

Lake County Office of Education  
Office of Superintendent

**RESOLUTION 1718-06**  
**POST-RETIREMENT EMPLOYMENT FOR A CALPERS RETIREE**

**ISSUE**

Konocti Unified School District approved a new person for the position of Director of Fiscal Services that started on January 2, 2018. While the approved staff member has over 18 years of experience working in the fiscal department of a different school district, they are new to Konocti Unified and new to using the ESCAPE software. There are critical and timely deadlines approaching for the P2 interim budget that must be submitted to Lake County Office of Education. In order to meet these deadlines, Konocti Unified School District is seeking authorization to temporarily employ a CalPERS retiree who previously held the position of Chief Business Officer that can provide consultation, support and training in working in ESCAPE and accessing reports and documents that will allow timely submission of the P2 interim budget as well as be available on an as needed basis for consultation on ESCAPE and budget development through June 2018.

**BACKGROUND/PREVIOUS BOARD ACTIVITY**

For school employers, the school district's county office of education is the governing body that must authorize this action by means of a resolution. The county governing body must certify that the district and retiree meet all requirements.

The County Superintendent has required the district governing body to also authorize this action by means of a resolution.

A CalPERS retiree can be appointed by the county office without reinstatement or loss of retirement benefits either during an emergency to prevent stoppage of public business or because the retiree has the skill needed to perform work of limited duration. The retiree's work history must show they have previous experience and the skill set needed to perform the required work.

The Lake County Board of Education approved Resolution No. 1718-01 for a similar situation on July 19, 2017.

**DISCUSSION**

**FISCAL, STAFFING, AND FACILITIES**

Not applicable to the County Office of Education

**SUPERINTENDENT RECOMMENDATION**

The County Superintendent of Schools recommends approval of this Resolution.

**LAKE COUNTY BOARD OF EDUCATION  
RESOLUTION NO. 1718-06**

**RESOLUTION FOR EXCEPTION TO THE 180-DAY WAIT PERIOD  
GC sections 7522.56 & 21224**

WHEREAS, in compliance with Government Code section 7522.56 the Lake County Board of Education must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

WHEREAS, Laurene DeSimone, CalPERS ID #2040802469, retired from Konocti Unified School District in the position of Chief Business Officer, effective October 02, 2017; and

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is March 31, 2018, without this certification resolution; and

WHEREAS, section 7522.56 provides that this exception to the 180-day wait period shall not apply if the retiree accepts any retirement-related incentive; and

WHEREAS, the Lake County Board of Education, the Konocti Unified School District and Laurene DeSimone certify that Laurene DeSimone has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the Lake County Board of Education hereby supports Konocti Unified School District's hiring of Laurene DeSimone as an extra help retired annuitant to perform the duties of the Director of Fiscal Services for the Konocti Unified School District under Government Code section 7522.56 and 21224, effective February 12, 2018; and

WHEREAS, the entire employment agreement, contract or appointment document between Laurene DeSimone and the Konocti Unified School District has been reviewed by this body and is attached herein; and

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base salary for this position is \$8,839 and the hourly equivalent is \$50.99, and the minimum base salary for this position is \$6,126.75 and the hourly equivalent is \$35.35; and

WHEREAS, the hourly rate paid to Laurene DeSimone will be \$50.99; and

WHEREAS, Laurene DeSimone has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

THEREFORE, BE IT RESOLVED THAT the Lake County Board of Education hereby certifies the nature of the appointment of Laurene DeSimone as described herein and detailed in the attached employment agreement/contract/appointment document and that this appointment is necessary to fill the critically needed position of Director of Fiscal Services for the Konocti Unified School District by February 12, 2018 because the District's new Director of Fiscal Services started on January 2, 2018 and has limited experience with the District's financial software system. A number of budgetary adjustments are needed prior to the development of the required second interim budget report and the development of the second interim is a multi-week process. We will not be able to meet the statutory deadline without additional assistance. Laurene DeSimone has developed numerous budgets and interim budget and is well versed in the District's financial software system. With her intimate knowledge of the District's Finances, her guidance, training and hands-on support will allow the district to build capacity and meet the statutory deadline for our 2<sup>nd</sup> interim budget report.

Passed and Adopted this 21<sup>st</sup> day of February, 2018 at a regular meeting of the Lake County Board of Education.

David Browning:	Aye_____	Nay_____	Abstain_____	Absent_____
Mark Cooper:	Aye_____	Nay_____	Abstain_____	Absent_____
Patricia Hicks:	Aye_____	Nay_____	Abstain_____	Absent_____
Melissa Kinsel:	Aye_____	Nay_____	Abstain_____	Absent_____
Madelene Lyon:	Aye_____	Nay_____	Abstain_____	Absent_____

Attest: \_\_\_\_\_  
Board President

Approved: \_\_\_\_\_  
Lake County Superintendent of Schools

**Resolution #17-17-18**

02/21/18

**RESOLUTION FOR EXCEPTION TO THE 180-DAY WAIT PERIOD  
GC sections 7522.56 & 21224**

WHEREAS, in compliance with Government Code section 7522.56 the Konocti Board of Trustees must provide CalPERS this certification resolution when hiring a retiree before 180 days has passed since his or her retirement date; and

WHEREAS, Laurene DeSimone, CalPERS ID #2040802469, retired from Konocti Unified School District in the position of Chief Business Officer, effective October 02, 2017; and

WHEREAS, section 7522.56 requires that post-retirement employment commence no earlier than 180 days after the retirement date, which is March 31, 2018, without this certification resolution; and

WHEREAS, section 7522.56 provides that this exception to the 180-day wait period shall not apply if the retiree accepts any retirement-related incentive; and

WHEREAS, the Konocti Board of Trustees, the Konocti Unified School District and Laurene DeSimone certify that Laurene DeSimone has not and will not receive a Golden Handshake or any other retirement-related incentive; and

WHEREAS, the Konocti Board of Trustees hereby appoints Laurene DeSimone as an extra help retired annuitant to perform the duties of the Director of Fiscal Services for the Konocti Unified School District under Government Code section 7522.56 and 21224, effective February 12, 2018; and

WHEREAS, the entire employment agreement, contract or appointment document between Laurene DeSimone and the Konocti Unified School District has been reviewed by this body and is attached herein; and

WHEREAS, no matters, issues, terms or conditions related to this employment and appointment have been or will be placed on a consent calendar; and

WHEREAS, the employment shall be limited to 960 hours per fiscal year; and

WHEREAS, the compensation paid to retirees cannot be less than the minimum nor exceed the maximum monthly base salary paid to other employees performing comparable duties, divided by 173.333 to equal the hourly rate; and

WHEREAS, the maximum base salary for this position is \$8,839 and the hourly equivalent is \$50.99, and the minimum base salary for this position is \$6,126.75 and the hourly equivalent is \$35.35; and

WHEREAS, the hourly rate paid to Laurene DeSimone will be \$50.99; and

WHEREAS, Laurene DeSimone has not and will not receive any other benefit, incentive, compensation in lieu of benefit or other form of compensation in addition to this hourly pay rate; and

THEREFORE, BE IT RESOLVED THAT the Konocti Board of Trustees hereby certifies the nature of the appointment of Laurene DeSimone as described herein and detailed in the attached employment agreement/contract/appointment document and that this appointment is necessary to fill the critically needed position of Director of Fiscal Services for the Konocti Unified School District by February 12, 2018 because the District's new Director of Fiscal Services started on January 2, 2018 and has limited experience with the District's financial software system. A number of budgetary adjustments are needed prior to the development of the required second interim budget report and the development of the second interim is a multi-week process. We will not be able to meet the statutory deadline without additional assistance. Laurene DeSimone has developed numerous budgets and interim budget and is well versed in the District's financial software system. With her intimate knowledge of the District's Finances, her guidance, training and hands-on support will allow the district to build capacity and meet the statutory deadline for our 2<sup>nd</sup> interim budget report.

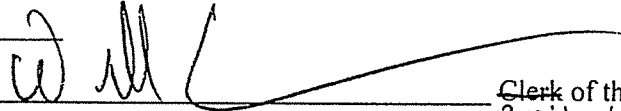
Adopted at a public meeting by the Board of Trustees of the Konocti Unified School District on February 12th, 2018.

Ayes: 4

Noes: 0

Abstain: 0

Absent: 1

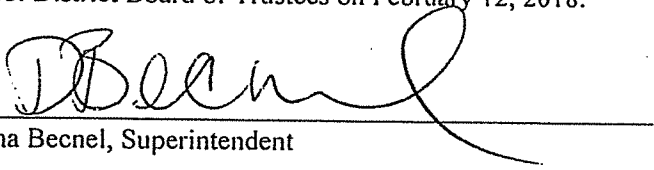
Attest:  Clerk of the Board  
President

Konocti Unified School District  
Offer of Interim Appointment for Retired Annuitant  
To Position of Director of Fiscal Services

This offer is made contingent upon passage of LCOE Resolution for Exception to the 180-Day Wait Period GC Sections 7522.56 & 21224 at their February 21, 2018 Board Meeting.

To: Laurie DeSimone  
Position: Director of Fiscal Services  
Term: February 12, 2018 up to and including June 30, 2018  
Maximum Hours: 960  
Hourly Rate: \$50.99 (This rate was calculated as follows: Annual salary of \$106,068 ÷ 52 weeks = \$2,039.77; \$2,039.77 ÷ 40 hours = \$50.99)

This offer is made pursuant to Resolution #17-17-18 for extra help, duly adopted by the Konocti Unified School District Board of Trustees on February 12, 2018.

  
\_\_\_\_\_  
Donna Becnel, Superintendent

2-12-18  
Date

**CLASSIFIED CONFIDENTIAL, COORDINATOR AND CLASSIFIED MANAGEMENT**

**Effective November 15, 2017**

Board Approval: Pending

**CLASSIFIED CONFIDENTIAL / COORDINATOR SALARY SCHEDULE**

	<b>A</b>	<b>B</b>	<b>C</b>	<b>D</b>
<b>1</b>	30,791	38,423	44,479	51,490
<b>2</b>	32,331	40,344	46,703	54,065
<b>3</b>	33,948	42,361	49,038	56,768
<b>4</b>	35,645	44,479	51,490	59,606
<b>5</b>	37,427	46,703	54,065	62,586
<b>6-9</b>	37,427	49,038	56,768	65,715
<b>10-14</b>	37,427	50,713	58,443	67,390
<b>15</b>	37,427	51,272	59,002	67,949

Column A: Fiscal Specialist I/Clerical Assistant

Column B: Fiscal Specialist II

Column C: Fiscal Specialist III

Column D: Human Resource Analyst

Executive Administrative Assistant

Payroll Supervisor

Youth Services Coordinator

District Technology Systems Coordinator

**CLASSIFIED MANAGEMENT SALARY SCHEDULE**

	<b>A</b>	<b>B</b>	<b>BB</b>	<b>C</b>
<b>1</b>	56,711	73,521	73,521	92,751
<b>2</b>	59,546	77,196	77,196	97,388
<b>3</b>	62,524	81,056	81,056	102,258
<b>4</b>	65,650	85,109	85,109	107,371
<b>5</b>	68,932	89,265	89,265	112,740
<b>6-9</b>	72,378	93,833	95,067	118,377
<b>10-14</b>	74,054	95,509	100,058	120,052
<b>15</b>	74,613	96,068	106,068	120,610

Column A: Assistant Director of Maintenance, Operations and Transportation

Director of Child Nutrition

Director of Technology

Column B: Director of Maintenance, Operations, Transportation and Construction

Column BB: Director of Fiscal Services

Column C: Chief Operations Officer (221 Day Work Calendar, No Vacation Accrual & No Paid Holidays)

Chief Business Officer (Position Eliminated October 1, 2017)

\*Column BB Added November 15, 2017

Longevity Schedule: Beginning year 10 with service in Konocti USD - \$1,000.00  
 Beginning year 15 with service in Konocti USD - \$1,500.00  
 Beginning year 20 with service in Konocti USD - \$2,000.00

All salaries are pro-rated for positions less than 12 month / 8 hours

a. Prior Experience Credit – Not to exceed the third step without board approval

b. Work year-260 days, 8 hours per day.

c. Vacations-Upon completion of:

Year 1-----10 days	Year 6-----22 days
Year 2----- 10 days	Year 7-----23 days
Year 3-----15 days	Year 8-----24 days
Year 4-----20 days	Year 9 and beyond -----25 days
Year 5-----21 days	

d. Reimbursement for mileage – At the rate approved by the IRS.

e. Health Benefits – Medical, dental and vision plans fully paid for by the district.

**Employees hired into covered positions after July 1, 2014** – District will provide pro-rated insurance only if employed 6 hours or more per day.

f. Medical for retirees

1. **Employees hired before January 1, 1987 (Adopted March 6, 1979)**

With a minimum of five years service in the Konocti Unified School District and retiring from this district, the following contributions will be made by the district toward the retiree’s medical insurance premium:

Five years service in the district-----	25%
Ten years service in the district-----	50%
Fifteen years service in the district-----	75%
Twenty years service in the district-----	100%
Pro-rated for part-time employees	

2. **Employees hired after January 1, 1987 (Adopted may 5, 1987)**

With a minimum of ten years service in the Konocti Unified School District, and retiring from this district, the following contributions will be made by the district toward the retiree’s medical (composite rate) premium:

Ten years service in the district-----	50%
Fifteen years service in the district-----	75%
Twenty years service in the district-----	100%
Pro-rated for part-time employees	



3. **Employees hired after November 7, 1989 (Adopted November 11, 1989)**  
Medical for retirees hired after November 7, 1989, will be provide to age 65. This provision is for newly hired employees to the district and not for employees with continual service in a different classification hired prior to November 7, 1989.

With a minimum of ten years service in the Konocti Unified School District, and retiring from this district, the following contributions will be made by the district toward the retiree's medical (composite) rate premium.

Ten years service in the district-----50%  
Fifteen years service in the district-----75%  
Twenty years service in the district-----100%  
Pro-rated for part-time employees

4. **Employees hired after June 30, 1994**  
No retiree medical benefits will be provided at district expense. Adopted July 5, 1994, for Classified Management; adopted February 19, 2003, for Classified Confidential.

g. Educational Stipends

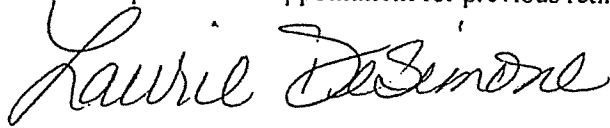
AA or AS-----\$300.00  
BA or BS-----\$600.00  
California Bilingual Oral Fluency Certification - \$750.00

The District will contribute \$1,300.00 per month, \$15,600.00 per year, towards health insurance premiums (medical, dental, vision and life) prorated for part time staff. Any cost above \$1,300.00 per month will be paid by the employee via payroll deduction. Should the employee choose a plan costing less than \$1,300.00 per month the district will pay the employee the difference less employer payroll taxes.

February 09, 2018

To Whom It May Concern:

I, Laurie DeSimone, certify that I have not received any unemployment insurance payments within the 12 months prior to this appointment for previous retired annuitant work with any CalPERS employer.

A handwritten signature in cursive script that reads "Laurie DeSimone". The signature is written in black ink and is positioned above the printed name.

Laurie DeSimone