



Board of Directors Meeting

AGENDA

December 1, 2023
3:30 PM

PLACE

San Francisco Marriot Marquis
Room: Foothill A

DETAILS

Call to Order
Roll Call

Approval of Agenda

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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. 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 Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Receive for information and comment.

2. Membership Report

A current Membership Report is provided by the Executive Director

Recommendation

Receive for information and comment.

3. Financial Reports

The Board is provided with the 2022 Financial Reports to date.

Recommendation

Receive for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development Report from Louise Taylor and SEAC Independent Contractors

Recommendation

Receive for information and comment.

5. Legislative Update from Capitol Advisors

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Receive for information and comment.

LEGISLATIVE SESSION: *For Action Items Requiring Board Action*

The Board of Directors is in legislative session to act 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.

6. Fall Election

Approve the results of the Fall 2023 Election.

7. SEAC Officers for 2024

The SEAC Joint Powers Agreement requires the Board of Directors to elect a Chair and a Vice Chair and appoint a Treasurer and Secretary for the calendar year.

8. Legislative Platform

The Board will review and amend the legislative priorities and adopt the amended version as the legislative platform for 2024.

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9. Consent Agenda

- 9A Minutes of previous board meeting
- 9B Future Board Meetings Dates

Monday and Tuesday April 22 23 6:30 Pm 8:30 AM Sacramento

Friday June 21, 2024 8:30 Zoom
Friday September 13, 2024 8:30 AM Zoom
Friday December 6 2024 CSBA Anaheim

10. Next Board Meeting Date and Locations

Monday and Tuesday April 22 23 6:30 Pm 8:30 AM Sacramento

11. Adjournment

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School Employers Association of California

BR-1

To: Board of Directors
From: John Roach
Subject: Activity Reports
Date: December 1, 2023

Background Information:

The Executive Director and the Assistant Executive Director provide an activity report at each board meeting. report covers the period June 24, 2022 through September 30, 2022.

From the Executive Director

Since the September Board meeting , I have remained busy leading SEAC.

I continue to work from my home. I communicate by text, Zoom, and telephone with our Administrative Assistant Arline Breslin. Arline supports the consultants as needed and handles the QuickBooks Account. Her work in QuickBooks alerts me when I need to pay bills through our account with Wells Fargo. I regularly visit the UPS store to check our mailbox for checks, bills and correspondence.

Arline and I, though mostly Arline, have corresponded with the auditors for the annual Audit of SEAC funds and with the auditor reviewing our Workers Compensation Insurance for State Farm.

I have been working with Roger to assist him with the many classification studies he has underway by providing Adela Droe to do some of the outreach as well as supporting him as he searches for the causes of his severe back pain. He probably will have back surgery. His partner Jim is very good at the analysis of the data.

Each week I speak or email with members about questions and issues they have with personnel issues. Each month I discuss with several member districts what services we might provide for them.

I met by phone with Barrett Snider and Caitlin Jung to review the Zoom presentation they did on November 14,2023 for SEAC members on the new laws affecting education.

Steve Burrell has been assisting Newark Unified while they search for a new Assistant Superintendent. He helped us hire the retired Superintendent from Union to assist Newark as well.

I am pleased with Gabe Soumakian's work in Lynwood. His Clifton Strengths Certified training continues. Gudiel brings him out regularly to speak with all participants. He is meeting individually with the administrators throughout the year.

I worked with Louise to adjust the schedule of the Negotiators Certification Program as enrollment continued to surge and every enrollee wanted the same schedule.

I continue to delay the start of a team to consider whether we should be doing searches for Assistant Superintendents of HR and what our process might look like. I was waiting until Joe Condon returned from Hawaii. His experience with searches will be invaluable to our consultants. I remain unsure if searches are truly an avenue we should go down.

Arline and I continue to work with Brett to get our books reviewed and his comments sent out to the Board. It is nice to have his expertise available to us.

I was pleased with the job Kelli Moors did serving as a guest author for my weekly emails while Jo and I traveled to Europe from October 18 through November 5. After booking my room and flight, I arranged a meeting room in the Marriott in San Francisco for our in-person Board meeting in today here at the annual CSBA conference.

From the Assistant Executive Director

September

General Activity

- 2023-24 Negotiators Certification Program - registration monitoring and participant communications; presenter preparation for fall sessions
- Best Practices Team development and preparation for SEAC online Best Practices Workshop "Preparing for Negotiations, 2023-24"
- Red Bluff Elementary Union School District Bargaining Best Practices Workshop preparations and communications
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

September 15: SEAC Board Meeting

September 20: Facilitation of Negotiations, Fontana Unified School District (IBB)

September 26: SEAC Online Session "Preparing for Negotiations, 2023-24"

September 28: Facilitation of Negotiations, Victor Elementary School District (IBB)

October

General Activity

- 2023-24 Negotiators Certification Program - registration monitoring and participant communications; presenter preparation for opening sessions; preparations for simulation coach team

- Red Bluff Elementary Union School District Bargaining Best Practices Workshop preparations, communications, and presentation
- Coordinate request from Winters Joint Unified School District for an IBB Facilitator
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

October 5: Facilitation of Negotiations, Fontana Unified School District (IBB)
 October 6: Negotiators Certification Program A – Session 1
 October 9: Red Bluff Union Elementary School District Workshop on
 “Best Practices in Negotiations”
 October 13: Negotiators Certification Program B – Session 1
 October 18: Facilitation of Negotiations, Fontana Unified School District (IBB)
 October 19: Facilitation of Negotiations, Victor Elementary School District (IBB)
 October 20: Negotiators Certification Program A – Session 2
 October 26: Negotiators Certification Program B – Session 2

November

General Activity

- 2023-24 Negotiators Certification Program - presenter preparation for each session; preparations for Traditional Bargaining Simulations; rescheduling participants confronting conflicts
- Coordinate request from Winters Joint Unified School District for an IBB Facilitator
- Coordinate request for workshop & coaching for Team Building for Calbright College
- School district negotiations facilitation (Interest-Based Bargaining - IBB)

November 2: Facilitation of Negotiations and IBB Review Workshop,
 Eastside Union School District (IBB)
 November 3: Negotiators Certification Program B – Session 3
 November 8: Facilitation of Negotiations, Fontana Unified School District (IBB)
 November 9: Facilitation of Negotiations, Victor Elementary School District (IBB)
 November 14: Facilitation of Negotiations, Eastside Union School District (IBB)
 November 17: Negotiators Certification Program A – Session 3
 November 29: Facilitation of Negotiations, Fontana Unified School District (IBB)
 November 30: Facilitation of Negotiations, Victor Elementary School District (IBB)

Recommendation

Receive for information and comment.

School Employers Association of California

BR-2

To: Board of Directors
From: John Roach
Subject: 2023-2024 Membership Report
Date: December 1, 2023

Background Information

The Membership Report is updated as districts submit dues payments. This report was last updated on November 21, 2023.

Membership District 2023-24 (151 Paid or Pending)

ABC Unified School District	Monterey Peninsula USD
Acton-Agua Dulce Unified School District	Moreland
Alum Rock Union Elementary	Morgan Hill Unified
Antelope Valley Union High School District	Mount Pleasant
Apple Valley Unified School District	Mountain View Los Altos Union High
Arcadia Unified School District	Mountain View School District - El Monte
Armona Union Elementary School District	Mountain View-Whisman
Atwater Elementary School District	Mt. Diablo Unified School District
Azusa Unified School District	National School District
Baker Valley School District	Natomas Unified School District
Baldwin Park Unified School District	Nevada Joint Union High SD
Barstow Unified School District	Newark Unified School District
Bear Valley Unified School District	Newhall School District
Bellflower Unified School District	Newport-Mesa Unified School District
Berryessa Union	Norwalk-La Mirada Unified School District
Beverly Hills Unified School District	Oak Grove
Burbank Unified School District	Ocean View School District
Butte County Office of Education	Ojai Unified School District
Calaveras Unified School District	Orchard
Calbright College	Pacific Grove Unified School District
Cambrian	Pajaro Valley Unified School District
Campbell Union	Palo Alto Unified
Campbell Union High.	Paradise Unified School District
Castaic Union School District	Paramount Unified School District
Centinela Valley Union High School District	Planada School District
Coalinga Huron Unified School District	Pomona Unified School District

Compton Unified School District
 Corona-Norco Unified School District
 Culver City Unified School District
 Cupertino Union
 Del Norte County Schools
 Dos Palos Oro Loma JUSD
 Duarte Unified School District
 East Side Union High.
 El Monte City Elementary School District
 El Segundo Unified School District
 Enterprise Elementary School District
 Evergreen
 Fairfield-Suisun Unified School District
 Fallbrook Union High School District
 Fillmore Unified School District
 Folsom Cordova Unified School District
 Fontana Unified School District
 Franklin-McKinley
 Fremont Union High
 Gilroy Unified
 Glendale Unified School District
 Glendora Unified School District
 Glenn County Office of Education
 Guadalupe Union School District
 Hawthorne School District
 Hilmar Unified School District
 Keppel Union School District
 Kernville Union School District
 Kings County Office of Education
 Lake County Office of Education
 Lakeside Joint
 Lancaster School District
 Lawndale Elementary School District
 Le Grand Union High School District
 Lennox School District
 Loma Prieta Joint Union
 Long Beach Unified School District
 Los Altos
 Los Gatos Union
 Los Gatos-Saratoga Union High
 Lost Hills Union School District
 Red Bluff Union Elem School District
 Redondo Beach City Unified School Dist.
 Richfield Elementary School District
 Ripon Unified School District
 Riverside County Office of Education
 Rosemead School District
 Rowland Unified School District
 Sacramento City Unified School District
 Saddleback Valley Unified School District
 Salinas City School District
 San Benito High School District
 San Bernardino Community College
 San Joaquin County Office of Education
 San Jose Unified
 San Marcos Unified School District
 San Marino Unified School District
 San Rafael City Schools
 Santa Ana Unified School District
 Santa Clara County Office of Education
 Santa Clara Unified
 Santa Clarita Valley School Food Services
 Santa Monica-Malibu Unified School Dist.
 Saratoga Union
 Saugus Union School District
 Selma Unified School District
 Simi Valley Unified School District
 South Pasadena Unified School District
 South Whittier School District
 Sulphur Springs School District
 Summerville Elementary School District
 Sunnyvale.
 Sweetwater Union High School District
 Temple City Unified School District
 Tustin Unified School District
 Ukiah Unified School District
 Union
 Upland Unified School District
 Valle Lindo School District
 Ventura County Office of Education
 Victor Elementary School District
 Victor Valley Union High School District

Luther Burbank
Luther Burbank School District
Lynwood Unified School District
Madera County Office of Education
Marysville Joint Unified School District
McFarland Unified School District
Merced City School District
Milpitas Unified
Monterey County Office of Education

Vineland School District
Walnut Valley Unified School District
West Contra Costa Unified School District
West Covina Unified School District
Whittier Union High School District
William S. Hart Union High School Dist.
Wilsona School District
Wiseburn School District

Recommendation: Receive for information and comment.

School Employers Association of California

BR-3

To: Board of Directors
From: John Roach
Subject: 2022-2023 Financial Report
Date: December 1, 2023

Background Information

The Board is provided with periodic Financial Reports. This report represents this year from June 17, 2022, through .

Because we are a Joint Powers Agency, we feel it prudent to have our Financials reviewed by a third party. Brett McFadden began reviewing our financial reports beginning with this fiscal year. Following is a copy of his most recent report.

I have reviewed three months of SEAC financials - July, August, and September of the 2023-24 Fiscal Year. Most financial activity appears to be properly accounted for, with revenues and expenditures appearing to be within the JPA's mission statement and board approved activities.

We will review October, November, and December in January and submit the report to the Board.

School Employers Association of California (SEAC)

Profit and Loss

July 1 - November 21, 2023

	Total
Income	
Conferences_Workshops	
SDNCP Workshop	72,850.00
Total Conferences_Workshops	\$ 72,850.00
Corporate Reimbursements	3,500.00
Direct Services	201,006.04
JPA Membership	133,208.00
Miscellaneous Income	66.41
Services	50,656.64
Total Income	\$ 461,287.09
Gross Profit	\$ 461,287.09
Expenses	
Advertising	923.40
Banking	15,000.00
Capital Expenditures	
Equipment	
Computers	270.61
Total Equipment	\$ 270.61
Total Capital Expenditures	\$ 270.61
Conferences/Workshops-Other	
Board Meeting	2,179.97
Total Conferences/Workshops-Other	\$ 2,179.97
Contracted Services	
Audit	6,840.00
Total Contracted Services	\$ 6,840.00
Direct Services Exp	169,624.00
Consulting Svs	29,500.00
Total Direct Services Exp	\$ 199,124.00
Dues/Membership Expense	399.00
Insurance	1,144.50
Marketing	1,900.00
Mileage	2,895.71
Miscellaneous Expense	
Licenses/Permits	417.42
Total Miscellaneous Expense	\$ 417.42
Payroll Expenses	
Taxes	4,741.32

Wages		61,978.00
Total Payroll Expenses	\$	66,719.32
Professional Services		
Accounting		1,539.00
Total Professional Services	\$	1,539.00
SDNCP Expense		1,218.75
Staff Travel Expense		12,971.87
Staffing		
Expense Reimbursement		276.67
Total Staffing	\$	276.67
Telecommunications		2,157.61
Telephone Service		358.72
Web Site		746.34
Total Telecommunications	\$	3,262.67
Unapplied Cash Bill Payment Expense		3,000.00
Total Expenses	\$	320,082.89
Net Operating Income	\$	141,204.20
Net Income	\$	141,204.20

Tuesday, Nov 21, 2023 03:45:03 PM GMT-8 - Cash Basis

School Employers Association of California

BR-4

To: Board of Directors
From: John Roach
Subject: Professional Development Report, Special Projects, Services Report
Date: December 1, 2023

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 15, 2023 – December 1, 2023.

SEAC School Management Negotiators Certification Program (SMNCP)

Negotiators Certification Program for 2023-24

Enrollment

- **Total Enrollment: 48**
 - **Program A Enrollment: 38**
 - **Program B Enrollment: 10**
- **Engagement**
 - Confirmation of enrollment emails: sent from SEAC office by Arline Breslin
 - Welcome emails: sent from Program Coordinator Louise Taylor approximately a month prior to the opening session
 - Session emails: sent prior to each session to preview topics, provide materials, give Zoom links
 - E-folders: Contain all session PowerPoints and other documents
 - Assistance: All participants are encouraged to contact Louise for program conflicts, special requests, or other matters – her cell is in their contacts for text or calls
 - Session Engagement: Participants are asked to remain on video for better connection with the live presentations by the guest expert presenters; breakout room discussions are encouraged for use by presenters
- **Simulations**
 - Participants experience two bargaining simulations:
 - **Traditional Bargaining Simulation** (December)

- **Collaborative/IBB Bargaining Simulation (April)**
 - These are key sessions for providing direct experiences of the negotiating process, and for gaining new perspectives of bargaining and team dynamics.
- **Session Topics**
 - Both programs have completed 3 of 9 sessions and several foundational topics thus far:
 - **History:** Presented by Dr. Marc Winger (A) and Dr. Clint Taylor (B), this review of union activity and law builds an understanding of the improvements in safety, work hours, and compensation built over centuries.
 - **Law (EERA):** Presented by attorneys Dr. Margaret Chidester (A) and William Diedrich (B), this covers the scope and requirements of bargaining in California
 - **Contracts:** Presented by William Diedrich (A&B), this session focuses on the necessity of clear, concise, precise contract language to avoid misunderstandings and conflicting interpretations.
 - **Gaining Board Authority:** Presented by Deputy Supt. David Reilly (A&B), this focuses on the communications and confirmations needed to prepare and hear from the Board of Education prior to negotiations.
 - **Management Team Development:** Presented by me (A&B), this provides the tools for identifying and preparing team members and determining issues for the year's negotiations, session preparation, and general communications.
 - **Impasse and Strike Preparation:** When negotiations go sideways, districts need to be prepared. This was a particularly timely topic this year, and the presenters came fresh from the battlefield:
 - Program A heard from Attorney Roy Combs was the lead factfinder for a small district in Northern California in November and is long-term attorney for Oakland and other districts facing labor strife.
 - Program B received front line reports from the recent Fresno USD strife from their lead factfinder Don Raczka and the attorney for the district Peter Schaffert.
 - These were powerful sessions.

IBB Training

We have not received recent requests for first-time IBB training. Facilitators regularly provide IBB Review Sessions for their teams as the school year negotiations begin.

Best Practices in Bargaining Workshops

Best Practices SEAC Workshop Team

SEAC consultants Linda Young, Walt Schwartz, Sheri Loewenstein, Steve Burrell, and I are the SEAC team for providing “Best Practices in Bargaining” workshops. This type of 1-day or half-day workshop could benefit many districts.

Best Practices in “Preparing for Negotiations, 2023-24”

SEAC offered this online workshop on September 26, 2024. The SEAC team included Walt Schwartz, Sheri Loewenstein, Steve Burrell, and me. This hour session offered a recommendation, experiences, wisdom, and a checklist for important plans and actions to take before starting negotiations for the year ahead. We had a small turnout, but the session was well received.

We received the following unsolicited messages:

I just got off the Zoom for the Best Practices for Negotiations training, and I just wanted to say "Thank you!" I have been the lead negotiator for three years now, but these were excellent reminders. Our teams are in negotiations with both associations, so it was good timing. I appreciate the free refresher!

- *I found the workshop very useful; I took over a page of notes and appreciated the great amount of expertise that was shared.*
- *I am completely new to negotiations so for me this was an introduction to negotiations prior to the certification program, and I think it was a good crash-course.*

Red Bluff UESD – Best Practices in Bargaining

As reported in September, Red Bluff Union Elementary School District Superintendent Cliff Curry requested SEAC to provide a workshop offering “Best Practices” training for their certificated bargaining teams since the past years had been fraught.

Steve Burrell and I presented the workshop on October 9, 2023. This was a newly developed workshop for SEAC, and we knew that tensions existed between the negotiating teams, so we were unsure of the outcome. The end result was more amazing than we could have imagined: the teams became so excited about developing “Best Practices” structures for communication and protocols for their work together that they went over the workshop end time and set another date to continue their work together. And... John Roach forwarded

a news article on November 15th indicating that Red Bluff just settled their contract for this year!

SEAC cannot guarantee this outcome for every such workshop, but we believe the workshop contents are well suited to help teams understand bargaining “Best Practices.” We hope we can offer this to other districts willing to explore better bargaining.

We did not complete our planned written workshop evaluation as planned because the participants were so engaged in their best-practices preparations. However, Supt. Cliff Curry indicated that the workshop fulfilled his hopes and the teacher association negotiations chair volunteered that he had been in many such workshops and that SEAC’s was the best by far.

Negotiation Facilitation

SEAC Facilitators for IBB Bargaining tables for 2023-24 include:

- **Victor Elementary School District - CSEA:** Dr. Jenn Bryant
- **Victor Mt. View Montessori Charter School - Teachers & Classified:** Linda Young
- **Saddleback Unified School District - CSEA:** Dr. Debby Collins (concluded already for this year)
- **Saddleback Unified School District - Pupil Services:** Dr. Debby Collins (this group will now join with the teacher’s unit, which is not IBB, so these facilitation sessions will conclude)
- **Azusa Unified School District - Certificated:** Dr. Debby Collins (Azusa has now chosen to abandon IBB so negotiation facilitation ended in November)
- **San Dieguito Union High School District - Certificated:** Dr. Jenn Bryant
- **Victor Elementary School District - Certificated:** Dr. Louise Taylor
- **Fontana Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - Certificated:** Dr. Louise Taylor
- **Ripon Unified School District - CSEA:** Dr. Louise Taylor
- **Eastside Unified School District - Certificated:** Dr. Louise Taylor
- **Winters Union School District – Certificated:** Walt Schwartz
- **Winters Union School District – Pupil Services:** Walt Schwartz

Facilitators: SEAC continues to build our consultant base for supporting SEAC districts. We have several HR and Superintendent retirees interested in joining with SEAC in this arena. We offer them the chance to audit the Certification Program, invite them to join an IBB training workshops, and involve them in other appropriate activities so we can build their facilitating skills and experience.

Professional Support and Advice

It is important to recognize that SEAC provides ongoing support and guidance to school district administrators on a regular basis.

Several calls came in this summer and fall from various districts regarding labor relations, bargaining requirements, and other issues. An example: National SD requested a form to document proposals and counter proposals; we developed one and offered our phone conferencing for negotiations if desired. SEAC provides this service to administrators via email, Zoom, or phone at no extra cost to SEAC member districts.

SEAC offers coaching service for district administrators, on a fee basis. This service is provided especially by SEAC Consultants Sheri Loewenstein and Roger Gallizzi, but by other SEAC consultants as well.

Most recently, Calbright College, the California State Online Community College, requested a "Team Building" training and coaching for key managers. Roger Gallizzi has accepted this project.

Recommendation

Receive for information and comment.

Sheri Loewenstein

In the 2023/24 school year, I am continuing to serve as a coach in the Ocean View School District for principals, directors and assistant superintendents who are new to their positions or new to the district.

I also serve as a facilitator for monthly meetings with CSEA leadership and the district cabinet members, including the superintendent. The goal of the meetings is to continue positive, open communication and to jointly address issues and solve problems. We follow the Interest Based Problem Solving format.

I continue to serve as a coach for the Negotiator Program for the Traditional and Interest Based Bargaining simulations and participate as part of a SEAC team developing workshops for Best Practices in Preparing for Negotiations.

Debby Collins

Saddleback Unified School District

CSEA has completed negotiations for the year, settling salary and benefits in October. They will resume in late spring, 2024

SVPSA, made up of psychologists, speech pathologists and mental health workers, is in the process of joining the teachers' association (SVEA) and will no longer be involved in IBB since the teachers use traditional bargaining.

Azusa Unified School District

The teachers (AEA) and the district (AUSD) have suspended IBB indefinitely and returned to traditional bargaining.

Roger Gallizzi

Completed first phase of Santa Clara COE study.

Completed a very quick comp study of management positions for Berryessa.

Finally completed the job description revisions for Los Nietos SD.

Next up:

A very large comp study for Monterey Peninsula SD

Finalizing Beverly Hills USD Job description revisions

Second Phase for SCCOE

Jennifer Edic Bryant

I continue to serve as the IBB facilitator for Victor Elementary School District and their CSEA Bargaining Unit. Located in Victorville, this district is a model for successful IBB implementation, and it is an honor to serve as its facilitator. Last year, the team finalized a new 3-year agreement. They started the 2023-2024 year off in August and have been working through many topics, including co-developing their Sunshine List and taking the first steps to create a comprehensive job description review process for classified employees. My facilitation for VESD will continue throughout the academic year, with meetings scheduled through June 2024. In addition to my IBB facilitator role, I will serve as Simulation Lead for SEAC's Negotiators Certification Program A. The simulation will take place on December 15, 2023.

Walt Schwartz

Walt continues to prepare and participate in the Bargaining Simulations for the Negotiations Certification Program. He has also continued to mentor some administrative staff, with negotiations, in Ojai

Walt will begin, in January, as neutral facilitator for Interest Based Bargaining with the Winters Joint Unified School District with the Teachers' Assoc. and the Pupil Personnel Services Unit.

Recommendation

Receive for information and comment.

School Employers Association of California

BR-5

To: Board of Directors
From: John Roach
Subject: Legislative Update from Capitol Advisors
Date: December 1, 2023

Background Information:

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Receive for information and comment.

School Employers Association of California

BR-6

To: Board of Directors
From: John Roach
Subject: Acceptance of Election Results
Date: December 1, 2023

Background Information:

An election was held in the fall and Paul Johnson and Katherine Kawaguchi were elected to three year terms. The Board is asked to approve the results of the election.

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School Employers Association of California

BR-7

To: Board of Directors
From: John Roach
Subject: Election of Officers
Date: December 1, 2023

Background Information:

The chair will conduct an election of officers and appoint a treasurer and a secretary.

Nominations for Chair

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Nominations for Vice Chair

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Appointment of Treasurer

Appointment of Secretary

School Employers Association of California

BR-8

To: Board of Directors
From: John Roach
Subject: Legislative Platform
Date: December 1, 2023

Background Information: Each year in December the Board adopts a Legislative Platform to guide the advocacy work of the organization. The 2023 Platform is presented here. Caitlin Jung and Barrett Snider of Capitol Advisors will guide the Board and staff in discussion to amend the Platform for adoption as the 2024 SEAC Legislative Platform.

Legislative Priorities for 2023

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 Principles

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

Attendance Decline

- SEAC recognizes that the COVID-19 Pandemic has changed how parents handle sick students remaining in and returning to the classroom and supports policies to address attendance declines in 2022-23 as the result of increased absences due to COVID, the flu or other illnesses, and which account for actual growth or loss of average daily attendance (ADA)

Staffing Shortages/Challenges

- SEAC supports efforts to allow local education agencies (LEAs) to address staffing shortages, both certificated and classified, that have been exacerbated by the COVID-

19 pandemic in the manner that best fits their needs, including advocating that any funding provided to schools is discretionary in nature and not tied to new categorical programs, as much as possible.

- SEAC supports efforts to provide schools with additional hiring and staffing flexibilities, including waiving the requirement that retired certificated and classified staff must wait 180 days before reemployment.

Pensions & Retirement

- SEAC supports efforts to mitigate the escalation and volatility of employer contribution rates for the California Public Employees' Retirement System (CalPERS) and California State Teachers' Retirement System (CalSTRS), both of which place significant fixed cost pressures on local educational agencies across the state, including using one-time resources to buy down school employer contribution rates and/or pay down their long-term unfunded liabilities at CalSTRS and CalPERS
- 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.
- SEAC understands the importance of protecting the retirement benefits of our employees in CalPERS when there is a correction in the calculation of the employee's benefits that results in a reduction in benefits but believes the liability should fall on CalPERS when the need for correction was not due to employer fault or error.

Universal Transitional Kindergarten (TK)

- SEAC understands the importance of increasing access to TK and supports ensuring that the expansion includes funding and support for all districts, including community-funded districts.

Safe and Healthy School Campuses

- SEAC understands that ensuring campuses are safe places for students extends beyond physical security and supports alternative approaches to addressing student health and safety, including increased investment in school-based student mental health services and the creation of community schools models in all school districts.

Special Education

SEAC will carefully monitor all suggestions for Special Education Reform for negotiations and fiscal impact, including AB 504 requests.

School District Budget Reserve Cap

SEAC understands that the budget reserve cap was first triggered under the 2021-22 state budget and will remain in effect for the 2023-24 school year and 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 the scope of local bargaining. This should be a state-supported policy and should not vary from district to district.

Data Collection and Security

- SEAC remains supportive of the Governor’s interest in a cradle-to-career data system and believes this system should be streamlined and should support the ability to gather and compare district level data for a number of labor issues, including but not limited to, declarations of impasse, PERB filings, and strikes.
- SEAC understands that a growing number of employee and student services are hosted via the internet or in other online venues and supports more resources for LEAs to harden their cybersecurity infrastructures.

□

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School District Budget Reserve Cap

□

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Data Collection and Security

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School Employers Association of California

BR-9A

To: Board of Directors
From: John Roach
Subject: Minutes of September 15, 2023 Meeting
Date: December 1, 2023



Board of Directors Meeting

MINUTES

September 15, 2023
8:30 AM

Place: Zoom

<https://us02web.zoom.us/j/9124257384>

Call to Order: Chairman, Mary Ann Dewan at 8:35 AM

Roll Call: Board Members Mary Ann Dewan, Catherine Kawaguchi, Julie Mitchell, Roxane Fuentes, Melissa Moore, Paul Johnson and Rebecca Andrade were in attendance. John Roach, Louise Taylor, and Arline Breslin from SEAC attended. Caitlin Jung and Barrett Snider from Capitol Advisors Group were present. Kenneth Hurst was unable to attend.

Approval of Agenda

M CK
S PJ
V Unanimous

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. 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.

No reports were given.

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 Director and Assistant Executive Director provide reports of their activities since the last Board Meeting.

Recommendation

Received for information and comment.

2. Membership Report

A current Membership Report was provided.

Recommendation

Received for information and comment.

3. Financial Report

The Board was provided Year-to-Date Financial Reports.

Recommendation

Received for information and comment.

4. Professional Development, Special Projects, and Services Report

The Board is provided with a report of Professional Development, Special Projects, and Member Services from Louise Taylor and SEAC Independent Contractors.

Recommendation

Received for information and comment.

5. Legislative Update from Capitol Advisors

The Board is provided with an update of the current budget and legislative activities by Capitol Advisors

Recommendation

Received for information and comment.

LEGISLATIVE SESSION: *For Action Items Requiring Board Action*

The Board of Directors is in legislative session to act 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

6. 2023 Election

Two Board Members’ terms expire this year. Paul Johnson and Catherine Kawaguchi have both completed one full three-year term; therefore, they may serve an additional three-year term and wish to do so.

Recommendation

Place both Paul Johnson and Catherine Kawaguchi on the ballot for the fall 2023 election

M PJ
S CK
V Unanimous

7. Discuss Legislative Action Day for 2023

The Board will discuss possible dates for Legislative Action Day in April 2024 in Sacramento:

April 8 and 9
April 15 and 16

Recommendation

Following discussion, it was recommended that April 22 and 23 be set as Legislative Action Day.

M	CK
S	PJ
V	Unanimous

8. Consent Agenda and Routine Items off Business

8A Minutes of Sept 15, 2023 Board Meeting.

8B Meeting Date and Locations

Friday, December 1, 2023, San Francisco (CSBA)

Recommendation

Accepted and approved as presented

M	RF
S	CK
V	Unanimous

9. Adjournment

M	JM
S	PJ
V	Unanimous

School Employers Association of California

BR-9B

To: Board of Directors
From: John Roach
Subject: Dates of Next Board Meetings
Date: December 1, 2023

9B future board meetings and locations

Monday and Tuesday April 22 23, 2024. 6:30 PM/8:30 AM Sacramento

Friday June 21, 2024 8:30 Zoom

Friday September 13, 2024 8:30 AM Zoom

Friday December 6 2024 3:30 PM CSBA Anaheim