

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A BOARD WORKSHOP MEETING  
HELD ON FEBRUARY 19, 2014, SCHOOL DISTRICT OFFICE

Present: Mrs. Beverly Grabe  
Mr. Randall Putz  
Dr. Kenneth Turney  
Dr. Alfred Waner  
Mr. Paul Zamoyta

Absent: None

Also Present: Mr. Kurt Madden  
Mr. Walter Con  
Mrs. Tina Fulmer  
Mr. Scott Waner  
Dr. Lisa Waner  
Mrs. Bonnie South  
Mr. Mike Chatham  
Mrs. Melinda Peterson  
Mr. Kevin Amburgey  
Mrs. Lisa Hahn  
Mrs. Dena Arbaugh  
Mr. Jeremy Little  
Mr. Manny Marquez  
Mrs. Linda Oymaian  
Ms. Ugo  
Mr. Terry Planz  
Elementary Teachers  
Mrs. Judi Bowers

President Turney called the meeting to order at 5:45 p.m.

Open Session

President Turney called for a motion to adopt the agenda for the meeting.  
Motion by Dr. Waner to adopt the agenda for the meeting. Second by Mr.  
Putz. President Turney called for the vote. Said motion was approved by the  
following roll call vote:

Adoption of  
Agenda  
M13-14-220

AYES: Grabe, Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Zamoyta

President Turney called for Public Comment on Closed Session Agenda Items. Hearing no request to comment, President Turney adjourned the meeting to a Closed Session at 5:47 p.m.

Mr. Zamoyta arrived at 5:52 p.m.

Pursuant to Government Code 54957.6: Conference with Labor Negotiator: Agency Negotiator: Mrs. Tina Fulmer, Director of Personnel/Educational Services. Two Bargaining Units (B.V.E.A. and CSEA Chapter #415). Closed Session

President Turney called the meeting back into Open Session at 6:36 p.m. President Turney reported no action was taken during the Closed Session. Also noted was the need for the Governing Board to return to Closed Session following the Open Session. No action will be taken. Open Session

All present participated in a Moment of Silence and the Pledge of Allegiance.

President Turney opened the Hearing Section for Public Comment at 6:37 p.m. Hearing no request from those present to make Public Comment, President Turney closed the Hearing Section at 6:38 p.m. Hearing Section

President Turney called for a motion to approve the Consent Calendar. Motion by Mr. Zamoyta to approve and Interdistrict Transfer Request for one Kindergarten student residing in the Yucaipa Unified School District to attend school in the Bear Valley Unified School District (Fallsvale Elementary School) and to approve the Second Reading and Adoption of the Single Plans for Student Achievement for all BVUSD School Sites. Second by Mr. Putz. President Turney called for the vote. Said motion was approved by the following roll call vote: Consent Calendar M13-14-221

AYES: Grabe, Putz, Turney, Waner, Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

President Turney called for motions to approve the Administrative Report. Mr. Madden announced B.V.E.A. Negotiations and the Public Notification of the B.V.E.A. Proposal. This proposal will be sunshined until March 5, 2014. Admin. Report #13-14-013

Mr. Madden announced the Public Notification of the District Proposal regarding B.V.E.A. Negotiations. This proposal will be sunshined until March 5, 2014.

Mr. Madden announced CSEA Chapter #415 Negotiations and the Public Notification of the CSEA Chapter #415 Proposal. This proposal will be sunshined until March 5, 2014.

Mr. Madden announced the Public Notification of the District Proposal regarding CSEA Chapter #415. This proposal will be sunshined until March 5, 2014.

Motion by Mrs. Grabe to approve the Second Reading and Adoption of the Site Safety Plans with the revisions noted on the posted agenda. Second by Mr. Putz. Discussion followed where Mrs. Grabe stated these plans are great with a lot of information; how is this information disseminated to staff? Mrs. Grabe asked the principals who were present how they get this information to the staff. Mrs. Hahn stated her staff looked at the entire plan at a site council meeting and they will review again at the beginning of the next school year. Mrs. Grabe asked if they all understand what their roll is in these. Mrs. Hahn answered yes; it was always in place now it is documented. Mr. Waner stated evacuation and drills they practice with and without students but there are parts they do not look at often. Mr. Amburgey stated 95% of the plan does not change year to year; he reviews with new staff. The big part is the disaster part and they do review that regularly. Mrs. Grabe stated the reason she is asking is she knows how difficult it is to have to do them to really stress the importance of this. We really have to do these things well. She emphasized with principals and teachers when it comes to absorbing this information, you have to practice it three times. Mrs. Peterson echoes what other principals have already stated and stated Baldwin Lane has monthly practices. Mrs. Peterson also reminded all present of the emergency last year and how everything went like clockwork during that real life event. Mrs. Oymaian stated new Board Policies regarding safety are reviewed at the time they come out. Mrs. Arbaugh also echoed what had already been stated noting Big Bear Middle School decided, at a site council meeting, to form a safety committee and they are presenting the information at these meetings. Dr. Waner stated the concern is we have these plans; how are we implementing them? Redlands East Valley High School's main gates were all shut; he thought they were on lockdown. He was pushed into the office and was asked for his identification. How do individual schools; there will have to be some changes. If someone comes in with an automatic weapon, he does not know how you would protect against that. Mrs. Grabe asked, if you have these plans in place and somehow the word gets to teachers; unless everyone in the office is dead, they would go into lockdown. Mrs. Oymaian stated the plan is to minimize the risk. Ms. Hochee stated Baldwin Lane is the one site where the front doors you do not have to go through the office

M13-14-222

to get into the building. They have some very challenging parents to deal with at that site compared to other sites. At North Shore, when the doors were locked, it was secure. Same at Big Bear Elementary. This has been brought up different times. Do not think cameras are the kind of security. Maybe there can be something that slows. Kindergarten room is so close to the door. Mrs. Grabe stated we need to have more conversations. Ms. Erdmier suggested considering a locking mechanism at different sites. Dr. Waner stated there is a school investigating a system where they can push a button in the front office and lock all the doors. President Turney called for the vote. Said motion was approved by the following roll call vote:

AYES: Grabe, Putz, Turney, Waner, Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

President Turney called for motions to approve the Business/Financial Report.

Motion by Dr. Waner to approve Photocopier Upgrades and Cost Reduction; Cost Per Copy Agreement with Xerox Financial Services LLC and Cost Per Image Agreement with Image Source and authorize Mr. Walter J. Con, Assistant Superintendent of Business Services to execute these contracts, associated purchase orders, and any other required documentation to complete this transaction. Second by Mr. Zamoyta. Discussion followed where Mr. Zamoyta stated this is a half million in copy contract not including paper which is well over one million. Said motion was approved by the following roll call vote:

AYES: Grabe, Putz, Turney, Waner, Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

Business/  
Financial  
#13-14-012  
M13-14-223

Motion by Mr. Putz to approve Purchase Order #140728 in the amount of \$75,967.87 to purchase Chromebooks and authorize Mr. Walter J. Con, Assistant Superintendent of Business Services to execute this purchase order and any other documentation required to complete this transaction. Second by Mr. Zamoyta. Discussion followed where President Turney thinks everyone is very appreciative of this. Mr. Madden stated the challenge is getting the carts. Said motion was approved by the following roll call vote:

AYES: Grabe, Putz, Turney, Waner, Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

President Turney announced the opening of the workshop portion of the meeting. The workshop discussion will be guided by review of the District Strategic Plan, Local Control Accountability Plan, and Future Plans for Educational Programs in Bear Valley Unified School District. The Governing Board was provided with a list of proposed outcomes and proposed discussion topics.

#### Professional Development

President Turney asked how much is every teacher actually getting for professional development:

BLES – 17 teachers; \$32,000.00 which is less the \$2,000.00 per teacher. How many days will they get for their \$1,900.00? Mrs. Peterson stated they look at the whole big picture. They look to have people come in so they are not sending everyone off site. Some employees come from other funds such as for the CUE conference. Teachers are working together to make the best of that money. They are making a plan and looking to the future so it is valuable. Pulling people who can value the whole staff.

President Waner asked if teachers will have input with Mrs. Fulmer. The funds are in the hands of the principals and they are meeting with their staff; Mrs. Fulmer will be reporting to the Board. Some of the money is used for substitutes to allow for visitations, etc. They are coordinating across the district.

Mr. Putz asked if Mrs. Fulmer will be reporting back to the Board as to what each site is doing for professional development? Mrs. Fulmer stated they will report monthly to Mr. Madden. They have two years to spend this money. We want a month to month report but are asking them to slow down and make their plans. Mr. Madden stated if we report to the Board quarterly, that would keep the Board up to speed.

Mr. Zamoyta asked if the people meeting over the summer will be paid out of this money. Possibly the district would have extra teacher development days like we used to have.

Mr. Madden stated other districts are offered three to five additional days throughout the year. It depends on the input from our staff members. There

will be different ways of doing things. Mrs. Hahn stated there is an interest in developing curriculum units but there is not time. That is where the idea of summer hours comes in. There is not a common core curriculum out there. A teacher stated it means taking what we have and supplementing it with what is out there. Only meeting once per quarter is hard. It would be great if we were ready to go at the beginning of the year.

Mr. Zamoyta stated we do not understand the day to day performance on how to attack this. Ms. Hochee stated now different teachers have different comfort levels. Her time is more valuable than money; she wants to do her own planning at her own pace and is not willing to give up her summer break.

Mr. Zamoyta suggested bringing in outside teachers that are willing to come in and allow an hour at the end of the day for teachers to work. Mrs. Rice stated the 80% employees take the students; have them spend the money paying these people to do this without leaving the teachers out.

Mr. Madden stated this would fall into the LCAP. These can be covered with our supplemental grant.

President Turney asked what does one day of certificated salaries cost the district. Salary only \$38,000.00; approximately \$50,000.00 per day. A few years ago, there was money allocated to the district for professional development days and that money was taken away.

Mrs. Grabe stated where she was principal, they developed their own professional development using their own staff and outside people. They worked with a schedule where every grade level had an hour per week where they could work together. Mrs. Hahn stated the challenge is the shrinking staff; we are trying to bring grade levels from the district together.

Mr. Putz asked to fast forward two years; how will we know we have accomplished what we were supposed to and used this professional development effectively and made good use of it.

Mr. Madden answered a real strong curriculum. Shift in Project Based Learning. Curriculum guide and assessments along the way. Teachers in the role of facilitator. Tapping into resources utilizing technology. As a district, more science fairs and getting community members in to our sites. Students will have time to engage in long term projects and not direct instruction. CCSS embedded into the LCAP. Less testing; different way to assess students.

Dr. Waner asked if teachers have a form to give feedback annually on professional development. Mrs. Hahn answered we are surveying now. There is also a self-assessment they can complete as well.

Dr. Waner asked if this money can be used for class in-services. Mr. Madden answered yes. The libraries are an example.

Mr. Madden asked if teachers are pulling information from textbooks or are they looking online?

President Turney stated all LEA's are required to prepare a LCAP. How are we telling the State we have completed this.

Mrs. Wright stated if we are using our professional development time for common core, we need to have a package ready by grade level.

Ms. Hochee stated there is comfort in having a binder of information as well as technology. She likes to write notes on things and have it all in one place instead of going through emails and files. She is overwhelmed with everything that is in the drop box. She has to work with it and get familiar with the materials before presenting it to the students. She gets lost with files on the computer. Mr. Marquez finds huge value in meeting in entire grade levels with every teacher. We need to be able to go to each site and share and meet together as a group on a more consistent basis not once per quarter. If we can meet more often and have more time. The big picture is not coming together yet because we have tiny pockets of time. Maybe every other week with only one thing on the agenda.

Mr. Zamoyta noted SPAA days were once sacred time. How do you make it happen if we can on SPAA days? Mr. Marquez asked instead of half days, can we have a full day? Two times per quarter we have full days. The morning is spent for teacher training; the afternoon spent with your grade level teachers.

Mr. Putz asked what is the mechanism to figure this out. Mr. Amburgey stated it will not be decided tonight. He would like to see teachers and principals work on this and take ideas back to staff. Would love to have a full day. Have a regular time scheduled throughout the year. Mr. Waner stated we lost the teacher days during cuts but that is a negotiated item. People are looking for time to put this together. Mrs. Arbaugh stated time is the biggest issue. If we could have a half day; days before school is valuable. Ms. Wright asked to keep these days sacred. Professional Development days are very valuable at the elementary level. Think they all should be added but professional development should not be taken away every Thursday. We need this time for common core. It would be devastating. Ms. Hochee stated she cannot see doing this without these days.

Mr. Zamoyta asked if the Thursday time is being used effectively.

Ms. Erdmier stated people are starting to trust the time we have and are planning effective strategies with that time because we are trusting it will not be taken away. We get excited when we can collaborate across the school. Change the school start times so we do not always end up at BLES. It is important to collaborate across all sites; all teachers at grade levels.

Mr. Putz asked how we fund protected collaboration time at grade level. One day is \$40,000.00 per day for all certificated staff.

President Turney stated people need to feel appreciated. In the past, the district hosted a day at Northwoods Resort where we fed them breakfast and lunch and everyone broke out into groups.

It was requested we keep SPAA days and add three days for professional development.

Mrs. Grabe stated PDP needs to be used only for teachers to work on curriculum and no other stuff. We leave those days sacred. The principal would be the one in charge of making sure this happened. Once per quarter, district grade levels get together. We want it to be consistent and we want the least amount of substitute time. Late start days would be a disaster in the primary grades. Sherry, a parent, stated late start for working parents is disastrous especially if it is not consistent. Childcare is difficult.

Principals were asked how much time they would need to reach a plan to come back to the Board: A report will be given to the Board at the May 7, 2014 board meeting.

Mr. Zamoyta stated, like Mr. Putz said, it frustrates us that you do not have the time. We are doing what we can to make it work. We support and understand the challenge you are going through.

President Turney called for a break at 7:52 p.m.

Break

President Turney called the meeting back to order in Open Session at 8:05 p.m.

Open Session

### Safety

Mrs. Oymaian reviewed items completed this year. Building safer schools has to start from the inside out. Middle School has the Safe School Ambassadors, Positive Behavior Intervention Strategies, Peace Builders. We have a new Bullying Policy and Hate Motivated Behavior Policy in place. All sites have bullying policies in place. Threat Assessment Team preventative measures are important. Increased cameras at BBHS (40); BBMS (30) and more support. Presence is more preventative. Personnel out during passing making contact. Relationships are important. San Bernardino County Sheriff's Department has a program that is sponsored by Homeland Security called Digital Sandbox. Sgt. Niles has promised time with Jeremy King to assess the sites. Radios are on the right track. One digital at each site in offices. BBHS has 17 for the district emergency channel; elementary and middle school have analog that talk to the digital (80 total). The analog just do not talk districtwide. Administrators, custodians, noon duty, PE teachers, Transportation, and Maintenance all have radios. We have built a network of repeaters to reach across the valley.

Mr. Putz stated we need to set some expectations and frame this conversation. There seems to be increasing expectations on a daily basis on how we can keep our students safe. There are limitations on what we can do. He senses



from some community members that we could double what we are doing now and it will not be enough. While we need to do everything that we reasonably can, life is dangerous; people get hurt; accidents happen. People do crazy things; we need to minimize. We cannot protect everyone from everything. We still have the responsibility to protect our students. He also thinks it is important that whatever we do is visible and obvious to people. That will have the biggest impact. Impact of relationships is important. It is easy to get caught up in the mechanics because the relationship part is much more difficult to implement. He is curious if there is an opportunity as a district to focus on the relationship part; explore the idea of what can we do about relationships between adults and students.

Mrs. Grabe stated she is very concerned that we have to show we are doing everything we can. You have to do the things that you can do. There are things going on at the high school all the time. She is just thinking is there a person, a group, a company that can come in and say what we need to do at our sites.

Mr. Madden stated external threats; strong recommendations in perimeter or entrances – RDA Funds. He speaks with similar districts to see how they are handling entrances. Digital Sandbox covers this and Mrs. Oymaian can share with the JPA. Recommendations are developed for each site. The Sheriff's Department wants to partner with us. Mrs. Oymaian will provide information to Mr. Madden to be included in his updates to the board during regular meetings.

Mr. Con stated putting doors and gates up sounds inexpensive but you need an architect and engineer to complete these tasks. Path of travel must be considered. You have to weigh out the cost benefit.

Mrs. Oymaian stated two Campus Safety Assistants attended three days of training at San Bernardino which is required by the State. The JPA came in and provided 15 hours of additional training.

Mr. Putz stated there is a real opportunity for us to communicate better with other public agencies when there is an emergency. Ms. Oymaian stated we have tightened up our lockdown procedures and have created a hold and secure procedure where you lock down the exterior of the site but carry on as normal as possible inside. Lockdown is easy to go into from a hold and secure position.

We have live exercises and we have conducted a simulation. Our communication regarding ongoing activities needs to be continued through the Grizzly, Kbh, Facebook page and the district website. Mrs. Oymaian stated the parent/guardian information is current.

President Turney stated what people are stressing goes beyond what schools can do; the people instigating these incidents have mental issues; we need to get past the stigma and be able to get people help.

District Strategic Plan

Mr. Madden showed a presentation reviewing our strategic plan.

Academic Excellence:

Maybe academic performance standards

Align Curriculum – we are in a transition; working on a new assessment piece; looking at future and what we can bring to the community; looking outside the box online learning.

Project Based Learning/collaboration with teachers:

Students will be better off with this direction; thinking out side of the box;

Common Core State Standards will take us to a higher level of academic expectations.

Mr. Putz asked if we will meet again at the end of the year to review where we are?

21<sup>st</sup> Century Skills:

Technology is easy; the increase in technology is amazing; moving in the right direction; career pathways; Chromebook cart purchases; career day at BBMS being discussed; getting students prepared for 21<sup>st</sup> Century Skills; the 4-C's.

How do we get our teachers more comfortable with technology? We are asking them to use it. Grade level agendas are online. As teachers start to use technology along with in-service helps, students show teachers. E-books-there is more that can be done with e-books rather than hardcopy books. Students bring their own devices to school. Students are teaching the teachers. The Responsible Use Policy is being signed by students and parents. We have 1700 devices; this doubles when you look at what is online.

Mr. Zamoyta asked what percentage of teachers would want a set of devices for their class. Mr. Waner answered 100%; it depends on the platform and the grade. BLES 100%; Mr. Amburgey stated 100% - they would not be on all day long but they would be used on a regular basis. Each principal reviewed the technology they are short at their individual sites.

Mr. Zamoyta would like a dollar amount to get a cart in every class and have a one-to-one ration with students.

Mr. Madden will look into what percentage we are at regarding the one-to-one ration.

The LCAP will build technology in annually.

Dr. Waner asked if we can use textbook money to buy technology. We do not get textbook money anymore; it is built in to the LCFF. How would this affect the Williams Settlement? Can we take a stand with e-books.

We need to survey teachers and see if they are willing to give up textbooks for computers. The money saved by not using paper for copies could be put toward technology.

President Turney suggested sending some teachers who are not quite there with technology to the CUE Conference so they can see where their colleagues are.

Mr. Waner stated we need to include the Special Education classrooms and Title I in the one-to-one ratio.

Mr. Zamoyta stated he talks to teachers about technology and they are ready but they do not have the devices. If teachers have the devices, they will search and find things. You have to figure out how to use technology. Your livelihood depends on it. There is not a textbook you have to go and find it.

Suggestions offered:

Hire a full time public relations person

We cannot do enough

Teachers tweet with parents

Principal for a Day

#### District Development

Maintenance and Operations are doing a phenomenal job.

More sharing; people looking for new ideas

IT/LCAP – maybe expand the IT Department

#### Resource Development

Develop funding to support the strategic plan

Mr. Putz highlighted Long Range Planning – grants; tax/bond should be re-visited; solar 4-6 years for the opportunity to pay off the loan with a General Obligation Bond.

Mr. Zamoyta stated to Mrs. Arbaugh curriculum align STEM class with Nate. How is that going and what are your plans. Nate is allowed to have student interest drive the class. Mrs. Arbaugh is having discussions for more of a guideline for the 7<sup>th</sup> grade STEM class. Possibly double the size for 7<sup>th</sup> graders. Will meet with parents to get their thoughts. Expand STEM to every student (STEM Club after school) and also offer STEM as an elective.

President Turney explained the diploma that works. The focus is STEM but also a K-14 program. Work something with Siemens to improve our STEM program and work on a K-14 program with job opportunities with Siemens guaranteed.

Mr. Zamoyta stated a new trend is the enrollment of four year college graduates into local community colleges for job training.

President Turney adjourned the meeting to a Closed Session at 9:29 p.m.

Closed  
Session

President Turney called the meeting back onto Open Session at 10:06 p.m.  
and announced no action was taken during the Closed Session.

Open  
Session

President Turney adjourned the meeting at 10:07 p.m.

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Secretary

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Clerk of the Board