

CAPISTRANO UNIFIED SCHOOL DISTRICT
33122 Valle Road
San Juan Capistrano, CA 92675
BOARD OF TRUSTEES
Special Meeting

March 28, 2018

Closed Session 4:30 p.m.
Open Session 6:00 p.m.

AGENDA

CLOSED SESSION AT 4:30 P.M.

- 1. CALL TO ORDER**
- 2. CLOSED SESSION COMMENTS**
- 3. CLOSED SESSION** (as authorized by law)
 - A. CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION**
Susan Holliday
Attorney – Anthony De Marco
Significant Exposure to Litigation – One Case
(Pursuant to Government Code § 54956.9(d)(2))
 - B. CONFERENCE WITH LABOR NEGOTIATORS**
District Negotiators: Kirsten M. Vital/Gordon Amerson/Clark Hampton
Employee Organizations:
 - 1) Capistrano Unified Education Association (CUEA)
 - 2) California School Employees Association (CSEA)
 - 3) Teamsters
 - 4) Capistrano Unified Management Association (CUMA)(Pursuant to Government Code § 54957.6)
 - C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**
Gordon Amerson
Attorney – Anthony De Marco
Two Cases
(Pursuant to Government Code § 54957)
 - D. PUBLIC EMPLOYMENT AND EVALUATION OF PERFORMANCE**
Deputy Superintendent
(Pursuant to Government Code § 54957(b))

RECORDING OF SCHOOL BOARD MEETINGS

In accordance with Board Policy 9324, Board Minutes, all Regular School Board Meetings will be audio recorded.

OPEN SESSION AT 6:00 P.M.

CALL TO ORDER – ROLL CALL

PLEDGE OF ALLEGIANCE

ADOPTION OF THE AGENDA

REPORT ON CLOSED SESSION ACTION

ORAL COMMUNICATIONS (Non-Agenda Items)

Oral Communications will occur immediately following Board and Superintendent Comments. The total time for Oral Communications shall be twenty (20) minutes. Individual presentations are limited to a maximum of three (3) minutes per individual.

CONSENT CALENDAR

All matters listed under the Consent Calendar are considered by the Board to be routine and will be enacted by the Board in one motion in the form listed below. There will be no discussion of these items prior to the time the Board votes on the motion unless members of the Board or staff request specific items to be discussed and/or removed from the Consent Calendar. The Superintendent and the staff recommend approval of all Consent Calendar items.

HUMAN RESOURCE SERVICES

1. PUBLIC AGENCY RETIREMENT SERVICES SUPPLEMENTARY RETIREMENT PLAN FOR CERTIFICATED NON-MANAGEMENT EMPLOYEES: EXHIBIT 1

Approval of the Public Agency Retirement Services (PARS) Supplementary Retirement Plan (SRP) for Certificated Non-Management Employees. As a result of the Tentative Agreement reached with Capistrano Unified Education Association (CUEA) and the number of participants enrolling in the program, staff seeks approval of the final PARS agreement.

Contact: Gordon Amerson, Associate Superintendent, Human Resource Services

ADJOURNMENT

Motion by _____ Seconded by _____

**THE NEXT REGULAR MEETING OF THE BOARD OF TRUSTEES IS
WEDNESDAY, APRIL 25, 2018, 7:00 P.M.
AT THE CAPISTRANO UNIFIED SCHOOL DISTRICT OFFICE BOARD ROOM
33122 VALLE ROAD, SAN JUAN CAPISTRANO, CALIFORNIA**

For information regarding Capistrano Unified School District, please visit our website:

www.capousd.org

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS PRESENT AT THIS MEETING

We are pleased you can be with us at this meeting, and we hope you will return often. Your visit assures us of continuing community interest in our schools.

The members of the Board of Trustees of this District are locally elected state officials, who serve four-year terms of office, and who are responsible for the educational program of our community from grades kindergarten through twelve. They are required to conduct programs of the schools in accordance with the State of California Constitution, the State Education Code, and other laws relating to schools enacted by the Legislature, and policies and procedures which this Board adopts.

The Board is a policy-making body whose actions are guided by the school district's Mission and Goals. Administration of the District is delegated to a professional administrative staff headed by the Superintendent.

The agenda and its extensive background material are studied by each member of the Board for at least two days preceding the meeting. Board Members can call the administrative staff for clarification on any item, and many of the items on the agenda were discussed by the Board during previous meetings. These procedures enable the Board to act more effectively on agenda items than would otherwise be possible.

WHAT TO DO IF YOU WISH TO ADDRESS THE BOARD OF TRUSTEES

CLOSED SESSION: In accordance with Education Code § 35146 and Government Code § 54957, the Board may recess to Closed Session to discuss personnel matters which they consider inadvisable to take up in a public meeting.

Members of the public shall have an opportunity to address the Board regarding items on the agenda to be considered during Closed Session prior to the Board adjourning the meeting to Closed Session. Individual presentations are limited to a maximum of three minutes; however, the time assigned for individual presentations could be fewer than three minutes depending upon the total number of speakers who wish to address a specific agenda topic.

ORAL COMMUNICATIONS (Non-Agenda Items): Regular, scheduled meetings of the Board shall have a portion of each meeting devoted to Oral Communications. Oral Communications, will take place following Special Recognitions. The total time for the Oral Communications portion of regular meetings shall be twenty minutes. Individual presentations are limited to a maximum of three minutes per individual but could be less if there are a large number of Oral Communication speakers. Legally, the Board may not take action on items raised by speakers under Oral Communications. The Board may, however, at its discretion, refer items to the administration for follow-up or place topics on a future Board agenda.

ORAL COMMUNICATIONS (Agenda Items): Members of the public shall also have an opportunity to address the Board on Open Session agenda items before their consideration by the Board. Individual presentations for the Consent Calendar are limited to a maximum of five minutes for all Consent Calendar items. Individual presentations for Discussion/Action agenda items are limited to a maximum of three minutes however; the time assigned for individual presentations could be fewer than three minutes depending upon the total number of speakers, who wish to address a specific agenda topic. The total time for presentations shall be limited to twenty minutes per agenda topic, unless the Board grants additional time. The Board shall hear all presentations after any staff comments but prior to the formal discussion by Board members of the agenda topic under consideration.

Once an agenda item has been opened for public comment, no additional "Request to Address the Board of Trustees" cards shall be accepted for that topic unless otherwise approved by the Board. When addressing a specific item on the agenda, the Board may vote to allow additional public speaker time for an individual Discussion/Action item.

PUBLIC HEARINGS: Any time the Board schedules a separate public hearing on a given topic, it shall not hear speakers on that topic before the public hearing, except as to the scheduling of the hearing, nor shall it hear speakers after the hearing, except as to changes in the recommended action at the time of the hearing.

REASONABLE ACCOMMODATION

In order to help ensure participation in the meeting of disabled individuals, appropriate disability-related accommodations or modifications shall be provided by the Board, upon request, in accordance with the Americans with Disabilities Act (ADA). Persons with a disability who require a disability-related accommodation or modification, including auxiliary aids and services in order to participate in a Board meeting, shall contact the Superintendent or designee in writing by noon on the Friday before the scheduled meeting. Such notification shall provide school district personnel time to make reasonable arrangements to assure accessibility to the meeting.

**CAPISTRANO UNIFIED SCHOOL DISTRICT
BOARD REPORT**

To: Board of Trustees

From: Gordon Amerson, Ed.D., Associate Superintendent, Human Resource Services

Date: March 28, 2018

Board Item: Public Agency Retirement Services (PARS) Supplementary Retirement Plan for
Certificated Non-Management Employees

HISTORY

During negotiations with the Capistrano Unified Education Association (CUEA), the possibility of the District offering a Supplementary Retirement Plan (SRP) was discussed. As part of the tentative agreement between the District and CUEA, the District agreed to offer a SRP benefit equivalent to 80% of Final Pay if a total of 180 resignations were achieved.

BACKGROUND INFORMATION

The District has worked with Public Agency Retirement Services (PARS) to design a Supplementary Retirement Plan (SRP), which was conditionally approved by the Board on February 13, 2018. The SRP was designed as a retirement incentive that encouraged certificated non-management CUEA employees to retire early.

The goal of the program was to generate savings, or at a minimum, create no cost to the District by increasing the number of retirements in the 2017-2018 school year. This benefit encouraged over 500 eligible employees to enroll in the plan.

CURRENT CONSIDERATIONS

This agenda item presents for Board consideration the approval of the Public Agency Retirement Services (PARS) Supplementary Retirement Plan for Certificated Non-Management Employees.

FINANCIAL IMPLICATIONS

The District has met the threshold/breakeven point which was based on at least 180 participants enrolling in the program.

STAFF RECOMMENDATION

It is recommended the Board of Trustees approve the District's Supplementary Retirement Plan administered by PARS and accepts the resignation of 184 certificated non- management employees who enrolled.

PREPARED BY: Gordon Amerson, Ed. D., Associate Superintendent, Human Resource
Services



CAPISTRANO UNIFIED SCHOOL DISTRICT

PARS Supplementary Retirement Plan (SRP)

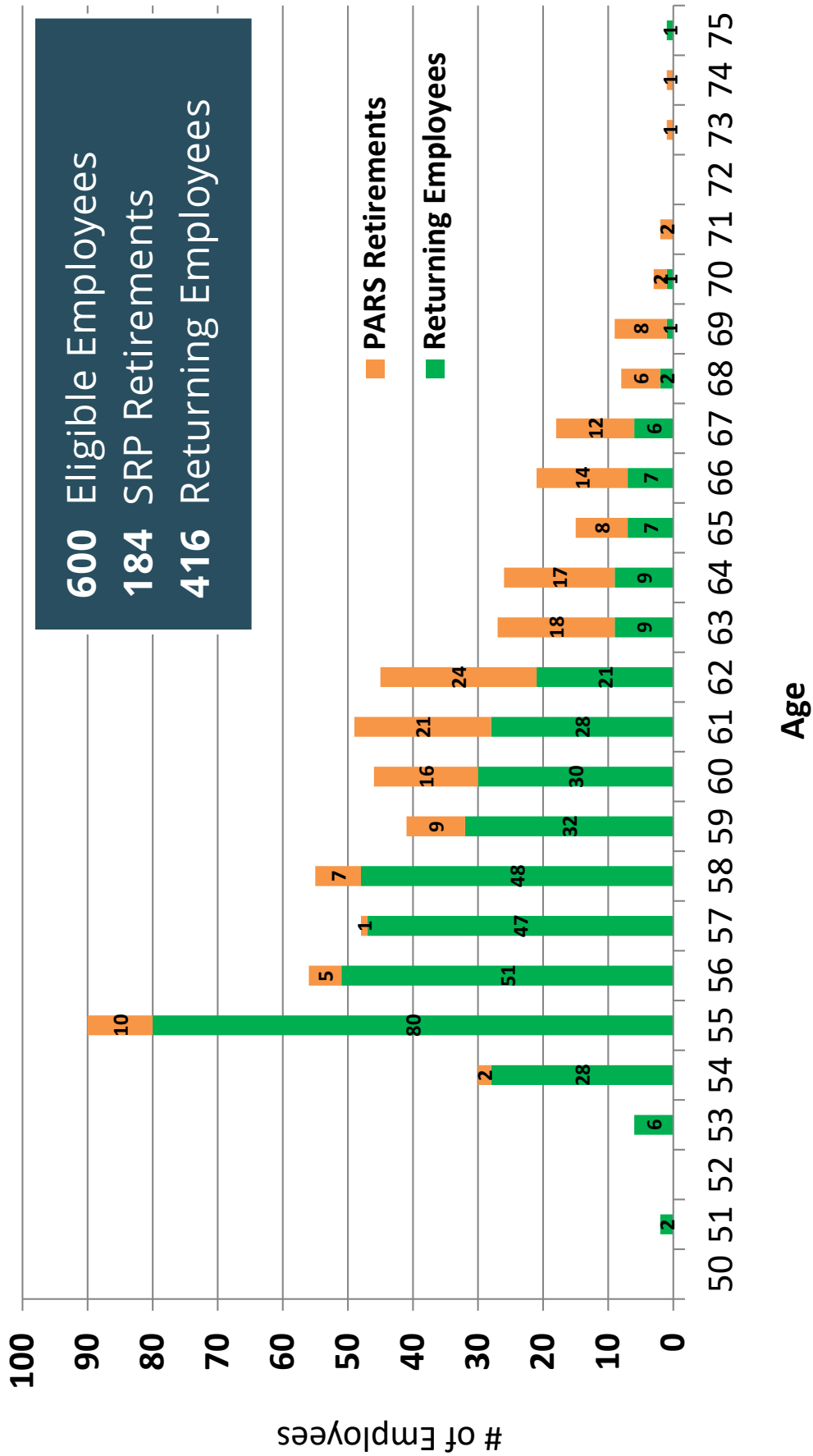
March 20, 2018 *Post-Analysis - Updated*

PLAN ASSUMPTIONS

Certificated Non-Management							
Eligibility Requirements	Age 55, 5 Years of Service; or Age 50, 30 Years of Service						
Benefit Level	80% of Final Pay (administrative fees paid by District)						
Replacement Salaries	Certificated Non-Management: \$65,500						
Health Care Costs	Active: \$12,943 Pre-65 Retiree: \$5,772 (Prorated by Years of Service @ Retirement) Post-65 Retiree: \$0 Health COLA: 0.00%						
STRS/PERS Retirement Plan Costs	STRS: <table> <tr> <td>2018-19</td><td>16.280%</td></tr> <tr> <td>2019-20</td><td>18.130%</td></tr> <tr> <td>2020-21</td><td>19.100%</td></tr> </table>	2018-19	16.280%	2019-20	18.130%	2020-21	19.100%
2018-19	16.280%						
2019-20	18.130%						
2020-21	19.100%						
PARS Plan Funding	5-Year Annuity purchased through Pacific Life Insurance						

RETIREE DEMOGRAPHICS

CERTIFICATED NON-MANAGEMENT



FISCAL SUMMARY OF SAVINGS

CERTIFICATED NON-MANAGEMENT

Benefit Level	Number of PARS Retirements	Percentage Retirements (600 Eligible Employees)	Positions <i>not</i> backfilled*	Projected Savings over 5 Years
80% of Final Pay	184	30.67%	26	\$1,713,002

*Savings through non-replacement equally impacting both the SRP and Natural Attrition scenario)

CONTACTS

DENNIS YU

Executive Vice President



dyu@pars.org



(800) 540-6369 ext. 104