

**WEST CONTRA COSTA
UNIFIED SCHOOL DISTRICT**

BOARD OF TRUSTEES



MISSION STATEMENT

We provide the highest quality education to enable all students to make positive life choices, strengthen our community, and successfully participate in a diverse and global society.

We provide excellent learning and teaching experiences; safe, student-centered learning environments; and support for all students and employees. We develop and maintain productive community partnerships and individual and collective accountability.

MEETING OF
October 24, 2012

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
BOARD OF EDUCATION
MEETING AGENDA
OCTOBER 24, 2012**

BOARD AGENDA PACKETS AND INFORMATION:

Complete Board meeting packets are available for review at the Administration Building, the District's six high schools, and at public libraries throughout West County.

Complete Board agendas and packets are available online at: www.wccusd.net.

Any writings or documents that are public records and are provided to a majority of the governing board regarding an open session item on this agenda will be made available for public inspection in the District office located at 1108 Bissell Avenue, Richmond, CA 94801 during normal business hours. In addition, such writings and documents may be posted on the District's website as noted above.

VIEWING THE BOARD MEETINGS:

Television:

Live television broadcast of regularly scheduled Board meetings is available by the City of Pinole on PCTV Channel 26/28, the City of Richmond KCRT Channel 28 and the City of Hercules Cable Channel 28. Please check the city websites for local listings of broadcast schedules.

You may also find the complete meeting available on a tape-delay basis through the Richmond City Web Page at: <http://www.kcrt.com> within a few days of the recording date.

Audio tapes of Board meetings are kept on file at the Administration Building, 1108 Bissell Avenue, Richmond, CA 94801 (510-231-1101).

The Board of Education would like to acknowledge Comcast, the cities of Pinole and Richmond, and WCCUSD staff for their generosity and efforts in helping to televise WCCUSD Board of Education meetings.

ATTENDING BOARD MEETINGS:

The public is warmly invited to attend and participate in all WCCUSD Board of Education meetings.

Location: **LOVONYA DEJEAN MIDDLE SCHOOL
3400 MACDONALD AVENUE
RICHMOND, CA 94805**

Time: The **Board of Education's Open Session meeting will begin at 6:30 PM**. The Board will convene at **5:30 PM** in the Multi-Purpose Room to receive comments from anyone wishing to address the Board regarding closed session items (Exhibit A). The Board will then adjourn to closed session and reconvene in open session to address the regular agenda (Exhibits B-G) at 6:30 PM.

Order of Business: **ORDER OF BUSINESS MAY BE CHANGED WITHOUT NOTICE**

Special Accommodations: Upon written request to the District, disability-related modifications or accommodations, including auxiliary aids or services, will be provided. Please contact the Superintendent's Office at 510-231-1101 at least 48 hours in advance of meetings.

"of children be more careful than anything."
e.e. cummings

B. OPENING PROCEDURES

B.1 Pledge of Allegiance

B.2 Welcome and Meeting Procedures

B.3 Roll Call

B.4 Presentation of Student Board Representative from El Cerrito High School

B.5 Report/Ratification of Closed Session

* **B.6 Agenda Review and Adoption (Public Comment)**

* **B.7 Minutes: October 10, 2012**

C. BUSINESS ITEMS

CONSENT ITEMS (Routine Matters)

Consent Calendar Items designated by “CI” are considered routine and will be enacted, approved and adopted by one motion, unless a request for removal, discussion or explanation is received from any Board member or member of the public in attendance. Items the Board pulls for discussion or explanation will be addressed following Section E.

***CI C.1 Grants/Awards/Agreements**

Comment:

Formal action is requested from the Board of Education to accept the grants/awards/agreements, as detailed dated October 24, 2012.

Recommendation:

Recommend Approval

Fiscal Impact:

As noted per grants summary

***CI C.2 Acceptance of Donations**

Comment:

The District has received donations as summarized dated October 24, 2012. Staff recommends acceptance of these donations.

Recommendation:

Recommend Approval

Fiscal Impact:

As noted per donations summary

***CI C.3 Approval of Fund-Raising Activities**

Comment:

The planned fund-raising events for the 2012-13 school year are summarized dated October 24, 2012.

Recommendation:
Recommend Approval

Fiscal Impact:
Additional revenue for schools

***CI C.4 Contracted Services**

Comment:
Permission is requested of the Board of Education to approve the following contracts for services as detailed dated October 24, 2012.

Recommendation:
Recommend Approval

Fiscal Impact:
As noted per contracts summary

***CI C.5 Resolution 23-1213: Authorizing Investment of Monies in the Local Agency Investment Fund (LAIF)**

Comment:
The Contra Costa County Treasurer's Office is requesting that all Local Agency Investment Fund (LAIF) participants update their accounts. The resolutions provided update the authorized signatures and authority for these accounts.

To comply with LAIF's policies, the Treasurer's Office is requesting that the board members approve a letter delegating the Treasurer's Office authority to conduct transactions on behalf of the district.

Recommendation:
Recommend Approval

Fiscal Impact:
None

***CI C.6 Actuarial Valuation of Postemployment Health**

Comment:
The District commissioned an actuarial valuation of postemployment healthcare benefits which was completed by Nicolay Consulting Group. Staff will present the key components of the Actuarial Valuation of Post Retirement Health Benefits. The valuation date of this report is July 1, 2012, but takes into account retirement and employment activity through September 2012.

This report establishes the District's Other Post Employment Benefit (OPEB) liability in compliance with Governmental Standards Accounting Board (GASB) 45.

The Actuarial Valuation report is posted on the WCCUSD website and a copy is at the reception desk at 1108 Bissell Avenue, Richmond, CA.

Recommendation:

Accept Actuarial Valuation report

Fiscal Impact:

A reduction to the present value OPEB liability of future postemployment healthcare benefits of \$27,979,715. A reduction to present value OPEB liability attributable to past service GASB 45 liability of \$20,992,346.

***CI C.7 Routine Personnel Changes - Certificated**

Comment:

Routine personnel changes include actions to hire, promote, or terminate certificated employees in accord with appropriate laws, established policies and procedures.

Recommendation:

For Information Only

Fiscal Impact:

None

***CI C.8 Ratification and Approval of Engineering Services Contracts**

Comment:

Contracts have been initiated by staff using previously qualified consulting, engineering, architectural, or landscape architectural firms to assist in completion of the referenced projects. Many of the firms are already under contract and the staff-initiated work may be an extension of the firm's existing contract with the District. Public contracting laws have been followed in initially qualifying and selecting these professionals.

Recommendation:

Ratify and approve contracts as noted

Fiscal Impact:

Total for this action: \$322,960. Funding sources as noted.

***CI C.9 Ratification and Approval of Negotiated Change Orders**

Comment:

Staff is seeking ratification of change orders on the following current District construction projects: Collins Elementary School Fire Alarm, Ohlone Elementary School Phase 1 Campus Replacement, Coronado Elementary School Interim Campus, Pinole Middle School MPR Audio-Visual, and Helms Middle School MPR Audio-Visual. Change orders are fully executed by the District upon signature by the Superintendent's designee. Board ratification is the final step required under state law in order to complete payment and contract adjustment.

In addition to normal ratification, approval of the noted change orders for the Helms Middle School MPR Audio-Visual project is required by the Board, with special findings as noted below, because these projects are in excess of the Public Contract Code limit of 10% of the original contract value. In

accordance with Public Contract Code 20118.4, the Board, by approving and ratifying these change orders, finds that it would have been futile to publicly bid the work in question because of the tight time frames to complete this work without affecting the operations of the District, and that the public is best served by having this work completed by the contractor on the project.

Recommendation:

Ratify negotiated change orders as noted

Fiscal Impact:

Total ratification and approval by this action: \$73,455.23

***CI C.10 Board Re-Approval of Single Plans for Student Achievement (SPSAs) from Federal Program Monitoring Visit Requirement**

Comment:

The Single Plan for Student Achievement serves as a vehicle for communicating information about a school's vision, initiatives to improve academic achievement, as well as a description of how supplemental categorical funds from the Consolidated Application are used to support these efforts. School plans describe legally-mandated requirements and comprehensive programmatic information that includes:

- a description of how parents are involved in the school program;
- Adequate Yearly Progress (AYP) data analysis and assessment of student learning;
- an action plan for improving student achievement and closing the achievement gap;
- a plan to improve attendance; and
- a plan to promote a safe, welcoming and disciplined learning environment.

Training and support are provided to assist schools in using the template, analyzing data and completing the SPSAs. The plans are developed and approved by the School Site Councils (SSCs). The plans are available for review on the District website and at the Educational Services Department located at the Vista Campus.

WCCUSD had a Federal Program Monitoring (FPM) visit and was mandated to re-submit the following 4 (Bayview, Helms, Kennedy, Richmond) SPSA plans with updated template language. They are being submitted tonight for the WCCUSD's board of education approval.

They are available for review at the receptionist's desk at 1108 Bissell Avenue Richmond, CA and also Vista High School, 2625 Barnard Road, Room 118 San Pablo, CA

Recommendation:

Recommend Approval

Fiscal Impact:

Categorical revenue

***CI C.11 Resolution No. 41-1213: Sikh American Awareness and Appreciation Month
November 2012**

Comment:

In recent action the California Legislature called attention to the important contributions made by Sikh Americans to the history of California. The Legislature has declared November 2012 to be California Sikh American Awareness and Appreciation Month.

The Sikh population in California includes large communities in the agricultural towns of the Central Valley. Members of the Sikh community have testified to the State Board of Education that Sikhs have been targets of hate crimes and that young Sikhs have been subjected to bullying because of the different styles of clothing that they wear. Sikh boys are often harassed because of their head coverings, Patka or Turban. Teachers can educate the students and help reduce the harassment of Sikh boys.

This resolution represents the West Contra Costa Unified School District's support to afford the opportunity to better understand, recognize, and appreciate the rich history and shared principles of Sikh Americans, their monotheistic religion and the tenets of their faith, and the important role that Sikh Americans play in furthering understanding and respect among all peoples.

Recommendation:

Recommend Approval

Fiscal Impact:

None

***CI C.12 Notification of Claim Rejected**

Comment:

The District has received a claim requesting compensation for personal loss. The District's risk management firm has investigated the claim and is requesting the School Board to ratify the authorized claim rejection.

Recommendation:

Ratify the rejection of claim

Fiscal Impact:

None

D. AWARDS, RECOGNITIONS, AND REPORTS

*** D.1 2012 Academic Performance Index Growth (API) Targets – Report on and Recognition of Schools**

Comment:

API -The California Department of Education (CDE) sets API growth targets for all public schools annually and has computed Academic Performance Indices (APIs) for all public schools since 1999. California draws achievement information from state assessments to calculate one number called the API.

In order for a school to make its API, it must achieve its schoolwide target, as well as targets for all numerically significant subgroups. Any subgroup for which there are 100 valid scores or 50 valid scores comprising at least 15% of the valid scores for a school is identified by CDE as a numerically significant

subgroup. Possible numerically significant subgroups include: African American, American Indian, Asian, Filipino, Hispanic, Pacific Islander, White, Socioeconomically Disadvantaged, English Learners, and Students with Disabilities. Meeting the comparable improvement target means that each student subgroup in the school met its individual achievement goals.

Staff will summarize the districtwide data and then recognize WCCUSD schools for making API targets.

Recommendation:

School Board recognition of schools meeting all 2012 API criteria

Fiscal Impact:

None

* **D.2 Energy Balance 4 Kids**

Comment:

The Energy Balance 4 Kids (EB4K) w/ Play is a program being provided in five elementary schools in WCCUSD last year and this year including Ford, Washington, Sheldon, Montalvin and Wilson. It is a partnership between the Academy of Nutrition & Dietetics and Playworks, with Registered Dietician Nutrition coaches and Playworks recess coaches teaching students about Energy Balance through healthy eating and physical activity. The program is being evaluated by UC Berkeley's Center for Weight and Health. Last week these five schools were recognized by the U.S. Department of Agriculture Healthier US Schools Bronze Award.

Recommendation:

Information only

Fiscal Impact:

None

* **D.3 Preschool Program Update**

Comment:

Staff will give a brief update on the WCCUSD Preschool program and assessment materials, as well as share information about new preschool state law.

Recommendation:

Report

Fiscal Impact:

None

* **D.4 Budget Update**

Comment:

Associate Superintendent Business Services will provide an update on the budget and information on the Actuarial Study that is on the consent agenda.

Recommendation:
For Information Only

Fiscal Impact:
None

* **D.5 Standing Reports**

Representatives of the following committees and employee unions are invited to provide a brief update to the Board. Representatives from these groups need to sign up to speak prior to the beginning of this item on the agenda by submitting a “Request to Address the Board” form. Five minutes may be allowed for each subcommittee or group listed below:

Academic Subcommittee	Public Employees Local 1
Bayside Parent Teacher Association	Safety Committee
Citizens’ Bond Oversight Committee	School Supervisors Association
Community Budget Advisory Committee	United Teachers of Richmond
Facilities Subcommittee	Youth Commission
Ivy League Connection	
Linked Learning – Multiple Pathways	

E. PUBLIC AND COMMITTEE COMMUNICATIONS
(Education Code 35145.5; Government Code 54950 et seq.)

* **E.1 Superintendent’s Report**

* **E.2 WCCUSD Public Comment**

Members of the public are invited to speak to the Board about any matter that is not otherwise on the agenda and is related to issues affecting public education in the WCCUSD. **Approximately 30 minutes will be allocated for this item.** If there are more requests to speak than can be heard within this time limit, “WCCUSD Public Comment” will continue after Item G. Individuals wishing to speak must submit a “WCCUSD Public Comment” form prior to the beginning of this item on the agenda.

Depending on the number of persons who wish to speak, from one to three minutes will be allocated to each speaker at the discretion of the President of the Board in order to accommodate as many speakers as possible. The Board cannot dialogue on any issues brought before it by the public that have not been previously agendized, but may refer these to staff for response and/or placement on future agendas.

* **E.3 In Memory of Members of the School Community**

Comment:
The District would like to take time to recognize the contributions of members of our school community who have passed away. The District requests the community to submit names to be reported as a regular part of each agenda.

Ms. Audrey Godfrey, Cook/Manager at Pinole Valley High School recently passed away. Ms. Godfrey worked for the Food Service department for twenty years, at Richmond High, the Nutrition Center and Adams Middle School.

Ms. Susie Ko recently passed away. She worked for the District as a substitute instructional classroom aid until 1997. Ms. Ko most recently taught school at St. Patrick School in Rodeo, where her children attended. Our thoughts go out to the family and friends in the loss of their loved one.

Recommendation:

For Information Only

Fiscal Impact:

None

F. ACTION ITEMS

*** F.1 CalPERS Retiree Benefit Resolutions**

Resolution No. 28-1213: Unrepresented Classified Confidential

Resolution No. 29-1213: Public Employees Union, Local 1

Resolution No. 30-1213: School Supervisors Association

Resolution No. 31-1213: Unrepresented Certificated Management

Resolution No. 32-1213: Unrepresented Classified Management

Resolution No. 33-1213: West Contra Costa Administrators Association

Comment:

Each year, since adopting CalPERS as the District's health benefits provider, the Board has been required to adopt resolutions acknowledging rates and contributions. Permission is requested of the Board of Education to approve the following resolutions setting the employer's contribution for retiree medical benefits for those who retired after December 31, 2006 and before July 1, 2010. These new rates will be effective January 1, 2013.

Recommendation:

Recommend Approval

Fiscal Impact:

As noted on resolutions

*** F.2 CalPERS Retiree Benefit Resolutions**

Resolution No. 34-1213: Unrepresented Classified Confidential

Resolution No. 35-1213: Public Employees Union, Local 1

Resolution No. 36-1213: School Supervisors Association

Resolution No. 37-1213: Unrepresented Certificated Management

Resolution No. 38-1213: Unrepresented Classified Management

Resolution No. 39-1213: United Teachers of Richmond

Resolution No. 40-1213: West Contra Costa Administrators Association

Comment:

Permission is requested of the Board of Education to approve the following resolutions fixing the employer's contribution for retiree medical benefits for those who retired after June 30, 2010. The minimum contribution resolution will be effective January 1, 2013.

Recommendation:

Recommend Approval

Fiscal Impact:

As noted on resolutions

G. DISCUSSION ITEMS

*** G.1 Reducing Suspensions for 2012-13**

Comment:

The Board's Safety Committee reviewed the data for 2011-12 for student out-of-school suspensions at middle and high schools at the September meeting. The committee noted that the number of suspensions varied widely among the schools even after equating the numbers to student enrollment. More than half of all suspensions were for offences categorized under "defiance and/or disruption."

At the October meeting, each school brought a report of how suspensions could be reduced and a goal for reduction of suspensions from the 2011-12 level. The Safety Committee determined that these individual goals should be compiled so that the Safety Committee could recommend an overall goal of suspension reductions for the District in 2012-13.

Recommendation:

That the Board consider a goal of reducing out-of-school suspensions in middle and high schools by 25%.

Fiscal Impact:

Positive in that students generate ADA only when in school

*** G.2 Project Status Report**

Comment:

The following are provided for review of Facilities Planning and Construction in the District's Bond Program and for information regarding individual projects:

- Engineering Officer's Report – Verbal Presentation
- Construction Status Reports – Current Construction Projects

Recommendation:

For Information Only

Fiscal Impact:

None

H. UNFINISHED REQUESTS TO ADDRESS THE BOARD (continued from Item E)

I. COMMENTS OF THE BOARD OF EDUCATION AND SUPERINTENDENT

J. THE NEXT SCHEDULED BOARD OF EDUCATION MEETING

Lovonya DeJean Middle School – November 14, 2012

K. ADJOURNMENT

At 10:00 PM, any items remaining on the agenda that require immediate attention will be moved to this time. All other items will be tabled to another or the following Board meeting in order to make fair and attentive decisions. The meeting will adjourn at 10:30 PM. The meeting may be extended by a majority vote of the Board of Education.

The public may address items which are marked with an asterisk (*).

A. CLOSED SESSION

A.1 CALL TO ORDER

A.2 DISCLOSURE OF ITEMS TO BE DISCUSSED IN CLOSED SESSION
(Government Code 54957.7)

A.3 RECESS TO CLOSED SESSION AS SCHEDULED

See Exhibit A

(Government Code Section 54954.5)

The **Open Session** will resume at the end of the **Closed Session** in the Multi-Purpose Room at approximately **6:30 PM**.

EXHIBIT A

(Government Code Section 54954.5)

CLOSED SESSION AGENDA

October 24, 2012

1. CONFERENCE WITH REAL PROPERTY NEGOTIATOR

2. CONFERENCE WITH LEGAL COUNSEL—EXISTING LITIGATION
[Government Code Section 54956.9(a)]

- a. WCCUSD v. Orrick
- b. Srago v. WCCUSD

3. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED/POTENTIAL LITIGATION
[Government Code Section 54956.9(b)]

Four cases

4. LIABILITY CLAIMS (Government Code Section 54956.95)

5. CONFERENCE WITH LABOR NEGOTIATORS

- a. Superintendent/Dr. Bruce Harter
- b. Employee Organizations
 - UTR
 - Local One
 - School Supervisors Association
 - WCCAA
- c. Unrepresented Employees
 - Confidential and Management

6. PUBLIC EMPLOYEE APPOINTMENT

7. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957)

a. Superintendent Evaluation

8. STUDENT DISCIPLINE (Education Code Section 35146)

Expulsions

**9. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE/COMPLAINT
(Government Code Section 54957)**

Certificated / Classified Employee Dismissal

10. REPORT OF CLOSED SESSION ACTIONS

**West Contra Costa Unified School District
Minutes of the Board of Education Meeting
Lovonya DeJean Middle School
3400 Macdonald Avenue
Richmond, CA 94805**

Agenda Item B.7

October 10, 2012

A. CLOSED SESSION

B. OPENING PROCEDURES

President Ramsey called the meeting to order at 5:30 P.M. The Board recessed into Closed Session.
Clerk Medrano called the Public Session to order at 6:36 P.M.

President Ramsey left and rejoined the meeting at 7:35 PM.

B.1 Pledge of Allegiance

Clerk Medrano led the pledge of allegiance.

B.2 Welcome and Meeting Procedures

Clerk Medrano offered welcome and instructions to the public regarding the meeting.

B.3 Roll Call

Board Members Present: Madeline Kronenberg, Antonio Medrano, Elaine Merriweather, Tony Thurmond

Board Members Absent: Charles Ramsey

Staff Present: Magdy Abdalla, Engineering Officer; Steve Collins, SELPA Director; Cheryl Cotton, Director Certificated Personnel; Bill Fay; Associate Superintendent Operations; Sheri Gamba, Associate Superintendent for Business Services; Wendell Greer, Associate Superintendent K-Adult Schools; Bruce Harter, Superintendent; Debbie Haynie, Executive Secretary; Antoinette Henry-Evans, K-12 Executive Director; Joshua Herrera, Electronics Technician; Linda Jackson, K-12 Executive Director Emeritus; Barbara Jellison, Director Food Service; Mary Jones, Administrative Services Manager; Tashaka Merriweather, Coordinator Youth Development; Emily Millar, Director Employee Relations; Reyna Ortiz de Touriel, Interpreter; Lyn Potter, Director Curriculum & Instruction; Nia Rashidchi, Assistant Superintendent, Education Services; Adam Taylor, K-12 Executive Director; Liz Torio, Director Academic Intervention; Marin Trujillo, Coordinator Community Engagement; Katie Von Husen, Coordinator Educational Services; Lori Walker, Confidential Secretary; Ken Whittemore, Assistant Superintendent Human Resources

B.4 Presentation of Student Board Representative from El Cerrito High School

Rebecca Dao provided a report of activities at El Cerrito High School.

B.5 Report/Ratification of Closed Session

None

Mr. Thurmond left the dais.

B.6 Agenda Review and Adoption

Superintendent Harter announced that Ms. Alicia Jackson has withdrawn her request to address the Board.

MOTION: Ms. Kronenberg moved approval of the agenda. Ms. Merriweather seconded. Ms. Kronenberg, Ms. Merriweather, Student Board Representative Rebecca Dao (advisory vote only) and Clerk Medrano voted yes, with no abstentions and Mr. Thurmond and President Ramsey absent. Motion carried 3-0-0-2.

B.7 Minutes: September 19, 2012

MOTION: Ms. Kronenberg moved approval of the Minutes of September 19, 2012. Ms. Merriweather seconded. Ms. Kronenberg, Ms. Merriweather, Student Board Representative Rebecca Dao (advisory vote only) and Clerk Medrano voted yes, with no abstentions and Mr. Thurmond and President Ramsey absent. Motion carried 5-0-0-0.

Mr. Thurmond returned to the dais.

C. BUSINESS ITEMS

- C.1 Grants/Awards/Agreements**
- C.2 Acceptance of Donations**
- C.3 Approval of Fund-Raising Activities**
- C.4 Summary of Payroll and Vendor Warrant Reports**
- C.5 Notice of Completions: Bid J068310 Pinole Middle School Miscellaneous Repairs, Bid J068294 Pinole Middle School Portable Demo, Bid J068298 Richmond High School Fiber Optics Project, Bid J068266 Kennedy High School Restrooms and Field Lighting, Bid J068267 El Cerrito High School Multi-Use Sports Fields, Bid 1121341-02 Kennedy High School Replacement Softball Field, and Bid J068317 Pinole Valley High School Digital Surveillance System**
- C.6 Disposal of Obsolete and Damaged District Personal Property for the School Year 2012-13**
- C.7 Procurement Contracts for the School Year 2012-13**
- C.8 Certificated Board Authorization - Education Code 44285.3**
- C.9 Routine Personnel Changes - Certificated**
- C.10 Routine Personnel Changes – Classified**
- C.11 Acceptance of Contracts for Placement of Student Teachers**
- C.12 Ratification and Approval of Engineering Services Contracts**
- C.13 Ratification and Approval of Negotiated Change Orders**
- C.14 Resolution No. 24-1213: Level I Developer Fees**
- C.15 Changes to Current Local Business Capacity Program for the District's Bond Construction Projects**
- C.16 Williams Lawsuit Complaints Quarterly Report**
- C.17 Approval of Revised 2011-2012 School Level Title-I Parental Involvement Policies for Bayview Elementary, Helms Middle School, Kennedy High and Richmond High**
- C.18 2012-13 Consolidated Application for Funding**
- C.19 Richmond Charter Academy Middle School Material Revision of the Charter Petition**
- C.20 Resolution 27-1213: Full Service Community Schools**
- C.21 Red Ribbon Week Board Resolution No. 26-1213**

MOTION: Ms. Merriweather moved approval of Consent Items C.1 – C.21. Ms. Kronenberg seconded. Ms. Kronenberg, Ms. Merriweather, Mr. Thurmond, Student Board Representative Rebecca Dao (advisory vote only) and Clerk Medrano voted yes, with no abstentions and President Ramsey absent. Motion carried 4-0-0-1.

D. AWARDS, RECOGNITIONS, AND REPORTS

D.1 Employee Service Anniversary Recognition

Mr. Whittemore recognized veteran employees with anniversary service awards presenting 20, 25, 30 and 35 year of service. Board members joined in offering congratulations

Public Comment:

None

Board Comment:

None

Clerk Medrano acknowledged City Council Member Leonard McNeil in the audience.

Clerk Medrano called a brief recess.

D.2 Update on Anti-Bullying Efforts in WCCUSD

Superintendent Harter spoke about recognition of anti-bullying activities and asked Mr. Greer to introduce Mr. Tashaka Merriweather and community partners who work with the District in anti-bullying initiatives. Mr. Merriweather spoke about a play provided by the Outspoken tour group which will be presented at fourteen sites in the District. The play talks about engaging teens in dialog about being ostracized at school, at home and in the community. Some of the topics include race, religion, sexual orientation, body type and social economic background. Board members were provided with discussion topics that are used in classrooms. Kennedy High School staff and

students spoke about the Kennedy Young Men's Group and anti-bullying activities as they work as leaders in their community. The students spoke about their program as well as a video they are producing.

Will Broom of STAND For Families Free of Violence shared statistics about bullying and teen dating violence. He also spoke about programs in the District promoting gender respect, and a program for middle school boys to develop knowledge and leadership skills to in order to respond to and prevent bullying and gender violence. Mr. Broom shared that groups are working at Helms and Portola Middle Schools. These projects are expected to become a national model for teen dating and violence prevention programs.

Public Comment:

None

Board Comment:

Mr. Thurmond acknowledged the leadership of the Kennedy students and staff. He invited them to participate with the Youth Commission and consider taking their work to the District level.

Ms. Kronenberg spoke of the good things she sees at Kennedy and reiterated the invitation to participate with the Youth Commission, sharing what they have learned.

Ms. Merriweather spoke about the NEA national study on bullying. She shared that the researchers agree that whole-school intervention programs are most promising, as well the positive component of positive school climate, in stopping bullying. She said she sees the District heading in the right direction.

D.3 WCCUSD Counseling Services Update

Mr. Greer introduced Ms. Antoinette Henry-Evans who has been working with District counselors in developing the college going culture. Ms. Evans spoke of the professionalism of the District's counselors. Ms. Evans read a letter prepared by a parent who praised the hard work and diligence of counselors. Counselors Portia Gossett, Juan Crespi Middle School; Theresa Pamintuan and Angela Tang, DeAnza High School; and Jennifer Cruz, Kennedy High senior spoke about working with students. Ms. Evans formally acknowledged the counselors in attendance.

President Ramsey returned to the meeting at 7:35 PM.

Public Comment:

None

Board Comment:

Mr. Ramsey acknowledged the work of counselors and the importance of the parcel tax renewal to maintain their services.

D.4 Standing Reports

Academic Subcommittee. Ms. Rashidchi reported on the recent meeting where teachers from most school sites gave feedback on the transition to Common Core Standards. She also said that the KEYS To Excellence for Schools program was also discussed with UTR President Diane Brown and a teacher who shared the process used at Stewart School. The next meeting will be held November 13, 2012, 6:00 PM at Helms Middle School.

Safety Committee. Mr. Thurmond spoke about the recent Safety Committee meeting and discussion of reducing overall suspensions and expulsions in the District. He said the District has a downward trend in overall suspensions. Many principals and assistant principals talked about the progress for this year to reduce suspensions at individual schools. Mr. Thurmond said the committee will formulate a recommendation to the Board for an overall reduction of suspensions at the District level for this year. Ms. Merriweather said the next meeting will be held November 1st at DeJean Middle School, 9:00 AM.

Youth Commission. Mr. Thurmond reported on the first orientation meeting with the Youth Commission will be held October 29th at Helms Middle School under the leadership by Ms. Antoinette Henry-Evans, 6:00 PM. Any students interested in serving on the commission can get applications online or at the District office.

Mr. Thurmond left the dais.

Facilities Subcommittee. Mr. Medrano reported on a special meeting held September 25th where items included approval of the recommendation for the Wilson new campus schematic design and use of Adams Middle School. He said the committee also heard an update of the Helms Middle School project. He also reported on the October 9 meeting where actions items included approval of the El Cerrito High School baseball field. He said discussion included pre-qualifications of trade contractors and subcontractors. The next meeting is scheduled for November 13 at the Facilities Operations Center, 4:00 PM.

Ivy League Connection. President Ramsey reported on the recent Yale University alumni event at Hercules High and Pinole Valley High. The Connection will work with Bay Area alumni to set up student interviews in mid-January. Events with Vanderbilt and Amherst admissions officers are planned for the coming weeks. Sixty-two students recently attended an information session at Hercules High. Mr. Ramsey concluded by saying that the University of Pennsylvania a recent event held at El Cerrito High with over 400 people in attendance.

E. PUBLIC AND COMMITTEE COMMUNICATIONS
(Education Code 35145.5; Government Code 54950 et seq.)

E.1 Superintendent's Report
Superintendent Harter provided a report of activities in the District.

E.2 Request to Address the Board – Alicia Jackson
This item was withdrawn by Ms. Jackson.

E.3 WCCUSD Public Comment
Shannon Culpepper, Shawn Culpepper, Justin Jones, Scottie Smith, Laura Sanchez

F. ACTION ITEMS

F.1 Public Hearing: Grades K-12 Textbook and Instructional Materials Compliance for Fiscal Year 2012-2013

Ms. Rashidchi introduced Ms. Torio who provided information about the annual compliance notification for textbooks and instructional materials.

President Ramsey opened the public hearing and read instructions as specified by California Education Code 609119 regarding the use of state funds for the purpose of purchasing textbooks and related instructional materials. He encouraged public participation and the opportunity to address the Board regarding sufficient textbooks and instructional materials in Mathematics, Science, History-Social Science and English/Language Arts classes.

President Ramsey recessed the meeting in order to hold the required textbook sufficiency hearing. Ms. Rashidchi reported that the District is 100% textbook sufficient. Ms. Torio reported on surveying every teacher in the District in the mandated core areas and overseeing any insufficiencies. She reported confidence in advising the Board that the guidelines for the California Education Code 60119 have been met for this school year.

Public Comment:
None

President Ramsey closed the public hearing.

Board Comment:
None

F.2 Adoption of Resolution No. 25-1213: Grades K-12 Textbook and Instructional Materials Compliance for Fiscal Year 2012-2013

Public Comment:
None

Board Comment:
None

MOTION: Mr. Medrano moved approval of Approval of Resolution No. 25-1213: Grades K-12 Textbook and Instructional Materials Compliance for Fiscal Year 2012-2013. Mr. Thurmond seconded. Ms. Kronenberg, Mr. Medrano, Ms. Merriweather, Mr. Thurmond, Student Board Representative Rebecca Dao (advisory vote only) and President Ramsey voted yes, with no abstentions and no absences. Motion carried 5-0-0-0.

G. DISCUSSION ITEMS
None

H. UNFINISHED REQUESTS TO ADDRESS THE BOARD (continued from Item E)

I. COMMENTS OF THE BOARD OF EDUCATION AND SUPERINTENDENT

Ms. Kronenberg spoke of her focus on the upcoming November election and urged voters to consider support education.

Mr. Thurmond echoed Ms. Kronenberg's remarks and asked public to allow the District to continue rebuilding schools. He remarked about hearing how the impacts of budget cuts are affecting classrooms. He acknowledged the great student speakers in attendance at tonight's meeting.

Ms. Merriweather said she also enjoyed the student speakers. She announced the upcoming Parents as Partners Conferences to be held on October 20 at DeJean Middle School. She concluded by saying that this would be an opportunity for parents to meet and talk with Board Members about Measures E and G.

Mr. Medrano urged the audience to support the parcel tax and bond measures. He also urged support of Proposition 30. He also commented on the Parents as Partners conference inviting the public to attend. He spoke about attending a recent NALGO National Summit on Latino Education where Common Core Standards was a topic of discussion. He reported on also attending a California Latino School Boards Association conference in San Diego where civil rights legislation was a topic of discussion. He said that minority representation of students in the state is not reflected in the membership of school boards throughout the state.

President Ramsey reminded citizens of the two school board candidate forums scheduled for October 11 at El Cerrito High and October 16 at Murphy Elementary to learn about the candidates. Mr. Ramsey congratulated the El Cerrito High football team for their successful season and possible Division III playoff berth.

Mr. Medrano adjourned the meeting in honor of a fourteen year old Pakistani woman who was shot by the Taliban for taking a stand to support education for all women in her country.

J. THE NEXT SCHEDULED BOARD OF EDUCATION MEETING
Lovonya DeJean Middle School – October 24, 2012

K. ADJOURNMENT
President Ramsey adjourned the meeting at 8:21 P.M.

Motion vote count order: Yes-No-Abstain-Absent


BH:dh

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: CI C.1

Subject: Grants/Awards/Agreements

Background Information: Formal action is requested from the Board of Education to accept the grants/awards/agreements, as detailed on the attached sheet dated October 24, 2012.

Recommendation: Recommend Approval

Fiscal Impact: As noted per grants summary

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

GRANT / AWARD / AGREEMENT NOTIFICATIONS

Project Name	Project Amount for Budget Period	Funding Agency	Comments
Early Intervention for School Success (ESIS)	\$50,000	Orange County of Education	Enable young children to become Successful thinkers and learners. Promote professional learning Communities.
Resource # 9615	7/1/12 - 6/30/14		Agreement # 38657
Part C, Early Education Programs 12-13	\$83,664	California Department of Education - Student Support and Special Services Branch	Support of the Special Ed IDEA Program
Resource # 3385	4/1/12 - 6/30/13		CPA # 23761-01
CPA - Environmental Studies Academy at Pinole Valley	\$72,900	California Department of Education - Career and College Transition Division	Support of the Environmental Studies Academy at Pinole Valley
Resource # 7220	7-1/12 - 6/30/14		PCA # 23181-01
CPA - Health Science Academy at Richmond	\$72,900	California Department of Education - Career and College Transition Division	Support of the Health Science Academy at Richmond
Resource # 7220	7-1/12 - 6/30/14		PCA # 23181-02
CPA - Multimedia Communications Academy at Richmond	\$72,900	California Department of Education - Career and College Transition Division	Support of the Multimedia Communications Academy at Richmond
Resource # 7220	7-1/12 - 6/30/14		PCA # 23181-03
CPA - Engineering Partnership Academy (EPA) at Richmond	\$72,900	California Department of Education - Career and College Transition Division	Support of the Engineering Partnership Academy at Richmond
Resource # 7220	7-1/12 - 6/30/14		PCA # 23181-04
CPA - LAW - Academy of Law Careers at De Anza	\$64,800	California Department of Education - Career and College Transition Division	Support of the Academy of Law at De Anza
Resource # 7220	7/1/12 - 6/30/14		PCA # 23181-05

GRANT / AWARD / AGREEMENT NOTIFICATIONS

Project Name	Project Amount for Budget Period	Funding Agency	Comments
SIG - School Improvement Grant - Cohort 1 Lincoln Elementary	\$1,333,334	California Department of Education - School Turnaround Office	Third and Final year of funding for Lincoln Elementary
Resource # 3180 & 3181	7/1/12 - 9/30/13		PCA # 15020-01 & 15127-01
2012-13 Alternative Dispute Resolution	\$15,000	California Department of Education - Student Support and Special Services Branch - Special	Alternative Dispute Resolution
Resource # 3395	7/1/12 - 9/30/14	Ed Division	PCA # 13007-01

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba *SG*
Associate Superintendent Business Services

Agenda Item: CI C.2

Subject: Acceptance of Donations

Background Information: The District has received donations as summarized on the attached sheet dated October 24, 2012. The estimated values for any non-cash donations (as indicated by an asterisk) are those provided by the donor. Staff recommends acceptance of these donations.

Recommendation: Recommend Approval

Fiscal Impact: As noted per donations summary.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

West Contra Costa Unified School District
October 24, 2012 Board Meeting

<u>Donor Name</u>	<u>Description or Purpose</u>	<u>Estimated Value</u>	<u>Receiving School or Department</u>
Ms. Melissa Suva	Materials and Supplies	\$17.00	Cameron School
Ms. Elizabeth Bartson	Materials and Supplies	\$23.00	Cameron School
Target Take Charge of Education	Materials and Supplies	\$87.10	Helms Middle
Valley View School Parents' Club	Office Supplies	\$9,660.00	Valley View Elementary
Target Take Charge of Education	Materials and Supplies	\$222.41	Wilson Elementary
Philanthropic Ventures Foundation	Field Trip	\$500.00	Wilson Elementary
Target Take Charge of Education	Materials and Supplies	\$222.41	Wilson Elementary
Philanthropic Ventures Foundation	Field Trip	\$500.00	Wilson Elementary
Philanthropic Ventures Foundation	Field Trip	\$500.00	Wilson Elementary
Target Take Charge of Education	Materials and Supplies	\$547.11	Richmond High
Chevron Humankind Employee Funds	Materials and Supplies	\$120.00	Richmond High

*Estimated values for the non-cash donations are provided by the donor
Donation Précis 102412

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: CI C.3

Subject: Approval of Fund-Raising Activities

Background Information: The planned fund-raising events for the 2012-13 school year are summarized on the attached sheet dated October 24, 2012.

Recommendation: Recommend Approval

Fiscal Impact: Additional revenue for schools

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

West Contra Costa Unified School District
October 24, 2012 Board Meeting

APPROVAL OF FUND-RAISERS


<u>School</u>	<u>Fund-Raising Activity</u>	<u>Activity Sponsor</u>
Grant Elementary	Wrap it up Signature Style	Grant School and World's Finest Chocolate
Grant Elementary	Selling Christmas Items	Grant School and World's Finest Chocolate
Grant Elementary	Beet sticks Sale	Mrs. Fields Fundraising
Grant Elementary	Beef Jerky Sale	Mrs. Fields Fundraising
Ohlone Elementary	Fall Festival	Ohlone PTA
Madera Elementary	Sale of Pencils, Erasers and T-Shirts	Teachers, Parents and Students
Madera Elementary	Restaurant Night	Teachers, Parents and Students
Stewart Elementary	Holiday Collection Sales	Stewart PTA
De Anza High	Sale of World's Best Chocolate	De Anza PTA
De Anza High	Barnes & Noble Book Fair	De Anza PTA
De Anza High	Football Tailgates	De Anza PTA
De Anza High	Halloween Candy Grams	De Anza PTA
De Anza High	Little Caesars	De Anza PTA
El Cerrito High	Dinner at Rubio's	El Cerrito PTSA
El Cerrito High	Movie Night	El Cerrito Leadership
El Cerrito High	Winter Grams	Class of 2015

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: CI C.4

Subject: Contracted Services

Background Information: Permission is requested of the Board of Education to approve the following contracts for services as detailed on the attached sheets dated October 24, 2012.

Recommendation: Recommend Approval

Fiscal Impact: As noted per contracts summary

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

CONTRACTED SERVICES

The following professional consultant services are recommended for approval.

<u>DEPARTMENT</u>	<u>DATE OF SERVICE</u>	<u>CONSULTANT NAME</u>	<u>COST & FUNDING</u>	<u>PURPOSE</u>
Curriculum-Federal Project	10/8/12 Thru 6/30/13	Bay Area Community Resources R38454	\$9,000 21 st Century	<p>Increase existing contract of \$192,256 to provide the Super Stars Early Literacy Intervention Program at Washington School. The program structure is reflected below:</p> <ul style="list-style-type: none"> - Early intervention instruction in grades 1-2 with children who have significant delays in reading acquisition or reading skills development - Program is held 5 times/week; 2-3 hours/day after school throughout the school year - Instructors (full-time AmeriCorps members) also provide class-day support helping to ensure after-school alignment - Family Events: family field trips to local museums and science centers, family reading nights and other events promote parent participation and support development of home literacy environment
Curriculum-Federal Project	10/8/12 Thru 6/30/13	Bay Area Community Resources R38456	\$18,000 21 st Century	<p>Increase existing contract of \$192,256 to provide the Super Stars Early Literacy Intervention Program at Stege School. The program structure is reflected below:</p> <ul style="list-style-type: none"> - Early intervention instruction in grades 1-2 with children who have significant delays in reading acquisition or reading skills development - Program is held 5 times/week; 2-3 hours/day after school throughout the school year - Instructors (full-time AmeriCorps members) also provide class-day support helping to ensure after-school alignment - Family Events: family field trips to local museums and science centers, family reading nights and other events promote parent participation and support development of home literacy environment
Curriculum-Federal Project State Project	8/17/12 Thru 6/30/13	Hatchuel Tabernik and Associates R38413	\$21,450 21 st Century ASES	<p>Increase existing contract of \$48,875 to complete the Phase 5 (district Level Data Analysis, Compliance Reporting and Comprehensive Site Level/Summary Reports) portion of the contract. Phase 5 consists of:</p> <ol style="list-style-type: none"> 1) HTA will combine the data from each of the various district sources into a format that can be used for compliance reporting. 2) HTA will complete the federal 21st CCLC APR report for each site receiving federal funding. 3) HTA will complete the mandated state after school program evaluation reports (one for ASES/21st CCLC elementary, K-8th, and middle school sites, and one for ASSET's high school sites. 4) HTA will produce site level reports, to be presented to the Coordinators early in the next school year. 5) HTA will complete one comprehensive summary report encompassing findings from all after school program sites.

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba *SG*
Associate Superintendent Business Services

Agenda Item: CI C.5

Subject: Resolution 23-1213 - Authorizing Investment of Monies in the Local Agency Investment Fund (LAIF)

Background Information: The Contra Costa County Treasurer's Office is requesting that all Local Agency Investment Fund (LAIF) participants update their accounts. The resolutions attached update the authorized signatures and authority for these accounts.

To comply with LAIF's policies, the Treasurer's Office is requesting that the board members approve a letter delegating the Treasurer's Office authority to conduct transactions on behalf of the district.

Recommendation: Recommend Approval

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

BOARD OF EDUCATION
WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

RESOLUTION NO.23-1213

October 24, 2012

AUTHORIZING INVESTMENT OF MONIES IN THE LOCAL AGENCY INVESTMENT FUND

AGENCY
ADDRESS 1108 Bissell Avenue, Richmond, CA 94801

AGENCY
PHONE NUMBER 510-231-1170

WHEREAS, Pursuant to Chapter 730 of the statutes of 1976 Section 16429.1 was added to the California Government Code to create a Local Agency Investment Fund in the State Treasury for the deposit of money of a local agency for purposes of investment by the State Treasurer; and

WHEREAS, the Board of Education does hereby find that the deposit and withdrawal of money in the Local Agency Investment Fund in accordance with the provisions of Section 16429.1 of the Government Code for the purpose of investment as stated therein as in the best interests of the West Contra Costa Unified School District.

NOW THEREFORE, BE IT RESOLVED, that the Board of Education does hereby authorize the deposit and withdrawal of West Contra Costa Unified School District monies in the Local Agency Investment Fund in the State Treasury in accordance with the provisions of Section 16429.1 of the Government Code for the purpose of investment as stated therein, and verification by the State Treasurer's Office of all banking information provided in that regard.

BE IT FURTHER RESOLVED, that the following West Contra Costa Unified School District officers or their successors in office shall be authorized to order the deposit or withdrawal of monies in the Local Agency Investment Fund:

Bruce Harter
Superintendent

Sheri Gamba
Associate Superintendent
Business Services

Martin Coyne
Executive Director
Business Services/Bonds

Signature

Signature

Signature

Germaine Quiter
Director Business Services

Daniela Parasidis
Director Business Services

Signature

Signature

PASSED AND ADOPTED, by the Board of Directors of the West Contra Costa Unified School District, Contra Costa County of the State of California on October 24, 2012.


Note: Resolution must be adopted by the governing body. Please submit an original resolution or a certified copy of the resolution to LAIF. A certified copy is 1) a copy of the resolution affixed with the seal of the agency or 2) a copy of the resolution attested by the City Clerk/Board Secretary with his/her original signature. *Resolutions received by LAIF supersede current resolutions on file with LAIF unless otherwise specified.*

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba, 
Associate Superintendent Business Services

Agenda Item: CI C.6

Subject: Actuarial Valuation of Postemployment Health Benefits

Background Information: The District commissioned an actuarial valuation of postemployment healthcare benefits which was completed by Nicolay Consulting Group. Staff will present the key components of the Actuarial Valuation of Post Retirement Health Benefits. The valuation date of this report is July 1, 2012, but takes into account retirement and employment activity through September 2012.

This report establishes the District's Other Post Employment Benefit (OPEB) liability in compliance with Governmental Standards Accounting Board (GASB) 45.

The Actuarial Valuation report is posted on the WCCUSD website and a copy is at the reception desk at 1108 Bissell Avenue, Richmond, CA.

Recommendation: Accept Actuarial Valuation report

Fiscal Impact: A reduction to the present value OPEB liability of future postemployment healthcare benefits of \$27,979,715. A reduction to present value OPEB liability attributable to past service GASB 45 liability of \$20,992,346.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

**WEST CONTRA COSTA
UNIFIED SCHOOL DISTRICT**

Actuarial Valuation of
Postemployment Health Benefits
Valuation Date: July 1, 2012



October 5, 2012

530 BUSH STREET, SUITE 500
SAN FRANCISCO, CALIFORNIA 94108-3633
TEL: 415-512-5300
FAX: 415-512-5314

Ms. Sheri Gamba
Associate Superintendent for Business Services
West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, CA 94801-3135

Dear Ms. Gamba:

Re: Actuarial Valuation of Postemployment Healthcare Plans

The Nicolay Consulting Group is pleased to present the results of the July 1, 2012 actuarial valuation of the West Contra Costa Unified School District postemployment health insurance plans. In preparing the report, we relied on employee data and plan information supplied by the District. On the basis of that information, this report has been prepared in accordance with generally accepted actuarial principles and methods. It is our opinion that the actuarial assumptions used are reasonably related to the actual experience of the plan and to anticipated future experience.

The financial projections presented in this report are intended for the District's internal use in evaluating the potential cost of the retiree health programs. Because future events frequently do not occur as expected, it should be recognized that there are usually differences between anticipated and actual results. These differences may be material. Consequently, we can express no assurance that the projected values will occur. We recommend that the District obtain an updated actuarial valuation on a periodic basis. Questions about the report should be directed to Dennis Daugherty at (415) 512-5300 x221

The undersigned meets the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained herein.

Sincerely,

Nicolay Consulting Group

A handwritten signature in cursive script, reading "Dennis Daugherty", written over a horizontal line.

Dennis Daugherty, F.S.A.
Member, American Academy of Actuaries

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

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SECTION III	Plan Description and Demographic Summary	9
SECTION IV	Actuarial Method and Assumptions	26
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Valuation Date: July 1, 2012

SECTION I

Introduction

The West Contra Costa Unified School District provides postemployment health benefits to retirees who meet plan eligibility requirements. This report provides an estimate of the District's obligation as of July 1, 2012, an illustration of GASB 45 accrual accounting requirements and a ten-year projection of the pay-as-you-go cost to provide the benefits. **Section II** contains valuation results. **Section III** describes the plans and presents a demographic summary. **Section IV** lists the actuarial assumptions used to complete the valuation.

Accounting Requirements

In July 2004 the Governmental Accounting Standards Board issued **Statement 45, Accounting and Financial Reporting by Employers for Postemployment Benefits Other Than Pensions**. This statement requires governmental entities to account for postemployment benefits on an accrual basis rather than pay-as-you-go accounting. Each employee's benefit will "accrue" throughout their working lifetime and employers are now required to show the annual accruals as a current year expense.

The District adopted Statement 45 in the fiscal year ending June 30, 2008.

SECTION II

Valuation Results

The District's prior actuarial valuation was as of July 1, 2010. That valuation included the emerging effect of substantial amendments the District had made to its Postemployment Health Benefits Program. The amendments placed certain upper limits on the amount the District will contribute toward the cost of postemployment healthcare benefits. These limits vary by bargaining unit and are generally related to the date an employee was hired, years of service with the District and retirement date. Retirees will be required to pay any premiums exceeding these limits. We understand that the plans have not been amended since the last valuation.

For most current employees, the limits on retiree medical premiums that the District will pay are stated as a fixed dollar amount per month. We have been informed by District management that the District does not intend to increase these dollar limits in the future. Accordingly, at the District's request this valuation assumes that no such future increases will occur. If increases in these limits do in fact occur in the future, this assumption may need to be revisited in future valuations.

The program is summarized in **Section III** of this report.

Tables 2-1 through 2-3 contain July 1, 2012 estimates of the present value of the District's future cost of postemployment healthcare benefits. The valuation results presented in this report are based on a 4.50% discount rate.

Table 2-1
West Contra Costa Unified School District
Present Value of Future Postemployment Healthcare Benefits
Attributable to Past Service
Based on a 4.50% discount rate
as of July 1, 2012

Total Present Value Attributable to Past Service (i.e., GASB 45 Actuarial Accrued Liability)

	Certificated <u>UTR</u>	Certificated <u>WCCAA</u>	Classified <u>Local #1</u>	Classified <u>SSA</u>	Unrep. Mgt., Confidential, Cabinet, <u>Retired Board</u>	<u>Total</u>
Medical						
Actives	\$43,127,193	\$3,102,977	\$18,697,950	\$2,916,944	\$1,691,155	\$69,536,218
Retirees	\$139,058,804	\$7,683,296	\$80,569,079	\$8,502,866	\$12,576,717	\$248,390,762
Total	\$182,185,997	\$10,786,273	\$99,267,029	\$11,419,809	\$14,267,872	\$317,926,980
Dental						
Actives	\$12,082,532	\$754,249	\$5,483,087	\$909,809	\$343,391	\$19,573,068
Retirees	\$16,385,206	\$880,705	\$7,520,010	\$745,304	\$1,497,143	\$27,028,368
Total	\$28,467,738	\$1,634,954	\$13,003,097	\$1,655,113	\$1,840,534	\$46,601,436
Total						
Actives	\$55,209,725	\$3,857,226	\$24,181,037	\$3,826,753	\$2,034,546	\$89,109,286
Retirees	\$155,444,010	\$8,564,001	\$88,089,089	\$9,248,170	\$14,073,860	\$275,419,130
Total	\$210,653,735	\$12,421,227	\$112,270,126	\$13,074,922	\$16,108,406	\$364,528,416

Table 2-2
West Contra Costa Unified School District
Present Value of Future Postemployment Healthcare Benefits
Attributable to Future Service
Based on a 4.50% discount rate
as of July 1, 2012

Total Present Value Attributable to Future Service

	Certificated UTR	Certificated WCCAA	Classified Local #1	Classified SSA	Unrep. Mgt., Confidential, Cabinet, Retired Board	Total
Medical						
Actives	\$27,688,439	\$2,037,735	\$9,928,220	\$1,328,721	\$1,044,625	\$42,027,740
Retirees	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$27,688,439	\$2,037,735	\$9,928,220	\$1,328,721	\$1,044,625	\$42,027,740
Dental						
Actives	\$11,182,254	\$667,844	\$3,749,031	\$504,260	\$290,346	\$16,393,735
Retirees	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$11,182,254	\$667,844	\$3,749,031	\$504,260	\$290,346	\$16,393,735
Total						
Actives	\$38,870,693	\$2,705,579	\$13,677,251	\$1,832,981	\$1,334,971	\$58,421,475
Retirees	\$0	\$0	\$0	\$0	\$0	\$0
Total	\$38,870,693	\$2,705,579	\$13,677,251	\$1,832,981	\$1,334,971	\$58,421,475

Table 2-3
West Contra Costa Unified School District
Total Present Value of Future Postemployment Healthcare Benefits
Based on a 4.50% discount rate
as of July 1, 2012

Total Present Value						
	Certificated <u>UTR</u>	Certificated <u>WCCAA</u>	Classified <u>Local #1</u>	Classified <u>SSA</u>	Unrep. Mgt., Confidential, Cabinet, <u>Retired Board</u>	<u>Total</u>
Medical						
Actives	\$70,815,631	\$5,140,713	\$28,626,170	\$4,245,664	\$2,735,780	\$111,563,958
Retirees	\$139,058,804	\$7,683,296	\$80,569,079	\$8,502,866	\$12,576,717	\$248,390,762
Total	\$209,874,435	\$12,824,009	\$109,195,249	\$12,748,530	\$15,312,497	\$359,954,720
Dental						
Actives	\$23,264,786	\$1,422,093	\$9,232,118	\$1,414,069	\$633,737	\$35,966,803
Retirees	\$16,385,206	\$880,705	\$7,520,010	\$745,304	\$1,497,143	\$27,028,368
Total	\$39,649,992	\$2,302,798	\$16,752,128	\$2,159,373	\$2,130,880	\$62,995,171
Total						
Actives	\$94,080,417	\$6,562,806	\$37,858,288	\$5,659,733	\$3,369,517	\$147,530,761
Retirees	\$155,444,010	\$8,564,001	\$88,089,089	\$9,248,170	\$14,073,860	\$275,419,130
Total	\$249,524,427	\$15,126,807	\$125,947,377	\$14,907,903	\$17,443,377	\$422,949,891

GASB 45 Benefit Cost

The District adopted GASB 45 in the 2007/08 fiscal year. Table 2-4 illustrates the District's GASB 45 Actuarial Accrued Liability (AAL) and 2012/13 financial statement expense assuming continuation of pay-as-you-go funding.

The Annual Required Contribution (ARC) consists of the Normal Cost plus the current year amortization of the Unfunded Actuarial Accrued Liability (UAAL). The amortization method used in this valuation is the level percentage of projected payroll method. The District elected to amortize the UAAL over a closed 30-year period. Five years of amortization have occurred; 25 years remain.

Normal Cost is the portion of the actuarial present value of future benefits that is allocated to a particular year. Another interpretation is that the Normal Cost is the present value of future benefits that are "earned" by employees for service rendered during the current year. This valuation is based on the Entry Age Normal actuarial cost method. Under the Entry Age Normal cost method the actuarial present value of projected benefits is allocated on a level basis over the earnings or service (in this case earnings) of individuals between entry age and the assumed exit age(s). In this valuation each individual's attribution period extends from hire date to estimated retirement date. The valuation attributes the benefit assuming a 3.25% annual increase in payroll.

Table 2-4
2012/2013 Fiscal Year
OPEB Annual Required Contribution – based on a 4.50% discount rate

Actuarial Accrued Liability as of July 1, 2012	\$364,528,416
Actuarial Value of Assets at July 1, 2012	<u>\$0</u>
Unfunded Actuarial Accrued Liability	\$364,528,416
Remaining Amortization Period	25 years
Level percent of pay Amortization Factor (based on a 4.50% discount rate and a 3.25% annual increase in payroll)	20.785
Annual Level Percentage of Pay Amort. of Unfunded AAL	\$17,538,052
Normal Cost (based on the Entry Age Normal Method)	<u>\$5,829,048</u>
Annual Required Contribution	\$23,367,100

Table 2-5 contains a ten-year projection of the District's pay-as-you-go cost to provide postemployment medical and dental benefits to current and future retirees.

Table 2-5						
West Contra Costa Unified School District						
Estimated Annual Postemployment Pay-as-you-go Cost						
	Certificated <u>UTR</u>	Certificated <u>WCCAA</u>	Classified <u>Local #1</u>	Classified <u>SSA</u>	Unrep. Mgt., Confidential, Cabinet, <u>Retired Board</u>	<u>Total</u>
2012/2013	\$9,399,558	\$482,548	\$5,585,792	\$555,038	\$1,003,559	\$17,026,494
2013/2014	\$9,829,708	\$504,643	\$5,819,212	\$625,429	\$1,035,970	\$17,814,962
2014/2015	\$10,145,317	\$495,338	\$5,911,365	\$648,235	\$1,047,628	\$18,247,883
2015/2016	\$10,518,131	\$498,178	\$6,036,115	\$648,212	\$1,062,931	\$18,763,566
2016/2017	\$10,961,455	\$536,252	\$6,170,124	\$645,856	\$1,054,744	\$19,368,431
2017/2018	\$11,297,036	\$571,547	\$6,257,561	\$675,682	\$1,065,384	\$19,867,210
2018/2019	\$11,713,549	\$590,009	\$6,363,842	\$687,181	\$1,079,605	\$20,434,186
2019/2020	\$12,139,863	\$618,971	\$6,458,574	\$684,989	\$1,056,063	\$20,958,460
2020/2021	\$12,557,485	\$655,817	\$6,598,887	\$706,608	\$1,060,850	\$21,579,648
2021/2022	\$12,968,431	\$693,855	\$6,671,168	\$730,624	\$1,058,924	\$22,123,001

Table 2-6 presents a five-year projection under the assumptions that the District continues pay-as-you-go funding, the discount rate remains 4.50% and the Normal Cost component of the ARC increases by 3.00% per year.

Table 2-6 West Contra Costa Unified School District Five-year Projection of Annual OPEB Cost and Net OPEB Obligation Based on a 4.50% discount rate and assuming funding equal to projected retiree premium costs					
	2012/13	2013/14	2014/15	2015/16	2016/17
Actuarial Accrued Liability (AAL)					
Actuarial Value of Assets at beginning of year	\$364,528,416	\$369,355,868	\$373,769,413	\$378,119,131	\$382,322,949
Unfunded Actuarial Accrued Liability (UAAL)	\$0	\$0	\$0	\$0	\$0
	\$364,528,416	\$369,355,868	\$373,769,413	\$378,119,131	\$382,322,949
Remaining Amortization Period	25	24	23	22	21
Normal Cost	\$5,829,048	\$6,003,919	\$6,184,037	\$6,369,558	\$6,560,645
Amortization of UAAL	\$17,538,052	\$18,405,216	\$19,324,238	\$20,320,246	\$21,400,669
Annual Required Contribution (ARC)	\$23,367,100	\$24,409,135	\$25,508,275	\$26,689,804	\$27,961,314
Annual Required Contribution (ARC)	\$23,367,100	\$24,409,135	\$25,508,275	\$26,689,804	\$27,961,314
Interest on net OPEB Obligation	\$4,037,326	\$4,310,090	\$4,586,008	\$4,881,995	\$5,196,005
Adjustment to ARC	(\$4,316,495)	(\$4,772,762)	(\$5,268,911)	(\$5,830,222)	(\$6,463,296)
Annual OPEB Cost	\$23,087,931	\$23,946,463	\$24,825,372	\$25,741,577	\$26,694,023
District Contribution	(\$17,026,494)	(\$17,814,962)	(\$18,247,883)	(\$18,763,566)	(\$19,368,431)
Increase in net OPEB Obligation	\$6,061,437	\$6,131,501	\$6,577,489	\$6,978,011	\$7,325,592
Net OPEB Obligation – Beginning of Year	\$89,718,345	\$95,779,782	\$101,911,283	\$108,488,772	\$115,466,783
Net OPEB Obligation – End of Year	\$95,779,782	\$101,911,283	\$108,488,772	\$115,466,783	\$122,792,375
Projected pay-as-you-go Retiree Cost	\$17,026,494	\$17,814,962	\$18,247,883	\$18,763,566	\$19,368,431

Note: the ARC adjustment is calculated by dividing the beginning of year net OPEB obligation by the same amortization factor used to amortize the Unfunded Actuarial Accrued Liability.

SECTION III

Plan Description and Demographic Summary

Retiree Coverage

Medical

Eligible retirees may enroll in any plan offered through the CalPERS medical program. Retirees who are eligible must enroll in Medicare Part B coverage in order for their coverage to continue beyond age 65.

District provided medical benefits continue throughout the lifetime of the retiree and surviving spouse.

Dental

Dental benefits are provided by Delta Dental. District employees who have a minimum of 10 years of service with the District, and whose age plus years of service is 75 or more, retire from the District and begin receiving a PERS or STRS pension are eligible for postemployment dental benefits.

Dental benefits continue throughout the lifetime of the retiree. However, surviving spouses are not eligible for postemployment dental coverage.

The District contributes 100% of the composite cost of retiree dental coverage.

Eligibility and Benefits - Medical

Described on the following pages.

United Teachers of Richmond (UTR)

UTR employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

UTR employees who retired between January 1, 2007 and June 30, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 100% of the cost of CalPERS Bay Area Kaiser coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

UTR employees hired prior to January 1, 2007 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 9	\$0
10 or more	\$450
Exception: if 20 or more years of service as of June 30, 2010	\$750

UTR employees hired on, or after, January 1, 2007

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 9	\$0
10 or more	The CalPERS Health Benefits Program Minimum Employer Contribution

School Supervisors Association (SSA)

SSA employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

SSA employees who retired between January 1, 2007 and June 30, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

SSA employees hired prior to January 1, 2007 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 or more	\$450
Exception: if 20 or more years of service as of June 30, 2010	\$550

SSA employees hired after January 1, 2007 but prior to July 15, 2009

Continuous years of service with the District	Maximum monthly District contribution
0 through 9	\$0
10 or more	\$450

SSA employees hired on, or after, July 15, 2009

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 through 24	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

West Contra Costa Administrators Association (WCCAA)

WCCAA employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

WCCAA employees who retired between January 1, 2007 and June 30, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

WCCAA employees hired prior to January 1, 2007 who retire after June 30, 2010

The District contributes up the following maximum annual contributions:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 through 9	\$250
10 or more	\$450
Exceptions: if 20 or more years of service as of June 30, 2010	\$550
if 25 or more years of service as of June 30, 2010	\$750

WCCAA employees hired on, or after, January 1, 2007

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 through 24	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

Public Employees, Local 1

Local 1 employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

Local 1 employees who retired between January 1, 2007 and June 30, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

Local 1 employees hired prior to January 1, 2007 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 or more	\$450
Exception: if 20 or more years of service as of June 30, 2010	\$550

Local 1 employees hired after January 1, 2007 but prior to July 15, 2009

Continuous years of service with the District	Maximum monthly District contribution
0 through 9	\$0
10 or more	\$450

Local 1 employees hired on, or after, July 15, 2009

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 through 24	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

Unrepresented Certificated Employees

Unrepresented Certificated employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

Unrepresented Certificated employees who retired between January 1, 2007 and December 31, 2007

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

Unrepresented Certificated employees who retired between January 1, 2008 and July 1, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute a maximum annual contribution of \$5,400 for a single retiree, \$11,040 for a retiree and spouse and \$14,400 for a retiree and family.

Unrepresented Certificated employees hired prior to July 1, 2009 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 through 9	\$250
10 or more	\$450
Exception: if 20 or more years of service as of June 30, 2010	\$550
Exception: if 25 or more years of service as of June 30, 2010	\$750

Unrepresented Certificated employees hired on, or after, July 1, 2009

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 through 24	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

Unrepresented Classified Employees

Unrepresented Classified employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

Unrepresented Classified employees who retired between January 1, 2007 and December 31, 2007

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

Unrepresented Classified employees who retired between January 1, 2008 and July 1, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute a maximum annual contribution of \$5,400 for a single retiree, \$11,040 for a retiree and spouse and \$14,400 for a retiree and family.

Unrepresented Classified employees hired prior to July 1, 2009 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 or more	\$450
Exception: if 20 or more years of service as of June 30, 2010	\$550

Unrepresented Classified employees hired on, or after, July 1, 2009

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 through 24	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

Confidential Employees

Confidential employees who retired prior to January 1, 2007

The District pays the cost of medical coverage for retirees, spouses and surviving spouses up to the CalPERS Bay Area Blue Shield Access+ rates.

Confidential employees who retired between January 1, 2007 and June 30, 2010

The District pays the cost of medical coverage for retirees, their spouses and surviving spouse up to a specified cap on the District's contribution.

The District will contribute up to 110% of the cost of CalPERS Bay Area Blue Shield coverage based on each retiree's enrollment category. Retirees who enroll in a more expensive plan must pay the difference.

Confidential employees hired prior to January 1, 2007 who retire after June 30, 2010

The District contributes up the following maximum annual contributions to eligible retirees:

Continuous years of service with the District	Maximum monthly District contribution
0 through 4	\$0
5 or more	\$450
Exception: If 20 or more years of service as of June 30, 2010	\$550

Confidential employees hired after January 1, 2007 but prior to July 1, 2009

Continuous years of service with the District	Maximum monthly District contribution
0 through 9	\$0
10 or more	\$450

Confidential employees hired on, or after, July 1, 2009

Year of Service under CalPERS rules	Maximum monthly District contribution
0 through 4	\$0
5 or more	The CalPERS Health Benefits Program Minimum Employer Contribution
25 or more	\$450 per month until the retiree reaches age 65. Thereafter, the CalPERS Health Benefits Program Minimum Employer Contribution

Demographic Data

The District provided demographic information on all current active and retired employees. Tables 3-1 to 3-8 contain summaries of the demographic information used in the valuation.

Table 3-1
Age and Service Table
Active Certificated UTR Employees
as of July 1, 2012

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
Under 25	54	0	0	0	0	0	0	54
25-29	125	10	0	0	0	0	0	135
30-34	100	57	4	1	0	0	0	162
35-39	47	63	31	20	0	0	0	161
40-44	50	47	68	25	0	0	0	190
45-49	39	40	34	35	12	0	0	160
50-54	26	54	59	31	18	14	0	202
55-59	25	43	53	31	25	18	9	204
60-64	20	26	61	15	33	20	17	192
65-69	3	10	19	3	7	6	3	51
70 +	1	2	10	1	2	1	2	19
Total	490	352	339	162	97	59	31	1,530

Table 3-2
Age and Service Table
Active Certificated Administrators (WCCAA) Employees
as of July 1, 2012

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
Under 25	0	0	0	0	0	0	0	0
25-29	1	0	0	0	0	0	0	1
30-34	3	4	0	0	0	0	0	7
35-39	5	6	6	1	0	0	0	18
40-44	3	7	4	0	0	0	0	14
45-49	1	2	2	3	0	0	0	8
50-54	7	2	4	2	2	0	0	17
55-59	4	1	2	0	1	4	0	12
60-64	0	0	3	2	0	3	1	9
65-69	2	1	0	3	0	0	0	6
70 +	0	0	0	0	0	0	0	0
Total	26	23	21	11	3	7	1	92

Table 3-3
**Age and Service Table for
Active Classified Local #1 Employees**
as of July 1, 2012

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
Under 25	9	2	0	0	0	0	0	11
25-29	18	9	0	0	0	0	0	27
30-34	17	28	4	0	0	0	0	49
35-39	24	16	14	3	0	0	0	57
40-44	17	39	21	10	4	0	0	91
45-49	19	35	30	8	12	2	0	106
50-54	16	43	29	20	11	11	7	137
55-59	15	29	26	11	8	3	6	98
60-64	9	14	14	9	1	7	5	59
65-69	4	5	6	5	3	0	2	25
70 +	0	3	1	0	0	0	3	7
Total	148	223	145	66	39	23	23	667

Table 3-4
**Age and Service Table for
Active Classified Supervisors (SSA) Employees**
as of July 1, 2012

Age	Years of Service							Total
	0-4	5-9	10-14	15-19	20-24	25-29	30+	
Under 25	0	0	0	0	0	0	0	0
25-29	2	1	0	0	0	0	0	3
30-34	4	1	1	0	0	0	0	6
35-39	6	1	2	1	0	0	0	10
40-44	1	2	5	5	2	0	0	15
45-49	5	1	8	1	0	2	0	17
50-54	1	5	3	3	3	0	2	17
55-59	1	6	4	3	1	0	3	18
60-64	2	1	1	4	0	0	0	8
65-69	0	0	0	0	0	0	0	0
70 +	0	0	0	1	0	0	0	1
Total	22	18	24	18	6	2	5	95

Table 3-5
Age and Service Table for
Active Unrepresented Management, Confidential,
Superintendent's Cabinet and Board Members
as of July 1, 2012

	Years of Service							
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total
Under 25	0	0	0	0	0	0	0	0
25-29	0	0	0	0	0	0	0	0
30-34	1	1	0	0	0	0	0	2
35-39	1	0	1	0	0	0	0	2
40-44	3	1	1	0	0	0	0	5
45-49	2	0	2	0	0	0	0	4
50-54	5	1	0	2	0	1	0	9
55-59	5	2	2	0	1	0	3	13
60-64	4	3	0	0	0	1	1	9
65-69	1	1	0	0	0	0	0	2
70 +	<u>1</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>1</u>
Total	23	9	6	2	1	2	4	47

Table 3-6
Age and Service Table for
All Active Employees
as of July 1, 2012

	Years of Service							
Age	0-4	5-9	10-14	15-19	20-24	25-29	30+	Total
Under 25	63	2	0	0	0	0	0	65
25-29	146	20	0	0	0	0	0	166
30-34	125	91	9	1	0	0	0	226
35-39	83	86	54	25	0	0	0	248
40-44	74	96	99	40	6	0	0	315
45-49	66	78	76	47	24	4	0	295
50-54	55	105	95	58	34	26	9	382
55-59	50	81	87	45	36	25	21	345
60-64	35	44	79	30	34	31	24	277
65-69	10	17	25	11	10	6	5	84
70 +	<u>2</u>	<u>5</u>	<u>11</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>5</u>	<u>28</u>
Total	709	625	535	259	146	93	64	2,431

Table 3-7
Age and Sex Table for Retirees and Surviving Spouses
Currently Receiving Medical and/or Dental Benefits
as of July 1, 2012

<u>Age</u>	<u>Female</u>	<u>Male</u>	<u>Total</u>
Under 50	17	10	27
50-54	67	30	97
55-59	239	98	337
60-64	408	144	552
65-69	317	115	432
70-74	249	95	344
75-79	201	67	268
80-84	153	48	201
85-89	96	26	122
90-94	29	7	36
95+	<u>3</u>	<u>0</u>	<u>3</u>
Total	1,779	640	2,419*

- * 1,857 retirees and surviving spouse are enrolled in medical and dental plans, 467 are enrolled in medical but not dental and 95 are enrolled in dental but not medical.
- * In addition, 1,019 spouses of retirees are receiving postemployment medical and/or dental benefits.

Table 3-8
Retiree Enrollment by Medical Plan
as of July 1, 2012

<u>Medical Plan</u>	<u>Total</u>
Blue Shield	837
Kaiser	1,146
PERSCare	75
PERS Choice	265
PERS Select	<u>1</u>
Total	2,324

SECTION IV

Actuarial Method and Assumptions

In order to project the District's liabilities into the future, a number of economic, demographic, and baseline cost assumptions are necessary.

Actuarial Cost Method

The valuation was completed using the Entry Age Normal Cost Method. An Actuarial Cost Method is a procedure for allocating the actuarial present value of benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability. The Entry Age Normal cost method allocates the present value of future benefits on a level basis over the earnings or service (in this case earnings) of each employee between the hire date and assumed retirement age. The portion of the present value of future benefits allocated to a valuation year is called the Normal Cost. The portion allocated to all prior years is called the Actuarial Accrued Liability.

Amortization Methodology

The amortization of the Unfunded Actuarial Accrued Liability was developed as a level percentage of payroll assuming a 3.25% annual increase in payroll.

Valuation Date

The valuation date is July 1, 2012. This date is the starting point from which current health premium costs are increased according to the assumed annual rates of health care cost trend. The District census is projected from the valuation date to the date of the final benefit payment for each employee and retiree on the census. After calculating future costs for the projected retiree and dependent population, all liabilities are discounted back to the valuation date to obtain the present value of future costs.

Economic Assumptions

Discount Rate

The District elected to use a 4.5% discount rate. We believe this rate reasonably represents the long term rate of return the District could obtain on investments.

Health Care Trend

We used the annual trend rates shown in Table 4-1. These rates represent our best estimate of the future annual increases in CalPERS and dental plan premium rates.

Table 4-1			
Projected Annual Health Care Cost Increases			
<u>Plan Year Beginning</u>	<u>CalPERS Medical</u>	<u>CalPERS Minimum Employer Contribution</u>	<u>Dental</u>
2013	7.3%	5.0%	4.0%
2014	7.0%	5.0%	4.0%
2015	6.7%	5.0%	4.0%
2016	6.4%	5.0%	4.0%
2017	6.1%	5.0%	4.0%
2018	5.8%	5.0%	4.0%
2019 & thereafter	5.5%	5.0%	4.0%

Employer Caps

Based on input from the District we have assumed that the fixed dollar caps described in **Section III** will not increase in future years.

Baseline Cost

Estimates of retiree health benefit obligations are normally based on current costs for a one year period. We refer to this as the *baseline cost*. The components of baseline cost, such as average per capita cost, and the current plan population are projected into the future to estimate the cost of future benefits.

Table 4-2 contains 2012 and 2013 CalPERS Bay Area premium rates, the 2012 Delta Dental composite premium rate and the estimated 2012 Delta Dental composite premium rate.

CalPERS has indicated that its medical program is a "community rated" plan as described in GASB 45. This means that all participating employers located in the same

region pay the same premium rates even though older employees and early retirees generally have higher medical costs than younger employees. If CalPERS changes its present practice and at a future date decides to modify the premium structure so that it charges more on average for non-Medicare retirees than for active employees, then higher costs would need to be allocated to retirees, and this could result in a substantial increase in the District's Actuarial Accrued Liability and Annual Required Contribution. This potential increase could also occur if there ever is a ruling that CalPERS should not be treated as a "community rated" plan.

Table 4-2
**2012 and 2013 Bay Area CalPERS monthly premium rates
 per Retiree, Spouse or Surviving Spouse**

2012

	<u>Younger than 65</u>	<u>Medicare Supplement</u>
Blue Shield Access+	\$711.10	\$337.99
Blue Shield Net Value	\$611.59	\$337.99
Kaiser	\$610.44	\$277.81
PERS Choice	\$574.15	\$383.44
PERS Select	\$487.39	\$383.44
PERS Care	\$1,029.23	\$432.43
CalPERS Minimum Employer Contribution:	\$112.00	\$112.00
Delta Dental Composite Retiree Rate:		\$74.00

2013

	<u>Younger than 65</u>	<u>Medicare Supplement</u>
Blue Shield Access+	\$784.63	\$261.32
Blue Shield Net Value	\$670.21	\$261.32
Kaiser	\$668.63	\$288.37
PERS Choice	\$667.03	\$325.74
PERS Select	\$487.20	\$325.74
PERS Care	\$1,083.11	\$370.43
CalPERS Minimum Employer Contribution:	\$115.00	\$115.00
Estimated Delta Dental Composite Retiree Rate:		\$76.96

Retirees, spouses and surviving spouses were valued based on their current enrollment. We assumed they will continue their enrollment in those plans. Future retirees were valued based on the following composite annual costs. These costs were developed from the rates in Table 4-2 and the assumed enrollment distribution of future retirees. We assumed that 75% of future retirees will enroll in Kaiser, 22% will enroll in the Blue Shield Access plan and 3% will enroll in PERS Choice.

Table 4-3

Baseline Premium Cost for the plan year beginning July 1, 2012

Medical - Annual Cost per Future Retiree or Dependent

Younger than age 65	\$7,954
Age 65 and older	\$3,467

Dental – Annual Composite Cost per Retiree	\$906
---	--------------

Administrative Expenses

We understand that CalPERS assesses an administrative charge equal to .37% of premium. We included this charge in the medical valuations.

Plan Assets

The District has not prefunded any portion of this obligation in a Trust that satisfies the requirements necessary to be considered a GASB 45 asset.

Demographic Assumptions

In estimating this obligation, a number of demographic assumptions are needed. In most cases, the same demographic assumptions used in valuing an employer's pension obligation can be used in projecting retiree health care obligations. We used the same demographic assumptions as those used in the most recent California PERS (for Classified employees) and STRS (for Certificated employees) pension valuations.

Census Data

The District provided census data as of July 2012.

Health Plan Participation

We assumed that 100% of eligible employees will enroll in the postemployment medical and dental plans.

Dependents

Eligible retirees are allowed to enroll their dependents. The District contributes some, or all, of the cost of dependent coverage. Based on the enrollment pattern of retirees who are younger than age 65, we assumed that 60% of future retirees will enroll a spouse. Female spouses are assumed to be three years younger than male spouses.

Medicare Coverage

We assumed that all PERS employees and retirees and their spouses will qualify for Medicare coverage and enroll in Part A and Part B when they reach age 65.

We assumed that all STRS employees and retirees and their spouses who are currently younger than age 65 will either qualify for Medicare coverage and enroll in Part A and Part B when they reach age 65, or if they are not qualified for Medicare coverage they will pay the required Medicare Part B premium and enroll.

Withdrawal

Sample withdrawal rates are shown below. These rates match rates used by in recent PERS and STRS pension valuations.

Table 4-4
PERS School Employees - Annual Withdrawal Rates

<u>Service</u>	----- Entry Age -----						
	20	25	30	35	40	45	50
0	0.1730	0.1627	0.1525	0.1422	0.1319	0.1217	0.1114
1	0.1585	0.1482	0.1379	0.1277	0.1174	0.1071	0.0968
2	0.1440	0.1336	0.1234	0.1131	0.1028	0.0926	0.0823
3	0.1295	0.1192	0.1089	0.0987	0.0884	0.0781	0.0677
4	0.1149	0.1046	0.0944	0.0841	0.0738	0.0636	0.0533
5	0.1094	0.0982	0.0870	0.0758	0.0646	0.0535	0.0432
6	0.1036	0.0924	0.0812	0.0699	0.0587	0.0475	0.0363
7	0.0978	0.0866	0.0752	0.0639	0.0526	0.0414	0.0302
8	0.0920	0.0807	0.0693	0.0580	0.0466	0.0354	0.0242
9	0.0862	0.0748	0.0634	0.0519	0.0406	0.0294	0.0182
10	0.0801	0.0687	0.0572	0.0457	0.0344	0.0232	0.0120
15	0.0652	0.0534	0.0418	0.0303	0.0188	0.0073	0.0002
20	0.0493	0.0372	0.0258	0.0143	0.0028	0.0002	0.0000
25	0.0328	0.0203	0.0088	0.0002	0.0000	0.0000	0.0000
30	0.0015	0.0003	0.0000	0.0000	0.0000	0.0000	0.0000
35+	0.0002	0.0000	0.0000	0.0000	0.0000	0.0000	0.0000

Table 4-5
STRS Employees - Annual Withdrawal Rates

<u>Service</u>	Male	Female
0	0.160	0.150
1	0.130	0.120
2	0.090	0.085
3	0.064	0.064
4	0.046	0.046
5	0.039	0.039
10	0.018	0.018
15	0.009	0.009
20	0.005	0.005
25	0.003	0.003
30	0.002	0.003

Retirement Rates

The rates shown in Table 4-6 match those used by PERS in the most recent California PERS pension valuation.

Table 4-6
PERS School Employees - Annual Rates of Retirement

	----- Years of Service -----						
Age	5	10	15	20	25	30	35
50	0.0050	0.0090	0.0130	0.0150	0.0160	0.0180	0.0220
51	0.0050	0.0100	0.0140	0.0170	0.0190	0.0210	0.0250
52	0.0060	0.0120	0.0170	0.0200	0.0220	0.0250	0.0290
53	0.0070	0.0140	0.0190	0.0230	0.0260	0.0290	0.0330
54	0.0120	0.0240	0.0330	0.0390	0.0440	0.0490	0.0570
55	0.0240	0.0480	0.0670	0.0790	0.0880	0.0990	0.1160
56	0.0200	0.0390	0.0550	0.0650	0.0720	0.0810	0.0950
57	0.0210	0.0420	0.0590	0.0700	0.0780	0.0870	0.1020
58	0.0250	0.0500	0.0700	0.0830	0.0920	0.1030	0.1210
59	0.0290	0.0570	0.0800	0.0950	0.1050	0.1180	0.1380
60	0.0370	0.0730	0.1020	0.1210	0.1340	0.1500	0.1760
61	0.0460	0.0900	0.1260	0.1490	0.1660	0.1860	0.2180
62	0.0760	0.1510	0.2120	0.2500	0.2780	0.3110	0.3660
63	0.0690	0.1360	0.1910	0.2250	0.2510	0.2810	0.3300
64	0.0670	0.1330	0.1850	0.2190	0.2440	0.2730	0.3200
65	0.0910	0.1800	0.2510	0.2970	0.3310	0.3700	0.4350
66	0.0720	0.1430	0.2000	0.2370	0.2640	0.2950	0.3470
67	0.0670	0.1320	0.1850	0.2180	0.2430	0.2720	0.3190
68	0.0600	0.1180	0.1650	0.1950	0.2170	0.2430	0.2860
69	0.0670	0.1330	0.1870	0.2200	0.2460	0.2750	0.3230
70	0.0660	0.1310	0.1830	0.2160	0.2410	0.2700	0.3160
71	0.0510	0.1020	0.1430	0.1680	0.1880	0.2100	0.2460
72	0.0450	0.0900	0.1260	0.1490	0.1660	0.1850	0.2180
73	0.0440	0.0880	0.1220	0.1450	0.1610	0.1800	0.2120
74	0.0550	0.1090	0.1530	0.1800	0.2010	0.2250	0.2640
75	0.0550	0.1080	0.1510	0.1790	0.1990	0.2230	0.2620
76	0.0440	0.0860	0.1210	0.1430	0.1590	0.1780	0.2090
77	0.0500	0.0980	0.1370	0.1620	0.1810	0.2020	0.2380
78	0.0500	0.1000	0.1400	0.1650	0.1840	0.2060	0.2420
79	0.0930	0.1850	0.2580	0.3050	0.3400	0.3800	0.4470
80	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000	1.0000

The rates shown in Table 4-7 match rates that were used in the most recent STRS pension valuations.

Table 4-7
STRS Employees - Annual Rates of Retirement

Age	Male		Female		
	Years of Service		Years of Service		
	0-29	30+	0-29	30	31+
50	0.00000	0.01500	0.00000	0.02500	0.02500
51	0.00000	0.01500	0.00000	0.02500	0.02500
52	0.00000	0.01500	0.00000	0.02500	0.02500
53	0.00000	0.02000	0.00000	0.02500	0.02500
54	0.00000	0.02000	0.00000	0.03000	0.03000
55	0.02700	0.08000	0.04500	0.09000	0.09000
56	0.01800	0.08000	0.03200	0.09000	0.09000
57	0.01800	0.10000	0.03200	0.11000	0.11000
58	0.02700	0.14000	0.04100	0.16000	0.16000
59	0.04500	0.18000	0.05400	0.18000	0.19000
60	0.06300	0.27000	0.09000	0.27000	0.31000
61	0.06300	0.47500	0.09000	0.47500	0.47500
62	0.10800	0.42500	0.10800	0.42500	0.45000
63	0.11700	0.35000	0.16200	0.35000	0.40000
64	0.10800	0.30000	0.13500	0.30000	0.35000
65	0.13500	0.32500	0.14400	0.32500	0.37500
66	0.10800	0.30000	0.13500	0.30000	0.32000
67	0.10800	0.30000	0.13500	0.30000	0.32000
68	0.10800	0.30000	0.13500	0.30000	0.32000
69	0.10800	0.30000	0.13500	0.30000	0.32000
70	0.10800	0.30000	0.13500	0.30000	0.35000
71	0.10800	0.30000	0.13500	0.30000	0.35000
72	0.10800	0.30000	0.13500	0.30000	0.35000
73	0.10800	0.30000	0.13500	0.30000	0.35000
74	0.10800	0.30000	0.13500	0.30000	0.35000
75	1.00000	1.00000	1.00000	1.00000	1.00000

Note: The rates shown above are doubled for employees who retire with at least 25 but fewer than 28 years of service.

Note: In this valuation we assumed all employees will retire on or before their 70th birthday.

Mortality Rates

Table 4-8 and Table 4-9 contain samples of mortality rates used in the valuation. These rates match rates used by in recent PERS and STRS pension valuations.

The PERS mortality rates used in this valuation are those used in the most recent California PERS pension valuations. These rates provide a starting point for the projection of future mortality rates. The mortality rates for each future year were determined based on a generational mortality projection using Projection Scale AA. This scale consists of a set of Annual Mortality improvement factors as a function of age and sex. The resulting projected mortality rates were applied to each employee and retiree.

Table 4-8
Sample California PERS Mortality Rates

<u>Age</u>	<u>Active Employees</u>		<u>Retired Employees</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
55	0.260%	0.176%	0.474%	0.243%
60	0.395%	0.266%	0.720%	0.431%
65	0.608%	0.419%	1.069%	0.775%
70	0.914%	0.649%	1.675%	1.244%
75			3.080%	2.071%
80			5.270%	3.749%
85			9.775%	7.005%
90			16.747%	12.404%
95			25.660%	21.560%

The STRS mortality rates used in this valuation are those used in the most recent California STRS pension valuations.

The rates for healthy retirees are the RP2000 rates, projected to the year 2025; with a 2 year setback for males until age 70 and a 4 year setback for females until age 75. For ages higher than 70 for males and 75 for females the setbacks were then graduated and smoothed to a 0 year setback for males at age 90 and a 1 year setback for females at age 90.

The rates for active employees are equal to the rates for healthy retirees with an additional 2 year setback to account for future mortality improvements.

Table 4-9
Sample California STRS Mortality Rates

<u>Age</u>	<u>Preretirement</u>		<u>Postemployment</u>	
	<u>Male</u>	<u>Female</u>	<u>Male</u>	<u>Female</u>
25	0.023%	0.013%		
30	0.033%	0.014%		
35	0.034%	0.018%		
40	0.057%	0.034%		
45	0.076%	0.041%		
50	0.103%	0.063%	0.114%	0.073%
55	0.143%	0.093%	0.164%	0.118%
60	0.238%	0.179%	0.300%	0.254%
65	0.435%	0.368%	0.596%	0.468%
70			1.095%	0.864%
75			1.886%	1.451%
80			3.772%	2.759%
85			7.619%	5.596%
90			14.212%	11.702%
95			22.860%	17.780%

SECTION V

Glossary

- Accrual Accounting – A method of matching the cost of an employee's service, including long term obligations such as OPEB, to that employee's period of active service.
- Actuarial Accrued Liability (AAL) – The Actuarial Present Value of all postemployment benefits attributable to past service. Note: the AAL is sometimes referred to as the Past Service Liability.
- Actuarial Cost Method – A procedure for allocating the actuarial present value of benefits and expenses and for developing an actuarially equivalent allocation of such value to time periods, usually in the form of a Normal Cost and an Actuarial Accrued Liability.
- Actuarial Present Value – The value of an amount or series of amounts payable or receivable at various times. Each such amount or series of amounts is:
 - a. adjusted for the probable financial effect of certain intervening events (such as changes in compensation levels, Social Security, marital status, etc.)
 - b. multiplied by the probability of the occurrence of an event (such as survival, death, disability, termination of employment, etc.) on which the payment is conditioned, and
 - c. discounted according to an assumed rate (or rates) of return to reflect the time value of money
- Actuarial Valuation – The determination, as of a valuation date, of the Normal Cost, Actuarial Accrued Liability, Actuarial Value of Assets and related Actuarial Present Values.
- Actuarial Value of Assets – The value of cash, investments and other property belonging to a plan. These are amounts that may be applied to fund the Actuarial Accrued Liability. Note: assets must be segregated and placed in a Trust in order to be considered OPEB assets
- Amortization Payment – That portion of the Annual OPEB cost which is designed to pay interest on and to amortize the Unfunded Actuarial Accrued Liability.

In the year that Statement 45 becomes effective an employer is allowed to commence amortization of the Unfunded Actuarial Accrued Liability, over a period not to exceed 30 years.

- Annual Other Postemployment Benefit Cost (OPEB) cost - An accrual-basis measure of the periodic cost of an employer's participation in a defined benefit OPEB plan. The annual OPEB cost is the amount that must be calculated and reported as an expense.

When an employer has no net OPEB obligation (e.g., in the year of implementation) the annual OPEB cost is equal to the Annual Required Contribution (ARC).

In subsequent years the Annual OPEB cost will include:

- the ARC (equal to the Normal Cost plus one year's amortization of the Unfunded Actuarial Accrued Liability);
 - one year's interest on the net OPEB obligation at the beginning of the year using the valuation discount rate; and
 - an adjustment to the ARC. This adjustment is intended to provide a reasonable approximation of that portion of the ARC that consists of interest associated with past contribution deficiencies. GASB Statement No. 45 specifies that this adjustment should be equal to an amortization of the discounted present value of the net OPEB obligation at the beginning of the year. The amortization should be calculated using the same amortization method and period used in determining the ARC for that year. If the net OPEB obligation is positive the adjustment should be deducted from the ARC.
 - Note: As long as the net OPEB obligation is zero, there will not be any interest charge or adjustment to the ARC. However, if an employer does not contribute the full amount of the ARC, a net OPEB obligation will emerge.
- Annual required contributions of the employer (ARC) - The employer's periodic required contributions to a defined benefit OPEB plan, calculated in accordance with the parameters.
 - Defined benefit OPEB plan - An OPEB plan having terms that specify the *benefits* to be provided at or after separation from employment. The benefits may be specified in dollars (for example, a flat dollar payment or an amount based on one or more factors, such as age, years of service, and compensation), or as a type or level of coverage (for example, prescription drugs or a percentage of healthcare insurance premiums).

- Defined contribution plan - A pension or OPEB plan having terms that (a) provide an individual account for each plan member and (b) specify how contributions to an active plan member's account are to be determined, rather than the income or other benefits the member or his beneficiaries are to receive at or after separation from employment. Those benefits will depend only on the amounts contributed to the member's account, earnings on investments of those contributions, and forfeitures of contributions made for other members that may be allocated to the member's account. For example, an employer may contribute a specified amount to each active member's postemployment healthcare account each month. At or after separation from employment, the balance of the account may be used by the member or on the member's behalf for the purchase of health insurance or other healthcare benefits.
- Employer's contributions - Contributions made in relation to the annual required contributions of the employer (ARC). An employer has made a contribution in relation to the ARC if the employer has (a) made payments of benefits directly to or on behalf of a retiree or beneficiary, (b) made premium payments to an insurer, or (c) irrevocably transferred assets to a trust, or an equivalent arrangement, in which plan assets are dedicated to providing benefits to retirees and their beneficiaries in accordance with the terms of the plan and are legally protected from creditors of the employer(s) or plan administrator.
- Entry Age Normal Actuarial Cost Method – An actuarial cost method under which the Actuarial Present Value of the Projected Benefits of each individual included in the valuation is allocated on a level basis over the earnings or service of the individual between entry age and assumed exit age(s). The portion of this Actuarial Present Value allocated to a valuation year is called the Normal Cost. The portion allocated to prior years of service is called the Actuarial Accrued Liability.
- Healthcare cost trend rate - The rate of change in per capita health claims costs over time as a result of factors such as medical inflation, utilization of healthcare services, plan design, and technological developments.
- Investment return assumption (discount rate) - The rate used to adjust a series of future payments to reflect the time value of money.
- Net OPEB obligation - The cumulative difference since the effective date of GASB Statement 45 between annual OPEB cost and the employer's contributions to the plan, including the OPEB liability (asset) at transition, if any, and excluding (a) short-term differences and (b) unpaid contributions that have been converted to OPEB-related debt.

Most employers will have no net OPEB obligation at the beginning of the year in which Statement 45 is implemented.

If an employer contributes the annual OPEB cost to the plan each year, and there are no actuarial or investment gains or losses then the net OPEB Obligation will remain zero.


- Normal Cost - That portion of the Actuarial Present Value of benefits and expenses which is allocated to a valuation year by the Actuarial Cost Method. Another interpretation is that the Normal Cost is the present value of future benefits that are "earned" by employees for service rendered during the current year.
- OPEB assets - The amount recognized by an employer for contributions to an OPEB plan greater than OPEB expenses.
- OPEB expense - The amount recognized by an employer in each accounting period for contributions to an OPEB plan on the accrual basis of accounting.
- Other postemployment benefits (OPEB) - Postemployment benefits other than pension benefits. Other postemployment benefits (OPEB) include postemployment healthcare benefits, regardless of the type of plan that provides them, and all postemployment benefits provided separately from a pension plan, except benefits defined as special termination benefits.
- Plan assets - Resources, usually in the form of stocks, bonds, and other classes of investments, that have been segregated and restricted in a trust, or in an equivalent arrangement, in which (a) employer contributions to the plan are irrevocable, (b) assets are dedicated to providing benefits to retirees and their beneficiaries, and (c) assets are legally protected from creditors of the employer(s) or plan administrator, for the payment of benefits in accordance with the terms of the plan.
- Present Value – See Actuarial Present Value.
- Projected Unit Credit Cost Method – An actuarial cost method under which the projected benefits of each individual included in an Actuarial Valuation are separately calculated and allocated to each year service by a consistent formula.
- Substantive plan - The terms of an OPEB plan as understood by the employer(s) and plan members.
- Unfunded Actuarial Accrued Liability (UAAL) – The excess of the Actuarial Accrued Liability over the Actuarial Value of Assets.
- Valuation date – The date as of which the Postemployment benefit obligation is determined.

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION-----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Kenneth L. Whittemore, 
Assistant Superintendent Human Resources

Agenda Item: CI C.7

Subject: Routine Personnel Changes - Certificated

Background Information:

Routine personnel changes include actions to hire, promote, or terminate certificated employees in accord with appropriate laws, established policies and procedures.

Recommendation: For Information Only

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

West Contra Costa Unified School District**October 24, 2012****For Information Only****Certificated Board Changes****New Hire/Re Hire/Transfer**

<u>First Name</u>	<u>Last Name</u>	<u>Site</u>	<u>Position</u>	<u>Status</u>	<u>Hire Date</u>
Pamela	Schaefer	Hercules Middle	Math SEI	New Hire	8/16/2012
Mikayla	Czajkowski	DeJean Middle	Science SEI	New Hire	8/16/2012
Jennifer	Gilbert	De Anza High	Spanish SEI	New Hire	8/16/2012
Carla	Orozco	Washington	K Dual Immersion	Re Hire	8/16/2012
Arianna	Matthews	El Cerrito High	Math SEI	New Hire	8/16/2012
Daniel	Zhong	Helms Middle	Science SEI	New Hire	8/16/2012
Kenneth	Jones	Pinole Middle	80% English SEI	Re Hire	8/16/2012
Lourdes	Sampayo	Hercules High	20% Intro-Hospitality SEI	New Hire	8/16/2012
Andrew	Kim	Richmond High	Math SEI	New Hire	9/21/2012
Jaclynn	Garry	De Anza High	Theatre SEI	New Hire	9/24/2012
Angela	Johnson	Pinole Valley High	Math/Engineering SEI	Re Hire	10/3/2012
Priya	Sembi	Helms Middle	Math SEI	New Hire	10/4/2012
Gary	Cruz	De Anza High	Counselor	New Hire	10/10/2012
Malinda	Hopkins	Helms Middle	ELD SEI	New Hire	10/11/2012

Terminated/Retired

<u>First Name</u>	<u>Last Name</u>	<u>Site</u>	<u>Position</u>	<u>Status</u>	<u>Term Date</u>
Nancy	Smythe	Ellerhorst	1st SEI	Retired	8/31/2012

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education **Meeting Date:** October 24, 2012
From: Bill Fay **Agenda Item:** CI C.8
Associate Superintendent for Operations
Subject: Ratification and Approval of Engineering Services Contracts

Background Information:

Contracts have been initiated by staff using previously qualified consulting, engineering, architectural, or landscape architectural firms to assist in completion of the referenced projects. Many of the firms are already under contract and the staff-initiated work may be an extension of the firm's existing contract with the District. Public contracting laws have been followed in initially qualifying and selecting these professionals.

Recommendation: Ratify and approve contracts as noted.

Fiscal Impact: Total for this action: \$ 322,960. Funding sources as noted.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____
Approved _____ Not Approved _____ Tabled _____

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
FACILITIES PLANNING AND CONSTRUCTION**

ENGINEERING & ARCHITECTURAL SERVICES CONTRACTS

Project/Funding	Dates	Firm	Contract Cost	Reference
Helms Middle School Sports Field Project Measure D Bond (PID: 2101101-09)	October 2012	RGA Environmental, Inc.	\$950	Prepare Specification section for soil import and export.
Portola Middle School at Castro Project Measure J Bond (PID: 2141103)	October 2012 through December 2012	The Seville Group	\$60,679	Preliminary Construction Management Services.
Kennedy High School Science Wing Project Measure D-2010 Bond (PID: 3601211-13)	October 2012 through November 2012	AE3 Partners	\$12,680	Constructability review services.
Coronado Elementary School Demolition Project Measure J Bond (PID: 1121341)	September 2012 through February 2013	The Seville Group	\$60,787	Construction Management Services.
Collins Elementary School New Fire Alarm Project Measure J Bond (PID: 1101223-00)	September 2012 through December 2012	The Seville Group	\$19,987	Construction Management Services.
King Elementary School Site Drainage Project Measure J Bond (PID: 1321204-04)	September 2012 through November 2012	The Seville Group	\$15,557	Construction Management Services.
Bond Program Management Measure J & D-2010 Bonds (PID: 6151221-016)	October 2012 through June 2013	Jeffrey E. Frates	\$148,200	Data systems consultation for Primavera integration.

October 24, 2012

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
FACILITIES PLANNING AND CONSTRUCTION**

ENGINEERING & ARCHITECTURAL SERVICES CONTRACTS

Gompers/LPS - Vista High School Relocatable Classroom Project Measure D-2010 Bond (PID: 3581212-04)	October 2012	Hamilton + Aitken Architects	\$2,680	Additional architectural and DSA approval process.
Lupine Hills Elementary School Shade Structure Project Measure D-2010 Bond (PID: 1261612-00)	October 2012	Hamilton + Aitken Architects	\$1,440	Additional architectural and DSA approval process.

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION --- BOARD OF EDUCATION

To: Board of Education **Meeting Date:** October 24, 2012
From: Bill Fay **Agenda Item:** CI C.9
Associate Superintendent for Operations
Subject: Ratification and Approval of Negotiated Change Orders

Background information:

Staff is seeking ratification of change orders on the following current District construction projects: Collins Elementary School Fire Alarm, Ohlone Elementary School Phase 1 Campus Replacement, Coronado Elementary School Interim Campus, Pinole Middle School MPR Audio-Visual, and Helms Middle School MPR Audio-Visual. Change orders are fully executed by the District upon signature by the Superintendent's designee. Board ratification is the final step required under state law in order to complete payment and contract adjustment.

In addition to normal ratification, approval of the noted change orders for the Helms Middle School MPR Audio-Visual project is required by the Board, with special findings as noted below, because these projects are in excess of the Public Contract Code limit of 10% of the original contract value. In accordance with Public Contract Code 20118.4, the Board, by approving and ratifying these change orders, finds that it would have been futile to publicly bid the work in question because of the tight time frames to complete this work without affecting the operations of the District, and that the public is best served by having this work completed by the contractor on the project.

Recommendation: Ratify negotiated change orders as noted.

Fiscal Impact: Total ratification and approval by this action: **\$73,455.23**

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____
Approved _____ Not Approved _____ Tabled _____

October 24, 2012 Change Order Ratification Summary

	Project	Company	Original Contract	Previously Approved CO's	Items Pending Board Action			Total CO's	CO Percent of Original Contract	Adjusted New Contract	Change Order Numbers
					CO's Pending Ratification	CO's Pending Approval					
1	Collins ES Fire Alarm	Watson Electric, Inc.	\$239,788.00	\$22,523.00	\$697.31	\$0.00		\$23,220.31	9.68%	\$263,008.31	2
2	Ohlone - Phase 1 Campus Replacement	Zovich Construction	\$16,961,000.00	\$453,569.61	\$6,345.00	\$0.00		\$459,914.61	2.71%	\$17,420,914.61	20,21
3	Coronado ES Interim Campus	Vita Construction	\$1,890,000.00	\$99,470.88	\$47,505.56	\$0.00		\$146,976.44	7.78%	\$2,036,976.44	6
4	Helms MS - MPR Audio-Visual	Triumph Construction Group	\$58,890.00	\$0.00	\$5,889.00	\$7,084.44		\$12,973.44	22.03%	\$71,863.44	1,2
5	Pindole MS - MPR Audio-Visual	Point One Electrical Systems	\$71,722.34	\$0.00	\$5,933.92	\$0.00		\$5,933.92	8.27%	\$77,656.26	1

Pending Board Actions	Ratifications	
	Approvals	
	Total Board Action	\$73,455.23

Note: the proposed Board action is to ratify all change orders below ten percent (10%) of the contract value; the change order amounts pending Board approval is the portion of the change order(s) above 10%.

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Nia Rashidchi
Assistant Superintendent, Educational Services

Agenda Item: CI C.10

Subject: Board Re-Approval of Single Plans for Student Achievement (SPSAs) from Federal Program Monitoring Visit Requirement

Background Information:

The Single Plan for Student Achievement serves as a vehicle for communicating information about a school's vision, initiatives to improve academic achievement, as well as a description of how supplemental categorical funds from the Consolidated Application are used to support these efforts. School plans describe legally-mandated requirements and comprehensive programmatic information that includes:

- a description of how parents are involved in the school program;
- Adequate Yearly Progress (AYP) data analysis and assessment of student learning;
- an action plan for improving student achievement and closing the achievement gap;
- a plan to improve attendance; and
- a plan to promote a safe, welcoming and disciplined learning environment.

Training and support are provided to assist schools in using the template, analyzing data and completing the SPSAs. The plans are developed and approved by the School Site Councils (SSCs). The plans are available for review on the District website and at the Educational Services Department located at the Vista Campus.

WCCUSD had a Federal Program Monitoring (FPM) visit and was mandated to re-submit the following 4 (Bayview, Helms, Kennedy, Richmond) SPSA plans with updated template language. They are being submitted tonight for the WCCUSD's board of education approval.

They are available for review at the receptionist's desk at 1108 Bissell Avenue Richmond, CA and also Vista High School, 2625 Barnard Road, Room 118 San Pablo, CA.

Recommendation: Board Approval

Fiscal Impact: Categorical revenue

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Bruce Harter
Superintendent

Agenda Item: CI C.11

Subject: Resolution No. 41-1213: Sikh American Awareness and Appreciation Month November 2012

Background Information:

In recent action the California Legislature called attention to the important contributions made by Sikh Americans to the history of California. The Legislature has declared November 2012 to be California Sikh American Awareness and Appreciation Month.

The Sikh population in California includes large communities in the agricultural towns of the Central Valley. Members of the Sikh community have testified to the State Board of Education that Sikhs have been targets of hate crimes and that young Sikhs have been subjected to bullying because of the different styles of clothing that they wear. Sikh boys are often harassed because of their head coverings, Patka or Turban. Teachers can educate the students and help reduce the harassment of Sikh boys.

This resolution represents the West Contra Costa Unified School District's support to afford the opportunity to better understand, recognize, and appreciate the rich history and shared principles of Sikh Americans, their monotheistic religion and the tenets of their faith, and the important role that Sikh Americans play in furthering understanding and respect among all peoples.

Recommendation: Recommend Approval

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

**WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 41-1213**

SIKH AMERICAN AWARENESS AND APPRECIATION MONTH NOVEMBER 2012

WHEREAS, California and our nation are enriched by the unparalleled diversity of our residents, and;

WHEREAS, among this unprecedented diversity in California, there reside an estimated 200,000 Americans of Sikh origin, comprising nearly 40 percent of the nation's estimated Sikh population, and;

WHEREAS, Sikh immigrants have resided in California for more than a century, with the first Sikh immigrants believed to have labored on railroad construction projects, in lumber mills, and in the agricultural heartlands of the Sacramento, San Joaquin, and Imperial Valleys, and;

WHEREAS, the first Sikh temple (Gurdwara) in California was established in Stockton in 1912, and Sikh temples have since been established in communities throughout California, and;

WHEREAS, while Sikh Americans have distinguished themselves in numerous areas of endeavor, they have demonstrated particular success in the areas of agriculture, trucking, medicine, and in the creating of family-owned businesses, and;

WHEREAS, the Bay Area boasts one of the largest confirmed populations of Sikh and Punjabi Americans in the nation and the second largest Gurdwara in the United States where they provide help to the homeless and needy people around the world especially during disasters.

THEREFORE, be it resolved that the West Contra Costa Unified School District Board of Education recognizes and acknowledges the significant contribution made by the Californians of Sikh heritage to our state and by adoption of this resolution, seeks to afford all residents the opportunity to better understand, recognize and appreciate the rich history and shared principle of Sikh Americans, their religion and the tenets of their faith, and the important role that Sikh Americans play in furthering mutual understanding and respect among all peoples.

PASSED AND ADOPTED by the Board of Education of the West Contra Costa Unified School District on this 24th day of October 2012 by the following vote:

AYE's _____ NO's _____ ABSENT _____ ABSTAIN _____

I HEREBY CERTIFY that the foregoing resolution was duly and regularly introduced, passed, and adopted by the Board of Education of the West Contra Costa Unified School District, Contra Costa County, at a meeting of said Board on the 24th day of October 2012.

President of the Board of Education


Secretary of the Board of Education

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of the Superintendent

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education

Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: CI C.12

Subject: Notification of Claim Rejected

Background Information: The District has received a claim requesting compensation for personal loss. The District's risk management firm has investigated the claim and is requesting the School Board to ratify the authorized claim rejection.

Recommendation: Ratify the rejection of claim

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

West Contra Costa Unified School District
October 24, 2012

20011-2012 CLAIM REJECTED

<u>School or Department</u>	<u>Date of Occurrence</u>	<u>Claimant</u>	<u>Type of Loss</u>	<u>Disposition of Settlement</u>
Harbour Way	10/29/11	District Student	Personal Injury	Rejected

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education **Meeting Date:** October 24, 2012
From: Nia Rashidchi, Assistant Superintendent, Educational Services **Agenda Item:** D.1
Wendell Greer, Associate Superintendent, K-Adult Schools
Subject: 2012 Academic Performance Index Growth (API) Targets – Report on and Recognition of Schools

Background Information:

API -The California Department of Education (CDE) sets API growth targets for all public schools annually and has computed Academic Performance Indices (APIs) for all public schools since 1999. California draws achievement information from state assessments to calculate one number called the API.

In order for a school to make its API, it must achieve its schoolwide target, as well as targets for all numerically significant subgroups. Any subgroup for which there are 100 valid scores or 50 valid scores comprising at least 15% of the valid scores for a school is identified by CDE as a numerically significant subgroup. Possible numerically significant subgroups include: African American, American Indian, Asian, Filipino, Hispanic, Pacific Islander, White, Socioeconomically Disadvantaged, English Learners, and Students with Disabilities. Meeting the comparable improvement target means that each student subgroup in the school met its individual achievement goals.

Staff will summarize the districtwide data and then recognize WCCUSD schools for making API targets.

Recommendation: School Board recognition of schools meeting 2012 API criteria.

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Wendell Greer

Agenda Item: D.2

Subject: Energy Balance 4 Kids

Background Information:

The Energy Balance 4 Kids (EB4K) w/ Play is a program being provided in five elementary schools in WCCUSD last year and this year including Ford, Washington, Sheldon, Montalvin and Wilson. It is a partnership between the Academy of Nutrition & Dietetics and Playworks, with Registered Dietician Nutrition coaches and Playworks recess coaches teaching students about Energy Balance through healthy eating and physical activity. The program is being evaluated by UC Berkeley's Center for Weight and Health. Last week these five schools were recognized by the U.S. Department of Agriculture Healthier US Schools Bronze Award.

Recommendation:

Information only.

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT

1108 Bissell Avenue

Richmond, California 94801-3135

Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Nia Rashidchi, Assistant Superintendent
Educational Services

Agenda Item: D.3

Subject: Preschool Program Update

Background Information:

Staff will give a brief update on the WCCUSD Preschool program and assessment materials, as well as share information about new preschool state law.

Recommendation: Report

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba
Associate Superintendent Business Services

Agenda Item: D.4

Subject: Budget Update

Background Information: Associate Superintendent Business Services will provide an update on the budget and information on the Actuarial Study that is on the consent agenda.

Recommendation: For Information Only

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education **Meeting Date:** October 24, 2012
From: Bruce Harter **Agenda Item:** E.3
Subject: In Memory of Members of the School Community

Background Information:

The District would like to take time to recognize the contributions of members of our school community who have passed away. The District requests the community to submit names to be reported as a regular part of each agenda.

Ms. Audrey Godfrey, Cook/Manager at Pinole Valley High School recently passed away. Ms. Godfrey worked for the Food Service department for twenty years, at Richmond High, the Nutrition Center and Adams Middle School.

Ms. Susie Ko recently passed away. She worked for the District as a substitute instructional classroom aid until 1997. Ms. Ko most recently taught school at St. Patrick School in Rodeo, where her children attended.

Our thoughts go out to the family and friends in the loss of their loved one.

Recommendation: For Information Only

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____
Approved _____ Not Approved _____ Tabled _____

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: F.1

Subject: CalPERS Retiree Benefit Resolutions

Resolution No. 28-1213: Unrepresented Classified Confidential
Resolution No. 29-1213: Public Employees Union, Local 1
Resolution No. 30-1213: School Supervisors Association
Resolution No. 31-1213: Unrepresented Certificated Management
Resolution No. 32-1213: Unrepresented Classified Management
Resolution No. 33-1213: West Contra Costa Administrators Association

Background Information: Each year, since adopting CalPERS as the District's health benefits provider, the Board has been required to adopt resolutions acknowledging rates and contributions. Permission is requested of the Board of Education to approve the following resolutions setting the employer's contribution for retiree medical benefits for those who retired after December 31, 2006 and before July 1, 2010. These new rates will be effective January 1, 2013.

Recommendation: Recommend Approval

Fiscal Impact: As noted on resolutions.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

**RESOLUTION # 28-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Classified Confidential – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) Unrepresented Classified Confidential, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before July 1, 2010; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
1022	Two Party	B+B	1,470.77
1023	Family	B+B+B	1,912.01
1121	Single	SM	329.58
1122	Two Party	SM+SM	659.17
1123	Family	SM+SM+SM	988.75
1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

**RESOLUTION #29-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Public Employees Union, Local 1 – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) Public Employees Union, Local 1, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before July 1, 2010; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
1022	Two Party	B+B	1,470.77
1023	Family	B+B+B	1,912.01
1121	Single	SM	329.58
1122	Two Party	SM+SM	659.17
1123	Family	SM+SM+SM	988.75
1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

**RESOLUTION #30-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(School Supervisor Association – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) School Supervisor Association, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before July 1, 2010; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
1022	Two Party	B+B	1,470.77
1023	Family	B+B+B	1,912.01
1121	Single	SM	329.58
1122	Two Party	SM+SM	659.17
1123	Family	SM+SM+SM	988.75
1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

**RESOLUTION #31-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Certificated Management – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) Unrepresented Certificated Management, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before January 1, 2009; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
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1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

**RESOLUTION #32-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Classified Management – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) Unrepresented Classified Management, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before January 1, 2009; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
1022	Two Party	B+B	1,470.77
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1123	Family	SM+SM+SM	988.75
1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

**RESOLUTION #33-1213 ELECTING TO ESTABLISH
A HEALTH BENEFIT VESTING REQUIREMENT FOR CURRENT RETIREES
UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(West Contra Costa Administrators Association – Bay Area Blue Shield formula)**

- WHEREAS, (1) Government Code 22895 provides that a school employer contracting under the Public Employees' Medical and Hospital Care Act may amend its resolution to provide a post retirement vesting requirement, and
- WHEREAS, (2) West Contra Costa Unified School District is a school employer contracting under the Act for participation by members of the (a) West Contra Costa Administrators Association, and
- WHEREAS, (3) West Contra Costa Unified School District certifies, employees are represented by a bargaining unit and subject to a memorandum of understanding, and
- WHEREAS, (4) The contracting agency shall provide to the board in the manner prescribed by the board a notification for the agreement established pursuant to this section and any additional information necessary to implement this section;
- RESOLVED, (a) That the employer's contribution for each **active and retired** employee shall be based upon the principles prescribed under Government Code Section 22895.
- RESOLVED, (b) The contribution for active employees cannot be less than what is defined in Section 22892(b)
- RESOLVED, (c) That the employer's contribution for each annuitant under this **vesting resolution** shall be the amount necessary to pay the cost of enrollment, including the enrollment of the family members, in a health benefits plan shall be the amounts in accordance with the table below for employees that retired after December 31, 2006 and before July 1, 2010; and be it further
- RESOLVED, (d) Post-retirement employer contributions shall not be paid to employees with less than five years of continuous credited service with the district. The percentage of employer contribution payable for post retirement health benefits for each retired school employee shall be based on the employee's completed years of credited service with the school employer; plus administrative fees and Contingency Reserve Fund assessments; and be it further
- RESOLVED, (e) That West Contra Costa Unified School District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That coverage under the Act be effective on Jan 1, 2013.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
2012.

Signed: _____
(President)

Attest: _____
(Secretary or appropriate officer)

Table 2013			
CalPERS Plan Code	Members	Coverage Type	2013 WCCUSD Share
1021	Single	B	735.38
1022	Two Party	B+B	1,470.77
1023	Family	B+B+B	1,912.01
1121	Single	SM	329.58
1122	Two Party	SM+SM	659.17
1123	Family	SM+SM+SM	988.75
1124	Two Party	SM+B	998.50
1125	Family	SM+B+B	1,438.59
1126	Family	SM+SM+B	1,060.81
1127	Two Party	B+SM	998.50
1128	Family	B+SM+SM	1,328.32
1129	Family	B+B+SM	1,438.59
B = Basic Coverage			
SM = Supplement to Medicare			

WEST CONTRA COSTA UNIFIED SCHOOL DISTRICT
1108 Bissell Avenue
Richmond, California 94801-3135
Office of Superintendent of Schools

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Sheri Gamba 
Associate Superintendent Business Services

Agenda Item: F.2

Subject: CalPERS Retiree Benefit Resolutions

Resolution No. 34-1213: Unrepresented Classified Confidential
Resolution No. 35-1213: Public Employees Union, Local 1
Resolution No. 36-1213: School Supervisors Association
Resolution No. 37-1213: Unrepresented Certificated Management
Resolution No. 38-1213: Unrepresented Classified Management
Resolution No. 39-1213: United Teachers of Richmond
Resolution No. 40-1213: West Contra Costa Administrators Association

Background Information: Permission is requested of the Board of Education to approve the following resolutions fixing the employer's contribution for retiree medical benefits for those who retired after June 30, 2010. The minimum contribution resolution will be effective January 1, 2013.

Recommendation: Recommend Approval

Fiscal Impact: As noted on resolutions.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ Seconded by: _____

Approved _____ Not Approved _____ Tabled _____

**RESOLUTION #34-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Classified Confidential-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Public Employees Union, Local 1 now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #35-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Public Employees Union, Local 1-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Public Employees Union, Local 1 now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #36-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(School Supervisor Association-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the School Supervisor Association now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #37-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Certificated Management-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Unrepresented Certificated Management now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #38-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(Unrepresented Classified Management-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the Unrepresented Classified Management now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #39-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(United Teachers of Richmond-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the United Teacher of Richmond now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

**RESOLUTION #40-1213 FIXING THE EMPLOYER'S CONTRIBUTION UNDER THE
PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
(West Contra Costa Administrators Association-Minimum ER Contribution)**

- WHEREAS (1) Government Code Section 22892(a) provides that a local agency contracting under the Public Employees' Medical and Hospital Care Act shall fix the amount of the employer's contribution at an amount not less than the amount required under Section 22892(b)(1) of the Act, and
- WHEREAS, (2) West Contra Costa Unified School District, hereinafter referred to as Public Agency is local agency contracting under the Act for participation by members of the West Contra Costa Administrators Association now, therefore be it
- RESOLVED, (a) That the employer's contribution for each employee or annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of his/her family members in a health benefits plan up to a maximum of *the minimum employer contributions per month as prescribed in Section 22892(b)(1) of the Government Code* per month, plus administrative fees and Contingency Reserve Fund Assessments; and be it further
- RESOLVED, (b) That West Contra Costa Unified School District, has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above.

Adopted at a regular/special meeting of the _____
at _____ this _____ day of _____
20__.

Signed: _____
(President, Chairman, etc.)

Attest: _____
(Secretary or appropriate officer)

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION---BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Wendell Greer
Associate Superintendent, K – Adult Operations

Agenda Item: G.1

Subject: Reducing Suspensions for 2012-13

Background Information:

The Board's Safety Committee reviewed the data for 2011-12 for student out-of-school suspensions at middle and high schools at the September meeting. The committee noted that the number of suspensions varied widely among the schools even after equating the numbers to student enrollment. More than half of all suspensions were for offences categorized under "defiance and/or disruption."

At the October meeting, each school brought a report of how suspensions could be reduced and a goal for reduction of suspensions from the 2011-12 level. The Safety Committee determined that these individual goals should be compiled so that the Safety Committee could recommend an overall goal of suspension reductions for the District in 2012-13.

Recommendation:

That the Board adopt a goal of reducing out-of-school suspensions in middle and high schools by 25%.

Fiscal Impact: Positive in that students generate ADA only when in school.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____

West Contra Costa Unified School District
1108 Bissell Avenue
Richmond, California 94801
Office of the Superintendent

ITEM REQUIRING ATTENTION----BOARD OF EDUCATION

To: Board of Education

Meeting Date: October 24, 2012

From: Bill Fay
Associate Superintendent for Operations

Agenda Item: G.2

Subject: Project Status Report

Background Information:

The following are provided for review of Facilities Planning and Construction in the District's Bond Program and for information regarding individual projects:

- Engineering Officer's Report – Verbal Presentation
- Construction Status Reports – Current Construction Projects

Recommendation: For information only

Fiscal Impact: None

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____

Seconded by: _____

Approved _____

Not Approved _____

Tabled _____