

WILLOWS UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Regular Meeting – March 4, 2010

Regular Session 7:00 P.M.

Willows City Council Chambers

201 N. Lassen Street, Willows, CA 95988

MINUTES

1. CALL TO ORDER

- 1.1 Roll Call – President Parisio called the meeting to order at 7:02 p.m. Present were: Mr. Ward, Mrs. Brott, Mr. Parisio, Mr. Geiger and Mrs. Domenighini
- 1.2 Welcome to Visitors
- 1.3 Flag Salute led by Terri Moore

2. AGENDA/MINUTES

- 2.1 Consider approval of Minutes for the Regular Meeting of February 11, 2010. Mrs. Brott moved, seconded by Mr. Geiger, to approve the minutes of February 11, 2010. The motion passed unanimously with 5 yes votes.
- 2.2 Consider approval of Agenda for March 4, 2010. Mr. Ward moved, seconded by Mrs. Brott, to approve the agenda for March 4, 2010. The motion passed unanimously with 5 yes votes.

3. ITEMS FROM THE FLOOR - None

4. REPORTS

4.1 Employee Associations (WUTA & CSEA)

(WUTA) Shelly Amaro, WUTA President addressed the Board. She gave thanks for her VIP guest readers on March 2 for “Read Across America Day”. Questions were asked at last month’s meeting on how to reduce legal fees. The Board mentioned that the unions could settle and not file so many grievances. She explained the grievance procedure and steps involved. She reported that out of the last 12-13 grievances that had been filed, all but one was found in favor of WUTA. Mrs. Amaro stated she doesn’t think WUTA is filing frivolous grievances so WUTA doesn’t accept blame. She then gave a report on the legal fees for last year which totaled over \$112,000.00. She also stated that she doesn’t think it is the Board’s job to defend the District, but to direct the District and thinks that money could be used to save programs.

(CSEA) No report

4.2 Principals

(WHS) Mr. Geivett reported:

- Gave Board a handout of upcoming events
- ASB President, Awaaz Patel, is not able to report as he is at a tennis match
- Winter sports had outstanding seasons. Varsity boys’ and girls’ basketball teams went to the second round of playoffs and Jared Stine will be participating at the State Wrestling Tournament.
- Thanked Mr. Sailsbery and Mr. Bazan for allowing the 8th graders to visit the high school last month
- Commended the FFA group at the high school. He read a letter congratulating them for their chapter’s outstanding accomplishments during 2009-10 in the National Chapter Award Program. Mr. Geivett commended the FFA group (Ag teachers and students) who work so hard to have such an excellent program. They will be recognized at the April 18th State Conference in Fresno.

(WIS) Mr. Sailsbery reported:

- Wednesday, March 10th the 8th grade class will be attending The Drugstore event – the message is for kids not to do drugs. There are specific scenes beginning with a party, a student getting booked, with the end result consisting of a funeral – it is very provocative. Hopefully it helps and teaches kids to make good choices and do the right thing.
- Open House for WIS will be on Wednesday, March 31st beginning at 6:00 p.m.

(MES) Mrs. Parsons reported:

- Gave a handout to the Board of upcoming events

- Report cards go home March 5th
- Trimester Awards will be held on March 11th
- Open House will be on March 25th at 6:00 p.m.
- 4th graders will be going on a field trip to Elk Creek on March 19th
- “Read Across America” on March 2nd was very successful and she appreciated all the guest readers and the group effort among the teachers which made it a successful day

(WCHS) No report

4.3 **Director of Business Services** – No report

4.4 **Director of Categorical Programs** – Mrs. Perez handed out to the Board a copy of a letter from the Department of Education regarding the status of the LEA Plan Addendum that the Board approved in December for the Title I and Title III Report as a result of being in Program Improvement. The Title III report was approved and the Title I report needs more detail regarding specific timelines and estimated costs. Mrs. Perez will be getting this information back to them very quickly and resubmitting it to the State so it shouldn't take very much time. Now we are in the process of implementing it. Mrs. Perez gave the Board an update on testing during March - the early assessment program for 11th graders; the CAHSEE on March 16th & 17th will be the last time for 11th graders (Ms. Steele will give a report on that); CST writing for grade 7 was just completed; and physical fitness testing is in March and April – it's a busy time for testing. Ms. Steele reported on the status of seniors that still need to pass the high school exit exam. WHS and WCHS are getting ready for the last CAHSEE for this school year. At the high school they are having mandatory English and math reviews during the school day and WCHS will start reviewing next week. WHS has 4 seniors that need to pass the English section; 2 seniors need to pass the math section for a total of 5 students (1 student needs to pass both sections) as well as 2 adult students – one needs English and the other math; at WCHS there are 4 seniors that need to pass the English section and 2 need to pass the math section for a total of 4 students (2 need to pass both sections) as well as 1 adult student coming back to take the English portion.

4.5 **Director of Technology Services** – Mr. Lillie reported that he has filed the E-rate paperwork for the coming school year 2010-11 and there will be continuing paperwork as the year progresses. Some items of interest in the news: the FCC is beginning a review and possibly a change in the E-rate program (which is the big discount we get on our telecommunication bills) – may be opening up some newer technologies that are not currently available to be E-rated. In the federal budget it was announced that it looks like the EETT Grant may be eliminated, but still unclear at this time.

4.6 **Director of Transportation/Facilities Operations** – Mrs. Taylor reported that transportation is very busy the last three months of school with many field trips and spring sports needing transportation. The Health Department has given money to the District to help fight against H1N1. The schools will be getting hands-free sanitizers and sanitizer in the near future. She has scheduled the gym floor at the high school to be stripped and sealed to help keep it in good condition. She would like to thank all of the wonderful custodians district-wide who help with this huge job. This will be done during the April break so the gym will be closed all week. The Murdock custodians are getting their classrooms cleaned every day. The Board had questions about the leaks in the gym roof and Ag department. Mrs. Taylor said that maintenance had been working on both. Dr. Olmos said that some repairs were done to get through the rainy season and they are on schedule to re-roof the gym this summer and looking at estimates on how to get it done the most cost effective way.

4.7 **Superintendent** – Dr. Olmos stated that he cannot comment on grievances. He responded on the costs of legal fees and said that if you look at the closed session items you can probably decipher why we have to spend so much money and costs are extraordinary. Even though teachers aren't here in the summer, litigation is still ongoing. He also wanted to report to the Board that unfortunately the partnership with the City for a new park will not move forward. Mr. Tyhurst looked at the site that the Board recommended and according to him he doesn't think there is enough room to build the park he envisioned. Dr. Olmos had a meeting with Chief Spears over the break and discussed the possibility of maintaining an SRO through the City. We are looking on cutting back \$25,000 of safe schools money which is categorically funded. They are looking into using other police resources to help with truancy issues and get our ADA up to help generate more revenue for the District. He also had an initial meeting this week with the Willows Hydro Jets in regard to possibly keeping the pool open. It was a positive meeting and a good first step. One of the things on the cut list that was eliminated last month was the WHS swimming pool. It was to be closed for swimming and the only costs would be for basic maintenance. Dr. Olmos thanked Aleta Goings for having him as a reader in her class on Tuesday. He said it reminded him

of why he is doing this job and how much he misses teaching. It was wonderful to be back in the classroom and appreciated the book the students made him as a thank you gift.

4.8 Governing Board Members:

Mr. Ward attended the varsity boys' basketball playoff games and is involved with his granddaughter's FFA project. He read an article from the Chico ER that a trustee from Durham wrote but stated it could be from Anywhere, USA. He thought it was an excellent article and put everything in perspective. The bottom line was that we all have to cut expenses – we don't want to go into state receivership and also pay excessive interest. The top levels of government are not taking the cuts – the local levels are. It is very painful.

Mrs. Brott said she has been attending negotiations. She said she wanted to talk about the legal fees. She apologized to Mrs. Amaro for her statement at the February 11th meeting about filing so many grievances. She said that it wasn't appropriate to say. Mrs. Brott stated she welcomes phone calls from teachers, community members, etc. if they have something they question that has been said at a previous board meeting, don't be upset about it for a month, call her and she would be happy to discuss it before the meeting. Mrs. Brott joined with the teachers this morning in their protest but until the State comes through she wants to be able to work together and negotiate with WUTA to get a budget so we don't have to make all these cuts.

Mrs. Domenighini also read an article similar to the one of Mr. Ward's. We need to continue to hold our legislators accountable as voters for what they are doing to our schools.

Mr. Geiger thanked Ms. Samons and Mr. Xanthus on the outstanding job the two students who competed in the Creed Contest. They came in second. He said that there are also many items on the agenda this evening and doesn't want anyone to take it personally if they don't have a specific four letter statement after their name. He doesn't feel that they are inadequate individuals or certificated teachers because that is not the intent.

Mrs. Brott said she wanted to add to her Board report. It was mentioned that cuts in pay would be going toward lawyer fees and Mrs. Brott has taken a 5% cut off of her stipend that is going to the general fund.

Mr. Parisio said he did go into Mrs. Amaro's room and read Armadilly Chili to her second grade class. He is also disappointed like Dr. Olmos that the partnership with the City for a new park is not moving forward. Hopefully in the future something will come together.

5. CONSENT CALENDAR

A. GENERAL

B. EDUCATIONAL SERVICES

C. HUMAN RESOURCES

1. Ratify employment of Bev Appleton as Secretary I at Murdock School, effective 2/22/10.
2. Accept resignation from Jacklyn F. Von Seggern as the District Attendance/Accounts Clerk (Accounts Payable) at the District Office, effective 3/31/10.
3. Ratify employment of the following WHS Coaches for spring sports:
 - Jason Estrada – Volunteers Varsity Baseball
 - Scott Thur – Volunteer Varsity Baseball
 - Casey Rustenhoven – Volunteer Varsity Baseball
 - Karl Olsen – Volunteer Varsity Baseball
 - Darren Brown – Volunteer JV Baseball

D. BUSINESS SERVICES

1. Consider approval of budget revisions.
2. Consider approval of warrants from 2/10/10 through 2/24/10.

Mr. Geiger asked for Item C-2 to be pulled before voting. Mr. Geiger moved, seconded by Mrs. Brott to approve the Consent Calendar, excluding Item C-2. The motion passed unanimously with 5 yes votes.

Item C-2: Accept resignation from Jacklyn F. Von Seggern. Mr. Geiger wanted to personally thank Jackie for her 15+ years of service as the District's Accounts Clerk. She is taking an early retirement which is helping the District with an immediate savings. He wishes her the best in her retirement. Mr. Geiger moved, seconded by Mrs. Brott to accept the resignation of Jacklyn F. Von Seggern, effective March 31, 2010. The motion passed unanimously with 5 yes votes.

6. DISCUSSION/ACTION CALENDAR

A. GENERAL

1. (Information/Discussion) First Reading of the following Board Policies:

BP 2210	Administrative Discretion Regarding Board Policy
BP 3100	Budget
BP/AR 3270	Sale and Disposal of Books, Equipment and Supplies
BP 3280	Sale or Lease of District Owned Real Property
AR 3460	Financial Reports and Accountability
BP/AR 3580	District Records
AR 4112.23	Special Education Staff
AR 4112.4	Health Examinations
4212.4	
4312.4	
AR 4117.11	Preretirement/Part-Time Employment
4317.11	
AR 4117.14	Postretirement Employment
4317.14	
AR 5113.2	Work Permits
BP/AR 5117	Interdistrict Attendance
BP 6111	School Calendar
BP 6145	Extracurricular and Cocurricular Activities
BP 6145.2	Athletic Competition
BP 6146.1	High School Graduation Requirements
BP 6146.4	Differential Graduation and Competency Standards for Students with Disabilities
BP/AR/E 6161.1	Selection and Evaluation of Instructional Materials
AR 6162.52	High School Exit Examination
BP/AR 6173.1	Education for Foster Youth
BP/AR 6173.2	Education of Children of Military Families

(COMPLETE POLICIES ARE AVAILABLE FOR REVIEW AT THE DISTRICT OFFICE)

Information only at this time – no comments were made at this time.

B. EDUCATIONAL SERVICES

1. **(Discussion/Action)** Cut List. Larry Domenighini, President of Willows Music Boosters, addressed the Board in support of the WUSD Music Program. He stated that research shows that music programs do make smarter kids and students that participate in a music program score higher on SAT tests. He stated many reasons for keeping music in our schools. Willows Music Boosters commends our Board for continuing to fund the music program and urges the Board to continue to do so. They have received many comments from students, parents, and alumni expressing the benefits they have received by being involved with the music program. He will make copies of those for the Board members and District office. He also said on April 24th the Spring Concert will be held at the Memorial Hall and on March 20th there will be a dinner at the Elks Lodge to support the music programs. Other individuals that addressed the Board in support of keeping the music programs in the district were Colleen Ellis, Ron Martine, Salam Al-Rifai and Oliver Hill, who is 87 years old and still plays in the Alumni Concert.

Seth Fiack addressed the Board in support of keeping the Ag programs alive in our district since it is our prevalent industry in our community.

Shelley Amaro, WUTA president, addressed the Board stating that WUTA understands and wants to keep programs. She said WUTA will bring their proposal to the District on March 8th.

Mrs. Domenighini made a motion to include Item #26 – reduction of Site Secretary I positions to 3.9 hrs/day and Item #25 – the elimination of the WCHS, to be eliminated with items that are currently being cut. Dr. Olmos stated that Ms. Skala was continuing to do research on the site secretary reduction. There is a possibility of cutting at least one out of the three positions to a 3.9 position and not full time. With the site secretary positions, we are not up against the March 15th deadline so this item could be brought back at a later date.

Item 25 – elimination of the WCHS – does have to be decided this evening so those teachers could be noticed. Discussion followed concerning WCHS and the number of students it has, graduation numbers, success rate of students if mainstreamed to high school or independent study program, etc. Mike Rutherglen, WCHS teacher and past principal, addressed the Board in support of keeping WCHS open. He said he had been discussing this matter with some of the high school teachers and thinks we are talking about the quality of education. WCHS provides a service to the students and also to WHS because if we close WCHS it will create more problems at WHS. The WCHS students require teachers with more patience and it takes a special person to work with these students because it is difficult. Class sizes will increase next year at WCHS with the Day Schools closing. Mrs. Brott said that personally she does not want to close the continuation school and thinks it does serve a purpose. The reduction of Secretary I hours was discussed again and Dr. Olmos said he hopes to have more detailed information to the Board by the April 1st meeting and CSEA needs a 45 day notice. Discussion followed about the possibility of increasing ROP teachers' time at WCHS, positive behavior management, how WUSD can build success at the regular high school and reduce the need for alternative education. Also discussed was how to be more efficient and better serve those we have with less in these difficult times or changing the structure of our programs. Dr. Olmos stated things are tough at WCHS with very challenging students. Debbie Dunning, retired WUSD teacher, addressed the Board. She had a question and wanted clarification from the Board regarding Independent Study, continuation high school and meeting the needs of those students. At this time the Board decided to keep both Items #25 & #26 on the Cut List, but below what we are cutting at this point.

Mrs. Domenighini brought up BOSS and discussion ensued. This is an 8% cost increase for the District and she sees it as a raise because it does benefit the employee when they retire. She hopes as teachers look at their negotiations they take this into consideration as part of their overall income. BOSS was further discussed – two issues (1) it is a negotiated item and (2) it would put up a red flag to STRS and could be seen as spiking in retirement benefits. The Budget Review Committee said that if we want to proceed to eliminate BOSS we would have to create two distinct salary schedules and grandfather everyone out that has BOSS. It would be a long term solution to rectify.

Suzanne Myra, Murdock aide, addressed the Board regarding the cutting of WCHS vs. large class sizes in kindergarten with no aides. She encouraged the Board to think of the needs of the younger children first. Mrs. Parsons explained that the Instructional Aide II's are the bilingual aides and Instructional Aide I's are classroom aides. Kathleen Brown addressed the Board with her concerns about the elimination of WCHS.

Mrs. Domenighini had made a motion to add Items #25 & #26 to the portion of the cut list to be cut at this time. There was no second to the motion. The Board wished to look into those items further so no action was taken at this time.

2. **(Action)** Consider approval of Resolution #2009-10-13, Adopting Seniority List to Determine Order of Employment of Certificated Employees for Reductions in Particular Kinds of Services. Mike Rutherglen, WCHS teacher, addressed the Board. He stated that he had listened to the tape of last month's meeting regarding CLAD. He gave the Board a handout from the State on Emergency Permits to obtain the authorization for CLAD. Currently there are 11 teachers in progress of obtaining their CLAD. This emergency permit needs to be done through the District, not an individual. He recommended the Board look seriously and fairly at this issue but take into consideration the senior teachers of the District and give them a deadline. He was just presenting this to the Board since this emergency permit is new and thought it might help rectify the situation. Discussion followed concerning the emergency permit. Mrs. Perez was asked to speak on this subject. She stated it would have to be done on a case by case scenario, but the criteria is that the teacher has to have completed at least two of the four classes to apply for this permit. Dr. Olmos reiterated what Mr. Rutherglen said that there are 11 teachers without their CLAD but after looking at the seniority list, bumping criteria, and credentials the teachers hold, only four will receive notices. Of the four teachers we know the status of three of the teachers. One will finish in May. Dr. Olmos stated we were off topic and these discussions should continue when discussing the next item. Mr. Geiger moved, seconded by Sherry Brott, to approve Resolution #2009-10-13. Roll call vote was taken and the motion passed unanimously with 5 yes votes. Mrs. Brott read the Resolution into record.
3. **(Action)** Consider approval of Resolution #2009-10-14, Adopting Layoff of Certificated Employees for the 2010-11 School Year for Particular Kinds of Services. Mrs. Domenighini

stated that she is uncomfortable that the Board didn't give a date to those teachers who don't have their CLAD and propose giving a date to obtain their CLAD. Mr. Geiger stated he would like to afford the senior teachers who are working toward the completion of their CLAD a date to complete their CLAD. Mrs. Brott said she values those teachers with and without their CLAD and believes experience counts, but also that the CLAD is a State requirement. She read a memo from a former WUTA president dated 11-27-06 telling their members to take care of this matter. She would agree to give a completion date deadline but doesn't like the idea of the emergency permit. She wanted to make sure that the Board could still pass a resolution with a deadline. Terri Moore, WHS teacher, addressed the Board. She stated she is one of the teachers without her CLAD and although it may have been out there for 20 years she only heard of it when she came to Willows High School and over the years there has been confusion with it. She agrees that there should be a deadline and will do everything she can to meet it. Keri Conklin, WHS teacher, addressed the Board and said she took the classes with her credentialing program but was denied her CLAD because she was missing a pre-requisite. She heard through the grapevine that she could petition for it and luckily she has her CLAD. She said the rules on CLAD have been convoluted at best and agrees that in fairness to the teachers without their CLAD they should be given a deadline. Mrs. Brott apologized for causing anyone the emotions they went through last month – that was not the Board's intent. The intent was that the State says you have to have a CLAD and the Board wants all teachers to have one. There probably should have been more discussion and Mrs. Brott said that teachers with and without CLAD are valued in our District. Kathy Zabell, Murdock aide, addressed the Board. She agrees the teachers in the District without a CLAD are very valued and thinks it would show a lack of respect and be a slap in the face to lay off those teachers because they don't have a CLAD. Many of the teachers have between 20-30 years of experience and a lot of the CLAD strategies are basically good instructional strategies and those teachers have proven their effectiveness. She thinks if a deadline is set it should be longer than one year. She also stated that she didn't think it was fair to only layoff four teachers and not all for not having their CLAD. Doug Bell, retired WHS teacher, addressed the Board. He said there was always confusion with the CLAD. He was told by administrators that certain shop teachers didn't require a CLAD. He thought making it a requirement right now would be unjust and thinks the Board needs to allow the teachers more time to get it. Teresa Woods, WHS English teacher, stated she has been in education since 1980 and has taken 2 out of the 3 tests for CLAD. The tests are only given twice a year and then there is a 6 week waiting period to get the results. She said the tests are the way to go if you are a good test taker – costs of the tests are about \$400 and the classes cost anywhere from \$1200-\$1500. She stated what she saw in the test is what she already does in the class. Mrs. Brott said the Board didn't invent the CLAD, it is a State requirement. Discussion pursued regarding options of what to do with the resolution. Dr. Olmos stated the Board could take the CLAD off completely or make an amendment to add a date to have the CLAD onto the resolution. Mrs. Brott wanted to make sure the Board could still have a resolution in place stating they have an "x" amount of time to obtain their CLAD authorization. The Board decided to cross off the one line referring to CLAD on the second page off the resolution – Crosscultural, Language, and Academic Development (CLAD) Authorization. The Board would like to discuss further what date they want the CLAD completed by and bring it back at another meeting so it gives them more time to review it. Mrs. Domenighini moved, seconded by Mr. Geiger, to approve Resolution #2009-10-14 with the CLAD portion removed. Mr. Parisio and Mr. Ward wanted to make sure that by removing the CLAD the Board was covering their bases for the District for the RIF notices. Dr. Olmos said they were. Roll call vote was taken and the motion passed unanimously with 5 yes vote. Mrs. Brott read the resolution into record.

3. HUMAN RESOURCES

1. **(Action)** Consider approval of maternity leave from Stacy Lanzi, Murdock 3rd grade teacher through April 9, 2010. Mrs. Domenighini moved, seconded by Mr. Geiger, to approve maternity leave for Stacy Lanzi through April 9, 2010. The motion passed unanimously with 5 yes votes.

C. BUSINESS SERVICES

1. **(Action)** Consider approval of 2009/10 Second Interim Budget Report (available at District Office for preview) Ms. Skala addressed the Board and discussed the 2009/10 Second Interim Budget Report. She told them this was a snapshot in time and we have been lean for several years. Our revenue comes mainly from the State with a small portion funded by the federal government. It is a continuous loss of revenue. Ms. Skala said that with this interim she is asking the Board to certify the District as qualified. Not too much changed from the First Interim Report. We need to avoid deficit spending. For the general fund the biggest change was the loss of revenue due to declining enrollment. We will have to do a Third Interim since we are certifying as qualified. The

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State has a bill that recently passed that allows deferrals to grow to 2.5 billion at any given point in time, so cash is scary. There should be some refinement to that bill. The multi-year looks the same as the First Interim. The State is forcing us to use our cash to pay their responsibilities. The \$201 hit per ADA from the Governor is supposed to stay away from the classroom. They define admin to include custodial and maintenance. We are asking the County since the State keeps deferring revenue to us if it is possible for us to defer our payments for Special Ed to them. It is supposed to be discussed at the next SELPA meeting. Mrs. Domenighini moved, seconded by Mr. Parisio, to approve the 2009/10 Second Interim Budget Report. The motion passed unanimously with 5 yes votes.

7. ANNOUNCEMENTS

The next Regular Board Meeting will be held at the Willows Civic Center on Thursday, April 1, 2010 at 7:00 P.M.

The Regular Meeting adjourned at 10:10 p.m. with a recess before going into Closed Session. Mr. Parisio will report out in Open Session upon the conclusion of Closed Session.

8. CLOSED SESSION

Closed Session began at 10:30 p.m.

1. Pursuant to Government Code §54957.6: Conference with Labor Negotiator – Agency negotiator: Steve Olmos. Employee Organization: WUTA/CSEA, Non-represented: Management and Confidential
2. Pursuant to Government Code §54956.9: Action. Conference with Legal Counsel: Anticipated Litigation – three cases
3. Pursuant to Government Code §54956.9(a): Conference with Legal Counsel: Existing Litigation – Tim Crews v. Willows USD, et. al, Case No. 09CV00697

At 11:20 p.m., the meeting reconvened to Open Session. President Parisio reported out –

- Item 1: Superintendent updated the Board.
- Item 2a: Superintendent updated the Board on status.
- Item 2b: Superintendent updated the Board on status.
- Item 2c: Direction was given to the Superintendent.
- Item 3: Superintendent updated the Board.

9. ADJOURNMENT

The meeting adjourned at 11:22 p.m.