \$46,555 |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| | | | | | |
| ESTIMATED RESERVES AFTER SETTLEMENT | \$4,138,020 | | \$4,000,431 | | \$3,581,246 |

| MINIMUM RESERVE LEVEL | | | | | |
|---------------------------------------|-----------|--|-----------|--|-----------|
| Minimum Required Percent | 4% | | | | |
| Required Amount per Form MYP Attached | 358,633 | | 368,786 | | 345,394 |
| Required Amount after Settlement | 360,322 | | 370,728 | | 347,620 |
| Over (Under) Required Reserves | 3,777,698 | | 3,629,703 | | 3,233,626 |
| Reserve Requirement Met? | Yes | | Yes | | Yes |

| Section 3 :Proposed Change in Compensation | | Fiscal Impact of Proposed Agreement | | | |
|--|--|-------------------------------------|--|----------------------------------|----------------------------------|
| Compensation | | Costs prior to Proposed Agreement | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease 2023-24 | Year 3 Increase/Decrease 2024-25 |
| 1 | Salary Schedule | \$ 618,937.00 | \$61,893.70 | \$68,083.07 | \$74,891.38 |
| | % Increase | | 10.00% | 10.00% | 10.00% |
| | | | \$0.00 | \$0.00 | \$0.00 |
| | Step and Column | | % | % | % |
| 2 | Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc | | \$0.00 | \$0.00 | \$0.00 |
| | Description of other compensation | | % | % | % |
| 3 | Statutory Benefits STRS, PERS, FICA,WC,UI, Medicare | \$225,598.72 | \$22,559.87 | \$24,815.86 | \$27,297.45 |
| | | | 10.00% | 10.00% | 10.00% |
| 4 | Health/Welfare Plans | | \$0.00 | \$0.00 | \$0.00 |
| | | | % | % | % |
| 5 | Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 844,535.72 | \$84,453.57 | \$92,898.93 | \$102,188.83 |
| | | | 10.00% | 11.00% | 12.10% |

| Section 6: IMPACT ON CURRENT YEAR | | | | | |
|---|--------------------------|--|-----------------------------|--------------------------|----------------------|
| General Fund - Unrestricted | Latest Brd Apprvd Budget | Settlement Costs Agreement Adjustments | Costs <Previously> Budgeted | Other Budget Adjustments | New Projected Budget |
| OPERATING REVENUES | | | | | |
| LCF/Revenue Sources (8010-8099) | \$6,895,268 | | | | \$6,895,268 |
| Federal Revenues | \$0 | | | | \$0 |
| Other State Revenues | \$99,599 | | | | \$99,599 |
| Other Local Revenues | \$66,000 | | | | \$66,000 |
| TOTAL | \$7,060,867 | | \$0 | \$0 | \$7,060,867 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$2,625,713 | \$0 | | | \$2,625,713 |
| Classified Salaries | \$716,578 | \$61,894 | -\$29,473 | | \$748,999 |
| Employee Benefits | \$1,675,987 | \$22,560 | -\$12,910 | | \$1,685,637 |
| Books and Supplies | \$398,779 | | | | \$398,779 |
| Services, Other Operating Expenses | \$626,306 | | | | \$626,306 |
| Capital Outlay | \$38,000 | | | | \$38,000 |
| Other Outgo | \$23,400 | | | | \$23,400 |
| Direct/Indirect Support Costs | -\$42,068 | | | | -\$42,068 |
| TOTAL | \$6,062,695 | \$84,454 | -\$42,383 | \$0 | \$6,104,766 |
| OPERATING SURPLUS (DEFICIT) | \$998,172 | -\$84,454 | \$42,383 | \$0 | \$956,101 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers In | \$0 | | | | \$0 |
| Transfers <Out> | \$0 | | | | \$0 |
| Other Sources | \$0 | | | | \$0 |
| Other <Uses> | \$0 | | | | \$0 |
| Contributions | -\$811,109 | | | | -\$811,109 |
| TOTAL | -\$811,109 | \$0 | \$0 | \$0 | -\$811,109 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$187,063 | -\$84,454 | \$42,383 | \$0 | \$144,992 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$4,923,394 | | | | \$4,923,394 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$4,923,394 | | | | \$4,923,394 |
| Ending Fund Balance | \$5,110,457 | -\$84,454 | \$42,383 | \$0 | \$5,068,387 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | | | | | |
| b. Restricted | | | | | |
| c. Committed | | | | | |
| 1. Stabilization Arrangements | | | | | |
| 2. Other Commitments | | | | | |
| d. Assigned | | | | | |
| e. Unassigned/Unappropriated | | | | | |
| 1. Reserve for Economic Uncertainties | | | | | |
| 2. Unassigned/Unappropriated | \$5,110,457 | | | | \$5,068,387 |
| f. Total Components of Ending Fund Balance | \$5,110,457 | | | | \$5,068,387 |
| (Line f must agree with Ending Fund Balance) | | | | | |

| Section 3 :Proposed Change in Compensation | | Fiscal Impact of Proposed Agreement | | | |
|--|--|-------------------------------------|--|----------------------------------|----------------------------------|
| Compensation | | Costs prior to Proposed Agreement | Current Year Increase/Decrease 2022-23 | Year 2 Increase/Decrease 2023-24 | Year 3 Increase/Decrease 2024-25 |
| 1 | Salary Schedule | \$ 501,352.83 | \$50,135.28 | \$55,148.81 | \$60,663.69 |
| | % Increase | | 10.00% | 10.00% | 10.00% |
| | | | \$0.00 | \$0.00 | \$0.00 |
| | Step and Column | | 0.00% | 0.00% | 0.00% |
| 2 | Other Compensation Stipends, Bonuses, Longevity Overtime, Differential, etc | | \$0.00 | \$0.00 | \$0.00 |
| | Description of other compensation | | 0.00% | 0.00% | 0.00% |
| 3 | Statutory Benefits STRS, PERS, FICA,WC,UI, Medicare | \$167,922.78 | \$16,792.28 | \$18,471.51 | \$20,318.66 |
| | | | 10.00% | 10.00% | 10.00% |
| 4 | Health/Welfare Plans | | \$0.00 | \$0.00 | \$0.00 |
| | | | 0.00% | 0.00% | 0.00% |
| 5 | Total Compensation, Add Items 1 thru 4 to equal 5 | \$ 669,275.61 | \$66,927.56 | \$73,620.32 | \$80,982.35 |
| | | | 10.00% | 11.00% | 12.10% |

| Section 6: IMPACT ON CURRENT YEAR | | | | | |
|---|--------------------------|-----------------------|---------------------|--------------------------|----------------------|
| General Fund - Restricted | Latest Brd Apprvd Budget | Settlement Costs | | Other Budget Adjustments | New Projected Budget |
| | | Agreement Adjustments | Previously Budgeted | | |
| OPERATING REVENUES | | | | | |
| LCFF/Revenue Sources (8010-8099) | \$0 | | | | \$0 |
| Federal Revenues | \$1,537,927 | | | | \$1,537,927 |
| Other State Revenues | \$914,413 | | | | \$914,413 |
| Other Local Revenues | \$97,117 | | | | \$97,117 |
| TOTAL | \$2,549,457 | | \$0 | \$0 | \$2,549,457 |
| OPERATING EXPENDITURES | | | | | |
| Certificated Salaries | \$395,598 | \$0 | | | \$395,598 |
| Classified Salaries | \$507,899 | \$50,135 | -\$23,874 | | \$534,160 |
| Employee Benefits | \$718,393 | \$16,792 | -\$9,297 | | \$725,889 |
| Books and Supplies | \$434,696 | | | | \$434,696 |
| Services, Other Operating Expenses | \$270,987 | | | | \$270,987 |
| Capital Outlay | \$380,450 | | | | \$380,450 |
| Other Outgo | \$177,464 | | | | \$177,464 |
| Direct/Indirect Support Costs | \$17,650 | | | | \$17,650 |
| TOTAL | \$2,903,137 | \$66,927 | -\$33,171 | \$0 | \$2,936,894 |
| OPERATING SURPLUS (DEFICIT) | -\$353,680 | -\$66,927 | \$33,171 | \$0 | -\$387,437 |
| OTHER FINANCING SOURCES/USES | | | | | |
| Transfers in | \$0 | | | | \$0 |
| Transfers <Out> | \$0 | | | | \$0 |
| Other Sources | \$0 | | | | \$0 |
| Other <Uses> | \$0 | | | | \$0 |
| Contributions | \$811,109 | | | | \$811,109 |
| TOTAL | \$811,109 | \$0 | \$0 | \$0 | \$811,109 |
| CURRENT YEAR INCREASE (DECREASE) TO FUND BALANCE | \$457,429 | -\$66,927 | \$33,171 | \$0 | \$423,672 |
| FUND BALANCE, RESERVES | | | | | |
| Beginning Fund Balance | \$1,075,303 | | | | \$1,075,303 |
| Audit Adjustments/Restatements | \$0 | | | | \$0 |
| Adjusted Beginning Fund Balance | \$1,075,303 | | | | \$1,075,303 |
| Ending Fund Balance | \$1,532,732 | -\$66,927 | \$33,171 | \$0 | \$1,498,976 |
| COMPONENTS OF ENDING BALANCE: | | | | | |
| a. Nonspendable | | | | | |
| b. Restricted | | | | | |
| c. Committed | | | | | |
| 1. Stabilization Arrangements | | | | | |
| 2. Other Commitments | | | | | |
| d. Assigned | | | | | |
| e. Unassigned/Unappropriated | | | | | |
| 1. Reserve for Economic Uncertainties | | | | | |
| 2. Unassigned/Unappropriated | \$1,532,732 | | | | \$1,498,976 |
| f. Total Components of Ending Fund Balance | \$1,532,732 | | | | \$1,498,976 |
| <i>(Line f must agree with Ending Fund Balance)</i> | | | | | |

4. ADMINISTRATIVE: Action items:

4.5 Consider and Approve Agreement with California School Employees Association

**TENTATIVE AGREEMENT
FOR THE 2022-2023 REOPENER
BY AND BETWEEN
CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS
TIPTON CHAPTER #765 (CSEA)
AND THE
TIPTON ELEMENTARY SCHOOL DISTRICT (DISTRICT)
October 19, 2022**

ARTICLE 7: WAGES

7.3 The District shall increase the salary schedule for-the 2022-2023 school year by **ten percent (10%) for all bargaining unit members.** ~~two and one half (2.5%) percent. With an off-schedule payment of half a percent (.5%) to be paid out monthly for the 2021-2022 school year only.~~

7.5 **Longevity:** A \$50 per month longevity increment will be added to each employee's salary on the beginning of the eleventh (11th) year; \$75 on the beginning of the sixteenth (16th) year; and \$125 on the beginning of the twenty-first (21st) year of employment.

ARTICLE 8: HEALTH BENEFITS

8.3 The District shall cover the full increase cost for health and welfare benefits for the ~~2021-~~ **2022-2023** year.

Signed on this date: 10/19/22

For the District:

Stacey Battersman

For CSEA:

Virginia Almeida
[Signature]
Marisa

4. ADMINISTRATIVE: Action items:

4.6 Approval of Classified Salary Schedules

**Tipton Elementary School District
Classified Salary Schedule
2022-2023 (July 1, 2022 10% increase)**

APPENDIX A

- Schedule I Cook Helper
- Schedule II Transportation/Custodial/Maintenance/Grounds/Any Transportation/Office Secretary
- Schedule III District Secretary, Early Childhood Coordinator
- Schedule IV Library Media Technician, Technology Technician
- Schedule V Transportation-Bus Driver/Custodial-Bus Driver/Maintenance-Bus Driver/Ground-Bus Driver
(Must have a bus driver license to be placed on this schedule)

| STEPS | Hourly Rate Schedule I | Hourly Rate Schedule II | Hourly Rate Schedule III | Hourly Rate Schedule IV | Hourly Rate Schedule V |
|-------|---------------------------|----------------------------|-----------------------------|----------------------------|---------------------------|
| 1 | 16.85 | 18.08 | 22.58 | 24.85 | 20.94 |
| 2 | 17.31 | 18.56 | 22.98 | 26.58 | 21.41 |
| 3 | 17.81 | 19.04 | 23.33 | 27.98 | 21.90 |
| 4 | 18.29 | 19.49 | 23.78 | 28.77 | 22.35 |
| 5 | 18.75 | 19.99 | 24.14 | 29.86 | 22.85 |
| 6 | 19.23 | 20.46 | | | 23.29 |
| 7 | 19.71 | 20.94 | | | 23.78 |
| 8 | 20.16 | 21.41 | | | 24.25 |
| 9 | 20.65 | 21.90 | | | |
| 10 | 21.14 | 22.35 | | | |
| 11 | 21.62 | 22.85 | | | |
| 12 | 22.07 | 23.29 | | | |
| 13 | 22.56 | 23.78 | | | |
| 14 | 23.04 | 24.25 | | | |

1. Ten-month employee: 180 work days, plus paid holidays and vacation days.
2. Twelve-month employees: 260 paid days include holidays and vacation days.
3. An employee who terminates with the District cannot return to employment higher than step 4.
4. New employees will be given a maximum of five steps credit for previous experience in similar positions.
5. Custodian/Aides and Transportation/Aides will be paid in Schedule I or II for portion of their job related to cust/trans.
8. All substitutes shall be placed on the appropriate step as experience no higher than 4.
7. Babysitter for events shall be paid **\$15.00 per hour as of 1/1/2022
8. Employees with a Bachelor's Degree shall receive a \$1,000 stipend per year
9. Employees with a Master's Degree in shall receive a \$2,000 stipend per year

District Fully Paid Health Insurance for full-time employees.

****Minimum Wage \$12.00 per hour effective January 1, 2019.**

****Minimum Wage \$13.00 per hour effective January 1, 2020**

****Minimum Wage \$14.00 per hour effective January 1, 2021**

****Minimum Wage \$15.00 per hour effective January 1, 2022**

Superintendent Stacey Bettencourt Date: 10/31/22

Date Board Approved

Tipton Elementary School District
Classified Salary Schedule
Instructional Aides/Migrant Tutor/Materials Aide
2022-2023 (July 1, 2022 10% increase)

APPENDIX B

| STEPS | I | II | III | IV | V |
|-------|-------|-------------|-------------|-------------|-----------|
| | | 15-29 Units | 30-44 Units | 45-59 Units | 60+ Units |
| 1 | 16.66 | 17.16 | 17.65 | 18.25 | 18.77 |
| 2 | 17.16 | 17.61 | 18.15 | 18.77 | 19.31 |
| 3 | 17.61 | 18.08 | 18.70 | 19.31 | 19.82 |
| 4 | 18.08 | 18.56 | 19.19 | 19.82 | 20.32 |
| 5 | 18.56 | 19.04 | 19.73 | 20.32 | 20.82 |
| 6 | 19.04 | 19.49 | 20.19 | 20.82 | 21.35 |
| 7 | 19.49 | 19.98 | 20.71 | 21.35 | 21.86 |
| 8 | 19.99 | 20.45 | 21.25 | 21.86 | 22.32 |
| 9 | 20.45 | 20.94 | 21.75 | 22.32 | 22.89 |
| 10 | 20.94 | 21.41 | 22.25 | 22.89 | 23.37 |
| 11 | 21.41 | 21.90 | 22.81 | 23.37 | 23.91 |
| 12 | 21.90 | 22.35 | 23.29 | 23.91 | 24.41 |
| 13 | 22.35 | 22.85 | 23.81 | 24.41 | 24.91 |
| 14 | 22.85 | 23.29 | 24.32 | 24.91 | 25.45 |
| 15 | 23.29 | 23.77 | 24.85 | 25.45 | 26.00 |

Educational Incentive for Instructional Aides

- 1.1 All units must directly relate to the employee's major responsibilities as a district employee.
- 1.2 All units must be approved by the District Superintendent.
- 1.3 All units must be completed with at least a "C" average.
- 1.4 Official transcripts must be submitted before credit can be given.

Miscellaneous

1. Ten-month employee: 180 work days, plus paid holidays and vacation days.
2. Eleven-month employees: work 200 days and are paid additionally for holidays and vacation days.
3. An employee who terminates with the District cannot return to employment higher than step 4.
4. New employees will be given a maximum of five steps credit for previous experience in similar positions.
5. All substitutes regardless of employment with the District shall be placed on the salary schedule depending on experience and no higher than step 4.
6. Instructional Aides hired at five (5) hours starting July 1, 2015.
7. Units are due by Sept. 10th for credit to be given
8. Babysitter for events shall be paid ****\$15.00** per hour as of 1/1/2022
9. Employees with a Bachelor's Degree shall receive a \$1,000 stipend per year
10. Employees with a Master's Degree in shall receive a \$2,000 stipend per year

District Paid Health Insurance for full-time employees.

****Minimum Wage \$12.00 per hour effective January 1, 2019.**

****Minimum Wage \$13.00 per hour effective January 1, 2020**

****Minimum Wage \$14.00 per hour effective January 1, 2021**

****Minimum Wage \$15.00 per hour effective January 1, 2022**

Superintendent



Date:

10/31/22

Date Board Approved

**Tipton Elementary School District
Classified Salary Schedule
2022-2023 (July 1, 2022 10% increase)**

APPENDIX D

Schedule I Family Social Worker

| STEPS | Hourly Rate <u>Schedule I</u> |
|-------|----------------------------------|
| 1 | 24.96 |
| 2 | 26.71 |
| 3 | 28.11 |
| 4 | 28.90 |
| 5 | 29.99 |

1. 10 -month employee: 180 work days, plus paid holidays and vacation days.
2. New employees will be given a maximum of five steps credit for previous experience in similar positions
3. Employees with a Bachelor's Degree shall receive a \$1,000 stipend per year
4. Employees with a Master's Degree in shall receive a \$2,000 stipend per year

Superintendent Stacey Bettermont

Date: 10/31/22

Date Board Approved

