

Buena Park School District
Buena Park, California 90620

January 14, 2019

TO: Governing Board

FROM: Dr. Ramon Miramontes, Superintendent

SUBJECT: **APPROVAL OF PROPOSED CHANGES IN EMPLOYMENT TERMS FOR
CONFIDENTIAL AND MANAGEMENT EMPLOYEES**

BACKGROUND INFORMATION

The District's Local Control Accountability Plan Goal #3 is to recruit, retain and support all staff to increase student achievement. In an effort to retain highly qualified staff, tentative agreement was previously reached with the Buena Park Teachers Association (BPTA) with 2% salary increase effective January 1, 2019, and a 1.5% off salary payment for employees employed at the ratification of the agreement. Tentative agreement was previously reached with the California School Employees Association, Chapter #569 (CSEA) with a 2% salary increase retroactive to July 1, 2018 and a 0.5% off salary payment for employees employed at the ratification of the agreement. The CSEA contract is for three years, 2018-21. Both agreements call for the salary increases notated above, and modification of various contract provisions to each respectively bargained contract.

CURRENT INFORMATION

Unrepresented Contract, Confidential and Management employees have proposed that the Governing Board consider for approval a 1.5% off salary increase for employees employed as of the date this agreement is Governing Board approved.

FINANCIAL IMPLICATIONS

Costs associated with the proposed changes would be funded from the General Fund. The projected one-time impact on unrestricted expenses total approximately \$69,000 for the off schedule salary payment plus fringe benefits.

STAFF RECOMMENDATIONS

The Administration recommends approval of the proposed changes in employment terms for confidential and management employees.