



Tri-Valley Regional Occupational Program
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JOINT POWERS GOVERNING BOARD

Special Board Meeting: Salary & Board Workshop of March 5, 2025

5:30 p.m. Closed Session and 6:00 p.m. Open Session

Las Positas College/Middle College Hub

Building 400

3000 Campus Hill Drive

Livermore, CA 94551

1. CALL TO ORDER/ROLL CALL – 5:30 p.m.

Chairperson Speck called the meeting to order at 5:30 p.m.

Roll Call:

Trustee Prusso – Aye

Trustee Speck – Aye

Trustee Walker – Aye

2. PUBLIC COMMENT on closed session items only – *None*

3. ADJOURN TO CLOSED SESSION – Pursuant to Government Code §54957

A. Public Employee Discipline/Dismissal/Release

B. Public Employee Performance Evaluation

Title: Superintendent

4. RECONVENE IN OPEN SESSION – 6:02 p.m.

A. Pledge of Allegiance

B. Report Out of Closed Session – No action taken during closed session

5. PUBLIC COMMENT - *None*

6. BOARD WORKSHOP

A. Tri-Valley ROP Budget and Compensation Analysis

Superintendent Duncan and Doug D'Amour, CBO, presented the Tri-Valley ROP Budget & Compensation Analysis

- Superintendent Duncan presented the history of Tri-Valley ROP; timeline, JPA details, budget as it relates to Member District contribution and the Board structure

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- Superintendent Duncan reviewed the process taken after the direction the Board provided from the January 29, 2025 TVROP JPGB Meeting in which Chairperson Speck specifically requested research in a possible 3%, 2%, 1% salary increases and in lieu stipend scenarios by position
- Superintendent Duncan and Doug D'Amour gave a comprehensive budget analysis that included a preview of the Second Interim that will be presented and explained in detail at the March 12, 2025 Board Meeting and outlined member districts contributions and CTEIG reimbursement
- While previewing the Second Interim, Doug D'Amour noted that a difference between the First and Second Interim report will appear due to ROP receiving the College & Career Access Pathway Grant award of \$270,000. The funds from this multi-year grant are restricted
- Doug D'Amour presented the cost of proposed salary and stipend in lieu increases for the 2024-2025 and 2025-2026 salary schedules which included 3% Certificated, 2% Director of College & Career Readiness, and 1% Classified and other Management including a stipend in lieu of \$500 for 2024-2025 and another \$500 for 2025-2026
- Superintendent Duncan and Doug D'Amour also explained that in order to fund the 2025-2026 potential increases, TVROP would need to begin to withhold annually 5% in indirect costs for the CTEIG grant of which TVROP is the Consortium Lead LEA
- Superintendent Duncan held a Coordinating Council meeting to discuss the Special Board meeting agenda items including the potential costs of salary and stipend in lieu increases for Tri-Valley ROP employees and the potential impact to the Member Districts
- Superintendent Duncan addressed her concern to not take the additional reserve below 3%, explaining that grant dollars are often partially funded and the ROP is not reimbursed monies until the following year or payments from member district contributions are delayed resulting in relying on the additional reserve to provide support for payroll and other expenses
- Doug D'Amour emphasized the importance of maintaining cash reserves because of the points made by Superintendent Duncan
- Board members agreed that keeping the additional board reserve was important but recognized reducing the reserve was also reasonable
- Superintendent Duncan confirmed that all Member District fiscal representatives were consulted by either Superintendent Duncan and/or a representative of Coordinating Council related to reducing the additional reserve to 3% and that TVROP would retain 5% of the CTEIG funds for administration of the grant
- Superintendent Duncan presented the TVROP Management, Certificated, and Classified salary differences among TVROP Member Districts and Alameda County ROPs salary ranges from low to high and added the potential salary and in lieu increases to illustrate the possibility of closing the gap to be more in alignment
- Chairperson Speck acknowledged the progress, and noted we are not there yet, but getting closer
- Doug D'Amour and Superintendent Duncan will be working on the TVROP Salary Schedules for the next board meeting
- If salary and in lieu increases are approved, the increases would take effective April 1st, with retroactive pay to July 1, 2024

Board Member Comments

- Trustee Prusso appreciated the timeline and expressed that she agreed that the high additional reserve was no longer needed
- Trustee Walker stated that she was new but the proposal looked great
- Chairperson Speck appreciated all the member districts are on board during this difficult time as they are all making cuts, but seeing the importance of compensating all of the employees that are teaching all of our students whether they are being directly employed by our member districts or ROP is important

7. ANNOUNCEMENTS

- The next Regular Meeting of the Board is scheduled for Wednesday, March 12, 2025, at 5:00 p.m.

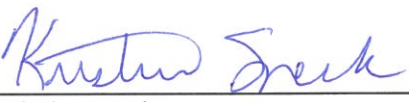
8. ADJOURNMENT – Chairperson Speck adjourned the meeting at 6:53 p.m.

Submitted,

*Approved and entered into the proceedings
of the Board this 12th day of March, 2025*



Julie Duncan
Secretary to the Board



Kristin Speck
Chairperson

KS/JD/rv