

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A REGULAR BOARD MEETING  
HELD ON OCTOBER 1, 2014, SCHOOL DISTRICT OFFICE

Present: Mr. Randall Putz  
Dr. Kenneth Turney  
Dr. Alfred Waner

Absent: Mrs. Beverly Grabe  
Mr. Paul Zamoyta

Also Present: Mr. Kurt Madden  
Mr. Walter Con  
Ms. Tina Fulmer  
Ms. Paulina Ugo  
Mr. Steve Foulkes  
Mr. John Goepp  
Ms. Kathie Portie  
Ms. Cathy Herrick

President Turney called the meeting to order at 5:15 p.m. at the School District Office. 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  
M14-15-065

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

President Turney called for Public Comment on Closed Session Agenda Items Hearing no request to make Public Comment, President Turney adjourned the meeting to a Closed Session at 5:18 p.m. Public Comment

Student Personnel Item #14-15-001 Closed Session  
Student Personnel Item #13-14-013  
Pursuant to Government Code 54956.95 – Liability Claim filed by claimant who is unspecified pursuant to Government Code section 54961. Agency claimed against: Bear Valley Unified School District  
Pursuant to Government Code 54957: Public Employee Discipline/Dismissal/Release.  
Pursuant to Government Code 54957: Public Employee Performance Evaluation.  
Title of Position: Assistant Superintendent of Business Services.

Pursuant to Government Code 54957: Public Employee Performance Evaluation.  
Title of Position: Superintendent of Schools.

President Turney called the meeting back into Open Session at 6:32 p.m. Open Session

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

President Turney reported the following action took place during the Closed Session:

The Governing Board voted, by a unanimous roll call vote of the board members present, to expel Student #14-15-001 to the end of the Fall Semester. M14-15-066

The Governing Board voted, by a unanimous roll call vote of the board members present, to readmit Student #13-14-013 to BVUSD. M14-15-067

The Governing Board voted, by a unanimous roll call vote of the board members present, to reject the liability claim filed by claimant who is unspecified pursuant to Government Code section 54961 and notify claimant of this action. M14-15-068

President Turney announced the need to return to a Closed Session following the Open Session to cover the remaining Closed Session agenda items; 4-d, e, and f.

Cory Butcher, Student Representative, Big Bear High School, reported on activities that took place during the month of September at Big Bear High School which included the 9/11 Ceremony, Volleyball, Football, Cross Country, and Tennis. Cory also informed the board that all Homecoming activities went well. Student Rep. Report

Tyler Fries, Student Representative, Chautauqua High School, reported on activities which took place during the month of September at Chautauqua High School. Additionally, Tyler informed the board of activities that are scheduled after the Fall Break. These included Barry Roth as a walk-in PE Teacher, a field trip to San Bernardino Valley College, Howard Antman will begin teaching guitar. Next spring, Juniors and Seniors will have the opportunity to enroll in foreign language classes through San Bernardino Valley College. Tyler will assist the Robotics class at Big Bear Middle School in order to help the students prepare for an upcoming competition. Students have started painting a new mural on the containers at CTHS and a new logo for the school will be selected after Fall Break. Tyler also reported on the awards ceremony held at CTHS last week.

Representatives of POTUS and Friends of Big Bear High School were present. Students explained the role of these two student organizations and talked about the planning that goes into the annual 9/11 Ceremony. President Turney and Mr. Madden spoke about the 2014 ceremony and presented the students with a certificate of appreciation/accomplishment.

Recognition  
Section

President Turney and Mr. Madden introduced Mr. Jeremy Little. Mr. Little introduced Mr. Mike Stephenson of the Big Bear Lake Municipal Water District. Mr. Little provided a history of the STEM Program and explained how Mr. Stephenson has continued to be an integral part of this program with the support of the MWD. President Turney and Mr. Madden presented Mr. Stephenson with a certificate of appreciation.

President Turney read the Public Comment Information regarding Consent Calendar items.

President Turney opened the Hearing Section for Public Comment at 6:55 p.m. Hearing no requests to make Public Comment, President Turney closed the Hearing Section at 6:56 p.m.

Hearing  
Section

Mr. Madden introduced Mr. Jeff Bell and Ms. Kathleen O'Sullivan of School Services of California. Mr. Madden provided background pertaining to the reason we requested this organizational review. Mr. Madden added there will be no action taken this evening by the Governing Board. A second presentation will be scheduled in November to present the Compensation Review. Mr. Bell and Ms. O'Sullivan reviewed information regarding the Organizational Review conducted of the Business Services (Child Nutrition, Fiscal Services, Maintenance and Operations, Risk Management, and Transportation), Personnel, Educational Services (including Student Services and Special Education), and Information Technology. Ms. O'Sullivan explained how she and Mr. Bell met with all members of the District Office that were available and they spoke with principals, managers, and individuals who receive services from those departments. The efficiency and effectiveness of the organization is what they reviewed at; looking at structure as a whole; looking at the places not the faces. It is to determine if we have the right work structure in place to be able to provide adequate services to our sites in order to provide the best education to the students. Comparable districts were hard to find because Bear Valley is so unique; most smaller districts are short staffed as well.

Community/  
Staff Pres.

Department findings and recommendations were reviewed; comparative staffing was discussed. Bear Valley has a lower staff as compared to their peer groups, however, there are considerations. Just because we may look like we have a richer staffing as compared to other districts, we must consider this follows a season of cuts. There is no real average anymore just because of the changes that have occurred.

Next steps were reviewed where it was noted it may not be feasible to implement all the recommendations in this report and district staff should identify a process to select and implement recommendations. The district could consider developing an implementation plan with prioritization; identify the person(s) responsible for implementation; establish a timeline for completion; and conduct a periodic review to ensure progress is being made.

Mr. Madden asked the Governing Board for questions:

President Turney asked if School Services has run across a district that has the ideal structure? Answer: There are some; unfortunately, we tend to see structures that work better in districts that have a little more money i.e., Basic Aid/community funded. Mr. Bell stated districts are restoring what makes sense to the environment they are in now and not back to what they had prior to the recession. Ms. O'Sullivan stated districts are starting to look different with the implementation of LCAPs.

Dr. Waner commented he is sorry there is not a price attached to this report. He would like to see us take one area at a time; the area that we feel is most in need right now and start attacking one at a time. Ms. O'Sullivan stated we have worked with staff to put together a matrix of all the recommendations and put a price to it to help prioritize. We need to update job descriptions so they are accurate.

Mr. Putz commented you can make a suggestion of additional staffing to get us operating at an optimal level and use existing staffing to an optimal level. There are many districts that are not able to reach optimal levels. Ms. O'Sullivan stated they try to focus on where they see issues in staffing levels or inefficiencies for our individual district. They are trying to look at an optimal level for our district. They try to tailor it for what we do in our district. Mr. Putz asked where exactly does he place all this relatively. Mr. Bell commented generally, the district is lower staffed then districts of a comparable size. Given the consideration of other districts reduction in staff, we are still lower staffed then comparable districts. This is a function of organization and in dollars; we did not compare budgets. Ms. O'Sullivan stated generally, we tried to find districts that were of similar size and funding; size is similar; funding levels are about similar.

President Turney asked if these other districts have experienced the decline in enrollment that we have experienced. Mr. Bell answered yes but not to the extent we have.

Mr. Putz asked what number are we generally deficient in. Ms. O'Sullivan answered in the comparative data section(page 31 of the presentation), you can see the full list for this information.

President Turney asked what possible pitfalls do they see for our district with the Affordable Care Act. Ms. O'Sullivan stated there are three measures where they need to make sure we are offering the plans to all full-time positions (30 hours) and this is different relative to salary levels. When you look at the Cadillac plan and the composite rates and include a large tax, there is a large amount of work involved in this. This is effective January of 2015 but the measurement should have started last year. Mr. Madden commented on the \$450.00 per student that is going away and how that looks in a multi-year budget. Ms. O'Sullivan stated this becomes a working document in this district; it becomes aligned with the budget. It may mean things are done in a slow, cautious manner until we get to a more stable funding formula. Mr. Madden asked how many districts out of 1,000 are in declining enrollment. Mr. Bell will provide this information to Mr. Madden. Mr. Bell added they recommend an internal or external analysis be done annually.

President Turney called for a break at 8:00 p.m.

Break

President Turney called the meeting back to Open Session at 8:08 p.m.

Mr. Madden reported our ADA is at 96.04% with North Shore in the number one spot for student attendance. Current enrollment is 2,452. 250 class room visitations have taken place with Mr. Madden making 58 visits. Suspensions total 30; law enforcement made 13 contacts. We currently have 2,112 technology devices. Mr. Madden meets weekly with Mr. Planz, Mr. Chatham, and Ms. Oymaian. Mr. Madden stated he is becoming increasingly concerned about Baldwin Lane Elementary School in regards to the main water line break which has occurred three times. An assessment will take place next week in regards to next steps. Students are excited about the Tower Gardens. Mr. Madden is very pleased with student achievement and the programs with the implementation of the Common Core State Standards. The common theme in the past three to four weeks is coding. December 8-12, 2014 is Coding Week.

Information  
Section

Dr. Waner reported on his attendance at the 9/11 Ceremony at Big Bear High School noting it was very emotional because it is important that we remember. Dr. Waner also attended sporting events and visited Mrs. Reynolds' class. Additionally, Dr. Waner suggested everyone stop by Mr. Hird's office and see the logo produced by a student. Dr. Waner also attended the prayer around the flag pole noting it started with 20 people and ended with 50.

Board  
Member  
Reports

Mr. Putz reported on his attendance at the Homecoming game. He also had an opportunity to teach students in Mrs., McCoy's class at Big Bear Middle School how to make an Infographic. Mr. Putz noted it was great to engage directly with the students.

President Turney reported he really enjoyed the 9/11 Ceremony. He talked about the treatment he and other returning Vietnam veterans received when they returned to the United States and stated this ceremony is a combined recognition of the individuals in the military.

No reports were offered from Cabinet Members.

Cabinet  
Reports

Mr. Madden reviewed the County Treasury Pool Monthly Report from Larry Walker, Auditor-Controller/Treasurer/Tax Collector and noted this is for information only.

Corres.

President Turney called for a motion to approve the Consent Calendar. Motion by Dr. Waner to approve the Consent Calendar as follows:  
Classified Substitutes for the 2014-2015 school year at the proper hourly rate of pay and in the properly qualified positions (Genevieve Gillilian/Jessica Sandek/Taylor Thomas/Vickie Alderson).  
District Drivers to drive students on field trips and other school related activities for the 2014-2015 school year (Carol Craig).  
Certificated Substitute Teachers for the 2014-2015 school year (Donabeth Houx/Audra Scates/Kelsey Trujillo).  
Coaches for the 2014-2015 school year (Mark DesRochers-BBMS Soccer/Lucas Mitchell-BBHS Wrestling).  
Employ in existing Mechanic Assistant/Bus Driver position, 8.0 hours per day, 236 days per year at the proper salary rate of pay (Sean Rawlings).  
Extra Duty Stipends for the 2014-2015 school year.  
Overnight Field Trips for BBHS Cross Country Team Retreat, October 5-11, Catalina Island and BBHS ASB November 23-24, CADA Conference.  
Payment Report Batches 005- through 0079.  
Purchase Order Report Numbers 150357 through 150427.  
Minutes of a Regular Board Meeting held on September 3, 2014.  
Minutes of a Board Workshop Meeting held September 17, 2014.  
Minutes of a Special Board Meeting held September 22, 2014.  
Second Reading and Adoption of Board Policy/Administrative Regulation 6162.31-Student Aides.  
Second Reading and Adoption of the April, 2013 Policy Updates.  
Second by Mr. Putz. President Turney called for the vote. Said motion was approved by the following roll call vote:  
AYES: Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Grabe, Zamoyta

Consent  
Calendar  
M14-15-069

- President Turney called for approval of the Curriculum/Instruction Report. Curriculum/  
Inst. Report  
M14-15-070
- Motion by Dr. Waner to approve the certification regarding Constitutionally Protected Prayer. Second by President Turney. President Turney called for the vote. Said motion was approved by the following roll call vote:
- AYES: Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Grabe, Zamoyta
- Motion by Mr. Putz to approve an Internship Agreement with Bear Valley Unified School District and Azusa Pacific University. Second by President Turney. Discussion followed where Dr. Waner asked if Azusa Pacific would be sending a supervisor to Big Bear to help this teacher. Ms. Fulmer stated they have not met with her yet; she thinks they are waiting for this signed agreement. President Turney called for the vote. Said motion was approved by the following roll call vote:
- AYES: Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Grabe, Zamoyta
- M14-15-071
- President Turney called for approval of the Personnel Report. Classified  
#14-15-004  
M14-15-072
- Motion by Dr. Waner to approve the unpaid leave of absence request for Maureen Wheeler from January 12, 2015 through May 13, 2015. Second by President Turney. President Turney called for the vote. Said motion was approved by the following roll call vote:
- AYES: Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Grabe, Zamoyta
- Motion by Mr. Putz to approve an unpaid leave of absence request for Rebecca Flores from approximately October 27, 2014 through December 18, 2014. Second by President Turney. President Turney called for the vote. Said motion as approved by the following roll call vote.
- AYES: Putz, Turney, Waner  
NOES: None  
ABSTAIN: None  
ABSENT: Grabe, Zamoyta
- M14-15-073

Motion by President Turney to approve an unpaid leave of absence request from Jamie Kirksey from September 23, 2014 through October 3, 2014. M14-15-074  
Second by Mr. Putz. President Turney called for the vote. Said motion was approved by the following roll call vote:

AYES: Putz, Turney, Waner

NOES: None

ABSTAIN: None

ABSENT: Grabe, Zamoyta

Mr. Madden announced the receipt of the following resignations: Resignations/  
Andrea Michelle Moore, Elementary Teacher, effective September 5, 2014 Retirements  
Marcia Provines, Special Education Instructional Aide, Baldwin Lane  
Elementary School, effective October 3, 2014  
Sherry Bridgeford, Special Education Instructional Aide, Big Bear High  
School, effective September 2, 2014

No suggestions for future meeting agendas were offered.

President Turney adjourned the meeting to a Closed Session at 8:24 p.m. Closed  
Session

Pursuant to Government Code 54957: Public Employee Discipline/  
Dismissal/Release

Pursuant to Government Code 54957: Public Employee Performance  
Evaluation. Title of Position: Assistant Superintendent of Business Services

Pursuant to Government Code 54957: Public Employee Performance  
Evaluation. Title of Position: Superintendent of Schools

President Turney called the meeting back to Open Session at 9:44 p.m. Open  
and announced no action was taken during the closed session. Session

President Turney adjourned the meeting at 9:45 p.m. Adjourn

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Secretary

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Clerk of the Board