Integrating Community Engagement, LCAP and Collective Bargaining: It’s All About Choices

Association of California School Administrators (ACSA)
2018 Leadership Summit – Indigo 202A
Friday, November 9, 2018
1:15 – 2:15 PM
Why are you here?

You are in the right place if......

- You only have resources to do some things and not all things for your students.
- You want to involve all stakeholders in using fiscal resources to support student learning.
- You want to empower your community to see how collective bargaining may be linked to the LCAP process.
Presenters

- Dr. Daryl Camp, Superintendent, Riverbank Unified School District
- Dr. Alejandro Alvarez, Deputy Superintendent, Business Services, Compton Unified School District
Community Engagement

Local Control and Accountability Plan

Collective Bargaining  Resource Allocation/$$$$

Riverbank Unified School District

Compton Unified School District
Riverbank Unified Student Profile

- 2,955 students in six schools
- 81% Latino American
- 15% European American
- 43% English Learners (EL)
- 78% of students received free or reduced priced meals in 2015-16 (ed-data)
- 86% of students are either EL, low-income or foster youth (unduplicated count)
Schools

Riverbank Unified has six schools

- 1 comprehensive high school (Riverbank High)
- 1 continuation high school (Adelante High)
- 1 6th through 8th grade middle school (Cardozo Middle)
- 1 TK through 8th grade dual-immersion dependent charter school (Riverbank Language Academy)
- 2 TK through 5th grade elementary schools (California Avenue and Mesa Verde)
Employees

- In 2017-18 the Riverbank Unified School District employees
  - 150 credentialed teachers, and
  - 187 classified employees, as well as
  - 18 members of the management team
- There are 30 Riverbank High School graduates currently teaching in RUSD.
Compton Unified School District

- 23,665 students in thirty-seven schools
- 79% Latino American
- 18% African American
- 3% Other
- 61% English Learners (EL)
- 100% of students received free or reduced priced meals
- 92.3% of students are either EL, low-income or foster youth (unduplicated count)
Schools

- Compton Unified has 37 schools
  - 3 Comprehensive High Schools
  - 1 Continuation High School
  - 1 Early College High School
  - 2 Community Day Schools
  - 7 Middle Schools
  - 22 Elementary Schools (Vary from K-5 through K-8)
  - 1 Independent Study School
Employees

- Compton Unified School District employees (2017-2018)
  - 1,223 credentialed teachers
  - 717 classified employees
  - 165 members of the management team
Community Engagement

Local Control and Accountability Plan

Collective Bargaining Resource Allocation/$$$$

Riverbank Unified School District

Compton Unified School District
Levels of Engagement as Required by Statute

1. Consultation with:
   - Teachers
   - Principals
   - School personnel
   - Pupils
   - Local bargaining units

2. Present for review and comment to:
   - Parent advisory committee.
   - Superintendent must respond in writing to comments received
   - English learner parent advisory committee

3. Opportunity for public input:
   - Notice of the opportunity to submit written comment
   - Public hearing

4. Adoption of the plan:
   - Adopted concurrent with the LEA’s budget
   - Submitted to COE for approval
   - Posted on district & COE website
8 State Priorities

- Basic Services
- Implementation of State Standards
- Course Access
- Student Achievement
- Other Student Outcomes
- Student Engagement
- Parent Involvement
- School Climate
Parent Involvement

- Efforts by the school district and schools to seek input from all parents, and to engage parents in decision-making, as well as promoting parent participation in programs that meet the needs of their students and all students.
Local Control and Funding Formula (LCFF) Funding

- **Base Grant:** Provides specified amount per unit of average daily attendance based on pupils’ grade span.
- **Add-Ons to Base (Supplemental & Concentration Grants):** based on the unduplicated count of pupils enrolled in a district who are
  - Low-Income
  - English Learners
  - Foster Youth
- **LEA must demonstrate in its LCAP how the grant funds will increase or improve services for unduplicated students as compared to services provided for all pupils.**
Supplemental & Concentration Funds

- **Supplemental Grant**: Provides 20% of base funding for each unduplicated pupil

- **Concentration Grant**: Provides 50% of base amount for each unduplicated pupil in excess of 55%
What is LCAP?

- Education Code Sections 52060 and 52066 specify that the LCAP must describe the annual goals to be achieved for each student group for each state priority. Goals must address each of the state priorities. School districts will decide how to use the funds, but they must get input from their local communities.
Local Control and Accountability Plan (LCAP)

- LCFF requires school districts to adopt a Local Control and Accountability Plan
  - Three-Year Plan that must be adopted by July 1
  - Set forth the district’s annual goals and related specific actions and budgeted expenditures for improving its educational program in the eight state priority areas and any locally adopted priority areas
  - Must include
    - a review of progress on LCAP goals,
    - an assessment of the effectiveness of actions and
    - a description of changes to the action the district will make as a result of this review
Community Engagement

Local Control and Accountability Plan

Collective Bargaining Resource Allocation/$$$$

Riverbank Unified School District

Compton Unified School District
Collective Bargaining & Common Union Strategies
<table>
<thead>
<tr>
<th>Strategy</th>
<th>How</th>
</tr>
</thead>
<tbody>
<tr>
<td>Misdirection</td>
<td>Cloud the real bargaining issues.</td>
</tr>
<tr>
<td>Discredit the Superintendent (or administrative staff)</td>
<td>Attack administrative staff.</td>
</tr>
<tr>
<td>Create Parent doubt about District</td>
<td>Misinforming parents</td>
</tr>
</tbody>
</table>
# Common Union Strategies

<table>
<thead>
<tr>
<th>Strategy</th>
<th>How</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Informational March</strong></td>
<td>Have “informational” picket lines at schools</td>
</tr>
<tr>
<td><strong>Sympathy March</strong></td>
<td>Have persons (wives, neighbors, small children) continue marching during school hours.</td>
</tr>
<tr>
<td><strong>Pass out leaflets</strong></td>
<td>Leaflets are distributed wherever possible (shopping malls, PTA meetings, etc.).</td>
</tr>
<tr>
<td><strong>Extend Board Meeting Times</strong></td>
<td>Have parents picket lines outside District Office, on board meeting days and speak during public comments</td>
</tr>
</tbody>
</table>
Community Engagement

Local Control and Accountability Plan

Collective Bargaining  Resource Allocation/$$$$

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Engaging the Community
Identify the Wants and Needs

- Reach out to stakeholder groups (staff, parents, students, community)
- Identify wants and needs of the community
- Align wants and needs with State Priorities and District Goals
- Prioritize based on impact to student achievement
- Prioritize based on available funding
Dollars to Support Our Students – What Do You Want?

- Adelante High School on Wednesday, April 13 at 9:00 a.m.
- Cardozo Middle School on Monday, April 18 at 3:00 p.m.
- Riverbank High School on Thursday, April 21 at 3:15 p.m. in Room 101
- California Avenue on Thursday, April 21 at 2:30 p.m.
- Mesa Verde Elementary on Thursday, April 28 at 2:45 p.m.
Critical Community Information

- **What is the cost of a teacher?**
  - The expenditures associated with adding a teacher is approximately $85,700. (New Teacher)

- **What is the approximate cost of adding an 1% salary increase for all employees?**
  - In Riverbank, a 1% salary increase for all employees was approximately $165,000; In Compton it is approximately $1.3M.

- **What is the equivalency between 1% salary increases and new teachers/classified employees/administrators?**
  - For example, in Riverbank, 2 new teachers is the equivalent to adding 1% salary increases to all employees. In Compton, 2 additional teachers is equal to 1% increase to classified staff.
What is the difference between on-going expenses and one-time expenses?

On-Going Expenses are annual year after year expenses – anything that eats. Like taxes, always have to pay.

One-Time Expenses are expenses for one year only and can be eliminated without board action.

What are priorities within the school district’s strategic plan and/or what are commitments in the Local Control and Accountability Plan?

Does the community understand the purpose of the LCAP, concentration and supplemental funding?

What are increased services to students versus what already exists
Using Supplemental and Concentration Funds for Across-the-Board Salary Increases

- LEA must demonstrate in its LCAP how the grant funds will increase or improve services for unduplicated students as compared to services provided all pupils.
  - Would the salary increase lead to a greater ability to recruit and/or retain qualified staff?
  - Does the district have difficulty recruiting staff?
  - What are the staff retention rates for the school district?
  - Is it more difficult to recruit and/or retain staff at certain schools in the district?
  - What are unduplicated students gaining from a salary increase?
# Teacher Attrition

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</thead>
<tbody>
<tr>
<td>Seeking Other Employment</td>
<td>1/25</td>
<td>4/31</td>
<td>5/30</td>
<td>10/46</td>
<td>7/32</td>
<td>13/54</td>
<td>8/36</td>
</tr>
<tr>
<td>/Lay-Off/ Non-reelection</td>
<td>4/2</td>
<td>4/1</td>
<td>2/0</td>
<td>2/2</td>
<td>1/2</td>
<td>0/1</td>
<td>0/3</td>
</tr>
<tr>
<td>Total</td>
<td>8/36</td>
<td>11/43</td>
<td>17/38</td>
<td>14/56</td>
<td>10/42</td>
<td>17/66</td>
<td>11/48</td>
</tr>
</tbody>
</table>

RiverbankUSD/ComptonUSD
Community Engagement

Local Control and Accountability Plan

Collective Bargaining Resource Allocation/$$$$

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Prioritizing: “It’s All About Choices”

Steps to Prioritize Expenditures:

1. Educate Everyone (trustees, parents, staff, students, community, media) – Information is Essential
2. Identify the Needs and Wants
3. Distinguish Between One-Time and On-Going Expenses
4. Assign $$$$ to the Needs and Wants
5. Engage Participants in the Prioritization Activity
<table>
<thead>
<tr>
<th>Objective Number</th>
<th>Objective Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.0</td>
<td>OBJECTIVE: FISCAL INTEGRITY AND ACCOUNTABILITY</td>
</tr>
<tr>
<td>2.0</td>
<td>OBJECTIVE: Recruit, select, orient, develop, support evaluate and retain the highest quality staff</td>
</tr>
<tr>
<td>3.0 – 6.0</td>
<td>OBJECTIVE: CORE SUBJECTS</td>
</tr>
<tr>
<td>7.0</td>
<td>OBJECTIVE: CAREER AND TECHNICAL EDUCATION INSTRUCTION</td>
</tr>
<tr>
<td>8.0</td>
<td>OBJECTIVE: EXTRA CURRICULAR ACTIVITIES</td>
</tr>
<tr>
<td>9.0 – 10.0</td>
<td>OBJECTIVE: SAFE, NEW AND MODERNIZED FACILITIES</td>
</tr>
<tr>
<td>11.0</td>
<td>OBJECTIVE: VISUAL AND PERFORMING ARTS INSTRUCTION</td>
</tr>
<tr>
<td>12.0</td>
<td>OBJECTIVE: STUDENT DECISION-MAKING AND BEHAVIOR</td>
</tr>
<tr>
<td>13.0</td>
<td>OBJECTIVE: PHYSICAL EDUCATION INSTRUCTION</td>
</tr>
<tr>
<td>14.0</td>
<td>OBJECTIVE: MODERN LANGUAGE</td>
</tr>
<tr>
<td>15.0</td>
<td>OBJECTIVE: IMPROVE TECHNOLOGY</td>
</tr>
</tbody>
</table>

Riverbank Unified School District
Sharing Current Reality Information

- Current State of the School District (compare within & compare to others)
- Student Achievement
- District Mission, Vision, Values and Goals [Strategic Plan]
- Program Offerings
- Student Participation in Programs
- Enrollment Numbers and Projections
- Comparable Salaries
- Financial Status of District
### Distinguish Between One-Time and On-Going Expenses

<table>
<thead>
<tr>
<th>Expenses</th>
</tr>
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<tbody>
<tr>
<td>School Nurses</td>
</tr>
<tr>
<td>Music Instruments</td>
</tr>
<tr>
<td>Vice Principal</td>
</tr>
<tr>
<td>Career and Technical Education expansion</td>
</tr>
<tr>
<td>Chromebooks for All Students/Technology</td>
</tr>
<tr>
<td>Art Teacher(s)/Enrichment</td>
</tr>
<tr>
<td>Summer School Program</td>
</tr>
<tr>
<td>Facilities Improvements</td>
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</tbody>
</table>
### Assign $$$$ to the Needs and Wants (On-Going)

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>Approximate Cost</th>
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<tbody>
<tr>
<td>1% salary increase for all employees (6% total)</td>
<td>$165,000</td>
<td>Elementary Art Education Teacher</td>
<td>$75,000</td>
</tr>
<tr>
<td>2% salary increase for all employees (7% total)</td>
<td>$330,000</td>
<td>Elementary Music Education Teacher</td>
<td>$75,000</td>
</tr>
<tr>
<td>5% salary increase for all employees (10% total)</td>
<td>$825,000</td>
<td>Spanish Teacher for Middle/High School</td>
<td>$75,000</td>
</tr>
<tr>
<td>Full-Time Vice Principal for Middle School</td>
<td>$120,000</td>
<td>Maintain K-3 Class Size Reduction (4 teachers)</td>
<td>$300,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(currently budgeted)</td>
</tr>
<tr>
<td>Career &amp; Technical Education Teacher for Middle or High School</td>
<td>$75,000         (currently budgeted)</td>
<td>Maintain all (10) morning kindergarten para-professionals</td>
<td>$300,000</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>(currently budgeted) $150,000 for half</td>
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<tr>
<td>Elementary Physical Education Teacher</td>
<td>$75,000         (currently budgeted)</td>
<td>Maintain all (5) afternoon kindergarten para-professionals</td>
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<td>(currently budgeted)</td>
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For the purpose of this activity, only positions/people have been placed on this list because about 75-85% of district expenditures are people. The items on this list are not exhaustive.
## Assign $$ to the Needs and Wants (On-Going)

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Can not exceed $975,000
Prioritizing: “It’s All About Choices”
A Review of the Steps

Steps to Prioritize Expenditures:

1. **Educate Everyone** (trustees, parents, staff, students, community, media) – Information is Essential
2. **Identify the Needs and Wants**
3. **Distinguish Between One-Time and On-Going Expenses**
4. **Assign $$$ to the Needs and Wants**
5. **Engage Participants in the Prioritization Activity**
Tips

- **Great Phrase** - “We can afford to do anything, but not everything.”
- **Have stakeholder groups take a position (in writing) with respect to the prioritization activity.**
- **Discuss the various perspectives in open and closed session (under negotiations).**
- **Recognize that the fiscal landscape is always changing.**
- **Keep stakeholders informed as information changes**
Community Engagement

Local Control and Accountability Plan

Collective Bargaining Resource Allocation/$$$$

Collective Bargaining
Thank you for attending ………

- Dr. Daryl Camp, Superintendent
dcamp@riverbank.k12.ca.us

- Dr. Alejandro Alvarez, Deputy Superintendent, Business Services, Compton USD
alalvarez@Compton.k12.ca.us