

## **RESOLUTION #2019-2**

### **RESOLUTION IN SUPPORT OF MEASURE H THE SANTA CRUZ COUNTY HOUSING SOLUTIONS BOND**

**WHEREAS**, the affordable housing crisis in our county is well-documented and has been reported in local and national media for many months; the crisis continues unabated.

**WHEREAS**, the families of many students in our local schools have been directly impacted by the housing crisis. The high level of homelessness among local students is just one of many results of the housing crisis. Both homelessness and overcrowding affect student performance.

**WHEREAS**, teachers and other school employees are also impacted by the crisis. This results in very high stress for employees and recruitment and retention challenges for local districts.

**WHEREAS**, the primary source of affordable housing funds for past affordable housing development from local governments no longer exists due to the State's action to end the Redevelopment program.

**WHEREAS**, the Santa Cruz County Board of Supervisors voted unanimously to place the "Santa Cruz County Housing Solutions Bond", now known as "Measure H.", on the November ballot.

**WHEREAS**, if adopted by the voters, Measure H will provide \$119 million to the local jurisdictions of Santa Cruz County to create affordable housing opportunities for our local residents and workers. In addition, Measure H will also provide \$21 million for the creation of facilities to address homelessness countywide.

**WHEREAS**, the passage of Measure H will help thousands of Santa Cruz County residents, including many with children in our local schools, as it creates new affordable rental housing.

**NOW THEREFORE, BE IT RESOLVED**, that the Pacific Elementary School District Board of Education endorses Measure H and urges members of the education community of Santa Cruz County to support Measure H on the November 2018 election ballot.

PASSED and ADOPTED by the Pacific Elementary School District Board of Education on this 18<sup>th</sup> day of September 2018 by the following vote:

AYES:

NAYS:

ABSTAIN:

ABSENT:

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Gwyn Rhabyt, President  
Pacific Elementary Board of Education

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Eric Gross, Secretary  
Pacific Elementary Superintendent of Schools

**Payables Prelist****Closed-8/18/2018 ()****PSD****Check**

310 - Great West Gourmet - Chk #951736

PO 19-00032-8/13/2018

13-5310-0-0000-3700-4700-200-3101

\$259.45

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\$259.45

151 - Monica Hettenhausen - Chk #951737

PO 19-00034-8/13/2018

01-1100-0-1110-1000-4300-203-3000

\$232.93

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\$232.93

182 - Francisco Proa - Chk #951735

PO 19-00033-8/13/2018

01-0000-0-0000-8100-4370-200-2801

\$352.17

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\$352.17

315 - Zoom Imaging Solutions, Inc. - Chk #951738

PO 19-00031-8/13/2018

01-0000-0-0000-7200-5650-200-2801

\$80.32

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\$80.32**Payment Type Check Total****\$924.87**

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Grand Total :			<b>\$924.87</b>
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**Amount**

Fund 01	\$665.42
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Fund 13	\$259.45
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Grand Total :			<b>\$924.87</b>
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PRESIDENT-----  
SECRETARY

PREPARED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

REVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

**Payables Prelist****Closed-8/20/2018 ()****PSD****Check**

168 - Department of Justice - Chk #951739

PO 19-00037-8/17/2018

01-0000-0-0000-2700-5800-200-2801

\$32.00

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\$32.00

64 - Stacey Reynolds - Chk #951741

PO 19-00036-8/17/2018

12-9011-0-8500-1000-4300-200-3020

\$92.19

PO 19-00038-8/17/2018

01-0000-0-8502-5000-4300-200-3008

\$16.26

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\$108.45

10 - SANTA CRUZ FIRE EQUIPMENT CO. - Chk #951740

PO 19-00039-8/17/2018

01-0000-0-0000-8100-5563-200-2801

\$259.45

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\$259.45

273 - Terra X Pest Services - Chk #951742

PO 19-00035-8/17/18

01-0000-0-0000-8100-5524-200-2801

\$162.00

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\$162.00

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**Payment Type Check Total****\$561.90**

**Payables Prelist****Closed-8/20/2018 ()****PSD****Grand Total :****\$561.90****Amount**

Fund 01

\$469.71

Fund 12

\$92.19

**Grand Total :****\$561.90**-----  
PRESIDENT-----  
SECRETARY

PREPARED BY: ----- DATE: -----

REVIEWED BY: ----- DATE: -----

**Payables Prelist****Closed-8/23/2018 ()****PSD****Check**

310 - Great West Gourmet - Chk #952073

PO 19-00041-8/23/2018

13-5310-0-0000-3700-4700-200-3101

\$481.00

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\$481.00

166 - PALACE ART &amp; STATIONERY - Chk #952074

PO 19-00040-8/23/2018

01-1100-0-1110-1000-4300-200-3000

\$76.28

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\$76.28

55 - ROBERTSON &amp; ASSOC. CPAS INC - Chk #952075

PO 19-00042-8/23/2018

01-0000-0-0000-7191-5809-200-2801

\$979.00

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\$979.00**Payment Type Check Total****\$1,536.28**

**Payables Prelist****Closed-8/23/2018 ()****PSD**

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**Grand Total :** **\$1,536.28****Amount**

Fund 01 \$1,055.28

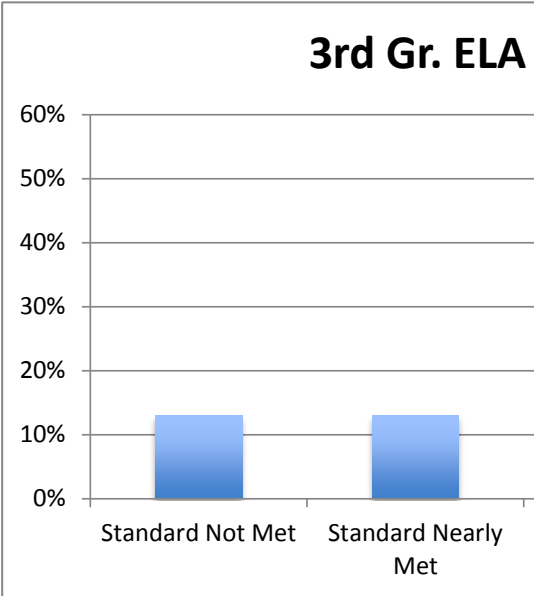
Fund 13 \$481.00

**Grand Total :** **\$1,536.28**-----  
PRESIDENT-----  
SECRETARY

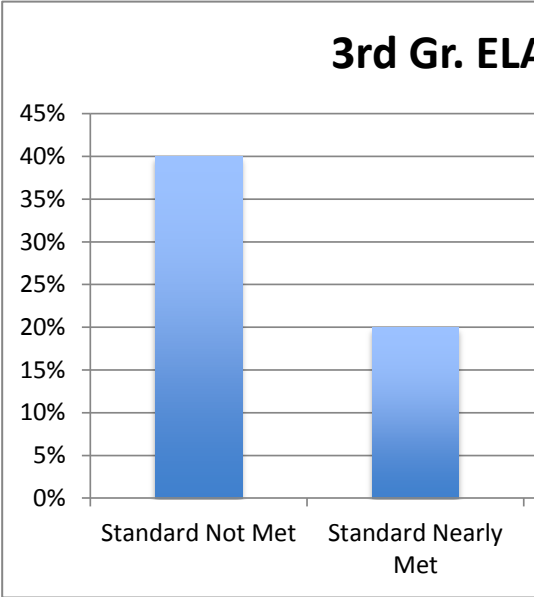
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REVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

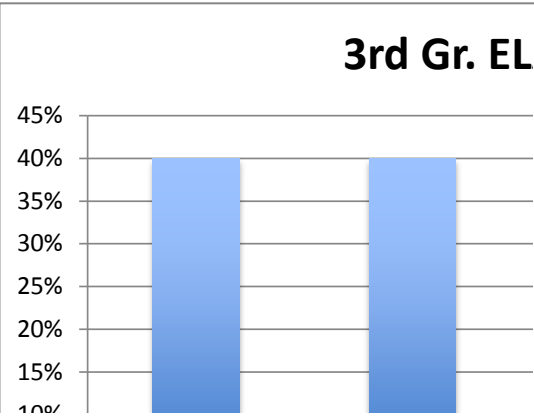
3rd Grade	
ELA	
Level	3rd Gr. ELA Overall
Standard Not Met	13%
Standard Nearly Met	13%
Standard Met	20%
Standard Exceeded	53%



3rd Grade	
ELA SpEd	
Level	3rd Gr. ELA SpEd
Standard Not Met	40%
Standard Nearly Met	20%
Standard Met	0%
Standard Exceeded	40%



3rd Grade	
ELA Not SpEd	
Level	3rd Gr. ELA Not SpEd
Standard Not Met	0%
Standard Nearly Met	10%
Standard Met	30%
Standard Exceeded	60%

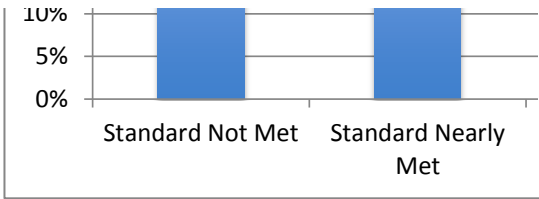


3rd Grade	
ELA Economically Disadvantaged	
Level	3rd Gr. ELA SES
Standard Not Met	40%
Standard Nearly Met	40%
Standard Met	20%
Standard Exceeded	0%

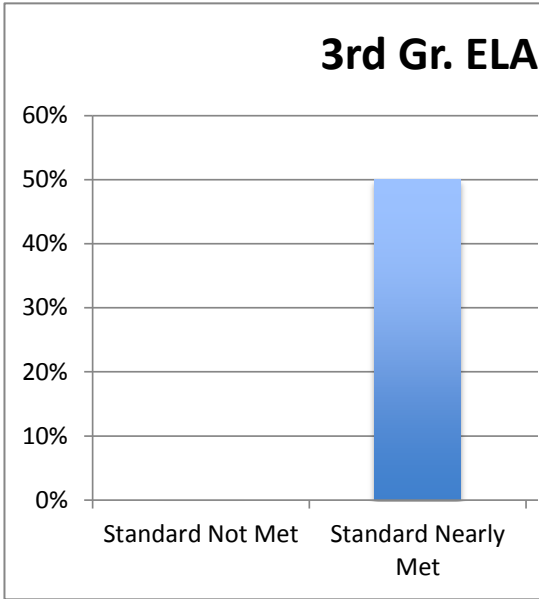
3rd Grade	
ELA Not Economically Disadvantaged	



Level	3rd Gr. ELA Not SES
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	20%
Standard Exceeded	80%

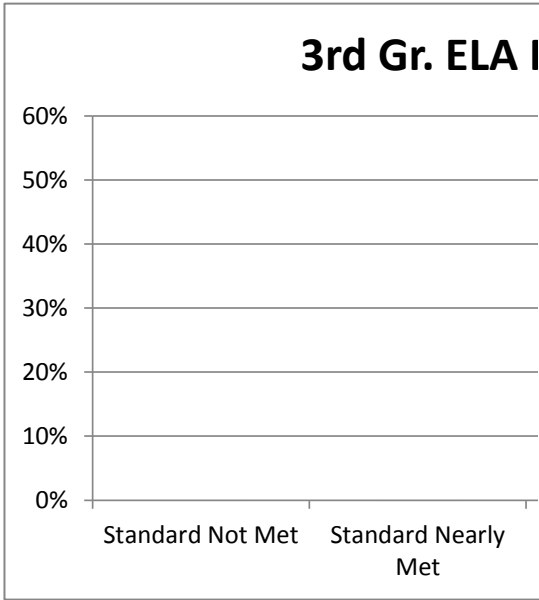


3rd Grade	
ELA Latino	
Level	3rd Gr. ELA Latino
Standard Not Met	0%
Standard Nearly Met	50%
Standard Met	25%
Standard Exceeded	25%



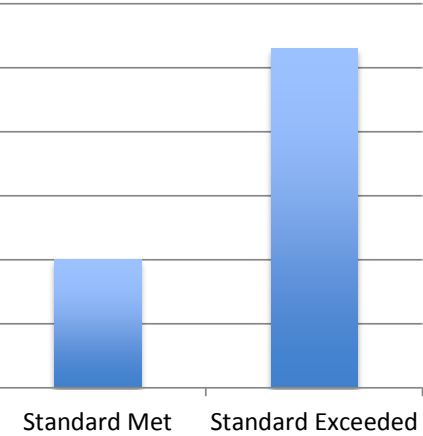
3rd Grade	
ELA White	
Level	3rd Gr. ELA White
Standard Not Met	18%
Standard Nearly Met	0%
Standard Met	18%
Standard Exceeded	64%

3rd Grade	
ELA Females	
Level	3rd Gr. ELA Females
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	50%
Standard Exceeded	50%

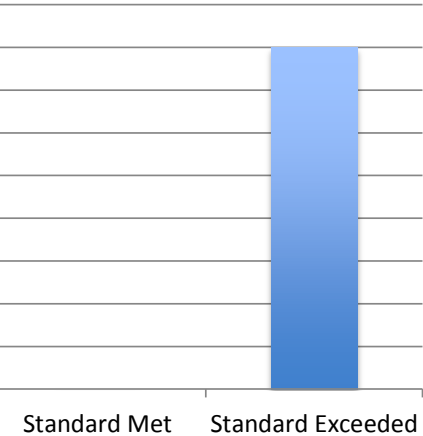


3rd Grade	
ELA Males	
Level	3rd Gr. ELA Males
Standard Not Met	22%
Standard Nearly Met	22%
Standard Met	0%
Standard Exceeded	56%

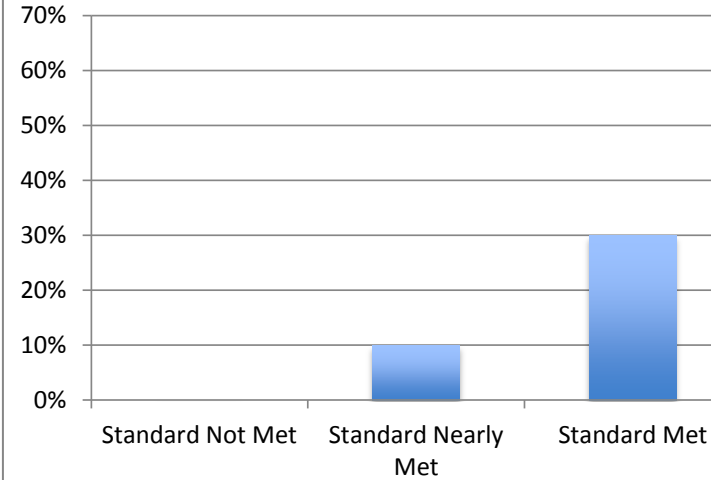
Overall



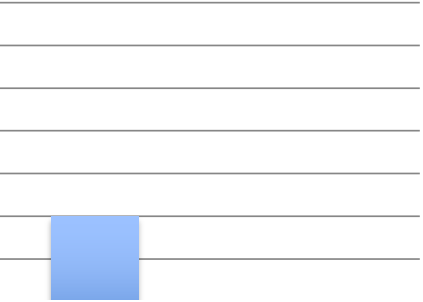
A SpEd



3rd Gr. ELA Not SpEd

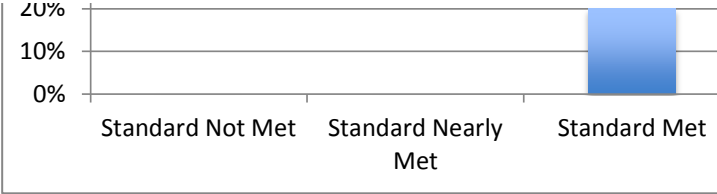
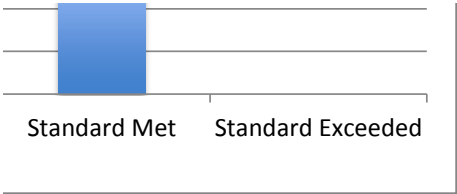


A SES

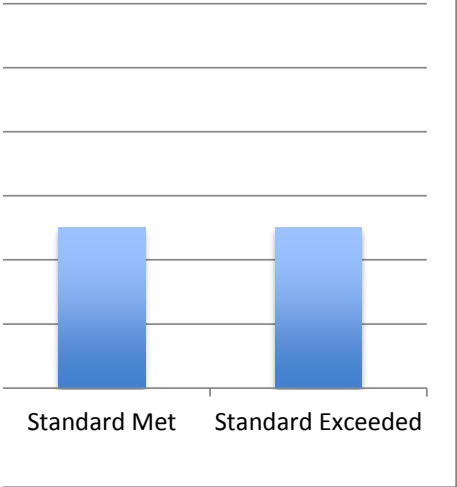


3rd Gr. ELA Not SES

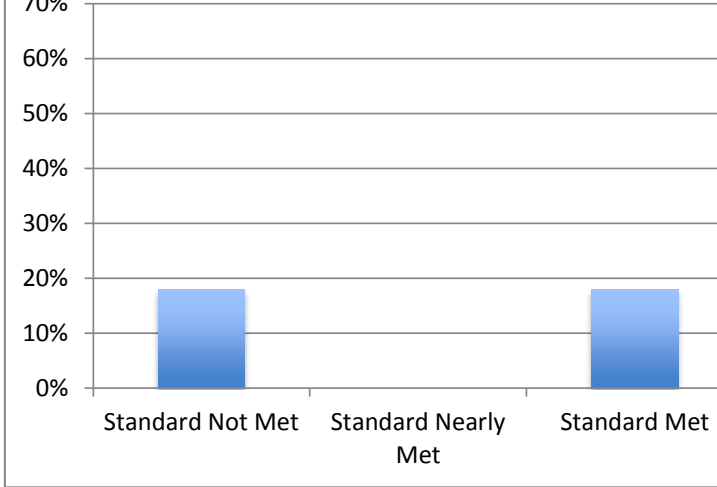




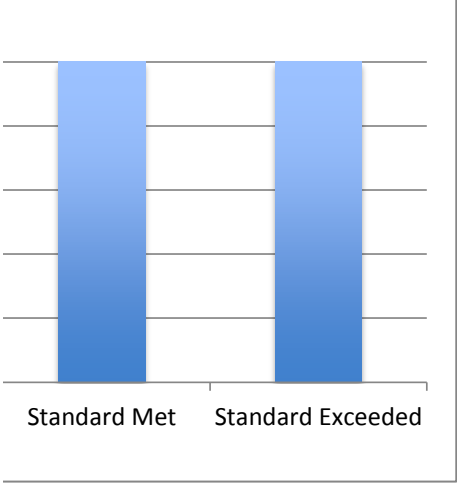
**Latino**



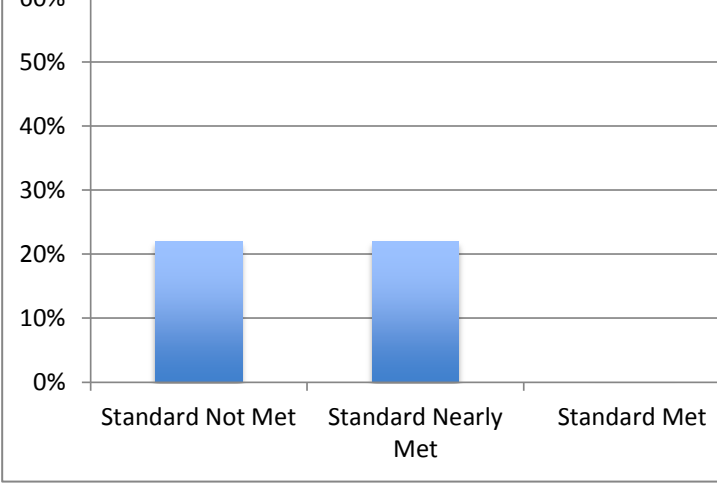
**3rd Gr. ELA White**

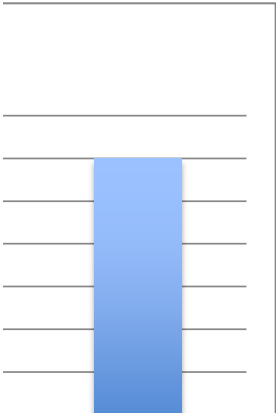
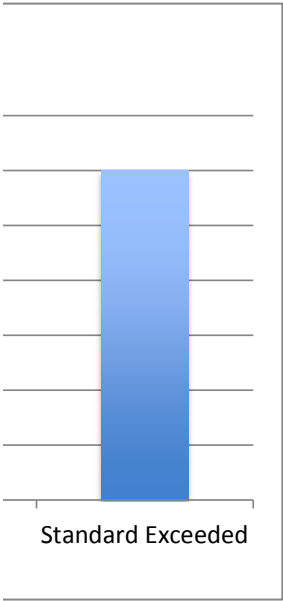


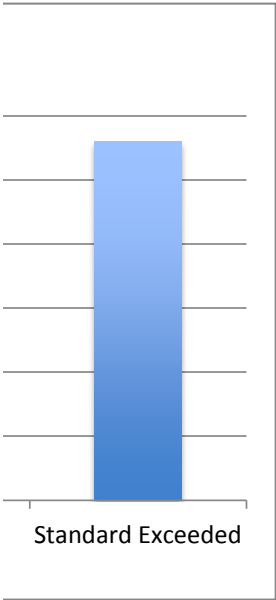
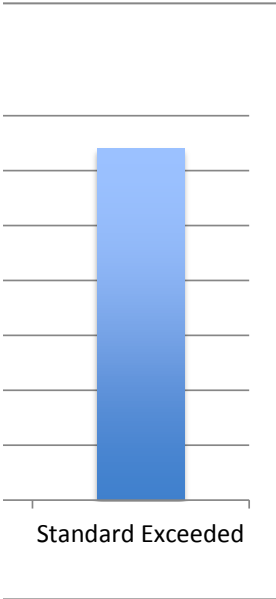
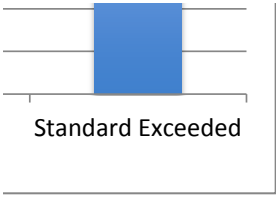
**Females**



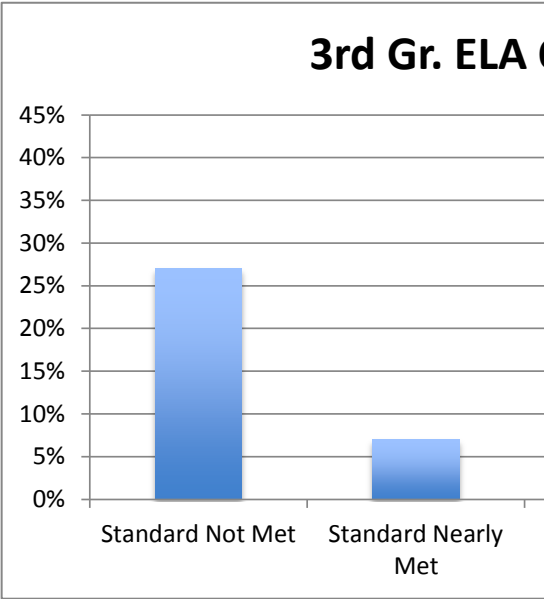
**3rd Gr. ELA Males**



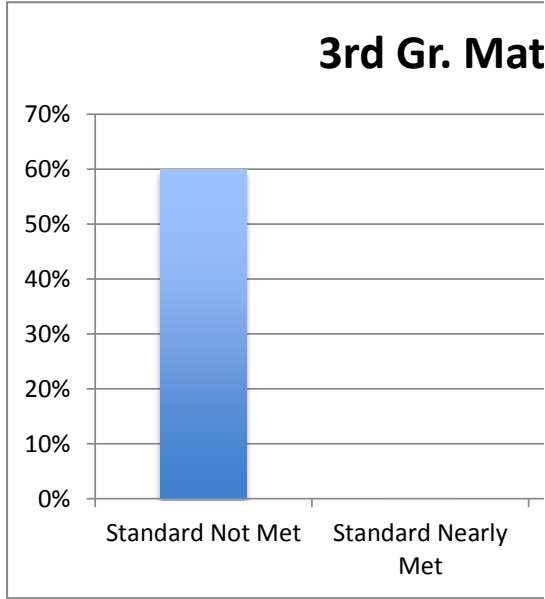




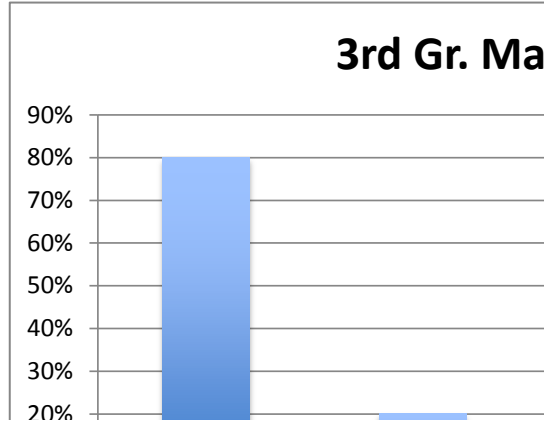
3rd Grade	
Math	
Level	3rd Gr. ELA Overall
Standard Not Met	27%
Standard Nearly Met	7%
Standard Met	27%
Standard Exceeded	40%



3rd Grade	
Math SpEd	
Level	3rd Gr. Math SpEd
Standard Not Met	60%
Standard Nearly Met	0%
Standard Met	20%
Standard Exceeded	20%



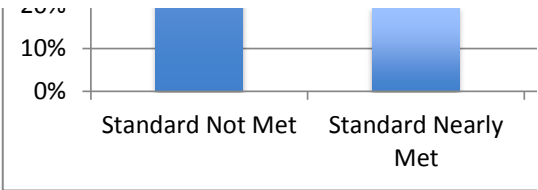
3rd Grade	
Math Not SpEd	
Level	3rd Gr. Math Not SpEd
Standard Not Met	10%
Standard Nearly Met	10%
Standard Met	30%
Standard Exceeded	50%



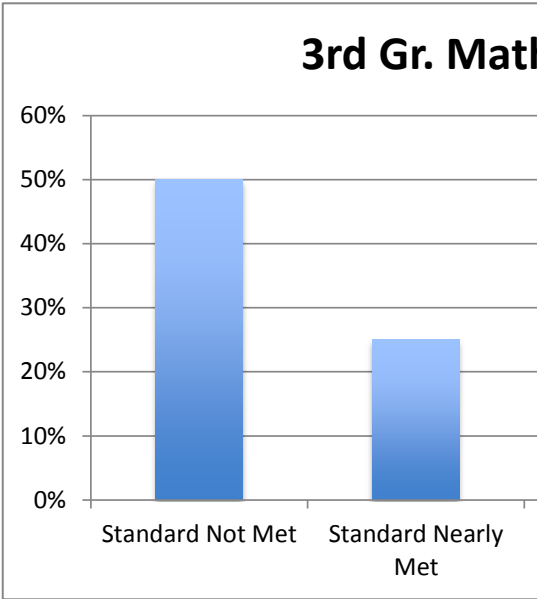
3rd Grade	
Math Economically Disadvantaged	
Level	3rd Gr. Math SES
Standard Not Met	80%
Standard Nearly Met	20%
Standard Met	0%
Standard Exceeded	0%

3rd Grade	
Math Not Economically Disadvantaged	

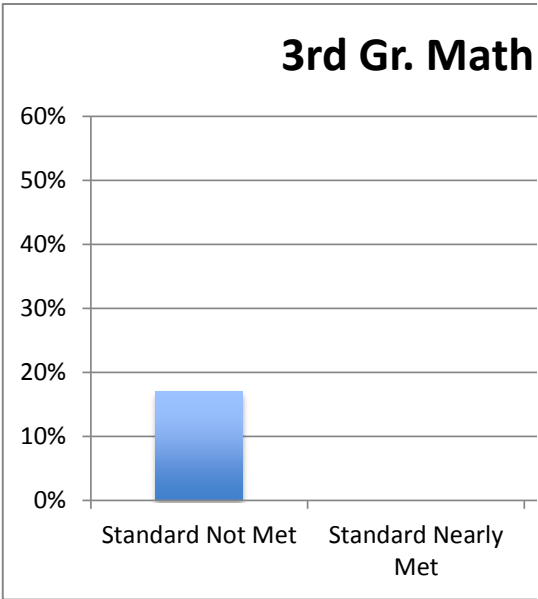
Level	3rd Gr. Math Not SES
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	40%
Standard Exceeded	60%



3rd Grade	
Math Latino	
Level	3rd Gr. Math Latino
Standard Not Met	50%
Standard Nearly Met	25%
Standard Met	25%
Standard Exceeded	0%



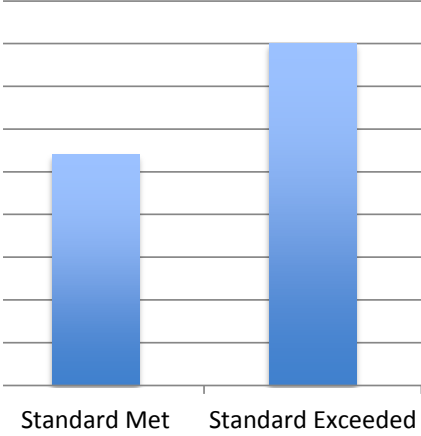
3rd Grade	
Math White	
Level	3rd Gr. Math White
Standard Not Met	18%
Standard Nearly Met	0%
Standard Met	27%
Standard Exceeded	55%



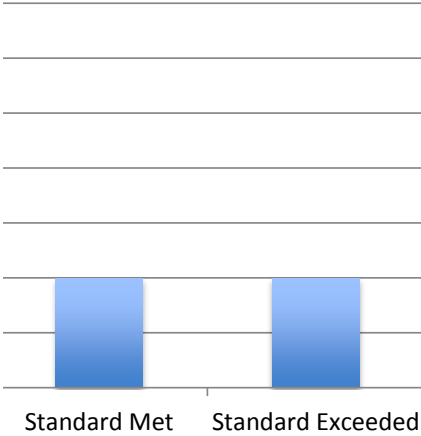
3rd Grade	
Math Females	
Level	3rd Gr. Math Females
Standard Not Met	17%
Standard Nearly Met	0%
Standard Met	50%
Standard Exceeded	33%

3rd Grade	
Math Males	
Level	3rd Gr. Math Males
Standard Not Met	33%
Standard Nearly Met	11%
Standard Met	11%
Standard Exceeded	44%

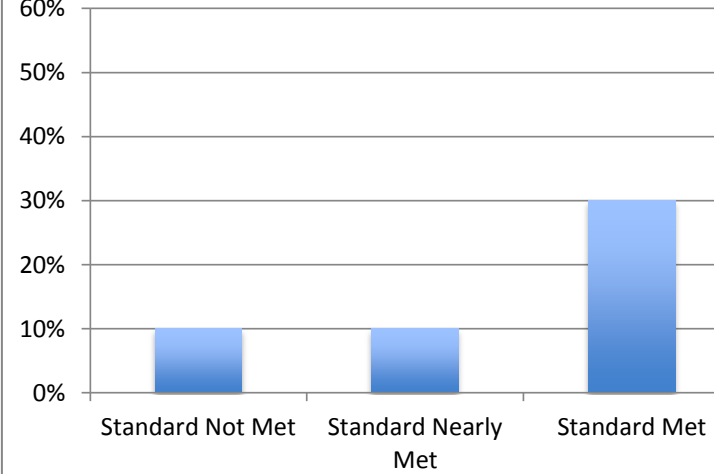
Overall



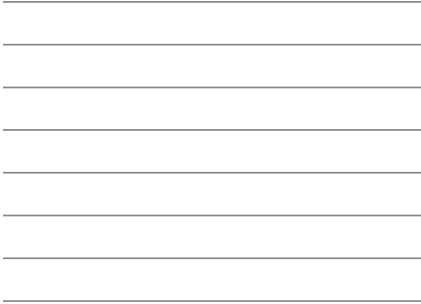
With SpEd



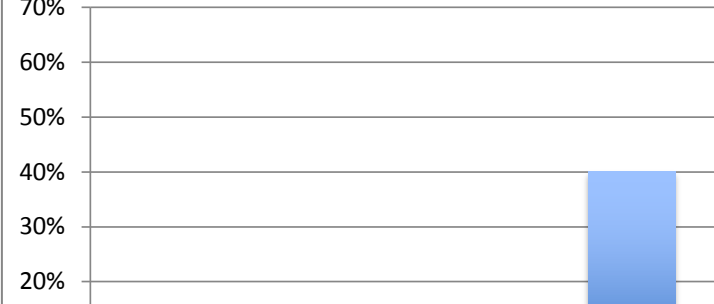
3rd Gr. Math Not SpEd



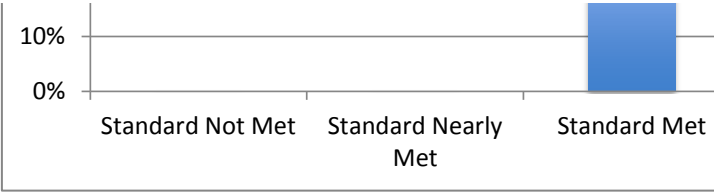
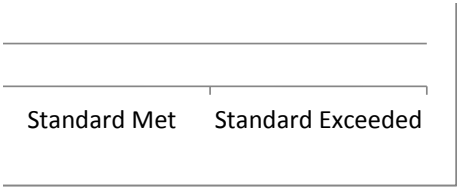
With SES



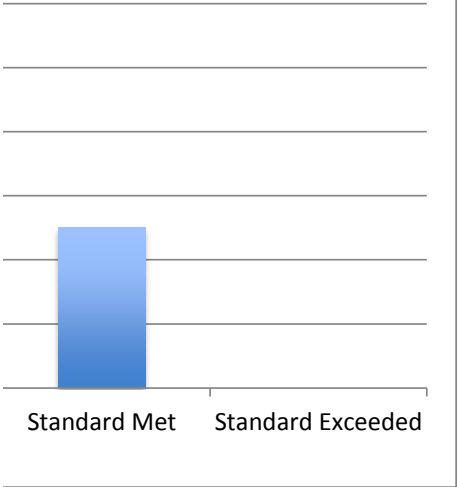
3rd Gr. Math Not SES



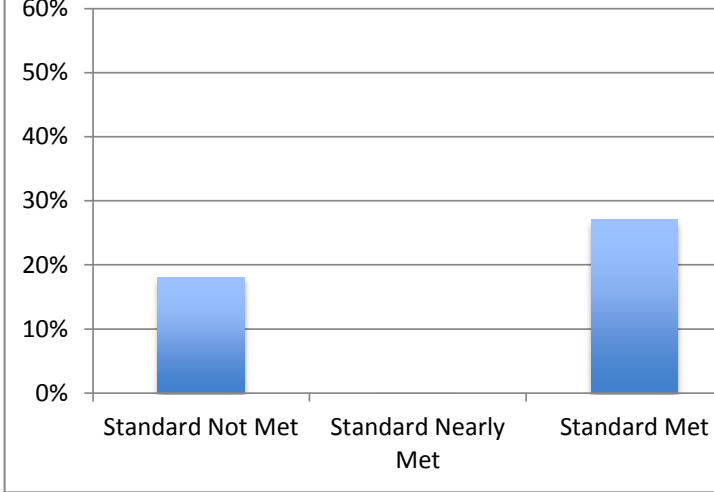




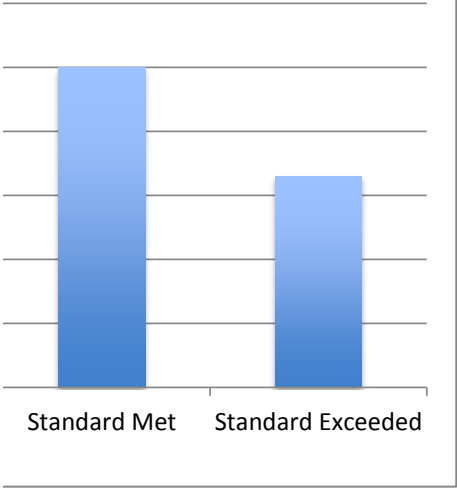
**h Latino**



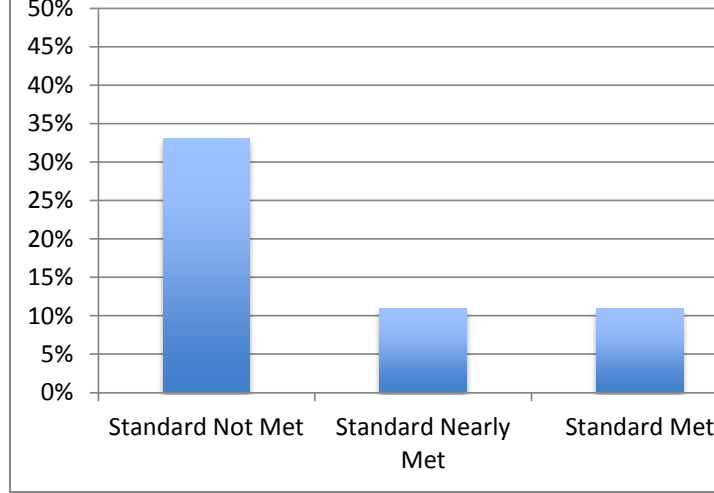
**3rd Gr. Math White**

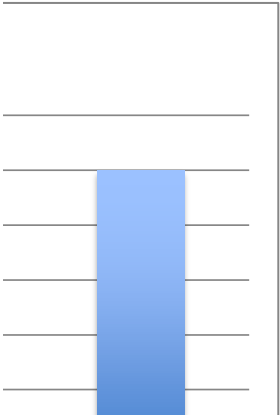
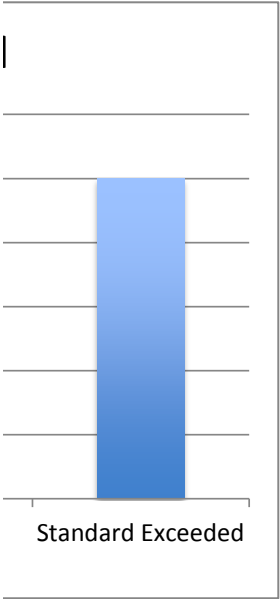


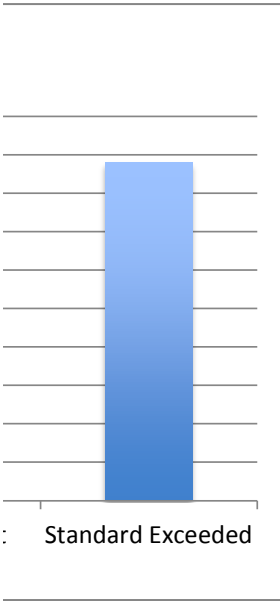
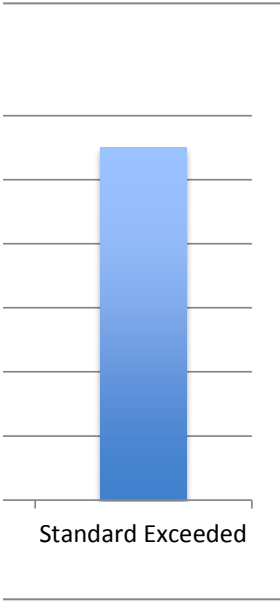
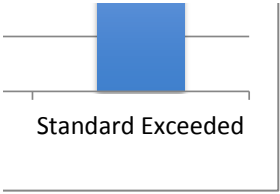
**Females**



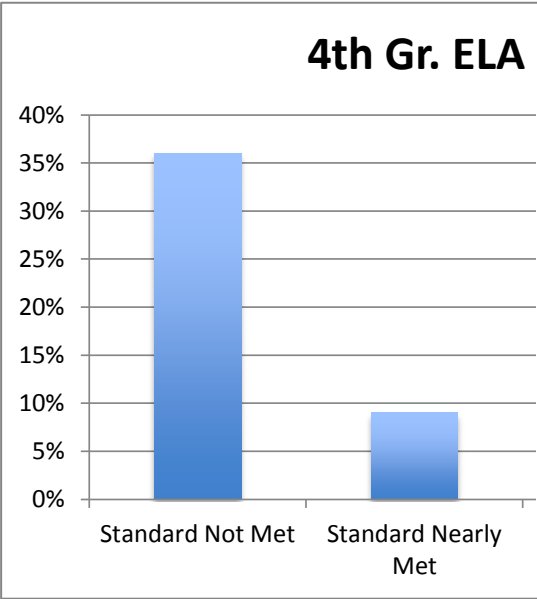
**3rd Gr. Math Males**



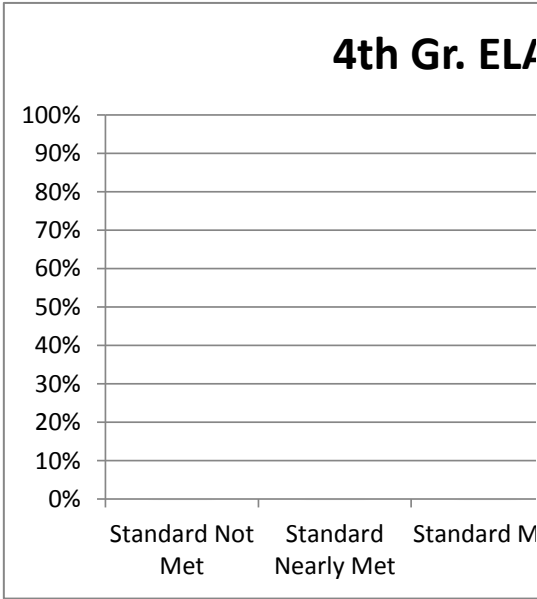




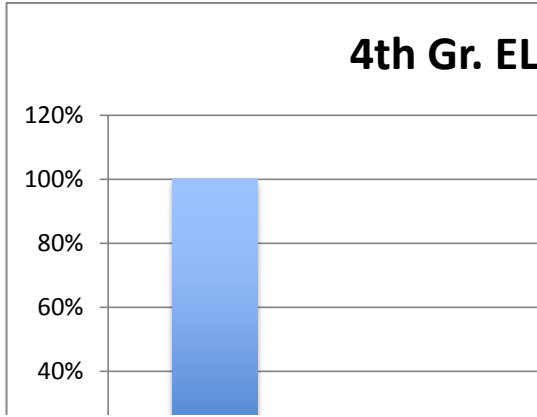
4th Grade	
ELA	
Level	4th Gr. ELA Overall
Standard Not Met	36%
Standard Nearly Met	9%
Standard Met	18%
Standard Exceeded	36%



4th Grade	
ELA SpEd	
Level	4th Gr. ELA SpEd
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



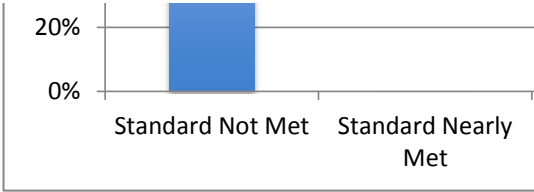
4th Grade	
ELA Not SpEd	
Level	4th Gr. ELA Not SpEd
Standard Not Met	36%
Standard Nearly Met	9%
Standard Met	18%
Standard Exceeded	36%



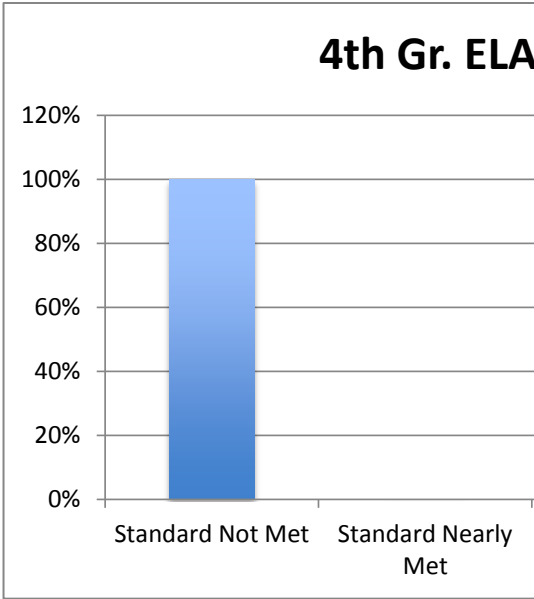
4th Grade	
ELA Economically Disadvantaged	
Level	4th Gr. ELA SES
Standard Not Met	100%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%

4th Grade	
ELA Not Economically Disadvantaged	

Level	4th Gr. ELA Not SES
Standard Not Met	22%
Standard Nearly Met	11%
Standard Met	22%
Standard Exceeded	44%

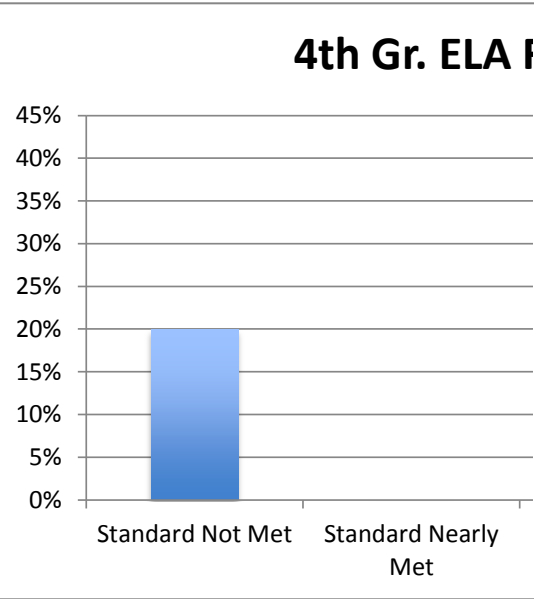


4th Grade	
ELA Latino	
Level	4th Gr. ELA Latino
Standard Not Met	100%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



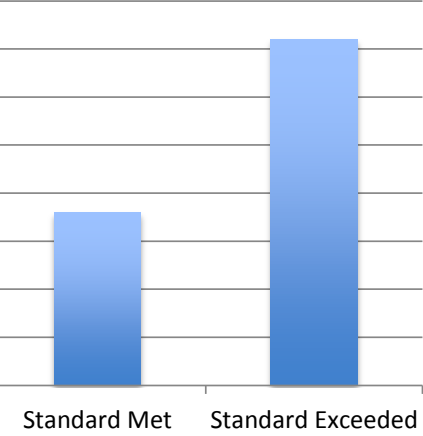
4th Grade	
ELA White	
Level	4th Gr. ELA White
Standard Not Met	0%
Standard Nearly Met	14%
Standard Met	29%
Standard Exceeded	57%

4th Grade	
ELA Females	
Level	4th Gr. ELA Females
Standard Not Met	20%
Standard Nearly Met	0%
Standard Met	40%
Standard Exceeded	40%

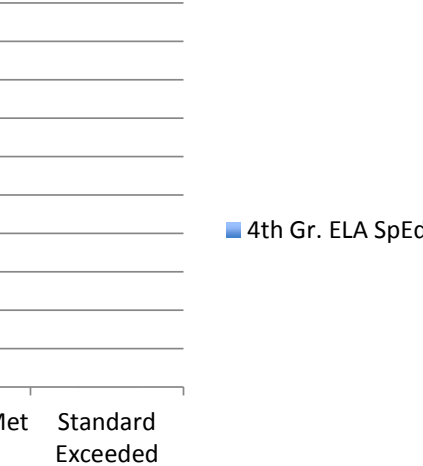


4th Grade	
ELA Males	
Level	4th Gr. ELA Males
Standard Not Met	50%
Standard Nearly Met	17%
Standard Met	0%
Standard Exceeded	33%

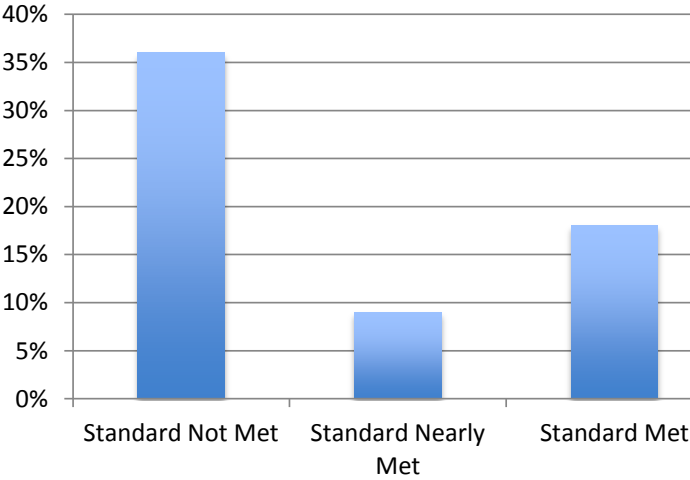
Overall



4th Gr. ELA SpEd



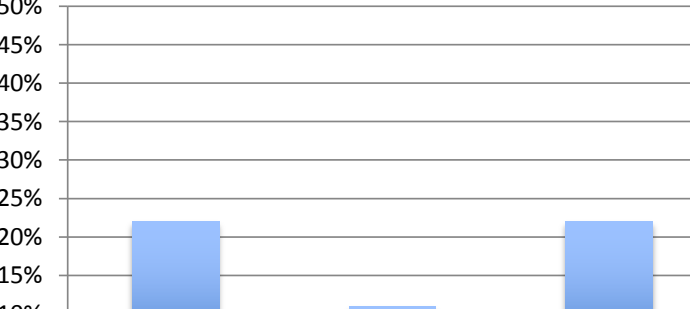
4th Gr. ELA Not SpEd

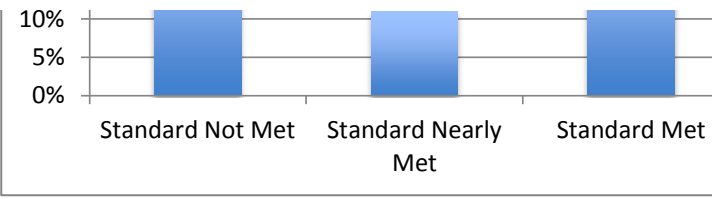
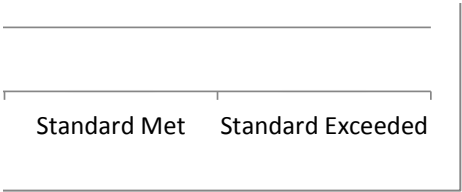


4th Gr. ELA Not SES



4th Gr. ELA Not SES

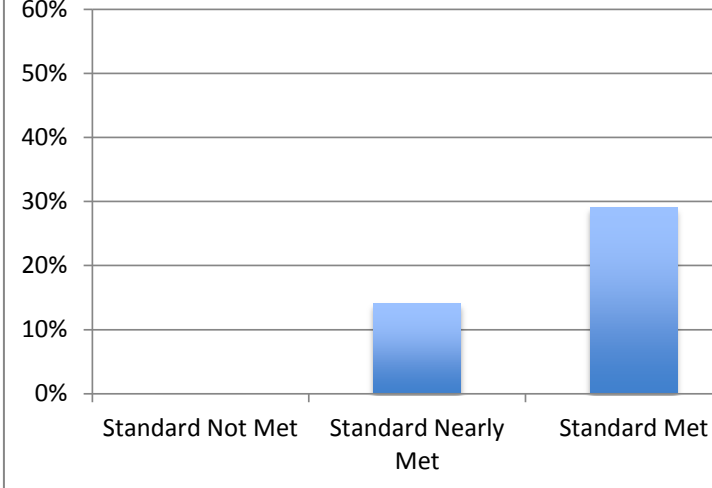




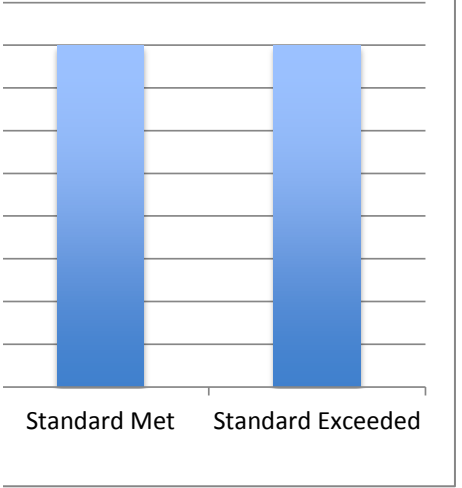
**Latino**



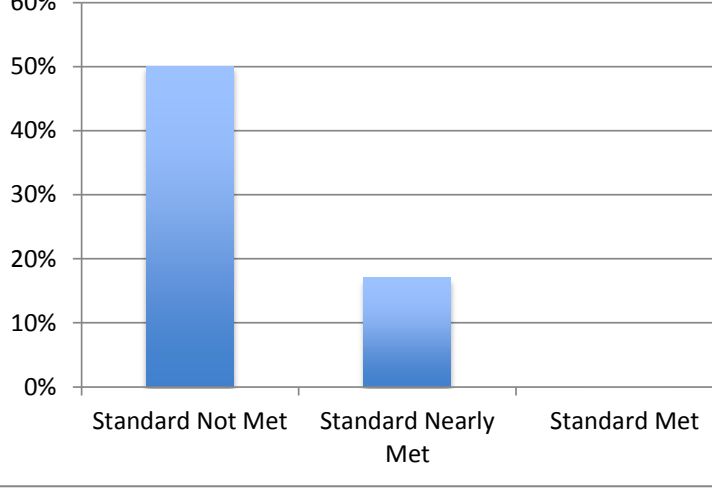
**4th Gr. ELA White**

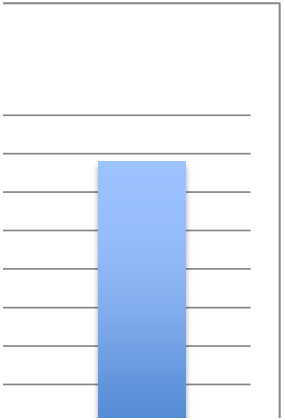
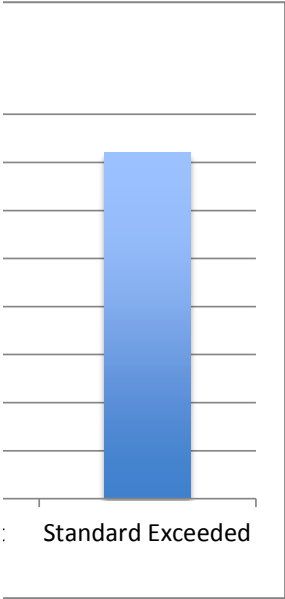


**Females**

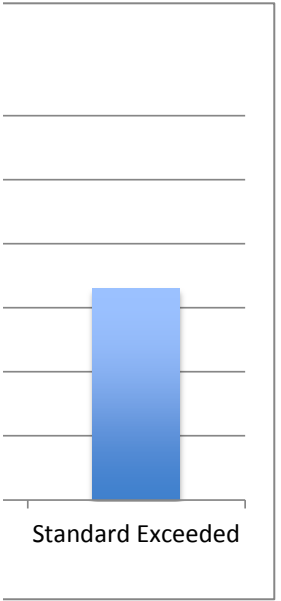
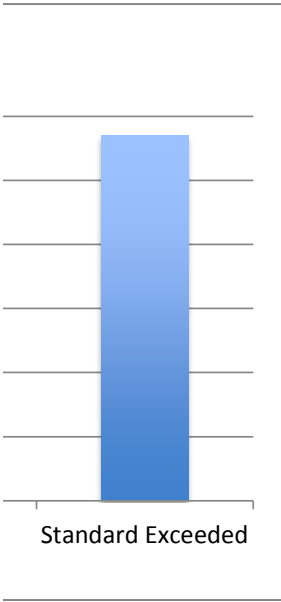
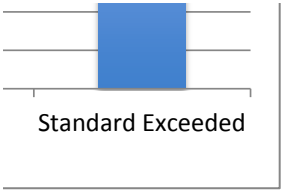


**4th Gr. ELA Males**

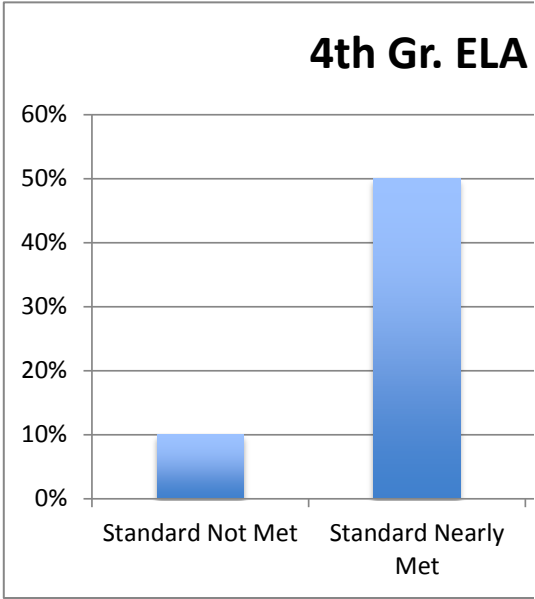




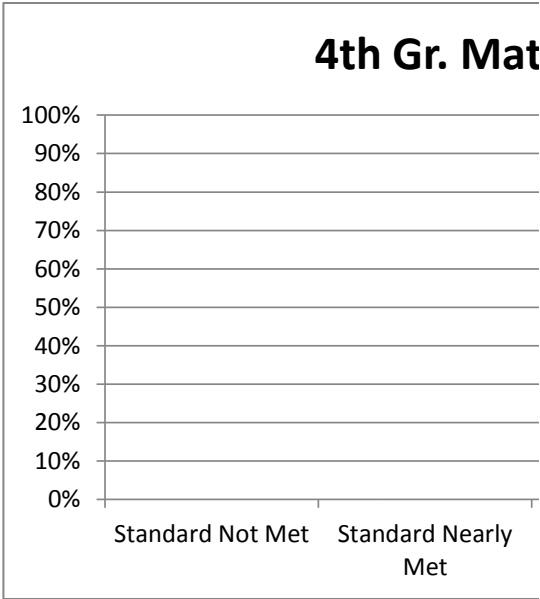




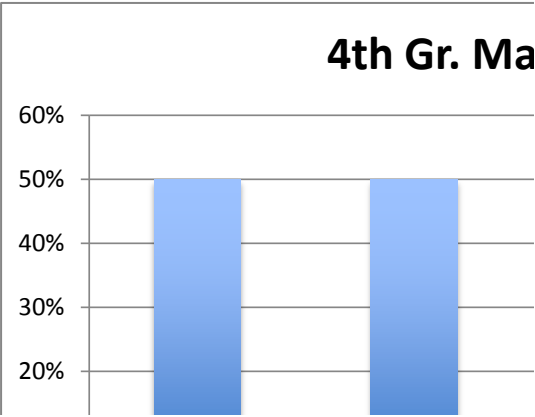
4th Grade	
Math	
Level	4th Gr. ELA Overall
Standard Not Met	10%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	40%



4th Grade	
Math SpEd	
Level	4th Gr. Math SpEd
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



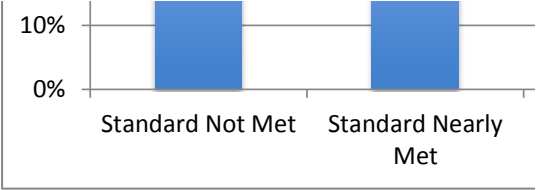
4th Grade	
Math Not SpEd	
Level	4th Gr. Math Not SpEd
Standard Not Met	10%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	40%



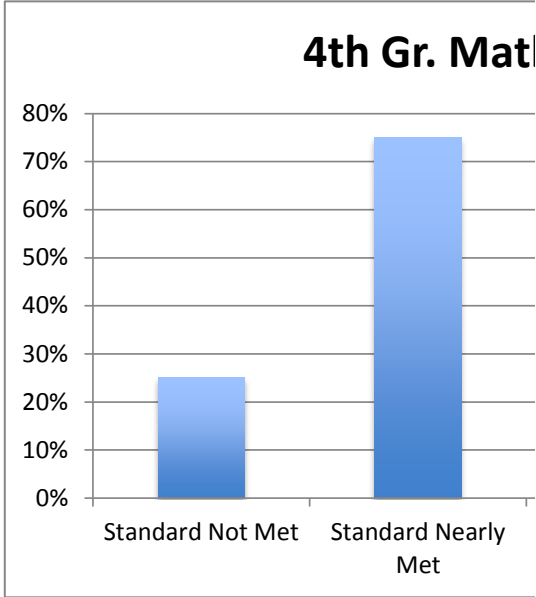
4th Grade	
Math Economically Disadvantaged	
Level	4th Gr. Math SES
Standard Not Met	50%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	0%

4th Grade	
Math Not Economically Disadvantaged	

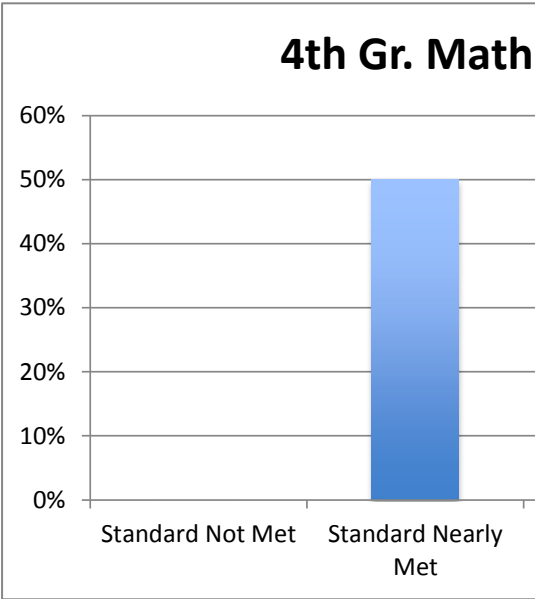
Level	4th Gr. Math Not SES
Standard Not Met	0%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	50%



4th Grade Math Latino	
Level	4th Gr. Math Latino
Standard Not Met	25%
Standard Nearly Met	75%
Standard Met	0%
Standard Exceeded	0%



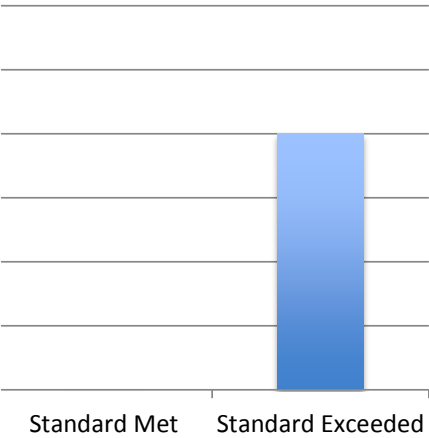
4th Grade Math White	
Level	4th Gr. Math White
Standard Not Met	0%
Standard Nearly Met	33%
Standard Met	0%
Standard Exceeded	67%



4th Grade Math Females	
Level	4th Gr. Math Females
Standard Not Met	0%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	55%

4th Grade Math Males	
Level	4th Gr. Math Males
Standard Not Met	17%
Standard Nearly Met	50%
Standard Met	0%
Standard Exceeded	33%

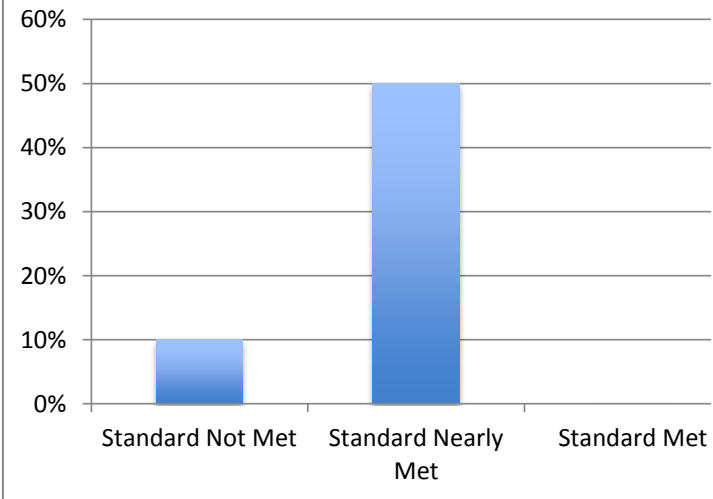
Overall



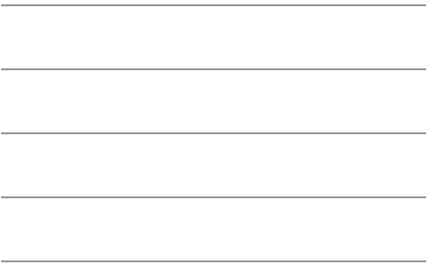
4th Gr. Math Not SpEd



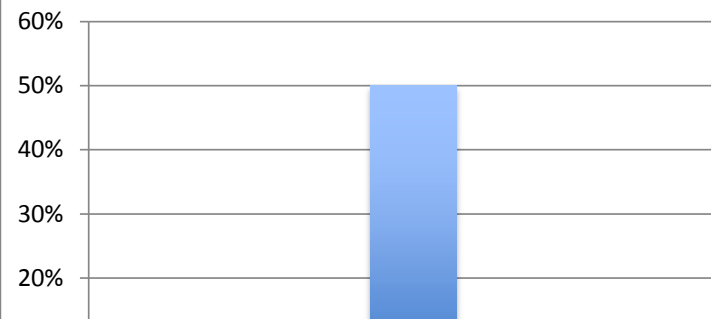
4th Gr. Math Not SpEd

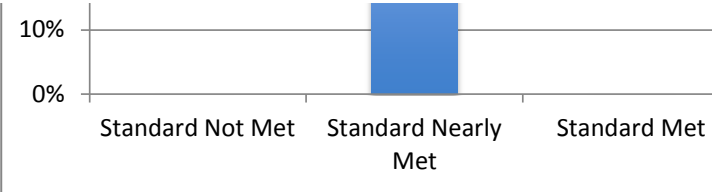
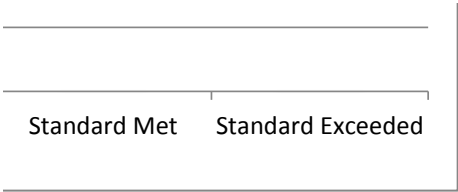


4th Gr. Math Not SES



4th Gr. Math Not SES

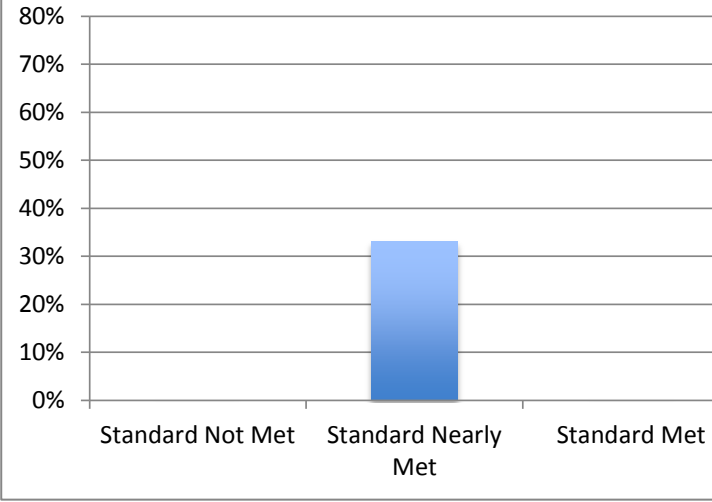




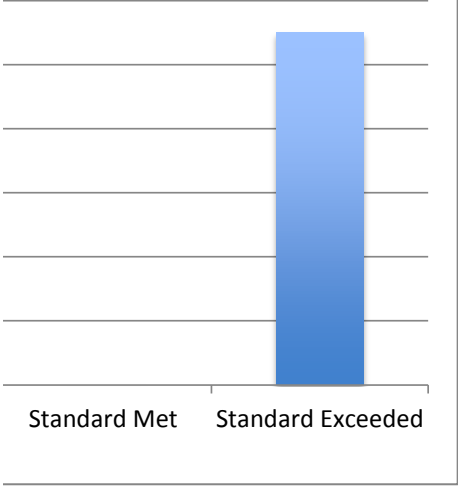
**h Latino**



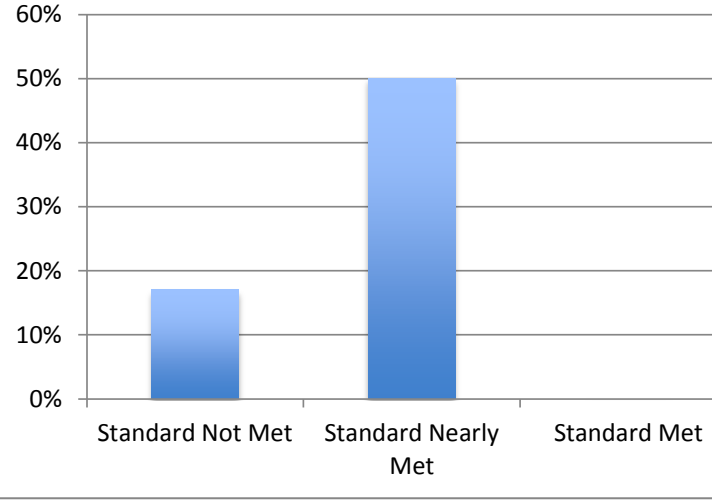
**4th Gr. Math White**

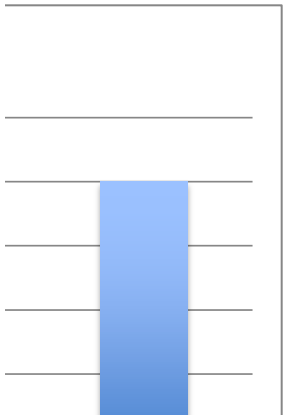
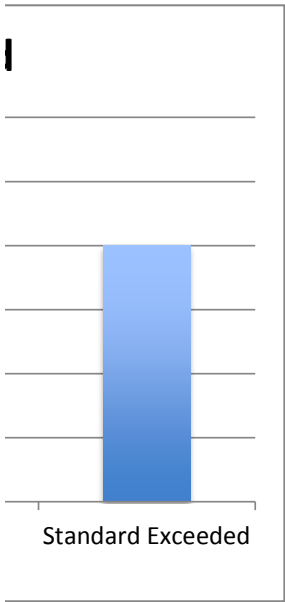


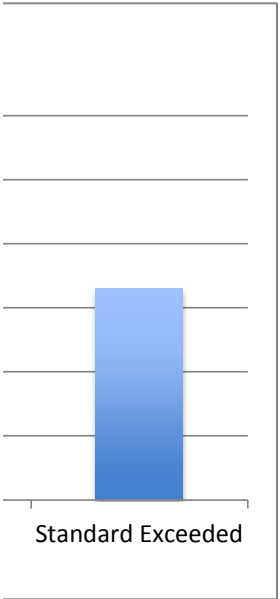
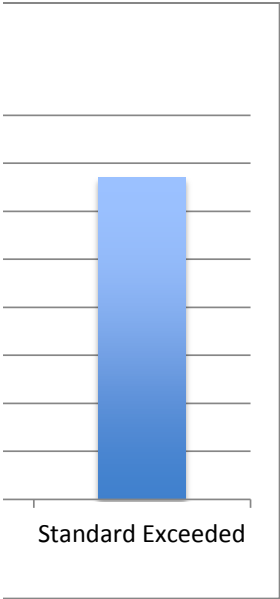
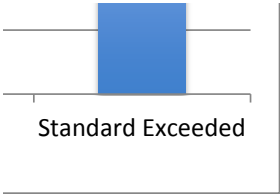
**Females**



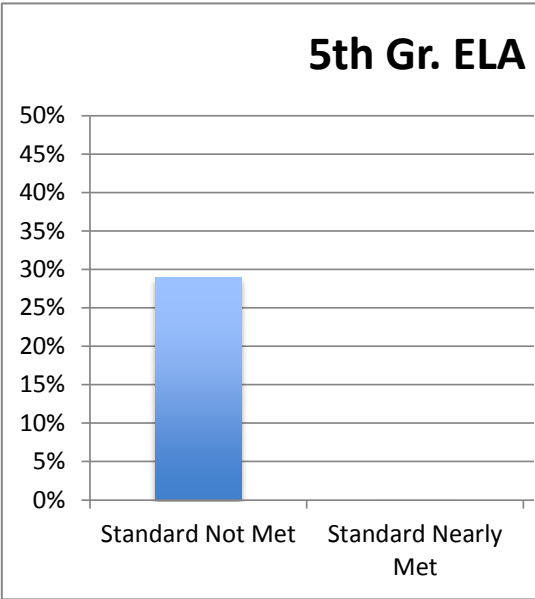
**4th Gr. Math Males**



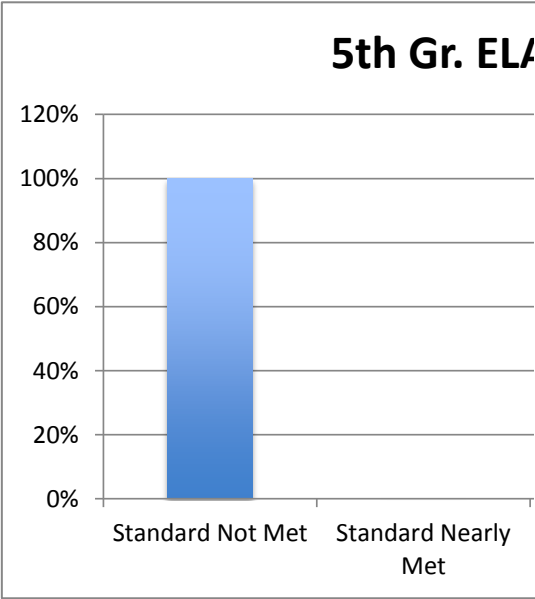




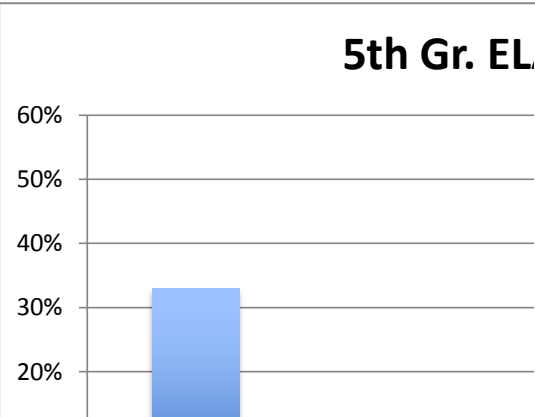
5th Grade	
ELA	
Level	5th Gr. ELA Overall
Standard Not Met	29%
Standard Nearly Met	0%
Standard Met	47%
Standard Exceeded	24%



5th Grade	
ELA SpEd	
Level	5th Gr. ELA SpEd
Standard Not Met	100%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



5th Grade	
ELA Not SpEd	
Level	5th Gr. ELA Not SpEd
Standard Not Met	0%
Standard Nearly Met	25%
Standard Met	50%
Standard Exceeded	25%

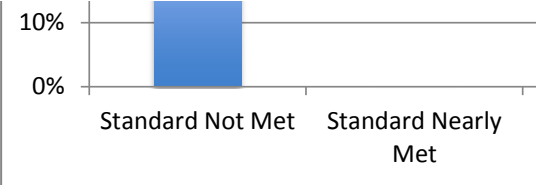


5th Grade	
ELA Economically Disadvantaged	
Level	5th Gr. ELA SES
Standard Not Met	33%
Standard Nearly Met	0%
Standard Met	56%
Standard Exceeded	11%

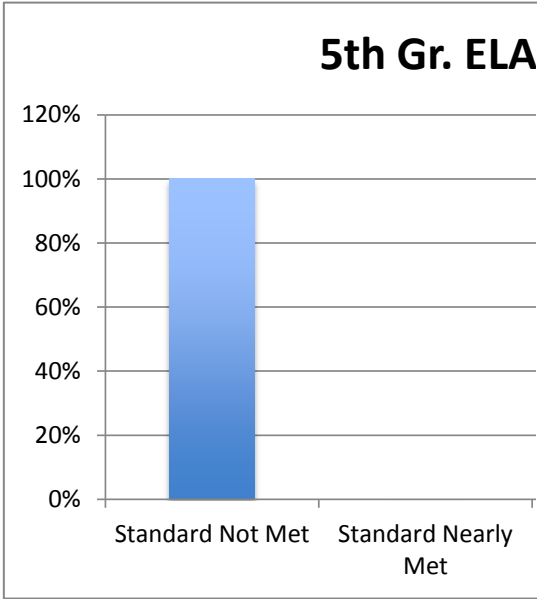
5th Grade	
ELA Not Economically Disadvantaged	



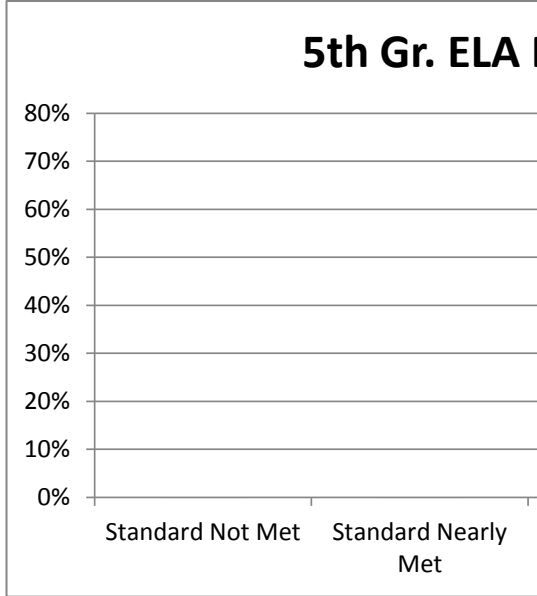
Level	5th Gr. ELA Not SES
Standard Not Met	25%
Standard Nearly Met	0%
Standard Met	38%
Standard Exceeded	38%



5th Grade	
ELA Latino	
Level	5th Gr. ELA Latino
Standard Not Met	100%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



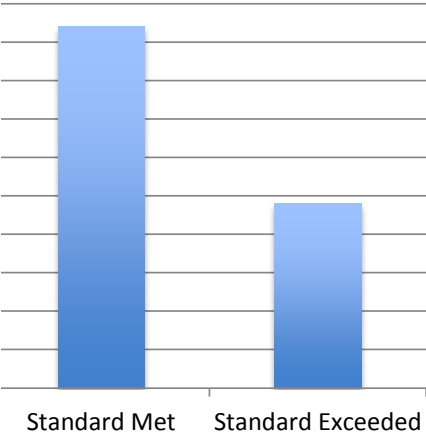
5th Grade	
ELA White	
Level	5th Gr. ELA White
Standard Not Met	23%
Standard Nearly Met	0%
Standard Met	54%
Standard Exceeded	33%



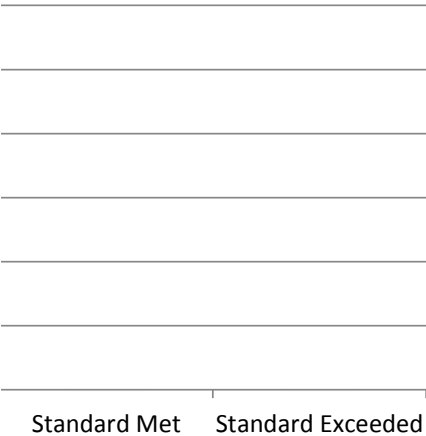
5th Grade	
ELA Females	
Level	5th Gr. ELA Females
Standard Not Met	0%
Standard Nearly Met	0%
Standard Met	67%
Standard Exceeded	33%

5th Grade	
ELA Males	
Level	5th Gr. ELA Males
Standard Not Met	36%
Standard Nearly Met	0%
Standard Met	43%
Standard Exceeded	21%

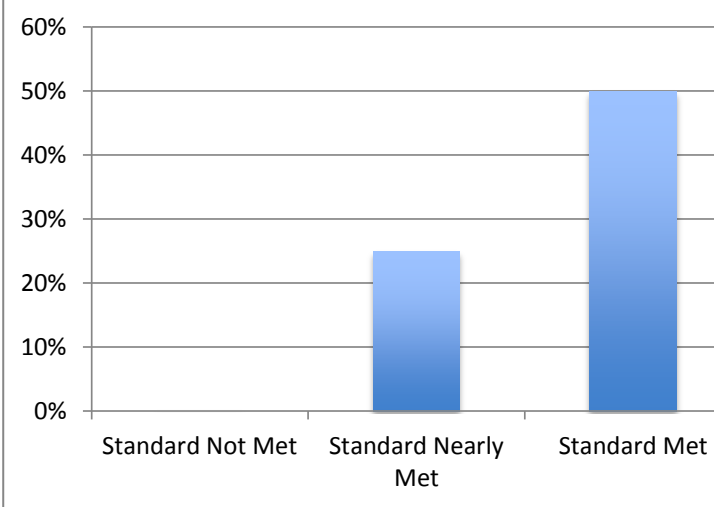
Overall



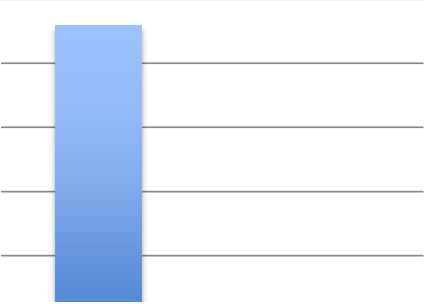
A SpEd



5th Gr. ELA Not SpEd

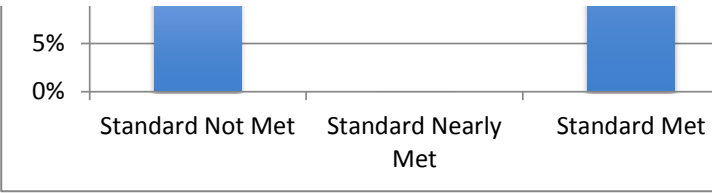
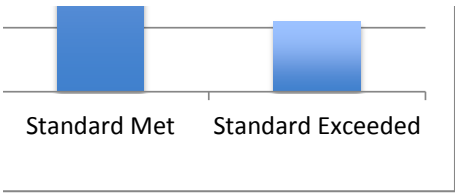


A SES

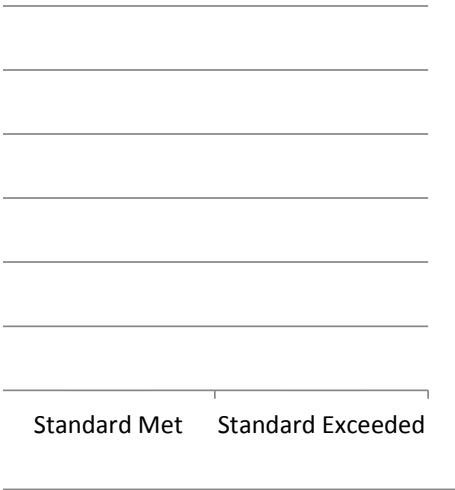


5th Gr. ELA Not SES

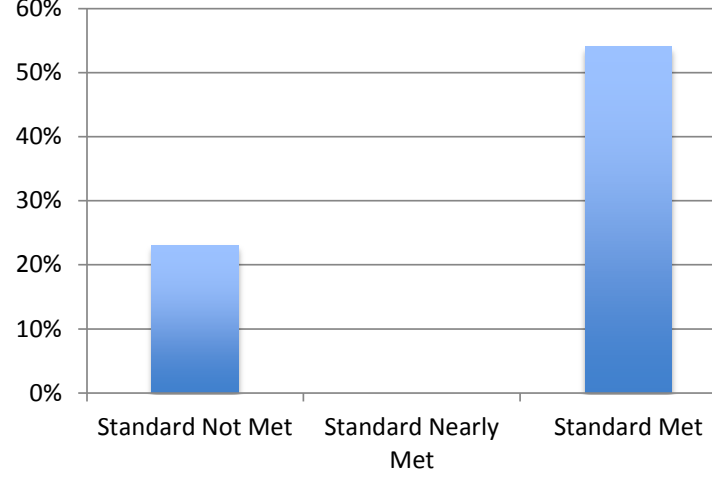




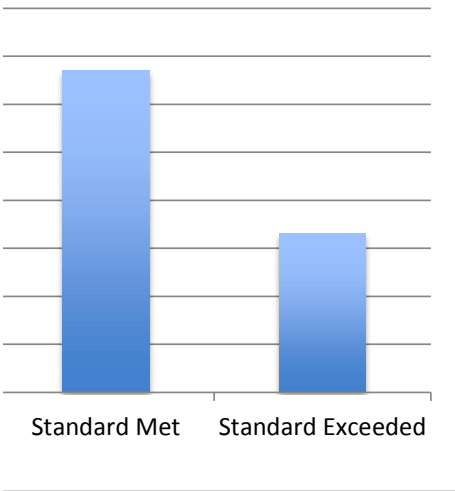
**Latino**



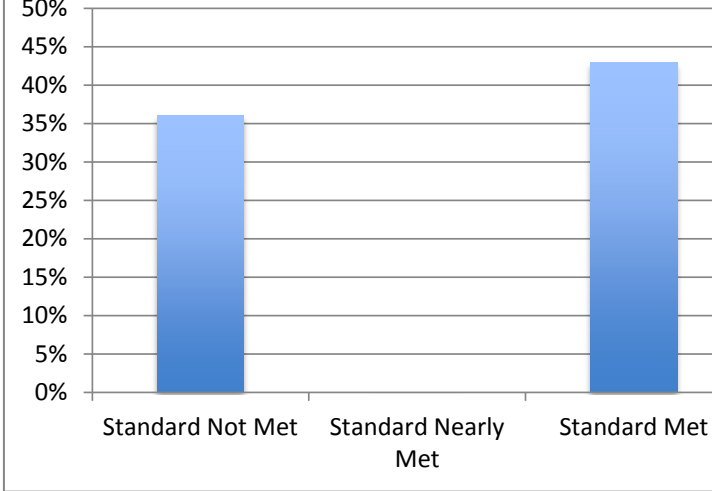
**5th Gr. ELA White**

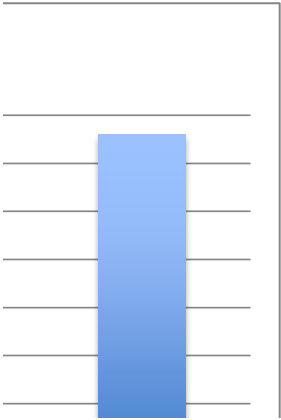
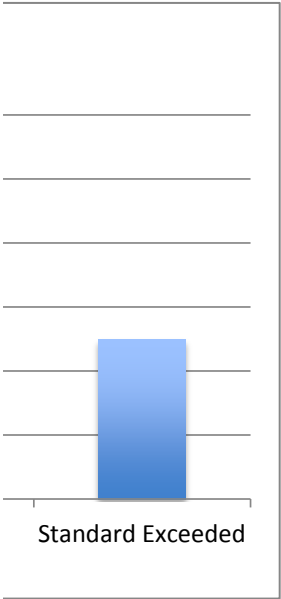


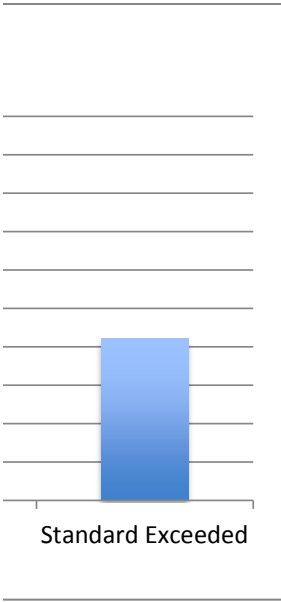
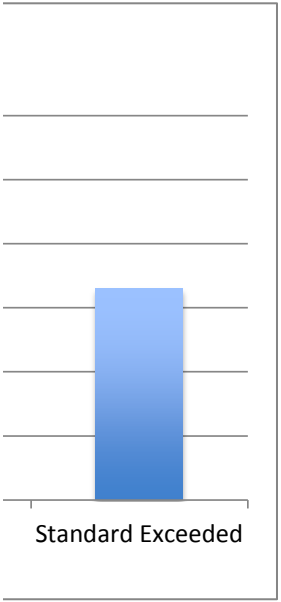
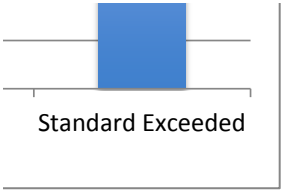
**Females**



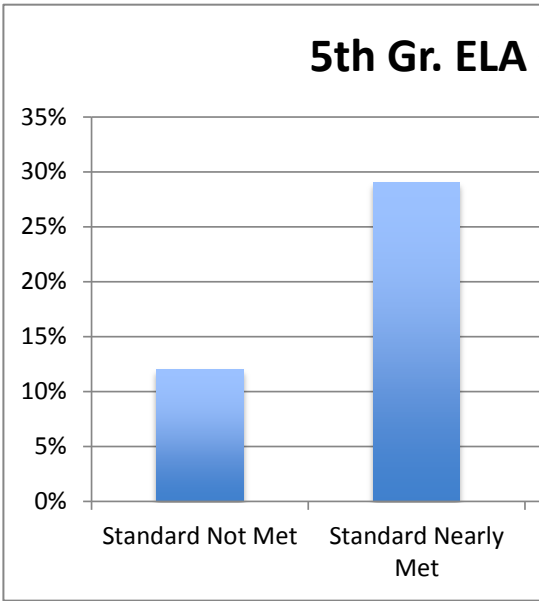
**5th Gr. ELA Males**



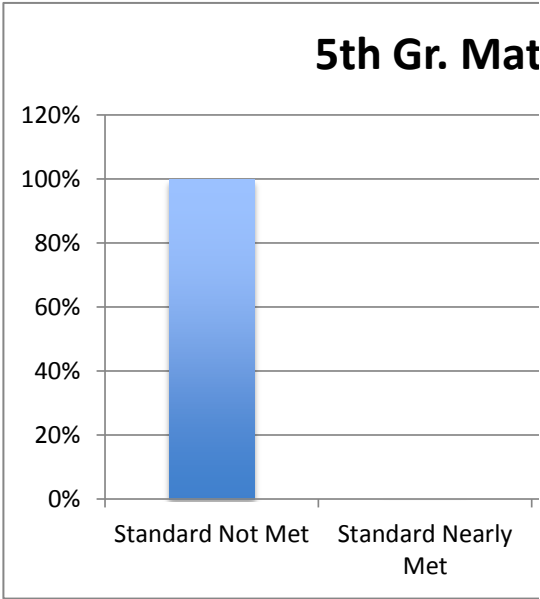




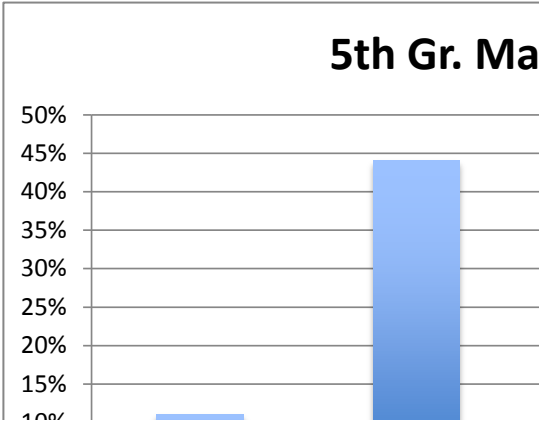
5th Grade	
Math	
Level	5th Gr. ELA Overall
Standard Not Met	12%
Standard Nearly Met	29%
Standard Met	29%
Standard Exceeded	29%



5th Grade	
Math SpEd	
Level	5th Gr. Math SpEd
Standard Not Met	100%
Standard Nearly Met	0%
Standard Met	0%
Standard Exceeded	0%



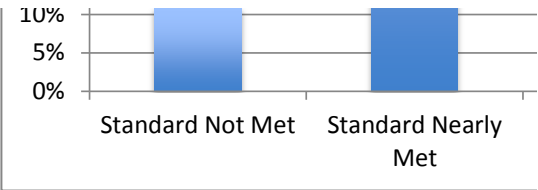
5th Grade	
Math Not SpEd	
Level	5th Gr. Math Not SpEd
Standard Not Met	6%
Standard Nearly Met	31%
Standard Met	31%
Standard Exceeded	31%



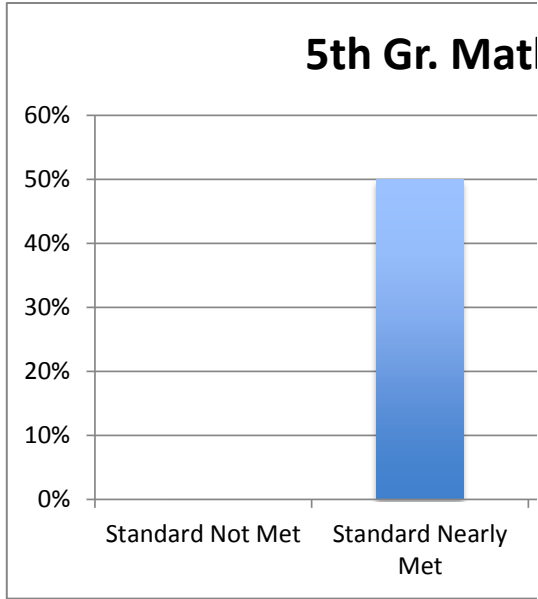
5th Grade	
Math Economically Disadvantaged	
Level	5th Gr. Math SES
Standard Not Met	11%
Standard Nearly Met	44%
Standard Met	33%
Standard Exceeded	11%

5th Grade	
Math Not Economically Disadvantaged	

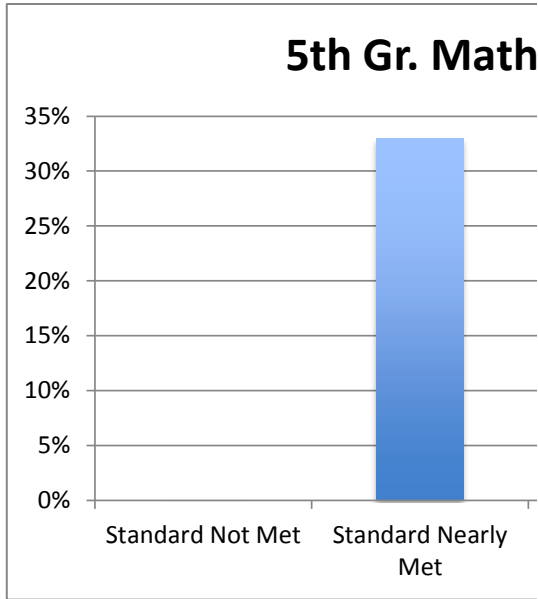
Level	5th Gr. Math Not SES
Standard Not Met	13%
Standard Nearly Met	13%
Standard Met	25%
Standard Exceeded	50%



5th Grade Math Latino	
Level	5th Gr. Math Latino
Standard Not Met	0%
Standard Nearly Met	50%
Standard Met	50%
Standard Exceeded	0%



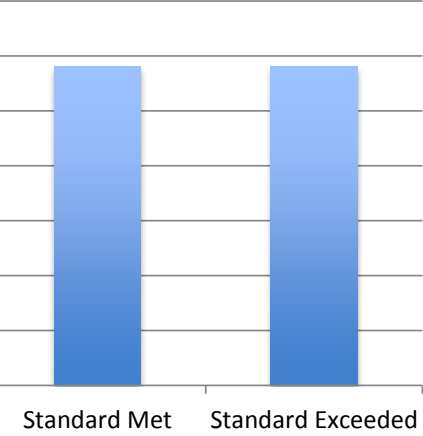
5th Grade Math White	
Level	5th Gr. Math White
Standard Not Met	15%
Standard Nearly Met	23%
Standard Met	31%
Standard Exceeded	31%



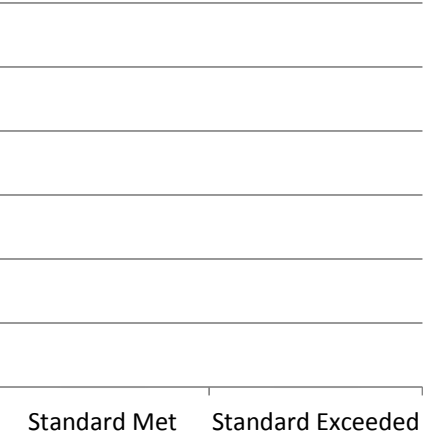
5th Grade Math Females	
Level	5th Gr. Math Females
Standard Not Met	0%
Standard Nearly Met	33%
Standard Met	33%
Standard Exceeded	33%

5th Grade Math Males	
Level	5th Gr. Math Males
Standard Not Met	14%
Standard Nearly Met	29%
Standard Met	29%
Standard Exceeded	29%

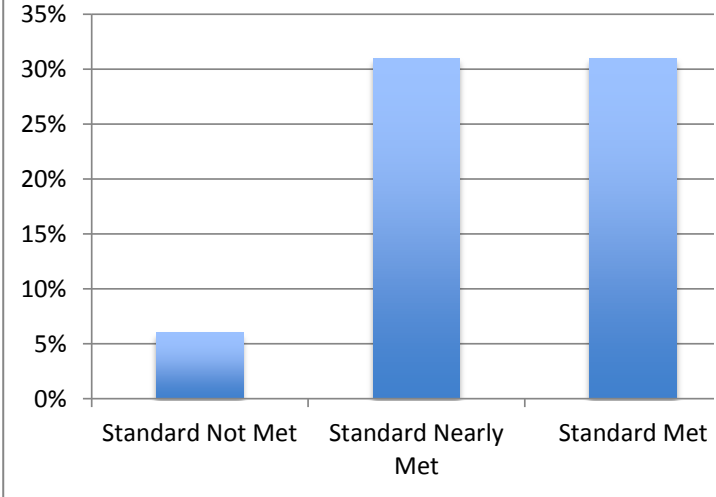
Overall



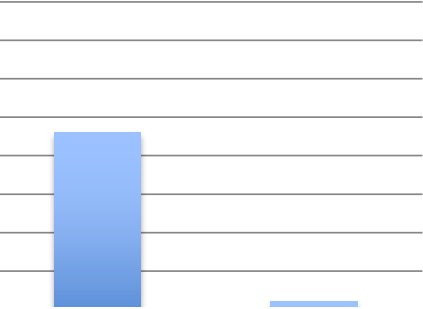
5th Gr. Math Not SpEd



5th Gr. Math Not SpEd



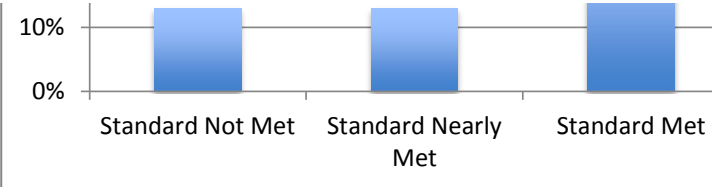
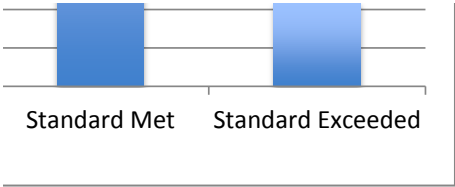
5th Gr. Math Not SES



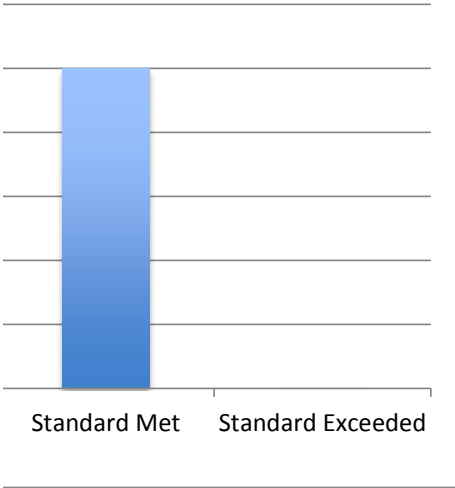
5th Gr. Math Not SES



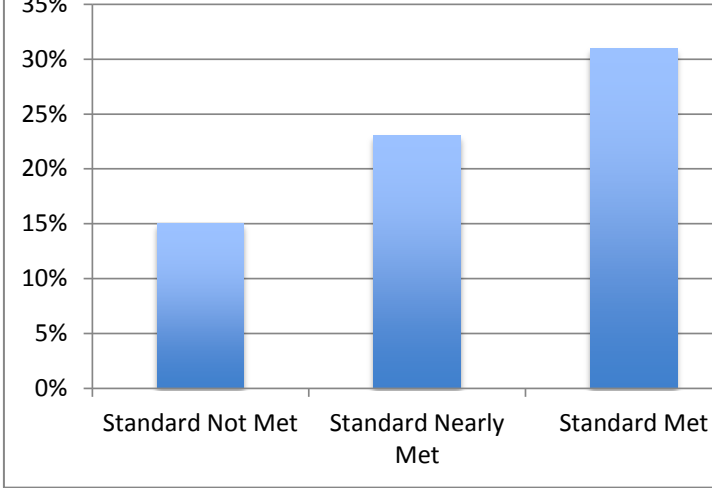




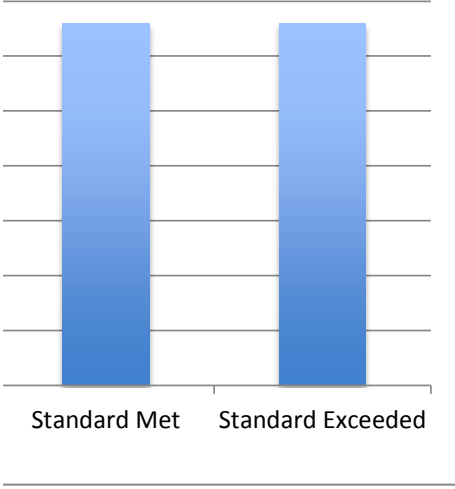
**h Latino**



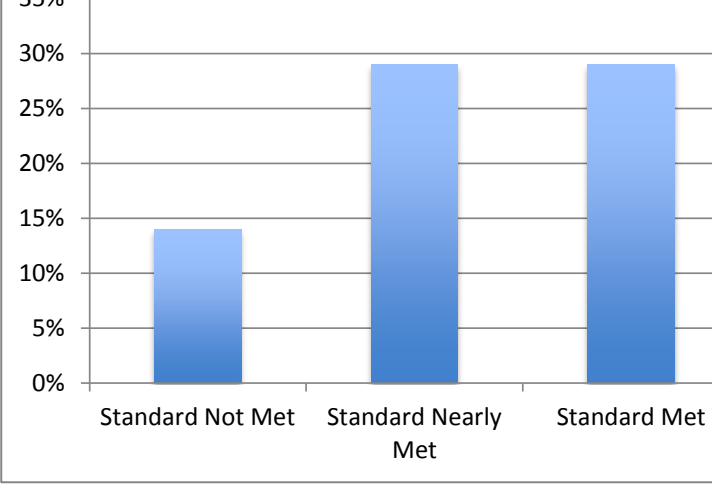
**5th Gr. Math White**

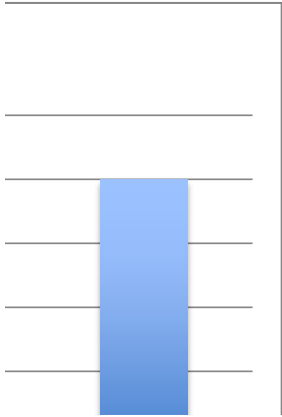
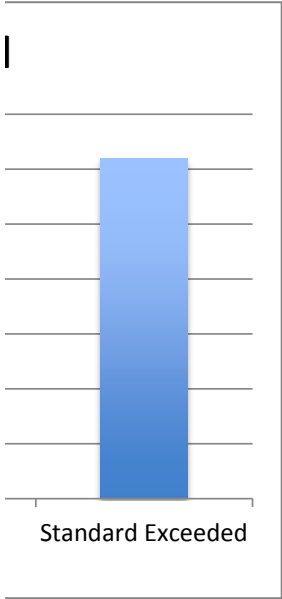


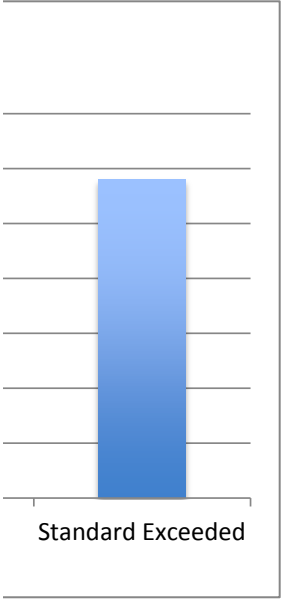
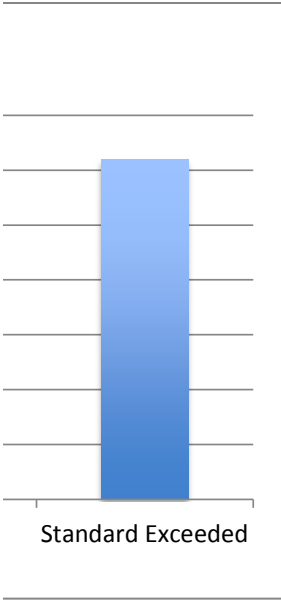
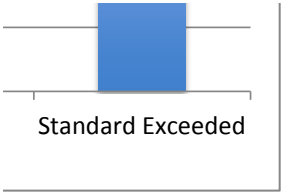
**l Females**



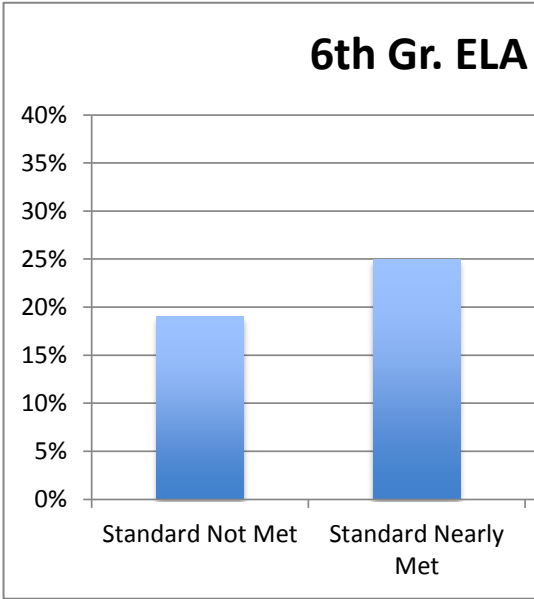
**5th Gr. Math Males**



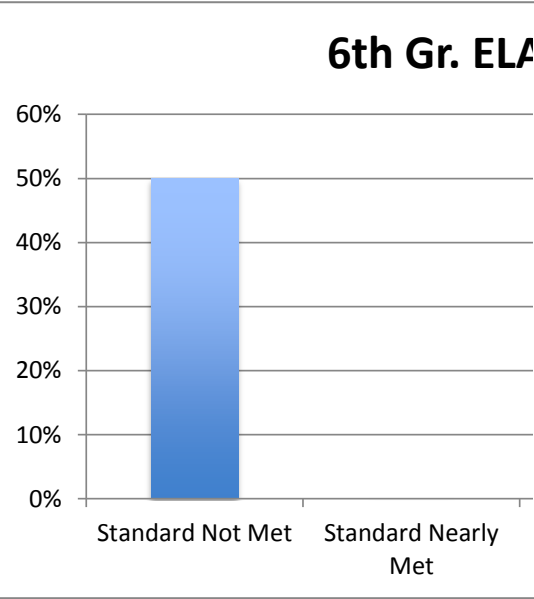




6th Grade	
ELA	
Level	6th Gr. ELA Overall
Standard Not Met	19%
Standard Nearly Met	25%
Standard Met	36%
Standard Exceeded	19%



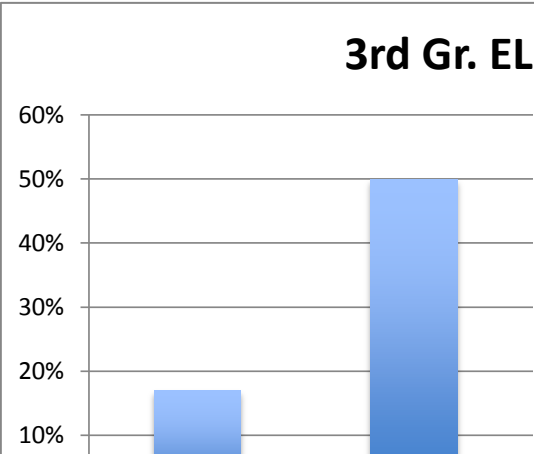
6th Grade	
ELA SpEd	
Level	6th Gr. ELA SpEd
Standard Not Met	50%
Standard Nearly Met	0%
Standard Met	50%
Standard Exceeded	0%



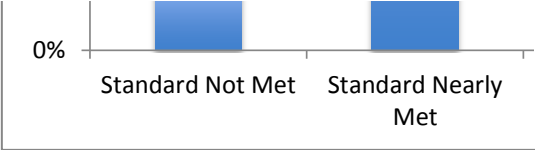
6th Grade	
ELA Not SpEd	
Level	6th Gr. ELA Not SpEd
Standard Not Met	14%
Standard Nearly Met	29%
Standard Met	36%
Standard Exceeded	21%

6th Grade	
ELA Economically Disadvantaged	
Level	3rd Gr. ELA SES
Standard Not Met	17%
Standard Nearly Met	50%
Standard Met	33%
Standard Exceeded	0%

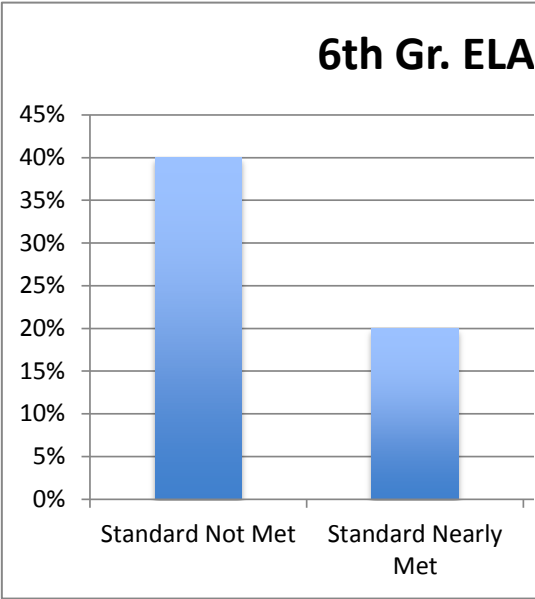
6th Grade	
ELA Not Economically Disadvantaged	



Level	6th Gr. ELA Not SES
Standard Not Met	20%
Standard Nearly Met	10%
Standard Met	40%
Standard Exceeded	30%

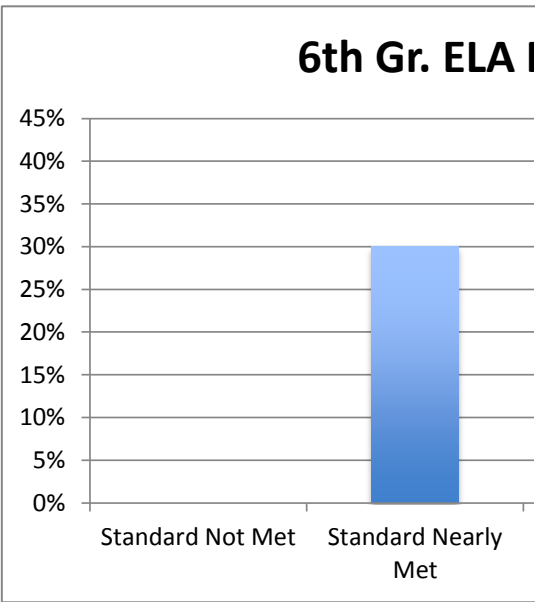


6th Grade	
ELA Latino	
Level	6th Gr. ELA Latino
Standard Not Met	40%
Standard Nearly Met	20%
Standard Met	20%
Standard Exceeded	20%



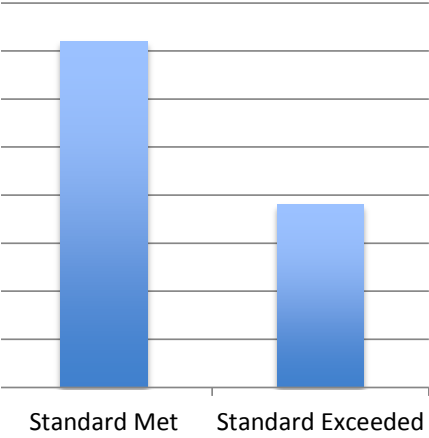
6th Grade	
ELA White	
Level	6th Gr. ELA White
Standard Not Met	14%
Standard Nearly Met	14%
Standard Met	43%
Standard Exceeded	29%

6th Grade	
ELA Females	
Level	6th Gr. ELA Females
Standard Not Met	0%
Standard Nearly Met	30%
Standard Met	40%
Standard Exceeded	30%

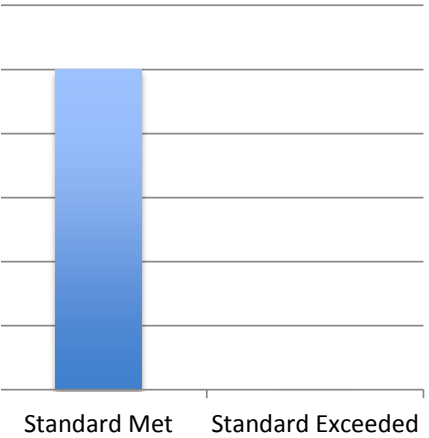


6th Grade	
ELA Males	
Level	6th Gr. ELA Males
Standard Not Met	50%
Standard Nearly Met	17%
Standard Met	33%
Standard Exceeded	0%

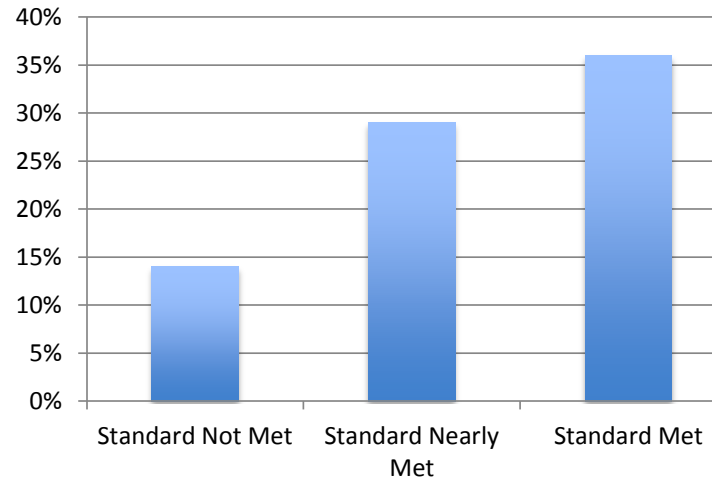
Overall



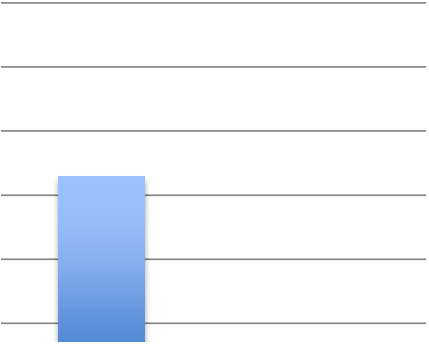
A SpEd



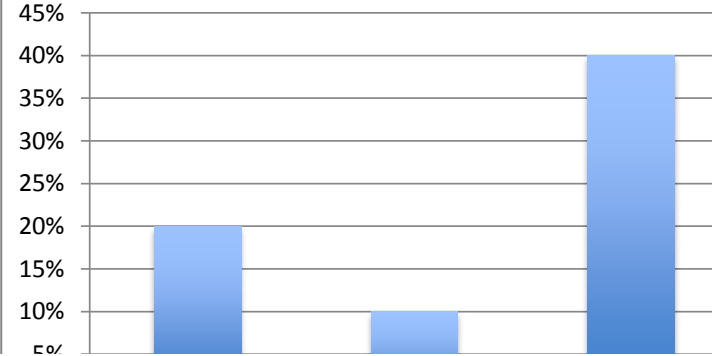
6th Gr. ELA Not SpEd

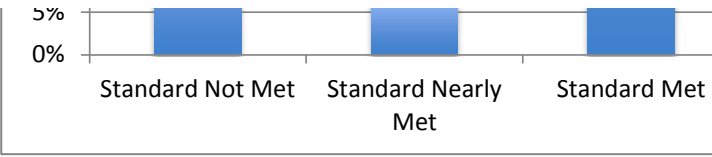
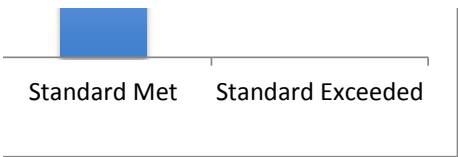


A SES

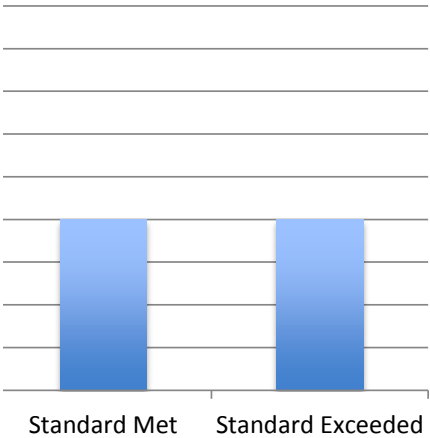


6th Gr. ELA Not SES

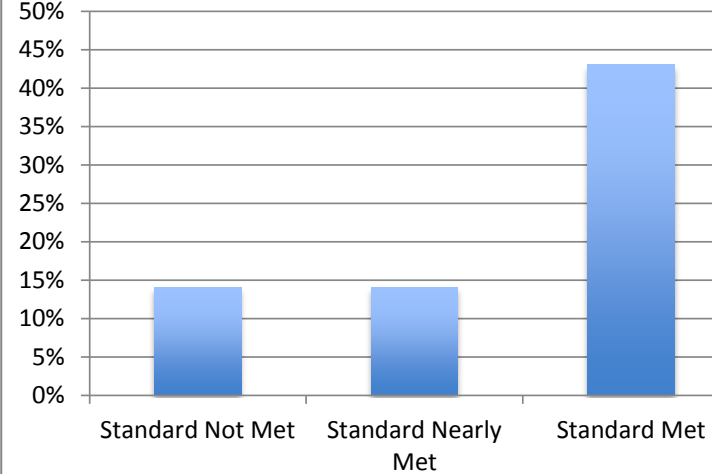




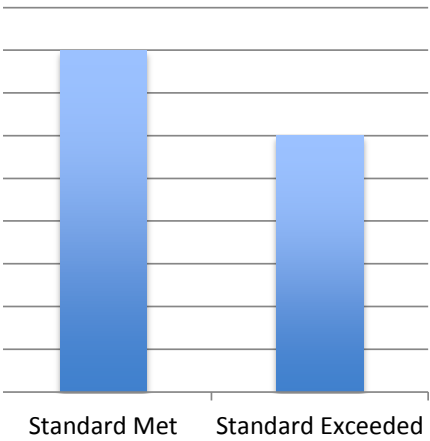
**Latino**



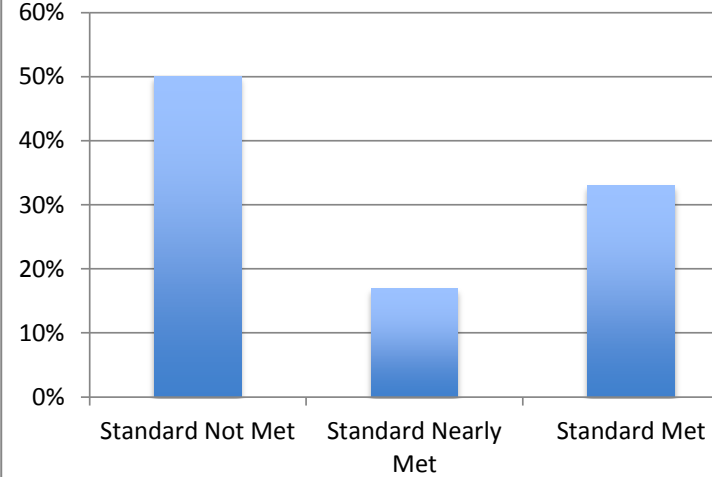
**6th Gr. ELA White**

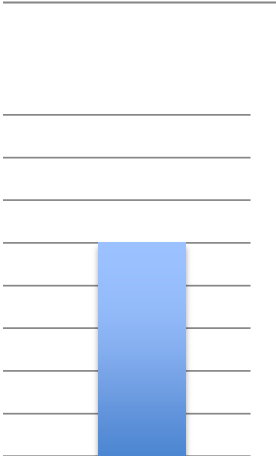
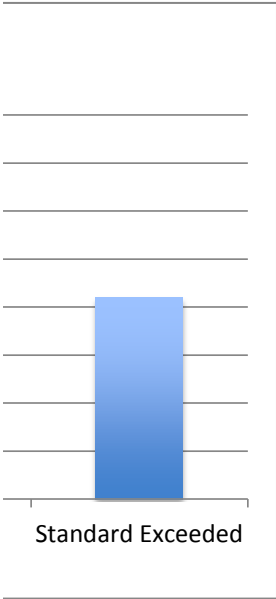


**Females**

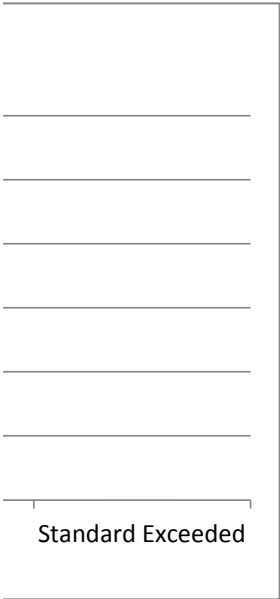
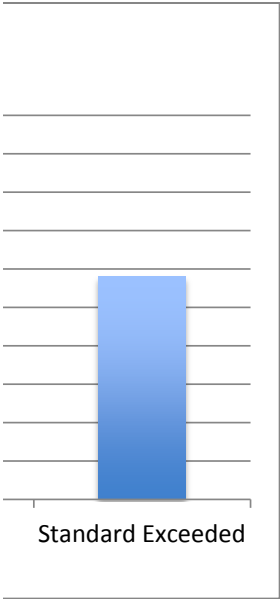


**6th Gr. ELA Males**

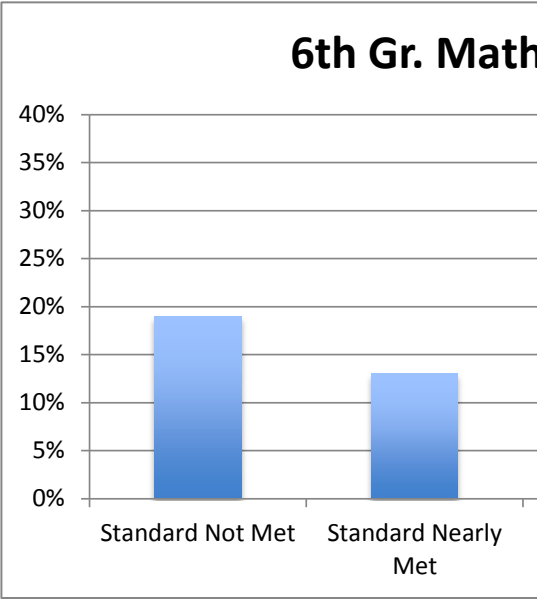




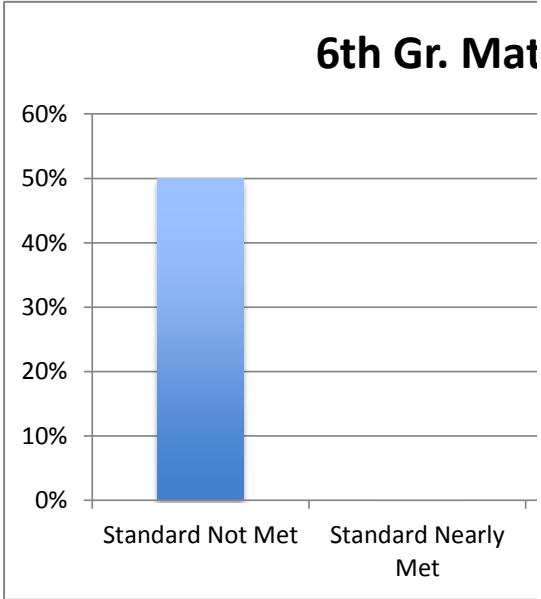




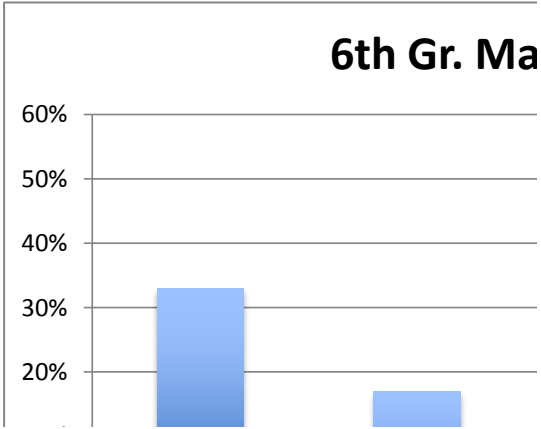
6th Grade	
Math	
Level	6th Gr. Math Overall
Standard Not Met	19%
Standard Nearly Met	13%
Standard Met	38%
Standard Exceeded	31%



6th Grade	
Math SpEd	
Level	6th Gr. Math SpEd
Standard Not Met	50%
Standard Nearly Met	0%
Standard Met	50%
Standard Exceeded	0%



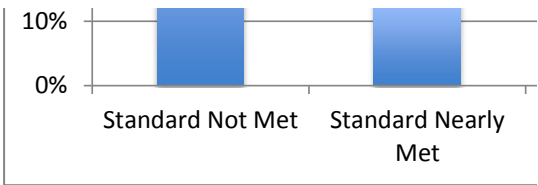
6th Grade	
Math Not SpEd	
Level	6th Gr. Math Not SpEd
Standard Not Met	14%
Standard Nearly Met	14%
Standard Met	36%
Standard Exceeded	36%



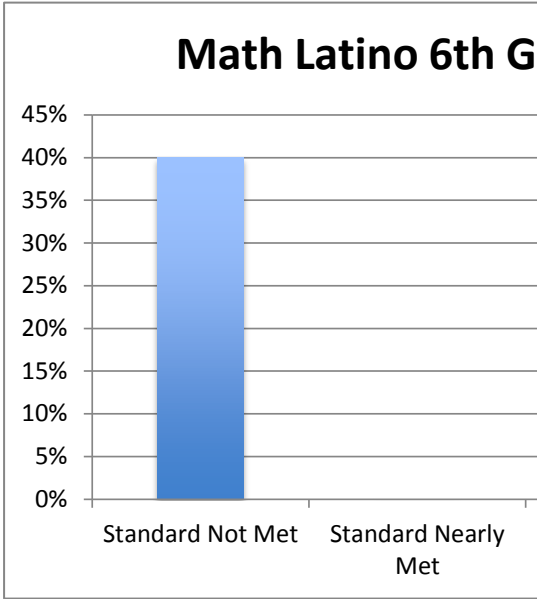
6th Grade	
Math Economically Disadvantaged	
Level	6th Gr. Math SES
Standard Not Met	33%
Standard Nearly Met	17%
Standard Met	50%
Standard Exceeded	0%

6th Grade	
Math Not Economically Disadvantaged	

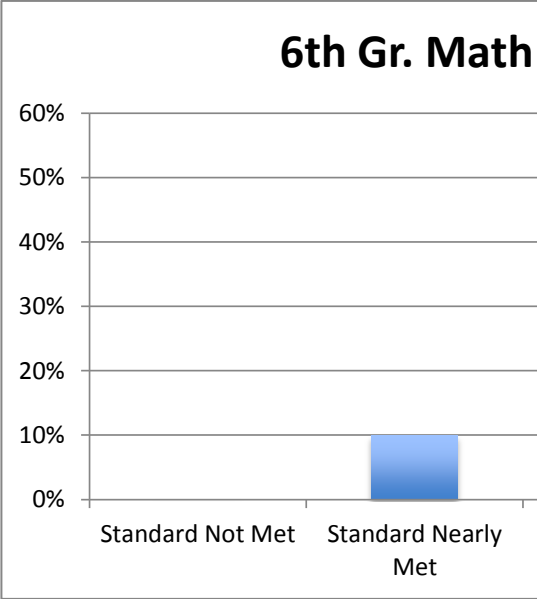
Level	6th Gr. Math Not SES
Standard Not Met	10%
Standard Nearly Met	10%
Standard Met	30%
Standard Exceeded	50%



6th Grade	
Math Latino	
Level	6th Gr. Math Latino
Standard Not Met	40%
Standard Nearly Met	0%
Standard Met	40%
Standard Exceeded	20%

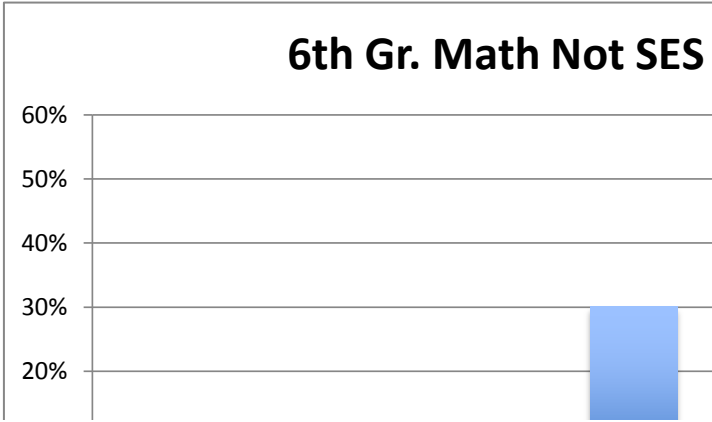
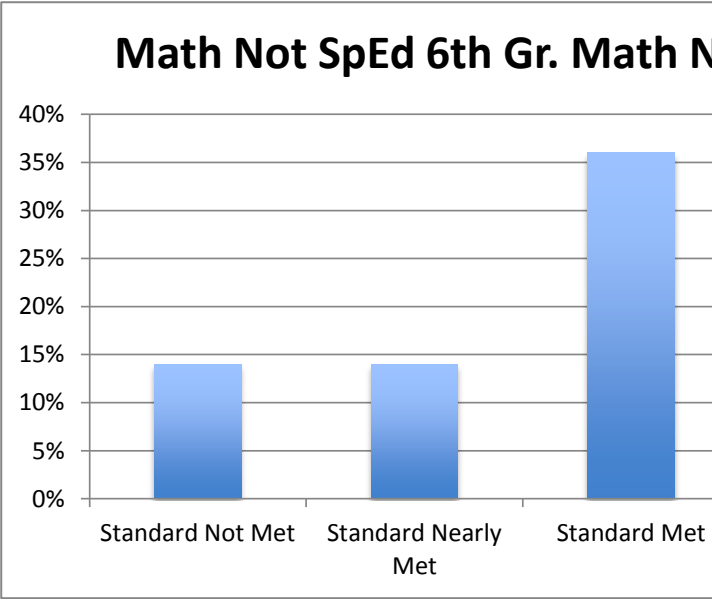
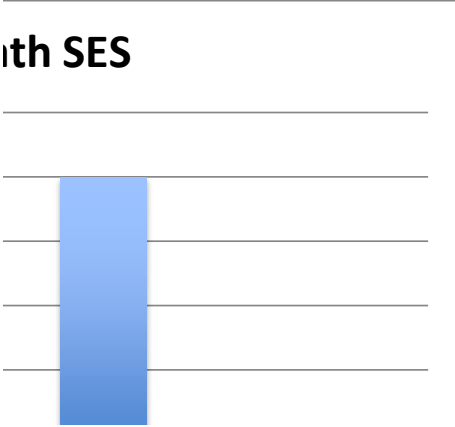
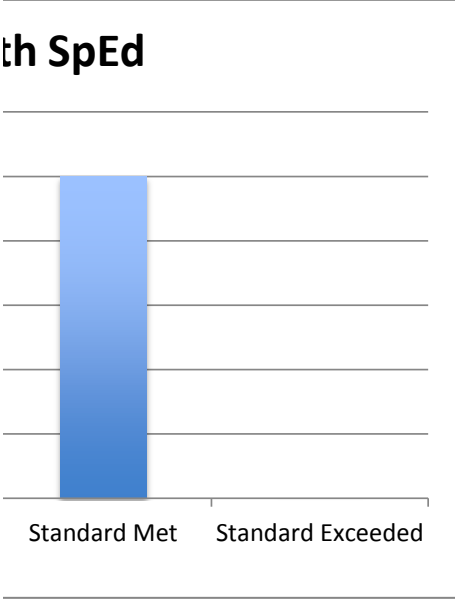
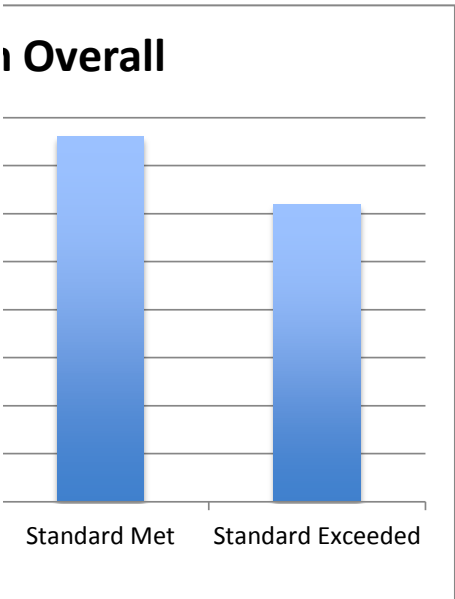


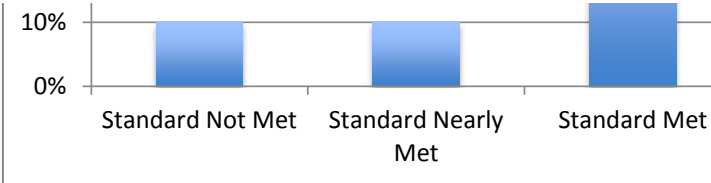
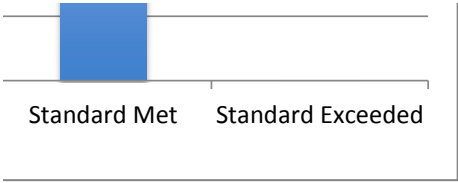
6th Grade	
Math White	
Level	6th Gr. Math White
Standard Not Met	14%
Standard Nearly Met	14%
Standard Met	29%
Standard Exceeded	43%



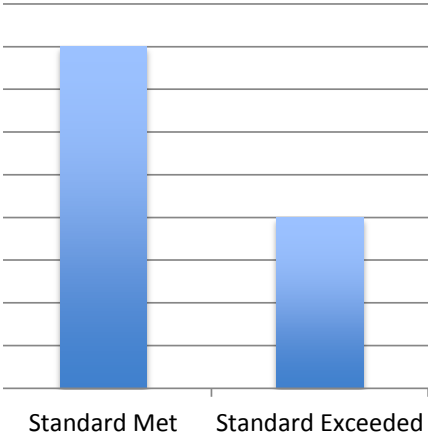
6th Grade	
Math Females	
Level	6th Gr. Math Females
Standard Not Met	0%
Standard Nearly Met	10%
Standard Met	40%
Standard Exceeded	50%

6th Grade	
Math Males	
Level	6th Gr. Math Males
Standard Not Met	50%
Standard Nearly Met	17%
Standard Met	33%
Standard Exceeded	0%

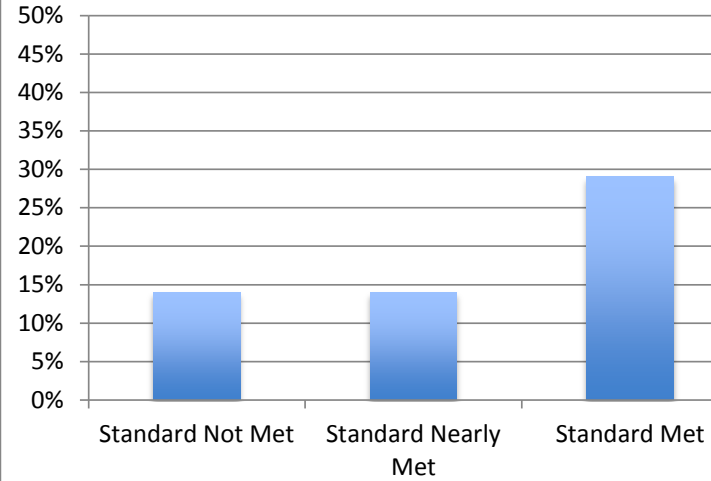




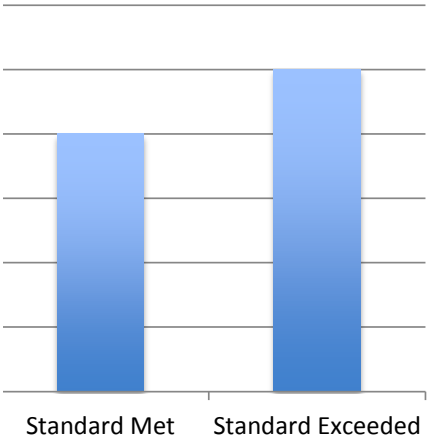
**r. Math Latino**



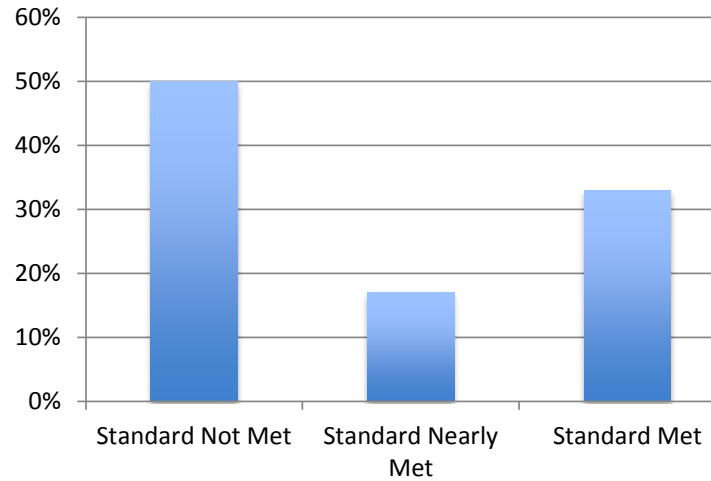
**6th Gr. Math White**



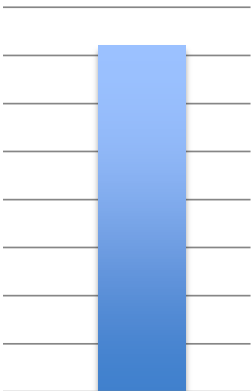
**Females**



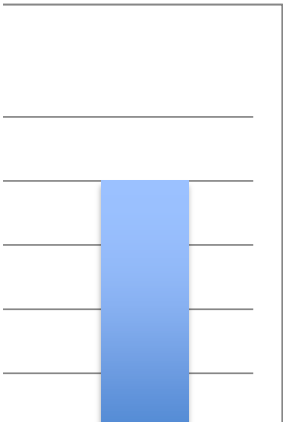
**6th Gr. Math Males**

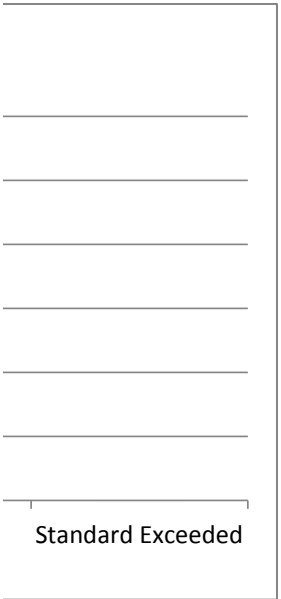
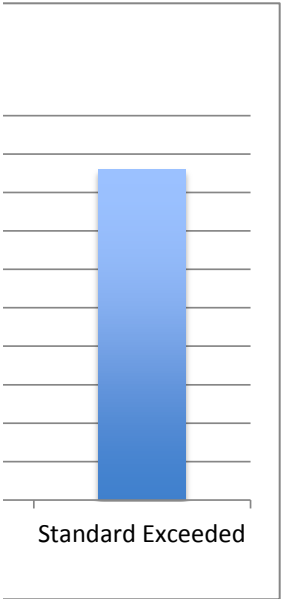
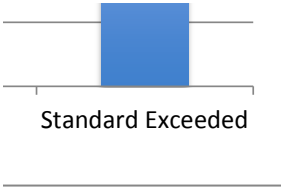


**lot SpEd**



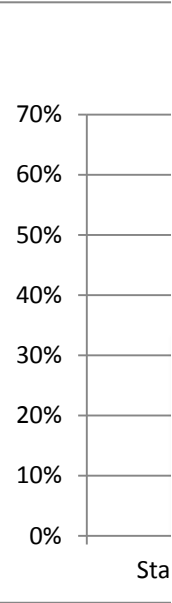
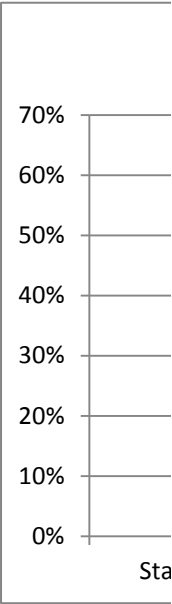
Standard Exceeded





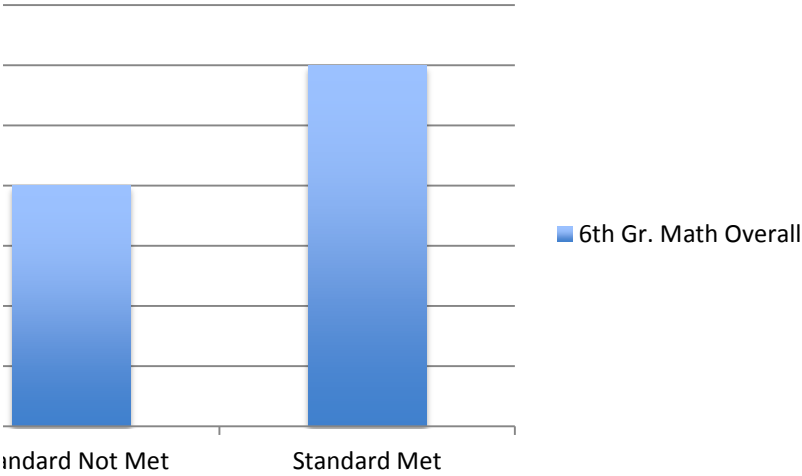
3rd-6th Grade	
Math	
Level	6th Gr. Math Overall
Standard Not Met	40%
Standard Met	60%

3rd-6th Grade	
ELA	
Level	6th Gr. Math Overall
Standard Not Met	34%
Standard Met	66%

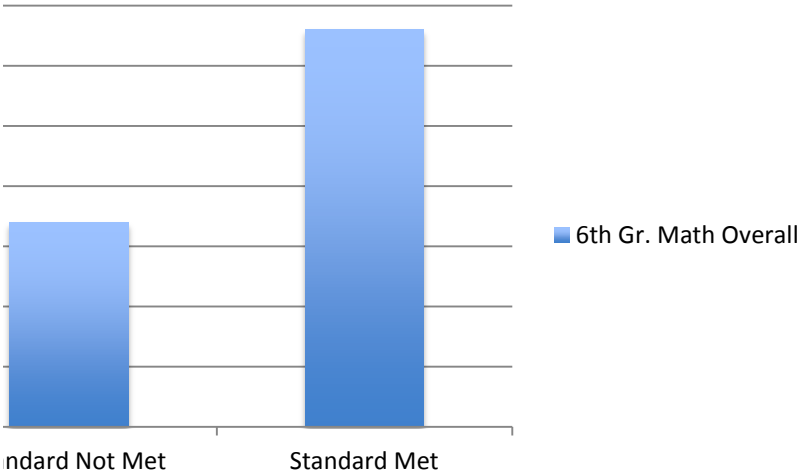




### 3rd-6th Gr. Math Overall



### 3rd-6th Gr. ELA Overall



Good Morning:

As you may already be aware, the California legislature recently passed AB 3120 (Gonzalez-Fletcher) which would greatly extend the civil statute of limitations against schools and other local public agencies for childhood sexual assault, thereby greatly increasing the liability risk for school districts and other local agencies.

Existing law in California allows a plaintiff unlimited time to bring suit against perpetrators. It also allows a plaintiff to bring suit against the perpetrator's employer up until they reach 26 years old, or within three years of discovering that emotional damage sustained as an adult was caused by childhood sexual assault. AB 3120 would enact the following changes:

- Extend the time to sue until age 40, or five years from discovery of injury.
- Provide treble damages against employers that participated in a "cover up," as that term is broadly defined.
- Provide a three-year window to revive old claims.
- Lowers the standard for liability for employers.

This would be an enormous expansion of the liability risk for schools and may have an impact on the ability to obtain insurance coverage for sexual assault claims.

This bill is now on the Governor's desk, and he has until September 30<sup>th</sup> to sign or veto it. On September 12, 2018 SAFER sent the attached letter requesting that the Governor veto AB 3120 noting this legislation would have an immediate impact on districts. CAJPA has also opposed this legislation and has established a web page which enables agencies to fill out a simple form and hit "send" to have a letter sent to Governor Brown, asking him to veto this bill.

Those interested in sending a letter can access the CAJPA form at:  
<http://www.cajpa.org/advocacy/take-action>  
(Scroll to the box titled, "AB 3120 Is Heading to the Governor's Desk" and click on the star to be taken to the form)

Should you have any questions please contact Ron Martin at [rmartin@keenana.com](mailto:rmartin@keenana.com) or 510-986-6761 ext. 8150

Regards,

Ron Martin  
JPA Manager

# **Pacific SD**

## **Administrative Regulation**

### **Personal Leaves**

AR 4161.2

#### **Personnel**

Personal leaves granted to district employees shall be used as permitted in this administrative regulation, other Board-approved policy or district regulation.

For the purpose of any personal leave offered pursuant to state law, a registered domestic partner shall have the same rights, protections, and benefits as a spouse and protections provided to a spouse's child shall also apply to a child of a registered domestic partner. (Family Code 297.5)

Whenever possible, employees shall request personal leaves in advance and prepare suitable instructions, including lesson plans as applicable, for a substitute employee.

(cf. 4121 - Temporary/Substitute Personnel)

#### **Bereavement**

Employees are entitled to a leave of up to three days, or five days if out-of-state travel is required, upon the death of any member of the employee's immediate family. No deduction shall be made from the employee's salary, nor shall such leave be deducted from any other leave to which the employee is entitled. (Education Code 44985, 45194)

(cf. 4161/4261/4361 - Leaves)

Members of the immediate family include: (Education Code 44985, 45194)

1. The mother, father, grandmother, grandfather, or grandchild of the employee or of the employee's spouse
2. The employee's spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister
3. Any relative living in the employee's immediate household

At the employee's request, bereavement leave may be extended under personal necessity leave provisions as provided in the section "Personal Necessity" below. (Education Code 44981, 45207)

#### **Personal Necessity**

Employees may use a maximum of seven days of their accrued personal illness/injury

leave (sick leave) during each school year for reasons of personal necessity. (Education Code 44981, 45207)

(cf. 4161.1/4361.1 - Personal Illness/Injury Leave)

(cf. 4261.1 - Personal Illness/Injury Leave)

Acceptable reasons for the use of personal necessity leave include:

1. Death of a member of the employee's immediate family when the number of days of absence exceeds the limits set by bereavement leave provisions (Education Code 44981, 45207)
2. An accident involving the employee or his/her property or the person or property of a member of the employee's immediate family (Education Code 44981, 45207)
3. Illness, preventive care, or other need of a member of the employee's family, as defined in Labor Code 245.5 (Education Code 44981; Labor Code 246.5)

(cf. 4161.8/4261.8/4361.8 - Family Care and Medical Leave)

4. A classified employee's appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or other order (Education Code 45207)
5. Fire, flood, or other immediate danger to the home of the employee
6. Personal business of a serious nature, which the employee cannot disregard

Leave for personal necessity may be allowed for other reasons at the discretion of the Superintendent or designee. However, personal necessity leave shall not be granted for purposes of personal convenience, for the extension of a holiday or vacation, or for matters, which can be taken care of outside of working hours. The Superintendent or designee shall have final discretion as to whether or not a request reflects personal necessity.

Advance permission shall not be required of an employee in any case involving the death of a member of the employee's immediate family, an accident involving the employee's person or property or the person or property of a member of his/her immediate family, or the illness, preventive care, or other need of a member of the employee's family. (Education Code 44981, 45207)

For any leave that is planned, or where the need for leave is foreseeable, an employee shall notify the Superintendent or designee in advance. In all other circumstances, the employee shall notify the Superintendent or designee of the need for the leave as soon as practicable.

After any absence due to personal necessity, the employee shall verify the absence by

submitting a completed and signed district absence form to his/her immediate supervisor.

### Legal Duties

An employee may take time off work in order to: (Labor Code 230)

1. Serve on an inquest jury or trial jury
2. Comply with a subpoena or other court order to appear as a witness

Notices, summons, and subpoenas for court appearances shall be submitted to the district office when requesting leave.

A classified employee called for jury duty shall be granted leave with pay up to the amount of the difference between his/her regular earnings and any amount received for jury fees. (Education Code 44037)

A certificated employee who is called for jury duty also shall be granted leave with pay up to the difference between his/her regular earnings and any jury fees he/she received.

An employee shall be granted leave with pay to appear in court as a witness other than a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee. Such an employee shall receive the difference between his/her regular earnings and any witness fees he/she received.

### Leaves for Crime Victims

An employee may be absent from work in order to attend judicial proceedings related to a crime when he/she is a victim, or an immediate family member, registered domestic partner, or child of a registered domestic partner of a victim, of any of the following crimes: (Labor Code 230.2)

1. A violent felony as defined in Penal Code 667.5(c)
2. A serious felony as defined in Penal Code 1192.7(c)
3. A felony provision of law proscribing theft or embezzlement

For these purposes, the employee may use vacation, personal leave, personal illness/injury leave, unpaid leave, or compensatory time off that is otherwise available to the employee. (Labor Code 230.2)

Prior to taking time off, an employee shall give his/her supervisor a copy of the notice of each scheduled proceeding that is provided by the responsible agency, unless advance notice is not feasible. When advance notice is not feasible or an unscheduled absence

occurs, the employee shall, within a reasonable time after the absence, provide documentation evidencing the judicial proceeding from the court or government agency setting the hearing, the district attorney or prosecuting attorney's office, or the victim/witness office that is advocating on behalf of the victim. (Labor Code 230.2)

The district shall keep confidential any records pertaining to the employee's absence from work by reason of this leave. (Labor Code 230.2)

#### Leaves for Victims of Domestic Violence, Sexual Assault and Stalking

An employee who is a victim of domestic violence, sexual assault, or stalking as defined by law may use vacation, sick leave, personal leave, or compensatory time off that is otherwise available to him/her under the terms of his/her employment to attend to the following activities: (Labor Code 230, 230.1, 246.5)

1. Obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief to help ensure the health, safety, or welfare of the employee or his/her child
2. Seek medical attention for injuries caused by domestic violence, sexual assault, or stalking
3. Obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking
4. Obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking
5. Participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation

Prior to taking time off, an employee shall give reasonable notice to his/her supervisor, unless advance notice is not feasible. When an unscheduled absence occurs, the employee shall provide, within a reasonable period of time, certification of the absence in the form of any of the following: (Labor Code 230, 230.1)

1. A police report indicating that the employee was a victim of domestic violence, sexual assault, or stalking
2. A court order protecting or separating the employee from the perpetrator of an act of domestic violence, sexual assault, or stalking, or other evidence from the court or prosecuting attorney that the employee has appeared in court
3. Documentation from a domestic violence or sexual assault counselor as defined in Evidence Code 1037.1 or 1035.2, licensed medical professional or health care provider,

or counselor that the employee was undergoing treatment for physical or mental injuries or abuse resulting in victimization from an act of domestic violence, sexual assault, or stalking

The district shall maintain the confidentiality of such an employee to the extent authorized by law. (Labor Code 230, 230.1)

#### Personal Leave for Child-Related Activities

Any employee who is a parent/guardian of one or more children of an age to attend any of grades K-12 or a program offered by a licensed child care provider may use up to 40 hours of personal leave, vacation, or compensatory time off each school year in order to: (Labor Code 230.8)

1. Find, enroll, or reenroll his/her child in a school or with a licensed child care provider or to participate in activities of the school or child care provider, provided the employee gives reasonable advance notice of the absence. Time off for this purpose shall not exceed eight hours in any calendar month.
2. Address a school or child care emergency, provided the employee gives notice. An emergency exists when the child cannot remain in school or with a child care provider due to one of the following circumstances:
  - a. A request by the school or child care provider that the child be picked up
  - b. An attendance policy, excluding planned holidays, that prohibits the child from attending or requires that the child be picked up from the school or child care provider
  - c. Behavioral or discipline problems
  - d. Closure or unexpected unavailability of the school or child care provider, excluding planned holidays
  - e. A natural disaster, including, but not limited to, fire, earthquake, or flood

(cf. 5148 - Child Care and Development)

For purposes of this leave, parent/guardian includes a parent, guardian, stepparent, foster parent, grandparent, or person who stands in loco parentis to a child. (Labor Code 230.8)

In lieu of using vacation, personal leave, or compensatory time off, eligible employees may take unpaid leave for this purpose.

If two or more parent/guardian of a child are employed at the same work site, this leave shall be allowed for the parent/guardian who first gives notice to the district. Simultaneous absence by another parent/guardian of the child may be granted by the



Superintendent or designee. (Labor Code 230.8)

Upon request by the Superintendent or designee, the employee shall provide documentation from the school or licensed child care provider that he/she engaged in permitted child-related activities on a specific date and at a particular time. (Labor Code 230.8)

## Sabbaticals

### Academic Sabbatical Leave

Certificated employees who have at least seven years continuous years of .8 FTE or employment in the Pacific Elementary School District, and a record of outstanding performance as determined by the Superintendent's recommendation may submit a proposal to the Superintendent as the board's designated authority, for consideration for an unpaid, sabbatical leave for one academic year for the purpose of undertaking a significant professional development project. The proposal must be submitted by January 15<sup>th</sup> of the academic year preceding the proposed start date. The proposal shall include:

- ☐ A written request for unpaid leave for a sabbatical, pursuant to this administrative regulation.
- ☐ A description of proposed professional development program.
- ☐ A reporting schedule for development activities, including a final report to be submitted to the Superintendent prior to their reinstatement at the end of the leave.

The Superintendent, at his or her sole discretion, may choose to grant or deny the proposal for any lawful reason. This decision shall be made by February 1<sup>st</sup> of the same year. Failure to notify the employee of the approval of the leave request for sabbatical will result in an automatic rejection of the request.

In addition, the employee must notify the Superintendent by January 15<sup>th</sup> during the sabbatical term of his or her intent to return to work for the following year by written notification. After the year of sabbatical, the employee will be reinstated to employment in the district, unless a supervening employment action has occurred, such as a for-cause dismissal or a layoff, or unless the Superintendent and the employee agree upon another arrangement.

### Service on Education Boards and Committees

Upon request, a certificated employee shall be granted up to 20 school days of paid leave per school year for service performed within the state on any education board, commission, committee, or group authorized by Education Code 44987.3 provided that all of the following conditions are met: (Education Code 44987.3)

1. The service is performed within the state.

2. The board, commission, organization, or group informs the district in writing of the service.
3. The board, commission, organization, or group agrees, prior to the service, to reimburse the district, upon the district's request, for compensation paid to the employee's substitute and for actual related administrative costs.

### Religious Leave

The Superintendent or designee may grant an employee up to three days of leave per year for religious purposes, provided that the leave is requested in advance and that it does not cause additional district expenditures, the neglect of assigned duties, or any other unreasonable hardship on the district.

The Superintendent or designee shall deduct the cost of hiring a substitute, when required, from the wages of the employee who takes religious leave.

No employee shall be discriminated against for using this leave or any additional days of unpaid leave granted for religious observances at the discretion of the Superintendent or designee.

### Spouse on Leave from Military Deployment

An employee who works an average of 20 hours or more per week and whose spouse is a member of the United States Armed Forces, National Guard, or reserves may take up to 10 days of unpaid leave during a period that his/her spouse is on leave from deployment during a military conflict, as defined in Military and Veterans Code 395.10. (Military and Veterans Code 395.10)

Within two business days of receiving official notice that his/her spouse will be on leave from deployment, the employee shall provide the Superintendent or designee with notice of his/her intention to take the leave. The employee shall submit written documentation certifying that his/her spouse will be on leave from deployment during the time that the leave is requested. (Military and Veterans Code 395.10)

### Leave for Emergency Duty

An employee may take time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel. (Labor Code 230.3)

Any employee who performs duty as a volunteer firefighter, reserve peace officer, or emergency rescue personnel shall be permitted to take temporary leaves of absence, not to exceed an aggregate total of 14 days per calendar year, for the purpose of engaging in fire, law enforcement, or emergency rescue training. (Labor Code 230.4)

## Civil Air Patrol Leave

An employee may take up to 10 days of unpaid leave per calendar year, beyond any leave otherwise available to him/her, to respond to an emergency operational mission of the California Civil Air Patrol, provided that the employee has been employed by the district for at least a 90-day period immediately preceding the leave. Such leaves shall not exceed three days for a single mission, unless an extension is granted by the governmental entity authorizing the mission and is approved by the Superintendent or designee. (Labor Code 1501, 1503)

The employee shall give the district as much advance notice as possible of the intended dates of the leave. The Superintendent or designee may require certification from the proper Civil Air Patrol authority to verify the eligibility of the employee for the leave and may deny the leave if the employee fails to provide the required certification. (Labor Code 1503)

### Legal Reference:

#### EDUCATION CODE

44036-44037 Leaves of absence for judicial and official appearances  
44963 Power to grant leaves of absence (certificated)  
44981 Leave of absence for personal necessity (certificated)  
44985 Leave of absence due to death in immediate family (certificated)  
44987 Service as officer of employee organization (certificated)  
44987.3 Leave of absence to serve on certain boards, commissions, etc.  
45190 Leaves of absence and vacations (classified)  
45194 Bereavement leave of absence (classified)  
45198 Effect of provisions authorizing leaves of absence  
45207 Personal necessity (classified)  
45210 Service as officer of employee organization (classified)  
45240-45320 Merit system, classified employees

#### EVIDENCE CODE

1035.2 Sex assault counselor; definition  
1037.1 Domestic violence counselor; definition

#### FAMILY CODE

297-297.5 Registered domestic partner rights, protections, and benefits

#### GOVERNMENT CODE

3543.1 Release time for representatives of employee organizations  
12945.1-12945.2 California Family Rights Act

#### LABOR CODE

230-230.2 Leave for victims of domestic violence, sexual assault, or specified felonies  
230.3 Leave for emergency personnel  
230.4 Leave for volunteer firefighters  
230.8 Leave to visit child's school  
233 Illness of child, parent, spouse, domestic partner or domestic partner's child  
234 Absence control policy  
246.5 Paid sick days, purposes for use  
1500-1507 Civil Air Patrol leave

#### MILITARY AND VETERANS CODE

395.10 Leave when spouse on leave from military deployment

#### PENAL CODE

667.5 Violent felony, defined  
1192.7 Serious felony, defined

CALIFORNIA CONSTITUTION

Article 1, Section 8 Religious discrimination

UNITED STATES CODE, TITLE 29

2601-2654 Family and Medical Leave Act

UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VII, Civil Rights Act of 1964

COURT DECISIONS

Rankin v. Commission on Professional Competence, (1988) 24 Cal.3d 167

PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

Berkeley Council of Classified Employees v. Berkeley Unified School District, (2008) PERB Decision No. 1954

Management Resources:

WEB SITES

California Federation of Teachers: <http://www.cft.org>

California School Employees Association: <http://www.csea.com>

California Teachers Association: <http://www.cta.org>

Public Employment Relations Board: <http://www.perb.ca.gov>

Regulation PACIFIC SCHOOL DISTRICT

approved: October 15, 2009 Davenport, California

revised: January 25, 2017 Davenport, California

# **Pacific SD**

## **Administrative Regulation**

### **Leaves**

AR 4161

### **Personnel**

#### **Failure to Return to Service After Leave**

In the case of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year, the district may terminate the employment of such an employee if all of the following circumstances exist: (Education Code 44842)

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the Board of Trustees of his/her intention to remain in service with the district in accordance with Education Code 44842.
2. The district had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work.
3. The employee did not request or was not granted a leave of absence authorized by the Board.

(cf. 4112.1 - Contracts)

In any such case, the district may terminate the employee's employment on the day following 20 consecutive days of absence. (Education Code 44842)

(cf. 4117.4 - Dismissal)

#### **Use of Leaves by Classified Employees**

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination. (Education Code 45200)

Regulation    PACIFIC SCHOOL DISTRICT  
approved:    October 15, 2009 Davenport, California

# **Pacific SD**

## **Administrative Regulation**

### **Personal Leaves**

AR 4261.2  
**Personnel**

Personal leaves granted to district employees shall be used as permitted in this administrative regulation, other Board-approved policy or district regulation.

For the purpose of any personal leave offered pursuant to state law, a registered domestic partner shall have the same rights, protections, and benefits as a spouse and protections provided to a spouse's child shall also apply to a child of a registered domestic partner. (Family Code 297.5)

Whenever possible, employees shall request personal leaves in advance and prepare suitable instructions, including lesson plans as applicable, for a substitute employee.

(cf. 4121 - Temporary/Substitute Personnel)

#### **Bereavement**

Employees are entitled to a leave of up to three days, or five days if out-of-state travel is required, upon the death of any member of the employee's immediate family. No deduction shall be made from the employee's salary, nor shall such leave be deducted from any other leave to which the employee is entitled. (Education Code 44985, 45194)

(cf. 4161/4261/4361 - Leaves)

Members of the immediate family include: (Education Code 44985, 45194)

1. The mother, father, grandmother, grandfather, or grandchild of the employee or of the employee's spouse
2. The employee's spouse, son, son-in-law, daughter, daughter-in-law, brother, or sister
3. Any relative living in the employee's immediate household

At the employee's request, bereavement leave may be extended under personal necessity leave provisions as provided in the section "Personal Necessity" below. (Education Code 44981, 45207)

#### **Personal Necessity**

Employees may use a maximum of seven days of their accrued personal illness/injury leave (sick leave) during each school year for reasons of personal necessity. (Education Code 44981,

45207)

(cf. 4161.1/4361.1 - Personal Illness/Injury Leave)

(cf. 4261.1 - Personal Illness/Injury Leave)

Acceptable reasons for the use of personal necessity leave include:

1. Death of a member of the employee's immediate family when the number of days of absence exceeds the limits set by bereavement leave provisions (Education Code 44981, 45207)
2. An accident involving the employee or his/her property or the person or property of a member of the employee's immediate family (Education Code 44981, 45207)
3. Illness, preventive care, or other need of a member of the employee's family, as defined in Labor Code 245.5 (Education Code 44981; Labor Code 246.5)

(cf. 4161.8/4261.8/4361.8 - Family Care and Medical Leave)

4. A classified employee's appearance in any court or before any administrative tribunal as a litigant, party, or witness under subpoena or other order (Education Code 45207)
5. Fire, flood, or other immediate danger to the home of the employee
6. Personal business of a serious nature, which the employee cannot disregard

Leave for personal necessity may be allowed for other reasons at the discretion of the Superintendent or designee. However, personal necessity leave shall not be granted for purposes of personal convenience, for the extension of a holiday or vacation, or for matters, which can be taken care of outside of working hours. The Superintendent or designee shall have final discretion as to whether or not a request reflects personal necessity.

Advance permission shall not be required of an employee in any case involving the death of a member of the employee's immediate family, an accident involving the employee's person or property or the person or property of a member of his/her immediate family, or the illness, preventive care, or other need of a member of the employee's family. (Education Code 44981, 45207)

For any leave that is planned, or where the need for leave is foreseeable, an employee shall notify the Superintendent or designee in advance. In all other circumstances, the employee shall notify the Superintendent or designee of the need for the leave as soon as practicable.

After any absence due to personal necessity, the employee shall verify the absence by submitting a completed and signed district absence form to his/her immediate supervisor.

## Legal Duties

An employee may take time off work in order to: (Labor Code 230)

1. Serve on an inquest jury or trial jury
2. Comply with a subpoena or other court order to appear as a witness

Notices, summons, and subpoenas for court appearances shall be submitted to the district office when requesting leave.

A classified employee called for jury duty shall be granted leave with pay up to the amount of the difference between his/her regular earnings and any amount received for jury fees. (Education Code 44037)

A certificated employee who is called for jury duty also shall be granted leave with pay up to the difference between his/her regular earnings and any jury fees he/she received.

An employee shall be granted leave with pay to appear in court as a witness other than a litigant or to respond to an official order from another governmental jurisdiction for reasons not brought about through the connivance or misconduct of the employee. Such an employee shall receive the difference between his/her regular earnings and any witness fees he/she received.

#### Leaves for Crime Victims

An employee may be absent from work in order to attend judicial proceedings related to a crime when he/she is a victim, or an immediate family member, registered domestic partner, or child of a registered domestic partner of a victim, of any of the following crimes: (Labor Code 230.2)

1. A violent felony as defined in Penal Code 667.5(c)
2. A serious felony as defined in Penal Code 1192.7(c)
3. A felony provision of law proscribing theft or embezzlement

For these purposes, the employee may use vacation, personal leave, personal illness/injury leave, unpaid leave, or compensatory time off that is otherwise available to the employee. (Labor Code 230.2)

Prior to taking time off, an employee shall give his/her supervisor a copy of the notice of each scheduled proceeding that is provided by the responsible agency, unless advance notice is not feasible. When advance notice is not feasible or an unscheduled absence occurs, the employee shall, within a reasonable time after the absence, provide documentation evidencing the judicial proceeding from the court or government agency setting the hearing, the district attorney or prosecuting attorney's office, or the victim/witness office that is advocating on behalf of the victim. (Labor Code 230.2)

The district shall keep confidential any records pertaining to the employee's absence from work by reason of this leave. (Labor Code 230.2)

#### Leaves for Victims of Domestic Violence, Sexual Assault and Stalking



An employee who is a victim of domestic violence, sexual assault, or stalking as defined by law may use vacation, sick leave, personal leave, or compensatory time off that is otherwise available to him/her under the terms of his/her employment to attend to the following activities: (Labor Code 230, 230.1, 246.5)

1. Obtain or attempt to obtain any relief, including, but not limited to, a temporary restraining order, restraining order, or other injunctive relief to help ensure the health, safety, or welfare of the employee or his/her child
2. Seek medical attention for injuries caused by domestic violence, sexual assault, or stalking
3. Obtain services from a domestic violence shelter, program, or rape crisis center as a result of domestic violence, sexual assault, or stalking
4. Obtain psychological counseling related to an experience of domestic violence, sexual assault, or stalking
5. Participate in safety planning and take other actions to increase safety from future domestic violence, sexual assault, or stalking, including temporary or permanent relocation

Prior to taking time off, an employee shall give reasonable notice to his/her supervisor, unless advance notice is not feasible. When an unscheduled absence occurs, the employee shall provide, within a reasonable period of time, certification of the absence in the form of any of the following: (Labor Code 230, 230.1)

1. A police report indicating that the employee was a victim of domestic violence, sexual assault, or stalking
2. A court order protecting or separating the employee from the perpetrator of an act of domestic violence, sexual assault, or stalking, or other evidence from the court or prosecuting attorney that the employee has appeared in court
3. Documentation from a domestic violence or sexual assault counselor as defined in Evidence Code 1037.1 or 1035.2, licensed medical professional or health care provider, or counselor that the employee was undergoing treatment for physical or mental injuries or abuse resulting in victimization from an act of domestic violence, sexual assault, or stalking

The district shall maintain the confidentiality of such an employee to the extent authorized by law. (Labor Code 230, 230.1)

#### Personal Leave for Child-Related Activities

Any employee who is a parent/guardian of one or more children of an age to attend any of grades K-12 or a program offered by a licensed child care provider may use up to 40 hours of personal leave, vacation, or compensatory time off each school year in order to: (Labor Code 230.8)

1. Find, enroll, or reenroll his/her child in a school or with a licensed child care provider or

to participate in activities of the school or child care provider, provided the employee gives reasonable advance notice of the absence. Time off for this purpose shall not exceed eight hours in any calendar month.

2. Address a school or child care emergency, provided the employee gives notice. An emergency exists when the child cannot remain in school or with a child care provider due to one of the following circumstances:

- a. A request by the school or child care provider that the child be picked up
- b. An attendance policy, excluding planned holidays, that prohibits the child from attending or requires that the child be picked up from the school or child care provider
- c. Behavioral or discipline problems
- d. Closure or unexpected unavailability of the school or child care provider, excluding planned holidays
- e. A natural disaster, including, but not limited to, fire, earthquake, or flood

(cf. 5148 - Child Care and Development)

For purposes of this leave, parent/guardian includes a parent, guardian, stepparent, foster parent, grandparent, or person who stands in loco parentis to a child. (Labor Code 230.8)

In lieu of using vacation, personal leave, or compensatory time off, eligible employees may take unpaid leave for this purpose.

If two or more parent/guardian of a child are employed at the same work site, this leave shall be allowed for the parent/guardian who first gives notice to the district. Simultaneous absence by another parent/guardian of the child may be granted by the Superintendent or designee. (Labor Code 230.8)

Upon request by the Superintendent or designee, the employee shall provide documentation from the school or licensed child care provider that he/she engaged in permitted child-related activities on a specific date and at a particular time. (Labor Code 230.8)

## Sabbaticals

### Academic Sabbatical Leave

Certificated employees who have at least seven years continuous years of .8 FTE or employment in the Pacific Elementary School District, and a record of outstanding performance as determined by the Superintendent's recommendation may submit a proposal to the Superintendent as the board's designated authority, for consideration for an unpaid, sabbatical leave for one academic year for the purpose of undertaking a significant professional development project. The proposal must be submitted by January 15th of the academic year preceding the proposed start date. The proposal shall include:

\_\_\_ A written request for unpaid leave for a sabbatical, pursuant to this administrative regulation.

\_\_\_ A description of proposed professional development program.

\_\_\_ A reporting schedule for development activities, including a final report to be submitted to the Superintendent prior to their reinstatement at the end of the leave.

The Superintendent, at his or her sole discretion, may choose to grant or deny the proposal for any lawful reason. This decision shall be made by February 1st of the same year. Failure to notify the employee of the approval of the leave request for sabbatical will result in an automatic rejection of the request.

In addition, the employee must notify the Superintendent by January 15th during the sabbatical term of his or her intent to return to work for the following year by written notification. After the year of sabbatical, the employee will be reinstated to employment in the district, unless a supervening employment action has occurred, such as a for-cause dismissal or a layoff, or unless the Superintendent and the employee agree upon another arrangement.

#### Service on Education Boards and Committees

Upon request, a certificated employee shall be granted up to 20 school days of paid leave per school year for service performed within the state on any education board, commission, committee, or group authorized by Education Code 44987.3 provided that all of the following conditions are met: (Education Code 44987.3)

1. The service is performed within the state.
2. The board, commission, organization, or group informs the district in writing of the service.
3. The board, commission, organization, or group agrees, prior to the service, to reimburse the district, upon the district's request, for compensation paid to the employee's substitute and for actual related administrative costs.

#### Religious Leave

The Superintendent or designee may grant an employee up to three days of leave per year for religious purposes, provided that the leave is requested in advance and that it does not cause additional district expenditures, the neglect of assigned duties, or any other unreasonable hardship on the district.

The Superintendent or designee shall deduct the cost of hiring a substitute, when required, from the wages of the employee who takes religious leave.

No employee shall be discriminated against for using this leave or any additional days of unpaid leave granted for religious observances at the discretion of the Superintendent or designee.

### Spouse on Leave from Military Deployment

An employee who works an average of 20 hours or more per week and whose spouse is a member of the United States Armed Forces, National Guard, or reserves may take up to 10 days of unpaid leave during a period that his/her spouse is on leave from deployment during a military conflict, as defined in Military and Veterans Code 395.10. (Military and Veterans Code 395.10)

Within two business days of receiving official notice that his/her spouse will be on leave from deployment, the employee shall provide the Superintendent or designee with notice of his/her intention to take the leave. The employee shall submit written documentation certifying that his/her spouse will be on leave from deployment during the time that the leave is requested. (Military and Veterans Code 395.10)

### Leave for Emergency Duty

An employee may take time off to perform emergency duty as a volunteer firefighter, a reserve peace officer, or emergency rescue personnel. (Labor Code 230.3)

Any employee who performs duty as a volunteer firefighter, reserve peace officer, or emergency rescue personnel shall be permitted to take temporary leaves of absence, not to exceed an aggregate total of 14 days per calendar year, for the purpose of engaging in fire, law enforcement, or emergency rescue training. (Labor Code 230.4)

### Civil Air Patrol Leave

An employee may take up to 10 days of unpaid leave per calendar year, beyond any leave otherwise available to him/her, to respond to an emergency operational mission of the California Civil Air Patrol, provided that the employee has been employed by the district for at least a 90-day period immediately preceding the leave. Such leaves shall not exceed three days for a single mission, unless an extension is granted by the governmental entity authorizing the mission and is approved by the Superintendent or designee. (Labor Code 1501, 1503)

The employee shall give the district as much advance notice as possible of the intended dates of the leave. The Superintendent or designee may require certification from the proper Civil Air Patrol authority to verify the eligibility of the employee for the leave and may deny the leave if the employee fails to provide the required certification. (Labor Code 1503)

### Legal Reference:

#### EDUCATION CODE

44036-44037 Leaves of absence for judicial and official appearances

44963 Power to grant leaves of absence (certificated)

44981 Leave of absence for personal necessity (certificated)

44985 Leave of absence due to death in immediate family (certificated)

44987 Service as officer of employee organization (certificated)

44987.3 Leave of absence to serve on certain boards, commissions, etc.

45190 Leaves of absence and vacations (classified)

45194 Bereavement leave of absence (classified)  
45198 Effect of provisions authorizing leaves of absence  
45207 Personal necessity (classified)  
45210 Service as officer of employee organization (classified)  
45240-45320 Merit system, classified employees

#### EVIDENCE CODE

1035.2 Sex assault counselor; definition  
1037.1 Domestic violence counselor; definition

#### FAMILY CODE

297-297.5 Registered domestic partner rights, protections, and benefits

#### GOVERNMENT CODE

3543.1 Release time for representatives of employee organizations  
12945.1-12945.2 California Family Rights Act

#### LABOR CODE

230-230.2 Leave for victims of domestic violence, sexual assault, or specified felonies  
230.3 Leave for emergency personnel  
230.4 Leave for volunteer firefighters  
230.8 Leave to visit child's school  
233 Illness of child, parent, spouse, domestic partner or domestic partner's child  
234 Absence control policy  
246.5 Paid sick days, purposes for use  
1500-1507 Civil Air Patrol leave

#### MILITARY AND VETERANS CODE

395.10 Leave when spouse on leave from military deployment

#### PENAL CODE

667.5 Violent felony, defined  
1192.7 Serious felony, defined

#### CALIFORNIA CONSTITUTION

Article 1, Section 8 Religious discrimination

#### UNITED STATES CODE, TITLE 29

2601-2654 Family and Medical Leave Act

#### UNITED STATES CODE, TITLE 42

2000d-2000d-7 Title VII, Civil Rights Act of 1964

#### COURT DECISIONS

Rankin v. Commission on Professional Competence, (1988) 24 Cal.3d 167

#### PUBLIC EMPLOYMENT RELATIONS BOARD DECISIONS

Berkeley Council of Classified Employees v. Berkeley Unified School District, (2008) PERB  
Decision No. 1954

#### Management Resources:

##### WEB SITES

California Federation of Teachers: <http://www.cft.org>  
California School Employees Association: <http://www.csea.com>  
California Teachers Association: <http://www.cta.org>  
Public Employment Relations Board: <http://www.perb.ca.gov>

Regulation      PACIFIC SCHOOL DISTRICT  
approved: June 9, 2017      Davenport, California

# **Pacific SD**

## **Administrative Regulation**

### **Professional Leaves**

AR 4261.3  
**Personnel**

The Board of Trustees may grant a leave of absence of up to one year to classified employees for the purpose of permitting study or retraining the employee to meet changing conditions within the district (Education Code 45381)

(cf. 4161/4261/4361 - Leaves)  
(cf. 4231 - Staff Development)

To be eligible for a leave for study purposes, the employee must have served in the district for at least seven consecutive years preceding the leave, unless the leave is for purposes of retraining, in which case the employee must have served in the district for at least three consecutive years. Sick leave shall not be deemed a break in service, except if it will not be included as service in computing service for the granting of any subsequent professional leave. (Education Code 45382)

No more than one such leave of absence shall be granted in each seven or three-year period. (Education Code 45382)

The Board may require that such leaves of absence be taken in separate six-month periods or in any other appropriate periods as long as the total leave is completed within three years. Any period of service by the employee between the separate periods of leave shall comprise a part of the service required for qualifying for a subsequent leave of absence. (Education Code 45381)

Every employee granted a leave of absence for these purposes may be required to perform such services during the leave as the Board and employee may agree upon in writing. (Education Code 45383)

The employee shall receive such compensation during the leave as the Board and employee agree upon in writing, which shall be not less than the difference between the employee's salary and the salary of a substitute employee. In lieu of such a difference, the Board may pay one-half of the salary of the employee or any additional amount up to and including the full salary of the employee. (Education Code 45383)

Compensation during the leave shall be paid in the manner authorized by Education Code 45384.

The Board may grant reimbursement of the costs, including tuition fees, to any permanent classified employee who satisfactorily completes approved training to improve his/her job knowledge, ability or skill. Programs eligible for reimbursement include, but are not limited to, courses of study at approved academic institutions, seminars and training institutes conducted by

recognized professional associations, conferences, meetings and other training programs designed to upgrade the classified service and encourage the retraining of employees who may otherwise be subject to layoff as the result of technological changes. (Education Code 45387)

Legal Reference:

EDUCATION CODE

45380-45387 Leaves of absence for study or retraining, classified personnel

Regulation PACIFIC SCHOOL DISTRICT

approved: October 15, 2009 Davenport, California





# *Pacific Elementary School*

www.pacificesd.org  
50 Ocean Street/P.O. Box H  
Davenport, CA 95017  
831-425-7002

## **Pacific Elementary School District**

Board of Trustees Meeting  
**Tuesday, August 18<sup>th</sup>, 2018 @ 4:00 PM**  
Pacific Elementary School, Davenport, CA

### **Pacific School Mission Statement**

Pacific School's mission is to prepare children for life through experiential learning that addresses the needs of the whole child. We create a safe and secure school environment that promotes social and academic growth and develops an enthusiasm for learning, a positive self-image, and cross-cultural understanding.

All persons are encouraged to attend and, where appropriate, to participate in, meetings of the Pacific School Board of Trustees. Persons wishing to address the Board are asked to state their names for the record. Consideration of all matters is conducted in open session except for those relating to litigation, personnel, and employee negotiations, which, by law, may be considered in executive (closed) session.

Meeting facilities are accessible to persons with disabilities. By request, alternative agenda document formats are available to persons with disabilities. To arrange an alternative agenda document format or to arrange aid or services to modify or accommodate persons with a disability to participate in a public meeting, please provide a written request to: Eric Gross, Superintendent/Principal at the Pacific School District Office at least three working days prior to any public meeting.

### **Board Meeting Minutes**

#### **1. OPENING PROCEDURES FOR OPEN SESSION**

- 1.1. Call to Order - 4:03 p.m.
- 1.2. Roll Call & Establishment of Quorum
  - 1.2.1. Gwyan Rhabyt, Board President - Present
  - 1.2.2. Don Croll, Board Trustee - Present
  - 1.2.3. Cari Napoles, Board Trustee - Absent
- 1.3. Approval of the agenda for August 18<sup>th</sup>, 2018
  - 1.3.1. Agenda deletions, additions, or changes of sequence

Approved with no changes. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

#### **2. PUBLIC COMMENTS**

- 2.1. For items not on the agenda, this is an opportunity for the public to address the board directly related to school business. The Board President may allot time to those wishing to speak, but no action will be taken on matters presented (EC §35145.5).
- 2.2. For items on the agenda, the public will have the opportunity to speak at the time the agenda item is discussed. Please address the Board President.

### **3. REPORTS**

#### **3.1. Superintendent Report**

- 3.1.1. The LCAP addendum requirement has been postponed by a year.
- 3.1.2. Mr. Croll & Ms. Napoles appointed in lieu of election
- 3.1.3. Roof repaired again
- 3.1.4. 64 solar panels live as of 8/20/18
- 3.1.5. 2 broken windows repaired 8/21/18
- 3.1.6. Floors striped and waxed; carpets shampooed
- 3.1.7. Francisco Proa handyman repaired 21 items (85% repairs completed)
- 3.1.8. Hired 10 people. Fully staffed as of the first day of school.
- 3.1.9. Ocean Guardian Grant \$4,000 for native landscaping
- 3.1.10. Work day for yard (about 15 neighbors, parents, staff); New compost is spread. Grass is seeded. Students will need to stay off the new grass for about 2 months
- 3.1.11. Stove update. The new stove needs a new hood. The first bid for the hood was over \$40,000. Ms. Miguel hired a repair person to fix the existing stove for approximately \$1,000 instead while we gather more bids for the new hood.
- 3.1.12. Federal Assistance: T2=\$850 & T3=\$1,684. REAP is approximately \$15,000.

#### **3.2. Board Member Reports – Mr. Croll is working with UCSC and the County Office of Education on outdoor education training opportunities for teachers. Ms. Hettenhausen may become a mentor teacher for teachers in training in the UCSC masters of education program.**

#### **3.3. School Site Council Report - None**

#### **3.4. Parents Club Report – None**

### **4. CONSENT AGENDA:** These matters may be passed by one roll call motion. Board Members may remove items from the agenda for a separate discussion and vote.

- 4.1. Approval of the minutes from the Board meeting on 6/18/18
- 4.2. Approve Warrant List
- 4.3. Memorandum of Understanding to host student teachers from UCSC
- 4.4. Memorandum of Understanding for Title III Consortium
- 4.5. Santa Cruz County Parks & Recreation Contract
- 4.6. MOU with UCSC for Student Teachers at PESD
- 4.7. MOU with COE for Science Training
- 4.8. Principal Tax Apportionment

Approved with no changes. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

**5. PUBLIC HEARINGS - None**

**6. BOARD RESOLUTIONS**

Resolution #2019-1 Conflict of Interest - Approved with no changes. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

**7. ITEMS TO BE TRANSACTED AND/OR DISCUSSED**

- 7.1. Approval of Board Policies, Administrative Regulations, Board Bylaws, & Exhibits The Board may adopt BPs & ARs on 1<sup>st</sup> reading if the 2<sup>nd</sup> reading is waved, per BB 9310.
  - 7.1.1. BB & E 9270 Conflict of Interest required by Fair Political Practices Commission every 2 years - Passed
  - 7.1.2. BP 0415 Equity – Passed
  - 7.1.3. BP & AR 1330 Use of School Facilities - Passed with Option 3
  - 7.1.4. BP 1400 Relations Between Other Governmental Agencies and the School - Passed
  - 7.1.5. BP 2210 Administrative Discretion Regarding Board Policy - Passed
  - 7.1.6. BP 3312.2 Educational Travel Program Contracts - Passed
  - 7.1.7. BP & AR 3320 Claims Against the District - Passed
  - 7.1.8. BP 3515.21 Unmanned Aircraft Systems (Drones) - Passed
  - 7.1.9. BP 4140, 4240, 4340 Bargaining Units - Omitted
  - 7.1.10. AR 4157.2, 4257.2, 4357.2 Ergonomics - Passed
  - 7.1.11. BP 4161.3 Professional Leaves - Tabled
  - 7.1.12. BP 4261.3 Professional Leaves - Tabled
  - 7.1.13. BP 5112.5 Open/Closed Campus – Passed with Option 2
  - 7.1.14. AR 5141.32 Health Screening for School Entry – Passed
  - 7.1.15. BP & AR 6174 Education for English Learners - Passed
  - 7.1.16. BB 9310 Board Policies – Passed

Approved as indicated above. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

The Board agreed to waive the second reading of the items above. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

**7.2. Deletion of Board Policies, Administrative Regulations, Board Bylaws, & Exhibits**

- 7.2.1. BP 1020 Youth Services - moved to BP 1400 - Passed
- 7.2.2. AR 3312.2 Educational Travel Programs - moved to new BP 3312.2 - Passed
- 7.2.3. AR 4161.3 Professional Leaves - Tabled
- 7.2.4. AR 4261.3 Professional Leaves - Tabled
- 7.2.5. AR 5112.5 Open/Closed Campus - moved to BP 5112.5 – Passed

Approved BP 1020, AR 3312.2, and AR 5112.5 with no changes. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

The Board agreed to waive the second reading of the items above. Mr. Croll moved, Mr. Rhabyt seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

7.3. Summer Program for preschool, transitional kindergarten, & kindergarten students – Mr. Gross reported that the program was well-received by families and broke even financially

7.4. Consideration of Support for SB 1019 Youth Mental Health Services  
Mr. Rhabyt moved to direct Mr. Gross to send this letter. Mr. Croll seconded. 2 in favor, 0 opposed, 0 abstentions, 1 absence.

7.5. Superintendent's Goals for 2018-19 – Mr. Gross proposed three goals for superintendent evaluation. 1. Science instruction including professional development and curriculum adoption in coordination with the county-wide initiative. 2. Multi-tiered systems of support (MTSS), which is the practice of providing students with relevant and timely interventions and supports for both academic and behavioral needs, with the goal of preventing significant gaps in skills. 3. Supervision of staff, including training and evaluations, both formal and informal.

In addition, there was some discussion of “all staff” meetings and communications.

## **8. CLOSED SESSION**

**8.1.** Public Employee Discipline/Dismissal/Release (Section 54957.6)

**8.2.** Public Employee Appointment (Section 54957)

## **9. REPORT OF ACTIONS TAKEN IN CLOSED SESSION**

The Board accepted the resignations of Michelle Lopez, Natalie Bennett, and Jenny Cross. The Board accepted the hires of Kara Nickel as K-2 IS Teacher, LaNette Maioriello as Kindergarten/ELD Tutor, and Luke Politte as 1<sup>st</sup>/2<sup>nd</sup> aide.

**10. NEXT REGULAR BOARD MEETING:** 4:00PM September 18<sup>th</sup>, 2018

**11. ADJOURNMENT – 5:32 p.m.**

If requested, this agenda shall be made available in appropriate alternative formats to persons with a disability, as required by section 202 of the Americans with Disabilities Act (42 U.S.C. section 12132) and the federal rules and regulations implementing the Act. Individuals requesting a disability-related modification or accommodation may contact the District Office.

The board book for this meeting, including this agenda and any back-up materials, may be viewed or downloaded online: <http://www.pacificesd.org/governance.html> or may be viewed at the school: 50 Ocean St. Davenport CA 95017.

**Translation Requests:** Spanish language translation is available on an as-needed basis.

***Solicitudes de Traducción:*** Traducciones del inglés al español y del español al inglés están disponibles en las sesiones de la mesa directiva.



# **CSBA Sample**

## **Board Policy**

### **Professional Leaves**

BP 4161.3

#### **Personnel**

\*\*\*Note: The following optional policy may be subject to collective bargaining agreements.\*\*\*

The Governing Board recognizes that a broad range of experiences can strengthen an employee's ability to meet the educational needs of the district's students.

The Board may grant a professional leave of absence for up to one year to certificated employees for the purpose of permitting study or travel which will benefit the schools and students of the district. No more than one such leave of absence may be granted to an employee in a seven-year period. (Education Code 44966, 44967)

(cf. 4131 - Staff Development)

(cf. 4161/4261/4361 - Leaves)

\*\*\*Note: Education Code 44967 requires that an employee serve in the district for at least seven consecutive years preceding the granting of the leave to be eligible for professional leave. Education Code 44967 authorizes the Board to prescribe additional standards of service for granting the employee the leave of absence. The following paragraph may be modified to reflect district practice.\*\*\*

To be eligible for a professional leave of absence, an employee must have served in the district for at least seven consecutive years preceding the leave. For this purpose, any prior professional leave taken by an employee shall be deemed a break in the employee's service. No other type of leave authorized by the Board, and no service by the employee for one year or less under a national recognized fellowship or foundation approved by the State Board of Education for research, teaching, or lecturing, shall be deemed a break in the employee's service. (Education Code 44967)

Rather than granting a professional leave for a continuous one-year period, the Board may require that the leave be taken in separate six-month periods or separate quarters, provided that the total leave is completed within three years. Any period of service by the employee between the separate periods of leave shall comprise a part of the service required for a subsequent leave of absence. (Education Code 44966)

As a condition of being granted professional leave, the employee shall agree in writing to render service in the district following his/her return for a period equal to twice the period of the leave. (Education Code 44969)

The Board and employee may agree in writing to have the employee perform services for the district during the professional leave. (Education Code 44968)

Unless the employee agrees in writing with the Board not to receive compensation during the leave, the employee shall receive such compensation during the leave as the Board and employee agree upon in writing, which shall not be less than the difference between the employee's salary and the salary of a substitute employee in the position which the employee held prior to the granting of the leave. In lieu of such a difference, the Board may pay one-half of the salary of the employee or any additional amount up to and including the full salary of the employee. (Education Code 44968, 44968.5)

Compensation during the leave shall be paid in the manner authorized by Education Code 44969 and 44970.

At the end of the professional leave, the employee shall be reinstated in the position he/she held when the leave was granted, unless otherwise agreed upon by the employee. (Education Code 44973)

Legal Reference:

EDUCATION CODE

44966-44976 Leaves of absence for study or travel

# **Pacific SD**

## **Board Policy**

### **Leaves**

BP 4161

#### **Personnel**

The Board of Trustees shall provide for paid and unpaid employee leaves of absence in accordance with law, Board policy, administrative regulation and collective bargaining agreements.

The Board recognizes the following justifiable reasons for absence as provided by law:

1. Personal illness or injury
2. Industrial accident or illness
3. Childbirth and recovery, care of newborn, placement of a child with the employee for foster care or adoption of a child
4. Military service
5. Family illness or accident; bereavement; fire, flood, or other immediate danger to the employee's home or property; and other personal emergencies
6. Jury duty or required court appearances
7. Religious observances
8. Participation in child's school or day care activities
9. For certificated staff, sabbaticals for purposes of study or travel; for classified staff, sabbaticals for purposes of study or retraining
10. Attendance at work-related meetings and staff development opportunities
11. Compulsory leave

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4131 - Staff Development)

(cf. 4161.1/4361.1 - Personal Illness/ Injury Leave)

(cf. 4161.11/4361.11 - Industrial Accident/Illness Leave)

(cf. 4161.2/4261.2/4361.2 - Personal Leaves)

(cf. 4161.3 - Professional Leaves)

(cf. 4161.5/4261.5/4361.5 - Military Leave)



(cf. 4161.8/4261.8/4361.8 - Family Care and Medical Leave)  
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)  
(cf. 4231 - Staff Development)  
(cf. 4261.1 - Personal Illness/ Injury Leave)  
(cf. 4261.3 - Professional Leaves)  
(cf. 4331 - Staff Development)  
(cf. 4361 - Leaves)

## Uncompensated General Leaves

### Short-Term Leaves

A Short-Term Uncompensated Leave is leave which may be granted to staff members who wish to be absent for a reason other than "personal necessity". This may occur for some of these reasons:

1. Special travel opportunity
2. Unusual work opportunity (with compensation)
3. Search for other employment

Staff members may apply to the Superintendent/Principal for unpaid leave. If the leave is approved, the prorated amount of the employee's salary will be deducted from the next paycheck.

### Long-Term Leaves

With Board approval, employees may receive a long-term leave of absence without increment, seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

At the end of a long-term leave, the employee shall be reinstated in a position at the same level as that held at a time leave was granted, unless otherwise agreed upon.

The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.

### Legal Reference:

#### EDUCATION CODE

44036 Leaves of absence for judicial and official appearances  
44037 Unlawful to encourage exemption from jury duty  
44842 Failure to provide notice or to report to work  
4940 Sex offenses and narcotic  
4962-44988 Leaves of absence (certificated)

45190-45210 Leaves of absence (classified)  
GOVERNMENT CODE  
3543.2 Scope of representation

Policy PACIFIC SCHOOL DISTRICT  
adopted: October 15, 2009 Davenport, California

# **CSBA Sample**

## **Board Policy**

### **Professional Leaves**

BP 4261.3

#### **Personnel**

\*\*\*Note: The following optional policy is for use by districts that offer classified employees a leave of absence for purposes of study or retraining, as authorized by Education Code 45380-45387. The policy may be subject to collective bargaining agreements and, in merit system districts, to personnel commission rules.\*\*\*

The Governing Board recognizes that a broad range of experiences can strengthen an employee's ability to meet the district's needs.

The Board may grant a professional leave of absence for up to one year to classified employees for the purpose of permitting study or retraining the employee to meet changing conditions within the district. No more than one such leave of absence may be granted to an employee in a seven-year period for purposes of study or three-year period for purposes of retraining. (Education Code 45381, 45382)

(cf. 4161/4261/4361 - Leaves)

(cf. 4231 - Staff Development)

\*\*\*Note: Education Code 45382 requires that an employee serve in the district a specified period of time to be eligible for professional leave. Education Code 45382 authorizes the Governing Board and/or the personnel commission in merit system districts to prescribe additional standards of service which shall entitle the employee to the leave of absence. The following paragraph may be modified to reflect district practice.\*\*\*

To be eligible for a leave for study purposes, the employee must have served in the district for at least seven consecutive years preceding the granting of the leave. If the leave is for purposes of retraining, the employee must have served in the district for at least three consecutive years preceding the granting of the leave. Any professional leave of absence granted by the Board shall not be deemed a break in service. However, it will not be included as service in computing service for the granting of any subsequent professional leave. (Education Code 45382)

Rather than granting a professional leave for a continuous one-year period, the Board may require that the leave be taken in separate six-month periods or in any other appropriate periods, provided that the total leave is completed within three years. Any period of service by the employee between the separate periods of leave shall comprise a part of the service required for qualifying for a subsequent leave of absence. (Education Code 45381)

The Board and employee may agree in writing to have the employee perform services for the district during the professional leave. (Education Code 45383)

The employee shall receive such compensation during the leave as the Board and employee agree upon in writing, which shall not be less than the difference between the employee's salary and the salary of a substitute employee in the position which the employee held prior to the granting of the leave. In lieu of such a difference, the Board may pay one-half of the salary of the employee or any additional amount up to and including the full salary of the employee. (Education Code 45383)

Compensation during the leave shall be paid in the manner authorized by Education Code 45384.

The Board may grant reimbursement of the costs, including tuition fees, to any classified employee who satisfactorily completes approved training to improve his/her job knowledge, ability, or skill, as long as the employee is not eligible for reimbursement by another governmental agency, organization, or association. Programs eligible for reimbursement include, but are not limited to, courses of study at approved academic institutions, seminars and training institutes conducted by recognized professional associations, conferences, meetings, and other training programs that are designed to upgrade the classified service and encourage the retraining of employees who may otherwise be subject to layoff as the result of technological changes. (Education Code 45387)

Legal Reference:

EDUCATION CODE

45220-45320 Merit system

45380-45387 Leaves of absence for study or retraining, classified personnel

The County Superintendent of Schools is required to review and approve the district's Local Control and Accountability Plan (LCAP) prior to the approval of the district's Adopted Budget [Education Code Section 42127(d)(2)]. The Santa Cruz County Office of Education has reviewed the LCAP and adopted budget of the Pacific Elementary School District for fiscal year 2018-19.

#### **Adopted Local Control and Accountability Plan**

In accordance with California Education Code (EC) Section 52070, our office has completed its review of the district's 2018-19 LCAP to determine whether it adheres to the guidelines adopted by the State Board of Education (SBE).

Your district's adopted LCAP has been analyzed to determine whether it meets the three requirements designated in the legislation:

- The plan adheres to the template adopted by the State Board of Education;
- The budget includes sufficient expenditures to implement the actions and strategies included in the plan, based on the projected costs included in the plan: and
- The plan adheres to the expenditures requirements for funds apportioned on the basis of the number and concentration of unduplicated pupils.

Your district's adopted LCAP has been analyzed in the context of the guidance provided by the California County Superintendents Education Services Association (CCSESA) and the California Department of Education (CDE). **Based on our analysis, the district's LCAP for the 2018-19 fiscal year has been approved by the Santa Cruz County Superintendent of Schools.**

We would like to commend you on the following aspects of your plan:

- Focus on School Climate with actions including tracking health related office visits, SARB implementation, and Climate & Culture Committee.
- Continued offering of programs that provide a well-rounded education to Pacific students such as Foodlab, Lifelab, music, arts, drama, etc. which makes Pacific a desirable school for families.

In keeping with the goal of your LCAP as a coherent plan focusing on student achievement and closing the achievement gap, we have provided the following suggestions during our review and approval process to enhance continuous improvement in your district:

- Update your LCAP with the current data for 18-19; an example would be using the spring administration of CAASPP as the lag metric for your analysis in your Annual Update for your 2018-19 LCAP not spring 2017 CAASPP data. The same data is provided as Expected and Actual SBAC data in Goal 2.
- The District should consider both ELA and Mathematics achievement data when addressing progress of EL students.
- Expected Annual Measurable Outcomes should be reviewed and configured to reflect the targets the District would like to achieve. (ex. Goal 2: SBAC data should be stated in future tense - this is what you are planning to attain; Goal 5: # of parent surveys, what is the target amount for each year?, clear explanation of survey results is needed, etc.)

If you have any questions about the LCAP, please contact, Jivan Dhaliwal, Associate Superintendent at (831)466-5890 or Kris Stanga, Senior Director at (831) 466-5806.

**RESOLUTION #2019-3**  
**RESOLUTION FOR ADOPTING THE “GANN” LIMIT**  
*(Normal, no increase to Limit pursuant to G.C. 7902.1 [nothing on line 10 ])*

WHEREAS, in November of 1979, the California electorate did adopt Proposition 4, commonly called the Gann Amendment, which added Article XIII-B to the California Constitution; and,

WHEREAS, the provisions of that Article establish maximum appropriation limitations, commonly called “Gann Limits,” for public agencies, including school districts; and,

WHEREAS, the District must establish a revised Gann limit for the 2017/18 fiscal year and a projected Gann Limit for the 2018/19 fiscal year in accordance with the provisions of Article XIII-B and applicable statutory law;

NOW, THEREFORE, BE IT RESOLVED that this Board does provide public notice that the attached calculations and documentation of the Gann limits for the 2017/18 and 2018/19 fiscal years are made in accord with applicable constitutional and statutory law;

AND BE IT FURTHER RESOLVED that this Board does hereby declare that the appropriations in the Budget for the 2017/18 and 2018/19 fiscal years do not exceed the limitations imposed by Proposition 4;

AND BE IT FURTHER RESOLVED that the Superintendent provides copies of this resolution along with the appropriate attachments to interested citizens of this district.

PASSED and ADOPTED by the Pacific Elementary School District Board of Education on this 18<sup>th</sup> day of September 2018 by the following vote:

AYES:

NAYS:

ABSTAIN:

ABSENT:

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Gwyan Rhabyt, President  
Pacific Elementary Board of Education

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Eric Gross, Secretary  
Pacific Elementary Superintendent of Schools





## Payables Prelist

08/28/2018 ()

PSD

## Check

18 - ASSOC. OF CAL. SCHOOL ADMIN.

PO 19-00044-8/28/2018

01-0000-0-0000-2700-5300-200-2801

\$1,035.00

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\$1,035.00

39 - AT&amp;T

PO 19-00048-08/28/2018

01-0000-0-0000-2700-5900-200-2801

\$99.01

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\$99.01

61 - Martha Gagnier

PO 19-00051-08/28/2018

12-9010-0-8500-1000-4300-200-3020

\$49.13

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\$49.13

240 - Mynt Systems Inc.

PO 19-00049-08/28/2018

01-6230-0-0000-8500-6200-200-6230

\$1,600.00

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\$1,600.00

54 - ROGER'S REFRIGERATION INC

PO 19-00047-08/28/2018

13-5310-0-0000-3700-4390-200-3101

\$109.96

PO 19-00047-08/28/2018

13-5310-0-0000-3700-5620-200-3101

\$600.22

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\$710.18

309 - SYSCO

PO 19-00043-8/23/2018

13-5310-0-0000-3700-4700-200-3101

\$595.36

PO 19-00043-8/23/2018

13-5310-0-0000-3700-4390-200-3101

\$132.44

PO 19-00043-8/23/2018

01-0000-0-0000-8100-4370-200-2801

\$738.02

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\$1,465.82

315 - Zoom Imaging Solutions, Inc.

PO 19-00050-08/28/2018

01-0000-0-0000-7200-5650-200-2801

\$10.99

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\$10.99**Payment Type Check Total****\$4,970.13**

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Grand Total :		\$4,970.13
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**Amount**

Fund 01	\$3,483.02
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Fund 12	\$49.13
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Fund 13	\$1,437.98
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Grand Total :		\$4,970.13
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PRESIDENT-----  
SECRETARY

PREPARED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

REVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

## Payables Prelist

9/6/2018 ()

PSD

## Check

## 92 - Elizabeth Andrews

PO 19-00061-9/5/2018	01-1100-0-1110-1000-4300-202-3000	\$451.80
PO 19-00061-9/5/2018	01-1100-0-1110-1000-4300-204-3000	\$28.00
PO 19-00061-9/5/2018	01-6500-0-5770-3120-4300-200-1304	\$12.00
PO 19-00061-9/5/2018	01-1100-0-1110-1000-4300-203-3000	\$8.00
PO 19-00061-9/5/2018	01-1400-0-1110-1000-4300-200-2801	\$92.86

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\$592.66

## 91 - Fisher, John

PO 19-00057-9/6/2018	01-0000-0-1110-1000-4300-200-3009	\$334.74
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\$334.74

## 310 - Great West Gourmet

PO 19-00056-9/6/2018	13-5310-0-0000-3700-4700-200-3101	\$889.20
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\$889.20

## 75 - Astrid Huala

PO 19-00053-9/5/2018	01-9006-0-1110-1000-5808-200-2341	\$70.00
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\$70.00

## 79 - Lerner, Joan

PO 19-00062-9/6/2018	01-6500-0-5770-3140-5808-200-1304	\$1,073.33
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\$1,073.33

## 66 - Emelia Miguel

PO 19-00054-9/5/2018	13-5310-0-0000-3700-4700-200-3101	\$5.98
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\$5.98

## 164 - PACIFIC GAS &amp; ELECTRIC COMPANY

PO 19-00059-9/6/2018	01-0000-0-0000-8100-5511-200-2801	\$250.29
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\$250.29

## 166 - PALACE ART &amp; STATIONERY

PO 19-00060-9/6/2018	01-1100-0-1110-1000-4300-200-3000	\$68.48
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\$68.48

## 268 - Seabright Speech Therapy

PO 19-00058-9/6/2018	01-3310-0-5770-1190-5808-200-1320	\$1,980.00
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\$1,980.00

## 82 - SISC - SELF-INSURED SCHOOLS

PO 19-00055-9/5/2018	01-0000-0-0000-0000-9514-000-0000	\$8,116.20
PO 19-00055-9/5/2018	12-0000-0-0000-0000-9514-000-0000	\$1,917.30
PO 19-00055-9/5/2018	13-0000-0-0000-0000-9514-000-0000	\$456.50

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\$10,490.00

## 316 - U.S. Bank Equipment Finance

PO 19-00045-08/28/2018	01-0000-0-0000-7200-5650-200-2801	\$287.52
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\$287.52

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**Payment Type Check Total****\$16,042.20**

**Payables Prelist****9/6/2018 ()****PSD****Grand Total :****\$16,042.20****Amount**

Fund 01

\$12,773.22

Fund 12

\$1,917.30

Fund 13

\$1,351.68

**Grand Total :****\$16,042.20**-----  
PRESIDENT-----  
SECRETARY

PREPARED BY: -----

DATE: -----

REVIEWED BY: -----

DATE: -----

**Payables Prelist****9/7/2018 ()****PSD****Check**

116 - MISSION LINEN SERVICE

PO 19-00064-9/7/2018

13-5310-0-0000-3700-4390-200-3101

\$41.40

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\$41.40

64 - Stacey Reynolds

PO 19-00052-9/5/2018

01-0000-0-8502-5000-4300-200-3008

\$39.50

PO 19-00052-9/5/2018

12-9010-0-8500-1000-4300-200-3020

\$127.52

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\$167.02

55 - ROBERTSON &amp; ASSOC. CPAS INC

PO 19-00065-9/7/2018

01-0000-0-0000-7191-5809-200-2801

\$463.50

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\$463.50

7 - San Lorenzo Lumber

PO 19-00066-9/7/2018

01-0000-0-1110-1000-4300-200-3009

\$66.64

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\$66.64

309 - SYSCO

PO 19-00063-9/7/2018

13-5310-0-0000-3700-4700-200-3101

\$277.98

PO 19-00063-9/7/2018

13-5310-0-0000-3700-4390-200-3101

\$26.07

PO 19-00063-9/7/2018

01-0000-0-0000-8100-4370-200-2801

\$300.26

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\$604.31

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**Payment Type Check Total****\$1,342.87**

**Payables Prelist****9/7/2018 ()****PSD**

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**Grand Total :** **\$1,342.87****Amount**

Fund 01 \$869.90

Fund 12 \$127.52

Fund 13 \$345.45

**Grand Total :** **\$1,342.87**-----  
PRESIDENT-----  
SECRETARY

PREPARED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

REVIEWED BY: \_\_\_\_\_ DATE: \_\_\_\_\_

**Preschool**

**Paying Students**

<b>Annual Expenses</b>	<b>\$ 113,860</b>
<b>Revenue</b>	
County Grant	\$ 19,000
State Grant	\$ 43,040
QIRS Grant	\$ 8,000
Tuition	\$ 40,905
Application Fees	\$ 900
Interest	\$ 400
<b>Total Revenue</b>	<b>\$ 112,245</b>
<b>Surplus or Shortfall</b>	<b>\$ (1,615)</b>

Schedule	Number	Tuition
3-day	4	\$ 17,280
4-day	0	\$ -
5-day	3.75	\$ 23,625
<b>Total</b>	<b>7.75</b>	<b>\$ 40,905</b>
<b>State Students</b>		
5-day	8	\$ 43,040
<b>Total Enrollment</b>	<b>15.75</b>	

2 more are listed as maybes

25% sibling discount

Based on \$29.90/day per email EG 9/10/18

2018-19 Budget (w/o raise)	\$110,100.00
2018-19 Budget With Raise	\$113,858.68
Budgeted Benefits	\$37,737.95
Budgeted Salaries	\$69,652.80
Salaries + Benefits	\$107,390.75
3.5% of Sal + Ben	\$3,758.68



Category	Account Code	2014-15 DS Actuals	2014-15 Audit Actuals	2015-16 DS Actuals	2015-16 Audit Actuals
<b>Expenses</b>					
Salaries	12-6105-0-8500-1000-2XXX-200-3020	\$ 68,326	\$ 65,806	\$ 69,562	\$ 66,561
Benefits	12-6105-0-8500-1000-3XXX-200-3020	\$ 37,238	\$ 33,958	\$ 35,310	\$ 36,215
General Instructional Supplies	12-9010-0-8500-1000-4300-200-3020	\$ 3,480		\$ 964	
QRIS Supplies	12-9011-0-8500-1000-4300-200-3020	In above		\$ 857	
Food	12-9010-0-8500-9300-7619-200-3020	\$ 1,200		\$ 1,200	
Licensing Fee	12-9010-0-8500-2700-5300-200-3020	\$ 242		\$ 242	
Gas/Electricity	12-9010-0-8500-8100-5511-200-3020	\$ 624		\$ 630	
<b>Total</b>		<b>\$ 111,110</b>		<b>\$ 108,765</b>	
<b>Revenue</b>					
State Preschool	12-6105-0-0000-0000-8590-200-3020	\$ 47,861		\$ 48,294	
Interest	12-9010-0-0000-0000-8660-200-3020	\$ 41		\$ 143	
Tuition	12-9010-0-0000-0000-8673-200-3020	\$ 41,433		\$ 43,041	
Application Fees	12-9010-0-0000-0000-8673-201-3020	\$ 875		\$ 1,050	
County Grant	12-9010-0-0000-0000-8699-200-3020	\$ 19,132		\$ 19,133	
QRIS Grant	12-9011-0-0000-0000-8699-200-3020	\$ 8,800		\$ 12,654	
<b>Total</b>		<b>\$ 118,142</b>		<b>\$ 124,315</b>	
<b>Total Surplus or Shortfall</b>		<b>\$ 7,032</b>		<b>\$ 15,550</b>	

2016-17 DS Actuals	2016-17 Audit Actuals	2017-18 DS Actuals
\$ 69,934	\$ 69,562	\$ 68,424
\$ 40,972	\$ 35,311	\$ 34,173
\$ 889		\$ -
\$ 4,774		\$ 1,364
\$ 1,200		\$ 1,200
\$ 242		\$ 242
\$ 846		\$ 478
<b>\$ 118,857</b>		<b>\$ 105,881</b>
\$ 47,738		\$ 39,065
\$ 357		\$ 465
\$ 41,207		\$ 41,765
\$ 1,300		\$ 1,200
\$ 19,135		\$ 19,000
\$ 8,705		\$ 8,000
<b>\$ 118,442</b>		<b>\$ 109,495</b>
<b>\$ (415)</b>		<b>\$ 3,614</b>