

Calaveras Unified School District
P.O. Box 788
San Andreas, CA 95249
MINUTES
BOARD OF TRUSTEES
June 30, 2014

The meeting of the Calaveras Unified School District Board of Trustees was called to order at 4:00 p.m. at the CUSD District Administrative Office Board Room.

MEMBERS PRESENT:	Karan Bowsher Zerrall McDaniel	Gregory Gustafson Sherri Reusche
MEMBERS ABSENT:	Evan Garamendi	
STAFF PRESENT:	Mark Campbell Titia Ashby Ric Stitt Joe Cruz Arlene Ferman Lisa McInturf Amy Hasselwander Sharon Schlegelmilch	Liz Stanko Jan Kendall Kristie Starkovich Alissa Bain Kathy Griggs Randall Youngblood Leslie Westbrook
CCOE:	Kathy Northington	Claudia Davis
OTHERS:	Students and Community Members	

NOTE: You may listen to an audio recording of this meeting available at www.calaveras.k12.ca.us. Go to the "School Board Info" page.

1. Call to Order

2. Roll Call

Roll call was taken. Board President Garamendi was absent. A quorum was established.

3. Approval of the Agenda

The June 30, 2014 agenda was approved.

Any individual who requires disability-related accommodations, including auxiliary aids and services, in order to participate in the board meeting, should contact the Superintendent in writing. (Gov. code 54953.2, 54954.1) Members of the Public may request an item be placed on the agenda. The agenda request form is available on the CUSD website, www.calaveras.k12.ca.us, under forms, public. Agenda requests must be received at the District Office no later than 9:00 a.m., Monday, one week before the Board meeting. Forms can also be requested by calling (209) 754-2300. All Board meetings are tape recorded and the audio is posted on the district's website.

4. 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 CASTA (Gov. Code 54957.6)
- e) To Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee (Gov. Code 54957)
- f) Anticipated Litigation, Government Code section 54956.9 (b)(3)(C): One Case Claim # 2013/14-04

5. Public Comments

At this time, visitors may comment on closed session items appearing on the agenda. This is not the time for discussion or deliberation nor can action be taken by the Trustees or Superintendent unless the matter is placed on a subsequent agenda. Individual speakers shall be allowed three minutes to address the Board on each closed agenda item (BB 9323). The Board shall limit the total time for public input on each item to 20 minutes. If visitors wish to address issues listed on the agenda, they may do so at the time the item is addressed by the Board. Conduct of Hearing Session/Public Forum will be as follows, per Calaveras Unified School District Board Bylaw #9322.

6. Closed Session

7. Reconvene to Open Session

8. Pledge of Allegiance/Roll Call

The Pledge of Allegiance was led by Acting Board President Sherri Reusche. Roll was taken by Superintendent Campbell. Evan Garamendi was absent. A quorum was established.

9. Report of Action taken in Closed Session

It was reported the Board took action to deny claim #2013/14-04. Vote was 3-0 (Garamendi absent and Gustufson was not present to vote during this action.)

10. Celebrations, Recognition and Announcements

11. Correspondence – None presented

12. Superintendent's Comments – No comments were made.

13. Public Comments

At this time, visitors may address issues that do not appear on the agenda. This is not the time for discussion or deliberation nor can action be taken by the Trustees or Superintendent unless the matter is placed on a subsequent agenda. Individual speakers shall be allowed three minutes to address the Board on each agenda or non-agenda item (BB 9323). The Board shall limit the total time for public input on each item to 20 minutes. If visitors wish to address issues listed on the agenda, they may do so at the time the item is addressed by the Board. Conduct of Hearing Session/Public Forum will be as follows, per Calaveras Unified School District Board Bylaw #9322.

Calaveras County Superintendent of Schools Kathy Northington introduced Terri Ryland, of School Business Consulting, who the county hired to provide fiscal support to CUSD. She will provide feedback, guidance, assistance and information to CUSD and to provide Ms. Northington the necessary information to determine subsequent steps that may need to occur relative to her oversight responsibilities. Her desire is that with their (CCOE's) assistance we will be able to move back into fiscal solvency, which is defined as being able to meet our financial obligations for the current and subsequent two years. In the event they deem further assistance is necessary, they will request from the State Superintendent of Public Instruction the ability to appoint a Fiscal Advisor. Once a Fiscal Advisor has been appointed Ms. Northington would have to ability to stay or rescind actions of the CUSD Board. Her goal is to support CUSD's Board and administration so they will not have to take action on our behalf. They have observed in the last three reporting periods the district has planned for significant cuts, and they have commented on bringing those cuts to bear in order to address our deficit. Based on the information provided in the Public Hearing of June 24, 2014 those cuts have not been made. The projections we will be receiving this evening will outline the level of expenditures that will need to be reduced in order to maintain the solvency of the district. As County Superintendent she is again advising CUSD to make detailed plans to address the issue. This problem will not go away nor there sufficient revenue to offset this problem in the foreseeable future.

Acting Board President Reusche reminded the audience the meeting is recorded and the audio will be posted on the CUSD website.

Mr. Lujan, citizen, believes things are accomplished at CUSD because of friendships – that's how misrepresentation occurs; that's how trustees can be ignored and unqualified people promoted and contracts awarded. The state would not see "friends." They would see children in need of education. He would like to see the CUSD Board and administration step aside.

Kyle Harvey, CSEA Labor Representative, said they were very disappointed because the district informed them today they will not be able to honor their agreement. They feel the district has not bargained in good faith and they will be taking appropriate action further than the grievance filed today should they not see the tentative agreement on the next Board agenda. He assumes when the County Office signs off on the teacher's agreement they are informed it will have a bearing on another agreement. Why did they sign off on that agreement if there wasn't money to pay for it? Now there are accounting mistakes and assumptions that are wrong. It's not right, as their members have been giving for the last 6 years. He believes it is mismanagement and not understanding the dynamics of budgeting. He does not recommend we hire Ms. Ryland's firm because it's another cost that has to come out of the general fund and that should be the job of the County Office's Claudia Davis.

PUBLIC COMMENTS – CONTINUED

Parent Mindy Miller Boyette says it's troubling to have promises taken back from taxpayers. Her child was in an overcrowded classroom last year.

Teacher Allison Hampton says rescinding 8 new teacher contracts is devastating to our district. A teacher must clear their credential in the first 5 years with an induction program. These rescissions affect 4 of her teachers and perhaps as high as 7. We have put these teachers in a position not to be hired in other districts since it's already July. She also gave each Board member a letter stating the things she believes the District should do for these teachers such as reimburse for items already purchased for the classrooms and other suggestions to help rectify them.

Citizen Shari Lujan believes the Board member benefits are not fair. Some get family coverage and some get single coverage, with the district paying various amounts for each Board member. The district is squabbling over the \$64 a month that Trustee Gustafson owes each month. The taxpayers pay for this litigation.

Recent CHS graduate Callie Gustafson spoke as a representative of the CHS Band. Band is very important to the students who participate. It is their passion. Why not take away a sports team? The band brings spirit to the games. They bring home golds in competition and work hard to maintain golds and silvers. Don't take away band.

Marcelle Papp, Paraeducator, believes the Board should receive the cap for health and welfare benefits, like the rest of the employees across the board instead of the various and larger amounts they currently receive.

Acting Board Chair Reusche would like to agendaize the discussion for Board benefits.

14. Action on Items Removed from the Consent Agenda

Acting Board Chair Reusche would like to remove Item H and vote on it separately.

Motion: McDaniel Second: Bowsher Vote: 4-0 (Garamendi absent)

15. CONSENT AGENDA:

Generally routine items are approved by one motion without discussion. The Superintendent or a Board member may request that an item be pulled from the consent agenda and voted on separately.

Motion: McDaniel Second: Bowsher Vote: 4-0 (Garamendi absent)

a) Approval of Minutes

1. [June 24, 2014](#)

b) [Routine Personnel Report – No item presented under Consent Agenda](#)

CONSENT AGENDA - CONTINUED

c) Approval, Vendor Warrant Listings

The vendor warrant listing from May 8, 2014 through June 20, 2014 is presented for approval. (A copy of this listing is available at the District Office and linked to this agenda on our website at www.calaveras.k12.ca.us.)

d) Approval of Donations – No item presented

e) Service Contracts Under \$500 Approved by the Business Department – No item presented

f) Recognition of Grants – No item presented

g) Approval of Bond Disbursements - No item presented

h) Special Contract Services

1) Dr. Robert Hoffman, O.D.

The contract service provides vision screening for CUSD students in grades K, 3, 6 and 9 for the 2014/15 school year. The cost is not to exceed \$3,500, funded through the District General Fund.

2) Stanislaus County Office of Education

A 2014/15 contract to provide hearing screening for CUSD students in grades K, 2, 5, 8 and 10. The cost will not exceed \$5,600 and is funded through the District General Fund.

3) Kandis Lighthall

Contractor will provide 5 days of Autism Spectrum and Other Behavior/Learning Challenges for Para Educators on July 21, through 25, 2014. The cost is \$6,000, funded through district Special Education funds.

Motion: Bowsher

Second: McDaniel

**Vote: 2-2 (Garamendi absent)
(Reusche, Gustafson – Nays)**

Tie: Not passed

i) Request to Surplus/Dispose of District Property

The district is requesting to surplus/dispose of district property. If the Board members attending a meeting unanimously find the value of the property is insufficient to defray the costs of arranging a sale, the property may be donated to a charitable organization deemed appropriate by the Board or may be disposed of by dumping (Ed. Code 17547),

16. PERSONNEL

a) **Certificated Report** (Sharon Schlegelmilch)

Teacher Schlegelmilch reported that CUEA is reserving their opinion until information is received from a qualified financial analyst. Whatever the situation may be, CUEA members as well as support staff and CSEA members will be back in the classroom in less than one month. It is their hope the decisions this Board makes will support student success as well as long-term stability for CUSD.

b) **Classified Report** (Scott Grutzmacher)

Union steward Scott Grutzmacher said they work just as hard as the teachers. It's highly unfair their contract is being scrapped. The word "unified" should say it all – it's about all of us, and it's mostly about the kids and they take care of them, so he thinks they should be taken care of.

c) **All Personnel**

d) **Classified Personnel**

e) **Certificated Personnel**

1. **Routine Personnel**

It is recommended the Certificated Routine Personnel Report be approved as presented.

Motion: Bowsher Second: McDaniel Vote: 4-0 (Garamendi absent)

2. **Resolution 2013/14-38, Final Action to Rescind Certificated Employment Offers**

In accordance with Resolution No. 2013/14-36, adopted by the Governing Board at its June 24, 2014 meeting, it is recommended the Board approve Resolution 2013/14-38 authorizing final action to rescind eight (8) employment offers for certificated staff for the 2014/15 school year;

Public comments included requests to not fill Vice Principals at the elementary schools, concern over impacting classes and children via layoffs of teachers and classified staff instead of at the district office (Trustee McDaniel stated there are some administrative positions that are not being filled such as principal, vice principals and administration/directorship), belief that the district has misplaced priorities, favoritism/nepotism, should have been focused on the budget rather than censuring a Board member.

Superintendent Campbell there are a lot of decisions that need to be made and your voices are and will be heard. You have the right to be frustrated and/or angry. This didn't happen overnight and it won't get fixed overnight. Nobody wants to see 8 teachers' jobs rescinded. Nobody wants to see CSEA go without because with all fairness and equity they should be receiving it. Nobody wants to lose programs or close schools but the reality is we've been talking about this in varying degrees for a few years now. Based upon projections we had at the time, decisions were made. Those decisions get made by him and by extension, the Board. He understands that credibility and trust are huge issues. If we had the money to fulfill our obligation, our word, we would do so. How we got here is a point of contention. We will address how we got here so fast, and

CERTIFICATED PERSONNEL – CONTINUED

for those of you who have been coming to Board meetings, you have a better understanding. We would love to keep those 8 teachers but the cold, hard reality is we don't have the money to do so. We are wide open for options and nothing is off the table in terms of potential cuts. Your voice will be heard but it needs to be an informed voice because there is a lot of misinformation out there. We will work hard to rebuild that trust. He is sorry that we don't have a choice but to rescind those offers.

**Motion: Bowsher Second: Gustafson Vote: 3-1 (Garamendi absent)
(Gustafson, Nay)**

“The comment made by Board member Gustafson at the June 30, 2014 meeting that the resolution required a four-fifth’s vote for approval was not correct; we apologize for any additional concern or confusion this may have created. As clarification, please refer to the district’s Board Bylaws 9223.2 and E 9323.2, which describe the votes required by the Board for various types of business. As stated, Education Code section 35164 provides the “default” vote requirement of a simple majority of the Board membership; the specialized vote requirements set out in E 9323.2 did not apply to the resolution adopted by the Board on June 30, 2014. Therefore the three votes cast in favor of the resolution were legally sufficient to approve that action.” (You may look up Board Policy on our website at www.calaveras.k12.ca.us and go to the “School Board Info” page.)

f) Management/Confidential/Supervisory

17. CURRICULUM AND INSTRUCTION

a. Local Control Accountability Plan (LCAP) Approval

The District LCAP, is being presented for a Board approval. The District’s LCAP has been developed with input from a parent advisory committee, teachers, principals, school personnel, pupils and bargaining units. It is a process that generates stakeholder interest leading to the plan’s implementation. In July 2013 Governor Brown replaced most of California’s complex formulas with a weighted student formula, known as the Local Control Funding Formula or LCFF, which when fully implemented will allocate educational funds based on specific student needs and will allow maximum flexibility at the local level. The plan, or LCAP, must be adopted by each district at a board meeting after consultation with stakeholders.

Superintendent Campbell said the budget crisis will not change the LCAP goals but attaining them will be much more of a challenge.

Motion: McDaniel Second: Bowsher Vote: 4-0 (Garamendi absent)

CURRICULUM AND INSTRUCTION - CONTINUED

b. **Approval, Single Plan for Student Achievement**

All school in conjunction with the School Site Councils have completed their Single Plan for Student Achievement for the 2014/15 school year. These are new plans.

Alt Ed MHE TMS CHS RRF VSE JLE SAE WPE

Motion: McDaniel Second: Bowsher Vote: 4-0 (Garamendi absent)

18. BUSINESS

a. **Approval, Spring 2014 Consolidated Application for Funding, Categorical Aide Programs**

Approval is requested for the Application for Consolidated Funding for Categorical Aid, Spring 2014. (A copy is electronically linked to the agenda at www.calaveras.k12.ca.us.)

Motion: McDaniel Second: Bowsher Vote: 4-0 (Garamendi absent)

b. **Bond Disbursements for the Performing Arts Facility – Performing Arts Center - No item Presented**

c. **Adoption of the 2014/2015 Calaveras Unified School District Budget, Criteria and Standard**

It is requested the Board adopt the 2014/15 budget.

(A copy of the budget will be presented at the Board meeting and will be available for the public at the District Office.)

Terri Ryland, Financial Consultant, gave an overview of our financial status and budget. She presented a report (handout) to follow along. She explained why some of the numbers presented at second interim are different now, at budget. First there's been a loss of SPED pass-through funding from our SELPA of over \$1,000,000 over the next 3 years. An increase to STRS and PERS rates which grows to over \$1,000,000 over the next 3 years. Plus we have over half a million in new costs for LCAP priorities each of the next three years that does not have to be spent. They are in the budget, but maybe we will not do them. The elimination of ROP funding is \$690,000. Since second period interim there have been a lot of changes. She reviewed the amount of cuts that need to be made for the 2015-16 year, which amounts to \$1,425,800 as well as provided a list of items that could be cut. Additional unidentified cuts were presented for the 2016-17 in the amount of \$1,000,000 for a total amount of \$2,425,800 of cuts that will be necessary over the next 2 years. This is what's needed to assure our fiscal solvency. If we did not rescind those 8 job offers we would have been out of money in this next year. The County Office has until August 15 to approve, disapprove or conditionally approve our budget. The district has until September 8 to come up with a budget plan and then the County Office has until October 8 to approve that plan. We'll do our first interim for October 31 and the Board will have the option of bringing in a budget committee, which slows the process down for a couple of weeks, allowing the county to appoint a fiscal advisor. The fiscal advisor would then work with the district and have stay and rescind powers over Board actions. Typically the advisor will work with the Board and Superintendent behind the scenes to help make the decisions that are fiscally

BUSINESS – CONTINUED

sound, and assure the Board is taking steps in the right direction. Even if we had the plan at first interim we'd be negative and they would start studying our cash flow because once we're out of cash, "game over." Remember negative is just a two-year projection. If we run out of cash the county calls in FCMAT and there's a big study that costs \$100,000 that the district has to pay for. We would then meet with the CDE and the County Office and FCMAT decide this is fiscal distress. It goes on the FCMAT Board agenda and becomes a fiscal emergency and we start the process for state takeover. These numbers are based on that resolution (rescission of 8 jobs) passing.

Ms. Ryland answered questions from the Board and audience. Kyle Harvey, CSEA Field Rep, had questions regarding the answers given on the AB 1200 for CUEA and wants to better understand the full extent of Board members benefits, which he could not locate on our website.

Concerns voiced were parents choosing to take their kids somewhere else if we cut programs; how much the band program means to students and parents; if we saw this happening 3 years ago, why didn't the County do something then; having our meetings begin later in the evening so more people can attend; after many years still no one hired back to run the computer lab at San Andreas elementary; please fix this so the children can have what they have a right to; Board of Supervisors meetings are at 9 a.m. and most people cannot attend but they have; the Board of Supervisors have evenings meetings 4 times a year and you can watch the meeting on local TV; salaries should be cut across the board if we going to cut salaries; year after year we have brought RRF to the Board for closure and we have not closed it, and we were told you (the Board) don't want to do the hard things, the difficult things, but yet we sit here at this point now where we are going to get hit harder and hurt more than we would have 4 or 5 years ago. How can we cut kids' programs and turn around and give teachers a 3% cost of living raise, a one-time 2% off the salary schedule and increase their benefit cap by \$100? The budget is passed every year at the same time so why are we missing a Board member at this time? Mr. Campbell can't take all the blame because he answers to the Board and he is to provide them with the information to make sound decisions. Why don't we consolidate districts in Calaveras County? How are we going to replace our aging bus fleet? Cutting extracurricular would be cutting into our LCAP goals. Where did we suddenly lose the money we had projected for hiring 8 teachers? Would like to see Calaveras County more friendly/enticing to new businesses. How much does the district spend on legal fees for SPED? Fear of running out of money and the district will not be able to maintain safe buildings for our kids, so would not like to district to pursue spending the money on the Performing Arts Center.

Trustee Reusche explained that our SPED costs that we anticipated were \$398,000+, and we received \$90,000. We thought we would receive \$600,000 for our class size reduction and instead the state decided to pay us in increments, so that was a loss. The step and column increases were a little miscalculated and it cost us. The amount we had to pay for STRS was more than we had assumed.

BUSINESS – CONTINUED

Superintendent Campbell stated that 3 things had to happen just to balance our budget for 2014/15: 8 teacher jobs rescinded, ROP monies placed into the general fund and CSEA's TA backed out of the budget. We are where we are because we could not make the hard decisions to close a small school, cancel band and sports. The reality is we should have been operating on a 30:1 class-size ratio 5 years ago. We should have reduced pay to get us out of that deficit spending mode, and now because we held off and hoped we would see an increase in revenues, we are at this point. What got us here was adding staff and agreeing to negotiated agreements with our bargaining units.

County Superintendent Northington spoke about the SELPA and not receiving the anticipated funds from the state, making the pass-through (what they pay to each of the districts in Calaveras) less than anticipated. We have to serve all the SPED students and some of them are very severe cases. SPED has become very litigious.

Trustee McDaniel stated that SPED is always an encroachment on our general fund.

CSEA President Terri Henderson asked why wasn't the management salary schedule made clear for reclassification of two district office positions? Superintendent Campbell said it was not a reclassification; rather it was restoring the positions to the salary levels stated in the job descriptions because they took less than the stated range two years ago. This has been discussed openly. Ms. Henderson wanted to know why we are doing this now in a budget crisis.

Bus Driver Leslie Cambra wants the district to understand why there is mistrust – changing titles and positions, and she believes that's how the district gets around giving themselves increases. It needs to be more clear and transparent.

Citizen Shari Lujan wants to know why are we paying someone to be a teaching VP at Valley Springs when we have not had one there before? Manager of Valley Springs After School Care Program Patti Luna said they (Valley Springs Elementary) have not been able to keep a principal at their school because of the overwhelming amount of work, responsibility and SPED demands. That's why they are losing Dan Klement, who is an excellent administrator who has decided he needs to be available to his young family rather than put in the hours necessary to run the school without a second administrator. Ms. Lujan also wants to know why admin is not cutting?

Superintendent Campbell said informed voice is best. We have folded the Director of Curriculum position. We also folded two high school Assistant Principal positions.

Athletic Director Koepp says the athletics numbers are vague. Mr. Campbell reiterated we are not making decisions this evening to cut programs, layoff staff or any significant program changes; to eliminate band or athletics, other than the 8 teacher job offer rescissions and the sweeping of the ROP money to get us whole for the 2014/15 year. While you are welcome to advocate for programs, we will be making these plans/decisions over the next several months. The numbers for sports are stipends and transportation. We just can't have it all. We've tried by nicking away at things for the last 5 years, and that strategy did not

BUSINESS – CONTINUED

work. If something comes off that list, we've got to find something of equal value to plug in. If you look at how difficult that list is to come up with \$1.4 million and then realize we have to come up with another million in the follow two years, and things don't change during that time, we'll be looking at pay cuts and massive reduction of staff, class sizes of 35:1 – that's where we are heading because when you look at what's left after the \$1.4, there is much left. If we are going to save program, it's going to come at the cost of people and those are the value judgments we will have to make. We will go through this process together but it will not linger all year long because we have to complete this process well before November.

Teacher Quindimil wants to know if we are required to find people jobs if their job is eliminated. We didn't find teachers jobs. Superintendent Campbell said we are not required to find a job for an administrator but by March 15 we have to establish who will be on our Administration and give notice if we lay them off. Because of that, we will not look at VP cuts/layoffs until the 15-16 school year.

Where are we in the process of the Performing Arts Center? Superintendent Campbell said we are waiting for the project to come out of the Department of State Architect (DSA) and once it comes out of DSA we were going to bring it to the Board for approval, so nothing has been awarded yet. That, along with everything else we are dealing with, is being revisited in terms of a timeline. He reiterated that we cannot use the bond money to bring back teachers. Paraeducator Marcelle Papp has the original "pink sheet" of bond items. If we are going to ever go out and ask for bond money, we'll have to stick to the plan. We have to talk a fine line because the community voted for it. Bonds bring a lot of money into the school district.

Teacher Nadine Ost wants to understand how the salaries were redistributed with all the administrative changes. Now that Lisa McInturf is going back to CHS as a VP, will she still be making Director of Curriculum salary? Lisa McInturf informed her that the answer is no. She is taking a pay reduction voluntarily.

Kelly Riley, Food Service at RRF, said closing RRF would cause so much friction and it may create more harm than good. They have such an amazing, dedicated community.

Terry Ryland, Financial Consultant, explained how and what it takes for a county to consolidate schools district. First every board from each of the districts would have to agree upon it; thus possibly giving up their position to create only one board. Law does not allow a district who consolidates to do any classified layoffs for two years after the consolidation. Salary schedules would have to be unified and agreed upon and the process can take several years.

Athletic Director Koepp would like to know if we will once again consider going from K-6 to K-8. Community member Penny West said we could consider getting Delta College to use our Toyon campus.

BUSINESS - CONTINUED

Trustee Gustafson shared the salary for CHS Principal and VP ranges. He reiterated we have to replace 8 Crown buses in 4 years. He reminded us he voted no on the Performing Arts Center, and he believes spatially it is inadequate. We need to do something about jobs in this county. Special Ed costs and lawsuits are huge. He believes somebody may have known about the salary freeze before a couple of individuals got a bump back to an original position. The fiscal job description says CPA, Bachelors or equivalent and the board voted on the "equivalent." As for the "other one," he thought she had a Bachelors but she only has a two-year degree. He doesn't feel people are in the right positions. He received the budget when he walked in and Ed. Code said they are supposed to receive it 72 hours in advance.

Trustee McDaniel reminded Trustee Gustafson about the budget study session that was held last week.

Trustee Gustafson reads from previous budget narratives referring to a strong and viable district and the new LCFF. He said we will never get him to vote to layoff one teacher – same as the classified people. If we had qualified people in these positions all along, he believes we could have avoided the position we are in now. He thinks it's horrific that the

people who got us here are thinking so arrogantly that they are going to get us out. He thinks we need some new people. And the Board members vote against him all the time. And there have been Board members who have been here for years sending an email asking "what is a COP?" And some Board members say "Why are we wasting our time? Doesn't the county look at this?"

Trustee Reusche informed Trustee Gustafson that we ask those questions to inform the public.

He has been put under the thumb, harassed and threatened. He's tired of it. He came out of the MarVal one night after a contentious bond committee and had 4 flat tires. He gets anonymous letters. He things people have the hypocrisy to say "I feel sorry for you (regarding teachers whose jobs were rescinded)." If it's in your heart and gut, think about what you're voting for.

Trustee McDaniel said they spent a good deal of time last week going over budget. It was very clear, so we aren't seeing this for the first time.

**Motion: Bowsher Second: Gustafson Vote: 3-1 (Garamendi absent)
(Gustafson, Nay)**

d. [Adoption Resolution 2013/14-37, Authorization to Establish Temporary Interfund Transfers of Special or Restricted Fund Monies](#)

This resolution would establish temporary borrowing between funds in order to close Fiscal Year 2013/14.

**Motion: Bowsher Second: Gustafson Vote: 3-1 (Garamendi absent)
(Gustafson, Nay)**

19. POLICIES AND REGULATIONS

a. **First Reading – Board Policies, Bylaws, Administrative Regulations and Exhibits** - No item presented.

b. **Second Readings/Adoptions** – None presented

- AR3111 Bids (pp91-98)
- E-3111 Exhibit: Bids (pp 99-100)
- BP 4111 Recruitment and Selection (pp 101-103)
- BP 4131 Staff Development (pp 104-108)
- BP 4231 Staff Development (pp 109-112)
- BP 4331 Staff Development (pp 113-115)
- BP 5141.21 Administering Medications and Monitoring Health Conditions (pp 116-119)
- AR 5141.21 Administering Medications and Monitoring Health Conditions (pp 120-126)
- BP 5146 Married/Pregnant/Parenting Students (pp 127-130)
- BP 6142.6 Visual and Performing Arts Education (pp 131-133)
- BP 6142.91 Reading/Language Arts Instruction (pp 134-136)
- E 9250 Exhibit: Remuneration, Reimbursement and Other Benefits (BB 9250) (pp 137-138)

Table E9250:

Motion: Bowsher Second: Gustafson Vote: 4-0 (Garamendi absent)

Adopt all second readings presented except E9250:

Motion: Bowsher Second: Gustafson Vote: 4-0 (Garamendi absent)

20. Calendar of Events

DATE	EVENT
June 15 to July 11	Extended School Year in Session
June 13-July 28	Summer Break – No School
July 4	Holiday – Business Office Closed
July 23	CHS Roundup – 11:00 a.m. to 6:00 p.m.
July 23	Warrior Welcome – 1:00 p.m. to 5:00 p.m.
July 24	New Teacher Orientation – 8:30 a.m. – 12:30 p.m., Board Room
July 25	New Teacher Prep Day
July 28	CORE DAY – Certificated & Classified Staff
July 29	First Day of School

BACK TO SCHOOL NIGHTS	
July 29	San Andreas Elementary – 6:00 p.m.
Correction: August 7	Valley Springs Elementary – 6:00 p.m.
August 6	Toyon Middle School – Community Groups 5:00-6:00 p.m. Classroom Presentations 6:00-7:30 p.m.
August 13	Mokelumne Hill Elementary – 6:30 p.m.
August 14	West Point Elementary – 5:15 p.m. to 6:30 p.m.
August 20	Calaveras High School – 6:00 p.m.
August 22	Rail Road Flat Elementary – 6:00 p.m.

21. Future Agenda Items

22. Comments from Board Members

Karan Bowsher

Trustee Bowsher appreciates everyone coming, learning and sharing ideas. Please remember they have a lot of laws, so while your suggestion may be dynamite, it may not be feasible due to some of the laws. Please keep giving us your ideas and do realize we really do want to be on the same team. We are not adversaries and we are not trying to take anything, hide anything. She’s cried too over this. She takes it all very seriously and does listen. We are part of CUSD.

Zerrall McDaniel

Trustee McDaniel said she would rather see a room full of people than nobody here. When you come one time you hear a lot of things that are, perhaps, out of context. We want you to understand everything and what goes into decisions. She is optimistic knows this will work out in a good way. She hopes you will have a positive attitude and work with the Board. However, she appreciates the comments because hearing them tells them where people are coming from so we can address those things. This will be a process. She appreciates the county and their help. She appreciates everybody in the business office who work very hard, every teacher, administrator, aide, bus driver and everybody who work so hard for kids. You are all not just a classification to her – you are people and she does her best to get to know a many people as she can. She’s hopeful we will receive more positive suggestions. There is no one on this Board or this administrative team that chooses to hurt any employee. We will work hard and we will make this work.

Gregory Gustafson

The threatening letter he received today coincides with the threatening letter he received the day before his daughter graduated. It goes along with the threatening letter he received the day before he was going to have a heart procedure. It goes along with one night at a Board meeting at Jenny Lind when sever people stood up in a row with prepared statement and ask him for his resignation for parking in a handicapped spot for the homecoming game. It wasn’t a handicapped spot. It’s where he’s parked for 7 years when he’s helped the band, carry instruments on the field, get things for the kids out of the room—whatever was necessary to help out. He loves the kids. They had a

COMMENTS FROM BOARD MEMBERS – CONTINUED

Gregory Gustafson - Continued

graduation party for his daughter the other night and some of the band members were there and they were singing on the porch after the fireworks until midnight. If he goes to a campus he signs in every single time. It bothers him those people asked for his resignation over a parking space. We are in a budget deficit that's just huge, so he feels it necessary maybe for him to ask for a couple of resignations. Maybe for one that got us here and one for misguiding the ship. He's really sorry to even have to say that because it hurts his feelings, and he knows he's going to be scorned for it but we need some new people. Before he was on the Board he witnessed nepotism, cronyism and favoritism. And it's still live and well. He doesn't know how one individual was able to find a job out-of-state miraculously in a day with this budget crisis. How did that happen? It seems almost impossible that somebody is willing to move on already; so the omission and minimizing -- did we know about this in advance or how did it happen? It was a shock to him to see this budget get to where it is right now. He didn't see the doom and gloom. It looked like we were doing pretty good and things were looking up and that's what he was told as Board member, so we didn't maybe dig as deep as we could have to say "Gee, should we be doing that right now?" He thanked everyone for being here and knows it was difficult, long and very hot.

Sherri Reusche

Trustee Reusche closed to state that her priorities are the students and our staff. We need new teachers and our classified staff needs to have their raise, and we will do whatever we need to do to make sure that happens. As one Board member, she will scream from the roof, we will not let CUSD be taken over because we are a good district and we work hard. We have compassion and we have compassionate people and we care about our kids. You can remove whomever you need to remove but I hope you find people as compassionate and caring as what we have.

23. Next Meeting/Adjournment

The next regular meeting of the CUSD Board is scheduled for Tuesday, July 22, 2014. This meeting will be held at CUSD Administrative Office Board Room. Closed Session begins at 4:30 p.m. and Open Session begins at 5:30 p.m.

The meeting adjourned at 8:40 p.m.

Mark Campbell, Superintendent
By Shirley Bell, Executive Assistant