

Date: August 22, 2007
 To: Board Members
 From: Rodger Smith
 Through: Tom Bishop
 Subject: Approval of Recommended Personnel Actions: Employment, Resignations, Dismissals, Leaves of Absences and Change of Status

CERTIFICATED

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|--------------------|-------------|------|--------------|---|---|
| Camarillo, Marissa | Teacher | 1.00 | Torrey Hills | Approve Assignment Effective 8/22/07 | Temporary |
| Chapluk, Genevieve | Teacher | 1.00 | Sage Canyon | Approve Assignment Effective 8/22/07 | Expansion |
| Choi, Julie | Teacher | 1.00 | Sage Canyon | Approve Assignment Effective 8/22/07 | Temporary |
| Grosse, Shelley | Teacher | 1.00 | LOA | Approve Resignation Effective 5/20/05 | |
| Lippe, Sarah | Art Teacher | 0.50 | Ocean Air | Approve Reduction in Hours from 100% FTE to 50% FTE and Change in Location Effective 8/22/07 | Expansion |
| McAfee, Shannon | Teacher | 1.00 | Torrey Hills | Approve Assignment Effective 8/22/07 | Temporary |

*10.1

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|---------------|----------------------------|------|---------------|---|---|
| Schwab, Marie | Teacher | 1.00 | Sage Canyon | Approve Assignment Effective 8/22/07 | Expansion |
| Sink, John | Physical Education Teacher | 0.50 | Del Mar Hills | Approve Assignment Effective 8/22/07 | Temporary |

*10.1

Date: August 22, 2007
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CLASSIFIED

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|--------------------|---------------------------|-------|----------------|---|---|
| Anjaria, Bina | Special Education Aide II | 0.75 | Torrey Hills | Approve Promotion from Noon Duty Aide to Special Education Aide II Effective 8/22/07 | Replacement |
| Arellano, Griselda | Child Care Worker I | 0.45 | Child Care | Approve Assignment Effective 8/15/07 | Replacement |
| Bagaso, Marissa | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| Barvels, Crystal | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| Bedford, Amanda | Special Education Aide II | 0.625 | Sycamore Ridge | Approve Resignation Effective 8/10/07 | |

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|--------------------|---------------------------|--------|-----------------|---|---|
| Belasco, Juanita | Special Education Aide I | 0.75 | Del Mar Heights | Approve Increase in Hours from 26.5 Hours per Week to 30 Hours per Week Effective 8/22/07 | Replacement |
| Bems, Melissa | Special Education Aide I | 0.75 | Sage Canyon | Approve Assignment Effective 8/22/07 | Replacement |
| Brubaker, Kaithin | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| Cazares, Sonya | Special Education Aide I | 0.75 | Carmel Del Mar | Approve Promotion from Child Care Worker I to Special Education Aide I Effective 8/22/07 | Replacement |
| Chan, Janice | Special Education Aide II | 0.75 | Carmel Del Mar | Approve Assignment Effective 8/22/07 | Expansion |
| Cho, Tracie | Child Care Worker I | 0.9375 | Child Care | Approve Resignation Effective 8/16/07 | |
| Cho, Young | Child Care Worker I | 0.30 | Child Care | Approve Assignment Effective 8/15/07 | Replacement |
| DeAugustine, Diana | Special Education Aide II | 0.625 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| DeLuca, Anthony | Special Education Aide II | 0.75 | Ashley Falls | Approve Assignment Effective 8/22/07 | Replacement |

*10.1

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|-------------------|---------------------------|------------|-----------------|--|--|
| Donaghue, Lauren | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| Engbrecht, Leah | Special Education Aide I | 0.75 | Sage Canyon | Approve Assignment Effective 8/22/07 | Replacement |
| Fariba, Neda | Special Education Aide I | 0.75 | Del Mar Heights | Approve Resignation Effective 6/14/07 | |
| Greenway, Karina | Library Media Specialist | 0.6875 | Ashley Falls | Approve Assignment Effective 8/22/07 | Replacement |
| Guerra, Justin | Child Care Worker I | 0.625 | Child Care | Approve Resignation Effective 8/17/07 | |
| Guvlekjian, Nada | Child Care Worker I | 0.75 | Child Care | Approve Assignment Effective 7/27/07 | Replacement |
| Hall, Stephanie | Special Education Aide I | 0.75 | Del Mar Heights | Approve Assignment Effective 8/22/07 | Replacement |
| Haviken, Courtney | Special Education Aide II | 0.75 | Ocean Air | Approve Assignment Effective 8/22/07 | Expansion |
| Hoover, Kelly | Special Education Aide II | 0.75 | Carmel Del Mar | Approve Change in Assignment from PE Director/Coordinator to Special Education Aide II Effective 8/22/07 | Expansion |

*10.1

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|-------------------|--|---------|-----------------|---|---|
| Johnson, Kelsey | Child Care Instructional Assistant - Preschool | 0.45 | Child Care | Approve Assignment Effective 8/20/07 | Replacement |
| Jones, Ramona | Special Education Aide I | 0.4375 | Torrey Hills | Approve Reduction in Hours from 30 Hours per Week to 17.5 Hour per Week Effective 8/22/07 | |
| Kholos, Tina | Health Care Technician | 0.50 | Ocean Air | Approve Assignment Effective 8/22/07 | Expansion |
| Kukulj, Sasha | Special Education Aide I | 0.70 | Del Mar Heights | Approve Increase in Hours from 26.5 Hours per Week to 28 Hours per Week Effective 8/22/07 | Replacement |
| Lee, Jeanne | Occupational Therapist | 0.50 | Del Mar Heights | Approve Assignment Effective 8/22/07 | Expansion |
| Lettner, Haley | Special Education Aide I | 0.75 | Del Mar Heights | Approve Increase in Hours from 18 Hours per Week to 30 Hours per Week Effective 8/22/07 | Expansion |
| Mallard, Michelle | Special Education Aide II | 0.71875 | Ocean Air | Approve Increase in Hours from 25 Hours per Week to 28.75 Hours per Week and Change in Location Effective 8/22/07 | Expansion |
| Mick, Lindsay | Child Care Worker I | 0.80 | Child Care | Approve Resignation Effective 8/28/07 | |

*10.1

| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|--------------------|---|-------|-----------------|---|---|
| Mitchell, Kevin | Child Care Worker I | 0.75 | Child Care | Approve Assignment Effective 8/21/07 | Replacement |
| Moses, Maureen | Child Care Worker I | 0.35 | Child Care | Approve Resignation Effective 8/3/07 | |
| Phillips, Stacey | Special Education Aide II | 0.75 | Sage Canyon | Approve Increase in Hours from 24.75 Hours per Week to 30 Hours per Week Effective 8/22/07 | Expansion |
| Pinon, Rebecca | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |
| Portella, Patricia | Special Education Aide II | 0.75 | Sage Canyon | Approve Assignment Effective 8/22/07 | Replacement |
| Prince, Alyssa | Child Care Instructional Assistant - Preschool | 0.325 | Child Care | Approve Resignation Effective 8/9/07 | |
| Ratliff, Kevin | Child Care Worker I | 0.425 | Child Care | Approve Resignation Effective 8/17/07 | |
| Rhee, Ruth | Child Care Worker I | 0.65 | Child Care | Approve Resignation Effective 8/10/07 | |
| Rolls, Debbie | Special Education Aide II | 0.625 | Del Mar Heights | Approve Reduction in Hours from 30 Hours per Week to 25 Hour per Week Effective 8/22/07 | Replacement |

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| Name | Position | FTE | Location | Action | If New Hire, Position is Expansion or Replacement |
|---------------------|---|--------|----------------|--|---|
| Sandoval, Jonathan | Child Care Worker I | 0.75 | Child Care | Approve Assignment Effective 8/15/07 | Replacement |
| Shin, Stephanie | Child Care Worker I | 0.40 | Child Care | Approve Resignation Effective 8/10/07 | |
| St. John, Alexandra | Child Care Worker I | 0.375 | Child Care | Approve Assignment Effective 8/15/07 | Replacement |
| Stockham, Jennifer | Special Education Aide I | 0.75 | Ocean Air | Approve Assignment Effective 8/22/07 | Expansion |
| Stuart, Dana | Special Education Aide II | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Expansion |
| Vincent, Stacy | Special Education Aide I | 0.3125 | Torrey Hills | Approve Reduction in Hours from 20 Hours per Week to 12.5 Hour per Week Effective 8/22/07 | |
| Walsh, Shanna | Child Care Instructional Assistant - Preschool | 0.875 | Child Care | Approve Assignment Effective 8/20/07 | Replacement |
| Williams, Sydney | Child Care Worker II | 0.75 | Child Care | Approve Resignation Effective 8/17/07 | |
| Wolthausen, Camille | Special Education Aide I | 0.75 | Sycamore Ridge | Approve Assignment Effective 8/22/07 | Replacement |

*10.1

August 29, 2007

To: Board Members

From: Dena Whittington, Assistant Superintendent of Business Services

Through: Tom Bishop, Superintendent

Subject: Board Approval of Disclosure of Collective Bargaining Agreement for Fiscal Year 2006-2007

Assembly Bill 1200 established three categories of disclosure of school district fiscal obligations. One of those categories is collective bargaining agreements. Pre-disclosure of the major provisions of the proposed written agreement including costs and itemized budget revisions necessary to meet the costs of the agreement in each year of its term must be disclosed. The disclosure requires written certification of the Superintendent and Chief Business Official that the costs incurred by the school district can be met by the district during the term of the agreement.

This disclosure reflects an increase of 4.03% to all salary schedules. The health and welfare benefit cap remains at \$8,048. This agreement will be in effect retroactively to July 1, 2007.

In the General Fund, additional property taxes totaling \$1,345,157 will be budgeted using the 2007-08 Property Tax Estimate dated May 25, 2007. Salary and benefit costs associated with this agreement are estimated at \$1,104,513. Staffing increases are required for additional classrooms due to increased enrollment, and the ALP program projected at \$159,219. Remaining revenues will be used to balance the \$81,425 deficit spending adopted on June 29, 2007 for the 2007-08 Adopted Budget.

For the Cafeteria Fund, costs associated with this agreement total \$5,618. Staffing is being closely monitored with supply expenditures to ensure the Cafeteria Fund does not require any financial support from the General Fund.

Costs associated with this agreement will have an \$80,641 impact on the Enterprise Fund. The deficit spending in this fund will increase to \$165,579. The estimated 2007-08 beginning fund balance of \$876,676 is sufficient to support the program.

Please see enclosed Disclosure of Collective Bargaining Agreement for both certificated and classified employees. Budget adjustments pertaining to this agreement will be reflected in the First Interim Report as of October 31, 2007.

FISCAL IMPACT: Increased cost to the General Fund \$1,104,513
 Increased cost to the Cafeteria Fund \$5,618
 Increased cost to the Enterprise Fund \$80,641

RECOMMENDED: The Superintendent recommends approval of the Disclosure of the Collective Bargaining Agreement for Fiscal Year 2007-2008.

Disclosure of Collective Bargaining Agreement

In Accordance with AB 1200 (Statutes of 1991, Chapter 1213);
GC § 3547.5 (Statutes of 2004, Chapter 52)

Del Mar Union School District

Name of Bargaining Unit: DMCTA Certified: x Classified: x

The proposed agreement covers the period: Beginning: 7/1/2007 Ending: 6/30/2008

This agreement will be acted upon by the Governing Board at its meeting on: 29-Aug-07
Date

A. Proposed Change in Compensation

| Compensation | Cost Prior to Proposed Agreement (a) \$ | Fiscal Impact of Proposed Agreement | | | | | |
|---|---|-------------------------------------|----------|-----------------------|----------|-----------------------|----------|
| | | Current Year 2007 - 2008 | | Year 2 2008 - 2009 | | Year 3 2009 - 2010 | |
| | | (b) \$ | (c) % | (b) \$ | (c) % | (b) \$ | (c) % |
| 1. Step & Column - Increase (Decrease) due to movement plus any changes due to settlement | \$23,532,464.00 | \$635,000.00 | 2.70% | | 0.00% | | 0.00% |
| 2. Salary Schedule - Increase (Decrease) | \$24,167,464.00 | \$973,949.00 | 4.03% | | 0.00% | | 0.00% |
| 3. Other Compensation - Increase (Decrease) in Stipends, Bonuses, etc. | \$25,141,413.00 | \$0.00 | 0.00% | | 0.00% | | 0.00% |
| 4. Statutory Benefits - Increase (Decrease) in STRS, PERS, FICA, WC, UI, Medicare, etc. | \$3,239,810.00 | \$130,564.00 | 4.03% | | 0.00% | | 0.00% |
| 5. Health/Welfare Benefits - Increase (Decrease) | \$2,313,943.00 | \$0.00 | 0.00% | | 0.00% | | 0.00% |
| 6. Total Compensation - Increase (Decrease) Total Lines 3(a), 4(a), 5(a) | \$30,825,730.00 | \$1,739,513.00 | 5.64% | \$0.00 | 0.00% | \$0.00 | 0.00% |
| 7. Total Number of Represented Employees | 515.00 | 515.00 | | | | | |
| 8. Total Compensation Cost for Average Employee - Increase (Decrease) | \$59,855.79 | \$3,377.70 | 5.64% | | | | |

Impact on other Funds: Cafeteria Fund \$5,618
Enterprise Fund \$80,641

- A. Provide a brief narrative of the proposed change in compensation, including percentage change(s), effective date(s), and comments and explanations as necessary:**

There will be a 4.03% increase in the salary schedules for all employees.

The benefit cap will remain the same at \$8,048

Changes will be effective July 1, 2007

Noon duty will be raised to \$25 per hour

- B. Proposed Negotiated Changes in Non-Compensation Items (class size adjustments, staff development days, teacher prep time, etc.)**

Language was changed in Section 15 to allow for personal leave for immediate family member marriages or other serious family responsibilities.

Insurance plans will be redesigned per the Keenan Aug 15, 07 proposal

Please see minutes of collective bargaining for further information

- C. What are the specific impacts on instructional/support programs to accommodate the settlement? Include the impact of non-negotiated changes such as staff reductions and program reductions/eliminations.**

There will be no staff or program reductions to accommodate this settlement.

D. What contingency language is included in the proposed agreement? Include specific areas identified for reopeners, applicable fiscal years, and specific contingency language.

None

E. Source of Funding for Proposed Agreement

1. Current Year

Property Taxes

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

Property Taxes

3. If multi-year agreement, what is the source of funding, including assumptions used, to fund these obligations in future years? (Remember to include compounding effects in meeting obligations)

N/A

F. Impact of Proposed Agreement on Current Year Unrestricted Reserves

1. State Reserve Standard

| | |
|--|----------------|
| a. Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement) | \$36,928,857 |
| b. State Standard Minimum Reserve Percentage for this District | 3.00% |
| c. Projected P-2 ADA | 3,936.00 |
| d. State Standard Minimum Reserve Amount for this District <i>(Line 1a times Line 1b, or \$50,000, whichever is greater, for a district with less than 1,001 ADA)</i> | \$1,107,865.71 |

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

| | |
|---|----------------|
| a. General Fund Budgeted Unrestricted Designated for Economic Uncertainties | \$1,107,865.71 |
| b. General Fund Budgeted Unrestricted Unappropriated Amount | \$3,472,194.00 |
| c. Special Reserve Fund 17-Budgeted Designated for Economic Uncertainties | \$0.00 |
| d. Special Reserve Fund 17-Budgeted Unappropriated Amount | \$1,250,580.00 |
| e. Total District Budgeted Unrestricted Reserves | \$5,830,639.71 |

3. Do unrestricted reserves meet the state standard minimum reserve amount? Yes No

G. Certification

The information provided in this document summarized the financial implications of the proposed agreement and is submitted to the Governing Board for public disclosure of the major provisions of the agreement in accordance with the requirements of AB 1200 and Government Code § 3547.5.

We hereby certify that the costs incurred by the school district under this agreement can be met by the district during the term of the agreement.

Thomas F. Bisby
District Superintendent
(Signature)

8/17/07
Date

Dena Whittington
Chief Business Official
(Signature)

8/17/07
Date

Contact Person: Dena Whittington Telephone No.: 508-523-6005

Supplement

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

Date of governing board approval of budget revisions in Col. 2: 27-Jun-07
 in accordance with Education Code § 42142 and Government Code § 3547.5

Provide a copy of board-approved budget revisions and board minutes. In addition, provide two expenditure reports generated by the district's financial system: one showing the budget by major object before the changes and a second showing the budget by major object after the changes.

If the board-approved revisions are different from the proposed budget adjustments in Col. 2, provide a revised report upon approval of the district governing board.

| | (Col. 1) Latest Board- Approved Budget Before Settlement as of June 29, 2007 | (Col. 2) Adjustments as a Result of Settlement | (Col. 3) Other Revisions | (Col. 4) (Cols. 1 + 2 + 3) Total Impact on Budget |
|---|---|---|--------------------------------|--|
| REVENUES | | | | |
| Revenue Limit Sources (8010-8099) | 28,204,016 | | 1,345,157 | 29,549,173 |
| Remaining Revenues (8100-8799) | 7,379,684 | | | 7,379,684 |
| TOTAL REVENUES | 35,583,700 | 0 | 1,345,157 | 36,928,857 |
| EXPENDITURES | | | | 0 |
| 1000 Certificated Salaries | 19,202,559 | 773,864 | 159,219 | 20,135,642 |
| 2000 Classified Salaries | 4,964,905 | 200,085 | | 5,164,990 |
| 3000 Employee Benefits | 5,553,753 | 130,564 | | 5,684,317 |
| 4000 Books and Supplies | 2,149,851 | | | 2,149,851 |
| 5000 Services and Operating Expenses | 3,410,565 | | | 3,410,565 |
| 6000 Capital Outlay | 109,890 | | | 109,890 |
| 7000 Other | 120,102 | | | 120,102 |
| TOTAL EXPENDITURES | 35,511,625 | 1,104,513 | 159,219 | 36,775,357 |
| OPERATING SURPLUS (DEFICIT) | 72,075 | (1,104,513) | 1,185,938 | 153,500 |
| OTHER SOURCES AND TRANSFERS IN | | | | 0 |
| OTHER USES AND TRANSFERS OUT | 153,500 | | | 153,500 |
| CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE | (81,425) | (1,104,513) | 1,185,938 | 0 |
| BEGINNING BALANCE | 6,660,999 | | | 6,660,999 |
| CURRENT YEAR-ENDING BALANCE | 6,579,574 | (1,104,513) | 1,185,938 | 6,660,999 |
| COMPONENTS OF ENDING BALANCE: | | | | 0 |
| Reserved Amounts (9700-9759) | 862,136 | | | 862,136 |
| Economic Uncertainties (9770) | 1,069,954 | | | 1,107,865 |
| Board Designated (9780) | 1,218,804 | | | 1,218,804 |
| Unappropriated Amounts (9790) | 3,428,679 | | | 3,472,194 |

If the total amount of the adjustment in Column 2 does not agree with the amount of the total cost shown on page 1, please explain:

Step and column for all General Fund employees was calculated and included in the Board approved 07-08 Budget as of June 29, 2007.

*This supplement is a composite recap of "all" the bargaining agreements shown on the preceding pages.

August 22, 2007

To: Board Members

From: Rodger Smith

Through: Tom Bishop

Subject: Approval of an Agreement for Substitute Teaching Services Between Julanne Bergstrom and the Del Mar Union School District

Periodically, a highly experienced teacher retires from service in the district and the individual desires to work on a part-time basis during their retirement as a substitute teacher. In the past, the district has established an agreement for a special substitute teaching arrangement with these individuals based upon their knowledge of district programs and procedures. The terms of the proposed agreement follow this narrative.

The special arrangement has generally consisted of a rate of compensation for substitute teaching for a limited period during a school year that is higher than the standard substitute rate. The basis for the higher rate of compensation is to acknowledge the higher degree of effectiveness these highly experienced individuals bring to their work as substitute teachers.

In the past, the district has agreed to provide compensation of \$145 per day for up to 45 days during a given school year for retired district teachers to serve as substitute teachers in the schools of the district. Generally, these individuals have been placed in long-term substitute assignments in order to take full advantage of their experience and expertise. If the individual continues to serve as a substitute in the district beyond the 45 day period, the rate of compensation reverts to the standard substitute teacher salary schedule.

At this time, district staff is proposing to establish a special substitute teaching arrangement, as described above, with Julanne Bergstrom who retired from district service at the end of the 2006-2007 school year. Ms. Bergstrom was employed as a teacher in the DMUSD for twenty years prior to her retirement; she is an excellent candidate for the special arrangement for substitute teaching.

FISCAL IMPACT: The fiscal impact of the special arrangement for substitute teaching is \$2175 more than standard rate for substitute wages. This additional cost would be paid from the general fund.

RECOMMENDED: The Superintendent Recommends Approval of an Agreement for Substitute Teaching Services Between Julanne Bergstrom and the Del Mar Union School District.

10.3

**AGREEMENT FOR SUBSTITUTE SERVICES BETWEEN
JULANNE BERGSTROM AND THE DEL MAR UNION SCHOOL DISTRICT**

This Agreement is entered into by and between Julanne Bergstrom and the Del Mar Union School District ("District").

RECITALS

- A. The District desires to retain the services of Julanne Bergstrom after her retirement at the end of the 2006/2007 school year.
- B. Julanne Bergstrom desires to continue teaching on a substitute basis beginning the 2007/2008 school year.

AGREEMENT

NOW, THEREFORE, it is agreed as follows:

1. **Substitute Service:** Julanne Bergstrom shall provide up to 45 days of certificated long-term substitute service during the 2007/2008 school year on dates mutually agreed upon between the District and Julanne Bergstrom.
2. **Payment and Benefits:** Julanne Bergstrom shall be compensated for substitute services for days actually worked. She shall be compensated at the rate of \$145.00 per day for up to 45 days of substitute teaching during the 2007/2008 school year. If Julanne Bergstrom substitutes for more than 45 days during the 2007/2008 school year, beginning with the 46th substitute day, she shall be compensated as at the District's regular long-term substitute rate. Julanne Bergstrom shall be paid monthly in accordance with the District's regular procedures for payment of substitute teachers. Julanne Bergstrom shall not accrue seniority, vacation, or sick leave in association with her services under this agreement. Julanne Bergstrom shall be provided all rights and benefits afforded to long-term substitutes during her service with the district.
3. **State Teacher's Retirement System ("STRS") Requirements:** Julanne Bergstrom shall be solely responsible for being in compliance with STRS laws and regulations, particularly those limiting earnings after retirement.
4. **Conditional Option to Renew:** Upon mutual agreement between Julanne Bergstrom and the District, this Agreement may be renewed on a one (1) year basis for the 2008/2009 school year and for the 2009/2010 school year. Julanne Bergstrom shall notify the Superintendent in writing by April 15, 2008 of her desire to exercise her conditional option to renew. Julanne Bergstrom and the Superintendent shall discuss the conditional option to renew, and the Superintendent shall have the final decision-making authority as to whether to renew this Agreement.

5. **Dispute Resolution:** The parties agree that any dispute regarding this Agreement shall be resolved informally, and that the Superintendent shall have the final decision-making authority regarding any dispute.

The parties hereby execute this Agreement which was approved by the Board of Education of the District at its meeting of August 29, 2007.

Dated: _____

Julanne Bergstrom

Dated: _____

DEL MAR UNION SCHOOL DISTRICT

By: _____

Thomas F. Bishop
Superintendent

August 29, 2007

To: Board Members
From: Dena Whittington, Assistant Superintendent of Business Services
Through: Tom Bishop, Superintendent
Subject: Board Approval of the 2007-2008 Salary Schedules

District staff is pleased to recommend that the Board of Trustees approve the following 2007-2008 Salary Schedules:

- 2007/2008 Regular Certificated Salary Schedule
- 2007/2008 Regular Classified Salary Schedule
- 2007/2008 Certificated Administrators Principal Salary Schedule
- 2007/2008 Certificated Management Salary Schedule
- 2007/2008 Certificated Director Salary Schedule
- 2007/2008 Classified Management Salary Schedule

District administration and the Del Mar California Teachers Association (DMCTA) reached an agreement on the 2007/2008 wages and benefits which includes a 4.03% cost of living adjustment improvement to all salary schedules. The 2007/2008 Salary Schedules for each of the above groups are attached.

FISCAL IMPACT: Please see Disclosure of Collective Bargaining Agreement for Fiscal Year 2007/2008 included in August 29, 2007 Regular Board Meeting.

RECOMMENDED: The Superintendent Recommends Approval of the 2007/2008 Salary Schedules as attached.

**DEL MAR UNION SCHOOL DISTRICT
GROUP 3 - REGULAR CERTIFICATED**

CERTIFICATED SALARY SCHEDULE: Effective July 1, 2007
ADOPTED BY BOARD OF TRUSTEES - AUGUST 29, 2007

| STEP | RANGE 1 BA* ANNUAL | RANGE 2 BA + 15* ANNUAL | RANGE 3 BA + 30* ANNUAL | RANGE 4 BA + 45* ANNUAL | RANGE 5 BA + 60* ANNUAL |
|-------------|-----------------------------------|--|--|--|--|
| 1 | \$40,629 | \$43,308 | \$45,995 | \$48,942 | \$51,885 |
| 2 | \$43,012 | \$45,696 | \$48,384 | \$51,328 | \$54,275 |
| 3 | \$45,404 | \$48,086 | \$50,770 | \$53,716 | \$56,660 |
| 4 | \$47,786 | \$50,475 | \$53,159 | \$56,106 | \$59,050 |
| 5 | \$50,178 | \$52,860 | \$55,548 | \$58,492 | \$61,438 |
| 6 | \$52,564 | \$55,248 | \$57,934 | \$60,881 | \$63,822 |
| 7 | \$54,952 | \$57,636 | \$60,322 | \$63,268 | \$66,212 |
| 8 | \$54,952 | \$60,025 | \$62,711 | \$65,656 | \$68,604 |
| 9 | \$54,952 | \$60,025 | \$65,100 | \$68,043 | \$70,987 |
| 10 | \$54,952 | \$60,025 | \$67,488 | \$70,432 | \$73,380 |
| 11 | \$54,952 | \$60,025 | \$67,488 | \$72,821 | \$75,766 |
| 12 | \$54,952 | \$60,025 | \$67,488 | \$72,821 | \$78,156 |
| 13 | \$54,952 | \$60,025 | \$67,488 | \$72,821 | \$80,540 |
| 14 | \$54,952 | \$60,025 | \$67,488 | \$72,821 | \$80,540 |
| 15* | \$54,952 | \$60,025 | \$69,876 | \$75,207 | \$82,930 |
| 16 | \$54,952 | \$60,025 | \$69,876 | \$75,207 | \$82,930 |
| 17 | \$54,952 | \$60,025 | \$69,876 | \$75,207 | \$82,930 |
| 18 | \$54,952 | \$60,025 | \$69,876 | \$75,207 | \$82,930 |
| 19* | \$54,952 | \$60,025 | \$72,261 | \$77,595 | \$85,318 |
| 20 | \$54,952 | \$60,025 | \$72,261 | \$77,595 | \$85,318 |
| 21 | \$54,952 | \$60,025 | \$72,261 | \$77,595 | \$85,318 |
| 22 | \$54,952 | \$60,025 | \$72,261 | \$77,595 | \$85,318 |
| 23* | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$87,649 |
| 24 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$87,649 |
| 25 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$87,649 |
| 26 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$87,649 |
| 27* | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$90,038 |
| 28 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$90,038 |
| 29 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$90,038 |
| 30 | \$54,952 | \$60,025 | \$74,598 | \$79,928 | \$90,038 |

**MASTERS DEGREE STIPEND-\$1,704 PER YEAR
PAID IN 11 MONTHS - WORK YEAR IS 184 DAYS
MAXIMUM ENTRY LEVEL IS STEP 5**

Longevity Increments are granted:

| | |
|---------------------------|---------|
| After 14 years of service | Step 15 |
| After 18 years of service | Step 19 |
| After 22 years of service | Step 23 |
| After 26 years of service | Step 27 |

SPECIFIC FEATURES:

STRUCTURE Provides optimum incentive for continued training through:

- 1 Staggered framework which limits amount of experience credit without additional training
- 2 Non-restricted classification progression which provides greater opportunity for maximum training in areas of need for effective teaching in the modern elementary school classroom
- 3 Masters Degree incentive which provides recognition for demonstrated academic pursuit in depth
- 4 Recognizes longevity by additional increments at steps 15, 19, 23, and 27, after 14, 18, 22 and 26 years of service. Only employees completing proficiency requirements (as explained below) will be eligible to receive longevity payments.

MINIMUM & MAXIMUM - Provides for a professional salary geared to amount of experience and training

INCREMENT - Recognizes additional proficiency gained through successful classroom teaching

CLASSIFICATION - Acts as an incentive for continued training by providing a significant increase in salary

GENERAL GUIDELINES - A point of diminishing teaching effectiveness is soon reached if experience is not reinforced by continued training.

PROFESSIONAL GROWTH - The Board recognizes study as a continuing exploration of programs already present, and an exploration of programs that will provide additional choices, and will grant salary credit for the satisfactory completion of any upper division or graduate level course offered by an accredited institution which can be justified by the teacher and is approved by the District. Salary credit will not be granted for courses taken where any portion of travel or tuition is paid by the District.

Teachers shall request approval of courses by utilizing the proper form that is available in each school office. It should be completed well in advance of actual enrollment to ensure that the course is acceptable for salary credit.

Cases of disagreement as to whether or not salary credit will be granted, will be reviewed by a panel composed of: 1) two teachers appointed by the Del Mar Teachers Association, and 2) the President and Clerk of the Board of Trustees. Final determination will be made by the Board of Trustees.

PROFICIENCY REQUIREMENT - All classrooms teachers and other personnel who are on the teachers salary schedule must successfully complete at least the equivalent of three semester hours every three school years to maintain their proficiency.

NOTIFICATION - Before the end of each school year, all returning personnel who are on the teachers salary schedule are responsible for informing the District Office of possible changes in their salary placement.

DEL MAR UNION SCHOOL DISTRICT GROUP 1 - REGULAR CLASSIFIED

CLASSIFIED SALARY SCHEDULE: Effective July 1, 2007

ADOPTED BY BOARD OF TRUSTEES - August 29, 2007

Modification made to Salary Schedule-approved by Board on July 25, 2007

| RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | LONGEVITY | | |
|-------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL @ 5% | ANNUAL @ 10% | ANNUAL @ 15% |
| | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY | MONTHLY HOURLY |
| 1 | \$20,466.06 | \$21,485.26 | \$22,557.89 | \$23,683.96 | \$24,871.29 | \$26,117.26 | \$27,419.28 | \$28,790.38 | \$30,229.89 | \$31,669.41 | \$33,108.93 |
| | 1,705.50 | 1,790.44 | 1,879.82 | 1,973.66 | 2,072.61 | 2,176.44 | 2,284.94 | 2,399.20 | 2,519.16 | 2,639.12 | 2,759.08 |
| | 9.84 | 10.33 | 10.85 | 11.39 | 11.96 | 12.56 | 13.18 | 13.84 | 14.53 | 15.23 | 15.92 |
| 2 | \$20,974.36 | \$22,022.23 | \$23,124.83 | \$24,278.28 | \$25,491.67 | \$26,768.92 | \$28,106.13 | \$29,509.81 | \$30,985.30 | \$32,460.79 | \$33,936.28 |
| | 1,747.86 | 1,835.19 | 1,927.07 | 2,023.19 | 2,124.31 | 2,230.74 | 2,342.18 | 2,459.15 | 2,582.11 | 2,705.07 | 2,828.02 |
| | 10.08 | 10.59 | 11.12 | 11.67 | 12.26 | 12.87 | 13.51 | 14.19 | 14.90 | 15.61 | 16.32 |
| 3 | \$21,498.29 | \$22,572.23 | \$23,702.21 | \$24,883.01 | \$26,130.30 | \$27,436.22 | \$28,808.62 | \$30,250.10 | \$31,762.60 | \$33,275.10 | \$34,787.61 |
| | 1,791.52 | 1,881.02 | 1,975.18 | 2,073.58 | 2,177.52 | 2,286.35 | 2,400.72 | 2,520.84 | 2,646.88 | 2,772.93 | 2,898.97 |
| | 10.34 | 10.85 | 11.40 | 11.96 | 12.56 | 13.19 | 13.85 | 14.54 | 15.27 | 16.00 | 16.72 |
| 4 | \$22,032.65 | \$23,136.57 | \$24,295.22 | \$25,507.31 | \$26,784.56 | \$28,120.47 | \$29,530.66 | \$31,004.72 | \$32,554.95 | \$34,105.19 | \$35,655.43 |
| | 1,836.05 | 1,928.05 | 2,024.60 | 2,125.61 | 2,232.05 | 2,343.37 | 2,460.89 | 2,583.73 | 2,712.91 | 2,842.10 | 2,971.29 |
| | 10.59 | 11.12 | 11.68 | 12.26 | 12.88 | 13.52 | 14.20 | 14.91 | 15.65 | 16.40 | 17.14 |
| 5 | \$22,585.26 | \$23,719.94 | \$24,902.57 | \$26,144.63 | \$27,454.47 | \$28,829.47 | \$30,265.73 | \$31,781.50 | \$33,370.57 | \$34,959.65 | \$36,548.72 |
| | 1,882.11 | 1,976.16 | 2,075.21 | 2,178.72 | 2,287.87 | 2,402.46 | 2,522.14 | 2,648.46 | 2,780.88 | 2,913.30 | 3,045.73 |
| | 10.86 | 11.40 | 11.97 | 12.57 | 13.20 | 13.86 | 14.55 | 15.28 | 16.04 | 16.81 | 17.57 |
| 6 | \$23,149.60 | \$24,310.86 | \$25,522.95 | \$26,798.90 | \$28,141.32 | \$29,546.30 | \$31,022.96 | \$32,573.92 | \$34,202.61 | \$35,831.31 | \$37,460.01 |
| | 1,929.13 | 2,025.90 | 2,126.91 | 2,233.24 | 2,345.11 | 2,462.19 | 2,585.25 | 2,714.49 | 2,850.22 | 2,985.94 | 3,121.67 |
| | 11.13 | 11.69 | 12.27 | 12.88 | 13.53 | 14.20 | 14.91 | 15.66 | 16.44 | 17.23 | 18.01 |
| 7 | \$23,728.27 | \$24,915.60 | \$26,164.18 | \$27,471.41 | \$28,843.81 | \$30,283.98 | \$31,798.44 | \$33,389.80 | \$35,059.29 | \$36,728.78 | \$38,398.27 |
| | 1,977.36 | 2,076.30 | 2,180.35 | 2,289.28 | 2,403.65 | 2,523.67 | 2,649.87 | 2,782.48 | 2,921.61 | 3,060.73 | 3,199.86 |
| | 11.41 | 11.98 | 12.58 | 13.21 | 13.87 | 14.56 | 15.29 | 16.05 | 16.86 | 17.66 | 18.46 |
| 8 | \$24,323.89 | \$25,538.59 | \$26,818.45 | \$28,156.96 | \$29,564.55 | \$31,043.82 | \$32,596.07 | \$34,226.53 | \$35,937.86 | \$37,649.18 | \$39,360.51 |
| | 2,026.99 | 2,128.22 | 2,234.87 | 2,346.41 | 2,463.71 | 2,586.98 | 2,716.34 | 2,852.21 | 2,994.82 | 3,137.43 | 3,280.04 |
| | 11.69 | 12.28 | 12.89 | 13.54 | 14.21 | 14.92 | 15.67 | 16.46 | 17.28 | 18.10 | 18.92 |
| 9 | \$24,931.24 | \$26,178.52 | \$27,485.75 | \$28,859.45 | \$30,303.53 | \$31,816.69 | \$33,409.35 | \$35,078.90 | \$36,832.84 | \$38,586.79 | \$40,340.73 |
| | 2,077.60 | 2,181.54 | 2,290.48 | 2,404.95 | 2,525.29 | 2,651.39 | 2,784.11 | 2,923.24 | 3,069.40 | 3,215.57 | 3,361.73 |
| | 11.99 | 12.59 | 13.21 | 13.87 | 14.57 | 15.30 | 16.06 | 16.86 | 17.71 | 18.55 | 19.39 |
| 10 | \$25,554.23 | \$26,832.78 | \$28,169.99 | \$29,582.79 | \$31,060.76 | \$32,613.02 | \$34,243.47 | \$35,953.43 | \$37,751.10 | \$39,548.77 | \$41,346.44 |
| | 2,129.52 | 2,236.07 | 2,347.50 | 2,465.23 | 2,588.40 | 2,717.75 | 2,853.62 | 2,996.12 | 3,145.92 | 3,295.73 | 3,445.54 |
| | 12.29 | 12.90 | 13.54 | 14.22 | 14.93 | 15.68 | 16.46 | 17.29 | 18.15 | 19.01 | 19.88 |
| 11 | \$26,191.55 | \$27,501.39 | \$28,875.09 | \$30,320.47 | \$31,838.84 | \$33,428.90 | \$35,099.76 | \$36,855.33 | \$38,698.10 | \$40,540.86 | \$42,383.63 |
| | 2,182.63 | 2,291.78 | 2,406.26 | 2,526.71 | 2,653.24 | 2,785.74 | 2,924.98 | 3,071.28 | 3,224.84 | 3,378.41 | 3,531.97 |
| | 12.59 | 13.22 | 13.88 | 14.58 | 15.31 | 16.07 | 16.87 | 17.72 | 18.60 | 19.49 | 20.38 |
| 12 | \$26,847.12 | \$28,192.15 | \$29,598.43 | \$31,079.01 | \$32,632.57 | \$34,264.33 | \$35,976.89 | \$37,779.38 | \$39,668.35 | \$41,557.32 | \$43,446.29 |
| | 2,237.26 | 2,349.35 | 2,466.54 | 2,589.92 | 2,719.38 | 2,855.36 | 2,998.07 | 3,148.28 | 3,305.70 | 3,463.11 | 3,620.52 |
| | 12.91 | 13.55 | 14.23 | 14.94 | 15.69 | 16.47 | 17.30 | 18.16 | 19.07 | 19.98 | 20.89 |
| 13 | \$27,517.03 | \$28,895.94 | \$30,337.42 | \$31,855.79 | \$33,449.75 | \$35,121.91 | \$36,876.18 | \$38,722.99 | \$40,659.14 | \$42,595.29 | \$44,531.44 |
| | 2,293.09 | 2,408.00 | 2,528.12 | 2,654.65 | 2,787.48 | 2,926.83 | 3,073.02 | 3,226.92 | 3,388.26 | 3,549.61 | 3,710.95 |
| | 13.23 | 13.89 | 14.59 | 15.32 | 16.08 | 16.89 | 17.73 | 18.62 | 19.55 | 20.48 | 21.41 |
| 14 | \$28,205.18 | \$29,617.98 | \$31,098.56 | \$32,653.42 | \$34,286.48 | \$36,000.35 | \$37,798.93 | \$39,693.96 | \$41,678.66 | \$43,663.36 | \$45,648.06 |
| | 2,350.43 | 2,468.17 | 2,591.55 | 2,721.12 | 2,857.21 | 3,000.03 | 3,149.91 | 3,307.83 | 3,473.22 | 3,638.61 | 3,804.00 |
| | 13.56 | 14.24 | 14.95 | 15.70 | 16.48 | 17.31 | 18.17 | 19.08 | 20.04 | 20.99 | 21.95 |
| 15 | \$28,912.89 | \$30,359.57 | \$31,876.64 | \$33,468.00 | \$35,145.37 | \$36,900.95 | \$38,743.84 | \$40,681.88 | \$42,715.98 | \$44,750.07 | \$46,784.16 |
| | 2,409.41 | 2,529.96 | 2,656.39 | 2,789.00 | 2,928.78 | 3,075.08 | 3,228.65 | 3,390.16 | 3,559.66 | 3,729.17 | 3,898.68 |
| | 13.90 | 14.60 | 15.33 | 16.09 | 16.90 | 17.74 | 18.63 | 19.56 | 20.54 | 21.51 | 22.49 |
| 16 | \$29,632.32 | \$31,116.80 | \$32,674.27 | \$34,306.03 | \$36,022.51 | \$37,825.00 | \$39,710.91 | \$41,698.47 | \$43,783.40 | \$45,868.32 | \$47,953.24 |
| | 2,469.36 | 2,593.07 | 2,722.86 | 2,858.84 | 3,001.88 | 3,152.08 | 3,309.24 | 3,474.87 | 3,648.62 | 3,822.36 | 3,996.10 |
| | 14.25 | 14.96 | 15.71 | 16.49 | 17.32 | 18.19 | 19.09 | 20.05 | 21.05 | 22.05 | 23.05 |
| 17 | \$30,376.52 | \$31,893.59 | \$33,488.85 | \$35,162.31 | \$36,921.80 | \$38,769.91 | \$40,706.64 | \$42,741.13 | \$44,878.19 | \$47,015.24 | \$49,152.30 |
| | 2,531.38 | 2,657.80 | 2,790.74 | 2,930.19 | 3,076.82 | 3,230.83 | 3,392.22 | 3,561.76 | 3,739.85 | 3,917.94 | 4,096.02 |
| | 14.60 | 15.33 | 16.10 | 16.90 | 17.75 | 18.64 | 19.57 | 20.55 | 21.58 | 22.60 | 23.63 |
| 18 | \$31,135.05 | \$32,688.61 | \$34,324.28 | \$36,039.45 | \$37,843.25 | \$39,739.58 | \$41,723.24 | \$43,809.85 | \$46,000.35 | \$48,190.84 | \$50,381.33 |
| | 2,594.59 | 2,724.05 | 2,860.36 | 3,003.29 | 3,153.60 | 3,311.63 | 3,476.94 | 3,650.82 | 3,833.36 | 4,015.90 | 4,198.44 |
| | 14.97 | 15.72 | 16.50 | 17.33 | 18.19 | 19.11 | 20.06 | 21.06 | 22.12 | 23.17 | 24.22 |

| RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | LONGEVITY | | |
|-------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|----------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|
| | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL @ 5% | ANNUAL @ 10% | ANNUAL @ 15% |
| | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY |
| | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY |
| 19 | \$31,913.13 2,659.43 15.34 | \$33,512.31 2,792.69 16.11 | \$35,188.38 2,932.37 16.92 | \$36,941.35 3,078.45 17.76 | \$38,792.07 3,232.67 18.65 | \$40,727.50 3,393.96 19.58 | \$42,765.89 3,563.82 20.56 | \$44,905.95 3,742.16 21.59 | \$47,151.24 3,929.27 22.67 | \$49,396.54 4,116.38 23.75 | \$51,641.84 4,303.49 24.83 |
| 20 | \$32,710.77 2,725.90 15.73 | \$34,347.74 2,862.31 16.51 | \$36,062.91 3,005.24 17.34 | \$37,868.01 3,155.67 18.21 | \$39,759.13 3,313.26 19.11 | \$41,749.30 3,479.11 20.07 | \$43,835.92 3,652.99 21.07 | \$46,028.11 3,835.68 22.13 | \$48,329.51 4,027.46 23.24 | \$50,630.92 4,219.24 24.34 | \$52,932.32 4,411.03 25.45 |
| 21 | \$33,527.95 2,794.00 16.12 | \$35,206.63 2,933.89 16.93 | \$36,966.11 3,080.51 17.77 | \$38,812.92 3,234.41 18.66 | \$40,757.47 3,396.46 19.59 | \$42,791.96 3,566.00 20.57 | \$44,930.71 3,744.23 21.60 | \$47,178.94 3,931.58 22.68 | \$49,537.89 4,128.16 23.82 | \$51,896.83 4,324.74 24.95 | \$54,255.78 4,521.32 26.08 |
| 22 | \$34,365.98 2,863.83 16.52 | \$36,086.37 3,007.20 17.35 | \$37,890.17 3,157.51 18.22 | \$39,785.20 3,315.43 19.13 | \$41,774.07 3,481.17 20.08 | \$43,863.29 3,655.27 21.09 | \$46,052.87 3,837.74 22.14 | \$48,355.84 4,029.65 23.25 | \$50,773.63 4,231.14 24.41 | \$53,191.42 4,432.62 25.57 | \$55,609.22 4,634.10 26.74 |
| 23 | \$35,223.57 2,935.30 16.93 | \$36,986.96 3,082.25 17.78 | \$38,837.68 3,236.47 18.67 | \$40,778.33 3,398.19 19.60 | \$42,819.33 3,568.28 20.59 | \$44,960.69 3,746.72 21.62 | \$47,206.31 3,933.86 22.70 | \$49,566.63 4,130.55 23.83 | \$52,044.96 4,337.08 25.02 | \$54,523.29 4,543.61 26.21 | \$57,001.62 4,750.13 27.40 |
| 24 | \$36,081.16 3,006.76 17.35 | \$37,911.02 3,159.25 18.23 | \$39,808.66 3,317.39 19.14 | \$41,797.52 3,483.13 20.09 | \$43,888.05 3,657.34 21.10 | \$46,081.54 3,840.13 22.15 | \$48,387.12 4,032.26 23.26 | \$50,806.08 4,233.84 24.43 | \$53,346.39 4,445.53 25.65 | \$55,886.69 4,657.22 26.87 | \$58,427.00 4,868.92 28.09 |
| 25 | \$37,010.42 3,084.20 17.79 | \$38,861.14 3,238.43 18.68 | \$40,804.39 3,400.37 19.62 | \$42,841.49 3,570.12 20.60 | \$44,982.84 3,748.57 21.63 | \$47,233.68 3,936.14 22.71 | \$49,592.69 4,132.72 23.84 | \$52,079.43 4,339.95 25.04 | \$54,683.40 4,556.95 26.29 | \$57,287.37 4,773.95 27.54 | \$59,891.34 4,990.95 28.79 |
| 26 | \$37,937.09 3,161.42 18.24 | \$39,829.51 3,319.13 19.15 | \$41,822.29 3,485.19 20.11 | \$43,915.42 3,659.62 21.11 | \$46,108.91 3,842.41 22.17 | \$48,413.19 4,034.43 23.28 | \$50,838.67 4,236.56 24.44 | \$53,380.14 4,448.35 25.66 | \$56,049.15 4,670.76 26.95 | \$58,718.16 4,893.18 28.23 | \$61,387.17 5,115.60 29.51 |
| 27 | \$38,883.30 3,240.27 18.69 | \$40,827.85 3,402.32 19.63 | \$42,867.55 3,572.30 20.61 | \$45,012.82 3,751.07 21.64 | \$47,264.96 3,938.75 22.72 | \$49,626.58 4,135.55 23.86 | \$52,105.50 4,342.12 25.05 | \$54,713.44 4,559.45 26.30 | \$57,449.11 4,787.43 27.62 | \$60,184.79 5,015.40 28.93 | \$62,920.46 5,243.37 30.25 |
| 28 | \$39,855.58 3,321.30 19.16 | \$41,847.05 3,487.25 20.12 | \$43,941.49 3,661.79 21.13 | \$46,134.98 3,844.58 22.18 | \$48,444.47 4,037.04 23.29 | \$50,866.04 4,238.84 24.45 | \$53,411.42 4,450.95 25.68 | \$56,078.02 4,673.17 26.96 | \$58,881.92 4,906.83 28.31 | \$61,885.82 5,140.49 29.66 | \$64,889.72 5,374.14 31.00 |
| 29 | \$40,853.92 3,404.49 19.64 | \$42,894.92 3,574.58 20.62 | \$45,037.58 3,753.13 21.65 | \$47,291.03 3,940.92 22.74 | \$49,653.95 4,137.83 23.87 | \$52,140.69 4,345.06 25.07 | \$54,742.12 4,561.84 26.32 | \$57,479.22 4,789.94 27.63 | \$60,353.18 5,029.43 29.02 | \$63,227.14 5,268.93 30.40 | \$66,101.11 5,508.43 31.78 |
| 30 | \$41,874.42 3,489.54 20.13 | \$43,967.56 3,663.96 21.14 | \$46,164.96 3,847.08 22.19 | \$48,470.53 4,039.21 23.30 | \$50,898.62 4,241.55 24.47 | \$53,444.01 4,453.67 25.69 | \$56,117.12 4,676.43 26.98 | \$58,919.26 4,909.94 28.33 | \$61,865.22 5,155.44 29.74 | \$64,811.19 5,400.93 31.16 | \$67,757.15 5,646.43 32.58 |
| 31 | \$42,918.38 3,576.53 20.63 | \$45,067.56 3,765.63 21.67 | \$47,321.00 3,943.42 22.75 | \$49,685.23 4,140.44 23.89 | \$52,166.75 4,347.23 25.08 | \$54,777.31 4,564.78 26.34 | \$57,519.49 4,793.29 27.65 | \$60,392.01 5,032.67 29.03 | \$63,411.61 5,284.30 30.49 | \$66,431.21 5,535.93 31.94 | \$69,450.81 5,787.57 33.39 |
| 32 | \$43,992.32 3,666.03 21.15 | \$46,189.72 3,849.14 22.21 | \$48,503.11 4,041.93 23.32 | \$50,925.99 4,243.83 24.48 | \$53,475.29 4,456.27 25.71 | \$56,143.19 4,678.60 26.99 | \$58,954.45 4,912.87 28.34 | \$61,801.26 5,158.44 29.76 | \$64,996.32 5,416.36 31.25 | \$68,091.39 5,674.28 32.74 | \$71,186.45 5,932.20 34.22 |
| 33 | \$45,093.63 3,757.80 21.68 | \$47,347.07 3,945.59 22.76 | \$49,715.20 4,142.93 23.90 | \$52,200.64 4,350.05 25.10 | \$54,811.19 4,567.60 26.35 | \$57,549.47 4,795.79 27.67 | \$60,429.81 5,035.82 29.05 | \$63,448.30 5,287.36 30.50 | \$66,620.72 5,551.73 32.03 | \$69,793.13 5,816.09 33.55 | \$72,965.55 6,080.46 35.08 |
| 35 | \$47,377.04 3,948.09 22.78 | \$49,745.18 4,145.43 23.92 | \$52,231.92 4,352.66 25.11 | \$54,843.77 4,570.31 26.37 | \$57,587.27 4,798.94 27.69 | \$60,466.30 5,038.86 29.07 | \$63,488.71 5,290.73 30.52 | \$66,663.60 5,555.30 32.05 | \$69,996.78 5,833.06 33.65 | \$73,329.96 6,110.83 35.25 | \$76,663.14 6,388.59 36.86 |
| 38 | \$50,275.63 4,189.64 24.17 | \$52,789.74 4,399.14 25.38 | \$55,428.97 4,619.08 26.65 | \$58,199.83 4,849.99 27.98 | \$61,110.15 5,092.51 29.38 | \$64,165.13 5,347.09 30.85 | \$67,373.91 5,614.49 32.39 | \$70,743.00 5,895.25 34.01 | \$74,280.15 6,190.01 35.71 | \$77,817.29 6,484.77 37.41 | \$81,354.44 6,779.54 39.11 |
| 40 | \$51,605.64 4,300.47 24.81 | \$54,185.93 4,515.49 26.05 | \$56,895.22 4,741.27 27.35 | \$59,739.98 4,978.33 28.72 | \$62,726.99 5,227.25 30.16 | \$65,863.33 5,488.61 31.67 | \$69,156.50 5,763.04 33.25 | \$72,614.33 6,051.19 34.91 | \$76,245.04 6,353.75 36.66 | \$79,875.76 6,656.31 38.40 | \$83,506.48 6,958.87 40.15 |
| 41 | \$54,941.52 4,578.46 26.41 | \$57,688.93 4,807.41 27.74 | \$60,574.48 5,047.87 29.12 | \$63,602.09 5,300.17 30.58 | \$66,782.20 5,565.18 32.11 | \$70,121.31 5,843.44 33.71 | \$73,627.24 6,135.60 35.40 | \$77,309.12 6,442.43 37.17 | \$81,174.59 6,764.55 39.03 | \$85,040.04 7,086.67 40.88 | \$88,905.50 7,408.79 42.74 |
| 51 | \$70,329.79 5,860.82 33.81 | \$73,846.70 6,153.89 35.50 | \$77,540.46 6,461.70 37.28 | \$81,416.06 6,784.67 39.14 | \$85,486.86 7,123.91 41.10 | \$89,761.21 7,480.10 43.15 | \$94,249.09 7,854.09 45.31 | \$98,962.22 8,246.85 47.58 | \$103,910.33 8,659.19 49.96 | \$108,858.45 9,071.54 52.34 | \$113,806.55 9,483.88 54.71 |

| <u>RANGE</u> | <u>BARGAINING UNIT CLASSIFICATION</u> | <u>RANGE</u> | <u>BARGAINING UNIT CLASSIFICATION</u> |
|--------------|--|--------------|--|
| 5 | Summer Temporary Custodian | 24 | Account Technician |
| 6 | School Age - Childcare Worker I Noon Duty Supervisor | 26 | Child Care Administrative Assistant School Administrative Assistant |
| 8 | Crossing Guard | | District Office Administrative Assistant |
| 10 | School Age Child Care Worker II Childcare Instructional Assistant - Preschool Instructional Aide I - Classroom, ELL Aide | 28 | Childcare Accounting Specialist |
| 11 | Child Care Program Specialist | 30 | Maintenance Worker III |
| 12 | Special Education Aide I Childcare Teacher - Preschool | 32 | Program Assistant, Pupil Services Program Assistant, Curriculum and Instruction |
| 14 | Child Nutrition Services Assistant | 33 | Student Info Data Mgmt Coordinator Webmaster/Technology Technician |
| 16 | Custodian/Night Custodian Instructional Aide II - ESC, PE Volunteer Coordinator Health Care Technician | 35 | Certified Occupational Therapy Assistant (COTA) Custodial Services Supervisor |
| 18 | Special Education Aide II | 38 | Personnel Technician Computer Technician Supervisor Computer/Network/Telecommunications Systems Technician |
| 19 | District Groundsman/Custodian Child Nutrition Delivery Driver Child Nutrition Services Assistant II | 40 | Scientist In Residence PE Director/ Coordinator LVN/Aide |
| 20 | Account Clerk | 41 | Business Services Specialist Payroll/Benefits Supervisor |
| 21 | School Plant Managers Utility Worker/Driver School Office Assistant Library Media Specialist | 51 | Business Services Coordinator Facilities Construction Coordinator Occupational Therapist |
| 23 | Maintenance/Operations Tradesman Assistant Child Care Director Lead Night Custodian | | |

Salary Rules

**Longevity Increase after the following years of service:*

- 10 years of service - 5% Increase
- 15 years of service - 10% Increase
- 20 years of service - 15% Increase

Vacation is based upon a 12 month year:

- 6 days - 6 months of service
- 12 days - 1 through 4 years of service - 1 day per month
- 15 days - 5 through 9 years of service - 1.25 days per month
- 18 days - 10 through 19 years of service - 1.5 days per month

- 1) Initial placement: Experience credit of two years may be applied at the time of employment. Such experience credit must relate to assignment in Del Mar. The Board of Trustees may grant additional years of experience credit upon the recommendation of the Superintendent.
- 2) Experience increments relate to length of service.
- 3) Range placement relates to job assignment exclusively.
- 4) Experience increments are earned annually and are effective on July 1. In order to qualify for an experience increment, an employee must have service in paid status in a position in the classified service for at least 75% of the required days of service in the job assignment. Vacation and holiday periods are excluded from this calculation.
- 5) Salary ranges are assigned to job assignments. If an employee is reclassified into a different salary range during the year, the employee remains in the currently assigned experience column. If a range change is to become effective in an ensuing year, the employee will move to the next appropriate experience column, except that no employee may advance more than a single experience column in any single year.
- 6) Employees are eligible for Longevity at the beginning of the Fiscal Year (July 1st) of their eleventh, sixteenth, and twenty-first year of service at the District.
- 7) Range placement is made by the Board of Trustees upon recommendation of the Superintendent.

DEL MAR UNION SCHOOL DISTRICT GROUP 4 - CERTIFICATED ADMINISTRATORS PRINCIPALS

CERTIFICATED ADMINISTRATORS SALARY SCHEDULE: Effective July 1, 2007
ADOPTED BY BOARD OF TRUSTEES - AUGUST 29, 2007

| DAYS | RANGE | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL |
| | | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY |
| | | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY |
| 210 | 1 | \$97,776 | \$102,230 | \$106,682 | \$111,482 | \$117,009 |
| 12 PAYS | | 8,148.03 | 8,519.15 | 8,890.17 | 9,290.14 | 9,750.73 |
| Track D | | 465.60 | 486.81 | 508.01 | 530.87 | 557.18 |
| | | 58.20 | 60.85 | 63.50 | 66.36 | 69.65 |

The District pays professional dues and provides \$100,000 Additional Term Life Insurance (total of \$150,000)

| <u>RANGE</u> | <u>IDENTIFICATION</u> | <u>DOCTORATE STIPEND</u> | <u>SICK LEAVE</u> | <u>VACATION LEAVE</u> |
|--------------|-----------------------|------------------------------|-----------------------|---------------------------|
| 1 | Principal | \$1,500 | 12 DAYS | 0 DAYS |

DEL MAR UNION SCHOOL DISTRICT GROUP 5 - CERTIFICATED MANAGEMENT

CERTIFICATED MANAGEMENT SALARY SCHEDULE: Effectove July 1, 2007
ADOPTED BY BOARD OF TRUSTEES - AUGUST 29, 2007

| DAYS | RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|---------|-------|-----------------|-----------------|-----------------|-----------------|-----------------|
| | | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL |
| | | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY |
| | | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY | DAILY HOURLY |
| 220 | 1 | \$104,900.75 | \$109,677.35 | \$114,451.59 | \$119,027.34 | \$127,774.77 |
| 12 PAYS | | 8,741.73 | 9,139.78 | 9,537.63 | 9,918.94 | 10,647.90 |
| Track E | | 476.82 | 498.53 | 520.23 | 541.03 | 580.79 |
| | | 59.60 | 62.32 | 65.03 | 67.63 | 72.60 |
| 220 | 2 | \$104,900.75 | \$109,677.35 | \$114,451.59 | \$119,027.34 | \$127,774.77 |
| 12 PAYS | | 8,741.73 | 9,139.78 | 9,537.63 | 9,918.94 | 10,647.90 |
| Track F | | 476.82 | 498.53 | 520.23 | 541.03 | 580.79 |
| | | 59.60 | 62.32 | 65.03 | 67.63 | 72.60 |
| 220 | 3 | \$104,900.75 | \$109,677.35 | \$114,451.59 | \$119,027.34 | \$127,774.77 |
| 12 PAYS | | 8,741.73 | 9,139.78 | 9,537.63 | 9,918.94 | 10,647.90 |
| Track I | | 476.82 | 498.53 | 520.23 | 541.03 | 580.79 |
| | | 59.60 | 62.32 | 65.03 | 67.63 | 72.60 |

The District pays professional dues and provides \$100,000 Additional Term Life Insurance for positions on this salary schedule (total of \$150,000)

| <u>RANGE</u> | <u>IDENTIFICATION</u> | <u>SICK LEAVE</u> | <u>VACATION LEAVE</u> |
|--------------|--|-------------------|-----------------------|
| 1 | Director of Pupil Services | 12 DAYS | 0 DAYS |
| 2 | Assistant Superintendent, Curriculum | 12 DAYS | 0 DAYS |
| 3 | Director of Human Resources/Facilities | 12 DAYS | 0 DAYS |

DEL MAR UNION SCHOOL DISTRICT GROUP 8 - CERTIFICATED DIRECTOR

CERTIFICATED MANAGEMENT SALARY SCHEDULE: Effective July 1, 2007
ADOPTED BY BOARD OF TRUSTEES - AUGUST 29, 2007

| DAYS | RANGE | <u>STEP 1</u> | <u>STEP 2</u> | <u>STEP 3</u> | <u>STEP 4</u> | <u>STEP 5</u> |
|---------|-------|---------------|---------------|---------------|---------------|---------------|
| | | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL |
| | | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY |
| | | DAILY | DAILY | DAILY | DAILY | DAILY |
| | | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY |
| 215 | 1 | \$101,645.87 | \$104,694.01 | \$107,835.48 | \$111,070.28 | \$114,462.22 |
| 12 PAYS | | 8,470.49 | 8,724.50 | 8,986.29 | 9,255.86 | 9,538.52 |
| Track G | | 472.77 | 486.95 | 501.56 | 516.61 | 532.38 |
| | | 59.10 | 60.87 | 62.70 | 64.58 | 66.55 |
| 200 | 2 | \$81,792.55 | \$85,064.25 | \$88,466.59 | \$92,005.26 | \$95,685.92 |
| 12 PAYS | | 6,816.05 | 7,088.69 | 7,372.22 | 7,667.10 | 7,973.83 |
| Track H | | 408.96 | 425.32 | 442.33 | 460.03 | 478.43 |
| | | 51.12 | 53.17 | 55.29 | 57.50 | 59.80 |

| <u>RANGE</u> | <u>IDENTIFICATION</u> | <u>SICK LEAVE</u> | <u>VACATION LEAVE</u> |
|--------------|------------------------|-------------------|-----------------------|
| 1 | Director of Technology | 12 DAYS | 0 |
| 2 | Assistant Principal | 12 DAYS | 0 |

DEL MAR UNION SCHOOL DISTRICT GROUP 13 - CLASSIFIED MANAGEMENT

CLASSIFIED MGMT & CONFIDENTIAL SALARY SCHEDULE: Effective July 1, 2007

ADOPTED BY BOARD OF TRUSTEES - AUGUST 29, 2007

Modifications and additions made to ranges effective October 1, 2004

| RANGE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 |
|-------|--------------|--------------|--------------|--------------|--------------|
| | ANNUAL | ANNUAL | ANNUAL | ANNUAL | ANNUAL |
| | MONTHLY | MONTHLY | MONTHLY | MONTHLY | MONTHLY |
| | HOURLY | HOURLY | HOURLY | HOURLY | HOURLY |
| 1 | \$104,898.57 | \$109,677.35 | \$114,451.59 | \$119,027.34 | \$127,774.77 |
| | 8,741.55 | 9,139.78 | 9,537.63 | 9,918.94 | 10,647.90 |
| | 50.43 | 52.73 | 55.02 | 57.22 | 61.43 |
| 2 | \$ 71,358.32 | \$ 74,926.52 | \$ 78,673.07 | \$ 82,607.06 | \$ 86,737.59 |
| | 5,946.53 | 6,243.88 | 6,556.09 | 6,883.92 | 7,228.13 |
| | 34.31 | 36.02 | 37.82 | 39.71 | 41.70 |
| 3 | \$64,769.47 | \$68,178.63 | \$71,767.28 | \$75,544.51 | \$79,520.53 |
| | 5,397.46 | 5,681.55 | 5,980.61 | 6,295.38 | 6,626.71 |
| | 31.14 | 32.78 | 34.50 | 36.32 | 38.23 |

Upon reaching step 5, District pays Professional dues and \$200 per month mileage, Range 1 and 2 only
 \$2,000 District paid TSA, and an additional \$100,000 Term Life Insurance (total of \$150,000), Range 1 and 2 only
 Earns 22 vacation days per year or 1.83 days per month - Range 1
 Earns 20 vacation days per year or 1.67 days per month - Range 2 and 3
 Longevity System: A longevity increment is authorized for those on the Classified Management Salary Schedule at the years stated below:

- Longevity I** At the beginning of the 9th year, after 8 years of service as a classified manager a 4% stipend will be added to the Directors salary
- Longevity II** At the beginning of the 13th year, after 12 years of service as a classified manager an additional 4% stipend will be added to the Directors salary

| Range | IDENTIFICATION |
|-------|--|
| 1 | Assistant Superintendent Business Services-Classified Manager as of February 1, 2006 |
| 2 | Director of After-School Programs/Child Care Services - Classified Manager as of December 1, 1999 |
| 3 | Executive Assistant/Director of Maintenance and Grounds - Classified Manager as of October 1, 2004 |

August 22, 2007

To: Board Members

From: Rodger Smith

Through: Tom Bishop

Subject: Approval of Resolution 2007-11 of the Board of Trustees of the Del Mar Union School District to Utilize Temporary Assignment Options for Departmentalized Classes

When a teacher is assigned to a position that requires instruction in a single subject, the teacher must possess a credential that authorizes instruction in that subject. These assignments are technically "departmentalized" assignments. The majority of DMUSD teachers who are assigned to such classes possess the required authorizations for their positions. In a few instances in the District, teachers will be assigned to single subject positions without the necessary credential authorization. The Education Code provides several options to allow the assignment of such individuals to these positions.

Education Code Section 44256 (b) allows, by resolution of the governing board, the holder of a Multiple Subject or Standard Elementary Teaching Credential to teach, with his or her consent, any subject in departmentalized classes below grade 9 if the teacher has completed twelve semester units, or six upper division or graduate semester units of course work at an accredited institution in the subject that the teacher will be assigned to teach. A resolution to authorize the assignment of teachers under these circumstances must be renewed on an annual basis.

The individuals listed in Resolution 2007-11 meet the requirements of Education Code Section 44256 (b); the Board's authorization to assign them to the positions listed in the Resolution is hereby requested.

FISCAL IMPACT: There is no direct fiscal impact associated with approval of Resolution 2007-11.

RECOMMENDED: The Superintendent Recommends Approval of Resolution 2007-11 of the Board of Trustees of the Del Mar Union School District to Utilize Temporary Assignment Options for Departmentalized Classes

10.5

**RESOLUTION 2007-11 OF THE BOARD OF TRUSTEES OF THE DEL MAR UNION
SCHOOL DISTRICT TO UTILIZE TEMPORARY ASSIGNMENT OPTIONS FOR
DEPARTMENTALIZED CLASSES**

WHEREAS, Education Code 44256 (b) allows, by resolution of the governing board, the holder of a Multiple Subject or Standard Elementary Teaching Credential to teach, with his or her consent, any subject in departmentalized classes below grade 9 if the teacher has completed twelve semester units, or six upper division or graduate semester units of course work at an accredited institution, in the subject to be taught; and

WHEREAS, the teachers listed below hold Multiple Subject Credentials; and

WHEREAS, the teachers listed below have been assigned for the 2007-2008 school year to teach the subjects listed in grades K-6; and

| <u>Teacher</u> | <u>School</u> | <u>Subject Being Taught</u> |
|------------------|-----------------|-----------------------------|
| Becky Zebold | Ashley Falls | Science |
| Gail Moran | Del Mar Heights | Technology |
| Ian Phillip | Del Mar Heights | Physical Education |
| James Gianola | Ocean Air | Technology |
| Tanya Lubomudrov | Ocean Air | Science |
| Ariella Leeder | Ocean Air | Drama |
| Susan Garfein | Sage Canyon | Science |

WHEREAS, each of these teachers have completed at least twelve (12) semester units overall or six (6) upper division/graduate semester units of coursework in the field they are teaching; and

WHEREAS, the teachers have given their written consent to be assigned to these position:

NOW THEREFORE BE IT RESOLVED by the Governing Board of the Del Mar Union School District that it hereby authorizes the teaching assignments listed above for the 2007-2008 school year, pursuant to the provisions of California Education Code 44256(b) on the 29th day of August, by the following vote:

August 29, 2007

To: Board Members

From: Tom Bishop

Subject: Ratification, 2007/2008 DMCTA Re-Opener Negotiations, including Wages and Health Benefits

The District administration is pleased to recommend that the Board of Trustees ratify the August 16, 2007 Tentative Agreement between the DMUSD and the DMCTA (see attached). The proposed 2007/2008 certificated salary schedule is also attached.

The Board of Trustees and the District administration appreciate the positive attitude of Del Mar's teaching staff as we forward with the implementation of Professional Learning Community practices. The Board and administration also appreciate the commitment of the DMCTA to the Interest-Based Bargaining process that this Tentative Agreement and the Board and administration look forward to the continued use of the IBB process next August when the parties will meet to negotiate the 08/09 collective bargaining agreement.

FISCAL IMPACT: The District administration estimates that implementing the 07/08 Tentative Agreement will cost the general fund about \$1,104,513. This increased expense will be offset by increased 07/08 property tax revenue.

RECOMMENDED: The Superintendent recommends that the Board of Trustees ratify the August 16, 2007 Tentative Agreement between the DMUSD and the DMCTA.

DRAFT

**TENTATIVE AGREEMENT FOR
SETTLEMENT OF 2007-2008 COLLECTIVE BARGAINING
BETWEEN THE DEL MAR CALIFORNIA TEACHERS
ASSOCIATION AND THE DEL MAR UNION SCHOOL DISTRICT**

The Del Mar California Teachers Association and the Del Mar Union School District have arrived at a tentative agreement for collective bargaining for 2007-2008. The tentative agreement consists of the following:

- Improvement of the regular certificated salary schedule by increasing the schedule by 4.03% (This percentage increase will also be applied to the amount for the Masters Degree stipend)
- Incorporating an hourly rate for noon-duty supervision of \$25.00 per hour into the contract by adding section 19.1.6 in the following manner:

19.1.6 Bargaining unit members who volunteer to do noon supervision duty shall be paid an hourly rate of \$25.00 per hour.

- Incorporating modifications to the current health benefits plans per the recommendation of Keenan Associates in the following manner:

| Plan Changes | Kaiser HMO | Blue Cross HMO | Blue Cross PPO 90/70 | Blue Cross PPO 80/60 |
|----------------------------|-------------------|-----------------------|-----------------------------|-----------------------------|
| Doctor Office Visit | | | | |
| Current Co-pay | \$10 | \$10 | \$10 | \$20 |
| New Co-pay | \$15 | \$15 | \$20 | \$30 |
| RX | | | | |
| Current Co-Pay | \$5/15 | \$5/15/45 | \$5/15/40 | \$5/15/45 |
| New Co-pay | \$10/20 | \$10/20/45 | \$10/20/45 | \$10/20/45 |

The approved plan changes will go into effect on January 1, 2008.

- Establish a committee to study and recommend alternative methods of evaluating certificated bargaining unit members (joint teacher/management committee) with each party selecting their own representatives. The committee will finish its work and report the results by February 8, 2008. A side letter of agreement will be created in order to provide for volunteer teachers to “try out” the alternative methods as a one year pilot program.
- Establish a committee to analyze ESC positions and the need for additional preparation time for them. A joint teacher/management study committee will be formed to do the following:
 1. Determine if 2007-2008 master schedules have the capacity to extend preparation time to 180 minutes per week for ESC teachers
 2. Analyze data on the current use of ESC teachers’ time
 3. Develop a clear job description for ESC positions
 4. Complete descriptions for ESC programs
- Incorporate modifications to contract language relative to use of personal necessity leave in the following manner: (New language is underlined and in italics; language to be deleted is lined through.)

15.2.2.2 Accident or incident involving the bargaining unit member’s personal property, or the personal property of a member of the bargaining unit member’s immediate family that requires the bargaining unit member’s absence from work.

15.2.2.5 Under circumstances which are serious in nature, involving requirements which the bargaining unit member cannot be reasonably expected to ignore, and requires the attendance of the bargaining unit member during working hours such as:

- Marriage of an immediate family member
- Other serious family responsibilities

15.2.4 If possible Advanced notice of taking personal necessity leave, for an emergency except in an emergency, shall be given by the bargaining unit member to the District Superintendent bargaining unit member’s immediate supervisor.

The elements described above represent the entirety of the tentative agreement between the parties.