



**Tri-Valley Regional Occupational Program**  
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### ***JOINT POWERS GOVERNING BOARD***

#### **Minutes of the Special Board Meeting: Compensation & Benefits Workshop of May 24, 2022**

**1:00 p.m. Open Session**

**Meeting to be conducted in compliance with AB 361**

**1. CALL TO ORDER / ROLL CALL – 1:00 p.m.**

Chairperson Prusso called the meeting to order at

Prusso – Yes

Rouse – Yes

Maher - Yes

**2. PUBLIC COMMENT - *None***

**3. CONSENT - RESOLUTIONS**

**A. Resolution No. 2021-22.9 – Resolution Continuing Board of Trustees Authority to Hold Virtual Meetings Pursuant to AB 361**

The Board approved the Resolution 2021-22.9 Resolution Continuing Board of Trustees Authority to Hold Virtual Meetings Pursuant to AB 361.

Prusso – Yes

Rouse – Yes

Unavailable

**4. BOARD WORKSHOP**

**A. Compensation & Benefits Workshop – Information**

At the request of the Board, Teresa Fiscus and Superintendent Julie Duncan presented a study of the staff benefit and compensation packages of the TVROP Member Districts, as well Alameda County ROP's, in comparison to Tri-Valley ROP's staff benefit and compensation package.

In response to the Board's inquiry of the Superintendent Salary Schedule, Teresa reviewed the current TVROP Superintendent Salary Schedule and recommended that the Board not add another column/step but rather do a percentage increase to the entire schedule.

Superintendent Duncan reviewed the research collected on the other Alameda County Superintendents' salary and benefit packages in comparison to ROP's compensation package. Teresa clarified that the reason we didn't go into a larger comparison is that ROP's are not all similar. Some ROP's have centers that create more overhead, some are on local high school campuses and some have a combination of both. Tri-Valley ROP hosts a high school on a college campus with three school districts which is unique here in CA.

Julie also presented a Bay Area Compensation study for certificated teachers in comparison to TVROP's. The comparison included TVROP Member Districts and Alameda County ROP's. The study illustrated the average significant gap between the total compensation all entities receive in comparison to what TVROP certificated teachers receive across the steps and columns of salary schedules.

Trustee Rouse confirmed with Superintendent Duncan that the study included the medical benefit contribution within the salary schedule comparison.

Trustee Prusso asked that if the Board were to take action on a salary increase, a cash stipend in lieu of benefits or a combination of both, would it allow TVROP to be competitive in the hiring market? Superintendent Duncan referred back to the study comparison stating that an obvious salary increase needs to be present to be competitive, as well as cash in lieu of benefits. Teresa Fiscus further explained to the Board that the one-time COVID monies TVROP secured would allow a fiscally solvent decision for this present school year and the 2022-2023 school year.

The total cost to do a retro raise of 3% for certificated teachers and a \$5000 stipend in lieu of benefits prorated by FTE% for the 2021-22 and 2022-23 school years would be approximately \$200k each year.

Trustee Prusso further clarified that this proposal would allow TVROP and its Member Districts to strategize next year on how to bring the salary and compensation levels more in alignment with those indicated in the presented study. Superintendent Duncan and Teresa Fiscus agreed.

Teresa Fiscus went on to clarify that generally benefit packages are bought based on the number of employees you have. For example, in Livermore, with the teachers we have a composite rate and no teacher is allowed to opt out of the benefits. That is because we have an agreement with the benefit provider that we will have a certain number of employees participating to bring down rates. TVROP has about 38 employees and not all are full time. The concern is that if TVROP goes out for benefits, they're going to be very, very expensive. The thought was that if we move forward with some type of cash in lieu of benefit option, this would give TVROP employees the opportunity to take that money to support their current out-of-pocket medical coverage expenses.

Superintendent Duncan reviewed and stated that the "budget is the budget" explaining that there are no extra dollars to give raises as the 4% increase to the budget every year covers the rise in the cost of doing business. She also explained that TVROP, unlike the other ROP's in the County, passes through the entire CTEIG funds to the TVROP Member Districts. If the Board is looking for funds to utilize for compensation, it might be an option for TVROP to withhold a set amount of these funds to cover compensation expenses. Superintendent Duncan explained that another potential funding source could be the one-time \$1.9 million COVID relief funds. She stated that the investment in personnel is essential.

Trustee Rouse confirmed with Superintendent Duncan that she would accept an increase to her salary schedule as long as the teachers were also getting an increase. Superintendent Duncan agreed the only way she would take an increase to her salary

schedule and cash in lieu of benefits was if her employees were taken care of first.

The Trustees all agreed that an increase in salaries based on the Bay Area Compensation studies were necessary, as well as a stipend in lieu of benefits for all employees. The request was to bring forward to the June 15<sup>th</sup> TVROP JPGB Regular meeting a proposed fiscally solvent benefit and compensation package that covered all of their concerns and included all TVROP employees.

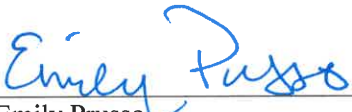
**ADJOURNMENT**

**2:18 p.m.**

Submitted,

*Approved and entered into the proceedings  
of the Board this 15<sup>th</sup> day of June, 2022*

  
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Julie Duncan  
Secretary to the Board

  
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Emily Prusso  
Chairperson