

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A BOARD WORKSHOP MEETING  
HELD ON NOVEMBER 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  
Mrs. Tina Fulmer

President Turney called the meeting to order at 5:15 p.m. at the School District Office. Open Session

Mr. Madden announced that item 11.a. had an addendum for Lead Cook, Jamie Kirksey.

President Turney called for a motion to adopt the agenda for the meeting. Motion by Dr. Turney to adopt the agenda for the meeting with addendum Second by Dr. Waner. President Turney called for the vote. Said motion was approved by the following roll call vote: Adoption of Agenda  
M14-15-090

AYES: Grabe, Putz, Turney, Waner, Zamoyta

NOES: None

ABSTAIN: None

ABSENT: None

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 5:19 p.m. Public Comment

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

President Turney called the meeting back into Open Session at 6:30 p.m.

Open  
Session

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

President Turney announced that no action was taken in Closed Session.

Mr. Randall Putz was recognized by the Governing Board. Dr. Waner expressed his happiness for the Big Bear Lake City Council on having Mr. Putz be a part of their team. Mrs. Grabe stated that she was going to miss Mr. Putz's logic and him always asking the right questions. Mr. Zamoyta said that they went through a lot together which reminded him of sports teams. He appreciated having Mr. Putz here helping BVUSD. Mrs. Fulmer stated that she appreciated Mr. Putz being a sounding board. Mrs. Ugo said that Mr. Putz is extremely valued. She said that a powerful trait he has is seeking to understand all things. Mr. Madden stated that Mr. Putz is a solid board member. Dr. Turney stated that Mr. Putz has never wavered on what is best for the students. Dr. Turney presented a plaque to Mr. Putz for his dedication and service to BVUSD. Mr. Putz responded that this was bittersweet for him. He started with the school district in an economic downturn with ups and downs. He feels that his BVUSD colleagues are incredible. He stated that Board members always put kids first. He feels that he will always have a special bond with his colleagues. He maintains that the board is critical to our future and our county. He encourages us all to "keep fighting the good fight."

Recognition  
Section

Dr. Alfred Waner was also recognized by the Governing Board. Mr. Zamoyta stated that Dr. Waner has a very lengthy service here at BVUSD. He appreciated Dr. Waner's support with the issues they faced. He will forever be welcomed here at BVUSD. Mrs. Grabe has known Dr. Waner ever since she started teaching in this district. She feels that BVUSD is a step above other districts because of Dr. Waner and his love for students. She will miss him tremendously. Mr. Putz said that Dr. Waner's reputation preceded him and he has enjoyed getting to know Dr. Waner and serving with him. Mr. Putz is struck by his depth. Mrs. Fulmer stated that Dr. Waner is an honorable man. He helped her with her administrative duties at the middle school. Ms. Ugo said Dr. Waner was a true servant leader. She appreciated him sharing great stories with her.

One story she remembered and that has stuck with her is when Dr. Waner was a principal he felt that he lost time with his kids. Always remember that you have family at home. Mr. Madden said that Dr. Waner always lent a helping hand. He taught Mr. Madden a lot. Mr. Madden appreciated Dr. Waner's "team concept." Dr. Turney stated that it was a pleasure and an honor since 1978 to know and work with Dr. Waner. He has seen all of Dr. Waner's contributions. Dr. Turney stated that Dr. Waner and his family do personify "Ohana." Dr. Waner responded that he came on Board to hire a superintendent, to have technology, and to lower class sizes. He saw smaller classes at BBES and that touched his heart. Dr. Waner talked about his volunteers that help him (Hannah Wijnhamer, Madison Waner, and Taylor Waner). He thanked them all and also thanked Mr. Planz. Dr. Waner said that Dr. Foulkes will be an asset to our district.

Dr. Turney read the Public Comment Information.

Hearing  
Section

Hannah Wijnhamer thanked both Mr. Putz and Dr. Waner. She appreciated his dedication to all students and staff at BVUSD.

Doreen DeNigris heard wonderful stories about Dr. Waner. She always felt safe with him on the Board.

Linda Pyles said Dr. Waner welcomed her when she came into the district. He was her mentor. This district is as great as it is because of Dr. Waner

Sue Reynolds thanked Dr. Waner for direction when she was student body president in ASB in high school. Ohana was taught to her by Dr. Waner, which is important to her family.

Taylor Waner said that having the last name of "Waner" is such an honor to have. She said it is awesome to see how much her grandfather (Dr. Waner) is respected in this community.

Madison Waner thanked her grandfather for the guidance he has given to his whole family. He is a hard worker and has great integrity. This community has benefitted by his efforts. He taught her that one needs to work in order to have things pay off.

Neal Waner said that 6 years ago, his dad (Dr. Waner) retired from the San Bernardino

County School Board. After he retired from the SBC School Board, he told Neal that he was running for the Bear Valley Unified School District Board. Neal remembers Dr. Waner saying, "Now go tell mom!" Great educators inspire. That is how Neal feels about his dad.

Scott Waner stated that Big Bear Elementary School has dibs on his dad (Dr. Waner) this Spring. He said his dad is a great role model and example.

Mrs. Arbaugh stated that Dr. Waner is an integral part of Big Bear Middle School. She feels that this is a good school board.

Dr. Waner opened up a gift from Priscilla Alexander. The gift was a bird house in the shape of a school. Dr. Turney presented Dr. Waner with a plaque for his years of dedication and service.

Dr. Turney asked for a break at this time (7:15 p.m.)

We went back in session at 7:24 p.m.

Mr. Madden introduced Mr. Jeff Bell and Ms. Kathleen O'Sullivan of School Community/Staff Services of California to present step number two of the Organizational Presentations Review. Mr. Madden stated that a third party was brought in to take a look at our organization. No action will be taken because of our big financial benchmark on December 8, 2014.

A presentation was conducted by Mr. Bell and Ms. O'Sullivan. She said that the presentation is about the scope and methodology of a compensation study. They do this service for districts across the state. They try to identify districts that have similar demographics. BVUSD is unique and further away from an urban district which presents a challenge. The data that was collected included job descriptions, salary schedules, health and welfare benefits rates, and contracts. Keep in mind that funding will be driven by the Local Control Funding Formula (LCFF). Senior Administrators have a package that is competitive to other districts with salary and health and welfare benefits. The Director of Personnel/Educational Services is unique in that other districts have two people who work in this capacity. For the Management and Confidential positions, the median compensation was not as competitive as it was for Senior Administrators. The district offers the lowest

contribution to health and welfare benefits in this group. Salaries for this group were ranked lower than average. For the Certificated Bargaining Unit, teachers rank lowest paid with the comparative group. For the Classified Bargaining Unit, most of the employees fall well below the median total compensation in the comparative group. However, the district does pay 5% of employee contributions to CALPERS for the classified employees hired before January 1, 2013.

The closing thoughts that Mr. Bell and Ms. O'Sullivan shared were that this is an overview of the study. The next steps to be taken are: 1) Where do we go from here? 2) Adjust the compensation. Mr. Bell states that numerous school districts are feeling this pain too. Change has to be done in an ongoing, thoughtful manner. A question that needs to be asked is "What is the priority?" Mr. Bell stated that BVUSD is a well-run district with thoughtful leadership. Dr. Waner asked if School Services of California considered transportation costs. Ms. O'Sullivan said they don't look specifically at budget line detail because every district has some function of paying for some things.

Mr. Putz asked if Mr. Bell or Ms. O'Sullivan knew how other districts that we were compared to fund their salaries. Silver Valley gets 50 percent more in ADA , but Rim is consistent with us. What is the difference? Ms. O'Sullivan stated that Silver Valley Unified School District gets federal aid with having military students. Mr. Bell said that perhaps they gave smaller salary increases over time to try to keep up. Mr. Putz asked if they had any suggestions for us. Ms. O'Sullivan said to develop a budget plan with ongoing revenues.

Dr. Turney asked if they had a rough estimate for the cost if we updated staffing and salary with what they recommended. Ms. O'Sullivan replied that they could do that. She recommends that the district develop a priority schedule. A big discrepancy between BVUSD and Rim is the health and welfare component.

Mr. Zamoyta felt that something was missing when a district like Rim had such a difference with regards to salary and health and welfare. Mr. Zamoyta would like to investigate further. Mr. Zamoyta asked how often SSC does this kind of service for districts. Ms. O'Sullivan answered that this kind of study is time intensive. It is done about every 5 years. With LCFF things will dramatically change and perhaps this kind of study will have to be done every 3 years. Mr. Zamoyta also asked about the Affordable Care Act and how it will affect benefits. Will it go up?

Dr. Turney asked about the Cadillac Health Plan which is a dollar amount provided by the government which states that the premium cannot be a certain amount of money. Any employee who has this type of health plan incurs a higher cost which will excise a 40 percent charge. Dr. Turney said that we spend about 86% of our money on personnel. He asked how we could be so low compared to other districts. Ms. O'Sullivan stated that districts who spend more than 90 percent of their money on salaries can get into financial trouble.

Mr. Madden asked Mr. Bell (looking at STRS and employers and employees contributing to STRS) if sales tax goes away in 2016, what road do we take? Mr. Bell said the taxes will expire. Mr. Madden asked about the 8% of health and welfare costs and if they will increase? Ms. O'Sullivan does not see any change in the future.

Mr. Putz stated that he does not know how or to what degree we can improve our current situation. He said California underfunds education every year. He talked about the Scandinavian studies and how the teachers are very much valued. Doctors live next door to teachers. He encourages all of us to advocate the value of education.

Mr. Madden asked if the audience had any questions. Mr. Goepf asked why the cost of living was not considered in this study. Ms. O'Sullivan said that our geographic location was difficult.

President Turney called for a motion to approve the Consent Calendar.

Consent Calendar  
M14-15-091

Motion by Mr. Putz to approve the Consent Calendar. Second by Mr. Zamoyta. The Consent Calendar items are as follows: Employ in existing position of Cafeteria Worker, Lead Cook, (Jamie Kirksey). 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 a motion to approve the Administrative Report.

Administrative  
Report

Motion by Mrs. Grabe to approve the First Reading of the October 2013 Board Policies. Second by Dr. Waner. President Turney called for the vote. Said motion was approved by the following roll call vote:

#14-15-010  
M14-15-092

AYES: Grabe, Putz, Turney, Waner, Zamoyta

NOES: None

ABSTAIN: None

ABSENT: None

President Turney adjourned the meeting at 8:33 p.m.

Adjourn

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Secretary

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Clerk of the Board