

March 1, 2016

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** – The Board convened to closed session at 5:05 p.m.
7. **Reconvene to Open Session** – Open session reconvened at 6:30 p.m.
8. **Pledge of Allegiance/Roll Call** – President McDaniel led the Pledge of Allegiance. Superintendent Campbell took roll call. All board members were present. Trustee Smith joined closed session at 5:24 p.m.
9. **Report of Action taken in Closed Session**
Board President Reusche reported action was taken in closed session regarding:

Student Discipline Matters (Gov. Code 54954.5)

AHP 2015/16-02	Motion: Bowsher	Second: Reusche	Vote: 4-0 (Smith absent)
AHP 2015/16-03	Motion: Bowsher	Second: Reusche	Vote: 4-0 (Smith absent)
AHP 2015/16-04	Motion: Bowsher	Second: Reusche	Vote: 4-0 (Smith absent)

Adoption, Resolution No. 2015/16-15, in the Matter of the Release of Temporary Certificated Teachers

Motion: Bowsher	Second: Smith	Vote: 4 Yes (Smith, McDaniel, Bowsher, Reusche)
		1 No (Gustafson)

Motion Carries

Adoption, Resolution No. 2015/16-16, in the Matter of Non-reelection of Probationary Certificated Teachers

Motion: Bowsher	Second: Smith	Vote: 5-0
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10. **Superintendent's Comments**

Superintendent Campbell acknowledged the Board for their good work at the February 23, 2016 Board Study Session. It was a good study session focusing on governance. He believes moving forward as a governance teams strengthens them.

11. **Board Member Comments**

Sherri Reusche

Trustee Reusche welcomed everyone and said she is looking forward to the Robotics presentation. The kids are already getting anxious for spring break.

BOARD MEMBER COMMENTS – CONTINUED

Karan Bowsher

She gave a shout out to all of our elementary schools coaches. There was a wonderful article in the newspaper this week about Denise Mote and Karen Garcia, who have been coaching upcountry for many years. These coaches do this not only without pay, but usually put their own money in the pot so we can have sports programs at the elementary level.

Kelly Smith

Trustee Smith thanked everyone for coming to the meeting tonight. It means a lot of all of the Board members.

Gregory Gustafson – Trustee Gustafson had no comments.

Zerrall McDaniel

Board President McDaniel said she loves it when the room is packed, and thanked everyone for attending. She wanted to include a couple of things that are not on the calendar. Resilient Schools will be meeting again on March 11. Parent Appreciation Night is April 5. She is looking forward to hearing what our parent groups work so hard at doing and sharing their ideas with all of us.

12. **Board Business** – No item presented

13. **Celebrations, Recognition and Announcements**

a) **Robotics Program**

Jade Long, teacher at Toyon Middle School, gave an overview of the Robotics Program and how it integrates math, science, technology and language arts contents. It prepares students for an increasingly college and career-ready environment. Students learn creativity through project-based programs, using creative thinking and practical skills. Student Andrew Hutt addressed the Board stating that it is a good and challenging program. You have to be organized, know math and learn to be creative. Andrew and Trustee Bowsher demonstrated a Robot “Sumobot” competition.

14. **Presentations** – No item presented

15. **Correspondence**

- Letter from the Claudia Davis, Assistant Superintendent/Business Services, Calaveras County Office of Education, letter dated February 12, 2016, regarding the disclosure of the agreement with CSEA Chapter 405 and the District.

Claudia Davis, Assistant Superintendent/Business Services, of the Calaveras County Office of Education, said it is the role of the Board to determine the priorities of the District and where we want to spend our resources.

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.

Music Teacher Robert Wise wanted to remind everyone to attend the Districtwide Band Festival scheduled on March 16, 2016, in the Calaveras High School Flock Gym. The concert begins at 6:30 p.m.

BEGIN CONSENT AGENDA

17. CONSENT AGENDA:

Items on the Consent Agenda are considered routine and are approved with a single motion without discussion.

18. Action Items Removed from the Consent Agenda

The Board, staff, or members of the community may ask that items be taken off the consent agenda in order to make comments or ask questions.

XX No items were removed

a) Approval of Minutes

Minutes of February 9, 2016

b) Routine Personnel Report March 1, 2016

c) Approval, Vendor Warrant Listings

The Vendor Warrant Listing is presented for review.

d) Approval of Donations

e) Approval of Bond Disbursements – No item presented

f) Report of Grant Awards – No item presented

g) Outside Contract Services – No item presented

h) Overnight Events – No item presented

END CONSENT AGENDA

19. Action on Items Removed From the Consent Agenda – No items were removed from the Consent Agenda.

20. PERSONNEL

a) Certificated Report

Teacher Renetta Hale reported CUEA's last site rep meeting was on February 14. It was followed by Round Table, where they had a really good discussion concerning a lot of things across the board at all school sites – lack of subs and safety at all school campuses. Their next site rep meeting is March 16, which will be followed with another Round Table.

b) Classified Report

Melanie Hernandez, Office Assistant at Food Services, reported that they will be looking for another person to represent CSEA at the Board meetings because Mr. Grutzmacher is taking a water course (for wastewater certifications). They'll talk about this at their next Chapter meeting next Thursday. There was a Round Table meeting yesterday, but she has not been able to talk to anyone about it yet. They are looking forward to some of the items on the agenda tonight.

c) All Personnel - No Item Presented

d) Classified Personnel

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

The AB1200 is the financial document required to demonstrate fiscal solvency prior to any salary increase. A Public Hearing was held at the February 9, 2016 Board meeting and presented for public comment. It is recommended the Board approve the AB 1200 as it was presented on February 9, 2016.

Motion: Bowsher Second: Smith Vote: 5-0

2. Classified School Employees Association, Chapter 405, and Calaveras Unified School District Tentative Agreement

CUSD is continuing implementation of the March 26, 2015, 2014-15 Public Employees Relations Board (PERB) negotiated and ratified agreement. CSEA and CUSD entered into another Tentative Agreement outlining the process for continued implementation. This TA was presented for review at the February 9, 2016 Board meeting. It is recommended the Board approve this Tentative Agreement.

Motion: Bowsher Second: Smith Vote: 5-0

Trustee Bowsher said she is sorry it took so long to get to this point. and while she believes this is the right direction and what we morally need to do, it does not come without a little bit of cost down the road, or a lot of cost down the road. This is not anyone's fault. We will have to be very conscientious fiscally.

PERSONNEL - CONTINUED

Classified Employees – Continued

Trustee Smith said there were contractual obligations and agreements that brought us to this point. Personally she doesn't feel like we have much choice. It's only fair and right to do this for the classified staff due to those contractual arrangements and agreements. They all (the Board) take this very seriously and there will be cost down the road, but we have to do what's right by the classified staff.

3. Approval of Classified Employee Salary Schedules

a. 2016/2017 Classified Employee Salary Schedule

Motion: Bowsher Second: Reusche Vote: 5-0

b. 2016/2017 Paraprofessional Salary Schedule (32)

Motion: Bowsher Second: Smith Vote: 5-0

4. Presentation of the Initial Proposal from Calaveras Unified School District to the California School Employees Association, Chapter, 405, for the 2016/17 Successor Agreement

The current collective bargaining agreement between the Calaveras Unified School District (CUSD) and the California School Employees Association (CSEA), Chapter 405, will expire on June 30, 2016. This proposal is being presented for initial disclosure to the public to allow for public comment prior to the start of negotiations.

Accounting Assistant Vikki Lacey addressed the Board, as the Board is being presented the sunshine negotiation items for CSEA and CUEA. Ms. Lacey is in the "Classified Confidential Employee's" unit, which is unrepresented. This unit consists of 5 employees. When the teacher's unit received their ongoing compensation package at the start of the 2014-15 school year, so did the unrepresented ROP teachers, who work off a separate salary schedule and are not members of CUEA. Their Classified Confidential unit respects the Board's prioritization for the implementation and completion of the CSEA negotiated package but wish to remind the Board their unit has not yet received any type of compensation for salary or benefit increases for the 2014-15, 2015-16, or moving into the 2016-17 fiscal school years. As such, they would like to request the Board give the Classified Confidential unit some assurance they will support them at the same level of recognition and commitment demonstrated for CSEA and CUEA and prioritize awarding them increases to salary and benefit packages before any other represented or unrepresented unit receives any further financial compensation.

PERSONNEL - CONTINUED

e) Certificated Personnel

1. Presentation of the Initial Proposal from the Calaveras Unified Educators Association to Calaveras Unified School District for the 2016-2017 Negotiations

The current collective bargaining agreement between the Calaveras Unified Educators Association (CUEA) and the Calaveras Unified School District (CUSD) expired on June 30, 2015 and remains in full force and effect until such time as a Successor Agreement is ratified by both CUEA and CUSD. This proposal is being presented for initial disclosure to the public to allow for public comment prior to the start of negotiations.

There was no public comment.

2. Presentation of the Initial Proposal from the Calaveras Unified School District to the Calaveras Unified Educators Association for the 2016/2017 Negotiations

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There was no public comment.

3. Tenure Awarded Effective the 2016/2017 School Year

It is recommended the following certificated individuals be awarded tenure on their first working day in the 2016/2017 school year:

Kathleen Bales	Audrey Biehle	Jaime Trassare
Lynn Daniel-Ceja	Heather James	
Shannon Kelaita	Annette Lamica	
Tammy Lisk	Jennifer Pettitt	

Trustee Gustafson would like these to be presented to the Board individually. This format doesn't give them a chance to look at them individually.

Trustee Smith said it bothers her she doesn't know any of them personally. It would be nice in the future to have a little information before she's asked to vote.

Trustee Reusche clarified that the administrators observe and evaluate these teachers. There are a lot of steps that each teacher fulfills in order to get to this point. The Board's job is to ratify them. She doesn't want it to appear they have lumped everything together and the Board is just swiping the slate clean. There is a substantial process that occurs for these teachers to get to this point.

Board President McDaniel said all of these teachers, and a counselor, have been recommended for tenure, so that's what they (the Board) are doing.

Motion: Bowsher Second: Reusche Vote: 5-0

PERSONNEL – CONTINUED

Certificated Personnel - Continued

4. Job Share at Toyon Middle School for the 2016/2017 School Year

Teacher Julie Renberg is requesting a job share with Marquita Williams for the 2016-2017 school year, with Julie working 67% and Marquita working 33%. It is recommended the Board approve the job share request.

Motion: Bowsher Second: Smith Vote: 5-0

5. Approval of Retirement

Calaveras Unified Teacher Teresa Fasola submitted her letter of retirement effective June 10, 2016. Recommendation: Approve retirement

Motion: Bowsher Second: Reusche Vote: 5-0

e) Management/Confidential/Supervisory

1. Approval, Certificated Management Employee Contracts for 2016-2017

It is recommended the following certificated administrators be reaffirmed for employment as administrators in the district for the 2016/2017 school year:

Michelle Besmer	Tierra Crothers
Andrew Gardner	Kathy Griggs
Amy Hasselwander	Angela Howard
Jan Kendall	Rene Malamed
Lisa McInturf	Matthew Medellin
Michael Merrill	Kristie Starkovich
Ric Stitt	

Trustee Gustafson had the same comment again as for the tenured group. During the Study Session they had a discussion regarding the Board requesting personnel files. They were given a response on how the Board has to conduct themselves when requesting files. He believes that he and Kelly Smith would like the opportunity to see the files if they had any questions about any individuals so it's not just a bulk appointment. They were told they need to request it through the Board President, then to the Superintendent and if all the Board members wanted to see it, then they could look at the file as a Board. He doesn't think they are being fully granted their due process.

Trustee Reusche said they do have to abide by the AR 4112.6 which tells them when they have the right to look at a file. Usually it is a "need to know."

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Trustee Bowsher asked Trustee Gustafson whether or not he asked for a file and was denied. Trustee Gustafson said he did not in this case. Trustee Bowsher said she believes that's what they discussed at the recent study session. They could ask Board President McDaniel to have it at closed session so they could all look at it at that time.

Trustee Smith said there has been some communication since then stating they would be given sections of the files. Trustee Reusche said it is Education Code and not just somebody's opinion.

Trustee Smith remembers last year asking if they could receive a little summary on these individuals.

Superintendent Campbell reminded the Board that on July 21 he presented them with an overview of every administrator on this list. It included areas of strengths and areas and challenges they are working on in their evaluation. He also emailed to the Board two weeks prior to that meeting in July 2015. He informed them that when he had the evaluations completed he would send them to them in advance of closed session and in closed session they would discuss his evaluation of his team. He would hold this team up against anyone, anywhere. The information was brought forward, but if at any point in time during the year there are concerns, real or perceived, with his administrative team, he would welcome the opportunity have that conversation in closed session. However, next time he email the information to for a second review a little closer to the vote.

Motion: Bowsher

Second: Reusche

**Vote: 4 Yes (Bowsher, Reusche,
McDaniel, Smith)
1 Abstain (Gustafson)**

Motion Carries

21. CURRICULUM AND INSTRUCTION - No item presented

22. BUSINESS

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

A report of bond disbursements is presented for review.

b) 2nd Interim Report

The 2nd Interim Report will be posted to the website on March 1 for review/preview. Fiscal Director Cassandra Booth will give a presentation on the 2nd Interim Report at the March 15, 2016 Board meeting, at which time the Board will vote on the acceptance of the report.

23. 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.

Policy Overviews

First Readings

AR 3270	Sale and Disposal of Books, Equipment and Supplies
BP 3270	Sale and Disposal of Books, Equipment and Supplies
AR 3311	Bids
AR 4112.23	Special Education Staff
AR 4219.11	Sexual Harassment
AR 5112.2	Exclusions from Attendance
BP 6190	Evaluation of the Instructional Program

Minor Revisions

BP 0200	Goals for the School District
AR 0420.4	Charter School Authorization
AR 0460	Local Control and Accountability Plan
BP 0500	Accountability
BP 3100	Budget
AR 4161.11	Industrial Accident Illness Leave
AR 6145.2	Athletic Competition
BP 6151	Class Size
BP 6170.1	Transitional Kindergarten

24. Calendar of Events

Date	Event
March 10	Job Fair – Delta College - San Andreas Town Hall, 4-8 p.m.
March 12, 2016	Education Foundation Gala – email pstout@calaveras.k12.ca for tickets \$55 per ticket, held at the San Andreas Town Hall
March 16, 2016	CUSD Band Festival, 6:30 p.m. – CHS – Flock Gym
May 18, 2016	Fine Arts Day – Jenny Lind Elementary, begins at 7:45 a.m.

Parent Appreciation is the April Board meeting.

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.

25. Future Agenda Items

CUSD BOARD MINUTES

March 1, 2016

26. Next Meeting/Adjournment

The next regular meeting of the CUSD Board is scheduled for Tuesday, March 15, 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.

There is a Board Study Session scheduled for Saturday, March 19, 2016 from 9:00 a.m. to 1:00 p.m. This session will be held at the CUSD Administrative Offices, Board Room.

Board President McDaniel adjourned the meeting at 7:17 p.m.

Mark Campbell, Superintendent
By Shirley Bell