

6. Closed Session

7. Reconvene to Open Session

President Reusche reconvened to open session at 6:02 p.m.

8. Pledge of Allegiance/Roll Call

President Reusche led the Pledge of Allegiance. Superintendent Campbell took roll call. All Board members were present.

9. Report of Action taken in Closed Session

10. Superintendent's Comments

Last year at this time we were talking about reductions in the Fine Arts program and a couple of weeks ago, thanks to the great work of so many, including people at this meeting -- our Board for the vote; Joe Cruz and crew and Ric Stitt – the Performing Arts Center became a reality. We've had 7 performances there already, and we have not yet had the Grand Opening. It's tremendous to see our kids in that venue. Kudos to everyone involved, specifically Nichole Markle, Angela Allured and Robert Wise. This is the season to hear 8 different versions of Jingle Bells throughout the last several weeks. It's been tremendous work to allow our kids to shine on many stages throughout the district. It's a great time of year. He passed along his appreciation.

11. Board Member Comments

Sherri Reusche

If you haven't been to the Performing Arts Center, please take time to go see a performance. "Once Upon a Mattress" was performed, and thanks to Karan Bowsher for her hard work, and also to Mrs. Markle. It was funny and the kids are so talented. Ms. Reusche spent the morning at Gold Strike. They are doing a new culinary class. The Columbia College CTE Director came to help the class prepare food. She and trustee Zerrall McDaniel were guests at their lunch, and it was amazing. The kids also did a Thanksgiving meal. These kids are so excited about cooking. She attended the Robotics class at Toyon. They do the software and create these robots and do a Bot competition, where they program their Bots to push the other Bot out of a circle. She was a guest participant with another student and their battery died in the middle of the competition so they had work on figuring out on how to do it differently next time. The teacher was great and every time something happened they had to discuss what they learned and how to fix it. The Resilient Schools Committee has broken everybody out to try and become community hubs. She attended the Jobs and Economics Committee to discuss how businesses can do partnerships with our schools. They talked about how to do job interviews and out of that Delta College will be doing a job fair on March 10 in San Andreas. Last week Delta College was at CHS doing registration for students and adults. Last Saturday she attended Jenny Lind Elementary's Breakfast with Santa and it was a great event packed with participants. The Interact kids from the high school helped on shopping day for Christmas to Remember. Next year she would like to talk about a few things on her list. She would like to talk about math. She thinks having a conversation with the Board about Common Core and traditional and what that looks like. She thinks it's important because as board members they are to make sure all students are successful. She would like to look at the different

BOARD MEMBER COMMENTS – CONTINUED

Sherri Reusche - Continued

kinds of math. We don't have a Curriculum Director at this time. She would like to see what different schools are doing and what's working. Some schools are piloting different things. The news about Mr. Clifton is heartbreaking. There are a lot of community things going on for the family. There are shirts being designed. There's a dinner on January 30. There are bracelets that are going to be out there. All to help their family financially for all they will have to endure. She has a bag of stuff from attending CSBA and would like to hand it over the Mr. Campbell and talk to the Board about it another time. There are two things she is interested in. One is a product called the Tag that is a card that students get and there is software that helps parents to know where the bus is, when it's in route and when the kids get off the bus. Parents can even send a text message if their student is sick. It's very interesting and worth having a discussion about. She doesn't know if we've had issues with our lockboxes, but there are other districts that have had issues with them – the rubber wearing or the screws not holding. There is a new product out that has a bolt. It's the same thing but it locks with a bolt versus it just being rubber. She also wished to clarify a question regarding our special sessions and said we need to do a better job and she apologized to Mrs. Lujan if she felt that she was not heard on their Saturday session. If there are thing you would like to add or things you want to them to know to please give it to any Board member. They are trying really hard as a Board to fix their protocols and their norms.

Kelly Smith

She thanked everyone for taking the time to attend the Board meeting. She wanted to talk about something that Sherri Reusche just mentioned (job fair/Delta College) and that is she works for the state – you would know it as a prison. It's a health hospital. They are still hiring and the wages there are good. If you know high school grads who don't want to go to tons of schooling, the Psychiatric Technician program is 18 months, and the starting pay is \$5,000 a month. It's a good start and you and if you earn the Psych Tech certification, you could go into the RN program right after that. RN's are always in need. It's a very good living. There are a lot of office technician jobs that are entry level secretary. You probably want to go to the job fair. Delta College is a lot of the entrance into these positions in the state. If you want to ask her any questions on how to get into the state, she would be more than happy to direct someone.

Zerrall McDaniel

Trustee McDaniel also wishes to thank all the attendees. She likes to see a room full of people at the Board meetings. She visited Rail Road Flat Elementary this week to attend their "Day of Code." It was an amazing program and she gave kudos to teacher Randall Youngblood, who had a group of students in the MPR using a deck of cards, but they were really learning programming. In the library Donna Vial, who is a volunteer up there, was doing coding on the computers. This is something she would like to see expand throughout the entire district. She also attended the Gold Strike Thanksgiving, and she thinks this is a program that motivates the kids. She also attended the culinary event at Gold Strike with Klaus, the CTE Director at Columbia College. That's another program she would like to see expand within our district. She also wanted to say her thoughts for Mr. Clifton and hopes everybody is thinking of him and his family. She attended CSBA as a Delegate the first week of December. She's looking forward to making the report and does not want to wait until their first study session. She would like to begin conversations in this year about how to start generating money in this district. It's frustrating to go from one budget to the next always wondering what the state is going to do. She wants to be able to build programs, lower class sizes,

BOARD MEMBER COMMENTS - CONTINUED

Zerrall McDaniel - Continued

add teachers and build staff in other areas as well. She wished everyone a Merry Christmas and a good vacation.

Gregory Gustafson

Trustee Gustafson wished everybody a Happy Holiday. His thoughts and prayer are with Mr. Clifton. He attended a couple of the musical plays at the Performing Arts Center. He knows he voted against it even though he knows we needed it. He just didn't feel it was large enough in capacity nor had been thoroughly thought out in its design and application to the school. Although those presentations were great, neither music teacher knew how to turn on a microphone for the presentations, so they hand-carried out a box and left it there. There were no manuals in the room. No real training took place for that so it was kind of unfortunate. He did notice all the people parked up above in the teacher parking and all the surrounds, possibly blocking fire lanes. We need to either paint red curbs or something to that effect. It could be a problem in the case of an emergency. The people seemed to be frustrated coming up the stairs and be dumped right out onto the roadway rather than having a sidewalk or something to walk up to, so that's what promoted most people to park up above and walk down into the building that way. Most people walking into the building had wonderful, happy expressions on their face, glad to be able to watch the kids in that venue, but another set of stairs coming down from the middle of that parking lot would promote people to park down there. It could be maybe from the middle of the parking lot so no one has to walk from one end of the parking lot to the other end of the parking lot. They could just walk to the middle space and up. Perhaps we could do this in the future because he has noticed we've exhausted the entire budget to build the Performing Arts Center. It's wonderful because the kids are dressed up. Mr. Wise donned a suit. It elevated everyone into a new level perhaps. They enjoyed playing. They had rotating drummers. You could stand out in front of your parents and see them now. The seats are elevated and you can see your students. It's a wonderful thing. He doesn't know how we are going to proceed because the play cost money but the musical performances didn't, so is there going to be a balance that we're going to take to cover the cost? Angela mentioned we need to vacuum already so maintenance is already a real marginal need there but the way it was designed makes it for minimum maintenance, which is a good thing. He hopes everyone will have a good holiday and enjoy their families.

Karan Bowsher

Trustee Bowsher got to see the West Point Elementary performance last night. It's always nice to see the MPR totally packed with people and all the little girls in their frilly dresses. She did work on "Once Upon a Mattress." She had a wonderful time with the kids. She is a theater arts major. She has some Masters work as well but has not finished it. She has worked in a number of theaters and this is a fabulous facility. There are some glitches, and she's never worked in a theater that didn't have glitches because once it's all built you go "oh." When everything is on paper it looks one way. It really is a terrific, useable facility. She cried the opening night because it was so exciting. She helped to build the first theater. When she was in high school at CHS they built that little black box theater in the classroom. She built the old proscenium with kids up there. It was pretty exciting to get to walk into a new theater. They started a protocol with "Once Upon a Mattress." The last night is called "strike," and their strike was to clean every surface. They vacuumed, mopped all the floors, washed all the windows and cleaned all the hand rails. With that protocol and 40 kids it happens in about 20 minutes. At this point Angela is saying there is no food or drink in the

BOARD MEMBER COMMENTS – CONTINUED

Karan Bowsher - Continued

auditorium. She did get some people cranky when she asked them to step into the lobby. It's beautiful. Go see it. She attended Masters in Governance training through CSBA. She spent 2 days in Sacramento. Those classes are very valuable. You are sitting at tables with other Board members and superintendents from different districts throughout the state. And here's what she learned: There is not a utopian school district. Every single person had the exact same difficulties, concerns and challenges that we have. No one had enough money. No one had small enough class sizes. No one had all that they wanted to have. What really struck home with her was that she was sitting at a table with a new Board member from a school district in Southern California who was doing quite a bit of ranting about his district and his superintendent. He was quite negative. Another member who she spoke to later from a neighboring district from that new school board member's said that particular district is one of the top 3 districts in the nation. In the nation – not just the state! It's an amazing school district that outscores people left and right. So she asked, do they have a new superintendent, and he said no. The superintendent has been there 26 years. So she's thinking top in the nation, and she doesn't think she would find much to complain about. We all have so many challenges. We need to keep our focus on our district, on our kids, on the challenges in front of us. We need to work on those. We need to be as proactive as we can. While we are doing that, don't lose the big picture. We're not the bottom of the barrel doing it all wrong while everyone else is doing everything all fabulous. We are all struggling. If we keep the idea that we are all struggling together, we will work for the common good. It's never going to be everything we want it to be because every single person in this room has a different idea of what perfect is. None of us sees perfect the same. We have to struggle and work and support each other.

12. Board Organization

a) Election of Board Officers

Election of Board Officers of the Governing Board in accordance with Board Bylaw BB9100.

Officer: **President**

Nominate: Zerrall McDaniel by: Kelly Smith
Seconded by: Karan Bowsher

Yea: Bowsher, Gustafson, Smith, McDaniel, Reusche Nay: None
Resolution: X Motion Carries Other _____

Officer: **Clerk**

Nominate: Gregory Gustafson by: Karan Bowsher
Seconded by: Sherri Reusche

Yea: Bowsher, Gustafson, Smith, McDaniel, Reusche Nay: None
Resolution: X Motion Carries Other _____

BOARD ORGANIZATION – CONTINUED

b) Recognize Outgoing Board President

Superintendent Campbell presented outgoing Board President Sherri Reusche with a commemorative engraved paperweight and thanked her for her service as CUSD Board President in 2015.

c) Appointment of Mark Campbell, Superintendent, as Executive Secretary of the Board of Education and Shirley Bell as Stenographer

Motion by: Karan Bowsher Second by: Sherri Reusche

Yea: Bowsher, Gustafson, Smith, McDaniel, Reusche Nay: None

Final Resolution: X Motion Carries ___Other:_____

d) Appointment of Board Representatives

- | | | |
|--|---------------------------------------|---|
| 1. CSEA Round Table: | 1. Gregory Gustafson | 2. Zerrall McDaniel (alternate: Sherri Reusche) |
| 2. CUEA Round Table: | 1. Karan Bowsher | 2. Kelly Smith (alternate: Sherri Reusche) |
| 3. CCOE Special Ed Administrative Council: | 1. Karan Bowsher
2. Sherri Reusche | |
| 4. Policy Review Committee: | 1. Gregory Gustafson | 2. Zerrall McDaniel |

e) Approval of Board Meeting Calendar – 2016 (10)

Motion by: Sherri Reusche Second by: Kelly Smith

Yea: Bowsher, Gustafson, Smith, McDaniel, Reusche Nay: None

Final Resolution: X Motion Carries ___Other:_____

There was discussion about doing Board meetings at the various school sites to get more people to attend. Get the information to the parent clubs. Have one of our meetings at the Performing Arts Center.

The April 5th Board meeting will be the Volunteer Appreciation meeting.

f) Adoption of the 2016 Master Board District Activities Calendar (11-15)

Motion by: Karan Bowsher Second by: Sherri Reusche

Yea: Bowsher, Gustafson, Smith, McDaniel, Reusche Nay: None

Final Resolution: X Motion Carries ___Other:_____

13. Celebrations, Recognition and Announcements

a) Recognition of Retirees

The CUSD Board of Trustees and the Superintendent recognized current CUSD retiring staff members: Jeanie Kancianich, Madeline Perpignan, Debra Guthrie and Rick Rider.

a) Maintenance & Operations

The CUSD Board recognized the commitment provided by the CUSD Maintenance & Operations Department.

Board President McDaniel called for a break to have refreshments provided to our retirees.

Board President McDaniel resumed the meeting at 6:55 p.m.

14. Presentations

a) First Period Interim Report, Criteria and Standards as of October 31, 2015

Kassandra Booth, Fiscal Director, gave a presentation on the First Interim Report and answered questions from the Board and attendees. Her presentation will be posted on the CUSD website.

b) 2014-15 Annual Financial Report Presented for Review

Fiscal Director Kassandra Booth gave a presentation of the 2014-15 Annual Financial Report. (Per Education Code 41020, a report of each local educational agency audit for the preceding fiscal year shall be filed with the Calaveras County Office of Education, California Department of Education, and the State Controller by December 15th. Further, per Education Code 41020, by January 31st of each year, the governing body of each local educational agency shall review, at a public meeting, the annual audit of the local education agency for the prior year.)

15. Correspondence

- **Letter from the Calaveras County Office of Education:** regarding their review of the disclosure documents resulting from the agreement on the part of CSEA Chapter 405 and the District's implementation of the second part of the tentative agreement.

Claudia Davis, Assistant Superintendent at the CCOE, said we need to focus on ongoing costs and have ongoing corresponding reductions.

16. 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.

PUBLIC COMMENTS – CONTINUED

Marti Crane, citizen, had dinner with the scientists hosted by the Calaveras River Academy was phenomenal. The students were recommended by their teacher to go to this event. The speaker was wonderful and spoke their (the students') language. The Performing Arts Center is like theater in the round and she loves it. The cast got the concept of teamwork. Kudos to Ms. Markle. Ms. Crane has 2 safety issues, however. Place a couple of nightlights in the vestibule, and you can't see the lights going across the theater steps. A big thank you for Jennifer Bonomo for the exceptional costumes.

Marcelle Papp, Paraeducator, wanted to encourage everyone to participate in the Fun Run on January 16, some of the proceeds will go to Mr. Clifton's cause.

17. Action on Items Removed from the Consent Agenda

Trustee Smith requested the Routine Personnel Report and minutes be removed from the Consent Agenda.

BEGIN CONSENT AGENDA

18. 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: Bowsher Second: Reusche Vote: 5-0

a) Approval of Minutes

Minutes of November 4, 2015

This item was removed. Trustee Smith want it recorded why she voted no to the Toyon Kitchen Project. The reason was although she believes we need a kitchen, she doesn't believe we need that expensive of a kitchen, so she had to vote no. She was not comfortable with spending that amount of money.

b) Routine Personnel Report , December 15, 2015

Trustee Smith said on Page 30, it shows an effective date for Brandy Fisher as before this meeting. Personnel Director Liz Stanko responded by saying typically, no, it's not normal, but this person was already approved by the Board to be hired as a substitute and now we have hired her into a true vacancy and an immediate need.

Motion to approve items a) and b), which were removed from the Consent Agenda:

Motion: Bowsher Second: Smith Vote: 5-0

CONSENT AGENDA – CONTINUED

c) Approval, Vendor Warrant Listings

The Vendor Warrant Listing was presented for review.

d) Approval of Donations – were presented

e) Approval of Bond Disbursements – No item presented

f) Report of Grant Awards – No item presented

g) Outside Contract Services

1. Shamrock Speech Therapy Services, Inc.

To provide professional Speech Therapy services for approximately 39 instructional, not to exceed \$25,000, January 11 through June 9, 2016. This is funded through the General Fund (already included in the budget).

h) Overnight Events

1. Toyon Middle School

a) 8th Grade Boys Basketball

To attend the 8th Grade Boys Basketball Tournament in South Lake Tahoe, CA, on January 15-17, 2016. Transportation will be by personal vehicles. Accommodations will be at a motel with coaches as chaperones. Funded by the TMS Boys 8th Grade basketball team.

2. Calaveras High School

a) CHS Wrestling

1) Vintage High School Girls Wrestling Tournament

January 7-9, 2016 in Napa, CA. Accommodations are still to be determined. Transportation will be CUSD vans. The chaperones will be coaches and parents. This is funded by CHS Wrestling.

2) Sierra Nevada Classic Wrestling Tournament

At the Reno Livestock Event Center, February 28-30, 2016. Accommodations will be at a hotel in Reno. Transportation will be CUSD vans. Chaperons will be teachers and coaches. This is funded by CHS Wrestling.

3) CIF State Girls Wrestling Championships

February 25-27, 2016 in Visalia, CA. Transportation will be CUSD vans. Chaperones will be teachers and coaches. Accommodations are still to be determined. This is funded by CHS Wrestling.

CONSENT AGENDA – CONTINUED

Overnight Events – Continued

4) Boys State Wrestling Championships

March 3-5, 2016 in Bakersfield, CA. Transportation will be CUSD vans. Chaperones will be teachers and coaches. Accommodations are still to be determined. This is funded by CHS Wrestling.

END CONSENT AGENDA

19. PERSONNEL

a) Certificated Report

Renetta Hale, teacher and VP of CUEA, said they had a very successful training with their CTA contact person Annie Aquino. After a year of advocating for students, the era of “No Child Left Behind” is gone. President Obama signed the Bill December 10 and the Senate overwhelmingly passed the Bill. Now there will be changes and we will not be so test driven.

b) Classified Report (Scott Grutzmacher)

Scott Grutzmacher, Shop Steward for CSEA, said he was going to thank Jeanie Kancianich and Madeline Perpignan for their time but they snuck out on us. They have some training coming up for lead custodians. The Paraeducators attended training in November, and there will be another one in the Spring with the date to be announced. He asked if they (Paraeducators) were eligible for reimbursement for classes when they go out of town overnight to training or conferences.

Marcelle Papp, Paraeducator, clarified that there is a Paraeducator Conference coming up, and it’s always very difficult to get funding. Superintendent Campbell said he is aware their unit has put in a request for consideration, but they have not had an opportunity to address it yet, but plan to do so. Ms. Papp said she was not aware of that.

Mr. Grutzmacher continued with his report. They have a new Food Service Manager at the high school. There has also been some training for school nutrition employees. They have to go to this new training plus get 10 hours each year of continued education. The lunch count at the high school is up. Maintenance has training for the new units at the Performing Arts Center. Half the crew will go to training with L&H, the company that installed and has all the knowledge on these new machines. Then eventually they will send the other half of the crew (HVAC units).

c) All Personnel - No Item Presented

PERSONNEL – CONTINUED

d) Classified Personnel

1) AB1200 Fiscal Disclosure for the Classified School Employees Association, Chapter 405

The AB 1200 is the financial document required to demonstrate fiscal solvency prior to any salary increase. A Public Hearing was held at the November 4, 2015 Board meeting and presented for public comment. It is requested the Board approve the AB 1200 as presented at the November 4, 2015 Board meeting.

President McDaniel said not only do they want to fulfill this agreement but there are also management confidential staff and administration that still need to be addressed as well.

Motion: Bowsler Second: Gustafson Vote: 5-0

e) Certificated Personnel - No item Presented

f) Management/Confidential/Supervisory - No item presented

20. CURRICULUM AND INSTRUCTION - No item presented.

21. BUSINESS

a) Bond Disbursements for the Performing Arts Center – Performing Arts Center

A report of bond disbursements was presented for review.

b) Approval of the First Interim Report, Criteria and Standards as of October 31, 2015

The First Interim Report, as of October 31, 2015, was presented for Board approval on a qualified certification. (This report is linked to the agenda online at www.calaveras.k12.ca.us.)

Trustee Smith asked what does a “yes” mean? Superintendent Campbell said it means you accept the report as presented. Trustee Smith said does that mean she accepts all the numbers are correct because she doesn’t know where they numbers came from. She asked if she would be accepting that it was given to her and explained to her. She doesn’t know what she is agreeing to. Superintendent Campbell said she is not agreeing to how we placed the money into the pieces of the pie are necessarily her priority, but what you are approved is that the numbers as presented by Fiscal Director Booth and the Business Department as of October 31, 2015 are accurate. That requires a degree of trust but through the annual cycle, the constant reporting, answering of questions, hoping we are able to close that gap so there is that degree of trust, that the numbers being presented and the additional external oversight by the county office and by the auditors would reflect the fact that the numbers are presented as accurate. He can’t make her believe them, so the district is asking for her approval that the report is accurate as submitted, but it’s an ongoing check and balance that exists to make sure that our practices and our data are accurate.

BUSINESS CONTINUED

Approval of First Interim Report, Criteria and Standards as of October 41, 2015 – Continued

Trustee Gustafson says he says not vote yes because he's not certain with leaving out chunks of information on the balance sheet.

Trustee Smith voted no because she has a problem with the Deferred Maintenance (not being budgeted).

**Motion: Reusche Second: Bowsher Vote: Yea: Bowsher, Reusche, McDaniel (3)
Nay: Gustafson, Smith (2)
Motion Carries**

22. POLICIES AND REGULATIONS

Copies of these policies and regulations were provided to the Board members in a separate packet and are linked online to this agenda at www.calaveras.k12.ca.us.

President McDaniel said the Board was provided these policies several weeks ago and asked if there were any questions. They will wait until next time.

The Board should notify Shirley Bell if there are any they wish to pull ahead of time.

Policy Overviews

First Readings

BP 0420	School Plans/Site Council
AR 0420	School Plans/Site Council
BP 1312.3	Uniform Complaint Procedures
AR 1312.3	Uniform Complaint Procedures
BP 4040	Employee Use of Technology
BP 4131	Staff Development
AR 4161.8	Family Care and Medical Leave
4261.8/4361.8	
BP 4212.31	Classified Employee Experience
BP 4231	Staff Development
BP 4362	Management Duty Days -- Vacation
AR 5121	Grades/Evaluation of Student Achievement
BP 5131.2	Bullying
BP 5148	Child Care and Development
AR 5148	Child Care and Development
BP 5148.2	Before/After School Programs
AR 5148.2	Before/After School Programs
BP 5148.3	Preschool/Early Childhood Education
AR 5148.3	Preschool/Early Childhood Education
BP 6163.4	Student Use of Technology
BB9100	Organization

POLICIES AND REGULATIONS – CONTINUED

First Readings - Continued

(Minor Revisions)

AR 5125.1	Release of Directory Information
AR 5145.3	Nondiscrimination/Harassment
AR 5145.7	Sexual Harassment
BB 9223	Filling Vacancies

23. Calendar of Events

Date	Event
December 21, 2015 to January 8, 2016	Winter Break – No School
January 23, 2016	Calaveras Performing Arts Center Grand Opening 3:00 p.m.
March 12, 2016	Education Foundation Gala
March 16, 2016	CUSD Band Festival, 6:00 p.m. – Performing Arts Center

CUSD - 2015 WINTER CONCERTS			
Date	School(s)	Time	Location
16-Dec	SAE * (note time change)	6:00 p.m.	CHS – Brown Gym
17-Dec	RRF	6:00 p.m.	RRF

Community Group Event Calendar

There is a Group Event Calendar. If you are planning a fundraiser or want to know when they are, you can request an event is posted or look up events by emailing the details to cusdgroupevents@custdents.net (include all details, contact information and any flyer in PDF format). This group event calendar is located on the CUSD website at www.calaveras.k12.ca.us.

23. Future Agenda Items

25. Next Meeting/Adjournment

The next regular meeting of the CUSD Board is scheduled for Tuesday, January 12, 2016. This meeting will be held at CUSD Administrative Offices, Board Room. Closed Session begins at 5:00 p.m. and Open Session begins at 6:00 p.m.

The meeting was adjourned at 8:35 p.m.

Mark Campbell, Superintendent
By Shirley Bell