



UNEMPLOYMENT MANAGEMENT

In Partnership with Los Angeles County Office of Education



March 2020

March 2020

Introductions

SEF contributions

Unemployment

Review & Training

- CaseBuilder
- Claims Activity Report
- Separation issues, voluntary quits, lay offs, retirement, furloughs
- Potentially Fraudulent Claims
- Reasonable assurance, bumping rights and new case affecting schools



School Employees Fund (SEF)

- Joint, pooled risk fund
- Administered by the Employment Development Department
- Over 1,900 school employers

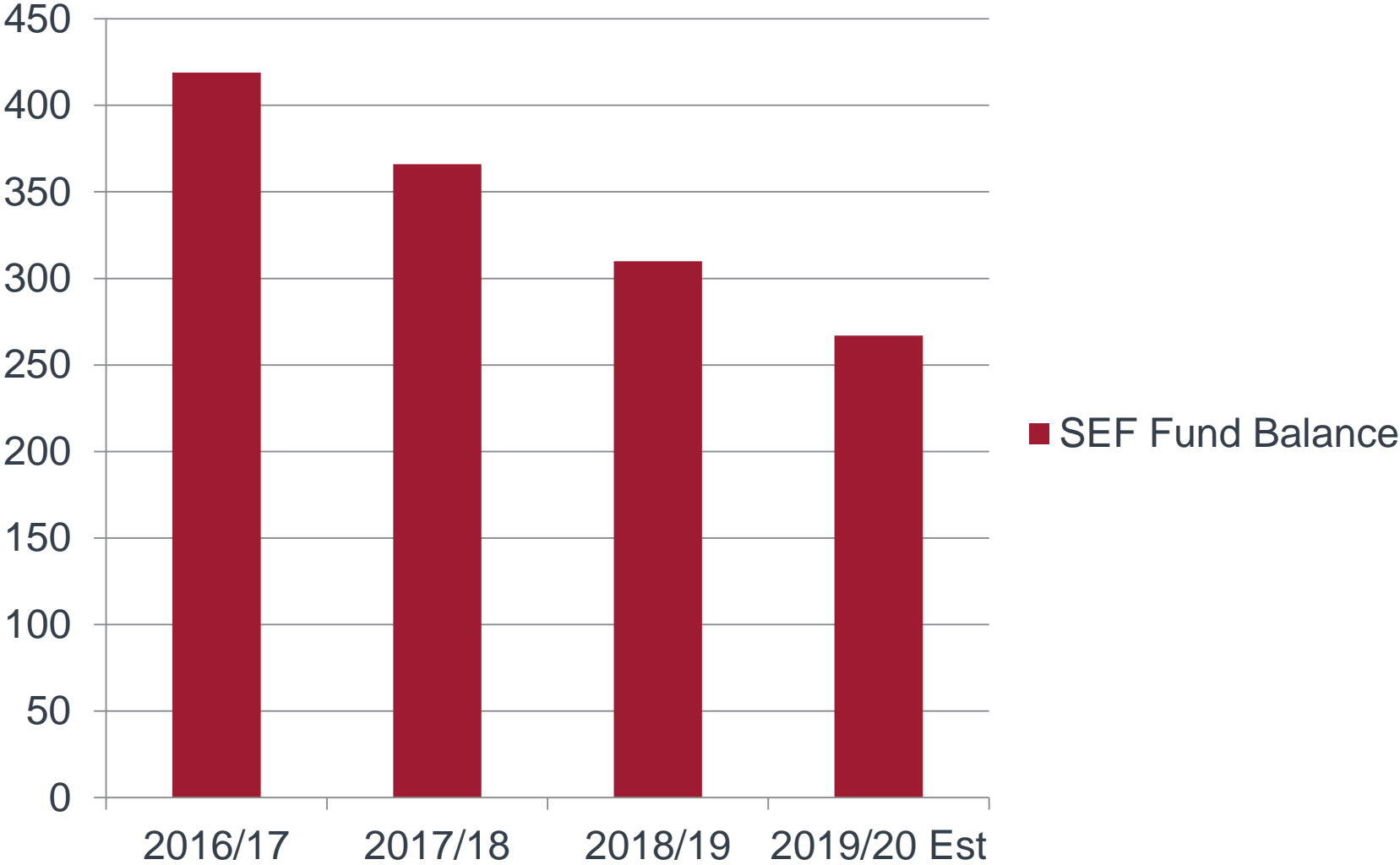
School Employer Advisory Committee (SEAC)

- State Superintendent of Public Instruction
- Chancellor of the California Community Colleges
- Association of California School Administrators
- California School Board Association
- California Association of School Business Officials

SEF Funding

- Quarterly contribution on wages
- Rate for 2019-20= .05%
- Local Experience Charge (LEC)
 - 0 – 15% of benefits paid

SEF Fund Balance



HOW DOES EDD CALCULATE THE SEF RANKING

Number of times the Ending Balance exceeds UI Benefit Charges

Less than 1 time	Rank 1	15%
1 to 2 times	Rank 2	10%
2 to 3 times	Rank 3	5%
3 or greater	Rank 4	0%

Reserve Ratio is reflected in Ranking and determines LEC Percentages

Annual Notification
2018 – 0.05%

Los Angeles COED 2017-2018 SEF Rankings by District

INDIVIDUAL ACCOUNT ACTIVITY REPORT II

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
LOS ANGELES								
LOS ANGELES COUNTY OFFICE OF EDUCATION	-3,005,287.32	80,936.08	69,834.15	0.00	465,561.00	-3,320,078.09	-7.13	1
ALLIANCE OF SCHOOLS FOR COOPERATIVE INSURANCE PROGRAMS (ASCI)	73,692.17	2,023.30	0.00	0.00	0.00	75,715.47	0	4
ANTELOPE VLY SCHOOLS TRANSPORTATION AGENCY	-698,141.76	3,271.17	3,665.25	0.00	24,435.00	-715,640.34	-9.99	1
PUPIL TRANSPORTATION COOPERATIVE	-184,043.81	1,917.43	7,161.98	0.00	50,807.00	-225,771.40	-4.44	1
SANTA CLARITA VLY SCHOOL FOOD SERV AGENCY	102,692.14	1,785.82	0.00	0.00	1,740.00	102,737.96	9.99	4
E.SN GABRIEL VLY REGNL OCCUPATIONAL PROG	-884,477.80	2,754.04	8,932.20	0.00	59,548.00	-932,339.56	-9.99	1
LA PUENTE VLY REGIONAL OCCUPATIONAL PROG	-419,574.52	1,284.82	6,408.75	0.00	42,725.00	-454,605.95	-9.99	1
SOUTHEAST REGIONAL OCCUPATIONAL PROGRAM	-145,658.17	620.45	20,670.45	0.00	137,803.00	-262,170.27	-1.9	1
SOUTHERN CALIF R O C	-373,067.15	1,653.35	10,155.30	0.00	67,702.00	-428,960.50	-6.34	1
TRI-CITIES REGIONAL OCCUPATIONAL PROGRAM	-261,112.57	1,321.38	2,463.60	0.00	16,424.00	-273,751.59	-9.99	1
ABC UNIFIED SCHOOL DISTRICT	6,016,769.72	71,225.27	0.00	0.00	101,692.00	5,986,302.99	9.99	4
ACTON-AGUA DULCE UNIFIED SCHOOL DISTRICT	-199,905.32	4,059.08	461.10	0.00	3,154.00	-198,539.14	-9.99	1
ALHAMBRA UNIFIED SCHOOL DISTRICT	2,612,065.77	62,307.53	0.00	0.00	66,042.00	2,608,331.30	9.99	4
ANTELOPE VALLEY UNION HIGH SCHOOL DIST	3,312,961.44	75,098.54	0.00	0.00	49,435.00	3,338,624.98	9.99	4
ARCADIA UNIFIED SCHOOL DISTRICT	2,591,038.34	33,219.23	0.00	0.00	73,761.00	2,550,496.57	9.99	4
AZUSA UNIFIED SCHOOL DISTRICT	2,051,848.87	33,579.68	0.00	0.00	102,538.00	1,982,890.55	9.99	4
BALDWIN PARK UNIFIED SCHOOL DISTRICT	3,606,100.55	60,817.86	0.00	0.00	112,883.00	3,554,035.41	9.99	4
BASSETT UNIFIED SCHOOL DISTRICT	116,623.35	16,229.34	877.10	0.00	105,154.00	28,575.79	0.27	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
BELLFLOWER UNIFIED SCHOOL DISTRICT	279,882.61	39,507.35	10,911.60	0.00	113,875.00	216,426.56	1.9	2
BEVERLY HILLS UNIFIED SCHOOL DISTRICT	678,392.51	20,019.55	0.00	0.00	74,075.00	624,337.06	8.43	4
BONITA UNIFIED SCHOOL DISTRICT	2,200,347.64	32,701.98	0.00	0.00	28,811.00	2,204,238.62	9.99	4
BURBANK UNIFIED SCHOOL DISTRICT	2,053,058.40	50,818.93	0.00	0.00	133,634.00	1,970,243.33	9.99	4
CASTAIC UNION SCHOOL DISTRICT	480,934.60	6,296.96	0.00	0.00	4,895.00	482,336.56	9.99	4
CENTINELA VALLEY UNION HIGH SCHOOL DIST	-1,146,906.26	26,410.68	11,229.15	0.00	74,861.00	-1,184,127.43	-9.99	1
CHARTER OAK UNIFIED SCHOOL DISTRICT	1,009,059.71	16,454.89	0.00	0.00	45,797.00	979,717.60	9.99	4
CLAREMONT UNIFIED SCHOOL DISTRICT	1,540,873.43	23,404.63	0.00	0.00	42,101.00	1,522,177.06	9.99	4
COMPTON UNIFIED SCHOOL DISTRICT	-6,462,964.23	77,395.33	37,567.58	0.00	218,510.37	-6,566,511.69	-9.99	1
COVINA VALLEY UNIFIED SCHOOL DISTRICT	3,410,664.28	44,120.08	0.00	0.00	77,473.00	3,377,311.36	9.99	4
CULVER CITY UNIFIED SCHOOL DISTRICT	585,999.11	26,009.45	0.00	0.00	60,738.00	551,270.56	9.08	4
DOWNEY UNIFIED SCHOOL DISTRICT	5,002,709.04	79,523.33	0.00	0.00	108,252.00	4,973,980.37	9.99	4
DUARTE UNIFIED SCHOOL DISTRICT	611,157.14	13,715.45	0.00	0.00	31,573.00	593,299.59	9.99	4
EAST WHITTIER CITY SCHOOL DISTRICT	2,084,667.38	20,082.71	0.00	0.00	28,759.00	2,075,991.09	9.99	4
EASTSIDE UNION SCHOOL DISTRICT	128,848.98	10,986.26	0.00	0.00	19,752.00	120,083.24	6.08	4
EL MONTE SCHOOL DISTRICT	2,482,863.28	34,956.12	0.00	0.00	45,872.00	2,471,947.40	9.99	4
EL MONTE UNION HIGH SCHOOL DISTRICT	2,176,451.51	40,563.81	0.00	0.00	50,135.00	2,166,880.32	9.99	4
EL RANCHO UNIFIED SCHOOL DISTRICT	862,252.88	29,833.19	0.00	0.00	118,830.00	773,256.07	6.51	4
EL SEGUNDO UNIFIED SCHOOL DISTRICT	553,761.68	10,906.79	0.00	0.00	5,883.00	558,785.47	9.99	4
GARVEY SCHOOL DISTRICT	1,072,203.87	19,044.80	0.00	0.00	31,406.00	1,059,842.67	9.99	4
GLENDALE UNIFIED SCHOOL DISTRICT	6,513,430.82	83,995.62	0.00	0.00	124,356.00	6,473,070.44	9.99	4
GLENDORA UNIFIED SCHOOL DISTRICT	1,661,291.28	24,308.31	0.00	0.00	47,534.00	1,638,065.59	9.99	4
GORMAN SCHOOL DISTRICT	-30,488.60	0.00	0.00	0.00	1,714.00	-32,202.60	-9.99	1
HACIENDA LA PUENTE UNIFIED SCHOOL DIST	2,530,442.17	68,977.11	0.00	0.00	162,348.00	2,437,071.28	9.99	4
HAWTHORNE SCHOOL DISTRICT	1,235,192.21	29,529.82	0.00	0.00	34,835.00	1,229,887.03	9.99	4
HERMOSA BEACH CITY SCHOOL DISTRICT	172,989.07	3,074.33	0.00	0.00	10,204.00	165,859.40	9.99	4
HUGHES-ELIZABETH LAKES UNION SCHOOL DIST	-47,204.96	0.00	0.00	0.00	179.00	-47,383.96	-9.99	1
INGLEWOOD UNIFIED SCHOOL DISTRICT	-5,879,963.39	14,563.24	43,248.15	0.00	288,321.00	-6,110,473.00	-9.99	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Paid to the Fund					Ending Cumulative Balance	Reserve Ratio	Rank
	Cumulative Balance	Contributions	LEC	Interest Distributions	UI Benefits Paid			
KEPPEL UNION SCHOOL DISTRICT	302,622.13	8,556.48	0.00	0.00	32,191.00	278,987.61	8.67	4
LA CANADA UNIFIED SCHOOL DISTRICT	883,164.21	13,620.83	0.00	0.00	25,711.00	871,074.04	9.99	4
LANCASTER SCHOOL DISTRICT	1,114,407.34	46,827.06	0.00	0.00	89,229.00	1,072,005.40	9.99	4
LAS VIRGENES UNIFIED SCHOOL DISTRICT	2,833,582.19	35,182.03	0.00	0.00	63,633.00	2,805,131.22	9.99	4
LAWDALE ELEMENTARY SCHOOL DISTRICT	985,181.39	22,730.38	0.00	0.00	48,250.00	959,661.77	9.99	4
LENNOX SCHOOL DISTRICT	983,561.38	22,766.42	0.00	0.00	30,820.00	975,507.80	9.99	4
LITTLE LAKE CITY SCHOOL DISTRICT	132,042.02	14,141.65	55.59	0.00	9,135.00	137,104.26	9.99	4
LONG BEACH UNIFIED SCHOOL DISTRICT	4,036,052.55	277,395.12	0.00	0.00	576,031.00	3,737,416.67	6.49	4
LOS ANGELES UNIFIED SCHOOL DISTRICT	-45,225,102.55	2,095,824.63	998,557.98	0.00	6,657,053.20	-48,787,773.14	-7.33	1
LOS NIETOS SCHOOL DISTRICT	153,468.67	6,005.13	0.39	0.00	7,764.00	151,710.19	9.99	4
LOWELL JOINT SCHOOL DISTRICT	572,858.61	9,068.03	0.00	0.00	2,009.00	579,917.64	9.99	4
LYNWOOD UNIFIED SCHOOL DISTRICT	-1,780,148.79	52,275.26	48,789.46	0.00	243,321.80	-1,922,405.87	-7.9	1
MANHATTAN BEACH UNIFIED SCHOOL DISTRICT	1,197,662.64	23,512.50	0.00	0.00	29,494.00	1,191,681.14	9.99	4
MONROVIA UNIFIED SCHOOL DISTRICT	694,107.91	20,592.60	0.00	0.00	50,415.00	664,285.51	9.99	4
MONTEBELLO UNIFIED SCHOOL DISTRICT	8,048,357.61	98,740.97	0.00	0.00	314,230.00	7,832,868.58	9.99	4
MOUNTAIN VIEW SCHOOL DISTRICT	1,381,106.36	28,011.58	0.00	0.00	98,846.00	1,310,271.94	9.99	4
NEWHALL SCHOOL DISTRICT	1,183,162.56	20,162.05	0.00	0.00	28,715.00	1,174,609.61	9.99	4
NORWALK-LA MIRADA UNIFIED SCHOOL DIST	1,939,894.63	75,034.97	0.00	0.00	236,914.00	1,778,015.60	7.5	4
PALMDALE SCHOOL DISTRICT	2,190,000.66	66,257.02	0.00	0.00	105,076.00	2,151,181.68	9.99	4
PARAMOUNT UNIFIED SCHOOL DISTRICT	1,207,631.82	56,070.05	0.00	0.00	81,270.00	1,182,431.87	9.99	4
PASADENA UNIFIED SCHOOL DISTRICT	-977,602.45	61,608.53	48,689.10	0.00	324,594.00	-1,191,898.82	-3.67	1
PLS VERDES PENINSULA UNIFIED SCHOOL DIST	2,569,367.71	38,200.04	0.00	0.00	61,692.00	2,545,875.75	9.99	4
POMONA UNIFIED SCHOOL DISTRICT	-604,741.57	87,073.78	28,475.10	0.00	189,834.00	-679,026.69	-3.58	1
REDONDO BEACH UNIFIED SCHOOL DISTRICT	1,486,420.44	34,258.75	0.00	0.00	69,080.00	1,451,599.19	9.99	4
ROSEMEAD SCHOOL DISTRICT	810,695.06	9,310.82	0.00	0.00	12,030.00	807,975.88	9.99	4
ROWLAND UNIFIED SCHOOL DISTRICT	4,152,537.61	50,579.05	0.00	0.00	103,822.00	4,099,294.66	9.99	4
SAN GABRIEL UNIFIED SCHOOL DISTRICT	706,837.09	17,296.87	0.00	0.00	20,090.00	704,043.96	9.99	4
SAN MARINO UNIFIED SCHOOL DISTRICT	731,308.19	12,759.26	0.00	0.00	31,965.00	712,102.45	9.99	4

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
SANTA MONICA UNIFIED SCHOOL DISTRICT	1,553,729.52	50,848.50	0.00	0.00	150,838.00	1,453,740.02	9.64	4
SAUGUS UNION SCHOOL DISTRICT	2,021,761.32	31,708.08	0.00	0.00	3,055.00	2,050,414.40	9.99	4
SOUTH PASADENA UNIFIED SCHOOL DISTRICT	737,765.36	15,261.86	0.00	0.00	50,776.00	702,251.22	9.99	4
SOUTH WHITTIER SCHOOL DISTRICT	89,487.31	9,710.88	0.00	0.00	30,459.00	68,739.19	2.26	3
SULPHUR SPRINGS UNION SCHOOL DISTRICT	1,246,945.85	16,011.99	0.00	0.00	50,288.00	1,212,669.84	9.99	4
TEMPLE CITY UNIFIED SCHOOL DISTRICT	1,320,467.18	18,360.14	0.00	0.00	58,939.00	1,279,888.32	9.99	4
TORRANCE UNIFIED SCHOOL DISTRICT	3,672,861.10	76,693.16	0.00	0.00	157,001.00	3,592,553.26	9.99	4
VALLE LINDO SCHOOL DISTRICT	125,852.61	3,824.99	0.00	0.00	435.00	129,242.60	9.99	4
WALNUT VALLEY UNIFIED SCHOOL DISTRICT	3,597,824.63	44,793.59	0.00	0.00	32,992.00	3,609,626.22	9.99	4
WEST COVINA UNIFIED SCHOOL DISTRICT	1,996,209.23	32,666.17	0.00	0.00	62,401.00	1,966,474.40	9.99	4
WESTSIDE UNION SCHOOL DISTRICT	1,446,675.99	26,898.48	0.00	0.00	14,521.00	1,459,053.47	9.99	4
WHITTIER CITY SCHOOL DISTRICT	705,319.91	20,422.09	0.00	0.00	54,948.00	670,794.00	9.99	4
WHITTIER UNION HIGH SCHOOL DISTRICT	3,116,238.68	47,257.86	0.00	0.00	75,885.00	3,087,611.54	9.99	4
WILLIAM S HART UNION HIGH SCHOOL DIST	5,101,917.52	67,782.51	0.00	0.00	161,576.00	5,008,124.03	9.99	4
WILSONA SCHOOL DISTRICT	-417,545.68	4,572.23	715.96	0.00	3,534.00	-415,791.49	-9.99	1
WISEBURN UNIFIED SCHOOL DISTRICT	426,239.34	9,649.50	0.00	0.00	9,380.00	426,508.84	9.99	4
ANTELOPE VALLEY COMMUNITY COLLEGE DIST	-129,975.36	23,933.75	33,986.70	0.00	226,578.00	-298,632.91	-1.32	1
CERRITOS COMMUNITY COLLEGE DISTRICT	232,615.85	42,023.02	13,089.60	0.00	261,792.00	25,936.47	0.1	1
CITRUS COMMUNITY COLLEGE DISTRICT	432,563.41	25,817.95	0.00	0.00	181,391.00	276,990.36	1.53	2
COMPTON COMMUNITY COLLEGE DISTRICT	-1,056,334.77	11,522.79	10,026.15	0.00	91,964.00	-1,126,749.83	-9.99	1
EL CAMINO COMMUNITY COLLEGE DIST	-1,437,494.16	47,954.62	61,115.56	0.00	407,437.00	-1,735,860.98	-4.26	1
GLENDALE COMMUNITY COLLEGE DISTRICT	-2,108,593.15	36,653.94	36,593.85	0.00	350,818.00	-2,386,163.36	-6.8	1
LONG BEACH COMMUNITY COLLEGE DISTRICT	-1,426,122.43	47,108.99	66,539.40	0.00	443,655.00	-1,756,129.04	-3.96	1
LOS ANGELES COMMUNITY COLLEGE DISTRICT	-14,990,691.79	250,970.32	461,120.04	0.00	3,074,120.00	-17,352,721.43	-5.64	1
MT SAN ANTONIO COMMUNITY COLLEGE DIST	629,280.45	74,822.53	23,789.15	0.00	475,783.00	252,109.13	0.53	1
PASADENA AREA COMMUNITY COLLEGE DIST	-1,370,160.77	53,566.27	109,160.44	0.00	546,489.00	-1,753,923.06	-3.21	1
RIO HONDO COMMUNITY COLLEGE DISTRICT	1,058,152.21	27,840.00	0.00	0.00	137,947.00	948,045.21	6.87	4
SANTA CLARITA COMMUNITY COLLEGE DISTRICT	339,279.68	38,397.63	10,084.94	0.00	224,005.00	163,757.25	0.73	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
SANTA MONICA COMMUNITY COLLEGE DISTRICT	-3,464,669.89	65,575.00	117,572.40	0.00	704,498.00	-3,986,020.49	-5.66	1
ACADEMIA AVANCE (CHARTER)	-99,189.67	1,146.19	4,312.20	0.00	28,748.00	-122,479.28	-4.26	1
ACADEMIA SEMILLAS DEL PUEBLO	-384,657.37	949.49	5,550.30	0.00	35,321.00	-413,478.58	-9.99	1
ACCELERATED CHARTER ELEMENTARY SCHOOL	-14,099.35	830.54	1,629.15	0.00	10,861.00	-22,500.66	-2.07	1
ALMA FUERTE PUBLIC SCHOOL	0.00	155.45	38.40	0.00	384.00	-190.15	-0.5	**
ALTA PUBLIC SCHOOLS	-21,155.18	5,173.53	5,772.45	0.00	38,483.00	-48,692.20	-1.27	1
BERT CORONA CHARTER SCHOOL	-111,160.16	2,500.69	3,892.95	0.00	25,381.00	-130,147.52	-5.13	1
BIRMINGHAM COMMUNITY CHARTER HIGH SCHOOL	124,566.09	9,597.25	2,796.00	0.00	28,681.00	108,278.34	3.78	4
BRIGHT STAR SCHOOLS	6,039.17	8,837.06	4,950.90	0.00	34,397.00	-14,569.87	-0.42	1
CALIFORNIA COLLEGIATE, INC.	-6,461.59	319.47	2,115.00	0.00	16,738.00	-20,765.12	-1.24	1
CALIFORNIA SCHOOL OF THE ARTS SAN GABRIEL VALLEY	0.00	1,213.78	0.00	0.00	0.00	1,213.78	0	**
CAMINO NUEVO CHARTER ACADEMY	-133,738.83	2,053.97	2,430.60	0.00	16,204.00	-145,458.26	-8.98	1
CAMINO NUEVO CHARTER ACADEMY #4	28,233.28	1,647.91	131.80	0.00	6,152.00	23,860.99	3.88	4
CAMINO NUEVO CHARTER ACADEMY 2-HARVARD	64,038.66	1,719.85	0.11	0.00	279.00	65,479.62	9.99	4
CAMINO NUEVO ELEMENTARY SCHOOL #3 (CHARTER)	28,256.01	1,972.86	713.10	0.00	7,131.00	23,810.97	3.34	4
CAMINO NUEVO HIGH SCHOOL #2	-21,816.93	1,285.72	47.70	0.00	0.00	-20,483.51	0	1
CAMINO NUEVO HIGH SCHOOL (CHARTER)	-11,970.60	1,096.84	244.84	0.00	1,632.00	-12,260.92	-7.51	1
CELERITY NASCENT CHARTER SCHOOL	-21,962.98	10,132.34	2,296.02	0.00	56,880.00	-66,414.62	-1.17	1
CENTRAL CITY VALUE SCHOOL (CHARTER)	-37,846.33	1,280.29	360.00	0.00	2,471.00	-38,677.04	-9.99	1
CENTURY ACADEMY FOR EXCELLENCE, INC	-35,883.48	632.84	0.00	0.00	0.00	-35,250.64	0	1
CENTURY COMMUNITY CHARTER SCHOOLS, INC.	-119,427.09	1,172.17	0.84	0.00	0.00	-118,254.08	0	1
CHARTER HIGH SCHOOL OF ARTS-MULTIMEDIA & PERFORMING	-135,665.71	2,094.43	7,123.95	0.00	41,538.00	-167,985.33	-4.04	1
CHIME CHARTER SCHOOL	-5,197.42	2,775.16	2,285.74	0.00	11,895.00	-12,031.52	-1.01	1
CITIZENS OF THE WORLD CHARTER SCHOOLS-LOS ANGELES	6,463.38	5,414.92	5,293.70	0.00	61,913.00	-44,741.00	-0.72	1
COLLEGE BRIDGE ACADEMY	-49,039.24	945.39	5,845.05	0.00	40,397.00	-82,645.80	-2.05	1
COLLEGIATE CHARTER HIGH SCHOOL OF LOS ANGELES	520.25	391.95	86.20	0.00	862.00	136.40	0.16	1
COMMUNITY PREPARATORY ACADEMY	-4,275.68	42.00	0.00	0.00	-2,070.00	-2,163.68	-1.05	1
CONSERVATION CORPS OF LONG BEACH GATEWAY CITIES CHARTER	-6,347.97	58.98	1,766.55	0.00	12,789.00	-17,311.44	-1.35	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
CRENSHAW ARTS/TECH CHARTER HIGH	-84,046.57	559.35	891.60	0.00	5,944.00	-88,539.62	-9.99	1
CRETE ACADEMY	0.00	244.37	0.00	0.00	0.00	244.37	0	**
DA VINCI SCIENCE CHARTER SCHOOL	77,694.11	5,952.80	0.00	0.00	2,545.00	81,101.91	9.99	4
DISCOVERY CHARTER PREP SCHOOL	-168,066.78	697.09	1,433.25	0.00	9,555.00	-175,491.44	-9.99	1
DOWNTOWN VALUE SCHOOL (CHARTER)	-25,518.41	1,366.78	46.65	0.00	311.00	-24,415.98	-9.99	1
EL CAMINO REAL CHARTER HIGH SCHOOL	340,603.48	9,317.46	758.40	0.00	13,453.00	337,226.34	9.99	4
ENDEAVOR COLLEGE PREP CHARTER SCHOOL	27,056.11	2,016.34	31.90	0.00	319.00	28,785.35	9.99	4
ENVIRONMENTAL CHARTER HIGH SCHOOL	-94,136.56	3,772.00	2,037.75	0.00	13,585.00	-101,911.81	-7.5	1
EQUITAS ACADEMY (CHARTER)	1,313.37	3,440.93	1,243.70	0.00	25,051.00	-19,053.00	-0.76	1
EVEREST VALUE SCHOOL	1,309.21	724.49	0.00	0.00	691.00	1,342.70	1.94	2
EXTERA PUBLIC SCHOOLS	-6,026.57	2,701.48	6,275.98	0.00	41,946.00	-38,995.11	-0.93	1
FENTON PRIMARY CENTER (CHARTER)	86,729.41	7,078.55	0.00	0.00	25,262.00	68,545.96	2.71	3
GABRIELLA CHARTER SCHOOL	14,436.06	1,915.79	85.94	0.00	5,748.00	10,689.79	1.86	2
GIRLS ATHLETIC LEADERSHIP SCHOOLS LOS ANGELES	204.23	444.89	0.00	0.00	0.00	649.12	0	4
GLOBAL EDUCATION ACADEMY (CHARTER)	-34,899.33	1,310.03	400.05	0.00	2,667.00	-35,856.25	-9.99	1
GOETHE INTERNATIONAL CHARTER SCHOOL OF LOS ANGELES	-64,121.84	1,219.88	519.30	0.00	2,700.00	-65,082.66	-9.99	1
GRANADA HILLS CHARTER HIGH SCHOOL	579,160.29	14,708.86	0.00	0.00	61,244.00	532,625.15	8.7	4
GUIDANCE CHARTER SCHOOL	-196,409.56	1,754.51	5,149.35	0.00	34,329.00	-223,834.70	-6.52	1
HIGH TECH HIGH LOS ANGELES CHARTER SCHOOL	13,309.94	1,098.27	285.45	0.00	3,388.00	11,305.66	3.34	4
JAMES JORDAN MIDDLE SCHOOL (CHARTER)	-116.78	1,177.37	141.45	0.00	943.00	259.04	0.27	1
JARDIN DE LA INFANCIA (CHARTER)	-826.89	106.10	0.00	0.00	0.00	-720.79	0	1
LARCHMONT SCHOOLS	24,201.26	4,546.91	1,562.13	0.00	30,081.00	229.30	0.01	1
LIBERTAS COLLEGE PREPARATORY	-6,070.46	561.29	853.67	0.00	5,166.00	-9,821.50	-1.9	1
LIFE SOURCE INTERNATIONAL CHARTER SCHOOL	-75,598.40	951.67	4,374.65	0.00	31,175.00	-101,447.08	-3.25	1
LOS ANGELES ACADEMY OF ARTS AND ENTERPRISE	-190,464.07	931.62	1,456.20	0.00	9,708.00	-197,784.25	-9.99	1
LOS ANGELES BIG PICTURE HIGH SCHOOL	-111,816.40	1,426.37	1,802.10	0.00	13,437.00	-122,024.93	-9.08	1
LOS FELIZ CHARTER SCHOOL FOR THE ARTS	-38,396.78	1,301.21	303.00	0.00	2,020.00	-38,812.57	-9.99	1
MAGNOLIA SCIENCE ACADEMY - 2 (CHARTER)	-12,654.67	1,993.85	1,660.57	0.00	3,476.00	-12,476.25	-3.59	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
MAGNOLIA SCIENCE ACADEMY - 4	-37,991.64	522.59	0.00	0.00	0.00	-37,469.05	0	1
MAGNOLIA SCIENCE ACADEMY - 5	-7,809.60	616.32	0.00	0.00	0.00	-7,193.28	0	1
MAGNOLIA SCIENCE ACADEMY - 6	-47,085.64	427.16	1,536.76	0.00	11,951.00	-57,072.72	-4.78	1
MAGNOLIA SCIENCE ACADEMY - 7	4,261.91	772.30	0.00	0.00	2,182.00	2,852.21	1.31	2
MAGNOLIA SCIENCE ACADEMY-3	-111,008.08	1,448.04	5,657.88	0.00	27,784.00	-131,686.16	-4.74	1
MAGNOLIA SCIENCE ACADEMY-8 (BELL)	35,855.38	1,275.75	690.08	0.00	2,754.00	35,067.21	9.99	4
METRO CHARTER CORP.	1,332.88	519.42	0.00	0.00	6,735.00	-4,882.70	-0.72	1
MONTAGUE CHARTER ACADEMY	165,980.69	2,461.65	0.00	0.00	15,700.00	152,742.34	9.73	4
NEW ACADEMY CANOGA PARK (CHARTER)	51,227.96	1,335.86	444.60	0.00	11,327.00	41,681.42	3.68	4
NEW ACADEMY OF SCIENCE AND ART (CHARTER)	841.85	1,227.81	575.54	0.00	968.00	1,677.20	1.73	2
NEW DESIGNS CHARTER SCHOOL	-190,445.58	3,119.41	4,562.67	0.00	29,566.00	-212,329.50	-7.18	1
NEW HEIGHTS CHARTER SCHOOL	5,044.88	1,316.40	99.00	0.00	1,730.00	4,730.28	2.73	3
NEW LOS ANGELES CHARTER SCHOOL	-31,167.61	1,327.88	73.47	0.00	625.00	-30,391.26	-9.99	1
NEW MILLENNIUM SECONDARY SCHOOL (CHARTER)	-107,043.11	535.55	405.00	0.00	3,037.00	-109,139.56	-9.99	1
NEW OPPORTUNITIES CHARTER SCHOOL	-10,797.93	2,002.40	1,133.60	0.00	2,250.00	-9,911.93	-4.41	1
NEW VILLAGE CHARTER HIGH SCHOOL	-101,187.02	500.86	253.95	0.00	1,693.00	-102,125.21	-9.99	1
NEW WEST CHARTER MIDDLE SCHOOL	-34,948.20	1,759.57	0.00	0.00	-587.00	-32,601.63	-9.99	1
OCEAN CHARTER SCHOOL	-164,343.28	1,391.76	2,668.44	0.00	17,720.00	-178,003.08	-9.99	1
ODYSSEY CHARTER SCHOOL	-79,714.79	1,211.41	375.90	0.00	2,506.00	-80,633.48	-9.99	1
OUR COMMUNITY SCHOOL (CHARTER)	16,091.95	1,113.36	245.20	0.00	2,452.00	14,998.51	6.12	4
PACOIMA CHARTER SCHOOL	174,304.51	4,609.75	0.00	0.00	7,938.00	170,976.26	9.99	4
PALISADES CHARTER HIGH SCHOOL	-160,027.09	9,460.41	5,937.60	0.00	39,584.00	-184,213.08	-4.65	1
PASADENA ROSEBUD ACADEMY CHARTER SCHOOL	-18,768.04	460.33	0.00	0.00	0.00	-18,307.71	0	1
PASADENA ROSEBUD ACADEMY MIDDLE SCHOOL	0.00	0.00	0.00	0.00	0.00	0.00	0	1
PATHWAYS COMMUNITY SCHOOL	1,624.27	1,113.34	0.00	0.00	1,004.00	1,733.61	1.73	2
RESOLUTE ACADEMY CHARTER SCHOOL	612.71	588.31	765.00	0.00	7,650.00	-5,683.98	-0.74	1
SAN JOSE CHARTER ACADEMY	115,092.42	3,527.38	0.00	0.00	7,644.00	110,975.80	9.99	4
SOLEDAD ENRICHMENT ACTION CHARTER SCHOOL	-206,329.31	2,627.14	3,327.90	0.00	22,186.00	-222,560.27	-9.99	1

Los Angeles COED 2017-2018 SEF Rankings by District (Cont.)

County	Cumulative Balance	Paid to the Fund		Interest Distributions	UI Benefits Paid	Ending Cumulative Balance	Reserve Ratio	Rank
		Contributions	LEC					
STEM PREPARATORY SCHOOLS, INC.	-83,850.57	3,457.28	2,238.10	0.00	17,460.00	-95,615.19	-5.48	1
THE ACCELERATED SCHOOL	-261,140.34	2,217.61	3,466.95	0.00	23,113.00	-278,568.78	-9.99	1
THE EDUCATION CORPS	-19,786.84	797.27	1,269.67	0.00	12,068.00	-29,787.90	-2.47	1
THE PALMDALE AEROSPACE ACADEMY, INC. CHARTER	-9,588.68	4,074.99	1,017.29	0.00	8,058.00	-12,554.40	-1.56	1
THE SCHOOL OF ARTS AND ENTERPRISE (CHARTER)	-267,398.85	2,158.43	5,919.37	0.00	39,462.00	-298,783.05	-7.57	1
UNIVERSITY PREPARATORY VALUE HIGH SCHOOL (CHARTER)	711.12	753.25	275.90	0.00	2,759.00	-1,018.73	-0.37	1
USC HYBRID HIGH (CHARTER)	-6,019.16	3,558.51	687.60	0.00	4,584.00	-6,357.05	-1.39	1
VALIENTE COLLEGE PREPARATORY CHARTER SCHOOL	366.48	366.40	765.00	0.00	7,650.00	-6,152.12	-0.8	1
VALLEY CHARTER ELEMENTARY SCHOOL	-3,437.56	1,384.21	134.49	0.00	1,001.00	-2,919.86	-2.92	1
VAUGHN NEXT CENTURY LEARNING CENTER	142,505.49	9,098.38	0.00	0.00	8,020.00	143,583.87	9.99	4
WALLIS ANNEBERG HIGH SCHOOL (CHARTER)	-92,182.79	899.57	1,315.65	0.00	8,771.00	-98,738.57	-9.99	1
WATTS LEARNING CENTER FOUNDATION	-105,030.20	1,861.56	1,557.90	0.00	9,570.00	-111,180.74	-9.99	1
WESTCHESTER SECONDARY CHARTER SCHOOL	-27,331.78	180.63	6,588.80	0.00	44,553.00	-65,115.35	-1.46	1
WILDER'S FOUNDATION	-161,218.26	11,696.60	2,257.50	0.00	6,162.00	-153,426.16	-9.99	1
WISH CHARTER SCHOOL	2,980.82	2,302.20	0.00	0.00	9,168.00	-3,884.98	-0.42	1

UNEMPLOYMENT

Review and Training



Unemployment History & Basics

The Great Depression, 1935: Federal laws require states to enact legislation. Each state has their own unique unemployment laws.

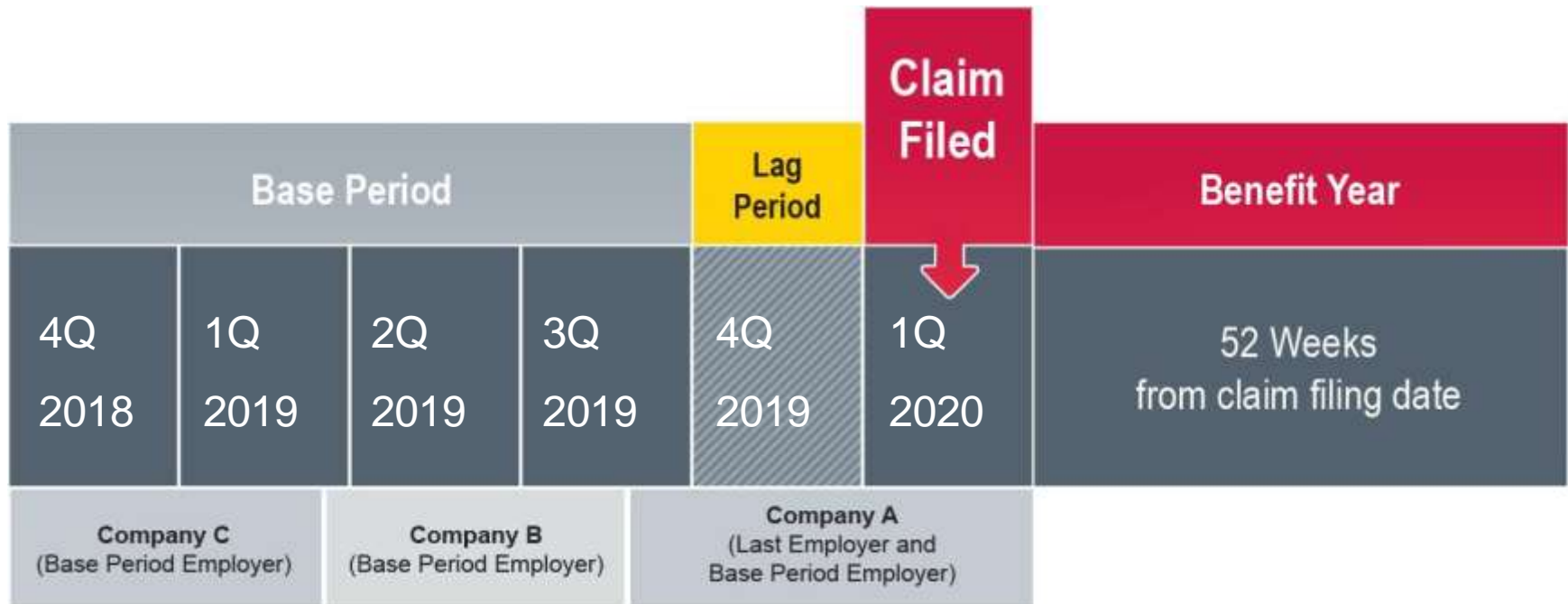
One thing is consistent. In all states, the claimant must ...

- › Be **able** to work
- › Be **available** to work
- › Be **actively seeking** work
- › Meet the state's **monetary requirement**
- › Be **unemployed through no fault of their own**



By controlling unemployment charges against your account,
you can control unemployment taxes!

Unemployment liability remains with an employer for up to 18 months after initial employee separation



Last Employer Claim – The claim notice sent to the most recent employer from which the employee has separated.

Base Period Claim – The claim notice sent to each employer for which the claimant worked during the base period. Base Period earnings determine weekly benefit amounts and employers chargeable proportionate to wages paid. As a reimbursing employer, you are not able to protest these claims.

Alternative Base Period (if applicable) – Former employees who fail to qualify under the original base period may qualify under an alternative base period on wages paid during the last four calendar quarters prior to the claim filing date.

UI INTEGRITY ACT

What does it mean?



UI Integrity



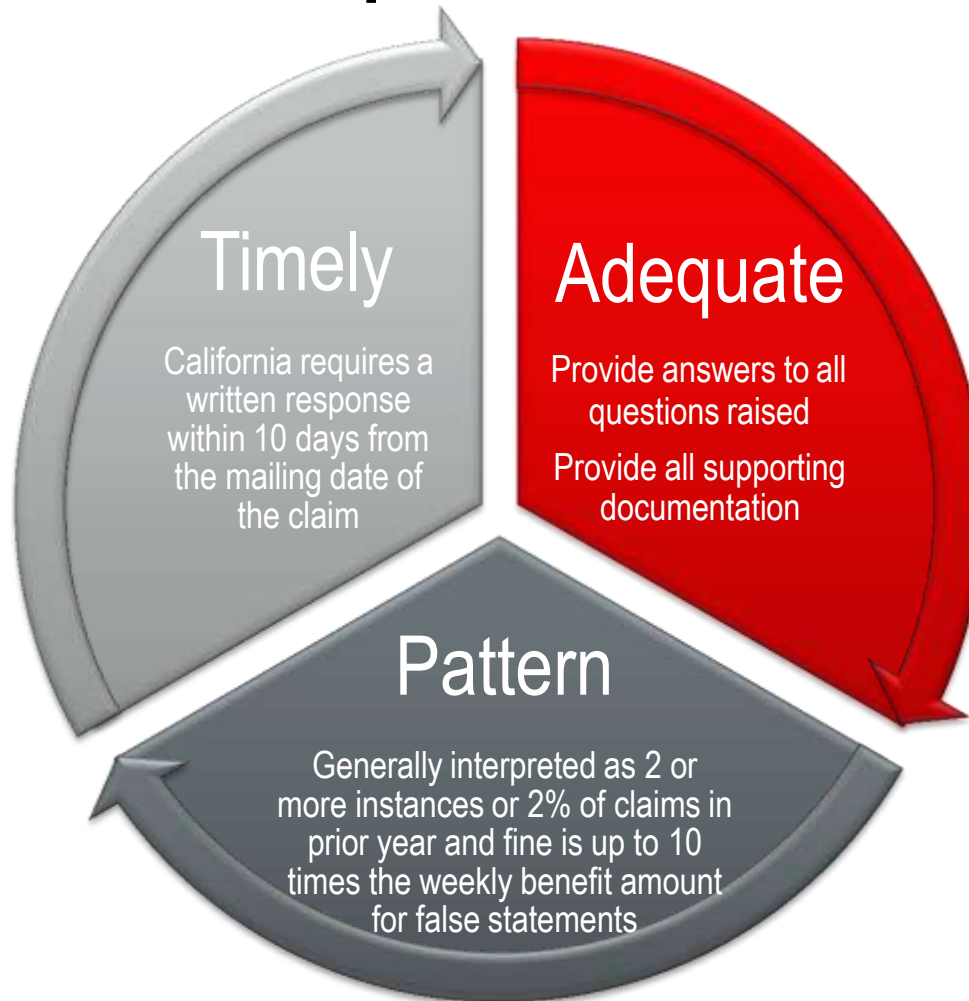
The Trade Adjustment Assistance Extension Act of 2011

State UI agencies must prohibit relieving employers of benefit charges to their unemployment tax account *when both of the following exist:*

- UI benefits were improperly paid due to failure to respond timely or adequately to the state's request for information relating to the claim
- The employer has established a pattern of failing to respond timely or adequately

States were required to enact their new UI legislation by October 21, 2013 to remain in compliance with this federal mandate.

Expectations for Compliance with UI Integrity



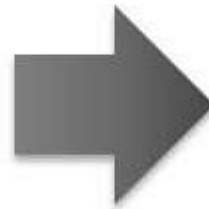
Many states are in the process of determining how they will track and notify employers of non-compliance!

Compliance Matters for Every Case!

A Protest Decision



A Matter of Compliance



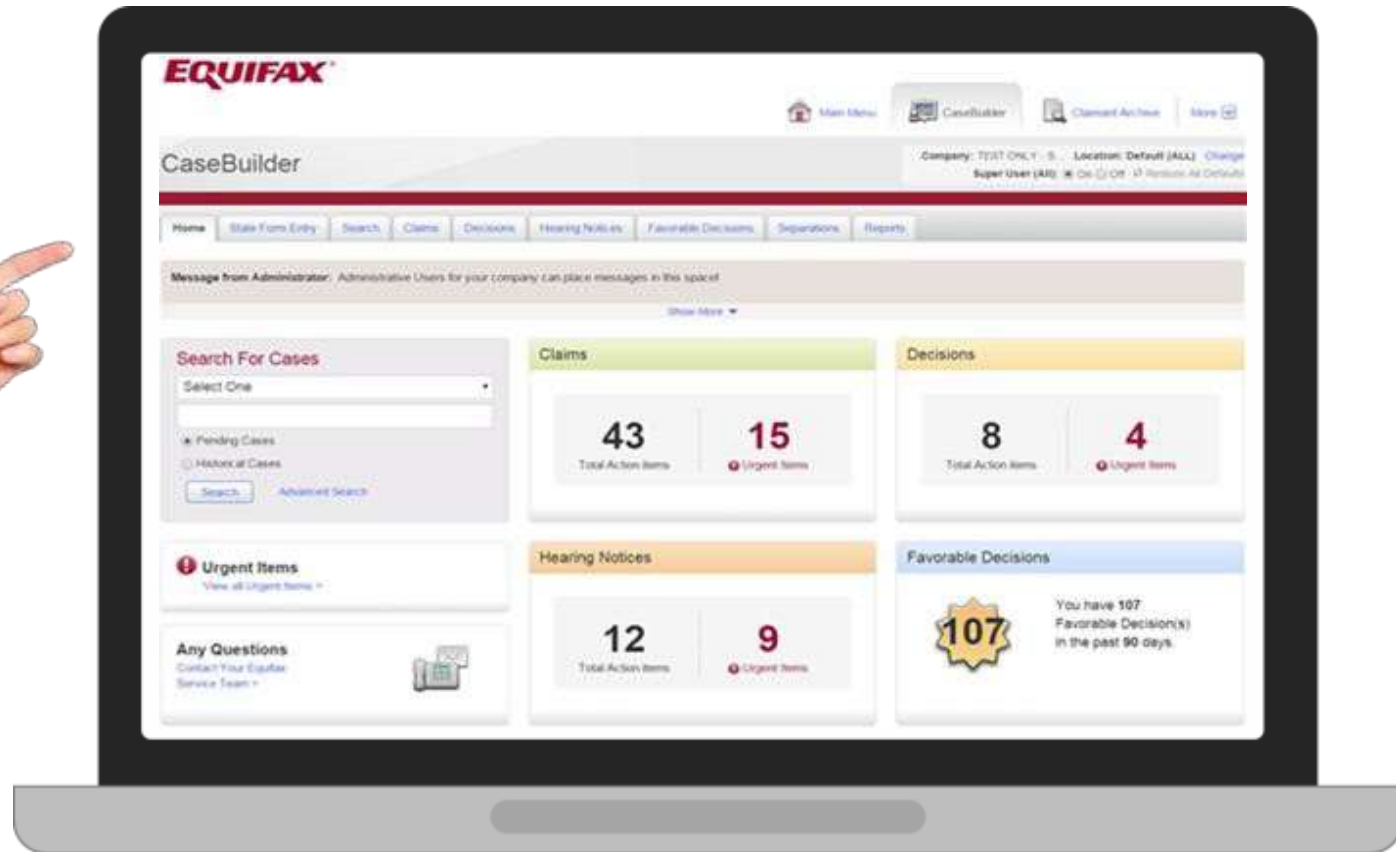
The Trend: Employers are expected to improve the quality of information provided to state agencies at the front end of the UI claim process, rather than waiting until a hearing to provide details.

The Risk: Not providing sufficient details up front, even if you win at a hearing, can still cause a loss of non-charging, which may increase benefit charge costs, which can impact your UI tax rates/costs.

CaseBuilder & CaseLink

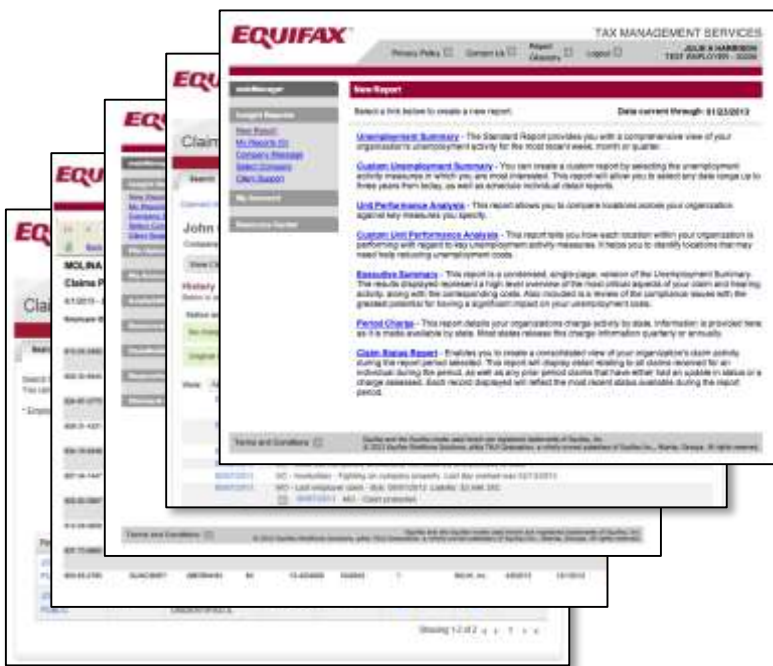
-CaseBuilder is a web-based program that will allow clients to gather and submit documents and details in a fast, secure environment for all stages of the unemployment process.

-CaseLink is the one-time use version of CaseBuilder

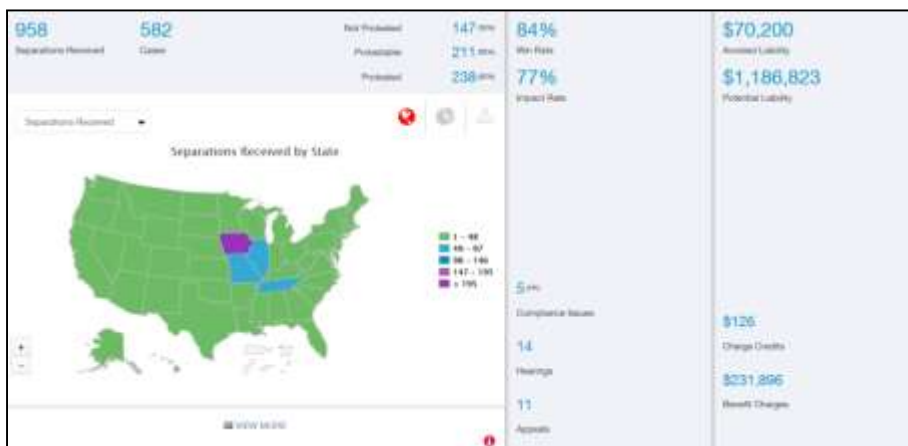


Insight reporting and the new Report Dashboard provide the workforce data and intelligence necessary to enable business decisions

Insight Reporting



Report Dashboard



Reporting is customizable, provides key performance metrics, can be exported to Excel, and is focused on compliance

Los Angeles County Office of Education Value Summary (2019)



12,491 total claims completed



Over \$8,444,737 liability avoided



Over \$393,935 charge error recovery

Los Angeles County Office of Education Claims Summary

Los Angeles Office of Education	2017	2018	2019
Claims Filed	14,937	13,747	12,491
Protest (%)	15%	12%	15%
Overall Win Ratio	91%	89%	89%
Benefit Charges	\$14,145,636	\$15,040,672.91	\$15,173,344.05
Liability Removed	\$9,798,578	\$7,096,722.31	\$8,444,737.60
Charge Audit Recovery	\$460,852	\$434,978	\$393,935.95

2017 - 2019 Non Compliance Claims

Los Angeles County Office of Education	# Cases 2017	2018	2019
No Protest Client Requested	9 (<1%)	0 (0%)	0 (0%)
Claim Received Too Late to Protest	305 (2%)	601 (5%)	389 (3.68%)
Separation Information No Response	1,369 (8%)	721 (5%)	596 (5.63%)

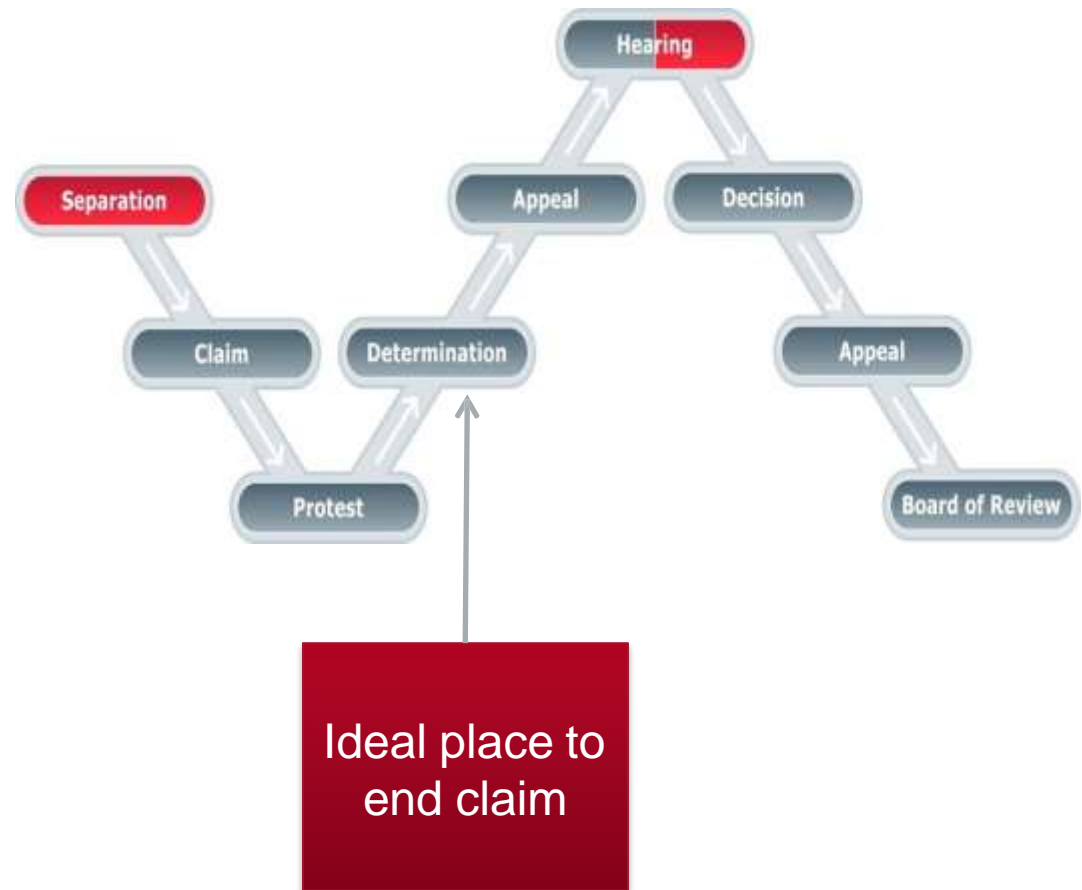
WHAT CAN WE DO BETTER?



Unemployment Claim Process

Goal: End process at Initial Claim

- › Complete claim responses save time and money
- › Reduce follow-up requests
- › Claim Adjudicator can make fully informed decision
- › Avoid unnecessary appeals
- › Improve win percentage substantially



Potentially Fraudulent Claims

- › Please immediately complete and submit the your response to Equifax that the employee is still working and fraud is suspected.

- › If Available, please include:
 - Employee's name, Social Security Number, mailing address and phone number
 - Employee's occupation
 - Employee's most recent day worked

- › Instruct Employee to report the fraud at <https://askedd.edd.ca.gov/ReportFraud.aspx>

- › Share with the impacted employee the information in the pamphlet at: <https://www.oag.ca.gov/idtheft/information-sheets>

Documentation for Quit Cases



• Burden of proof on claimant as moving party

• It is best for the company policy to require a 2-week notice period

• Try to get verbal resignations in writing

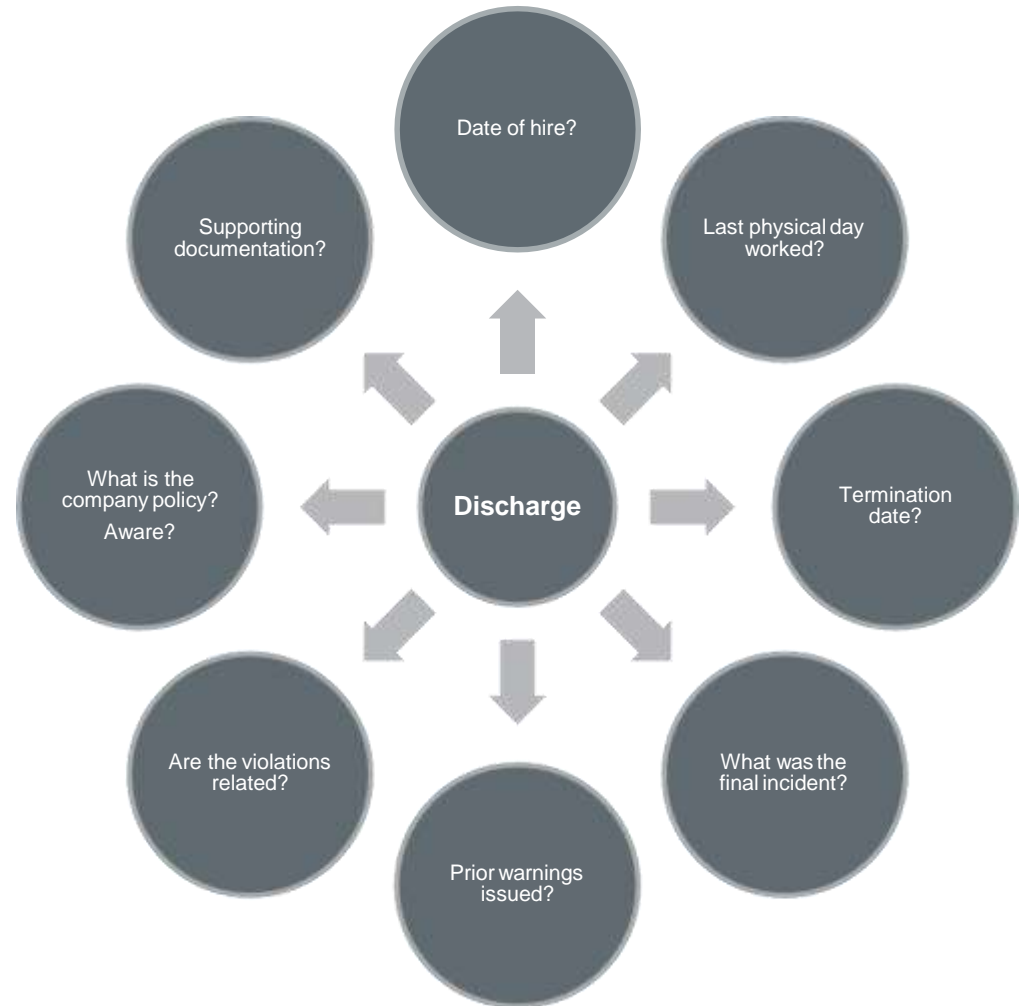
• Written notices should be signed, dated, and include the intended last day of work

• Obtain as much detail surrounding the reason for resignation

Constructive Quit: An individual's unemployment is the result of his or her own willful act, which makes it impossible for the employment relationship to continue.

Documentation for Discharge Cases

- Burden of proof is on employer as moving party
- Details surrounding the final incident
- Reference to the policy violated and signed acknowledgement
- Written Warning(s) Issued
- Consequences
- Action plan
- Employee & Witness Signature on Warning



Misconduct or Poor Performance?

Misconduct = willful disregard of an employer's policy.

If you cannot prove misconduct, the case will probably be adjudicated as poor performance due to an inability to do the job...or Wouldn't vs. Couldn't

If the claimant never could do the job to your satisfaction (for a period of time) or was just a "not a good fit for the job", it will be very hard to prove "willful, deliberate"

Is the person trying but just not able to grasp the duties of the job? The claimant will usually say "I was doing the best I could..." and win.

Can you show the individual performed this job in an acceptable manner for a reasonable period of time?

Be sure to look at the root cause of the poor performance. A deliberate act may be at the root of the issue.

Willful or deliberate violation of rules or standards is NOT poor performance, but **MISCONDUCT**. (Wouldn't vs. Couldn't)

Best Practice: Discharge as soon as possible to minimize UI liability.

Constructive Quit

Definition →

An individual's unemployment is the result of his or her own willful act, which makes it impossible for the employment relationship to continue.

Reasonable Assurance Notice Requirements

UI Code Section 1253.3(i)

Required

- › Written Notification to “Classified” employees who work less than 12 months
- › Whether or not they have reasonable assurance
- › 30 days prior to end of school year

Must State

- › Employee has Reasonable Assurance
- › Employee may file a UI claim
- › EDD will decide eligibility (not employer)
- › Potential rights to retroactive benefits

Reasonable Assurance Notices

Not Required for Certificated Employees

- › Instructional (Classroom teachers)
- › Research
- › Principal Administrative (Principals, Vice Principals)

Required for Certificated Substitutes

- › Has RA to return to work next school year
- › Has RA for the close of all holiday and recess periods during that year
- › Will not be needed for summer session, unless notified in writing

Reduce Liability for Substitutes

- › Limit substitute list during recess periods
- › Protest before & after summer school session
- › Protest all within term recess periods
- › If on-call during recess, report dates worked, refusals of work or dates of unavailability

Reasonable Assurance Notices

Notification To Newly Hired Employees

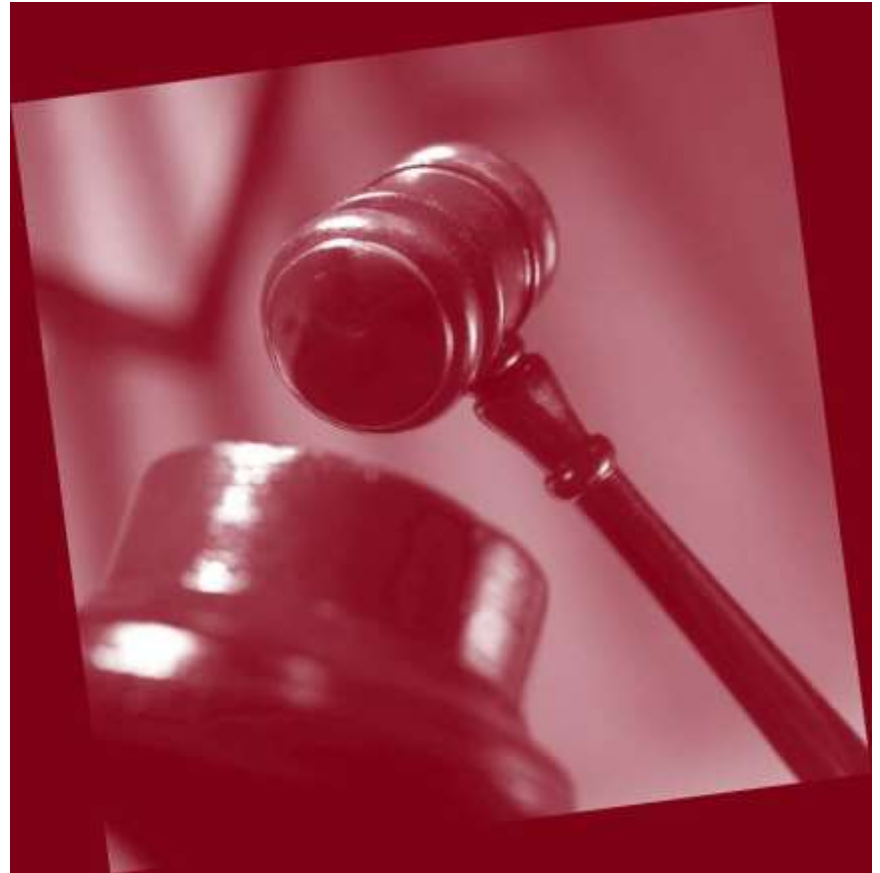
- › At time of hire: Issue letter of RA to cover recess breaks in current school year

Community College Part-Time Instructors

- › Cervisi Court Ruling: Offers of work to part-time community college instructors are contingent on enrollment and therefore do not meet the criteria of reasonable assurance

Unemployment Hearings

- › Date, Time, Place
- › Liability
- › Separation Issues & Other Issues To Be Discussed
- › Exhibits
- › Environment
- › Testimony
- › Representation



Hearings Checklist

- Dates of employment
- Rate of pay
- Job description
- Days/hours worked
- Reason for separation
- Signed resignation (voluntary quits)
- Written warnings (discharges)
- Company policy and signed receipt
- First-hand testimony and evidence regarding the final incident

HEARINGS- “What To Take”

- › Person with direct first hand knowledge of separation
- › Witnesses to alleged incidents
- › Relevant rules and/or handbook & claimant’s signature page
- › Written warnings & personnel file
- › Resignation letters/exit interview notes
- › Copies of letter of reasonable assurance

Withdrawing / Not Participating



Act quickly

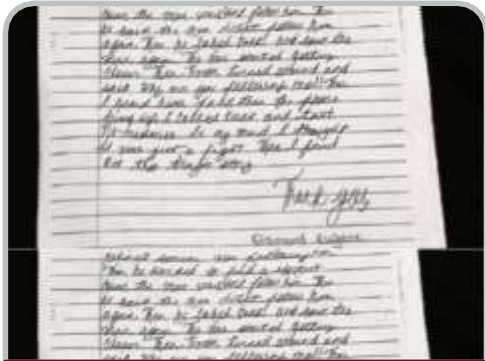


What is the reason?



Is there an alternate witness?

Witnesses



Witness Statements are considered hearsay



Cannot cross-examine a piece of paper



In-person witness(es) along with written statements



HEARINGS- “What Happens”

- › Hearings are recorded
- › Testimony is given under oath
- › In discharge cases, the employer testifies first
- › In quits, the claimant testifies first
- › Cross examination by both parties
- › Do not interrupt
- › Relevant documents should be presented
- › Decisions are based on case law
- › Written decisions are sent with appeal rights

Questions

For more information:

Contact Sandra Sinift

Sandra.Sinift@Equifax.com

Visit our website

www.equifaxworkforcesolutions.com

