

# CRSIG Up-To-Date

**August 18, 2008**

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## **Highlights of the August 18,, 2008 Executive Committee Meeting**

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the June 16, 2008 meeting
- Check Registers for June and July 2008
- Approval of Quarterly Treasurer's Investment Report as of June 30, 2008

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director reported that eight out of the twenty-four Workers' Compensation members had selected to bank with CRSIG their share of the 2008/09 \$2 million rebate.

The Executive Director referred members to the 2008/09 Objectives Final Report included in the agenda. She advised that 15 of the objectives had been achieved and the following objectives would be carried over to the 2008/09 year:

- 1) Development of a JPA Code of Conduct
- 2) JPA Agreement & Bylaw Revisions
- 3) Development of a P&L Member Manual

The Executive Director reviewed the agenda for the two-day Executive Committee Retreat to be held on September 15-16, 2008 prior to the CAJPA Conference in So. Lake Tahoe.

### Executive Committee Report:

There were no comments or reports presented.

### Discussion Items:

The Executive Director reported on the multiple reassignments of claims examiners for the Workers' Compensation program since January 2008. Discussion regarded the possibility of issuing an RFP for TPA services if further problems arise.

### Action Items:

The resolution to participate in the SELF Optional Excess Liability Limit option for \$45 million as included in the 2008/09 renewal was adopted as presented.

After a presentation by Shirlee Neil of Dodge & Cox Investment Managers, the June 30, 2008 Annual Investment Portfolio Performance Report was approved. The year ended with investments totaling \$29,705,822 having realized a yield of 5.6% over the past year and 7.07% yield since inception on 9/30/88.

The proposed change in language for the Accounting Procedures and Control Policy was approved requiring that inter-fund transactions be brought to the Board for approval.

Approval for a purchase of investments by the Workers' Compensation Program from the Property & Liability Fund for \$900,000 was approved.

Appointments to the Claims Sub-Committee included Pam Wall, Ream Lochry and Tim Hern for the purpose of emergency claim authorizations between regularly scheduled meetings.

The Executive Director discussed increasing Safety Incentive Funds for both the Property & Liability and Workers' Compensation programs for 2008/09. In addition, she recommended reformatting how incentive funds are allocated out of the Property & Liability program and replacing access to the funds with a Safety Credit model based on ADA. Both programs were approved contingent to an increased funding impact to all members of both programs.

### Closed Session:

Property & Liability Claim 070074 for Chatom Schools District was ratified as presented.

*In Pursuit Of Excellence*  
**Protecting Students**  
**Advocates for Staff**  
**Safety & Health for All**

# CRSIG Up-To-Date

September 22, 2008

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the September 22, 2008 Board Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the August 18, 2008 meeting
- Check Registers for August 2008
- Financial Reports for the period ending June 30, 2008
- Approve Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director reported that notice of the cancellation of the workers' compensation third party claims administration contact effective December 1, 2008 had been sent to CMI. She also advised that an RFP for the services had been issued to CMI, Bragg & Associates and LWP. She further reported that interviews for the finalists would be scheduled for October 20, 2008 prior to the Executive Committee meeting.

The Executive Director reviewed with members the final funding amounts for the workers' compensation and property and liability incentive programs for 2008/09.

### Executive Committee Report:

There were no comments or reports presented.

### Discussion Items:

Members discussed the format and content for the Annual Retreat held on September 15 and 16, 2008 in conjunction with the CAJPA conference. There was a consensus that the format and content continue for next year.

### Action Items:

2009 Medical Program Offerings and Rates were adopted as follows:

- 1) 17.95% increase to PacifiCare HMO rates

- 2) Introduction of the Kaiser Traditional Plan HMO with rates 3.5% above the current PacifiCare HMO rates. Enrollees will only be allowed to access the closed Kaiser network.
- 3) Replacement of the United Healthcare PPO Plan (\$250 deductible) plan with a \$500 deductible plan with an understanding that this plan will be offered for only one more year. The rates equate to a 5.38% increase over the current plan rates.
- 4) Replacement of the United Healthcare HSA compatible plan with one that will meet the IRS requirements January 1, 2008. This will involve a \$1,500 in network individual deductible and \$3,000 family deductible. The rates equate to an 8.24% increase over the current plan rates.

The Board adopted a 0% increase to the Vision Program rates for 2009.

The Board adopted a 0% increase to the Dental Program rates for 2009.

The Board adopted the 2008/09 Objectives as developed at the annual retreat.

### Closed Session:

There were no authorizations for claim settlements presented.

*In Pursuit Of Excellence*  
*Protecting Students*  
*Advocates for Staff*  
*Safety & Health for All*

# CRSIG Up-To-Date

**November 17, 2008**

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## **Highlights of the November 17, 2008 Executive Committee Meeting**

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the October 20, 2008 meeting
- Check Registers for October 2008
- Auxiliary Organization Approvals
  - Hughson Elem PTC
  - Hughson Ag. Boosters Club
  - Valley Home PTC
  - Chatom Union PTC
  - Ross Middle School PTC
- Approve Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Action Items:

The unqualified annual financial audit for the year ended June 30, 2008 and prepared by James Marta & Co. was adopted as presented. Two control recommendations were given and all prior year recommendations had been implemented.

### Executive Director Report:

The Executive Director reviewed a written report on the annual objectives. She reported the addition of one new objective to increase the security for the CRSIG building and office complex due to recent break-ins to other buildings in the complex.

The Executive Director reported on the status of transitioning the workers' compensation claims administration from CMI to Bragg & Assoc. effective December 1, 2008. She reported that training for members would be conducted on December 9, 2008.

### Workers' Compensation Program Report:

The Return To Work Specialist reported on statistics for the Company Nurse reporting and in-house return to work coordination from inception 10/1/08 to 11/7/08. She reported that Company Nurse had received 40 calls from employees, 22 of which were handled by the nurse as report only, 6 were first aid claims, 5 became medical only claims and 7 became indemnity claims. The Committee was also advised that since October 1, 2008, 6 injured employees had entered temporary return to work assignments, 3 of those had subsequently been taken off work, 2 had been returned to full duty and 1 was taken off work due to a non-work related condition.

### Executive Committee Report:

There were no comments or reports presented.

### Closed Session:

Authorization was approved as presented for the following workers' compensation claims:

Newman Crows Landing: 5801687  
Stanislaus COE: 5800447 (master)

*In Pursuit Of Excellence*  
**Protecting Students**  
**Advocates for Staff**  
**Safety & Health for All**

# CRSIG Up-To-Date

December 15, 2008

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the December 15, 2008 Executive Committee Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the November 17, 2008 meeting
- Check Registers for November 2008
- Treasurer's Investment Report as of September 30, 2008 at \$29,244,671
- Auxiliary Organizations:
  - Bernard Hughes Elementary School Boosters
  - Capistrano Booster Club
  - Glick Academic & Athletic Boosters
  - Alice Stroud Elementary School Booster Club
  - Teel Academic & Athletic Boosters
- Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director reviewed a written report on the annual objectives. She advised that proposed Governance Team Norms would be discussed later in the agenda. She also reported that the CRSIG building was now secured with an alarm system.

The Executive Director reported on the status of transitioning the workers' compensation claims administration from CMI to Bragg & Assoc. effective December 1, 2008. She reported that the transition went smoothly, member trainings were conducted on December 9, 2008 and that the first comprehensive review of the status of CRSIG claims would be held with Bragg & Associates, CRSIG's Broker and herself on Monday, December 22, 2008.

She also reported to the Committee on the target equity position for each fund using the annual audited figures June 30, 2008. She advised that the Workers' Compensation funding exceeded the target by \$4.7 million, the Property & Liability program came in \$1.4 million below its target, the Dental program

exceeded the target by \$2.1 million and the Vision program exceeded the target by \$556,000.

### Workers' Compensation Program Report:

The Return To Work Specialist reported on statistics for the Return To Work and Company Nurse Claim Reporting programs from October 1, 2008 through December 12, 2008. During this period, of the 21 employees who have entered temporary assignments, 6 have been returned to full duty (avg. of 11 days/assignment) and 15 remain in assignments (avg. of 19 days/assignment). Of the 65 calls received by Company Nurse, 58% had resulted in incident report only and 42% were referred for medical care.

### Executive Committee Comments and Requests:

The Committee discussed the need to focus on maintaining adequate funding in the programs. Discussion regarded the anticipated future market changes which will raise costs over the long run as compared to viewing the CRSIG funds as a potential source of relief from State budget cuts and declining enrollments face by members.

### Discussion Items:

The Committee discussed proposed Board Member Norms which point to expectations for effective Board Members, Unity of Purpose and Leadership Culture.

The Committee discussed proposed revisions to the Capital Target Equity Policy and conducted a 1<sup>st</sup> Reading.

### Action Items:

The Committee approved the 2007/08 Annual Report as proposed with several minor corrections.

Closed Session: No Items

*In Pursuit Of Excellence*  
Protecting Students  
Advocates for Staff  
Safety & Health for All

# CRSIG Up-To-Date

February 9, 2009

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the February 9, 2009 Executive Committee Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the December 15, 2008 meeting
- Check Registers for December 2008
- Financial Reports as of December 31, 2008
- Inter-Fund Transfers & Purchases (none)
- Treasurer's Investment Report as of December 31, 2008 and Portfolio Market Update

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director reviewed a written report on the annual objectives. She advised that proposed Governance Team Norms would be recommended for adoption as well as revisions to the Capital Target Equity Policy.

The Executive Director presented a Property & Liability Claims Stratification Report for the period 1994 – 2008.

She also reported to the Committee on the annual SELF (Schools Excess Liability Fund) retreat and advised that the Board and organization continues to strengthen and is now led by the new CEO Fritz Heirich.

### Loss Control Report:

The Return To Work Specialist reported on the Return To Work and Company Nurse programs from October 1, 2008 through January, 2009. During this period, of the 21 employees entered temporary assignments, 12 were returned to full duty, 2 were taken off work due to the temporary nature of the program, and 7 remain in assignments. The average period of temporary assignment is 18 days. Of the 155 calls received by Company Nurse, 52% resulted in incident report only and 48% were referred for

medical care. The Executive Director also reviewed a written report on the same by month and CRSIG member.

The Loss Control Specialist reviewed a written report on the 119 safety surveys conducted to date (51% of the 2008/09 total). She reviewed with members examples of common, severe and notable findings to date.

### Executive Committee Comments and Requests:

Members discussed the value of the site safety surveys currently used and the need for a recommendation from CRSIG on appliances in the classroom.

### Discussion Items:

The Committee discussed the following Risk Management Guidelines: AEDs at Schools, Carnival Activity Events, Student Participation in Parades and School Operated Swimming Pools. Members were advised the guidelines would be issued out to members as they undergo discussion at the Committee level. Members were also asked to review a set of comprehensive guidelines for school field trips for discussion at the next meeting.

### Action Items:

The Committee adopted revisions to the Capital Target Equity Policy.

The Committee adopted CRSIG Board Member Norms.

### Closed Session:

Settlement Authority was given for two workers' compensation claims.

*In Pursuit Of Excellence*  
Protecting Students  
Advocates for Staff  
Safety & Health for All

# CRSIG Up-To-Date

March 16, 2009

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the March 16, 2009 Executive Committee Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the February 9, 2009 meeting
- Check Registers for January and February 2009
- Approval of Auxiliary Organizations:
  - El Nido Parent Teacher Club
  - Fox Road Elem. Parent Teacher Club
  - Keyes Parent Teacher Club
- Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director referred to the written report on the annual objectives in the agenda.

The Executive Director presented a Workers' Compensation Claims Stratification Report for the period 7/1/80 – 2/28/09 and the most recent 7 years. Members were advised that the frequency and severity of claims in the long and shorter term were consistent with an overwhelming majority well below the lowest stratification level of \$50,000.

She also reported on the recent COBRA Premium Subsidy legislation, WCAB Almaraz/Guzman and Oglivie decisions and 9<sup>th</sup> Circuit Decision on Levine v. City of Alameda.

The Executive Director advised members that the preliminary renewals at the excess levels for property and workers' compensation look very good while the liability may experience an increase.

Ad Hoc Health Committee minutes, goals and plan utilization information was shared with members.

### Loss Control Report:

The Return To Work Specialist reported on the Return To Work and Company Nurse programs from

October 1, 2008 through February, 2009. During that period 26 employees have been assigned temporary work, 17 have returned to full duty in an average of 21 days, 1 has been taken off work and 8 remained in assignments. The call-in program has revealed an incident only rate of 49.7% and medical care referral rate of 50.3%.

The members received a report on trainings provided to date and were advised on the upcoming sexual harassment prevention trainings scheduled for 5/7/09 as well as a training on how to conduct the interactive process on 4/28/09.

### Executive Committee Comments and Requests:

Members discussed exploring the payment of deductibles with banked funds and the risk management of employees working on their own time in classrooms.

### Discussion Items:

The Committee discussed the following Risk Management Guidelines: Field Trips (additional work to be completed), Helicopter Landings At Schools, Personal Items/Appliances & Furniture, End of Year Activities (additional work to be completed) and plans for a risk management member resource that can be disseminated to administrators. Members were advised the completed guidelines would be issued out to members as they undergo discussion at the Committee level.

### Action Items:

The Committee approved a financial audit contract from James Marta & Company from June 30, 2009 – June 30, 2011.

### Closed Session:

Settlement Authority was given for two property & liability settlements and ratified the settlement of one workers' compensation claim.

*In Pursuit Of Excellence*  
Protecting Students  
Advocates for Staff  
Safety & Health for All

# CRSIG Up-To-Date

April 20, 2009

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Christina Stark, Loss Control Specialist  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the April 20, 2009 Executive Committee Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda.

- Minutes for the March 16 2009 meeting
- Check Registers for March 2009
- Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Closed Session:

Settlement Authority was given for one property & liability settlement and one workers' compensation claim.

### Action Items:

The Committee adopted the 2009 Property & Liability Actuarial Study presented by Mike Harrington of Bickmore Risk Services. Results revealed a 4.6% increase in cost for the \$250,000 self-insured liability retention and a (10%) decrease in cost for the \$100,000 self-insured retention for property losses.

The Committee adopted the 2009 Workers' Compensation Actuarial Study presented by Mike Harrington. Results revealed a (3.3%) decrease in cost for the \$1,000,000 self-insured retention. Mike commented that the continued decrease in costs is unique as opposed to other groups who are experiencing increases in the industry.

### Discussion Items:

The Executive Director reported on the estimated Target Equity position expected June 30, 2009; Workers' Compensation - \$23 million above GASB required funding and \$4.9 million above the target equity set. Property & Liability - \$1.9 million above the GASB required funding and \$1.4 million for a 90% confidence level for the 2009/10 year and all prior years as well as \$443,670 toward catastrophic losses with an additional \$1.4 million needed to fully fund the target. Dental at almost \$2.7 million above GASB required funding and \$1.9 million beyond the fund equity target. The Vision program at \$739,843 above GASB required funding and \$594,170 beyond the fund equity target.

2009/10 Preliminary Property & Liability Rates: Mike Krill of Sierra Self-Insurance reported on the excess market quotes which included a 5% increase to the \$1-5 million liability layer and 0% increase for excess property. The Executive Director reported that the overall increase in contributions is estimated at a 1.1% increase. She also noted that increasing/declining enrollments as well as increased TIVs (Total Insurable Values) varied impacts to individual members.

2009/10 Preliminary Workers' Compensation Rates: Mike Krill reported that CRSIG had received a (25%) decrease for the excess layer above the \$1 million self-insured retention. The Executive Director reported that the overall decrease to rates will be (4.5%) and she will recommend a \$2 million one-time rebate to members. She also noted that increasing/decreasing salaries and X-Mods (experience modifications) varied impacts to individual members.

2009/10 Preliminary Budgets: The Executive Director reported the cost for administering the CRSIG operations was reduced by (5%) in response to the difficult budget picture faced by members. All other budgets included anticipated cost increases in claims and contracts as well as cost trimming where possible across the board.

The proposed CRSIG Agreement and Bylaw Revisions 1<sup>st</sup> Reading was tabled due to the length of the meeting and need for some members to return to their districts.

### Executive Director Report:

The Executive Director referred to the written report on the annual objectives in the agenda.

### Executive Committee Comments and Requests:

There were no comments or requests.

*In Pursuit Of Excellence  
Protecting Students  
Advocates for Staff  
Safety & Health for All*

# CRSIG Up-To-Date

May 18, 2009

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the May 18, 2009 Board Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda:

- Minutes for the April 20, 2009 meeting
- Check Registers for April 2009
- Financial Reports for the period ended March 31, 2009
- Treasurer's Investment Report as of March 31, 2009
- Inter-Fund Transfers & Purchases (none)
- Adoption of 2009/10: Official Posting/Mailing Address, Phone and Fax Numbers, Website, Meeting Schedule and Authorized Signatories

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director referred to the written report on the annual objectives in the agenda. She reported that all objectives should be met by June with the exception of one that will probably carry over to 2009/10 (vesting policy development) and one that will not have been achieved (partner with SCOE for Fit For The Future).

The Executive Director shared correspondence that has been generated by an ADA activist to school districts in the foothill regions of California. Discussion regarded the vulnerability of districts that may not be compliant with the ADA but assume that they are and how the correspondence if received, should be handled.

### Loss Control Report

The Return To Work Specialist reported on RTW assignments from 10/1/08 – 4/30/09; of the 41 employees that entered RTW assignments, 34 have returned to full duty (Avge @ 22 days), 1 has been taken off work, 6 remain in assignments (Avge @ 65 days). Company Nurse received 256 calls during the same period. 49% of the calls were incident only while 51% of the calls resulted in referrals for care. The Executive Director reviewed changes in frequency over the past 3 years; 60% reduction from 466 claims in 2006/07 to 153 estimated total claims in 2008/09. Of the current 153 total estimated for 2008/09, 45% are first aide and 55% are workers' compensation claims.

The Executive Director reviewed a summary of the Loss Control Services offered by CRSIG starting May 1, 2009. The change resulted in a 12% annual savings for the services.

### Executive Committee Comments and Requests:

Pat McGuire having provided notice that she will retire June 30, 2009, was given appreciation for her 6 ½ years of service to the CRSIG Executive Committee.

### Discussion Items:

The Executive Director reviewed significant changes to the proposed CRSIG Agreement and Bylaws and the Board conducted the 1<sup>st</sup> Reading.

### Action Items:

The Board adopted 2009/10 Workers' Compensation rates that included a (4.5%) reduction over the prior year.

The Board adopted a one-time \$2,016,236 rebate to members of the Workers' Compensation Program to be released in the 2009/10 year.

The Board adopted 2009/10 Property & Liability rates that included a 1% increase over the prior year.

The Board adopted 2009/10 Program Budgets as presented.

The Board approved the request from the Empire Union Classified Employee Committee for membership in the Medical Program effective January 1, 2010.

The Board approved the Prichard Health & Safety Contract for loss control services from 2009/10 through 2010/11.

### Closed Session:

Settlement Authority was given for three workers' compensation claims.

*In Pursuit Of Excellence*  
*Protecting Students*  
*Advocates for Staff*  
*Safety & Health for All*



# CRSIG Up-To-Date

June 15, 2009

Becky Slaughter, ARM, Executive Director  
Angela Jacobson, Administrative Assistant  
Kari Hornberger, Return To Work Specialist  
Andrea Stewart, Office Technician  
Phone: (209) 579-7535

## Highlights of the June 15, 2009 Executive Committee Meeting

### Consent Agenda:

The following items were approved on the Consent Agenda:

- Minutes for the May 18, 2009 meeting
- Check Registers for May 2009
- Inter-Fund Transfers & Purchases (none)

### Comments From The Public:

There were no comments received from the public.

### Executive Director Report:

The Executive Director referred to the written report on the annual objectives in the agenda. She reported that the vesting policy development and P&L Member Manual objectives will carry forward to the 2009/10 year. She also reported that the P&L manual is planned for dissemination to members when school starts up along with a set of Risk Management Guidelines for all principals.

The Executive Director reported on SELF (Schools Excess Liability Fund) rate increases and advised that the 33% increase for \$20 X \$5 million and 4% increase for the \$25 X \$20 million layers would not modify the program rates adopted earlier. She discussed her request for SELF to take action to adopt rates no later than each April in the future.

The Executive Director reviewed a draft agenda for the annual planning retreat scheduled for August 31, 2009.

### Loss Control Report

The Return To Work Specialist reported on RTW assignments from 10/1/08 – 5/31/09; of the 51 employees that entered RTW assignments, 39 have returned to full duty (Avg @ 23 days), 2 have been taken off work, 10 remain in assignments (Avg @ 39 days). Company Nurse received 355 calls during the same period. 47% of the calls were incident only while 53% of the calls resulted in referrals for care.

The Executive Director reviewed a summary of the Loss Control Services provided in May 1, 2009 by Prichard Safety & Health. She summarized services to include the training of 102 employees and direct services to 16 members during the month.

### Executive Committee Comments and Requests:

Pat McGuire provided an update on the district's plan for replacing her at retirement June 30, 2009. A request for nominations for the 2<sup>nd</sup> Alternate position on the Executive Committee will be sent out to members.

### Discussion Items:

The Executive Director reviewed risk management guidelines for the transportation of students.

The Executive Director reviewed a request from Modesto City Schools for membership in the medical program January 1, 2010.

### Action Items:

The Committee adopted the proposed CRSIG Agreement and Bylaw revisions following verification that a majority of CRSIG members had voted in favor. There were no dissenting votes received.

The Committee Approved the reclassification of the Administrative Assistant position to Business/Program Specialist effective July 1, 2009.

The Committee approved the following Charter School requests:

- 1) Gratton School District: Gratton Charter School
- 2) Salida Union School District: Independence Charter School – contingent to approval for the charter by the California State Department of Education.

### Closed Session:

Settlement Authority was given for one property & liability settlement and one workers' compensation claim.

*In Pursuit Of Excellence*  
*Protecting Students*  
*Advocates for Staff*  
*Safety & Health for All*