

BEAR VALLEY UNIFIED SCHOOL DISTRICT
MINUTES OF A REGULAR BOARD MEETING
HELD ON MARCH 2, 2011, SCHOOL DISTRICT OFFICE

Present: Mrs. Beverly Grabe
Mr. Randall Putz
Dr. Kenneth Turney
Dr. Al Waner

Absent: Mr. Paul Zamoyta (joined meeting at 6:42 p.m.)

Also Present: Terry Planz Bonnie South
Judi Bowers Debi Burton
Gail Hastain Sue Reynolds
Dr. Reynolds Meagher
BBHS Students

Mr. Putz called the meeting to order in President Zamoyta's absence at 5:24 p.m.

Mr. Putz called for a motion to adopt the agenda for this meeting. Motion by Mrs. Grabe to adopt the agenda for this meeting. Second by Dr. Waner. Motion was amended pulling item 12-a from the Consent Calendar including an addendum item and moving both items to Section 13 item e. Mrs. Grabe moved to adopt the agenda for this meeting including the amendment. Second by Dr. Waner. Mr. Putz called for the vote. A vote in favor of the motion was unanimously approved.

M10-11-204

Mr. Putz called for Public Comment on Closed Session Agenda Items. Hearing no request to comment from the public, Mr. Putz adjourned the meeting to a Closed Session at 5:26 p.m.

Closed Session

Closed Session:

Pursuant to Government Code 54957.6: Conference with Labor Negotiator. Agency Negotiator: Mr. Tim Larson, Director of Personnel/Educational Services. Organizations: Two Bargaining Unites: CSEA Chapter #415 and B.V.E.A.

Conference with Legal Counsel – anticipated litigation Pursuant to Government Code Section 54956.9 (c) – one case.

Pursuant to Government Code 54957: Public Employee Discipline/Dismissal/Release – Resolution Numbers 10-11-011 and 10-11-014.

Mr. Putz called the meeting back into Open Session at 6:30 p.m. in President Zamoyta's absence. Open Session

Mr. Putz called for a moment of Silence followed by the Pledge of Allegiance.

Mr. Putz reported the following action took place during the Closed Session:

In closed session, the Board took action to non-reelect Employee No. 10-11-002, a probationary certificated employee, pursuant to Education Code section 44929.21 (b), effective at the end of the 2010-2011 school year. The Board directed the Superintendent or his designee to send out appropriate legal notices. The roll call vote was unanimous as follows:

Ayes: Mrs. Grabe, Mr. Putz, Dr. Waner, Dr. Turney

Noes: None

Abstentions: None

Absent: Mr. Paul Zamoyta

Also in closed session, the Board took action to release the following administrative employee from the indicated positions and reassign them to the classroom pursuant to Education Code section 44951, effective at the end of the 2010-2011 school year, and directed the Superintendent or designee to send out appropriate legal notices. Employee EMP10-11-002, Principal. The roll call vote was unanimous as follows:

Ayes: Mrs. Grabe, Mr. Putz, Dr. Waner, Dr. Turney

Noes: None

Abstentions: None

Absent: Mr. Paul Zamoyta

Sam Swanson reported on a visit from the Distinguished School Committee on March 1, 2011. This committee was at BBHS to validate the report that was submitted. The committee members seemed impressed with BBHS and what BBHS is doing. Sam stated it looks likely we will be a Distinguished School. This prepares the school for the WASC Committee when they visit in a few weeks. Sam reported on Winter Sports. Also, a blood drive will be held at the school on March 4th. Boot Camp class for

Student Rep.
Report

10th grade students who will be taking the CAHSEE was explained. Sam reported on Winterfest which consists of an assembly on March 18th (all present were invited to attend) and the dance scheduled for March 19th. The All District Music Festival is scheduled for March 22 and 23, 2011. BBHS applied for the Every 15 Minutes activity which will hopefully take place on June 1 and 2, 2011.

Evan Kerby reported on a WASC Team that will visit CT during the 2011-2012 school year. This Team will evaluate CT to see if the school is following the action plans developed in 2008-2009. CT staff members have started working on a self study document.

At 6:39 p.m. Mr. Putz asked if any cards had been submitted requesting an opportunity for a member of the public to make comments to the Board. No cards were submitted requesting an opportunity to address the Board, therefore, Mr. Putz closed the Hearing Section at 6:40 p.m.

Hearing Section

Dr. Tashjian introduced Mrs. Gail Hastain, Supervisor of BVUSD's Transportation Department.

Community/Staff
Presentations

President Zamoyta joined the meeting at 6:42 p.m.

Mrs. Hastain presented a report on the Transportation Department and reviewed accomplishments of the department as well as what is involved in a terminal inspection. Mrs. Hastain reviewed the department challenges, budget, and AQMD requirements. Mrs. Hastain talked about CNG and the opportunity of a permanent fueling station. If this occurs, the two buses we used for testing would be returned back to BVUSD. BVUSD will be applying for a grant for this permanent fueling station. Mrs. Hastain reviewed the FCC Narrow Banding requirements as well as the proposal for BVUSD. An update on the shop was provided and topics related to training were presented. A question was asked if BVUSD is aware of other districts that are charging for bus service. Mrs. Hastain answered that just about every other district charges for bus service. Charges are only to offset encroachment. Mrs. Hastain added that her department is applying for every grant that is available to us.

A question was asked regarding where the funds will come from to purchase the radios required to meet the FCC requirement. Mr. Con explained it is in the current year budget and the radios are for district wide use. Mrs. Hastain added it is a mandated requirement from the FCC. A question was asked for an estimated figure to update all the buses by 2014. Mrs. Hastain explained it will depend on the grants and what the District decides to do with transportation. A comparison of the cost of CNG fuel to diesel fuel was discussed. Mrs. Hastain stated last year, there was a \$7,000.00 increase in fuel use. CNG mileage depends on how many tanks are on every bus and what size the tanks are. The AQMD is not giving us a choice; we have to go with CNG. Discussion took place regarding a CNG fuel hub. This is driven by district boundaries. The professionalism of the Transportation Department was noted. A question was asked regarding the cost of transportation from Fallsvale. Mrs. Hastain stated they are currently doing an analysis of that. The issue of charging for bussing came up. Dr. Tashjian stated we have not looked at charging at this point. There are two factors; you can not charge students who are on the free and reduced program and we have a high percentage of those students in Bear Valley. Also, our encroachment is low and, if we charge, we may go above the encroachment. We are looking at ways to reduce the cost of transportation.

Dr. Tashjian, as the advisor to the County Superintendent of Schools, reviewed the timelines for the initial group meetings with members of the community regarding needs of the district and qualifications of the new superintendent. Following these meetings, a draft brochure was developed. This brochure was reviewed by the Board. If any board member has comments or remarks regarding the brochure, please let Dr. Tashjian know. Dr. Tashjian reviewed salaries of superintendents in districts comparable to BVUSD. Salary for our new superintendent was discussed along with incentives and recruitment opportunities. A four to one consensus was reached on the discussed revisions to the brochure. Discussion took place regarding a possible closed session reception for the candidate and board. This would be part of the interview process. The position will be in EdCal on Monday, March 7th and posted in the March 14, 21, and 28 issues.

President Zamoyta called for a break at 8:32 p.m.

President Zamoyta called the meeting back to order at 8:41 p.m.

Board Member Comments:

Information Section

Mrs. Grabe reported on her attendance to the All County Spring Performance/Honor Orchestra.

Mr. Putz stated he enjoyed the Lighthouse Program Community Forum and the presentation to the District. He also attended the lunch for Distinguished Schools where he heard of the Malcom Baldrige award. Mr. Putz had heard of this award in the business setting but not in education. This award is given to the best organization of the Country by the President of the United States. Mr. Putz thinks it would be interesting, when we get to that point, to perhaps look at our criteria as we move toward strategic planning. Mr. Putz asked what resources are available from the County to assist us with our strategic planning. Dr. Tashjian stated we can make a request for someone from the County to be a facilitator.

Dr. Turney stated a few weekends ago, 15 or 16 students traveled to Las Vegas for singing and they did a tremendous job. Dr. Turney reported enjoying the presentation by Ian Jukes as well as the dinner the night before and stated he has had great feedback from the entire community. Dr. Turney feels what Mr. Wood did was great; thank you to Mr. Wood and the Lighthouse Project. Dr. Waner reported attending the Distinguished Schools lunch which provided him an opportunity to visit the high school as well. Dr. Waner will send an e-mail to other Board Members regarding the Steven G. Mihaylo Newsletter.

President Zamoyta reported on his attendance at the Distinguished Schools interviews and how he was lucky enough to be present when the students were interviewed. It was very impressive to see and hear the questions the students asked.

Superintendent Comments:

Dr. Tashjian discussed a revised Board Meeting calendar. Each Board Member received a copy of this calendar. Dr. Tashjian commented on the Ian Jukes presentation stating it was an excellent session and a wonderful gift from the Lighthouse Project and Mr. Wood. Dr. Tashjian is very interested in the free resources Ian Jukes has developed.

Cabinet Reports:

Mr. Larson reported on his attendance at the Curriculum and Instruction conference where Mr. Doug Reeves' speech focused on morale imperative. Also discussed was Sanger USD being one of the first 98 schools in program improvement and how this forced them into change. Everything Sanger USD did to get out of program improvement, we are currently doing in Bear Valley. Mr. Larson also commented on how Bear Valley can begin using the competencies from Ian Jukes.

Dr. Tashjian recommended approval of the Consent Calendar items b, c, and d (item a was moved to the Administrative Report during the adoption of the agenda). President Zamoyta called for a motion to approve the Consent Calendar. Motion by Mr. Putz to accept a donation to Big Bear Elementary School from Ms. Alisa Armstrong of Big Bear Lake of 14 cases of copy paper, toner, and dry erase markers for every teacher and classroom; Payment Report for batches 0242 through 0255; Purchase Orders 110775 through 110790. Second by Dr. Turney. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

Consent Calendar

M10-11-205

President Zamoyta called for a motion to approve the Second Reading and Adoption of Board Policies 0000, 1000, and 2000. Motion by Dr. Waner to approve the Second Reading and Adoption of Board Policies 0000, 1000, and 2000. Second by Mr. Putz. Discussion followed where Mr. Putz commented on a signification part in these policies on strategic planning. The question was asked under what circumstances can volunteers help within the classroom and when they can not. Mr. Larson explained how some districts were letting classified employees go and replacing them with volunteers. This policy addresses that issue. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

Administrative
Report #10-11-009
M10-11-206

President Zamoyta called for a motion to approve the deletion of Administrative Regulation 1150. Motion by Dr. Turney to delete Administrative Regulation 1150 Commendations and Awards. Second by Mrs. Grabe. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

M10-11-207

President Zamoyta called for a motion regarding the 2011 CSBA Delegate Assembly Election. Motion by Dr. Waner to nominate all six candidates to the 2011 CSBA Delegate Assembly. Second by Mrs. Grabe. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

M10-11-208

President Zamoyta opened a Public Hearing regarding B.V.E.A. Proposal for Negotiations at 9:16 p.m. Hearing no request from the public to comment, President Zamoyta closed the public hearing at 9:17 p.m. Negotiations may begin March 3, 2011.

Public Hearing

Dr. Tashjian reviewed the reason why the request for approval of Overnight Field Trips was moved from the Consent Calendar to the Administrative Report. In addition to the two field trip requests listed, we have an opportunity that was just received regarding the 6th grade Science Camp Field trip at Baldwin Lane Elementary School. The original cost was \$300.00 per student. A call was received that one of the parents at BLES works at the Science Camp in Angelus Oaks and was able to get the cost down to \$112.00 per student because they had a cancellation. However, in order to take advantage of the lower cost, BLES needed to make the reservation this week. President Zamoyta called for a motion to approve Overnight Field Trips. Motion by Dr. Waner to approve Overnight Field Trips for the BBHS Performing Arts Department to participate in the Forum Music Festival on April 8-9, 2011 in Fullerton and Anaheim, California; BBHS Concert and Jazz Bands to participate in the Music in the Park Competition on May 12-15, 2011 in San Francisco, California; BLES 6th Grade Students to High Trails Outdoor Science School April 12-15, 2011 in Angelus Oaks, California. Second by Mr. Putz. Discussion followed where Dr. Turney noted many parents are not able to pay the \$112.00. Dr. Tashjian stated BLES will conduct fundraising activities and they feel they will be able to raise the entire amount. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

M10-11-209

Mrs. South commented that she has a real problem with the request to approve a purchase order for Alpine Resort Rentals when the district is laying off people. Someone took a job and this is what the job is; you are commuting. The district can spend money for someone to stay in a hotel when you are laying off people just because it is a little longer drive for that person. Dr. Tashjian explained the purchase order for Mr. Renzi and that it is due to the damage to highway 330 which closed down just after Mr. Renzi was hired. The cost of the hotel will come from restricted funds in the cafeteria account. These funds can only be used for food service; it will have no impact on the District's Unrestricted Budget. Dr. Tashjian reviewed Mr. Renzi's resume and recommended approval of the purchase order. President Zamoyta called for a motion to approve purchase order number 110713 in the amount of \$2,652.00 to Alpine Resort Rentals. Motion by Mr. Putz to approve purchase order number 110713 as noted above. Second by Mrs. Grabe. Discussion followed where Mr. Putz noted the comments he is getting from people is "what are you thinking" and they are pretty consistent. For Mr. Putz, personally, there is a bigger picture involved with this; it is important to look at what kind of precedent it sets; how it impacts the ability of the Superintendent and Board to do their job as well as the relationship between the Superintendent and the Board. Ultimately, is it better for our children. If spending \$2,000.00 will make a significant difference in the health of our children, that is the biggest issue. Mr. Putz struggles with the fact that Dr. Tashjian feels this is in the best interest of our District. Mr. Putz has very mixed feelings about this and is torn by what it appears on the surface and what a lot of people are thinking. Mrs. Grabe stated there have been many employees over the years that have not lived in Big Bear and asked if we have a responsibility to all of them if the road is closed. At the same time, she agrees; we have hired Dr. Tashjian as our advisor and he has the knowledge and expertise but she has a hard time with this. Dr. Tashjian stated this does happen and an example is his own contract. Dr. Tashjian had heard comments from the Board Members and Staff for the need to look critically at the Food Service program and how nutritious it is. When you do a search, you make sure you look for a person who will be able, by the end of this year, to bring a proposal to the Board as to how we will revamp the

M10-11-210

Child Nutrition Program in the District. We were not expecting someone like Mr. Renzi to be in our application pool. Dr. Tashjian was convinced he is the one who can deliver what the Board and community have been looking for. When highway 330 had this problem, Mr. Renzi was faced with this dilemma. Dr. Tashjian felt it was necessary to accommodate him with limited funds and for a limited time in order to obtain the outcome the Board is looking for. Mrs. South stated when the road was washed out for two years, the Superintendent in Apple Valley lived in Big Bear and he drove down every day; he did not stay overnight in a hotel. Mrs. South added it is awful you are paying for this when you are cutting people. Dr. Waner stated this has been difficult for him from the beginning. He agrees Mr. Renzi took the job knowing where he would be driving from. President Zamoyta asked how many employees we have that travel up the hill for work? We do not have an exact number at this time; you have to weigh who it affects – the Food Service Program and our students. Can this person make this much money back for us? It is a difficult decision. Dr. Turney stated this has been on our minds for a few weeks and he has thought about it almost constantly. Years ago when there was a concern regarding Food Service, the District hired Marriott and they did a superb job. His concern is did we consider another company? There has been at least one request in the past for additional funding for a teacher to travel and the Board turned it down. He understands the other routes are longer. You will have to live with the precedent you set. The primary bottom line concern is for the kids. Dr. Turney asked, why didn't we look at a company like Sodexo? He understands the drive and qualifications of Mr. Renzi but a deal was a deal; he almost feels he can not support it. President Zamoyta asked what the District's monetary obligation is through the end of the month? Dr. Tashjian stated \$300.00 to \$500.00. Mr. Putz stated the issue is it is not fair for all of the other people who have to drive; people want to be treated equally. Is it relevant to the issue at hand? What is the public perception? Ultimately, it is what is best for kids? Mr. Putz does think a \$2,000.00 investment could be a worthwhile investment and it could make sense. But, he does not know that is the way it will end up going. It is troubling because we have so many bigger issues. We need to address the perception issue. What will happen if we do not approve this tonight?

Dr. Tashjian stated there is a level of obligation as the Superintendent within the contract structure that he made the commitment in order to start the services. Based on that commitment, there are implications for the District. There is also the implication that if we withdraw this, we could lose Mr. Renzi. This is an assumption; there was no threat. His contract has not changed other than what was offered verbally in terms of the two nights per week at the hotel. Mr. Putz stated we could lose Mr. Renzi and still be liable for the commitment Dr. Tashjian made. Discussion took place regarding retroactive approval. This was brought up due to Dr. Tashjian's diligence to be transparent. What happens in circumstances like this? Dr. Tashjian stated we would have to negotiate with both entities on how to reverse the commitment; we will deal with whatever decision is made. Dr. Tashjian still stands on his recommendation that this is in the best interest of the children and the district. Mr. Putz asked Dr. Tashjian how he should respond if asked what he was thinking regarding this decision. Dr. Tashjian stated he has served as a Governing Board Member for 12 years. He would suggest responding we have hired a chief executive officer to run the business and that person made a recommendation to the Board and we hold him accountable for his decision. If this is disapproved, then it goes back to the drawing board and we will deal with ramifications and pending consequences. The difference is the impact on the child comes down to \$1,200.00 to \$1,500.00. Dr. Tashjian stated support of this recommendation is support for the children of this District. The quality of service we are already receiving from this individual is very high. President Zamoyta stated Dr. Tashjian chose to take this item separately and in the spirit of transparency. President Zamoyta asked if Mr. Renzi might make a decision not to stay if this does not pass? Dr. Tashjian stated we would give him a very logical and acceptable reason to see him out of here and losing him would be a loss of a great find. President Zamoyta called for the vote. A vote of one Aye (Mr. Putz) and four Noes (Dr. Turney, Dr. Waner, Mrs. Grabe, President Zamoyta) was heard. Motion failed.

Dr. Tashjian recommended the approval of the Certificated Personnel Report.

Mr. Larson reviewed Resolution Number 10-11-015 to reduce particular kinds of certificated services. President Zamoyta called for a motion to approve this resolution. Motion by Mrs. Grabe to approve Resolution Number 10-11-015 to reduce particular kinds of certificated services. Second by Dr. Turney. Discussion followed where President Zamoyta commented on receiving many calls on the last item but he received no calls on this item when it affects teacher's jobs. Mrs. Grabe stated this is heartbreaking as it is people's lives and no one is here at the meeting to speak about it. Mr. Putz stated no one sent 20 e-mails about this item. President Zamoyta stated it is the overall picture of our district. Mr. Putz stated being amazed about all the challenges of being a board member; to be in the position of constant cutting is horrific then the issue with the last agenda item and all the responses that got; in some ways it is not surprising. For him, it sets a different kind of precedent and to him it has a lot of ramifications with this issue of allowing the superintendent to do their job and hold them accountable for it. We need to create an environment where the next superintendent would feel empowered. Mr. Putz asked if we are done with these notifications. Mr. Larson answered no. These notices are a given. However, if students show up in July, we will have to hire teachers back. Mr. Larson explained how he does not staff on the high side; he has to staff on the low side. These 11 positions we anticipate being gone. Mr. Putz asked if there was any opportunity to save any of these positions. Mr. Larson answered the State is only taking more away and we do not see them sending more money our way. The best case scenario would be if the tax initiative passed. President Zamoyta stated as far as the Governor's proposal, if the measure passes, we are still worse off by \$50,000.00. Mr. Larson stated if it does pass, some of this goes away but we have the March 15th notification window. Mr. Putz asked how many FTE's have we reduced over the years? Mr. Larson answered 32 or 20%. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved.

M10-11-211

Dr. Tashjian commended the Board on this very difficult heart wrenching decision they made. He knows it was difficult to take action contrary to his recommendation. Dr. Tashjian commended the

healthy conversation the Board had and he supports the Board's decision 100%.

Dr. Tashjian recommended the approval of the Classified Personnel Report.

President Zamoyta called for a motion to approve the Classified Personnel Report. Motion by Dr. Turney to approve as district drivers to drive students on field trips and other school related activities for the 2020-2011 school year (Joe Henderson/Teresa Clarke/Cheryl Furniss/Al Waner/Manual Marquez/Shelly Egerer/Diane Thompson/Susan Elliott/Kyle Walker/Edy Nelson/John Powers). Second by Mrs. Grabe. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved. M10-11-212

President Zamoyta called for a motion to approve the elimination of the ROP Coordinator Position. Motion by Dr. Waner to approve the elimination of the ROP Coordinator Position. Second by Dr. Turney. President Zamoyta called for the vote. A vote in favor of the motion was unanimously approved. M10-11-213

President Zamoyta asked for suggestions for future meeting agendas. Mr. Putz would like to explore the strategic planning process specifically how we can look into that or figure out how to look into that process. Also, the 21st Century Fluencies and how we start working on making that happen. Dr. Waner commented the strategic planning process is critical that the people involved become part of the decision process regarding the strategic plan. Our biggest priority right now is hiring a superintendent. We should keep these items in a file then, when the new superintendent gets here, we can move on them. Mr. Putz stated we could start with focus groups now. Those take time. Dr. Tashjian stated we can look at what is the process of developing a plan. It was suggested we should have a session to talk about strategic planning in steps. It would be good if we can get a commitment from someone at the County to participate now as well as after the new superintendent is hired. Dr. Turney would like to set up some programs for the students and parents to emphasize how good sleep, nutrition, and exercise improve test scores; just give parents a guideline; instant recess in the classroom.

President Zamoyta adjourned the meeting at 10:28 p.m.

Secretary

Clerk of the Board