

Calaveras Unified School District
P.O. Box 788, San Andreas, CA 95249

MINUTES
BOARD OF TRUSTEES
October 28, 2014

The meeting of the Calaveras Unified School District Board of Trustees was called to order at 5:00 p.m. at the District Office, IMC Training Room.

TRUSTEES PRESENT:	Karan Bowsher	Evan Garamendi
	Zerrall McDaniel	Gregory Gustafson
	Sherri Reusche	

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**
President Garamendi called the meeting to order at 5:01 p.m.
2. **Roll Call**
Superintendent Campbell took roll. All Board members were present.
3. **Approval of the Agenda**
The October 28, 2014 agenda was approved in a 5-0 vote.
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) To Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public employee (Gov. Code 54957)
5. **Public Comments** – There were no public comments.
6. **Closed Session**
7. **Reconvene to Open Session**
President Garamendi called the meeting to order at 5:32 p.m.

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.

8. Pledge of Allegiance/Roll Call

President Garamendi led the Pledge of Allegiance. Superintendent Campbell took roll and all Board members were present.

9. Report of Action taken in Closed Session - No action was taken in closed session.

10. Superintendent's Comments

Superintendent Campbell said he appreciates everything the staff at CHS and all the other volunteers did to help during Homecoming week. Toyon Middle School held their parent/teacher conferences last week and the elementary schools will have them the week of November 3, which is a very important time to have face-to-face contact and he appreciate the extra time it takes for our teachers.

11. Celebrations, Recognition and Announcements

Benefit Assessment

Board member Karan Bowsher said has been doing research regarding a Benefit Assessment District. This is a parcel tax. First the area to be taxed would be identified, which would be in the upcountry schools area. People would have to meet and vote. The monies collected would only be used to supplement CUSD for use at our upcountry schools. If this comes to fruition, it will provide about \$570,000 a year. She will continue to report on the progress.

12. Correspondence - No correspondence was presented.

13. Public Comments - There were no public comments.

14. Action on Items Removed from the Consent Agenda

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: Reusche Second: Gustafson Vote: 4-1 (Gustafson Nay)

a) **Approval of Minutes** – No item presented

b) **[Routine Personnel Report , October 28, 2014](#)**

c) **[Approval, Vendor Warrant Listings](#)**

The Vendor Warrant Listing is presented for approval

d) **[Approval of Donations](#)**

e) **Approval of Bond Disbursements** – No item presented

f) **Report of Grant Awards** – No item presented

CONSENT AGENDA - CONTINUED

g) Agreement for Special Contract Services

1. Guided Language Acquisition Design Program (GLAD)

GLAD refresher training will be offered on CORE day, November 10, 2014, by trainers:

- **Kelli Richardson - \$1,700.00**
- **Jocelyn Mitchelmore - \$1,700.00**

The training will be for all teachers who have already received the initial training (approximately 30 teachers). This is funded with AB86 funds (Common Core).

2. Audit Service Contract for Fiscal Years Ending 2015, 2016 and 2017

In accordance with Education Code 41020, governing boards of school districts must contract with an eligible audit firm to provide for an audit of the district's financial records by April 1st of that year. Currently, Calaveras Unified and all other local educational agencies (LEA's) in Calaveras County are under contract with Goodell, Porter, Sanchez and Bright LLP to provide audit services for fiscal years ending 2013 and 2014. The District desires to extend the audit contract for an additional three years. It is recommended the Board approve Goodell, Porter, Sanchez & Bright LLP to provide audit services for fiscal years ending 2015, 2016 and 2017 at a cost of \$26,000, \$26,500 and \$27,000 for each respective fiscal year.

3) LightSpeed Systems Web Filter License Renewal

It is recommended the District renew its web filter license with LightSpeed Systems. This is a 3-year renewal for \$37,562.40, payable in annual installments of \$12,520.80 for each of the 3 years.

16. PERSONNEL

a) Certificated Report

Renetta Hale, Vice President of CUEA, report that Lorraine Angel, President of CUEA, attended the CTA State Council in Los Angeles. Ms. Angel represents both Calaveras and Tuolumne counties. They are having their site rep meeting October 29th and Roundtable on October 30th. They are waiting to receive information from CTA on the unaudited actuals for the budget. Until they get that information, they are not acting on anything.

b) Classified Report - No Item Presented

c) All Personnel - No Item Presented

d) Classified Personnel – No Item Presented

e) Certificated Personnel - No Item Presented

f) Management/Confidential/Supervisory - No Item Presented

17. CURRICULUM AND INSTRUCTION

a. Healthy Kids Survey

The Board voted to approve passive permission for the Healthy Kids Survey.

Motion: Reusche

Second: Bowsher

Vote: 3-2

**(Gustafson, Bowsher McDaniel,
Yay and Garamendi, Reusche, Nay)**

18. BUSINESS

a. Bond Disbursements for the Performing Arts Facility – Performing Arts Center

No item presented

b. Fiscal Recovery Plan, Phase II

There will be discussion/direction on the Phase II cuts/reductions of the Fiscal Recovery Plan.

Board member Gustafson thanked Mr. Garamendi for his comments at the last Board meeting regarding the lack of participation from the public since sports and music were taken off the cut list. He's concerned about having money for maintenance of our schools. He would like to know what the line items are for each and every school. Can we bring more students up to those schools to fill up some of those classrooms – modify our boundaries to bring students to those schools.

Board member Bowsher said it still doesn't solve the overall funding issue in the district because we still have the same number of students.

A MOTION WAS MADE:

**Board member Reusche motioned to take all schools closures off the Phase II list until 2016.
Board member Bowsher seconded the motion.**

Board member Bowsher stated that not closing schools means staff reductions across the board. The amount of staff reductions will be extremely difficult and, perhaps by this time next year, completely unworkable, because of Common Core, of what we have to do to properly educate our children. She asks that residents of our upcountry schools help her to support a Benefit Assessment District so we can procure more money so we can bring staff back if the closures occur.

Superintendent Campbell clarified what would happen if the decision to close and consolidate upcountry schools did not occur – that being additional layoffs.

President Garamendi said there is still hope there may be other options. She said it is very difficult to manage a class of 30 small children. A reduction of staff would also potentially increase the number of combination classrooms.

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

Board member McDaniel cautioned that just because we removed sports and music from the list, doesn't mean that we don't need to continue our efforts to raise money to keep those programs open in future school years.

Board member Reusche said we've been talking about closing schools for years. She understands how people feel about their communities being decimated.

Board member Bowsher wanted to reiterate that a Benefit Assessment District would be a long-term solution and we wouldn't have to come back year after year looking for more money. She asked Douglas Crancer for his opinion about our financial status.

Mr. Crancer said he's been able to find additional revenue but along with that he has found additional expenses. His preliminary opinion is that he thinks we will be where we were at adopted budget.

Mrs. Bowsher asked about the position control system. Our accounting system, the AS400, does not have position control. County Superintendent Kathy Northington said we would like to move to a new, modern system, but it is currently cost prohibitive, millions of dollars; especially since CUSD would have to pay for the bulk of it, being the largest school district in the County (cost is prorated). She said we are getting close to getting a new system because we can't live with the current one much longer. Right now the position control is done by hand using spreadsheets.

Douglas Crancer explained that currently the Vikki Lacey, Accounting Assistant, works tirelessly inputting information to forecast step and column (salary) when building the next school year's budget. A lot of changes happen in personnel from June to July – people are shifting, retiring, filling vacancies. He uses this list and makes the changes required for first interim.

Teacher David Brainerd wanted to clarify that "It's okay to keep schools open as long as teachers lose jobs."

President Garamendi clarified that is the option that is currently being considered by motion.

Superintendent Campbell said if this motion is approved there will be a total of 17 Certificated layoffs and 9 Classified (5 media specialists, 2 bus drivers and 2 maintenance workers – the maintenance workers are part of Phase I.)

Mrs. Garamendi said if this is adopted, it's a huge cut in personnel. We have other options still possibly coming forth, but we can't depend on those at this time.

Superintendent Campbell clarified that there are 8 teacher layoffs in Phase I and if school closures are not the chosen option, then there will be an additional 9 teacher layoffs in Phase II.

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

President Garamendi said we are not taking into consideration potential retirements and there are a lot of things we do not know at this point.

Members of the public commented:

A gentleman spoke about how he was concerned because many upcountry people are talking about keeping small schools open which impacts approximately 220 students and not thinking about the impact of the rest of the students in CUSD. He believes it is not a school district's responsibility to support a community. It's a school district's job to teach students in appropriate size classes and not to save other schools.

Board member McDaniel inquired if anything has happened with Ms. Risso's suggestion of meeting with each school.

Ms. Risso said Moke Hill has already met and is planning a November 12th meeting with parents and staff. Mr. Youngblood said Rail Road Flat is meeting with their parent group next week.

Dave Brainerd, teacher at Toyon Middle School, addressed the Board and the community members in attendance. He said they have heard that it was said because Toyon staff had not been at Board meetings to address the Board that they don't care if they close Toyon. Nothing is farther from the truth. Their staff is passionate about keeping Toyon open. They believe that anyone who understands the educational process would know that closing Toyon is not realistic. He had a visual projected on the screen showing all the programs Toyon provides to its students. They believe Toyon offers a better middle school program today than any K-8 program could. All the subjects are taught by teachers who have specialized training in the subject matter. He shared cost per student numbers.

Another gentlemen addressed the Board and said if this Board and the teaching union does not know what happened, how can we really get solutions to the problem? He gave a timeline of how he believes we got to where we are. He read excerpts from letters that were sent by the Calaveras County Office of Education to CUSD from 2013 through 2014 expressing their concern about increases to ongoing costs and deficit spending. The Board approved agreements for the teachers (CUEA and ROP) totaling approximately \$938,000 in May 2014 and 6 weeks later the Fiscal Director of this district announces a \$1.8 million deficit.

Parent Mrs. Krause stated how blessed they are in Mokelumne Hill with a great community and parents who volunteer at the school. They have a wonderful, committed staff. Moke Hill and Rail Road Flat have the highest test scores. They have some kids who come from families who have involvement with CPS, who see their school as a fortress. She is not willing to send her children to San Andreas, which is an underperforming school. The district will lose ADA.

Randall Youngblood, teacher at Rail Road Flat, who was speaking for himself, and it seems CUSD can no longer afford to have Mokelumne Hill and Rail Flat as part of this district, but his opinion is that CUSD cannot afford to not have them. We are hemorrhaging ADA. The savings of small

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

school closures is around \$400,000 and Toyon is around \$706,000. He congratulated the Board for pulling Toyon off the list because it is a good school. The small school closures would disenfranchise two communities and a number of those students would no longer be members of our district. We need to begin building ADA. If we close the small schools the teachers there are more senior (hire dates) and they will be employed somewhere else in this district, so all schools will be affected. If we do actually have a \$1.9 million structural deficit and salaries make up over 80% of our budget, something's got to happen. Eventually financial conditions will improve and schools can recover from a skinned knee, but a knife to the heart is another outcome (this was analogy used by Board Member Bowsher).

Teresa Fasola, teacher at Toyon, is sitting next to a teacher who will get laid off and that's more than a skinned knee. We are looking at 17 teachers.

Lauren Funk, teacher at Toyon, wanted to know how many people will be losing their homes and will possibly have to move from the area.

A parent spoke that closing schools would create a long-term ripple effect. Two towns would be shut down. It will no longer be a unified district. They should create their own district. Families will move away and businesses will close.

Kathy Risso, teacher at Mokelumne Hill, wanted the Toyon folks in attendance to know that she asked the Board at the last meeting to meet with the small schools to find out what the teachers and parents want and can do. The aim is to try and keep communities viable. The kids up the hill will not come down the hill if we close those schools. We will lose them.

Mr. Krause said he didn't think Mrs. Ruesche's motion was contingent upon any kind of offering from the communities. Mrs. Garamendi concurred.

There were questions again about the number of teachers and classified getting laid off Phase I, Phase II, with closures and without closures. The numbers were placed on the whiteboard.

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

PHASE I	+	PHASE II WITH CLOSURES	OR	PHASE II WITHOUT CLOSURES
8 Teachers (5 Elementary, 2 Middle, 1 HS)		7 Teachers (4 grades 7-12 and 3 upcountry)		9 Teachers (6 grades 7-12 And 3 upcountry)
3 Administrators		2 Bus Drivers		5 Media Specialists
10 Preschool		1.5 Secretary 1.5 Food Service 1.5 Custodian (upcountry)		2 Bus Drivers
2 Maintenance				
NOTE: Layoffs will be effective the 2015-2016 School Year				

A parent suggested bringing back salary and benefit levels to where they were at prior to the May 2013 and 2014 increases and not closing any schools.

Ms. Oneto-McDermid, parent at Mokelumne Hill Elementary, has heard comments in the audience and there is a lot of anger. Some people don't think it's the school district's job to support communities and others are focusing on the staff who will be laid off. We should be focusing on the children

A gentleman raised the question about how much 1% across the board wages. Superintendent Campbell said \$103,000 was the cost of one core day and a little over \$200,000 was the cost of 1%. The gentleman said this is the other option that we can't talk about.

Robert Wise, Music Teacher, said he travels to 6 elementary schools and they are all very unique places. He has opportunities to speak to teachers and they are here to teach the kids, and they want to be as effective as possible. He was at a school where they class was large in the first grade and the teacher was practically in tears, saying it was too large to manage. So when the Board makes its decisions, remember we have to be concerned that every student in this district receives a good education. He thinks combo classes are bad and big classes for the little kids are horrific. He thinks the Board needs to hear more from teachers about what they need to be effective in the classrooms and that should be the priority of this Board.

Christine, a parent at Mokelumne Hill Elementary, has a special needs student. She will not send her son to Valley Springs Elementary if their school closes and she will move out of CUSD. Our teachers are already overwhelmed. Please put the kids first and do not close their schools.

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

President Garamendi called for a vote on the motion, which was:

Take all schools closures off the Phase II list until 2016.

**Motion: Reusche Second: Bowsher Vote: 2-3
(Bowsher, Reusche, Yay
Garamendi, Gustafson, McDaniel, Nay)**

Motion did not carry.

President Garamendi said she thinks it's too early to make this decision but we may have to go back and reconsider the motion in the future.

Lorraine Angel, Teacher and President of CUEA, said she is looking at a situation where we had a \$4.8 million carryover. We came out where we thought we would be with the unaudited actuals. She said they (CUEA) are still waiting for numbers to come back from CTA because it is very difficult to make any decisions about what to do unless we can come together on numbers.

Mrs. Angel said the budget is a projection and the "real" money is in the unaudited actuals. She said we are voting on things now just like we voted to lay off 5 teachers whatever year that was, which then were brought back by the end of the first quarter because you needed those teachers and it was viable to be able to pay those teachers. She is going on past experience with what's going on here. She is seeing everybody getting really upset and looking at this happening again you can understand why the unions don't necessarily trust the district's numbers until they can get their own numbers. She was very pleased when she heard Mr. Crancer say they are still crunching numbers. She thinks we won't know where we are until first interim report in December. She asked if the board was honor bound to make the \$1.9 million cuts. She said sometimes things aren't as dire as they seem because we have had layoffs in the past and they haven't come to fruition when it came to May 15th. She thanked Karan Bowsher for the Benefit Assessment work she has done.

President Garamendi confirmed they Board has made a commitment to making the reductions.

Superintendent Campbell said no one is interested in making more cuts than is necessary. Unaudited Actuals showed a little over a \$2 million deficit, which falls in line with the amount of cuts we have to make for this year and for next year. That was built into the multi-year projection. So, 3 years out (16/17) we are barely making it at 3.1% reserves with all those cuts built in. If our reality changes, then we will make will adjustments. We've done that in the past. First Interim will be the most updated snapshot. Unaudited Actuals was the most recent updated snapshot of real money, real time and real deficit. But without definitive realities, come December 9th, we are going to be moving down the path of either school closures or a higher degree of layoffs and adjust afterward if our reality changes. He hopes that our numbers agree

BUSINESS – CONTINUED

Fiscal Recovery Plan – Phase II – Continued

and we can all move forward or if our numbers are different we can analyze why and come to some level of agreement.

A question was raised about why we lose so much more staff going 30:1 than with consolidation.

Superintendent Campbell explained that the classified savings and operational savings are not broken out when looking at the school closures. These numbers are broken out on the website and on documents that we handed out at previous meetings.

Terri Henderson, CSEA President, said Classified staff is not a large part of the budget and they have been cut considerably from 2005 through the present. The paraeducators are only for Special Ed. There are no paraeducators for regular ed. Food service and custodial staff are down to bare bones minimum. The Classified staff at schools are part time employees. She believes keeping the small schools open is what is best for the children. Talking about school closures is a deterrent for people thinking about moving to our county.

c. Approval of Special Contract Services for Michael Martin

It is recommended the Board approve Special Contract Services for Michael Martin as Project Inspector for the new Performing Arts Building. Inspection services are a requirement of the Division of the State Architect and CBC. The amount is for 1.25% of the final construction cost paid to Carter Kelly. 1.25% of Carter Kelly’s Guarantee Maximum Construction cost is \$48,085.91. Funded by restricted capital projects funds.

Douglas Crancer, Fiscal Advisor, gave a breakdown of the Performing Arts building budgets and contingencies along with an explanation of how Mr. Martin will be paid.

Motion: Reusche Second: McDaniel Vote: 4-1 (Gustafson, Nay)

19. POLICIES AND REGULATIONS - No Item Presented

20. Calendar of Events

DATE	EVENT
October 30	CUSD Budget Advisory Committee, 5:30 – 7:30 p.m.
October 30	Farm to Fork Free Community Meal – Rail Road Flat Elementary - 4:30 p.m.
November 3-7	Elementary Parent/Teacher Conference – Elementary Early Release
November 10	CORE Day (Certificated Staff Only) – Non-Student Day
November 11	Holiday – No School – Veteran’s Day
November 20	Farm to Fork Free Community Meal – Rail Road Flat Elementary – 4:30 p.m.
November 22	Friends of Rail Road Flat School Wellness Workshop – Making Immune Boosting Elderberry Syrup & Antibacterial Rosemary & Lavender Purifying Spray

<p>November 26* , 27-28</p>	<p>Holidays – No School – Thanksgiving (*26th is a non-instructional, non-work day)</p>
<p>December 1 December 3 December 8 December 11 December 16 December 17 December 18 January 22</p>	<p style="text-align: center;">CUSD Winter Concerts</p> <p>San Andreas Elementary in the Mike Flock Gym at CHS – 6:30 p.m. Valley Springs Elementary - Multi-Purpose Room – 6:30 p.m. Toyon Middle School/Calaveras HS Choir – at Toyon Middle School in the Multi-Purpose Room – 6:30 p.m. West Point Elementary – Multi-Purpose Room – 6:30 p.m. Toyon Middle School Band Concert – Multi-Purpose Room 6:30 p.m. Rail Road Flat Elementary – Multi-Purpose Room – 6:00 p.m. Mokelumne Hill Elementary – Multi-Purpose Room – 6:30 p.m. Jenny Lind Elementary – Multi-Purpose Room – 6:30 p.m.</p> <p>The Calaveras High School Band is participating in the Valley Springs and the Mountain Ranch Christmas parades instead of having a concert. (The Valley Springs Parade is at 10 a.m. on December 6. The Mountain Ranch parade is at 2 p.m. on December 13.)</p>

22. Future Agenda Items

23. Comments from Board Members

Karan Bowsher

Mrs. Bowsher thanked everyone for coming.

Gregory Gustafson

Mr. Gustafson believes we were jumping a little tonight regarding all these decisions and school closures. There are a lot of issues and dollars and cents that have to be pushed and squeezed together so it will all make sense for us all. He hopes we can even get more participation at the next meeting from the people who were originally in attendance. He thinks the sports and music may be on the line again next year, and he’s afraid we’ll be right back at square one again. He hopes we can have all the numbers correctly in place. He thinks we are starting to look at some real numbers that he’s trusting and believing.

Zerrall McDaniel

Mrs. McDaniel feels very hopeful. There are people starting to talk and come up with ideas that will perhaps give us some hopeful outlooks. She thanked Karan Bowsher for the work she’s been doing. She sees the assessment as a sustainable piece for our upcountry schools, and she hopes the communities will support it. She is thankful for the programs that are working hard to save our sports and music programs. They are talking about everything from maintaining our gym floors to bringing back coaches at the grammar schools. She would like the community to continue to be involved even without a crisis.

BOARD MEMBER COMMENT - CONTINUED

Sherri Reusche

Mrs. Reusche was disappointed. She doesn't agree with Trustee Gustafson, in that we are jumping the gun. She agrees with what Lorraine Angel had to say that our glass is half full. She doesn't want to close small schools. We keep going through this and she's tired of the community having to come out and try to save their schools. It's exhausting and difficult. Although she is disappointed, she will stand with the Board in whatever decision it makes.

Evan Garamendi

Mrs. Garamendi thanked Sherri Reusche for her efforts and said it is not something that can't be revisited. It seems to her a quick fix for the evening and it wasn't resolving the problem for a long-term basis. She hopes we can do some long-term correction and she said they have come to no permanent decisions.

24. Next Meeting/Adjournment

The next regular meeting of the CUSD Board is scheduled for Tuesday, November 18, 2014. This meeting will be held at CUSD Administrative Offices, IMC Training Room (Green Building, 2nd Floor). Closed Session begins at 4:30 p.m. and Open Session begins at 5:30 p.m.

Mrs. Garamendi adjourned the meeting at 8:11 p.m.

Mark Campbell, Superintendent
By Shirley Bell