

**A Report on the Study of  
FEASIBILITY OF UNIFICATION  
of the  
School Districts of  
UPPER LAKE UNION ELEMENTARY  
SCHOOL DISTRICT  
and  
UPPER LAKE UNION HIGH SCHOOL  
DISTRICT**

**REVIEWED BY THE  
LAKE COUNTY SUPERINTENDENT OF SCHOOLS  
& LAKE COUNTY OFFICE OF EDUCATION STAFF**

**AUGUST 2015**

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## SUMMARY OF FINDINGS

### REPORT ON FEASIBILITY OF UNIFICATION

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This report summarizes the findings of the joint collaboration of the Governing Boards of the Upper Lake Union Elementary School District (ULUESD) and Upper Lake Union High School District (ULUHSD) following joint school board meetings taking place between August, 2014 and May, 2015. The Governing Boards have examined all the conditions (criteria) for school district reorganization as listed in Education Code Section (EC§) 35753. The result of unification of the school districts would be a single unified district, Upper Lake Unified School District, consolidating one elementary school district, K-8 (operating on two separate campuses, K-5 and 6-8) and one high school district, 9-12, including a continuation high school, community day school and adult education program. The summary of the findings and recommendations with respect to these conditions are as follows:

#### CRITERIA

<b>CONDITION (CRITERIA)</b>	<b>SUBSTANTIALLY MET</b>
1. The new district must be adequate in terms of the number of pupils enrolled, at least 1501 students.	NO*
2. The districts must be organized on the basis of substantial community identity.	YES
3. The proposed reorganization will result in an equitable division of property and facilities.	YES
4. The proposed unification will not promote racial or ethnic discrimination or segregation.	YES
5. The proposed unification will not result in a substantial increase in State costs.	YES
6. The proposed unification will not significantly disrupt the educational programs in the affected districts and will continue to promote sound education performance.	YES
7. The proposed unification will not result in a significant increase in school housing costs.	YES
8. The proposed unification is primarily designed for purposes other than to significantly increase property values.	YES
9. The proposed unification will not cause a substantial adverse effect on the fiscal management or fiscal status of the new unified district.	YES

**\*Please see Criteria 1 general finding for explanation of No answer.**

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**EC §35753(a) (1): The new district must be adequate in terms of the number of pupils enrolled.**

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**GENERAL FINDING:**

Both districts have reviewed student enrollment figures from 2011 through 2017. Although the newly-formed district (Upper Lake Unified School District-ULUSD) does not meet the standard of 1501 students, we believe the unification is in the best interest of the students of the community of Upper Lake.

**ANALYSIS OF DATA:**

The table below shows the enrollment data for both school districts.

Enrollment (CBEDS)

<b>Year</b>	<b>ULUESD (No. of students)</b>	<b>ULUHSD (No. of students)</b>	<b>Total Enrollment</b>
2011-2012	523	363	886
2012-2013	533	351	884
2013-2014	523	310	833
2014-2015	521	302	823
2015-2016 (Projected)	523**	295**	818**
2016-2017 (Projected)	527**	308**	835**

*\*\*Projected numbers for 2015-16 and 2016-17 are based on October 2014 CBEDS data of 8<sup>th</sup> graders and 7<sup>th</sup> graders from feeder districts (Lucerne Elementary and Upper Lake Middle).*

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

Upper Lake Union Elementary School District and Upper Lake Union High School District have proposed unification of the two small school districts. While unification will fail to attain the 1501 students specified in EC §35753(a)(1), the resulting district will be larger than either of the original districts. We concur that the unification of two small school districts, even with fewer than 1501 students, is in the best interest of the students of the community of Upper Lake.

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**EC §35753(a) (2): The districts must be organized on the basis of substantial community identity.**

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**GENERAL FINDING:**

Both districts (ULUESD and ULUHSD) are located in the community of Upper Lake. The two districts are separated by a street. There will be no effect on community identity as there will be no change in service to the students or change of location of sites. As both districts serve the same demographic population of students, the community identity will remain intact with unification of the districts.

**ANALYSIS OF DATA:**

Both school districts serve the community of Upper Lake. The ethnic composite of the districts is 26% Hispanic, 10% American Indian, 1% Asian, 53% White, and the other 10% are comprised of African American, Hawaiian and other/multiple ethnicities.

ULUESD and ULUHSD are located on the northern end of Lake County off of California Highway 20. We are located approximately 1.5 hours northeast of Santa Rosa, and 2 hours west of Sacramento off Highway 20. Upper Lake is the gateway to the 913,000 acre Mendocino National Forest. A large percentage of our lands are occupied by national forest land (approximately 43%). The population of Upper Lake at the 2010 census was 1052. We also serve the communities of Nice and Lucerne with populations of 2731 (Nice) and 3067 (Lucerne). There is a K-8 school serving the Nice/Lucerne area, and that school district is not part of the unification of the Upper Lake Districts although it will remain a feeder school to the high school.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

Local School Board members are the best suited organization to identify and define the community identity of a school or school district. This section of the report was unanimously approved by the School Boards of both Upper Lake Union Elementary School District and Upper Lake Union High School District. The local assessment of community identity is the most viable assessment available, therefore, upon consultation with district and county office staff, we concur with the assessment developed by the school districts.

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**EC §35753(a) (3): The proposed reorganization (unification) will result in an equitable division of property and facilities.**

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**GENERAL FINDING:**

The newly-formed district will continue to serve the students of Upper Lake in their current facilities. Students will remain at current sites in the same configuration as above.

**ANALYSIS OF DATA:**

The proposed reorganization will result in an equitable division of property and facilities.

<b>Upper Lake Elementary</b>	<b>Upper Lake Middle School</b>	<b>Upper Lake High School District</b>
Kindergarten – Grade 5	Grade 6 through Grade 8	Grade 9 through Grade 12 One continuation high school One community day school One adult education program

- ✓ Students will remain at current school sites

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

We concur with the findings. No division of property or facilities is required. The consolidation of property will continue to serve the same students and grade levels resulting in an equitable use of property.

**EC §35753(a) (4): The proposed unification will not promote racial or ethnic discrimination or segregation.**

**GENERAL FINDING:**

This criterion is not an issue in the proposed unification of the two districts.

<b>Year</b>	<b>ETHNICITY</b>	<b>ULUESD</b>	<b>ULUHSD</b>	<b>TOTAL</b>
<b>2011-2012</b>	Hispanic	120	90	<b>210</b>
	American Indian/Alaskan Native	82	32	<b>114</b>
	Asian	5	10	<b>15</b>
	Pacific Islander	1	1	<b>2</b>
	Filipino	0	0	<b>0</b>
	African American	4	2	<b>6</b>
	White	306	214	<b>520</b>
	Two or More Races	3	14	<b>17</b>
	Not reported	2	0	<b>2</b>
	<b>TOTAL ENROLLMENT</b>	<b>523</b>	<b>363</b>	<b>886</b>
<b>2012-2013</b>	Hispanic	143	88	<b>231</b>
	American Indian/Alaskan Native	77	38	<b>115</b>
	Asian	6	7	<b>13</b>
	Pacific Islander	2	1	<b>3</b>
	Filipino	1	1	<b>2</b>
	Black/African American	5	0	<b>5</b>
	White	298	198	<b>496</b>
	Two or More Races	1	18	<b>19</b>
	Not reported	0	0	<b>0</b>
	<b>TOTAL ENROLLMENT</b>	<b>533</b>	<b>351</b>	<b>884</b>
<b>2013-2014</b>	Hispanic	147	83	<b>230</b>
	American Indian/Alaskan Native	62	29	<b>91</b>
	Asian	6	3	<b>9</b>
	Pacific Islander	2	1	<b>3</b>
	Filipino	1	1	<b>2</b>
	Black/African American	8	1	<b>9</b>
	White	291	176	<b>467</b>
	Two or More Races	6	16	<b>22</b>
	Not reported	0	0	<b>0</b>
	<b>TOTAL ENROLLMENT</b>	<b>523</b>	<b>310</b>	<b>833</b>
<b>Year</b>	<b>ETHNICITY</b>	<b>ULUESD</b>	<b>ULUHSD</b>	<b>TOTAL</b>
<b>2014-2015</b>	Hispanic	150	80	<b>230</b>
	American Indian/Alaskan Native	52	29	<b>81</b>
	Asian	6	3	<b>9</b>
	Pacific Islander	3	1	<b>4</b>
	Filipino	0	0	<b>0</b>
<b>Year</b>	<b>ETHNICITY</b>	<b>ULUESD</b>	<b>ULUHSD</b>	<b>TOTAL</b>
<b>2014-2015</b>	Black/African American	7	1	<b>8</b>

	White	293	160	<b>453</b>
	Two or More Races	10	25	<b>35</b>
	Not reported	0	3	<b>3</b>
	<b>TOTAL ENROLLMENT</b>	<b>521</b>	<b>302</b>	<b>823</b>

Student ethnicities by enrollment number percentages:

Year	ULUESD (% - Rounded to whole number)				Total	ULUHSD (% - Rounded to whole number)				Total
	White	Latino	Native American	Other		White	Latino	Native American	Other	
2011-12	58	23	16	3	100	59	25	9	7	100
2012-13	56	27	14	3	100	56	25	11	8	100
2013-14	56	28	12	4	100	57	27	9	7	100
2014-15	55	29	11	5	100	53	26	10	11	100

**ANALYSIS OF DATA:**

The districts serve the same demographic population of students as shown in the tables above and therefore a unified district will not promote racial or ethnic discrimination or segregation.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

The review is consistent with the evaluation from the Upper Lake Union Elementary District and the Upper Lake Union High School District. The districts serve the same demographic population. In fact, the K-8 Elementary/Middle School students are the feeder students to the grade 9-12 High School. Therefore, the unification has no effect on racial or ethnic discrimination or segregation.



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**EC §35753(a) (5): The proposed unification will not result in a substantial increase in State costs.**

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**GENERAL FINDING:**

As shown in the table, there will be no projected reduction in funding due to unification.

<b>2014-15 State Revenues</b>			
<b>Source of Funding</b>	<b>ULHS</b>	<b>ULES</b>	<b>Combined</b>
Total LCFF Entitlement	2,575,635	3,805,336	6,380,971
Interest	4,600	3,111	7,711
Local Income	146,000	81,206	227,206
Mandated Cost	31,953	46,883	78,836
Donations	12,500	-	12,500
Unrestricted Lottery	35,000	62,205	97,205
Restricted Lottery	10,000	14,811	24,811
CA Partnership	129,750	-	129,750
Ag Incentive	8,020	-	8,020
Redevelopment Funds	28,191	16,950	45,141
ROP	108,136	-	108,136
<b>Total State Revenues</b>	<b>3,089,785</b>	<b>4,030,502</b>	<b>7,120,287</b>

**ANALYSIS OF DATA:**

Based upon the 2014-2015 State revenues for both districts and the combined total should unification occur, there will be no projected reduction anticipated. The sites will remain as is supporting the same students as we do currently. Further, due to the implementation of the Local Control Funding Formula (LCFF), there is no longer a one-time leveling up of revenues.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

We concur with the findings. The proposed unification will not result in a substantial increase in State costs.

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**EC §35753(a) (6): The proposed unification will not significantly disrupt the education programs in the affected districts and will continue to promote sound educational performance.**

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**GENERAL FINDING:**

Unification provides the newly formed district with a common vision and goals for all students. It increases the potential for articulation of curriculum and instruction as well as staff development.

Local Considerations

**1. Academic Performance Index (API):**

**API Scores**

<b>Year</b>	<b>ULHS</b>	<b>ULMS</b>	<b>ULES</b>
2008-2009	701	665	699
2009-2010	723	672	733
2010-2011	678	672	715
2011-2012	651	714	700
2012-2013	650	719	722

**2. Core Academic Programs of English, Mathematics, Science and Social Studies:**

2.1 These programs are not articulated K-12. Administrators and site level staff members sometimes informally meet and sometimes departments meet and share ideas, but not as much as they should to facilitate full articulation. With the onset of Common Core and the reauthorization of NCLB, API/AYP scores are uncertain

**3. Other Curricular Programs: Performing Arts, Fine Arts, Health, Foreign Language, Computer Technology:**

3.1 These programs are not articulated K-12.

**4. Technology and Library Services:**

4.1 ULUESD has a full time media coordinator and a full time Information Technology Technician.

4.2 ULUHSD has a full time technology instructor who oversees repairs, upgrades, and general maintenance along with his Computer Science class.

4.3 Students at ULUHSD work to support the technology program.

**5. Counseling:**

5.1 ULES does not have a district–paid counselor and neither does ULMS.

5.2 ULUHSD has one full-time counselor.

5.3 Three districts (Elementary, High School and Lucerne) share a full time psychologist.

**6. Transportation, Maintenance and Custodial Personnel:**

6.1 ULES and ULMS together have 3.5 FTE maintenance and operation staff.

6.2 ULUHSD has 2.9 FTE transportation staff and 3.5 FTE maintenance staff, 2.9 of which are paid partially by ULUESD for transportation by contractual agreement.

**Vehicles/Equipment:**

6.3 ULUESD has four (4) buses, one maintenance truck, one cafeteria truck, one riding lawn mower, one tractor with mower attachment and two (2) push mowers.

6.4 ULUHSD has four (4) buses, six (6) vans, one passenger car, one maintenance van/truck, a forklift and a riding mower.

**Bus Routes:**

6.5 There are four (4) bus routes in the morning and four (4) in the afternoon, all of which carry students from both districts.

6.6 Field trips and athletics are all coordinated through the high school.

**Fuel, Supplies and Repairs:**

6.7 ULUESD contracts for the services of ULUHSD.

**7. Food Services and Cafeteria**

**Food Services Personnel**

District	FTE
ULUESD	2.4
ULUHSD	1.5

**8. Secretarial and Business Operations**

**Secretarial/Business Operations Personnel**

District	Secretarial	Business/Admin	Total
ULUESD	3	1.5	4.5
ULUHSD	4	2	6

**9. Administration**

9.3 ULUHSD employs one full time Superintendent/Principal, one Vice Principal/Athletic Director and one full time Assistant Superintendent of Student Services who directs the Alternative Programs, Transportation, Facilities and Maintenance and Food Services for a total of three (3) FTE.

9.4 ULUESD employs a Superintendent/Principal at the Elementary School site and a Principal at the Middle School site for a total of two (2) FTE.

## 10. Teachers and Paraeducators

### Teachers and Paraprofessional Personnel

District	Teacher FTE	Paraeducator FTE
ULUESD	25.5	8.25
ULUHSD	12.5	2.625

## 11. Facilities

11.1 ULUHSD: The campus is located on 22.67 acres in Upper Lake on four parcels (2.97 + 8.516 + 10.266 + 0.925 acres). There are 17 classrooms, a multipurpose room/cafeteria, an administrative building, two computer labs, two shop buildings, a student store, a gymnasium, a library/student center, a music building, a football field, baseball field, softball field, outdoor basketball courts, a weight room building next to the gym, and a school farm.

Non-student buildings: Bus barn and bus office, maintenance building and storage sheds, the Hub building and the solar field.

11.2 ULUESD consists of the following two campuses:

The Upper Lake Elementary School campus is located on three parcels with a total of 6.819 acres (6.207+ 0.431 + 0.181) with eleven buildings, one of which is utilized by the Headstart program. There are 18 student classrooms and a multipurpose room/cafeteria, large playing fields, a library/computer lab, a maintenance shed, a room for occupational therapy/physical therapy/psychological help, a room for speech therapy, a staff room building, an after-school program building (one room), and a big bus barn (storage).

The Upper Lake Middle School is located on an 8.233 acre site (3.83 + 4.403 acres, two parcels) that includes 7 student classrooms, 11 buildings, one of which is a community day school building (Grove School), a technology lab, a staff development/meeting room, a gymnasium/multipurpose building with a small cafeteria room (lunches are cooked at the elementary site on most days) and a library.

## 12. Curriculum, Instruction and Staff Development

### ULUESD:

12.1 Core – Academic curriculum in Reading/Language Arts, Mathematics, History/Social Studies and Science are aligned with the California Subject Matter Frameworks. Matching State content standards are in place and assessed regularly. Instructional materials are sufficient, adequate, current and Williams compliant.

12.2 All EL students receive ELD instruction by a certificated ELD teacher.

12.3 Instruction is standards based, differentiated and articulated K-8.

12.4 Target Time K-5 is Monday through Thursday and is an intense reading/language arts class in which students are grouped according to their particular skill level.

12.5 All tenured teachers are evaluated every other year and probationary teachers annually using the California Standards for the Teaching Profession.

12.6 Teachers and administration set priorities and communicate to find ways to improve instruction and morale at the school. Grade level meetings and department meetings occur on a regular basis.

12.7 Special Education students receive specialized instruction services based on their Individual Education Plan (IEP).

**ULUHSD:**

12.8 Core academic programs are aligned with the California State Content Standards and California frameworks.

12.9 Instructional materials are sufficient and Williams compliant.

12.10 Other curricular programs such as Health, Foreign Language, Physical Education, Fine Arts, Performing Arts, and Vocational Education are aligned with the subject matter frameworks and with national challenge standards.

12.11 Special Education students are included in regular classroom instruction as much as possible. ULHS has a learning lab configuration.

12.12 English Learners below the advanced level of proficiency receive Rosetta Stone support.

12.13 The local educational agency (LEA) guides planning and decision making in matters of curriculum, instruction, assessment and staff development.

**ANALYSIS OF DATA:**

Unification provides the newly formed district with a common vision and goals for all students. It increases the potential for articulation of curriculum and instruction as well as staff development.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

The review is consistent with the evaluation from Upper Lake Union Elementary School and Upper Lake Union High School citing no negative effects. The unification will increase the potential for collaboration in curriculum, instruction, and staff development. In addition, the articulation between TK-12 grades will create an opportunity for a smoother transition process for students, parents, and staff. Collaboration for certificated and classified staff can allow for more specialized training and diversity to create experts in various areas. There is also a potential for a reduction in costs for instructional materials, training, maintenance equipment, office equipment and staffing.

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**EC §35753(a) (7): The proposed unification will not result in a significant increase in housing costs.**

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**GENERAL FINDING:**

The proposed unification will not result in a significant increase in school housing costs.

1. ULUHSD: The campus is located on 22.67 acres in Upper Lake on four parcels (2.97 + 8.516 + 10.266 + 0.925 acres). There are 17 classrooms, a multipurpose room/cafeteria, an administrative building, two (2) computer labs, two (2) shop buildings, a student store, a gymnasium, a library/student center, a music building, a football field, baseball field, softball field, outdoor basketball courts, a weight room building next to the gym and a school farm.

Non-student buildings: Bus barn and bus office, maintenance building and storage sheds, the HUB building and the solar field.

2. The Upper Lake Elementary School campus is located on three parcels with a total of 6.819 acres (6.207 + 0.431 + 0.181) with eleven buildings, one of which is utilized by the Headstart program. There are 18 student classrooms and a multipurpose room/cafeteria, large playing fields, a library/computer lab, a maintenance shed, a room for occupational therapy/physical therapy/psychological help, a room for speech therapy, a staff room building, an after-school program building (one room), and a big bus barn (storage).

The Upper Lake Middle School is located on an 8.233 acre site (3.83 + 4.403 acres, two parcels) that includes 7 student classrooms, 11 buildings, one of which is a community day school building (Grove School), a technology lab, a staff development/meeting room, a gymnasium/multipurpose building with a small cafeteria room and a library.

**3. Bonds:**

3.1 The ULUESD has no outstanding school bonds.

3.2 The ULUHSD has one outstanding bond with a balance of \$1,205,343.00 and capitalized interest in the amount of \$1,562,228.00 as of June 30, 2014. This will be paid in full in the year 2024, with payment of \$330,000.00 per year. All bond transactions are included in Fund 51, the Bond Interest and Redemption Fund.

**4. Developer Fees:**

4.1 Developer fees of \$3.36 per square foot residential and \$.54 per square foot industrial/commercial are shared in the ULUESD and ULUHSD attendance areas at the rate of 60% ULUESD and 40% ULUHSD.

4.2 The ULUSD currently receives 33% of developer fees collected in the Lucerne/ULUHSD attendance area.

**ANALYSIS OF DATA:**

Study shows there is no significant increase in school housing costs. School facilities will be adequate to serve all grade levels.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY  
OFFICE OF EDUCATION STAFF:**

A review of existing facilities and projected enrollment indicates that no new facilities will be required to meet enrollment demands. No significant increase in facility costs would be experienced. We concur with the district analysis.

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**EC §35753(a) (8): The proposed unification is primarily designed for purposes other than to significantly increase property values.**

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**GENERAL FINDING:**

The proposed unification is primarily designed for purposes other than to significantly increase property values.

**ANALYSIS OF DATA:**

Study shows the proposed unification is primarily designed to improve student services and will have no impact on property values as the campuses are located directly across the street from each other.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY OFFICE OF EDUCATION STAFF:**

In consultation with district staff, it was determined that the decision to seek unification was not based on potential impacts to local property values. Unification is unlikely to significantly affect property values in any manner. We concur with the findings of the districts.



**EC §35753(a) (9): The proposed unification will not a cause a substantial adverse effect on the fiscal management or fiscal status of the new unified district.**

**GENERAL FINDING:**

The proposed unification will not cause a substantial adverse effect on the fiscal management or fiscal status of the new unified district.

**1. Fiscal Status Information:**

<b>Available Reserves - June 30, 2014</b>					
<i>From Unaudited Actual Report</i>					
<b>District</b>	<b>2014 General Fund Restricted/Unrestricted Expenditures</b>	<b>General Fund</b>	<b>Other Funds</b>	<b>Total Funds</b>	<b>As Percent of Expenses</b>
<b>ULUESD</b>	4,419,087	942,522	825,488	1,768,010	40%
<b>ULUHSD</b>	4,412,713*	1,321,387	428,209	1,749,596	40%
<b>Total</b>	8,831,800	2,263,909	1,253,697	3,517,606	40%

\*In 2014, the ULUHSD installed a solar field at the cost of \$1,000,065.

<b>Multi-Year Financial Trends</b>					
<i>Total Funds from Audit Reports</i>					
<b>District</b>	<b>2009-2010</b>	<b>2010-2011</b>	<b>2011-2012</b>	<b>2012-2013</b>	<b>2013-2014</b>
<b>ULUESD</b>	1,694,751	1,626,583	1,618,649	1,656,494	1,768,010
<b>ULUHSD</b>	1,559,477	1,916,478	1,566,513	1,488,950	1,749,596
<b>Total</b>	3,254,228	3,543,061	3,185,162	3,145,444	3,517,606

**2. Positive Certification:**

- a. ULUESD received a qualified certification for the 2009-10 First and Second Interim Budget reports, and received a qualified certification for the 2011-2012 Second Interim Budget report. Since 2012-13, the District has received positive certifications.
- b. ULUHSD has had a positive certification each year.

**3. Economic Uncertainty:**

- a. In 2014, Upper Lake Union Elementary School District had a reservation for economic uncertainty included in the general fund ending fund balance of \$239,000. The state requires a reserve of 4%; the district has a 6% reserve.
- b. In 2014, Upper Lake Union High School District had a reservation for economic uncertainty included in the general fund ending fund balance of \$352,381. The state requires a reserve of 5%; the district has an 8% reserve.

**4. Health Insurance:**

- a. ULUESD:
 

Certificated Annualized Cap	\$15,867.60
Classified Annualized Cap	\$15,867.60
Management Annualized Cap	\$15,867.60
Board Member Annualized Cap	\$15,867.60
Retiree Annualized Cap	\$0.00
  
- b. ULUHSD:
 

Certificated Annualized Cap	\$13,090.00
Classified Annualized Cap	\$13,090.00
Management Annualized Cap	\$ 90.00
Board Member Annualized Cap	\$ 90.00
Retiree Annualized Cap* (1 retiree)	\$12,500.00

*\*(In Lieu of Golden Handshake after 30 years of full-time credentialed service.)*

**5. Negotiations Agreements**

<b>Settlements for the 2013-14 Year</b>		
<b>District</b>	<b>Certificated</b>	<b>Classified</b>
<b>ULUESD</b>	13-14: 0%, 14-15: 1.5%, 15-16: 2.2% or COLA (whichever is greater) and 16-17: 2.4% or COLA (whichever is greater)	13-14: 0%, 14-15: 1.5%, 15-16: 2.2% or COLA (whichever is greater) and 16-17: 2.4% or COLA (whichever is greater)
<b>ULUHSD</b>	Certificated - Increase in H&W cap to \$13,000.  Administration – 2% on salary schedule.	Classified - Increase in H&W cap to \$13,000  Management – 2% on salary schedule.

**ANALYSIS OF DATA:**

Study shows unification will not cause a substantial adverse effect on fiscal management or financial status of the newly-formed district.

**REVIEW BY LAKE COUNTY SUPERINTENDENT OF SCHOOLS AND LAKE COUNTY  
OFFICE OF EDUCATION STAFF:**

A review of fiscal practices indicates that unification will continue to promote sound fiscal management and will not cause a substantial negative effect on the fiscal statuses of any affected school district. We concur with the districts analysis.

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## CONCLUSION

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In conclusion, the Feasibility Study shows adequate justification to unify Upper Lake Union Elementary School District and Upper Lake Union High School District based on the analysis of the criteria.

Through this process, the Districts held six (6) joint meetings: August 26, 2014, January 26, 2015, March 4, 2015, March 25, 2015, April 22, 2015 and May 27, 2015. The meetings addressed the following:

- ✓ Each criteria and findings
- ✓ Gather community input
- ✓ Answer questions raised by staff, parents and the community

After each meeting, an analysis was crafted regarding the agenda items and voted on by each board at the following meeting.

Although Criterion One (1) is the only criterion not substantially met (*The new district must be adequate in terms of the number of pupils enrolled, at least 1501 students*), the study concluded that unification would be beneficial to all students.

The study goes on to show that both districts are financially sound and will continue to be so upon unification.

The newly-formed district will not result in a substantial increase in State costs.

## SUMMARY OF STATUTORY CONDITIONS IN EDUCATION CODE §35753

The required conditions that the reorganized district be adequate in terms of number of pupils enrolled is not practical or possible. The circumstances with respect to this condition provide an exceptional situation sufficient to justify approval of the proposed unification.

A review of the statutory conditions identified in California Education Code §35753 indicate the proposed unification of Upper Lake Union Elementary School District and Upper Lake Union High School District meets or substantially meets all required conditions.