

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

MINUTES
BOARD OF TRUSTEES
November 18, 2014

The meeting of the Calaveras Unified School District Board of Trustees was called to order at 5:30 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 4:30 p.m.

2. Roll Call

Superintendent Campbell took roll. All Board members were present.

3. Approval of the Agenda

The November 18, 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

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.

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.

6. **Closed Session**

7. **Reconvene to Open Session**

President Garamendi called the Open Session to order at 5:30 p.m.

8. **Pledge of Allegiance/Roll Call**

President Garamendi led the flag salute. Superintendent Campbell took roll. 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 requested to make his comments at the end of the meeting.

11. **Celebrations, Recognition and Announcements**

a. **Budget Advisory Committee Report**

A Budget Advisory Committee Report was presented by Teacher Kathy Risso. She reviewed various proposed cost-saving ideas and reported they have put together working groups within the Budget Advisory Committee.

12. **Correspondence** – No item presented

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.

CUSD Paraeducator Marcelle Papp inquired about the Golden Handshake being considered for Certificated Staff. She was informed the district is still crunching numbers. She asked about the process involved should the district decide to move forward and whether or not the County Office of Education had to give a recommendation. She was told the County Office would have to be given financial information and they would also provide their recommendation. She voiced her concern over where this money would come from since the district could not find the money to provide CSEA their negotiated raises in light of the fact that the upcountry schools got what they wanted, music and sports got what they wanted, the teachers got their raises but Classified has received nothing and they are on the cut list.

Bus Driver Angela Oyervides addressed the Board and said she is pleased we are keeping the small schools open. However, giving a retirement incentive to the teachers is disheartening when the District has an obligation to the Classified staff.

Steve Wilensky, community member, addressed the Board regarding the Golden Handshake. He said there is a significant difference in pay between an entry level teacher and one at the highest level. If we have number of people leave at the high end and a number of new teachers coming in at the lower end of the salary schedule, it could be a cost savings. There is no disputing the fact that the Classified people are due an equal and fair shake. Classified are actually taking the lead in showing that shared and mutual sacrifice in hard times can help the school district move forward. All of the other units and CUSD personnel are going to need to find a way through this.

Community member Laura Most voiced her concern over creating a Special Benefit District, which would be applied to the value of one's property. She is among many of the retired citizens with no children in our schools. The cost could become a burden to senior citizens, some of whom have to go to the food bank and are barely making it.

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: McDaniel Vote: 5-0

a) Approval of Minutes

[Meeting minutes of October 28, 2014](#)

b) Routine Personnel Report , November 18, 2014

A revised Routine Personnel Report was submitted due to change in a retirement date.

c) Approval, Vendor Warrant Listings

The Vendor Warrant Listing was presented for approval.

d) Approval of Donations

e) Approval of Bond Disbursements – No item presented

f) Report of Grant Awards – No item presented

g) Agreement for Special Contract Services – No item presented

16. PERSONNEL

a) Certificated Report

Renetta Hale, Vice President of CUEA, reported their next site rep meeting is November 19. They will have Round Table on November 20. They are looking forward to the meeting and hammering out some solutions.

PERSONNEL - CONTINUED

b) Classified Report

Terri Henderson, President of CSEA, reported they finished their cookbook and the sales will help pay for the scholarships they offer. She thanked Pat Jackson for all her efforts on the cookbook project. CSEA had a negotiation session with the district on November 13. It was a very long day of negotiations. There is no agreement yet. They have another negotiation session scheduled for December 12, and they will continue where they left off. Tomorrow they will have a Round Table session. They are happy to know all the schools will remain open. They are not looking forward to the Classified cuts, however. Hopefully the budget will improve.

c) All Personnel - No Item Presented

d) Classified Personnel – No Item Presented

e) Certificated Personnel - No Item Presented

1. Request for Catastrophic Leave

Suzanne Smith is requesting the Catastrophic Leave Program. Approval is being requested to waive the extended sick leave clause and grant the leave.

Motion: Bowsher Second: Reusche Vote: 5-0

f) Management/Confidential/Supervisory - No Item Presented

17. CURRICULUM AND INSTRUCTION

a) Calaveras High School Graduation Requirement Change

Calaveras High School would like to change the graduation requirement of one year of foreign Language and one year of a Fine Art to a single year of either a Fine Art or a Foreign Language.

Motion: McDaniel Second: Reusche Vote: 3-2 (Gustafson & 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.

1) Jonathan Kuesel on School Consolidations

Teacher Randall Youngblood, teacher at Rail Road Flat Elementary, introduced Jonathan Kuesel, who is an expert on school consolidation and a ten-year past school board member from the Burney area. Mr. Kuesel spoke about the budget crisis they experienced. They had to lay off 45 people and had massive declining enrollment. Keep cuts as far away from the kids as you can. They have a school that operated with a 3 grade combo class, which has since been reduced to a 2 grade combo, but it kept the school open. The older kids worked with the younger kids. The most important thing was they brought the community along to

FISCAL RECOVERY PLAN – CONTINUED

engage in the process. The communities need to rebuild their infrastructures, and if you want to make a difference in these communities, do not close schools. It is an extreme challenge to rebuild communities. When people are looking for jobs they are looking for a place to put their kids in school and don't want their kids on a bus for long drives. Elementary schools are the life blood of the community. Things won't change overnight. When schools are in their communities, more parents will volunteer. To see parents and grandparents matters to kids at school. He was impressed that Rail Road Flat School was able to raise around \$1 million in a few years. That speaks volumes. After the recession they began to see families come back to the community one family at a time. It would be beneficial for the Board to consider a moratorium on considering the closure of the school for 3 years until we can rebuild. This would also help when people are considering moving to the community, and we may be able to see our numbers rise.

Board member Gustafson likes the idea of a moratorium, giving reassurance to the community. It's important to have stability.

Board member Bowsher asked if he has been involved with the Common Core and how to implement it with those 3 grade combos. They, along with the Sierra Institute, are working to build a natural resources curriculum. They had a burn of 100 sq. miles and now they get the students out there within 2 months of the burn working with the teachers, which led to the creation of a program at the high school. They are finding that kids are interested in natural resource management, mapping, and going to college now for geographic information technology and so on.

President Garamendi said they agreed on Saturday to close no schools and the discussion for a moratorium will come at a later date.

Community member Bob Garamendi questioned and discussed documents received from the County Office of Education in 2013 and again in 2014 in regard to the AB 1200. He wanted to know if the Board members were aware of what those documents said in regard to staff reductions and school closures. He also wanted to know if CUEA was aware of what they said. There was a public hearing in May 2014 and nowhere in the public hearing was it discussed where cuts were going to be made.

Superintendent Campbell said these questions have been asked at numerous Board meetings. If you look at the letters, they are addressing the structural deficit. When we were engaged in negotiations 2013/2014, we were dealing with a significant ending fund balance. So you are coupling an increase in revenue, and an ending fund balance and at that time both sides had numbers that we could sustain that based upon future projections. It exacerbated the structural deficit. We had to take steps to address that, and have been dealing with those steps for 5 years – sometimes successfully and sometimes not so successfully. At the time of negotiating with CUEA, we were not thinking of making cuts to offer it. We had the money to offer it. Yes, they were aware that we were still engaged in a structural deficit.

FISCAL RECOVERY PLAN - CONTINUED

Bob Garamendi said the AB1200 is put out to let everybody know the District's ability to enter into a wage increase with our bargaining units. This states (the AB1200) that as a means of funding that raise and benefit increase the District would consolidate schools, layoff teachers and staff.

Superintendent Campbell, said in order to reduce our ongoing deficit.

Toyon Middle School Teacher Teresa Fasola said she served on the negotiating team for about 15 years and there were many years where they didn't entertain the thought of a raise because there wasn't money. Although she wasn't on the negotiating committee in 2013, they never received a letter like that when she negotiated, and if they did, they would not have asked for a raise. It seems like that's trying to put teachers in a bad light. Yes, there were always things they saw that we were struggling but no teacher would have brought a proposal to their members if it said we were going to entertain the thought of teacher cuts.

Terri Henderson, President of CSEA, said when they went into negotiations when she first became President in 2009 they took a lot of layoffs across the board because the budget was in bad shape. During those years both bargaining units didn't ask for anything. They were only trying to maintain. The first thing that was offered after about 4 years was that 1.7% increase in 2013. At that point in time they were all led to believe that things were getting better and the District could afford it. When the other offer was made this year they didn't negotiate until May 14, 2014. They didn't know that the other letter already came from the county. They were blindsided.

A parent from the upcountry schools thanked the Board for keeping schools open. She mentioned that a couple of meetings ago a gentlemen spoke that it was not the school district's responsibility to keep communities open. But she couldn't help but notice the poster hanging behind the Board table that states "healthy communities" at the center of our educational goals.

Steve Wilensky said we've been down a pretty tough course this year. Through these hard times we have seen different parts of our communities become divided. He applauds our Board for taking part of our county and jettisoning it, like an animal caught in a trap with one leg. It seems our goal is now to open the trap and break free. In order to do that you have to have governance potential. If we remain divided we will not be able to come up with creative solutions. We need stabilization and need to stop putting Rail Road Flat on the list for closure. Rural communities rely on mutual, equal and fair sacrifice, knowing, as we always have in this country that things will get better. It appears to him that the CSEA has just this week reached an agreement which gives a safe way to talk about what they need to do as their part of mutual agreement. He applauds this Board for entering into such an agreement. He roots for the parties to be creative and have cross-jurisdictional agreements within our county school districts and create economies of scale. If CSEA can do this, even between parties who distrust each other through different interpretations of numbers, different histories – if that can happen with the people who have given the most and gotten the least over that period of time, then isn't it possible for the administration and the teachers and

FISCAL RECOVERY PLAN - CONTINUED

others to come to a short term solution partly using some portion of the reserves and develop a long-term strategy that can pull us out of this without tearing ourselves apart.

Ms. Olivarria, a Rail Road Flat school mom, thanked the Board for taking them off the closure list. They will continue to work with the District to find solutions and help our district to heal. For years RRF has been working hard to supplement beyond what the District provides and they are still the “sinking ship.” They have lost countless families, current and those who decide not to move there because of the possible school closure. A 3 year moratorium is not enough in her opinion. She would rather look for alternative means of education.

Mrs. Boitano questioned the Board members who changed their vote from the October 28 Board meeting from not passing the motion to not close the schools to passing the motion at the November 15 meeting. The vote on October 28 was 3-2, with Evan Garamendi being the deciding factor right before the elections.

Board member Gustafson said to him it was a premature vote and it could throw the election. It was premature because we’ve been saying for many weeks now the decision would happen on December 9. Since the election has passed, and his intention was always to keep the small schools open, he was ready to make a vote because it would not influence any other situation.

Mrs. Boitano said it may have negatively affected Evan’s decision because she represents Mokelumne Hill. So his (Mr. Gustafson’s) decision to make that decision and then change his mind was possibly not to everyone’s best benefit.

Board member McDaniel stated she has always been a supporter of the upcountry schools but at the same time she is very conflicted about losing teachers. It was a difficult decision but she felt she needed to go with what she always supported, which was the small schools.

Board President Garamendi said she has always support the small schools. She taught at Mokelumne Hill for years and years. The timing seemed off to her to make that decision on that day. It wasn’t about wanting to close small schools. It was simply about a matter of timing.

19. POLICIES AND REGULATIONS

First Reading

AR 5121

Grades/Evaluation of Student Achievement (pp 22-26)

20. Calendar of Events

DATE	EVENT
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
November 26*, 27-28	Holidays – No School – Thanksgiving (*26 th is a non-instructional, non-work day)
December 13	3 rd Annual Holiday Music Fundraiser, Mokelumne Hill Town Hall 4:00-7:00 p.m.
	<p style="text-align: center;">CUSD Winter Concerts</p> <p>December 1 December 3 December 8 December 11 December 16 December 17 December 18 January 22</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 Board Members Comments

Karan Bowsher

Mrs. Bowsher thanked everyone for coming to the meeting.

Gregory Gustafson

Mr. Gustafson thanked everyone for being at the meeting. He’s glad people are still interested in participating and voicing their opinions because It’s been reflected in the voting process, as it has not always been him with the only “no” vote. There were times where he wondered how he would be the only “no” vote. He has been heavily criticized and he’s been censured for not paying his fair share. After we changed policies we find out that 3 other Board members were receiving more in a benefit package than him. He is still waiting for the censure to be lifted because he didn’t do anything wrong. There is a conference taking place in San Francisco and one took place in San Diego

BOARD MEMBER COMMENTS - CONTINUED

Gregory Gustafson - Continued

last year, and he was promised at that time that he would be able to go to the San Francisco one. In the beginning he was told it would take him a while to come up to speed. Why are those people constantly selected to go to the conference? Why don't we change it up a bit and let someone else learn from the conference process? Last year after the conference we were taking a vote and there was a discussion taking place with a student called "(Omitted)," and he was sitting in the closed session room. At this point, President Garamendi interrupted and informed Mr. Gustafson his comments were inappropriate. Mr. Gustafson said he would then pass on that particular comment. Mr. Gustafson said the other thing they were doing was picking positions for Board President, etc. Before they even voted the positions of their chairs and name plates were changed and they were in the exact position as the vote, and he thought that was kind of strange. It seems like it was a little premature before the vote was taken and the nominations had not even taken place. So with regard to this conference, he was told that he would be chosen to go. Last December the two individuals who went to San Diego were unfortunately criticized for not bringing back their comments, but it took 6-1/2 months for them to report on what they learned. And one comment that he heard from one of the members was "some Chinese guy" was talking about something in particular. So how is he going to learn from that kind of a report? He believes he should be able to participate also to pick up on a learning curve as others should be able to learn from a similar situation.

Zerrall McDaniel

To clarify Mr. Gustafson's remarks, she didn't say "some Chinese guy." She said there was an excellent speaker and she thinks he was from China. When she went to conference last year she attended as a Delegate with CSBA. She pays for her own hotel room and her own food. The conference is paid for by CSBA. That will be exactly the same situation this year. The conference is free because she is on the conference committee (and she is also still a CSBA Delegate, representing Region 8). It is much better if the whole Board can go but they decide because of budget it's not the case.

Saturday, December 6, is the Calaveras Save fundraiser to benefit our music and drama programs. The dinner is \$12. There will be entertainment. It will be at the San Andreas Town Hall.

Sherri Reusche

For clarification, she is on the Board of Directors for CSBA and they pay for her entire conference and nothing comes out of CUSD. That is why the two of them go because they sit on the State Board. She wished everyone a nice Thanksgiving. Her "no" vote for the Foreign Language and Arts is because she thinks kids need both. She believes they need that foreign language really, really bad and they need that art really, really bad. Having a sophomore at CHS, it bothers her that we would lower our standards to everybody else because we do have the brightest and the best and our kids all of the things we offer.

BOARD MEMBER COMMENTS - CONTINUED

Evan Garamendi

She stated that Mr. Gustafson was censured because he didn't pay his bill. The Board all pays for their insurance. She thanked everyone for the opportunity to serve them and she wished everyone well.

Mark Campbell

Superintendent Campbell presented departing Board member Garamendi with a bouquet of flowers. He said there are many things about tonight that we should celebrate and some engagement that she will not miss. She has been nothing but graceful, dignified and dedicated to the students, to the staff, and to the community. She has endured 8 years, and she has been squarely focused on all the right things, even in the most challenging of times. He salutes her and respects her. She will be missed.

Board member Reusche thanked Mrs. Garamendi for her time and dedication. As a former teacher who taught in this district Evan was always, always reminding them of where those teachers stand; what is important for students and no matter how difficult the cuts were, she always made sure we kept that in mind.

Board member McDaniel said Evan is one of the loveliest women she has ever met and it has been a pleasure to work with her.

Board member Bowsler said she was a newbie when she came onto the Board 4 years ago. While everyone was very gracious to her, Evan certainly the one who was the Kindergarten teacher, making sure she had her milk and cookies and took her naps when she needed them. She always reminded her of what was truly important – family, the children, our ethics, morality and our integrity come above all else. She has learned so much from Mrs. Garamendi. When she retired as a teacher she never stopped being a teacher.

Mrs. Garamendi thanked everyone.

24. Next Meeting/Adjournment

The next regular meeting of the CUSD Board is scheduled for Tuesday, December 9, 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.

The meeting adjourned at 7:35 p.m.

Mark Campbell, Superintendent
By Shirley Bell