

CALAVERAS UNIFIED SCHOOL DISTRICT

P.O. Box 788

San Andreas, CA 95249

**MINUTES**

**BOARD OF TRUSTEES**

**August 23, 2011**

The meeting of the Calaveras Unified School District Board of Trustees was called to order at the District Administrative Offices at 4:30 p.m.

**MEMBERS PRESENT:** Zerrall McDaniel  
Karan Bowsher  
Evan Garamendi  
Sherri Reusche

**MEMBERS ABSENT:** John Yerman

**STAFF PRESENT:** Mark Campbell  
Mike Merrill  
Maria Ortner  
Kim Potter  
Randall Youngblood  
Terri Rae Henderson  
Dawn England  
Susan Conner  
Kathy Risso  
Lorraine Angel  
Jan Kendall  
Dobbi Fletcher  
Valerie Conrado  
Kristen Dufloth  
Liz Stanko  
Titia Ashby  
Shirley Bell  
Allison Hampton  
Sandy Hoffman  
Annette Kautzer  
Connie Roberson  
Renetta Hale  
Dave Brainerd  
Karen Wallace  
Rochelle Pena  
Sharon Schlegelmilch  
Allison Hampton  
Autumn Hesser  
Kevin Hesser

**OTHERS:** Members of the Community

**CALL TO ORDER**

The meeting was called to order at 4:30 p.m.

**ROLL CALL** - John Yerman was absent.

**APPROVAL OF AGENDA**

**MSC – 4-0 to approve the August 23, 2011 agenda (Yerman absent)**

**ANNOUNCEMENT OF CLOSED SESSION ITEMS**

- a) **Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CSEA (Gov. Code 54957.6)**
- b) **Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CUEA (Gov. Code 54957.6)**
- c) **Conference with Labor Negotiator: Mark Campbell in regard to negotiations with Management/Confidential/Supervisory (Gov. Code 54957.6)**
- d) **Conference with Labor Negotiator: Mark Campbell in regard to negotiations with Calaveras Area Substitute Teachers Association (Gov. Code 54957)**
- e) **To Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee (Gov. Code 54957)**

MINUTES CUSD Board of Trustees  
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**PUBLIC INPUT FOR THE GOOD OF THE DISTRICT** - None presented

**CLOSED SESSION**

**RECONVENE TO OPEN SESSION** - Open session was called to order at 6:05 p.m.

**PLEDGE OF ALLEGIANCE/ROLL CALL**

There was a salute to the flag. Roll call was taken. John Yerman was absent.

**OPEN SESSION: REPORT OF ACTION TAKEN IN CLOSED SESSION**

**Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CSEA (Gov. Code 54957.6)** No action taken

**Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CUEA (Gov. Code 54957.6)** No action taken

**Conference with Labor Negotiator: Mark Campbell in regard to negotiations with Management/Confidential/Supervisory (Gov. Code 54957.6)** No action taken

**Conference with Labor Negotiator: Mark Campbell in regard to negotiations with Calaveras Area Substitute Teachers Association (Gov. Code 54957.6).** No action taken

**To Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee (Gov. Code 54957)** No action taken

**Student Discipline Matters (Gov. Code 54962)** – No action taken

**CELEBRATIONS, RECOGNITION AND ANNOUNCEMENTS** – No items presented

**SUPERINTENDENT'S COMMENTS**

Mr. Campbell gave his appreciation to all staff for the Back to School Nights. There are two left – CHS is Wednesday and Alt Ed is next Thursday. The campuses looked great, the presentations were fantastic and the parents were pleased.

Mr. Campbell wished Evan Garamendi an early Happy Birthday. She will be celebrating her birthday on August 27.

Mrs. Reusche announced there was a petition on the back table that Senator Gaines left with them to repeal the fire tax, which would tax every building \$150 each.

**PUBLIC COMMENTS**

Parent Anna Gates said she supports the district and loves our teachers and staff but there are too many kids in the classrooms. She is a parent of four children who attend San Andreas Elementary. She stated she is aware of a Board regulation that states the maximum is 24 students to a classroom.

**CORRESPONDENCE** – No item presented.

**ACTON ON ITEMS REMOVED FROM THE CONSENT AGENDA** - No items were removed.

**CONSENT AGENDA**

**MSC 4-0 to approve the Consent Agenda (Yerman absent)**

**A. Approval of Minutes**

August 2, 2011

**B. Routine Personnel Report**

**Classified Personnel Report**

1. Approve hire of (1) Substitute Yard Duty
2. Approval lateral transfer of (1) Food Service III
3. Approve hire of (1) Substitute Food Service III
4. Approve hire of (1) Substitute Child Development Instructor
5. Approve reinstatement from layoff of (1) Assistant Pre-K Teacher
6. Approver hire of (1) Substitute Assistant Pre-K Teacher
7. Approve hire of (1) Substitute Child Development Instructor
8. Approve hire of (1) Substitute Associate Pre-K Teacher
9. Approve hire of (1) Mail Carrier
10. Approve hire of (1) Substitute Custodians
11. Approve hire of (1) Substitute Secretary
12. Approve hire of (1) Substitute Bus Driver
13. Approve hire of (1) Child Development Site Manager
14. Approve hire of (1) Substitute Paraeducator
15. Approve lateral transfers of (2) Paraeducators

**Classified Coaches (Temporary)**

1. Approve hire of (1) Head JV Football Coach
2. Approve hire of (1) Head Varsity Boys Soccer Coach
3. Approve hire of (1) Varsity Football Assistant Coach
4. Approve hire of (1) Head JV Boys Soccer Coach
5. Approve hire of (1) Football Trainer

**Certificated Personnel Report**

1. Approve hire of (1) Teacher
2. Approve return from layoff (1) Teacher
3. Approve hire of (2) Temporary Job Share Teachers

**Certificated Coaches (Temporary )**

1. Approve hire of (1) Head Varsity Football Coach
2. Approve hire of (1) Head Varsity Volleyball Coach
3. Approve hire of (1) Varsity Football Assistant Coach
4. Approve hire of (1) JV Football Assistant Coach
5. Approve hire of (1) Head JV Volleyball Coach
6. Approve hire of (1) Head Varsity Cross Country Coach
7. Approve hire of (1) Had Varsity Girls Golf Coach

**Management/Confidential/Supervisory Report** - No item presented

**CONSENT AGENDA – CONTINUED**

- c. **Approval, Vendor Warrant Listing** (Michael Merrill, Assistant Superintendent of Business)  
The vendor warrant listing from July 26, through August 15, 2011 is presented for approval. *(A copy of this listing is available at the District Office or linked to this agenda on our website at [www.calaveras.k12.ca.us](http://www.calaveras.k12.ca.us))*
- d. **Approval of Donations (pg 18) – See attached list**
- e. **Approval of Bond Disbursements – No item presented**
- f. **Approval of Agreement for Special Contract Services with Speech Therapy Associates**  
Approval is requested for Special Contract Services with Speech Therapy Associates to provide speech and language services, including assessments, IEP's and speech therapy for the 2011-12 school year. The total cost is not to exceed \$94,500, funded through Special Education.
- g. **Rejection of Claim: Allen v. CUSD**  
The district has received a claim from Ms. Allen for damages from a fall on the CHS campus. It is recommended the claim be rejected so it may be handled by the district property and liability carrier.
- h. **Approval of Special Contract Services with Tim Roberson with After School Programs**  
Approval is requested for Special Contract Services with Tim Roberson to provide music theory and instruction/movement with After School Programs through June 30, 2012. The total cost is \$2,500, funded through ASES and 21<sup>st</sup> Century Grants.
- i. **Approval of Special Contract Services with Sheri Noble, Child Development Coordinator**  
Approval is requested for Special Contract Services with Sheri Noble to serve as the Child Development Coordinator at Rail Road Flat Elementary for the 2011-2012 school year. The cost is \$15,680, funded through the Blue Mountain Community Renewal Council (BMCRC).
- j. **Approval of Special Contract Services with Denise Parker, Child Development Assistant**  
Approval is requested for Special Contract Services with Denise Parker to serve as the Child Development Assistant at Rail Road Flat Elementary for the 2011-12 school year. The cost is \$7,080, funded through Blue Mountain Community Renewal Council (BMCRC).
- k. **Approval of Special Contract Services with Alyson Batchelor for CPR/First Aid Training**  
Approval is requested for Special Contract Services with Alyson Batchelor to provide CPR and First Aid training, including pediatric classroom instruction, set-up, breakdown and certification during the 2011/12 school year. The total cost is \$1,000, funded through Medi-Cal reimbursement.
- l. **Approval of Special Contract Services with Lynee McThorn for CPR/First Aid Training**  
Approval is requested for Special Contract Services with Lynee McThorn to provide CPR and First Aid training, including pediatric classroom instruction, set-up, breakdown and certification during the 2011/12 school year. The total coat is \$1,000, funded through Medi-Cal reimbursement.
- m. **Approval of Overnight Field Trip for West Point Elementary for Science Camp**  
Approval is requested for an overnight field trip for West Point Elementary to attend Science Camp from October 31 through November 4, 2011 at the Clem Miller Environmental Educational Center at Point Reyes National Seashore. Transportation will be by school vans, private cars or school bus, depending on the amount of funds raised. Science Camp is funded by fundraising and parent support.

Mrs. Reusche called for a ten minute break so everyone could enjoy cake and beverages in recognition of Mr. Campbell's birthday.

**15. PERSONNEL** (Mark Campbell, Superintendent)

**a. Certificated Report**

Lorraine Angel said they had their first meeting with site reps and there was a good turnout. There is a lot of information to bring to Round Table. They are looking forward to the Round Table. She thanked Liz for scheduling them. They are off to a busy start. She also wanted Evan to know they say the Pledge of Allegiance at the High School now with no comma at "one nation under God." Evan was pleased.

**b. Classified Report**

Terri Henderson reported they have a new Vice President, Leslie Cambra. They also had to replace one of their negotiators. Larynn Newby is now on the negotiating team. They will be meeting with the District on Thursday for negotiations and hope to wrap up what they started last year. They would also like to begin having some Round Table meetings and need to set some dates. Mrs. Henderson asked that the Classified and Paraeducator salary schedules get tabled. Mr. Campbell recommended bringing it up when it comes up on the agenda for discussion.

**c. All Personnel**

**d. Classified Personnel**

**1. 2011/2012 Classified Salary**

The 2011/2012 Classified Salary Schedule is presented for Board approval.

Mr. Campbell explained this is the Board approves our salary schedules annually and this is a formality. There should be no changes from last year's schedule.

Mrs. Henderson said the Food Service Office Assistant and Food Service Office Manager were no longer on the schedule. Also the Paraeducator schedule used to have five steps and now it's a six step. They would like clarity on that.

**Motion and Second (MS), then there was a MS to withdraw the Motion and Second. MSC 4-0 (Yerman absent) to table this until the next Board meeting.**

**2. 2011/2012 Paraprofessional Salary Schedule**

The 2011/2012 Paraprofessional Salary Schedule for 2011/2012 is presented for approval.

**MSC 4-0 (Yerman absent) to table this until the next Board meeting.**

**3. 2011/2012 Activity Supervisor Clearance Certificate (ASCC) Stipend Schedule**

The 2011/2011 Activity Supervisor Clearance Certificate Stipend Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 Activity Supervisor Clearance Certificate Stipend Schedule.**

**PERSONNEL – CONTINUED**

**a. Certificated Personnel**

**1. Approval, 2011/2012 Certificated Salary Schedule**

The 2011/2012 Certificated Salary Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 Certificated Salary Schedule.**

**2. Approval, 2011/2012 CUEA Academic Stipend Schedule**

The 2011/2012 CUEA Academic Stipend Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 CUEA Academic Stipend Schedule.**

**3. Approval, 2011/2012 Special Assignment Certificated Hourly Rate Schedule**

The 2011/2012 Special Assignment Certificated Hourly Rate Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 Special Assignment Certificated Hourly Rate Schedule.**

**4. Approval, CUEA Sports Stipend Schedule**

The 2011/2012 CUEA Sports Stipend Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 CUEA Sports Stipend Schedule.**

**e. ROP**

**1. Approval, 2011/2012 ROP Hourly Salary Schedule**

The 2011/2012 ROP Hourly Salary Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 ROP Hourly Salary Schedule.**

**f. Management/Confidential/Supervisory**

**1. Approval, 2011/2012 Management/Supervisory/Confidential Salary Schedule**

The 2011/2012 Management/Supervisory/Confidential Salary Schedule is presented for approval.

**MSC 4-0 (Yerman absent) to approve the 2011/2012 Management/Supervisory/Confidential Salary Schedule.**

**16. CURRICULUM AND INSTRUCTION**

The Open meeting was closed at 6:29 p.m. and the Public Hearing was open.

**a. OPEN PUBLIC HEARING: For the Determination of Sufficiency of Student Access to Textbooks and/or Instructional Materials for each Pupil for the 2011/12 School Year**

It is required that a public hearing be held to determine the sufficiency of student access to textbooks and/or instructional materials for the 2011/2012 school year.

Mr. Campbell explained that two sites needed additional books. The Williams Act mandates students have access to their textbooks at home and at school. The District will remedy this textbook issue.

Questions were raised about adoption of new textbooks with the feature to download them. Mr. Campbell explained that the new adoptions do allow that feature but the infrastructure/technology would have to be in place to accommodate this accessibility.

**CLOSE PUBLIC HEARING**

The Public Hearing was closed at 6:38 p.m. and the regular session was opened to resume.

**b. Adoption, Resolution No. 2011/12-03, Determination of Sufficiency of Student Access to Textbooks and/or Instructional Materials for the 2011/12 School Year**

Recommend adoption of Resolution No. 2011/12-03, Determination of Sufficiency of Student Access to Textbooks and/or Instructional Materials for the 2011/12 school year.

**MSC 4-0 (Yerman absent) to adopt Resolution 2011/2012-03, Determination of Sufficiency of Student Access to Textbooks and/or Instructional Materials for the 2011/2012 School Year.**

**c. STAR Testing Data – 2010 Report**

Mr. Campbell will share the site and district STAR Testing results.

Mr. Campbell gave a Powerpoint presentation on the district's STAR test results.

**17. BUSINESS (Michael Merrill, Assistant Superintendent/Business) – No item presented**

**a. Approval of the 2011-2012 K-3 Class Size Reduction Application (pp 39-41)**

Approval to participate in Class Size Reduction for the 2011-2012 school year is requested. The application is presented for approval.

Mr. Merrill explained that we participate in Class Size Reduction with flexibility. We pay a fine for overages, that are incremental (the maximum penalty is 30%), but we are still able to collect \$594,000, which helps to offset the cost of our K-3 program. Our cost is over \$2.1 million.

Mr. Merrill addressed a question regarding Kindergarten CSR. He said that a morning class counts as one class and an afternoon class counts as another separate class (two classes).

**MSC 4-0 (Yerman absent) to approve the participation in the 2011-12 Class Size Reduction Program.**

## 18. Policies and Regulations

### Policy Overview - (pp 42-43)

#### a. First Reading – Board Policies & Bylaws

BP 4020	Drug and Alcohol-Free Workplace (pp 44-46)
BP 4030	Nondiscrimination in Employment (pp 47-49)
BP 6151	Class Size (pp 50-52)

#### b. Administrative Regulations/Exhibits

AR 4112.23	Special Education Staff (pp 53-57)
AR 4112.4	Health Examinations (pp 58-60)
AR 4117.11	Preretirement Part-Time Employment (pp 61-62)
AR 6151.1	Class Size (pg 63)

#### c. Second Readings/Adoptions – No item presented

There was considerable discussion about Class Size policy. Karen Wallace addressed the Board, stating that increasing class size from 20:1 to 30:1 represents a 50% increase in teacher workload. It takes away time for individualized instruction. Doing class assessments require one-on-one time and even with four professionals helping with the assessments in one class, it took four hours to do one class. This is an impossible situation. Various teachers from throughout the district commented on their displeasure and frustrations in dealing with large class sizes. They were also concerned that class size is a negotiable item as well as a change in working conditions and should not be approved in a policy. Some of the classes are so large that teachers can't even speak to each child during the day. It was really great when Pete Wilson passed CSR and K-3 was 20:1. As teachers they felt they were able to provide quality instruction to small groups of children and felt good about the instruction they were able to deliver, which would allow them to become lifelong learners. The lower primary grades are child who cannot read, write or do math individually. These children need one-on-one instruction. Some teachers felt that Kindergarten teachers should get aides in the classroom, as they are receiving the higher rate of CSR funding. If primary grade students are not getting the skills they need it also affects the teachers at the high school level.

Mr. Campbell said this was not the time or place for collective bargaining. There is a difference of opinion as to whether or not this is a negotiable item. Last year we discussed this at the Round Tables and the negotiating table, multiple times throughout the year, that the district was going to staff 30:1. The process is to go through Policy Committee, where there are CUEA, CSEA, management and Board representatives, then the policies are presented to the Board. What is negotiated is what happens if we staff over 30:1. There is a process to address overages because our kids don't come in packages. We will address any overage with that process. We know that smaller class sizes are better and when the State recognizes this and showers us with financing, we will have the ability to staff with lower class sizes. We made it no secret that we intended to staff at 30:1. Most of the overages we have are in the 5<sup>th</sup> and 6<sup>th</sup> grades. This is what we are currently staffed at – this is the reality.



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**POLICIES AND REGULATIONS – CONTINUED**

Mrs. Bowsher asked how it is determined whether or not something is negotiated. Mr. Campbell said it is negotiated at the table.

Mr. Campbell said we are not in a position to add staff. If there are overage the process is to put together a committee (CUEA and management), to talk about options to alleviate the overage. Changing the AR would only affect who could apply for the class size overage.

Mrs. Garamendi said she could not vote or imply that it's healthy to have 30 to 31 kids in a classroom. Even though there is not vote, she wanted to make the comment.

Mrs. Bowsher said she really would like to have smaller classes.

Mrs. McDaniel said she recently spent a day at San Andreas Elementary School. It is a very difficult situation and she understands what our teachers and community are saying and feeling. Our teachers efforts and frustrations do not go unnoticed. She also went to Toyon's Open House and met some teachers. She knows how important their jobs are and what a good job they are all doing. We are hoping we can make some progress and make it easier for them.

**19. Calendar of Events**

<b>DATE</b>	<b>EVENT</b>
<b>August 24, 2011</b>	<b>Calaveras High School Back to School Night, 6-8 p.m.</b>
<b>September 1, 2011</b>	<b>Alternative Education Back to School Night, 6 p.m.</b>
<b>September 5, 2011</b>	<b>No School – Labor Day Holiday</b>

**20. Future Agenda Items**

**21. Comments from Board Members**

Mrs. Garamendi thanked Sherri Reusche for putting together the Rural School Boards evening with Senator Gaines. She said it was very interesting and, although she wasn't familiar with him, Senator Gaines had a lot of interesting viewpoints. She thanked the Quarterback Club for the party. They have been doing it for about 35 years. She thanked everyone for coming to the meeting and acknowledged these are difficult times.

Sherri Reusche went to Toyon's Round-up. She felt like cattle being herded. She attended Rachel's Challenge and was very moved by it. Her son wanted to see it again. She thanked the district for supporting it. She also was thankful that the district was able to hire a few teachers back. Her daughter was in a class with 35 students and now there are only 31 – still large but better than it was. Speaking for the entire Board, she said they hear you.

Mrs. Reusche announced that the September 6 Board meeting will be a Special Session for goal setting. She also urged everyone to write letters to our legislature or to take some teachers to Sacramento to meet with them in their office because "they don't understand and they have no idea how it impacts us." Senator Gaines didn't even understand how we are funded.

**COMMENTS FROM BOARD MEMBERS - CONTINUED**

Zerrall McDaniel agreed that Senator Gaines didn't know anything about education. She was shocked.

Mrs. Reusche announced the Board will be going into closed session after the open session adjournment.

**22. Next Meeting/Adjournment**

The next regular meeting of the CUSD Board is scheduled for Tuesday, September 13, 2011. Closed Session begins at 4:30 p.m. Open Session begins at 6:00 p.m.

September 6 will be a Special Study Session, closed from 4-5 p.m. and open at 5 p.m.

**23. Adjournment**

The meeting adjourned at 7:40 p.m.

Closed session adjourned at 8:40 p.m.

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Mark Campbell, Superintendent  
By Shirley Bell, Administrative Assistant