Escondido Union High School District
Negotiations Update
October 17, 2018

ESTA Bargaining Team

1. Joe Gelormini – OG, Chair
2. John Merz - OG
3. Rita Guerra - EHS
4. Mae Fey – EHS, LC
5. Chris Evans - SP
6. Tony Hutchinson – V
7. Anna Cady, ESTA President
8. Mike Sovacool, Grievance Chair
9. Mary Ellen Berumen, CTA

EUHSD Bargaining Team

1. Olga West, HR Asst. Supt
2. Amanda Phillips, Bus. Asst. Supt
3. Charan Kirpalani, Dir. HR
4. Peter Fagen, Legal Counsel
5. April Moore, Ed Services - guest

This was the fourth session of negotiations between the District and ESTA for the 2018-19 school year. We agreed on the agenda for the day.

The District reviewed the information that was provided to ESTA on the following:

a. Review of classroom data for EL and Special Ed.
b. Review of supports for EL and Special Ed Classrooms
c. Review of EL types, placement, and classes by April Moore.

The District provided their 2nd proposal to ESTA for consideration. ESTA will respond at the next session.

Future negotiation sessions are scheduled for:

- November 5, 2018
- November 14, 2018
- December 5, 2018

See documents below

- District Proposal #1 – Provided Sept 12, 2018
- ESTA proposal #1 – Provided Oct 1, 2018

Sept 12, 2018
#1 Proposal

11:09 -

Escondido Union High School District
and
Escondido Secondary Teachers' Association
September 12, 2018

ARTICLE I: GENERAL PROVISIONS

A. TERM OF AGREEMENT

This Agreement is a bilateral and binding agreement by and between the Escondido Union High School District and the Escondido Secondary Teachers Association/California Teachers Association/National Education Association (ESTA/CTA/NEA), entered into pursuant to Sections 3540-3549 of the Government Code of the State of California (Educational Employment Relations Act of 1975, as amended), for a three year term beginning July 1, ~~2015~~*2018*, and ending June 30, ~~2018~~*2021*.

B. RENEGOTIATIONS DURING TERM

~~No reopeners for the 2015-2016 and 2016-2017 school years.~~ For the ~~2017-2018~~ *2019-2020* school year, *there will be automatic* reopeners for Article VIII Salaries, *and* Article IX Employee Benefits. *For the 2020-2021 school year, there will be reopeners for Article VIII: Salaries and Article IX: Employee Benefits* and two additional articles for each party.

Article III: EVALUATION PROCEDURES

A. GENERAL PROCEDURES FOR THE EVALUATION OF PERMANENT EMPLOYEES

3. Counselor Evaluation based on National Counseling Standards

There shall be a new evaluation process for Counselors based on the National Counseling Standards. The parties agree to create new evaluation forms based on the National Counseling Standards. Also, parties shall develop new Goal and Objective Forms based on the National Counseling Standards. The forms will be created jointly by the Association and the District.

EUHSD will bring back a DRAFT Counselor Evaluation Form

A. ARTICLE V: HOURS OF EMPLOYMENT

B. HOURS OF EMPLOYMENT

1. Length of Work Day

All employees shall be required to report for duty fifteen (15) minutes before their first assigned period of the day and remain on duty thirty (30) minutes after the end of their last assigned period of the day. Assigned periods include conference periods, *x-block, advisory, connections, interventions,* and/or tutorials. Employees are expected to remain after their normal workday to attend faculty meetings, staff development, site and district-wide department chairperson meetings, meetings of the District Instructional Services Council, pre-arranged parent conferences, Back-to-School Night, and non-teaching duties as assigned by the principal or his/her designee.

4. Conference Periods

Regular day school full-time employees, other than counselors and nurses, shall have one (1) period *not less than an average of 45 minutes per day over a ten work day period that is* ~~of their six (6) period assignment~~ (block or traditional schedule) set aside for preparation and planning. Regular day school employees on less than a full-time contract shall set aside a proportionate amount of time for preparation and planning.

Article VIII: Salaries

A. Certificated Salary Schedule/General/ Special Education Programs

The District values the cost of 1% at $394,246.

The District's total compensation is valued at $1,005,327 which is equivalent to 2.55% retroactive to July 1, 2018.

ARTICLE XIII: ASSOCIATION DUES ~~AND REPRESENTATION FEES~~

~~A.REPRESENTATION FEES~~

~~Effective July 1, 1994, a bargaining unit employee who has not either joined the Association, or made application to join the Association by September 30 or within thirty (30) days from the commencement of assigned duties as a bargaining unit member, shall pay to the Association a representation fee, not to exceed the amount of Association membership dues. Such representation fee shall be payable in one (1) lump sum cash~~

~~payment in the same manner as required for cash payment of Association dues or by monthly payroll deduction in the same manner as Association dues.~~

~~1.Notification of Non-Compliance~~

~~In the event an employee does not either join the Association, make application to join the Association, pay to the Association the required representation fee in a single lump sum payment, or sign a payroll deduction authorization form, the Association shall notify the District of the employee's non compliance. Upon such notification, the District shall promptly advise the employee in writing of the requirements of this Article. If after fifteen (15) days the employee has still not made application to join the Association, fully paid the required representation fee by cash payment to the Association, or signed a payroll deduction authorization form, the District shall begin automatic payroll deductions as provided in Education Code section 45061 in the same manner as set forth in Paragraph A, above, effective with the following payroll period.~~

A. REPRESENTATION DUES

B.

The right of payroll deduction for payment of organizational dues shall be accorded to the Association. Association members who currently have authorization cards on file need not be resolicited. Association dues, initiation fees and general assessments, upon formal written request from the Association to the District, shall be increased or decreased without resolicitation and authorization from Association members under the terms set forth above and provisions of the Education Code Section 45060 and Government Code Section 3540.1(1)(2).

1. *The District shall process payroll dues deductions for all employees whom the union reports as having written authorizations. The Association may provide the employer with copies of the employees' authorization agreements, but is not required to do so unless there is a dispute about the existence or terms of the agreements.*

2. *Pursuant to such authorization, the District shall deduct one-tenth (1/10) of such dues, fees or assessments from the regular salary check of the employees each month for ten (10) months. Deductions for employees who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year.*

3. *With respect to all sums deducted by the District pursuant to Article XIII for representation dues, the District agrees to promptly remit such monies to the Association accompanied by an alphabetical list of employees for whom such deductions have been made and indicating any changes in personnel from the list previously furnished. There shall be no charge to the Association or employee for processing of dues.*

~~2.Compliance with PERB Regulations~~

~~The Association shall comply with the Agency Fee Regulations of the Public Employment Relations Board.~~

~~3.Religious Exceptions~~
~~Any employee who is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations shall not be required to join or financially support the Association as a condition of employment, except that such bargaining unit employee shall pay, in lieu of the representation fee to the Association, sums equal to such fees to one of the following non religious, non labor, charitable organizations whose fund are exempt from taxation under Section 501(c) (3) of Title 26 of the Internal Revenue Code:~~

~~Foundation to Assist California Teachers~~

~~Any publicly sponsored boys or girls club located within District boundaries~~

~~The United Way~~

~~Such payment shall be made within thirty (30) days of the employee's first duty day in a bargaining unit position of each school year.~~

~~a.Proof of Payment and Statement of Objections~~

~~Unit members exercising their right to be exempt from the provision of this Article shall annually submit proof of payment and a written statement of objection, along with verifiable evidence of membership in a religious body whose traditional tenets or teaching object to joining or financially supporting employee organization, to the Association and the District as a condition of continued exemption from the provision of the Article. Such proof shall be submitted within thirty (30) days of the employee's first duty day in a bargaining unit position each school year.~~

~~b.Objector's~~*Non Union Member*-Access to Grievance and Arbitration

The Association will represent any *unit member* ~~employee exercising his or her right to exemption from the requirements of this Article~~ in the same manner the Association represents its *union* members. ~~or those employees electing to pay representation fees in lieu of membership, except that the employee exercising such right shall be responsible for reimbursing to the Association the reasonable cost of such representation.~~

B. ASSOCIATION RESPONSIBLE FOR FURNISHING INFORMATION

The Association agrees to furnish any information needed by the District to fulfill the provision of this Article, *including updates with the names of all employees who have joined the union and have authorized union dues deductions.*

C. HOLD HARMLESS AGREEMENT

The Association shall indemnify and hold the District harmless from any claims, demands, or lawsuits arising out of or from the maintenance of membership provisions contained in this Agreement. The Association agrees to assume responsibility for all costs the District might reasonably incur in the enforcement of the provisions of this Article. ~~The Association shall have the exclusive right to decide and determine whether any court action and/or administrative action before the Public Employment Relations Board challenging the legality or constitutionality of the representation fee provisions of this article, or the implementation of these provision, shall or shall not be compromised, resisted, defended, tried, or appealed.~~

D. RIGHT TO DUES DEDUCTION FROM PAY WARRANT

Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the *Association* ~~District~~ an assignment authorizing deductions of unified membership dues in the Association. Such authorization shall continue in effect from year to year unless revoked in writing. Pursuant to such authorization, the District shall deduct one-tenth ($1/10^{th}$) of such dues from the regular salary check of the employee each month for ten (10) months. Deductions for employees who sign such authorization after the commencement of the school year shall be appropriately prorated to complete payments by the end of the school year. In the event an employee who is a member of the Association discontinues his/her payroll deduction authorization the employee shall remit dues directly to the Association in a manner determined by the Association. ~~Any bargaining unit employee who discontinues his/her payroll deduction for dues and who does not pay his/her dues to the Association shall be subject to the representation fee provision set forth in Section E below.~~

E. REMISSION OF DUES ~~AND FEES~~ TO CTA

The District shall forward, without cost to the Association, all sums deducted from bargaining unit employees' pay warrants for membership dues ~~and representation fees~~ to the California Teachers Association Membership Department. Such sums shall be accompanied by an alphabetical list of employees from whom such deductions have been made. The list shall indicate ~~whether~~ the deduction is for membership dues ~~or representation fees~~ and shall indicate any changes in personnel from the list previously furnished.

Agreed to by:

Joe Gelormini, ESTA Bargaining Chair	Dr. Olga E. West, Assistant Superintendent
Date	Date

Escondido Secondary Teachers Association

Proposal to the Escondido Union High School District

10/01/18

Article I : GENERAL PROVISIONS

A. TERM OF AGREEMENT

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Article II : CLASS SIZE AND STAFFING RATIOS

A. REGULAR SCHOOL STAFFING RATIOS

7. **Class rosters of all courses, including elective courses, shall not exceed 25% of students with IEPS unless additional support is provided. These classes shall be staffed with an Instructional Aide for additional support.**

B. SPECIAL EDUCATION CLASS SIZE

Special Education Teachers shall be assigned enrollments in accordance with provisions of the State Education Code.

1. **"Co-Taught" courses are designated classes comprised of General Education students and students with IEPs and shall not exceed 30% of the total class size. This does not preclude classes being offered under the "Co-Taught" model should the roster fall below the 30% criteria. Each of these classes shall be staffed with TWO Credentialed Instructors (one General Education, and One Special Education Credentialed Instructor). Once over 30%, additional support shall be provided after consultation with teacher and program specialist. Supports shall include, but are not limited to, an instructional assistant or other support as mutually agreed upon by the district and ESTA.**
    a. **If one of the two credentialed instructors are absent, a substitute teacher must be provided by the district. If a substitute teacher is not provided for any reason, the credentialed teacher who is present may, if she/he wishes, facilitate the class and will be compensated appropriately as a period substitute per Article 8 section A 5f.**

D. SPECIAL CONSIDERATION IN CLASS SIZE

2. **English Learner Academic Success is identified as one of the district's "Greatest Needs" in our LCAP, and ESTA is committed to ensuring all students are successful. As such, a BIA shall be provided for the entire class period for support in "Cluster Classes", in addition to lower class size to help students be successful.**
3. **In the interest of ensuring all students are College and Career ready, class rosters of all courses, including elective courses, shall not exceed 19% of EL students unless additional support is provided. In the interest of educating all students, the additional support shall be a Bilingual Instructional Assistant or an Instructional Assistant as determined by the teacher of the course.**

Article III : EVALUATION PROCEDURES

H. EMPLOYEE DISCIPLINE/SUSPENSION

5. Complaint Procedure

5.1 This procedure shall apply to complaints regarding the conduct, performance, or statements of a bargaining unit member received by any District administrator or member of the Board from any student, parent or guardian of an Escondido Union High School District student, District employee, or member of the public.

5.2 Anonymous complaints will not be investigated and/or used against the member in any way.

5.3 This procedure shall not apply to any complaint regarding child abuse, sexual harassment for which the District has a specific policy, regulation or procedure which governs investigation and resolution of the matter.

5.4 Nothing in this article is intended to infringe upon the unit member's academic freedom rights as stated in Article III.

5.5 The Parties are committed to attempting to resolve verbal and written concerns or complaints at the lowest possible level.

5.6 The Parties recognize that as part of attempts to resolve complaints at either the informal or formal level, written statements may be gathered from witnesses. These statements do not alone constitute a Written Complaint.

5.7 Steps to be followed with verbal concerns or complaints:

A. Within five (5) duty days of the receipt of a verbal concern or complaint, the supervisor shall notify the unit member against whom the concern or complaint is lodged.

B. All parties shall make an effort to resolve such concerns and complaints immediately. Resolution of verbal concerns or complaints shall include notification to the unit member that indicates:

1. The concern or complaint was without merit and dropped; or

2. The concern or complaint had merit and was resolved, or

3. Where such concerns or complaints are not resolved within ten (10) duty days after notification of the unit member, such concerns or complaints will be dropped or reduced to writing, and the procedures below in 5.8 shall be invoked.

C. If steps under Section 5.7 are not followed in regards to verbal concerns or complaints, these concerns or complaints may not be used in evaluation or discipline.

D. If the bargaining unit member against whom the concern or complaint was lodged requests a response in writing, a response will be provided.

5.8 Where a written complaint exists or when the matter was unable to be resolved informally as set forth in Section 5.7 B, the following procedure shall be invoked:

A. The appropriate administrator shall forward a copy of the written complaint or documentation from an investigation around a verbal complaint, to the affected unit member within five (5) duty days of receipt.

B. If the matter is not resolved informally, the immediate supervisor shall request a conference as soon as is reasonably possible to discuss the complaint with the unit member, unless the immediate supervisor determines, with approval of the Superintendent or his/hers designee, that such conference would not be appropriate under the circumstances. The unit member may request, and a conference shall be held, within ten (10) duty days of such receipt.

C. The principal/immediate supervisor shall make every effort to resolve complaints in a timely manner. Such efforts shall include processing complaints during nonduty days (i.e., summer) where the principal determines he/she can effectively process the complaint.

D. Within twenty (20) duty days after the complaint surfaced, the principal/ immediate supervisor shall present a full report regarding the investigation, including copies of all statements and other relevant documents, to the unit member, Superintendent or his/her designee. Where disciplinary action will be taken against the unit member, a copy of the report and all statements and documents upon which the disciplinary action relies will be provided to the unit member.

E. The Superintendent or his/her designee shall make a determination as to the disposition of the matter, as soon as is reasonably possible and in no event later than ten (10) duty days after receipt of the report. The complainant will then be informed of the disposition of the matter.

F. A bargaining unit member has the right to a conference with the immediate supervisor to discuss the resolution of any complaint filed under this article.

G. Materials may not be placed in a unit member's personnel file without the unit member first receiving a copy of the material. The unit member shall have the right to attach a statement to any material that is placed in the file. This does not preclude

the unit member from filing a grievance regarding this matter under Article IV, Grievance Procedures, of this Agreement.

Time Line Summary

Number of Days	Action Needed	Reference
5	Unit member notified of complaint	Section 5.7
10	Complaint resolved, put in writing or dropped	Section 5.7.B
5	Unit member receives copy of written complaint	Section 5.7.A
10	Conference with unit member	Section 5.8.B
20	Report regarding investigation due	Section 5.8.D
10	Determination of disposition of matter	Section 5.8.E

Article V : HOURS OF EMPLOYMENT

A. LENGTH OF THE WORK YEAR

1. New Bargaining Unit Member Orientation

Each time a person is newly employed in a position in the bargaining unit, the District shall inform them of their employment status, rights, benefits, duties and responsibilities, and other employment-related matters.

The District shall provide an annual new bargaining unit member orientation for all newly hired bargaining unit members to take place within seven (7) calendar days prior to the first day of classes, except when no new bargaining unit members are commencing employment at the start of a given year. Any bargaining unit member(s) hired after the start of the school year shall be provided an in-person orientation/onboarding meeting within twenty-one (21) calendar days from the date of hire. New bargaining unit members shall be paid their hourly per-diem rate, based on their annual salary, for the duration of these required orientation/onboarding meetings when orientations occur outside the contract year and/or day.

2. Scheduling of Orientation

The District shall provide written notice of the date, time and location of all bargaining unit member orientations/onboarding meetings, by certified or electronic mail, to the Association president and vice president no later than twenty-one (21) calendar days in advance of the annual orientation meeting(s) or ten (10) days in advance of other orientation/onboarding meetings that may occur throughout that year. In the event the District is unable to comply with the stated advance notice, the District shall, at the request of the Association, reschedule the orientation/onboarding meeting and provide the advance notice. If, however, the District provides proof that there was an urgent need critical to the employer's operations that was not reasonably foreseeable, the Association shall be provided as much notice as possible.

3. Association Time Provided

The Association shall be provided no less than *ninety (90) minutes* of uninterrupted time to communicate with bargaining unit members at all new bargaining unit member orientations/onboarding meetings. Such time will not be provided at the end of a meeting day unless the Association requests to be placed at the end of the agenda. District administration will excuse themselves during Association time.

3(a) **The Association is entitled to invite California Teachers Association (CTA) endorsed vendors and CTA staff to the Association portion of new bargaining unit member orientations/onboarding meetings and will have access to District audio visual equipment for Association presentations.**

3(b) **The Association shall have District-paid release time to attend and participate in new bargaining unit member orientations/onboarding meetings for up to *three (3) bargaining unit members*, selected by the Association, if any orientation/onboarding meeting is held during contractual work hours.**

4. **New Bargaining Unit Member Information**

The following new bargaining unit member information shall be delivered to the Association president in digital Excel format and hard copy, sorted by seniority date, no later than 30 days after the date of hire:

1. **Name**
2. **Home Address**
3. **Phone Numbers – work, home and cellular**
4. **Personal (non-District) Email Addresses**
5. **School Site**
6. **Grade Level/Assignment**
7. **Date of Hire**
8. **Seniority Date**
9. **Full time Equivalent (FTE) status**
10. **Employment Status (i.e., Probationary, Permanent, Temporary, etc.)**
11. **Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or College Internship, etc.)**

5. **Bargaining Unit Member Information**

In addition, once each month during every school year, the District shall deliver to the Association president the following information in *digital Excel format* for all bargaining unit members:

1. **Name**
2. **Home Address**
3. **Phone Numbers – work, home and cellular**
4. **Personal (non-District) Email Addresses**
5. **School Site**
6. **Grade Level/Assignment**
7. **Date of Hire**
8. **Seniority Date**
9. **Full time Equivalent (FTE) status**
10. **Employment Status (i.e., Probationary, Permanent, Temporary, etc.)**
11. **Type of Credential (i.e., Clear, Preliminary, Short-Term Staff Permit, Provisional Internship Permit "PIP" or College Internship, etc.)**
12. **Indication of any Unit Member on Leave of Absence**

13. An indication of whether the District is deducting dues for membership

6. Promotion of Harmonious Public Employment Relations

To promote harmonious public employment relations, the Association shall be entitled to a minimum of ten (10) uninterrupted minutes at the beginning of each faculty meeting at each school site to communicate with bargaining unit members. This Association time shall be for bargaining unit members only. District and/or school site administration will excuse themselves during Association time.

7. Dispute Resolution

Violations of this article shall be subject the grievance and arbitration article of the Collective Bargaining Agreement between the parties.

ARTICLE VI: LEAVES OF ABSENCE

8. MATERNITY LEAVE

A unit member may use Leave if she is unable to render service to the District as a direct result of her pregnancy. Maternity leave shall be granted in accordance with the following:

A. At the beginning of maternity leave, the unit member shall receive six (6) calendar contract weeks of paid leave (30 paid service days) for natural birth, or 8 (eight) calendar weeks of paid leave (40 paid service days) for cesarean birth.

B. If the school year terminates before the maternity leave period is exhausted, the employee may take the balance of the six (6) or eight (8) week period in the subsequent school year period. No non-paid calendar breaks shall be counted as part of the six (6) or eight (8) week period.

C. The use of Leave (pursuant to Ed Code 44965, 44977, and 44978) for pregnancy related disability shall be treated the same as any other disability for which leave is granted. In order to use Leave for pregnancy disability, the unit member must have actually rendered service to the district immediately prior to the disability.

D. Following the culmination of the leave, the unit member and her physician or medical advisor shall determine, and report in writing to the district, the date when she is physically capable of returning to her duties.

E. After the six (6) week or eight (8) week paid maternity leave, a mother may take parental leave in accordance with this CBA.

ARTICLE VIII: SALARIES

A. CERTIFICATED SALARY SCHEDULE/GENERAL/SPECIAL EDUCATION PROGRAMS.

Increase the certificated salary schedule by (all cells and stipends including Adult Ed/CTE) by 5.9% (USING THE DISTRICT'S FIGURE OF 1%= $395,000) of the base grant received by EUHSD for the 2018-19 school year ($3.9 million), retroactive to July 1, 2018.

5. Miscellaneous Provisions

a. One Semester Service for One-Half Annual Salary Employees who serve for one (1) full school semester on a contract basis shall receive not less than one-half (1/2) the annual salary for such service.

b. Payment of Salaries will be paid monthly beginning in August. Payment shall be made on the employee's last working day of each month, subject to the County Office of Education's agreement to issue pay warrants on the employees' last working day.

c. "Contract Daily Rate of Pay" means the employee's annual salary divided by the number of working days in the current year.

d. "Contract Hourly Rate of Pay" means the daily rate of pay divided by six (6).

e. "Extra-Service Certificated Hourly Rate of Pay" is the clock hour rate for home teachers, summer school teachers, driver's training teachers, and miscellaneous certificated hourly assignments at the rate shown on page 67 of this Agreement under "Miscellaneous Certificated Salaries."

f. Service as a Period Substitute An employee may, at his/her/discretion, serve as a period substitute when so requested by the District. When requested, an employee **shall be paid at $10 per hour above the "Extra-Service Certificated Hourly Rate".** Employees shall have the option, however, of taking "Compensation Time" off in lieu of payment. Six (6) periods of substitution equals one (1) day. The scheduling of the time off is to be approved by the principal.

o. Extra-Service Certificated Hourly Rate - Working With Students

In addition to service as a period substitute, the following duties shall be paid at $10 per hour above the rate of the "Extra-Service Certificated Hourly Rate":

- **Summer school/Extended School Year**
- **Home School**
- **Tutoring**
- **Saturday School/Scholars**
- **And other duties working with students as mutually agreed upon by ESTA and the District**

B. MISCELLANEOUS CERTIFICATED SALARIES

~~**4. Summer School:** Instructional staff will be paid at the rate of $33.90 per clock hour. Effective July 1, 2016 the instructional staff will be paid at the rate of $33.90 per clock hour.~~

(2)
10/1/2018.

Definitions of Classes based on the 2018-19 LCAP

Cluster Classes (Core Classes)-	Regular core content classes that have clusters of English Learners also enrolled in ELD 2 or ELD3 classes. Supports could include BIA and/or lower class size.
Collab Math	This is a core math class with an ELD coteacher who provides language supports. Support include an ELD teacher.
SIFE (Language and Culture Elective)	Students with Interrupted Formal Education (SIFE) It is extra support for students who need targeted support to assimilate to US schools. Supports could include BIA and/or lower class size.
ELD Math Literacy	A class designed for SIFE students who are significantly below grade level to prepare them for Math 1 SE Supports could include BIA.
English 9 Support	Literacy Intervention Pilot provided to prepare targeted students for English 9 Supports could include lower class size.
ELD 1, 2, 3	ELD classes specific to the language level of the student. Supports could include BIA and/or lower class size.
	** Not all SIFE or English Learners have to be placed in the above classes. Placement considerations take into account the individual student and their multiple measures of proficiency.*

2018 ESTA Scattergram in Dollars

Step	ESTA Annual 001	002	003	004	005	ESTA-NJROTC 001	002	Adult Ed 001	002	003	004	005	ROP 001	002	004	005	ESTA Ag Teachers 004	005	District Nurse 001	Grand Total
1		$149,469	$399,251	$165,726				$0				$0								$714,446
2	$118,578	$208,476	$109,654	$57,539				$0		$0	$0									$494,247
3	$51,705	$217,651	$696,885	$119,664	$125,084			$0				$0	$0							$1,210,988
4		$181,468	$344,641	$136,679	$142,644			$0							$0					$805,431
5	$112,589	$59,003	$469,024	$219,041	$322,227														$71,592	$1,253,476
6	$117,181	$61,301	$428,857	$66,720	$69,430			$0			$0									$743,488
7	$73,064		$503,914	$69,012	$229,516						$0	$0								$875,505
8	$63,180		$301,832	$142,612	$222,052			$0								$0				$729,677
9		$68,185	$155,965	$250,247	$671,558			$0	$0			$0								$1,145,955
10	$65,474	$54,548	$292,756	$75,898	$157,217							$0								$645,893
11	$157,137		$322,032	$344,054	$372,154		$80,700	$0	$0	$0	$0	$0	$0	$0						$1,276,078
12		$70,479	$362,328	$250,221	$632,313			$0												$1,315,341
13	$81,324	$87,329	$452,910	$257,568	$482,555							$0								$1,361,685
14			$544,444	$418,548	$376,169													$112,850		$1,452,011
15			$622,222	$662,270	$701,041			$0									$109,275			$2,094,808
16			$48,045	$430,476	$193,700															$672,220
17			$256,239	$170,162	$986,108	$83,250														$1,495,759
18		$139,262	$313,009	$374,356	$489,211							$0	$0							$1,315,838
19			$148,267	$87,375	$942,184															$1,177,826
20				$192,224	$856,904					$0		$0	$0							$1,049,128
21			$84,667	$89,671	$931,417															$1,105,754
22			$174,058	$430,419	$1,244,025													$105,264		$1,953,765
23			$191,464	$294,289	$95,694															$581,447
24				$183,931	$98,245															$282,175
25		$95,682	$104,435	$113,115	$844,903															$1,158,135
26				$207,378	$423,339															$630,716
27				$96,619	$423,339															$519,958
28			$191,464	$502,419	$434,345															$1,128,228
29			$104,435	$96,619	$330,930															$531,984
30	$72,443			$193,238	$186,148															$451,829
31					$124,099															$124,099
32					$248,197															$248,197
39				$115,943																$115,943
40				$96,619																$96,619
Grand Total	$912,675	$1,392,852	$7,622,795	$6,910,652	$13,356,746	$83,250	$80,700	$0	$0	$0	$0	$0	$0	$0	$0	$0	$109,275	$218,114	$71,592	$30,758,650

Adult Ed *Hourly = NO FTE*
ROP *Hourly = NO FTE*

Note: No Statutory Benefits are included

As of 9/13/2018

(3) 10/1/2018

2018 ESTA Scatt..gram in FTE's

	ESTA Annual					ESTA - NJROTC		Adult Ed					ROP				ESTA Ag Teachers		District N	Grand Total
Step	001	002	003	004	005	001	002	001	002	003	004	005	001	002	004	005	004	005	001	
1		3.0000	7.6000	3.0000				0.0000				0.0000								13.6000
2	2.4000	4.0000	2.0000	1.0000				0.0000		0.0000	0.0000									9.4000
3	1.0000	4.0000	12.2000	2.0000	2.0000			0.0000				0.0000	0.0000							21.2000
4		3.2000	5.8000	2.2000	2.2000			0.0000							0.0000					13.4000
5	2.0000	1.0000	7.6000	3.4000	4.8000														1.0000	19.8000
6	2.0000	1.0000	6.7000	1.0000	1.0000			0.0000			0.0000									11.7000
7	1.2000		7.6000	1.0000	3.2000						0.0000	0.0000								13.0000
8	1.0000		4.4000	2.0000	3.0000			0.0000								0.0000				10.4000
9		1.0000	2.2000	3.4000	8.8000			0.0000	0.0000			0.0000								15.4000
10	1.0000	0.8000	4.0000	1.0000	2.0000							0.0000								8.8000
11	2.4000		4.4000	4.4000	4.6000		1.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000						16.8000
12		1.0000	4.8000	3.2000	7.6000			0.0000												16.6000
13	1.2000	1.2000	6.0000	3.2000	5.8000							0.0000								17.4000
14			7.0000	5.2000	4.4000													1.2000		17.8000
15			8.0000	8.0000	8.2000			0.0000									1.2000			25.4000
16			0.6000	5.2000	2.2000															8.0000
17			3.2000	2.0000	11.2000	1.0000														17.4000
18		1.8000	3.8000	4.4000	5.4000							0.0000	0.0000							15.4000
19			1.8000	1.0000	10.4000															13.2000
20				2.2000	9.2000					0.0000		0.0000	0.0000							11.4000
21			1.0000	1.0000	10.0000															12.0000
22			2.0000	4.8000	13.0000													1.0000		20.8000
23			2.2000	3.2000	1.0000															6.4000
24				2.0000	1.0000															3.0000
25		1.2000	1.2000	1.2000	8.6000															12.2000
26				2.2000	4.2000															6.4000
27				1.0000	4.2000															5.2000
28			2.2000	5.2000	4.2000															11.6000
29			1.2000	1.0000	3.2000															5.4000
30	1.0000			2.0000	1.8000															4.8000
31					1.2000															1.2000
32					2.4000															2.4000
39				1.2000																1.2000
40				1.0000																1.0000
Grand Total	15.2000	23.2000	109.5000	84.6000	150.8000	1.0000	1.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000	1.2000	2.2000	1.0000	389.7000

Adult Ed *Hourly = NO FTE*
ROP *Hourly = NO FTE*

As of 9/13/2018

Funding History

	15/16	16/17	17/18	18/19
BASE	$ 4,107,003.00	$ 1,936,515.00	$ 1,073,772.00	$ 3,895,233.00
LCAP	$ 4,042,773.00	$ 1,777,913.00	$ 428,410.00	$ 1,147,820.00
CTE	$ 540,479.00	$ 380,000.00	$ 175,000.00	$ 124,505.00
Total	$ 8,690,255.00	$ 4,094,428.00	$ 1,677,182.00	$ 5,167,558.00
ADA	7293	7074	7070	7019
Charter ADA	1788.91	2007.88	1966.48	1966.48
Charter Property Tax Transfer Out	$ 5,938,305.00	$ 7,125,183.00	$ 7,628,282.00	$ 7,592,245.00
EFB	$ 14,546,762.00 Actual	$ 17,017,029.00 Actual	$ 14,936,843.00 Unaudited Act.	$ 13,041,557.29 Projected

Enrollment

Schools	Oct-15	Oct-16	Difference	Oct-17	Oct-18	Difference from 2017	Difference from 2015
SPHS	2258	2212	-46	2232	2197	-35	-61
OGHS	2033	1919	-114	1836	1812	-24	-221
EHS	2415	2381	-34	2379	2254	-125	-161
DLA	682	751	69	783	822	39	140
VHS	319	259	-60	229	287	58	-32
NPS	11	7	-4	8	14	6	3
Total	7718	7529	-189	7467	7386	-81	-332

Updated 10/1/2018

10/1/2018 (4)

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10/1/2018.

Operational Expense Information

		Budgeted Increase for 18-19		
Gas & Electric	$	352,134.00		
Sewer	$	23,449.00		
Waste Management	$	20,444.00		
Copier/Lease Agreements	$	36,216.00		
SDCOE Service Charges	$	30,454.00		
Insurance Deductible	$	10,139.00		
Rent/Lease/Non-capitalized items	$	116,892.00		
Building Maintenance	$	181,946.00		
	$	771,674.00	20%	Percent of New Base Dollars
Base	$	3,895,233.00		
LCAP	$	1,147,820.00		
CTE	$	124,505.00		
Total New $ 18-19	$	5,167,558.00		
17% Operational Cost Increase		$662,189.61		

As of 10/1/2018

(6)
10/1/2018.

MOU
between the
Escondido Union High School District
And The
Escondido Secondary Teachers Association
September 28, 2018

Article IX: Employee Benefits

A. Basic Insurance Coverage

3. ESTA will use $278,267.26 from the Benefits Reserve Account to maintain the 2018 mandatory tenthly employee contributions for the 2019 plan year only. This temporarily increases the cap to $16,764.75 for 2019. ESTA will make the cap increase ongoing and reimburse the benefits reserve account using ongoing monies from the 2018-2019 negotiations settlement.

   This leaves a balance of $387,648.74 in the Benefits Reserve Account after inclusion of the 2018 opt outs. This does not include the 2019 opt outs. If ongoing monies are not utilized the cap will revert back to $16,010.64.

On Behalf of the District:

Dr. Olga E. West
Assistant Superintendent, Human Resources

Date: _____

On Behalf of ESTA

Mrs. Anna Cady
President, ESTA

Date: _____