

BEAR VALLEY UNIFIED SCHOOL DISTRICT  
MINUTES OF A REGULAR BOARD MEETING  
HELD ON JUNE 3, 2015, SCHOOL DISTRICT OFFICE

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  
Mr. Scott Hird

President Grabe called the meeting to order at 5:16 p.m. at the School District Office. Open Session

President Grabe called for a motion to adopt the agenda for the meeting. Adoption of  
Motion by Mr. Zamoyta to adopt the agenda for the meeting removing item Agenda  
13-j from the Consent Calendar and moving item 15-c to the Consent Calendar. M14-15-209  
Second by Mr. Goepf. 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

President Grabe called for Public Comment on Closed Session Agenda items. Public  
Hearing no request to make Public Comment, President Grabe adjourned the Comment  
meeting to a Closed Session 5:22 p.m.

Student Personnel Item #14-15-011.

Pursuant to Government Code 54957: Public Employee Employment - Title  
of Position: Interim Superintendent of Schools.

Pursuant to Government Code 54957, Public Employee Employment – Title of  
Position: Interim Assistant Superintendent of Business Services.

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.

Open  
Session

The Recognition Section was moved to this portion of the meeting. Mrs. O'Hare introduced the Altitude Adrenaline and Altitude Accelerant groups from North Shore Elementary School. Students explained the activities of the chorus groups and exhibited trophies and medals won throughout the year.

All present participated in a Moment of Silence and the Pledge of Allegiance. It was noted by President Grabe the meeting is being recorded by the Grizzly.

President Grabe reported action taken during the Closed Session: The Governing Board voted unanimously by roll call vote to expel Student Personnel Item #14-15-011 and staid the expulsion sending the student to the ATE Class at Chautauqua High School. The student is requested to appear before the Governing Board prior to admittance at the end of the specified period of time.

The Governing Board voted unanimously by roll call vote to appoint Mr. Ron Peavy as the Interim Superintendent of Schools effective June 1, 2015 through December 31, 2015. Mr. Peavy will serve an average of three days per week.

The Governing Board voted unanimously by roll call vote to appoint Dr. John Niederkorn as the Interim Assistant Superintendent of Business Services effective June 1, 2015 through December 31, 2015. Dr. Niederkorn will serve an average of three days per week.

Cory Butcher, Big Bear High School, reported on the Every 15 Minutes Program taking place this week at BBHS. Prom is scheduled for this week; graduation in two weeks. Senior Awards were held this past Monday evening.

Student  
Representative  
Report

Tyler Fries, Chautauqua High School, reported on the mid-cycle WASC noting the visit went very well and they are waiting for the report from the WASC team. One recommendation was to begin a student leadership team as the current team is more disciplinary. Tyler has met with Mr. Bumstead to determine how an ASB could serve CTHS students. The Robotics program continues to grow. President Grabe, Mr. Madden, and Ms. Ugo recognized Tyler and presented him with a gift and certificate. President Grabe, Mr. Madden, and Mrs. McLinn recognized Cory and also presented him with a gift and a certificate.

President Grabe opened the Hearing Section for Public Comment at 7:06 p.m. Mrs. Cleary and Ms. Tennity spoke about adult learning opportunities during the summer as well as the Adult Learning and Resource Center. Becky McLaughlin spoke about the Varsity Volleyball Coaching Staff. April McLaughlin also spoke about Varsity Volleyball.

Public  
Comment

Mrs. Perry introduced the staff of the Healthy Start Department and explained how Healthy Start is both a Community Collaborative and provides school based services. Services provided by Healthy Start were reviewed as were the number of contacts made by the department.

Community/  
Staff Pres.

President Grabe called for a break at 7:59 p.m.  
President Grabe called the meeting back to Open Session at 8:07 p.m.

Break  
Open Session

Mr. Madden reviewed the calendar as presented and the monthly performance indicators. Kudos were given to the principals for 200 classroom visits in the past month. Mr. Madden noted the Alliance for Education event where Mrs. Arbaugh was acknowledged as a STEM Champion.

Info.  
Section

#### Board Member Reports:

Mrs. Herrick reviewed the local scholarship program that took place and her attendance at the Every 15 Minutes scene.

Mr. Goepf reported on his attendance at the new teacher induction program where the teachers made presentations. Mr. Goepf commended the new teachers noting the talent we have in our district; coaches were also commended. Mr. Goepf also noted a list created by 7<sup>th</sup> graders on the Rathbun Creek project. Mr. Zamoyta attended all three elementary open house events noting the art was wonderful.

Dr. Foulkes reported on his attendance at the open house event at North Shore. Dr. Foulkes would like Survey Monkey considered for opportunities for feedback on alumni surveys. Also noted was his concern with math scores at the high school which are half the state average.

President Grabe spoke about the STEM Night and also noted the generosity of our community by the number of scholarships given to our graduates every year.

#### Cabinet Reports:

Ms. Ugo reviewed the WASC mid-cycle visit at CTHS noting she believes it went very well. Recommendations included student leadership, academic collaboration between BBHS and CTHS, and rigor. She is waiting for the draft report.

Mrs. Fulmer provided a handout regarding Teachers on Special Assignment which showed who is on special assignment, where they are, and how they are servicing the district. All TOSAs are paid through Title I Categorical Federal funds.

President Grabe called for a motion to approve the Consent Calendar. Consent  
Motion by Mr. Zamoyta to approve the Consent Calendar as follows: Calendar  
Overnight Field Trip for BBHS Cheer Team M14-15-210  
Overnight Field Trip for NSES Kindergarten class  
Employ Debra Smith in existing position of Bus Driver  
Inter-District Transfer (Lake Arrowhead to BBES)  
Donation from The Boeing Company \$250.00  
Obsolete Equipment  
Classified Substitutes (Miguel Ramirez/Alan Lee/Tami Maybrier)  
Employ Mrs. Lisa Griffiths in existing position of Campus Safety Assistant  
Abolish one FTE Certificated Teaching Position at NSES  
Abolish one FTE Certificated Teaching Position at BBHS  
Abolish two Utility Worker Positions  
Abolish District-wide Custodian Position  
Resolution Number 14-15-010 and Agreement for LEA Billing with CSBA's  
Practi-Cal, Inc.  
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

Motion by Mr. Zamoyta to approve the First Reading of the October 2014 Admin. Report  
Board Policy Updates. Second by Dr. Foulkes. President Grabe called for #14-15-018  
the . A vote in favor of the motion was approved by the following roll call vote: M14-15-211  
AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

Motion by Mr. Zamoyta to approve the First Reading of Board Policy and M14-15-212  
Administrative Regulation 5141.33 – Head Lice. Second by Dr. Foulkes.  
President Grabe called for the vote. A vote in favor of the motion was approved  
by the following roll call vote:  
AYES: Foulkes/Goepf/Grabe/Herrick/Zamoyta  
NOES: None  
ABSTAIN: None  
ABSENT: None

Mrs. Hahn explained the necessity of a name change for Fallsvale Elementary; this name change is due to the fact Fallsvale will be a K-7 site next year and this change will reflect this. A consensus was reached to form a Facility Naming Committee; Mrs. Herrick will be the Governing Board Representative on this committee. The meeting date was set for June 11, 2015, 1:00 p.m. at Fallsvale. Mr. Goepf may Skype in to the meeting.

President Grabe called for a motion to approve an Agreement for Facilitator Services from Dr. Fay G. (Sandy) Sanford, President of Eduneering, Inc. Discussion followed where Mr. Zamoyta requested this item be tabled until after the list of school site visits can be reviewed and the Board Retreat scheduled for June 19<sup>th</sup>. He wants to hear what Dr. Sanford is offering. Dr. Foulkes feels Dr. Sanford is very valuable and he cannot see us not approving this agreement; feels we are not using Dr. Sanford as effectively as we could be. A consensus was reached by all five Governing Board Members to develop an assessment plan on how we approach this and everything is communicated well; specifically, what is being done; Dr. Sanford needs to know our vision.

President Grabe opened a Public Hearing at 9:02 p.m. in regards to the naming of the District Board Room. Mrs. Peterson thinks this is a wonderful thing to do and the family is touched by it. Hearing no further requests to make public comment, President Grabe closed the Public Hearing at 9:04 p.m.

Public  
Hearing

Motion by Mr. Zamoyta to approve the First Reading of the 2015-2016 Student Handbooks for all Bear Valley Unified School District School Sites with the addition of titles to all Governing Board Member Names. Second by Dr. Foulkes. President Grabe called for the vote. A vote in favor of the motion was approved by the following roll call vote:

Curriculum/  
Instruction  
Report  
M15-16-213

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

Motion by Mr. Zamoyta to approve the First Reading of the 2015-2016 Transportation Handbook. Second by Dr. Foulkes. President Grabe called for the vote. A vote in favor of the motion was approved by the following roll call vote:

Business/  
Fin. Report  
#15-16-013  
M14-15-214

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

Management/Confidential #14-15-004

Personnel  
Section  
M14-15-215

Motion by Mr. Zamoyta to abolish the Information Technology Coordinator Position. Second by Mr. Goepf. Discussion followed where Dr. Foulkes stated before we deal with these positions, we really need to see, at the strategic level, how this all fits together in an organization chart; it is hard to see the the lines of authority and how this organization will work; need to understand the organization better. Dr. Foulkes has concerns that we will have a new superintendent; would it be more appropriate to postpone this reorganization until we have a new superintendent and they can say this is what makes sense to them. Mrs. Fulmer's position makes sense; even there, the job description does not make clear the relationship with principals and the lines of authority. The concern is the feeling of a top heavy organization; it does not make sense to him. Mr. Madden stated we have looked at a way to simplify; if someone is not in a Cabinet position, they would be in a Director position. On June 19<sup>th</sup>, Mr. Madden and Mrs. Fulmer will bring a new organization chart showing existing versus proposed. If the Board decides to wait for a new superintendent, it might take six months or more or you could do the changes with Mr. Peavy here. President Grabe disagrees; she does understand, however, these positions, you cannot put names to them. We have been waiting for a long time for this change; she is not in favor of waiting. Mr. Goepf finds it difficult that we do not have a district organization structure in order to see the alignment of these positions in the overall picture of the lines of authority. He would like to see how these positions fit; he might agree if he could see it on an organization structure. President Grabe stated Executive Directors will sit on Cabinet; Directors will not. Mr. Madden would like to have an Executive Director and Director; the organization chart that was shown two months ago will not change; only the titles will change. Mr. Zamoyta noted the organization review showed these two positions; it is not hard to visualize and we can rescind if what you are asking for is not provided. Mr. Goepf stated it sounds like we are getting top heavy again. Mr. Zamoyta stated we are back to more reasonable class sizes. Mr. Madden stated we are creating one management position but the organization load has increased and the job description has not caught up; if we do not differentiate, it is hard to tell the difference between positions. Mr. Madden stated we have been really transparent with this decision. Mr. Goepf would like to proceed with these items but, immediately after, we make a clear communication as to what the organization looks like and communicate this across the district. Dr. Foulkes stated the IT Director is a critical role in relation to the Executive Director of Educational Services; this was not clear in the job description. Mr. Madden stated the positions of IT Director and Executive Director of Educational Services must be connected; Mr. Chatham will be the "go to" guy for IT. Dr. Foulkes argued Mr. Chatham makes a decision as to what software is used; Dr. Foulkes wants the Executive Director of Educational Services to be the final decision. That is not how the job description is written. Mr. Chatham stated the vision is to get scaffolding for all sites using

uniform software that the Executive Director of Educational Services proposes. He has the knowledge of what devices we have and he knows what software will work or not. Uniform software usage throughout the district which helps students. The Executive Director of Educational Services will help with the knowledge they have. Dr. Foulkes is not arguing we do not want to use Mr. Chatham's expertise to the maximum; however, is arguing the authority should reside with the Executive Director and that person work in partnership with Mr. Chatham to make sure what he is saying is correct. The responsibility resides with the Executive Director. Mr. Madden stated, if we need to modify the job description, we can do that. Things need to be run past Mr. Planz to collaborate on the facility side. President Grabe stated we need to have our team in place before we start on July 1<sup>st</sup>.

President Grabe called for the vote. A vote in favor of the motion was approved by the following roll call vote:

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

Motion by Mr. Zamoyta to Create the position of Director of Information Technology and appoint Mr. Michel Chatham to the position. Second by Mr. Goepf. Discussion followed where Dr. Foulkes shared his concern about the Executive Director position; we are a small district; larger companies have these titles. The difference is a Cabinet level versus not. Mr. Fulmer stated other districts place all Cabinet level staff as Assistant Superintendents; the job descriptions are the same. Dr. Foulkes needs to understand the entire organization; the big picture makes a difference.

M14-15-216

President Grabe called for the Vote. A vote in favor of the motion was approved by the following roll call vote:

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

Motion by Mr. Zamoyta to abolish the Maintenance and Operations Supervisor position. Second by Mr. Goepf. Discussion followed where Dr. Foulkes noted the lines of authority are pretty clear; this was a specific recommendation from School Services. Our facilities are smaller now and he does not understand the explosion in facilities. Mr. Madden explained his first impression of our facilities; Mr. Planz is on the clock 24/7-365 days per year. Things have changed in 20-30 years and Mr. Planz has to be an expert in all these areas. Building is different in the mountains; felt he should have been elevated four years ago. Mr. Con added another organization deficit with the lack of administrative support for the Assistant Superintendent position; Mr. Planz has elevated his capacity by running the high school cafeteria expansion. This is not an oversight responsibility

M14-15-217

and he was working out of classification. Mr. Planz coordinated the construction of the solar project as well as BLES site improvements. These types of duties will not be found on a supervisor job description. What Mr. Planz has taken on has allowed the Assistant Superintendent to be able to do other duties. Mrs. Herrick stated we can say this about both positions; this is a catch up for long-term and hardworking individuals; the title is catching up with what they are already doing. Mr. Zamoyta noted technology will not stop; these positions will not get easier. Mr. Goepf believes this position has more diverse functional responsibilities and has a more diverse set of staff that needs to be directed; greater leadership position and would support this title. President Grabe believes the amount of work in the technology position is huge and will only increase. She does not think you can say Mr. Planz does more than Mr. Chatham. They are both working very hard and extending themselves and she does not want there to be a degree of who does more work. Mr. Goepf stated everyone works hard; it is the job description that defines the responsibility; we are talking about the positions. Dr. Foulkes' concern about Mr. Chatham was not the title as much as the lines of authority between him and the Principals and the Executive Director of Educational Services.

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

Motion by Mr. Zamoyta to abolish the Director of Personnel/Educational Services position and create and appoint Mrs. Tina Fulmer to the position of Executive Director of Personnel. Second by Dr. Foulkes. Discussion followed where Dr. Foulkes stated the Executive Director titles still bother him. President Grabe called for the vote. Said motion as approved by the following roll call vote:

M14-15-218

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

Motion by Mr. Zamoyta to create the Executive Director of Educational Services position. Second by Mr. Goepf. Discussion followed where Dr. Foulkes stated this position is key; perhaps is one of the most important in the district. He is very concerned about it. Line of authority is his biggest concern. Instructional leadership is not clear; it is very important it is understood what is their level of authority of Director or instructor; an organization chart would help. Mr. Madden asked how Cabinet can support the vision of the Board? From there, they start working with principals, TOSAs, teachers toward a shared vision. President Grabe stated there must be a shared

M14-15-219



vision. Dr. Foulkes noted the best management style is collaborative. This position must collaborate with Principals. In the end, someone is responsible for making the decision and making sure it is implemented. Direct line of authority from the Superintendent to this position. This is not clear in the job description. Mr. Zamoyta is very excited about this; he is hoping this position opens up the cool stuff available. Mr. Madden stated we would like to fly the position internally for two weeks and bring a recommendation to the Governing Board on June 24<sup>th</sup>. Dr. Foulkes stated normally, he would like to see this position fly outside of the district; however, circumstances are different right now. He would like to see one or more local candidates; would like to see them compete against the best and win but he does not think we have the time. President Grabe believes we have people in house who can do this. Dr. Foulkes does not disagree but how do we know. Mr. Goepf suggested whoever gets this position sits down and collaboratively writes their job description with people who are stakeholders in this position. President Grabe noted it will be important that this person knows the district. Mr. Zamoyta stated ideally, you would want to hire this person after we establish our vision; we do not know what our vision is going to be. 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

Motion by Mr. Zamoyta to abolish the Director of Student Services/Alternative Education position, create the Executive Director of Student Services/Alternative Education position, and appoint Ms. Paulina Ugo to the position of Executive Director of Student Services/Alternative Education. 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

Motion by Mr. Zamoyta to abolish .51 FTE Principal at Fallsvale Elementary and .49 Teacher on Assignment Position. Second by Dr. Foulkes. Discussion followed where Dr. Foulkes verified this position will not be filled. Mr. Madden stated, at a minimum, we need to have a designee at Fallsvale; we will inform the Governing Board of the designee when the decision is made. Dr. Foulkes then verified the .49 Teacher on Assignment position will be eliminated. Yes. 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

Discussion took place regarding the position of Assistant Superintendent of Business Services versus Director of Business Operations. Mr. Madden provided a handout of the salary schedule for Executive Directors. It was noted Director would not fit; it should be Executive Director. Mr. Zamoyta stated we have an Interim in place; he would like to get guidance from Mr. Peavy and Dr. Niederkorn before a decision is made.

Mr. Madden reviewed the resignation/retirement notifications as presented.

Mr. Madden reviewed the choices available for the Superintendent Search process; San Bernardino County Superintendent of Schools or a Search Firm. Discussion took place regarding the pros and cons of the County versus a firm. The Governing Board reached a consensus to schedule a Special Board Meeting for a maximum of three search firms to make presentations. The consensus included securing a contract with Mr. Bray in the event a superintendent is not seated by December 31, 2015.

President Grabe adjourned the meeting to a Closed Session at 10:20 p.m. noting no action will be taken regarding the superintendent evaluation.

Motion by Mr. Zamoyta to extend the meeting past 10:30 p.m. Second by M14-15-222  
President Grabe. 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

President Grabe adjourned the meeting at 11:18 p.m. reporting no action was Adjourn  
taken.

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Secretary

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Clerk of the Board