



Board of Directors Meeting

Friday, November 30, 2018

3:30-5:00 p.m.

Parc55 Hotel

Fillmore Room

55 Cyril Magnin Street

San Francisco, CA 94102

AGENDA

Call to Order

Roll Call

Approval of Agenda

M _____
S _____
V _____

PUBLIC COMMENTS

Members of the public are welcome to address the board of directors on any item listed on the agenda or any other item of specific concern with the jurisdiction. Speakers are requested to limit their comments to four minutes unless the time is waived by a majority of the board members present. If a member of the public requests a response from the board, the chair of the board may ask the executive director to respond to them personally after the meeting or in writing or may direct the executive director to provide the board with additional information on a future agenda.

BOARD OF DIRECTOR MEMBER REPORTS

Members of the board of directors may make reports and communicate information to the entire board, staff, and public.

INFORMATIONAL REPORTS AND PRESENTATIONS

The staff and invited guests may present informational reports and presentations requiring no action by the board of directors on this agenda.

1. Activity Reports

The executive staff provides reports of their activities since the last Board Meeting.

Recommendation

Receive for information and comment.

2. Membership Report

A current Membership Report as of November 12, 2018 is provided.

Recommendation

Receive for information and comment.

3. Financial Reports

The Board is provided with First Quarter (July-September) Financial Reports.

Recommendation

Receive for information and comment.

4. Professional Development Report

The Board is provided with a report of the Professional Development Programs.

Recommendation

Receive for information and comment.

5. Special Projects and Services Report

The Board is provided with a report of Special Projects and Member Services. Some are fee for service and some are not.

Recommendation

Receive for information and comment.

6. Health Benefits Report

Mark Lowenthal, Health Benefits Consultant, has provided a report of current contract work.

Recommendation

Receive for information and comment.

LEGISLATIVE SESSION

The Board of Directors is in legislative session to take action on items that are on the agenda. No action may be taken on any other items at this meeting. The chair presides, and Robert's Rules of Order are in effect.

7. Legislative Report

The Board is provided a Proposed 2019 Legislative Platform. Derick Lennox, SEAC Legislative Advocates, will be present to discuss it and other legislative issues.

Recommendation

Review the Proposed Legislative Platform and adopt a 2019 SEAC Legislative Platform.

M _____
S _____
V _____

8. Candidates for Board Seats, Three-Year Terms, January 1, 2019-December 31, 2021.

There are three seats open for nominations to the Board for three-year terms, January 1, 2019-December 31, 2021. The Board may choose three or more candidates for election by the membership. The election will take place electronically between December 10 and 31, 2018.

Recommendation

Select three or more candidates for election to the SEAC Board of Directors.

M _____
S _____
V _____

9. SEAC Officer for 2019.

The SEAC JPA requires the Board of Directors to elect or re-elect a Chair and a Vice-Chair and appoint a Treasurer and Secretary for the calendar year.

Recommendation

Elect a Chair and Vice-Chair and appoint a Treasurer and Secretary for 2019.

M _____
S _____
V _____

10. Consent Agenda and Routine Items of Business

All items below are considered by the Board of Directors to be routine and can be approved by one action. There will be no discussion of these items prior to board action unless members of the board, staff, or public request specific items to be removed from the Consent Calendar for discussion and individual action.

10 A. Minutes of August 31, 2018 Board of Directors Meeting

M _____
S _____
V _____

NEW ITEMS OF BUSINESS

The Board Chair will receive any items of new business from Board Members or the Executive Director.

Next Board Meeting Dates and Locations

- Sunday, April 29, 2019, 6:00 p.m. (Dinner Meeting) Sacramento, Place TBD followed by Lobby Day on Monday, April 30, 2019, 8:00 a.m. Capitol Advisors, 925 L Street, Suite 1200, Sacramento.
- Friday, June 28, 2019 9-11 a.m. SEAC Office, 18022 Cowan, Suite 250, Irvine.

Approval to Adjourn

M _____
S _____
V _____

School Employers Association of California
BR - 1

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: Activity Report
Date: November 15, 2018

Background Information

Staff Activity Reports cover the period since the last board meeting, and itemize activities in the field only.

- 9/4/18 Met with Eric Premack of the Charter Schools along with Roger Gallizzi and Mark Lowenthal to discuss our program of Health Benefits. No response so far.
- 9/26/18 Attended the Board Meeting of Rock the Street Wall Street in Nashville. Besides a dozen of programs (High School Girls Learning Finance) around the country, the group now has two (2) high schools in Sacramento.
- 10/11/18 Did the Opening Presentations to the SoCal Certification Class in Cerritos.
- 10/12/18 Marj and I attended the 2018 Cal State Long Beach Scholarship Awards where our recipient from Anaheim Elementary School District received our scholarship award. Our scholarship is unique because it is the only one at the university to support graduate students who want to become administrators.
- 10/16/18 Met with Derick Lennox of Capitol Advisors in Sacramento to draft the 2019 SEAC Legislative Platform for consideration at the November 30 SEAC Board Meeting.
- 10/16/18 Met with Janet Walden of the Center for Collaborative Solutions (CCS) in Sacramento to plan the upcoming Fall Board Meeting.
- 10/21/18 Attended the Employer Leader Dinner with the CalPERS Executive Staff and four Board Members in Indian Wells. Discussed issues.
- 10/22/18 Attended the Annual CalPERS Employer Conference in Indian Wells.
- 11/7/18 Met with Janet Walden in Sacramento to prepare for the next day CCS Board Meeting.
- 11/8/18 Chaired the CCS Board Meeting in Sacramento.
- 11/30/18 Attended the SEAC Board Meeting in San Francisco.

Recommendation

Receive for information and comment.

**School Employers Association of California
BR-1**

To: Ruben L. Ingram, Executive Director
From: Louise K. Taylor, Assistant Executive Director
Subject: Activity Report
Date: November 30, 2018

Background Information:

The Assistant Executive Director provides an activity report at each board meeting. This report covers the period September 1, 2018 - November 30, 2018.

September 2018

General Activity

- Preparation and marketing for 2018-19 SMNCP
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

Sept 4: Facilitation of Negotiations, San Bernardino County Supt of Schools (SBCSS)
Sept 10: Facilitation of Negotiations, San Bernardino County Supt of Schools (SBCSS)
Sept 12: Facilitation of Communications Plan with CSEA/NUSD, Natomas USD
Sept 13: Facilitation of Negotiations, Victor Elementary School District (IBB)
Sept 18: Facilitation of Negotiations, San Bernardino County Supt of Schools (SBCSS)
Sept 19: Facilitation of Communications Plan with CSEA/NUSD, Natomas USD
Sept 21: Facilitation of Negotiations, Fontana Unified School District (IBB)

October 2018

General Activity

- Preparation and Opening of 2018-19 SMNCP
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

Oct 10: Facilitation of Negotiations, Fontana Unified School District (IBB)
Oct 11-12: School Management Negotiators Certification Program, Session #1, Cerritos
Oct 25-26: School Management Negotiators Certification Program, Session #2, Cerritos
Oct 29: Facilitation of Communications Plan with CSEA/NUSD, Natomas USD

November 2018

General Activity

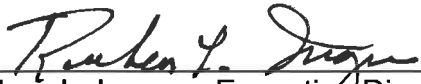
- 2018-19 School Management Negotiators Certification Program
- School district negotiations facilitation (Interest-Based Bargaining - IBB)
- IBB Workshop scheduling and planning

Nov 6-7: IBB Workshop, Ripon Unified School District
Nov 8: Facilitation of Negotiations, Victor Elementary School District (IBB)
Nov 28: Facilitation of Negotiations, Fontana Unified School District (IBB)
Nov 30: Facilitation of Negotiations, Victor Elementary School District (IBB)

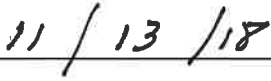
Recommendation

Receive for information and comment.

Approved:

A handwritten signature in dark ink, appearing to read "Ruben L. Ingram", written over a horizontal line.

Ruben L. Ingram, Executive Director

A handwritten date "11 / 13 / 18" written in dark ink, positioned above a horizontal line.

Date

**School Employers Association of California
BR-2**

To: Board of Directors
From: Tom Johnstone, Assistant Executive Director
Subject: 2018-2019 Membership Report
Date: November 30, 2018

Background Information

In the previous Membership Report at the end of August 2018, we had 73% of the districts that had renewed the memberships for 2018-19. This total included the 32 districts in Santa Clara County that had previously received their memberships through the generosity of the Santa Clara County Office of Education. We are still working on getting some of these districts to continue with SEAC but many have chosen not to renew. Currently, 81% of the districts statewide have submitted the membership fees for 2018-19, if the Santa Clara County districts are not included in the total (Attachment A). As you will recall from the August Board Meeting, this year we started a new practice of waiting until after July 1 to send out the invoices for membership renewals to SEAC Member Districts. This had a very positive impact on the rate of renewals as in the two summer months of July and August, we already had 64% of the districts that had submitted payment for 2018-19. We are continuing to follow up with the 29 districts that have not renewed as of yet, along with the districts in Santa Clara County. The membership fees continue to trickle in at a rate of one or two per week.

As I mentioned in August, Membership is extremely critical to the success of SEAC. We are very fortunate to have SEAC board members from many different parts of the State. We need for all of you to be aware of the districts in your regions that you have regular contacts and relationships with, and we need to take every opportunity to share the benefits of SEAC in terms of legislative advocacy, current legislation and PERB decisions, negotiation workshops, and Health Benefits Review and Consulting. If there are districts in the vicinity of your districts that have still not renewed, please take a few minutes and reach out to them. Relationships continue to be the key to our success in SEAC. We will continue to work hard to collect the membership fees from member districts and reach out to new districts.

Recommendation

Receive for information and comment.

Approved:
Robert L. Jagan
11/13/18

2018 - 2019 District Memberships

	I	J	L	M	N	O
		Received From	Date Deposited	Amount	Due	
1						
2	1	ABC USD	8/28/2018	\$ 2,610.00		
3	2	Acalanes UHSD	7/2/2018	\$ 1,565.00		
4	3	Alhambra USD				
5	4	Alum Rock UESD				\$ 2,086.00
6	5	Antelope Valley UHSD	7/23/2018	\$ 2,610.00		
7	6	Apple Valley USD			\$ 2,086.00	
8	7	Arcadia USD	8/16/2018	\$ 1,738.00		
9	8	Atwater SD	8/6/2018	\$ 1,391.00		
10	9	Azusa USD	8/31/2018	\$ 1,738.00		
11	10	Baldwin Park USD			\$ 2,348.00	
12	11	Banning USD	7/23/2018	\$ 1,565.00		
13	12	Beverly Hills USD			\$ 1,391.00	
14	13	Bellflower USD	8/16/2018	\$ 2,086.00		
15	14	Berryessa Union Elementary				\$ 1,738.00
16	15	Black Oak Mine USD			\$ 694.00	
17	16	Buena Park USD	9/6/2018	\$ 1,565.00		
18	17	Burbank USD	8/2/2018	\$ 2,348.00		
19	18	Butte COE			\$ 348.00	
20	19	Calaveras USD	7/17/2018	\$ 694.00		
21	20	Cambrian				\$ 1,391.00
22	21	Campbell Union				\$ 1,738.00
23	22	Campbell Union High				\$ 1,565.00
24	23	Cascade UESD			\$ 694.00	
25	24	Castaic USD	7/30/2018	\$ 1,391.00		
26	25	Centinela Valley Union HSD	7/17/2018	\$ 1,565.00		
27	26	Cloverdale USD			\$ 694.00	
28	27	Coalinga-Huron USD	8/20/2018	\$ 1,391.00		
29	28	Contra Costa COE	7/17/2018	\$ 1,391.00		
30	29	Compton USD	7/23/2018	\$ 3,584.00		
31	30	Coronado USD	8/13/2018	\$ 1,044.00		
32	31	Corona-Norco USD	8/9/2018	\$ 3,584.00		
33	32	Culver City USD	8/20/2018	\$ 1,565.00		
34	33	Cupertino Union				\$ 2,348.00
35	34	Dos Palos Oro Loma JUSD	7/30/2018	\$ 1,044.00		
36	35	Duarte USD	8/6/2018	\$ 1,391.00		
37	36	Del Norte COE	7/30/2018	\$ 694.00		
38	37	East Side Union High				\$ 2,610.00
39	38	Eastside Union SD	8/9/2018	\$ 1,391.00		
40	39	El Monte City SD	8/6/2018	\$ 1,738.00		
41	40	El Rancho USD	10/1/2018	\$ 1,738.00		
42	41	El Segundo USD	7/23/2018	\$ 1,391.00		
43	42	Evergreen Elementary				\$ 2,086.00
44	43	Fairfield-Suisun USD	7/13/2018	\$ 2,610.00		
45	44	Fallbrook UHSD	8/16/2018	\$ 1,044.00		
46	45	Fillmore USD	7/30/2018	\$ 1,391.00		
47	46	Fontana USD	8/13/2018	\$ 3,584.00		
48	47	Fountain Valley SD	9/18/2018	\$ 1,565.00		
49	48	Franklin-McKinley Elementary				\$ 2,086.00
50	49	Fremont Union High				\$ 2,086.00
51	50	Fresno COE	9/11/2018	\$ 2,086.00		
52	51	Garvey SD	7/23/2018	\$ 1,565.00		
53	52	Gilroy Unified				\$ 2,086.00
54	53	Glendale USD	7/30/2018	\$ 2,610.00		
55	54	Glendora USD	7/23/2018	\$ 1,565.00		
56	55	Glenn COE	7/30/2018	\$ 348.00		

ATTACHMENT A

2018 - 2019 District Memberships

	I	J	L	M	N	O
57	56	Guadalupe Union SD	7/30/2018	\$ 694.00		
58	57	Hawthorne SD	7/30/2018	\$ 1,738.00		
59	58	Hilmar USD	7/30/2018	\$ 1,044.00		
60	59	Jefferson SD	8/2/2018	\$ 1,044.00		
61	60	Keppel Union SD	7/23/2018	\$ 1,391.00		
62	61	King City Union SD	8/13/2018	\$ 1,391.00		
63	62	La Canada USD	7/30/2018	\$ 1,391.00		
64	63	La Puente Valley ROP			\$ 174.00	
65	64	LACOE	9/6/2018	\$ 4,346.00		
66	65	Lake COE	8/16/2018	\$ 172.00		
67	66	Lakeside Joint				\$ 172.00
68	67	Lancaster SD	7/30/2018	\$ 2,086.00		
69	68	Lawndale SD	7/30/2018	\$ 1,565.00		
70	69	Le Grand Union HSD			\$ 348.00	
71	70	Lennox SD	10/25/2018	\$ 1,565.00		
72	71	Lindsay USD	8/9/2018	\$ 1,391.00		
73	72	Little Lake City SD	7/23/2018	\$ 1,565.00		
74	73	Livingston Union SD			\$ 1,044.00	
75	74	Loma Prieta Joint Union Elementary				\$ 348.00
76	75	Lompoc USD			\$ 1,738.00	
77	76	Los Altos Elementary				\$ 1,391.00
78	77	Los Angeles CCD	8/20/2018	\$ 4,346.00		
79	78	Los Gatos Union Elementary	10/1/2018	\$ 1,391.00		
80	79	Los Gatos-Saratoga Joint Union High				\$ 1,391.00
81	80	Los Nietos SD			\$ 1,044.00	
82	81	Luther Burbank	9/18/2018	\$ 348.00		
83	82	Lynwood USD			\$ 2,348.00	
84	83	Madera COE	7/30/2018	\$ 348.00		
85	84	Magnolia SD	8/2/2018	\$ 1,565.00		
86	85	McFarland USD	8/31/2018	\$ 1,391.00		
87	86	McSwain Union ESD	8/13/2018	\$ 348.00		
88	87	Mendota	10/25/2018	\$ 1,391.00		
89	88	Merced City SD	9/6/2018	\$ 1,987.00		
90	89	Merced UHSD				
91	90	MetroED			\$ 174.00	
92	91	Milpitas Unified				\$ 2,086.00
93	92	Mill Valley USD			\$ 1,391.00	
94	93	Modoc COE	7/23/2018	\$ 172.00		
95	94	Monterey COE	8/2/2018	\$ 1,565.00		
96	95	Monterey Peninsula USD	8/31/2018	\$ 2,086.00		
97	96	Moreland				\$ 1,391.00
98	97	Morgan Hill USD				\$ 1,565.00
99	98	Mountain View SD	8/20/2018	\$ 1,738.00		
100	99	Mountain View Whisman				\$ 1,565.00
101	100	Mountain View-Los Altos Union High				\$ 1,391.00
102	101	Mt. Pleasant Elementary				\$ 1,391.00
103	102	Natomas USD	7/30/2018	\$ 1,738.00		
104	103	Nevada Joint Union HSD	7/30/2018	\$ 1,044.00		
105	104	Newhall SD	7/23/2018	\$ 1,565.00		
106	105	Newport-Mesa USD	8/16/2018	\$ 2,610.00		
107	106	Norwalk-La Mirada USD	8/27/2018	\$ 2,610.00		
108	107	Oak Grove Elementary				\$ 2,080.00
109	108	Ocean View SD	7/13/2018	\$ 1,738.00		
110	109	Orchard Elementary				\$ 348.00
111	110	Oxnard SD	8/13/2018	\$ 2,348.00		

2018 - 2019 District Memberships

	I	J	L	M	N	O
112	111	Pacific Grove USD	7/13/2018	\$ 1,044.00		
113	112	Pajaro Valley USD	8/16/2018	\$ 2,610.00		
114	113	Palmdale SD	8/20/2018	\$ 2,348.00		
115	114	Palo Alto Unified				\$ 2,086.00
116	115	Paramount USD	8/13/2018	\$ 2,348.00		
117	116	Paradise USD	7/13/2018	\$ 1,391.00		
118	117	Placer COE	7/23/2018	\$ 694.00		
119	118	Planada ESD	7/23/2018	\$ 348.00		
120	119	Pleasant Valley SD			\$ 1,565.00	
121	120	Pomona USD	8/23/2018	\$ 3,584.00		
122	121	Redondo Beach USD		\$ 1,738.00		
123	122	Richfield ESD	7/30/2018	\$ 348.00		
124	123	Ripon USD	7/23/2018	\$ 1,391.00		
125	124	Riverside COE	7/30/2018	\$ 1,565.00		
126	125	Rosemead SD			\$ 1,391.00	
127	126	Rowland USD	9/11/2018	\$ 2,348.00		
128	127	Sacramento City USD	8/16/2018	\$ 3,584.00		
129	128	San Bernardino City USD			\$ 3,584.00	
130	129	San Bernardino Community College			\$ 2,610.00	
131	130	San Bernardino County SS	9/24/2018	\$ 4,346.00		
132	131	San Gabriel USD	7/30/2018	\$ 1,565.00		
133	132	San Joaquin COE	7/23/2018	\$ 1,044.00		
134	133	San Jose Unified				\$ 3,584.00
135	134	San Marino USD	10/18/2018	\$ 1,391.00		
136	135	Sanger USD	7/30/2018	\$ 2,086.00		
137	136	Santa Barbara USD			\$ 2,086.00	
138	137	Santa Clara COE				\$ 2,610.00
139	138	Santa Clara Unified				\$ 2,348.00
140	139	Santa Cruz COE	9/18/2018	\$ 348.00		
141		Santa Monica-Malibu USD	9/24/2018	\$ 2,086.00		
142	140	Santa Rosa City Schools			\$ 2,348.00	
143	141	Saratoga Union Elementary				\$ 1,044.00
144	142	Saugus Union SD	7/23/2018	\$ 1,738.00		
145	143	Simi Valley USD	7/23/2018	\$ 2,348.00		
146	144	South Pasadena USD	7/30/2018	\$ 1,391.00		
147	145	South Whittier SD			\$ 1,391.00	
148	146	Southern Kern USD	8/13/2018	\$ 1,391.00		
149	147	Stockton USD	7/30/2018	\$ 3,584.00		
150	148	Sulphur Springs SD	7/23/2018	\$ 1,565.00		
151	149	Summerville Union HSD	7/17/2018	\$ 348.00		
152	150	Sunnyvale				\$ 1,565.00
153	151	Sweetwater Union HSD			\$ 3,584.00	
154	152	Temple City USD	8/13/2018	\$ 1,565.00		
155	153	Thermalito SD	8/13/2018	\$ 694.00		
156	154	Torrance USD	8/13/2018	\$ 2,610.00		
157	155	Twain Harte-Long Barn SD			\$ 348.00	
158	156	Twin Rivers USD			\$ 2,610.00	
159	157	Union Elementary				\$ 1,565.00
160	158	Valle Lindo SD			\$ 694.00	
161	159	Victor ESD	7/19/2018	\$ 2,086.00		
162	160	Victor Valley UHSD			\$ 2,086.00	
163	161	Vineland SD	8/16/2018	\$ 348.00		
164	162	Vista USD	8/6/2018	\$ 2,610.00		
165	163	Walnut Valley USD			\$ 2,348.00	
166	164	Warner USD	8/6/2018	\$ 348.00		

2018 - 2019 District Memberships

	I	J	L	M	N	O
167	165	West Covina USD	7/30/2018	\$ 1,738.00		
168	166	Westside Union SD	7/19/2018	\$ 1,738.00		
169	167	Whittier City SD	7/30/2018	\$ 1,565.00		
170	168	Whittier Union HSD	7/19/2018	\$ 2,086.00		
171	169	Williams USD	10/25/2018	\$ 661.00		
172	170	William S. Hart USD	7/19/2018	\$ 2,610.00		
173	171	Willows USD			\$ 694.00	
174	172	Wilsons SD	7/19/2018	\$ 694.00		
175	173	Wiseburn SD	9/6/2018	\$ 1,044.00		
176						
177				\$189,861	\$ 43,855	19%
178		Total		\$189,861	\$ 233,716	81%

**School Employers Association of California
BR -3**

To: Board of Directors
From: Mike Crass, Assistant Executive Director, Operations
Subject: Financials
Date: November 13, 2018

Background Information

The Board is provided Quarterly and End-of-Year Financial Reports. This is the 2018-2019 first quarter report ending September 30, 2018.

The Profit and Loss Statement for the year shows net income of \$141,545.25 for the first quarter (Attachment A).

The Profit and Loss Budget vs. Actual (Attachment B) shows that we are at 56.8% of projected income. This will increase as the year goes on with additional income from membership, direct services (health benefits) and workshops. It also shows 24.3% of total expenses for the quarter which is right on target.

The Balance Sheet (Attachment C) shows Total Assets of \$375,268.77 with \$264,578.44 in the bank as of September 30, 2018 and another \$98,829.64 in Accounts Receivable. Obviously, we are in good shape in terms of cash flow, but I caution the board that we may not collect all the anticipated membership because of the Santa Clara situation. Also, the health benefits work is slowing down and we may not make budget there as well as the fact that we did not make the NorCal Certification Program as planned. However, we are being very conservative in our spending and should be alright through the year. If things change dramatically, we will bring a revised budget for board consideration.

Recommendation

Receive for information and comment.

Approved:
Ruben L. Degra
11/13/18

12:36 PM
11/12/18
Cash Basis

School Employers Association of California
Profit & Loss
July through September 2018

	Jul - Sep 18
Ordinary Income/Expense	
Income	
Conferences_Workshops	
District Negotiators Cert 2017	3,900.00
Total Conferences_Workshops	3,900.00
Direct Services	
Consulting	18,223.71
Health Benefits Advisory	45,208.07
Direct Services - Other	9,000.00
Total Direct Services	72,431.78
Membership Revenue	
District Membership Dues	
2017-18 Dues	10,680.00
2018-19 District Dues	179,734.00
Total District Membership Dues	190,414.00
Total Membership Revenue	190,414.00
Total Income	266,745.78
Expense	
Conferences/Workshops-Other	
SDNCP 2017	680.06
Total Conferences/Workshops-Other	680.06
Contracted Services	
Accounting Service	1,210.00
Governmental Relations	
SEAC Lobbying Fee	3,750.00
Total Governmental Relations	3,750.00
Total Contracted Services	4,960.00
Direct Services Exp	
Consulting Svs	52,481.52
Total Direct Services Exp	52,481.52
Dues/Membership Expense	125.00
Leases	
Copier	807.45
Office	4,850.00
Total Leases	5,657.45
Maintenance/Repairs	
Copier	758.69
Total Maintenance/Repairs	758.69
Office Supplies	1,128.94
Staff Travel Expense	8,018.58
Staffing	
Expense Reimbursement	1,536.03
Payroll Asst Dir Salary	4,495.00
Payroll Executive Assistant	13,200.00
Payroll Executive Director	17,400.00
Payroll Taxes/Deductions	8,987.91
Temporary Personnel	1,510.00

12:36 PM

11/12/18

Cash Basis

School Employers Association of California

Profit & Loss

July through September 2018

	Jul - Sep 18
Total Staffing	47,128.94
Telecommunications	4,261.35
Total Expense	125,200.53
Net Ordinary Income	141,545.25
Net Income	141,545.25

12:39 PM
11/12/18
Cash Basis

School Employers Association of California
Profit & Loss Budget vs. Actual
July through September 2018

	<u>Jul - Sep 18</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
Membership Revenue	190,414.00	220,000.00	-29,586.00	86.6%
Direct Services	72,431.78	200,000.00	-127,568.22	36.2%
Conferences_Workshops	3,900.00	50,000.00	-46,100.00	7.8%
Total Income	<u>266,745.78</u>	<u>470,000.00</u>	<u>-203,254.22</u>	<u>56.8%</u>
Expense				
Direct Services Exp	52,481.52	150,000.00	-97,518.48	35.0%
Staffing	47,128.94	200,000.00	-152,871.06	23.6%
Staff Travel Expense	8,018.58	25,000.00	-16,981.42	32.1%
Leases	5,657.45	32,800.00	-27,142.55	17.2%
Contracted Services	4,960.00	29,000.00	-24,040.00	17.1%
Telecommunications	4,261.35	25,000.00	-20,738.65	17.0%
Office Supplies	1,128.94	6,000.00	-4,871.06	18.8%
Maintenance/Repairs	758.69	1,000.00	-241.31	75.9%
Conferences/Workshops-Other	680.06	35,000.00	-34,319.94	1.9%
Dues/Membership Expense	125.00	1,000.00	-875.00	12.5%
Marketing/Repro	0.00	2,000.00	-2,000.00	0.0%
Insurance	0.00	7,500.00	-7,500.00	0.0%
Postage and Delivery	0.00	1,000.00	-1,000.00	0.0%
Banking	0.00	100.00	-100.00	0.0%
Miscellaneous Expense	0.00	100.00	-100.00	0.0%
Total Expense	<u>125,200.53</u>	<u>515,500.00</u>	<u>-390,299.47</u>	<u>24.3%</u>
Net Ordinary Income	<u>141,545.25</u>	<u>-45,500.00</u>	<u>187,045.25</u>	<u>-311.1%</u>
Net Income	<u>141,545.25</u>	<u>-45,500.00</u>	<u>187,045.25</u>	<u>-311.1%</u>

12:42 PM

11/12/18

Accrual Basis

School Employers Association of California

Balance Sheet

As of September 30, 2018

	Sep 30, 18
ASSETS	
Current Assets	
Checking/Savings	
101 Checking/Wells Fargo 2007	237,863.94
102 M M/Wells Fargo 7982	26,714.50
Total Checking/Savings	264,578.44
Accounts Receivable	
Accounts Receivable	8,333.41
New Year Member/Associate Dues	90,496.23
Total Accounts Receivable	98,829.64
Other Current Assets	
CSMA Accounts	
Restricted Assets	-32,318.75
CSMA Accounts - Other	36,023.59
Total CSMA Accounts	3,704.84
Total Other Current Assets	3,704.84
Total Current Assets	367,112.92
Fixed Assets	
Accumulated Depreciation	-11,532.23
Fixed Assets-Original Cost	
Furniture & Equip	19,688.08
Total Fixed Assets-Original Cost	19,688.08
Total Fixed Assets	8,155.85
TOTAL ASSETS	375,268.77
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Accounts Payable	
Accounts Payable	31,243.00
Total Accounts Payable	31,243.00
Total Current Liabilities	31,243.00
Total Liabilities	31,243.00
Equity	
Retained Earnings	-68,068.78
Unrestricted Net Assets	235,273.96
Net Income	176,820.59
Total Equity	344,025.77
TOTAL LIABILITIES & EQUITY	375,268.77

**School Employers Association of California
BR -4**

To: Ruben L. Ingram, Executive Director
From: Louise K. Taylor, Assistant Executive Director
Subject: SEAC Professional Development Report
Date: November 30, 2018

**Revised Report
11-9-18**

Background Information:

The Assistant Executive Director provides a professional development report at each board meeting itemizing and summarizing major activities since the last report. This report covers the period: September 1, 2018 - November 30, 2018.

SEAC School Management Negotiators Certification Program (SMNCP)

SMNCP 2018-19, Southern California

The Southern California section of our Negotiators Certification Program opened with Session #1 on October 11-12, with an enrollment of thirty-two (32). We completed Session #2 on October 25-26.

Our Southern California registrants form an engaged, bright, and energetic group. They are active participants and very appreciative of the program presenters and content. Evaluation feedback has been exceptionally positive.

We have 30 paid registrants, and 2 participants who are gratis: one graduated from the program about 10 years ago but wished to be there with his team; the second is a retired superintendent who is observing with the aim of assisting with the program and/or with IBB negotiations facilitation. Six participants registered in the three days prior to the opening day.

We continue to be thankful to Atkinson, Anderson, Loya, Ruud & Romo for hosting us for the fifth year. Their support and generous use of their conference center lends to the professional, respectful atmosphere.

SMNCP 2017-18, Northern California

It was a great disappointment to need to close the Northern California program, but with only three registrants, we could not support the program. The registrants were invited to join the Southern California section, but live in the far north of the state, and decided to wait until 2019-20.

IBB Training

SEAC is in the process of presenting or scheduling IBB training workshops for several districts:

- **Ripon USD** scheduled a 2-day IBB Workshop for their Ripon Teachers Association and District Teams for November 6-7, 2018. The ratings were quite positive, and the joint team committed to using the IBB process at the negotiating table. They requested support from a SEAC facilitator to assist during some of their first sessions; I will be with them in February, and perhaps some dates later in the year. Ripon is re-

mote (A 1-1/2 hour drive from Sacramento airport) so regular facilitation could become cost prohibitive for this small district. I will travel for some dates, and have offered support via phone as needed.

- **Magnolia SD** has requested a 3-day IBB Workshop for their combined teacher, CSEA, and District teams for June 17-18, 2019 and August 12, 2019. This will be a large group of 20+ participants. SEAC consultant Sheri Loewenstein and I will be the presenters.
- **San Jacinto USD** has requested a "refresher" IBB workshop for November 27-28, 2018. This request came very late (Nov. 9th), so we faced conflicts. However, these were worked out, and I will present Day 1 and SEAC consultant Dr. Debby Collins will present Day 2. This referral came from the CTA list of approved IBB trainers - a positive result of SEAC sending Debby Collins and me to the CTA IBB training in Sacramento last summer.
- **Hesperia USD** requested and has received contents and cost information for a 3-day IBB workshop for their teacher/district negotiating team. We are awaiting word about timing.
- **Eastside SD** remains interested in a SEAC IBB workshop, in either spring or summer 2019 to prepare the teams for 2019-20 IBB negotiations.

Other Training

Natomas USD requested SEAC's assistance in developing a communication plan with their CSEA group. We have held four sessions, and have completed their plan. They have formed a Joint Leadership Team (nicknamed "JoLT") to meet monthly to address issues and identify a "solution path" (who, what, when) and to explore new ideas for advancement. They developed Norms and Guidelines, an agenda format, and a grid to monitor progress in addressing issues and ideas. They are feeling quite positive.

Negotiation Facilitation

At this time, we are scheduled for SEAC IBB facilitation for three districts and one county, and are facilitating at six tables for 2018-19 - seven if you count the new Ripon USD request. I continue to facilitate teacher negotiations for the Fontana USD and the Victor ESD teacher/district teams, and have added the CSEA/SBCSS team this year. (Glendora USD has decided that they wish to facilitate their own IBB negotiations.) Dr. Deborah Collins currently facilitates teacher negotiations in Duarte USD, but they are facing tensions with new teacher team members and a new CTA rep who are not embracing IBB, so this may end soon. Debby Collins is also the new IBB facilitator for the VESD CSEA team. SEAC will continue to assist a Victor ESD Montessori charter school with IBB facilitation for their non-official negotiations/staff discussions. Retired Superintendent Sheri Loewenstein is observing and assisting me with IBB training, with the aim of joining SEAC as an IBB facilitator.

Recommendation

Receive for information and comment.

Approved:



Ruben L. Ingram, Executive Director

11/13/18

Date

**School Employers Association of California
BR -5**

To: SEAC Board of Directors
From: Roger D. Gallizzi, Special Projects Consultant
Subject: Activity and Project Report
Date: November 30, 2018

Background Information

1. There have been no special projects requested in the past quarter.

2. I participated in presenting for the 2018-19 School Management Negotiators Certification Academy in Cerritos on October 26. Topic: Bargaining Strategies and Tactics.

Recommendation

Receive for information and comment.

Approved:



Ruben L. Ingram, Executive Director

11/13/18

Date

**School Employers Association of California
BR -6**

To: Board of Directors
From: Ruben Ingram, Executive Director
Subject: Health Benefits
Date: November 13, 2018

Background Information

The Board is provided a report from Mark Lowenthal, SEAC Health Benefits Consultant.

It shows he is working in the following districts currently:

- Acalanes UHSD
- Contra Costa COE
- Metropolitan Education District
- Pajaro Valley USD
- San Rafael SD
- Santa Monica-Malibu USD
- Saugus UHSD
- Simi Valley USD

Please note the significant dollar savings he has achieved and/or the potential savings possible.

Recommendation

Receive for information and comment.

Approved:
Ruben L. Ingram
11/13/18



Mark Lowenthal
Health Care Consultant
Direct Voice
(310) 403-3803

Email:
mlowenthal@seacal.org

November 12, 2018

Ruben:

The following is a summary of the Health Care Advisory Services currently provided and/or recently concluded since our last board meeting.

Please note: CalPERS is considering adjusting their regional rating methodology, which (depending on the results of that study) may affect our districts significantly. As such, we have suggested to districts considering leaving or joining CalPERS to delay any decisions until CalPERS informs us how this effort may directly affect their rates.

Currently actively engaged with the following districts:

- Acalanes UHSD
 - District moved to SISC effective 1/1/2018
 - Will provide retiree enrollment assistance for new retirees at the end of the school year and additional guidance re: OPEB liability funding and related actuarial studies, plan selection and district contribution strategy for annual renewal on an hourly basis
- Contra Costa County Office of Education
 - Completed desk review and identified ~ \$780K of possible improvements in December 2017
 - Issued formal RFP to confirm market conditions
 - Services have been put on hiatus until the spring of 2019
 - Expected to resume services after CalPERS issues results of their new study regarding adjusting regions for school districts in December/January
- Metropolitan Education District
 - Completed desk review in March, which identified ~ \$110K possible improvements (~\$800 per enrolled employee)

- District's negotiated cap won't cover health care costs for the first time in recent memory requiring members to contribute a yet to be determined amount towards health care.
 - District was unable to get labor's support and in combination with a reduction in the Kaiser rate with CalPERS it is unlikely they will continue pursuing this initiative in the near future.
 - Currently not expected to resume services until the spring or until there is a change in labor-management issues.
- Pajaro Valley USD
 - Working with district and labor to continue to identify and implement additional savings opportunities.
 - Initial findings identified \$2.6 Million of potential savings. Further efforts identified another \$1.3 million of additional potential savings.
 - District has adopted savings suggestions totaling \$2.6 Million to be implemented in October 2018
 - Provided language and guidance re: member enrollment complications
 - (a significant portion of covered employees are seasonal and/or part time)
- San Rafael School District
 - Completed desk review in December 2017, which identified ~ 800K in potential improvements
 - Have been working with the committee every two weeks
 - Met with labor and employees to communicate options
 - Labor requested an additional year to negotiate changes as such the initiative is on hold until the spring of 2019 aiming for a January 1, 2020 implementation
 - Expected to resume services after CalPERS issues results of their new study regarding adjusting regions for school districts in December/January
- Santa Monica Malibu USD

- Assisting district with newly formed committee to determine ongoing strategy to contain costs
- Identified \$500K in immediate savings

- Saugus Union High School District
 - Received initial data to perform desk review
 - Expect to meet with District Management towards the end of November to review findings and discuss next steps.

- Simi-Valley USD
 - Moved to CalPERS on 1/1/2018 effectively saving \$1.9 million annually and eliminating their self-funded risk.
 - Have assisted with enrollment and continue to oversee implementation and member transition issues.
 - Held special enrollment meetings for Medicare eligible retirees who have access to various Medicare supplemental and advantage plans at significantly less expensive rates than those offered through CalPERS
 - Implemented a new vision plan
 - Currently developing updated employer contribution strategy in preparation for open enrollment in October
 - There remains ~ \$250K of improvements to be made through better plan selection
 - Updating part time contribution schedules
 - Introducing part time members to opportunities provided through Covered CA

Kindly don't hesitate to contact me should you have any questions or require any additional information.

**School Employers Association of California
BR -7**

To: Board of Directors
From: Ruben Ingram, Executive Director
Subject: 2019 SEAC Legislative Platform
Date: November 13, 2018

Background Information

Derick Lennox, SEAC Legislative Advocate from Capitol Advisors and I met to draft a 2019 Proposed Legislative Platform.

Derick will be at the meeting to explain it and discuss any other relevant legislative issues.

Recommendation

Review the Proposed Legislative Platform and adopt a 2019 SEAC Legislative Platform.



School Employers Association of California (SEAC)
18022 Cowan, Suite 250
Irvine, California 92614
949.387.1869
seac@seacal.org
www.seacal.org

Proposed 2019 Legislative Platform

Legislative Priorities for 2019

The legislative priorities of the School Employers Association of California (SEAC) are intended to provide direction to the SEAC board as it takes actions on proposed legislation and to Capitol Advisors Group as they represent our interests as policy advocates.

Guiding Principals

SEAC represents the interests of school districts regarding labor relations, collective bargaining, and employer-employee rights. Our legislative positions must always reflect our core values:

- Placing student interests first in bargaining;
- Advocating and protecting management rights to lead and operate effective school districts;
- Assisting districts to build and protect fiscal integrity;
- Assisting districts to provide fair and competitive salaries, benefits, and working conditions for their employees.

State Legislative Priorities

Teacher and Educator Shortage

- SEAC supports aggressive legislative and budget efforts to create innovative programs and incentives to recruit teachers into "high need" subject areas.

Pensions & Retirement

- SEAC supports efforts to mitigate the escalation and volatility of employer contribution rates for the California Public Employees' Retirement System and California State Teachers' Retirement System, both of which place significant fixed cost pressures on local educational agencies across the state.
- SEAC supports efforts to protect the retirement benefits of our employees, past and present, by addressing CalPERS's and CalSTRS's unfunded obligations.

- SEAC believes that sustainability and integrity of the CalPERS and CalSTRS pension funds must be prioritized over investment mandates—especially divestiture—that are inconsistent with the pension systems’ efforts to maximize risk-adjusted investment returns, control employer and employee contribution rates, and provide the retirement benefits promised to their members.

Teacher Evaluation

- SEAC supports legislation and efforts to reform the teacher evaluation laws found in the Education Code. Any system must serve the underlying purposes of personnel decisions: tenure, promotion, reward, improvement and discipline up to and including dismissal.
- California’s teacher evaluation system should follow a model established by the state, but with flexibility for school districts to use it or create their own, so long as the locally created system meets all factors established in the state model.

Charter Schools

- SEAC supports legislation requiring charter schools to be subject to the same disclosure, transparency, conflicts of interest, and good government governance laws that apply to traditional public schools.

School District Budget Reserve Cap

- SEAC supports repealing the local school district budget reserve cap established in the Budget Act of 2014–15.

Paid Family Leave

- SEAC supports efforts to provide state-funded paid family leave so long as it does not expand benefits beyond current law. This should be a state-supported policy and should not vary from district to district.

Local Control

- SEAC believe that, with the implementation of the Local Control Funding Formula, policymakers should not add further restrictions and mandates upon school districts without adequately compensating districts.

School Facilities

- SEAC believes the state has a fundamental role in partnering with school districts to build, modernize, and provide emergency repair for school housing.
- SEAC supports the speedy processing, issuance, and apportionment of Proposition 51 (2016) school bonds.

Teacher Tenure

- SEAC believes in order to provide sufficient opportunity to assess and support beginning teacher performance, SEAC supports an increase in the teacher probationary period, from two years to at least three years, without cause and without other erosions to management rights.

To Be Approved by SEAC Board of Directors, November 30, 2018.

**School Employers Association of California
BR- 10**

To: SEAC Board of Directors
From: Ruben Ingram, Executive Director
Subject: Candidates for Board of Directors 2019 through 2021 (Three Years)
Date: November 15, 2018

Background Information

There are three Director Seats open for Three Year Terms beginning January 1, 2019 and ending on December 31, 2021. (Attachment A)

- Baljinder Dhillon has served one term but is leaving the superintendency for now.
- Jose Gonzalez has served two consecutive three-year terms and is not eligible to serve again until one year has elapsed.
- Lillian Maldonado-French has served out an appointed term and is eligible to serve two more three-year terms.

The Board needs to select at least three candidates to be presented to the membership for election. That process is now done electronically and will be completed by December 31, 2018 for the new members to begin on January 1, 2019.

Recommendation

Nominate three candidates to be presented to the membership for election.

School Employers Association of California
BR -9

To: Board of Directors
From: Ruben L. Ingram, Executive Director
Subject: SEAC Board Officers for 2019
Date: November 5, 2018

Background Information

Our JPA requires that the Board of Directors elect or reelect a Chair and Vice-Chair for the next calendar year. The JPA also requires that the Board of Directors appoint or reappoint a *Secretary* and a *Treasurer* for the calendar year.

Lillian Maldonado-French is the current Chair and John Pappalardo is the Vice-Chair. Carol Hansen is the Treasurer. Ruben Ingram is the Secretary. The Board has always appointed the Executive Director to be the Secretary (much like most of you are as Superintendents). Therefore, the Board needs to elect a Chair and Vice-Chair for 2019 and make appointments of a Secretary and a Treasurer. I suggest the Board appoint a Treasurer separate from being Vice-Chair. The Treasurer has the option of reviewing the CalCard Statements each month and that can take some extra time.

Recommendation

Elect a Chair and Vice-Chair for 2019 and appoint a Secretary and a Treasurer for 2019.



SCHOOL EMPLOYERS ASSOCIATION OF CALIFORNIA (SEAC)

BOARD OF DIRECTOR MINUTES

Friday, August 31, 2018

SEAC Office

18022 Cowan, Suite 250

Irvine, CA 92614

9:00am-11:00pm

CALL TO ORDER

Board of Directors Present:

Lillian Maldonado-French
John Pappalardo
Jose Gonzalez
Paul Johnson
Karen Janney

Staff Present:

Ruben Ingram
Olivia Mata
Louise Taylor
Roger Gallizzi
Tom Johnstone

Lillian Maldonado called the meeting to order at 9:05am

APPROVAL OF AGENDA

The Board approved the agenda.

(Motion: John Pappalardo, second Lilian Maldonado, Approved)

PUBLIC COMMENTS

No comments.

BOARD OF DIRECTOR MEMBER REPORTS

Latest updates from Board members.

1. Activity Reports

Ruben Ingram highlighted some events on his activity report:

- 7/16 – Attended Retirement Party for Ron Wenkart, Legal Counsel for the Orange County Department of Education, A great supporter of SEAC through the years.
- 7/18 – Moderated a panel discussion on New Laws in California with management attorneys and labor attorney at Annual Orange County Labor Employment Relations Conference in Anaheim.

The Board received the report with no comment.

Mike Crass

- The Board received the report with no comment.

Louise Taylor

Louise Taylor gave some highlights of her activity report

- Preparation and marketing for the 2018-19 SMNCP
- Facilitation and Negotiations/

The Board received the report with no comment.

2. Membership Report

The board received the membership report was received with the following comments:

This year we started a new practice of waiting until after July 1 to send out the invoices for membership renewals.

At this time, we have collected 64% of the membership invoiced

The Board received the report with no comment.

3. Financial Report

The Board received the Report with no comments.

4. Professional Development Report

- Marketing for the Southern and Northern California Certification Program, so far, we have 21 enrollees for the Southern California with only 1 for the North.
- IBB Training:
 - San Bernardino County Superintendent of Schools Management/CSEA Teams
 - Fontana USD (IBB)
 - Eastside SD, Ripon and Magnolia SD have inquired on IBB training.
- Negotiation Facilitation
 - Glendora USD
 - Victor Elementary (IBB)
 - Duarte USD

The Board received the report with no comment.

5. Activity and Projects Report

Roger Gallizzi reported to the Board:

- Completed and in-depth study of the article on “Transfers” for La Canada SD.
- Downloaded 300+ CBAs of members districts, this will be made available to members through the SEAC website.

The Board received the report with no comment.

6. Legislative Report

Derick Lennox provided the Board with a summary of past’s year SEAC work on legislation for review and planning for the 2018-19 year.

AB2808 – Support

SB937 – Support

AB1951 – Support

The Board received the report with no comment.

7. Health Benefits Report

We have contracts with:

- Acalanes UHSD
- Contra Costa COE
- Metropolitan ED
- Pajero Valley USD
- San Rafael SD
- Santa Monica-Malibu USD
- Simi Valley USD

The Board received the report with no comments.

8. Boardsmanship

Dr. Ruben Ingram shared with the board materials he has used as the Chair for the Center for Collaborative Solutions.

The Board received the report with no comment.

LEGISLATIVE SESSION

9. 2018-19 Final Budget

The Board received the Final Budget for 2018-19 for review and approval.

Motion Jose Gonzalez, second, Karen Janney, Approved

10. November 30, 2018 Board Meeting Time

November 30, 2018 in San Francisco at CSBA from 3:30-5:00pm.

Motion John Pappalardo, second, Karen Janney, Approved)

CONSENT ITEMS APPROVED

11. Consent Agenda and Routine Items of Business

A. Minutes of June 22, 2018 Board of Directors Meeting

(Motion Carol Hansen, second Lillian Maldonado, Approved)

NEW ITEMS OF BUSINESS

New date for the Lobby Day 2019:

April 28, 2019 SEAC Board Meeting, April 29, 2019 Lobby Day.

ADJOURNMENT

Motion to adjourn

(Motion Jose Gonzalez, second Paul Johnson, Approved)

Meeting was adjourned at 10:15am

NEXT MEETING

Friday, November 30, 2018, San Francisco 3:30pm-5:00pm

Sunday, April 28, 2019, Hyatt Hotel, Sacramento, 6:00pm-9:00pm, followed by Lobby Day on

Monday, April 30, 2019, 8:30am-4:00pm

Friday, June 28, 2019, SEAC Office, Irvine, CA 9:00am-11:00pm