

BEAR VALLEY UNIFIED SCHOOL DISTRICT
MINUTES OF A REGULAR BOARD MEETING
HELD ON APRIL 15, 2015, BIG BEAR ELEMENTARY SCHOOL

Present: Dr. Stephen Foulkes
Mr. John Goepf
Mrs. Beverly Grabe
Mrs. Cathy Herrick
Mr. Paul Zamoyta

Absent: None

Also Present: Mr. Kurt Madden
Mr. Walter Con
Mrs. Tina Fulmer
Ms. Paulina Ugo

President Grabe called the meeting to order at 5:21 p.m. at the School District Office.

Open Session

President Grabe called for a motion to adopt the agenda for the meeting. Motion by Mr. Zamoyta to adopt the agenda for the meeting noting item 12-m- Minutes from a Regular Board Meeting held February 4, 2015-will be pulled from the Consent Calendar and taken separately and item 16-a-BVUSD 2015-2016 School Calendar-will be removed from the agenda. Second by Mr. Goepf. President Grabe called for the vote. Said motion was approved by the following roll call vote:

Adoption of
Agenda
M14-15-166

AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

President Grabe called for Public Comment on Closed Session Agenda items. Hearing no request to make Public Comment, President Grabe adjourned the meeting to a Closed Session 5:25 p.m.

Public
Comment

Pursuant to Government Code 54957: Conference with Labor Negotiator: Agency Negotiator: Mrs. Tina Fulmer, Director of Personnel/Educational Services. Two Bargaining Units (B.V.E.A./CSEA #415).

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

President Grabe called the meeting back into Open Session at 6:35 p.m. All present participated in a Moment of Silence and the Pledge of Allegiance. Open Session

President Grabe reported no action was taken during the Closed Session. Mr. Madden noted the revisions to the agenda made during the adoption of the agenda.

President Grabe opened the Hearing Section for Public Comment at 6:36 p.m. Hearing no request to make Public Comment, President Grabe closed the Hearing Section at 6:37 p.m. Public Comment

Cory Butcher, Student Representative, Big Bear High School provided information on the High School's Winterfest week which took place prior to Spring Break. Cory also reported the Adams Family play went very well. Spring sports are very busy at Big Bear High School and students are busy with college decisions and scholarship submittals. Student Rep. Report

Tyler Fries, Student Representative, Chautauqua High School exhibited a sample of the new spirit wear available at CTHS. Tyler also reported four seniors completed requirements for this school year; fourteen more are scheduled to graduate in June. Parent/Student Conferences were held prior to Spring Break and CTHS reported a 94% attendance rate. Scholarship applications are also being completed at CTHS. The programming class is progressing well and work is taking place for this class next year. The music class is also doing well.

Both Student Representatives shared their plans for next year.

Mrs. Tanya Perry spoke about the jacket donations for the last six years and the contributions made to the Boys' Soccer team. Mrs. Perry then introduced Mr. Simeon Prophet and Mrs. Dana Prophet. President Grabe and Mr. Madden recognized Mr. and Mrs. Prophet on behalf of the Governing Board and presented them with a certificate of appreciation. Recognition Section

Ms. Ugo introduced Mr. Robert Rodriguez, District Psychologist and Ms. Adrianna Aguirre, District Bilingual Psychologist noting the outstanding work they both do with our students. President Grabe and Mr. Madden recognized Mr. Rodriguez and Ms. Aguirre on behalf of the Governing Board and presented them with certificates of appreciation.

Mr. Chatham introduced Mr. Cory Barney, Computer Technician, and spoke about Mr. Barney's work at BVUSD as well as his work on State reporting. Mr. Madden read a letter from FCMAT regarding CalPADS in regards to Mr. Barney's work. Mr. Barney talked about starting at BVUSD and how he is thankful for his job and the friends he sees every day at work. President Grabe

and Mr. Madden recognized Mr. Barney on behalf of the Governing Board and presented him with a certificate of appreciation.

Mr. Madden presented information on the BVUSD Organization and Compensation Review noting this is not an action item; Mr. Madden provided a history and scope of the review. Comparison districts were presented as well as the methodology of the review. The total number of recommendations were 42 which included nine major recommendations. Mr. Madden reviewed the nine major recommendations and noted we have tried to slow things down and consider the time of year with negotiations, declining enrollment, May Revise, and Budget Adoption in June. Mr. Madden reviewed four priorities out of the nine recommendations and the fiscal implications of these four priorities. Mr. Madden reviewed next steps. A request was made for a more traditional organization chart. Mr. Chatham explained CalPADS to the board members. President Grabe stated she is uncomfortable approving something such as this because we need to know what happens with negotiations in regards to teachers and classified staff. We cannot add too many expenses until we know where the money is. President Grabe stated this information is very valuable; it is a great way to start.

Community/
Staff
Presentations

Dr. Foulkes stated there has been talk in the past of splitting the Director of Personnel and Curriculum and Education Services. This was a major recommendation and it is not included in this presentation. Dr. Foulkes asked if this is still under consideration. Mr. Madden commented this recommendation is necessary. If we look at everything, the teachers are doing a great deal at the site level. The question is how we coordinate all this; we have to look at what we have right now as we look at compensation, negotiations, etc. and ask if we do not have this person, how can we accomplish this. Mr. Madden stated the district is trying to be sensitive to everything right now. What was presented at this meeting is what Mr. Madden would like the Governing Board to consider right now. We want to engage teachers and make sure this is collaborative.

Mr. Zamoyta is thinking the Curriculum Coordinator is the most important position. We cannot have one because we have to hire an extra person in IT for CBEDS. Having a full time Curriculum Director is what Mr. Zamoyta thinks needs to happen; however, we have the bureaucracy we have to deal with and these are not helping education. Ms. Pyles explained the method and the way they are approaching math now and what needs to be developed in order to get ahead of the student and know what type of questions to ask. There does need to be someone who can help guide that. We will need to have a person, district wide, who will be able to be a support in these areas to bring all of this together and keep articulation going. Ms. Burton stated there are mandates regarding curriculum as well. We have people focusing on professional development but we do not have people focusing on Common Core transition; who will focus on textbooks. This request is for the students, teachers, and principals because there is not someone at the DO

focusing on it. Having only one person is a failure. Ms. Mason stated the students have different expectations now; veteran teachers feel like first year teachers. It is a huge learning curve for the students and staff and we need help.

President Grabe stated the Governing Board is hearing what is happening and what we really need to determine is what is the most important thing to do.

Mr. Zamoyta stated he does not think this district will reach its potential unless there is respect and understanding between teachers and administration. He would love to hear from the people in the trenches regarding what is going on and try to find solutions. Mr. Zamoyta would like to go to the sites one time per year and meet with the staffs.

Mr. Goepf stated we need to have someone watching vertical and horizontal alignment; if we place this with the principal, he is thinking we will lose the vertical alignment. Ms. Ugo stated we are making very good progress; what stands out is the collaboration between everyone. We go out of our way to support each other. Ms. Ugo explained how her position evolved by helping Mrs. Fulmer. Teachers do just as much; it is not just at the district level. We do a lot more than what some may perceive we do. We want to be sure we provide the best education for students. Mrs. Reynolds stated she hopes students will see how much concern and time is put into their education. She is amazed this room is packed with teachers, parents, and community members. This is so important. The concern at the high school level is we have several special departments and that makes it difficult with a curriculum person when you have experts on site. The person needs to be able to collaborate. High school and elementary is different and that needs to be taken into consideration.

President Grabe stated SPAA Days/PD Days are meant for collaboration only; when did they turn into staff meetings, etc.? Do principals only have that time for staff meetings? Mrs. McLinn stated all bell schedules are different; she explained why there is not time for staff meetings and some of the PD time is used for that.

President Grabe stated one of the many indicators in student achievement is teacher collaboration.

Mr. Madden stated we are trying to stretch our dollars as best we can and still get our students career and college ready.

President Grabe does not want this conversation to stop here; she wants it to be meaningful; we need to do something.

Mr. Madden quickly reviewed the compensation review and the next steps.

Dr. Foulkes noted it came out consistently in the organization review that we are underpaying for health and welfare benefits. When we make an offer, it is voted to be placed on salary instead?

Ms. Burton stated they place it on salary because we are so low already in salary. Things are not increasing equitably; we want it on salary because that is our retirement. RIM is below us on salary but they pay total benefits. We are low as well; it is very hard to compare. Our salary is really low and we have really highly

qualified people. Several teachers are talking about moving for retirement. Mr. Madden stated, if we talk with the experts, our biggest challenge is declining enrollment and retaining teachers.

President Grabe called for a break at 8:19 p.m.

Break

President Grabe called the meeting back into Open Session at 8:29 p.m.

Open
Session

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

Consent

Motion by Mr. Zamoyta to approve the Consent Calendar as follows:

Calendar

Purchase Order Report Numbers 150765 through 151003

M14-15-167

Payment Report, Batches 0253 through 0308

Request Approval for Inter-district Transfer

Substitute Teachers for the 2014-2015 School Year

Donations

District Drivers

Overnight Field Trips for 2014-2015

Overnight Field Trip for 2015-2016

Three Soccer Coaches for the 2014-2015 School Year

Williams Quarterly Report

Minutes of Regular Board Meeting held on January 21, 2015

Minutes of Special Board Meeting held February 9, 2015

Minutes of Special Board Meeting held February 20, 2015

Minutes of Regular Board Meeting held March 4, 2015

Minutes of Special Board Meeting held March 9, 2015

Minutes of Board Workshop Meeting held March 11, 2015

Minutes of Special Board Meeting held March 13, 2015

Second by Dr. Foulkes. President Grabe called for the vote. Said motion was approved by the following roll call vote:

AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta

NOES: None

ABSTAIN: None

ABSENT: None

Item removed from the Consent Calendar:

Motion by Dr. Foulkes to approve minutes of a Regular Board Meeting held

M14-15-168

February 4, 2015 with changes noted. Second by Mr. Zamoyta. President

Grabe called for the vote. Said motion was approved by the following roll call vote:

AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta

NOES: None

ABSTAIN: None

ABSENT: None

Mr. Madden reviewed key items listed on the calendar.

Information
Section

Dr. Foulkes stated he really does not like the new agenda online. He noted the district could save \$6,000.00 per year by just using linked pdf documents. He would hope there would be support from other board members.

Board
Member
Reports

Mr. Con explained the bid opened today at 2:00 p.m. for the BLES site improvements. We will determine tomorrow who is the lowest responsive/responsible bidder. Mr. Con is hoping this will be on the May 6th board agenda.

Cabinet
Reports

Mrs. Fulmer stated she received information at 10:30 last night regarding the bid for SCSEBA marketplace. Classified went with this last year. Yesterday, teachers voted to go to the marketplace. Management does not have voting rights but the survey showed 13 out of 21 want to go to the marketplace. We will be going to the marketplace during open enrollment; benefit plans will not change.

Ms. Ugo reported the State assessment window has opened. By the feedback she is receiving, things went well today. She will bring information forward regarding a program of choice at the May 6th board meeting. The benefit of transitioning from a continuation high school to an alternative educational center is it would serve K-12 students. Blended learning has 12 students. Some home school parents are showing interest in returning to our district. Four new Special Education Teachers will be in our district this year and will need support. Ms. Ugo will work with SELPA for support as well. Mrs. Perry will be in Sacramento on Monday to speak on behalf of the district regarding MAA.

Motion by Mr. Zamoyta to approve the first reading of the February, 2014 Board Policy Revisions and the first reading of the April 2014 Board Policy Revisions. Second by Dr. Foulkes. President Grabe called for the vote. Said motion was approved by the following roll call vote:

Admin. Report
#14-15-015
M14-15-169

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Motion by Mr. Zamoyta to approve the first reading of Board Policy and Administrative Regulation 6158 – Independent Study. Second by Dr. Foulkes Discussion followed where Mr. Zamoyta asked the circumstances where the Board may offer Independent Study to a student. Mr. Goepp asked if there is criteria for the decision of Independent Study. Ms. Ugo answered; a student in a comprehensive situation can state they would rather go into a continuation situation because they are not comfortable in the comprehensive setting. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M14-15-170

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Motion by Mr. Zamoyta to approve the first reading of the Board Meeting Calendar for 2015-2016. Second by Dr. Foulkes. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M14-15-171

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

The Bear Valley Unified School District 2015-2016 Calendar was pulled when the agenda was adopted.

Curriculum/
Inst. Report

Motion by Dr. Foulkes to approve the Clinical Affiliation Agreement Between California State University-Dominguez Hills and BVUSD. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M14-15-172

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Motion by Dr. Foulkes to accept the Actuarial Study of Retiree Health Liabilities and Re-affirm the District's Plan to "pay-as-you-go" to Provide these Benefits. Second by Mr. Zamoyta. Discussion followed where Dr. Foulkes stated he feels it is better to go with the fund but this evens it out over a long period of time. Mr. Con stated this is very fluid and chips away annually at the liability. At some point, we will get to a zero liability. This was a way of identifying this liability that overall this insurance can owe people when they retire. You can just pay for the ones on the books right now through age 65; this is what it will cost this year. President Grabe called for the vote. Said motion was approved by the following roll call vote:

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Motion by Dr. Foulkes to approve Crexendo, Inc. as the vendor for the new BVUSD Phone System and authorize Mr. Kurt Madden, Superintendent of Schools or Mr. Walter J. Con, Assistant Superintendent of Business Services to sign the contract with Crexendo, Inc. Second by Mr. Zamoyta. President Grabe called for a roll call vote. Said motion was approved by the following roll call vote:

AYES: Foulkes/Goepp/Grabe/Herrick/Zamoyta
NOES: None
ABSTAIN: None
ABSENT: None

Resignations/Retirements were reviewed by Mr. Madden as information only.

President Grabe adjourned the meeting to a Closed Session at 9:27 p.m. Closed Session

President Grabe called the meeting back to Open Session at 9:51 p.m. and noted no action was taken during the Closed Session. Open Session

President Grabe adjourned the meeting at 9:52 p.m.

Secretary

Clerk of the Board