

BEAR VALLEY UNIFIED SCHOOL DISTRICT
MINUTES OF A REGULAR BOARD MEETING
HELD ON DECEMBER 9, 2015, SCHOOL DISTRICT OFFICE

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

Absent: None

Also Present: Dr. John Niederkorn
Dr. Lisa Waner

President Grabe called the meeting to order at 5:00 p.m. at the School District Office.

Open Session

President Grabe called for a motion to adopt the agenda for the meeting. Motion by Dr. Foulkes to adopt the agenda for the meeting including an addendum on items 14-p, q, r, s and moving item 8-Report of Action Taken in Closed Session and item 20-Personnel Report Management/Confidential to occur following item 11-Community/Staff Presentations and table item 16-a-BVUSD Organization Charts for six months. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

Adoption of
Agenda
M15-16-067

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

Ms. Burton thanked the Governing Board for visiting Big Bear High School. Good conversation came out of it. Ms. Burton stated there is concern with item 16-b-Proposed Structure of the Budget Advisory Committee/Local Control Accountability Plan Committee. The concern is with the number of representatives in each category. BBHS staff felt the teachers and classified staff were under represented in this draft. Dr. Niederkorn explained it is important there is a cross section and that the members of the committee be balanced. This committee is an advisory/recommending committee. The recommendations go through the Superintendent and the Superintendent is responsible to bring those recommendations to the Governing Board. The Governing Board has the authority and they make the final determinations. Ms. Burton stated in the past, people made recommendations outside of budget limits. There is a big education piece that needs to take place with this committee.

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 5:10 p.m. Public Comment

Pursuant to Government Code 54957: Discussion of potential candidates with representatives from Leadership Associates (search firm). Title of Position: Executive Director of Business Services. Closed Session

Pursuant to Government Code 54957.6: Conference with Negotiator of Unrepresented Employee. Name of Negotiator: Mr. Todd Robbins, Attorney, Atkinson, Andelson, Loya, Ruud & Romo. Title of Position: Superintendent of Schools.

Pursuant to Government Code 54957.6: Conference with Labor Negotiator: Agency Negotiator: Mr. Ron Peavy, Interim Superintendent of Schools and Dr. John Niederkorn, Interim Assistant Superintendent of Business Services. Two Bargaining Units (B.V.E.A. and CSEA Chapter #415).

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

Dr. Foulkes called the meeting back to Open Session at 6:30 p.m. noting President Grabe was present during the Closed Session and will return in approximately 20 minutes. Dr. Foulkes explained the adoption of the agenda and the revisions made to the agenda during the adoption. Open Session

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

Gage Ford, Student Representative, CTHS, reported on two assemblies at CTHS the topics being health and safety issues. CTHS will hold an early graduation ceremony on December 10th. Parent conferences begin next week and CTHS is working on the WASC visit. Student Rep. Report
Melissa Vargas, Student Representative, BBHS, was absent from the meeting.

Dr. Niederkorn introduced Ms. Linda McGrain and Mrs. Andy McLinn. Dr. Niederkorn reviewed information on the Friendly Soles for Paws organization. Mrs. McLinn explained how the classrooms look when they are transformed into stores. Ms. McGrain spoke about the help the principal and staff provides and recognized Ms. Laura Hoffman for the part she plays in this program. Also recognized were the volunteers from the area who help with this program. Dr. Foulkes read and presented a certificate to Ms. McGrain. Recognition Section

Dr. Waner introduced Ms. Jaegar, Coordinator of Special Education. Ms. Jaegar presented background information on tele-therapy and reasons why this could be the best choice for our students. Ms. Jaeger introduced Ms. Jonni Vindeola. Community/ Staff Pres.

President Grabe returned to the meeting at 6:40 p.m.

Ms. Vindeola explained the reasons why there is a shortage of speech therapists and explained her experience with Presence Learning and the training involved to work for this organization. Therapists must be licensed and credentialed wherever they are providing the therapy services. Also explained was how the process works through the computer. Presence Learning has their own service platform that is secure. Whatever is required in the IEP can be provided through this program. Students do very well because they are focused on the therapist and typically do not have outside distractions. Students actually did better with the online program. This program would be optional to parents; it does not replace our therapists; it is an additional option. This would supplement what we have right now and fill the need for additional therapists that we need. The cost and cost effectiveness of this program is still being reviewed; a proposal will be presented to the Governing Board in the future. We will continue to recruit Speech and Language therapists when available. This program will augment our staff and meet the needs of our students.

Report of Action taken in Closed Session. This item was moved during the adoption of the agenda to follow the Community-Staff Presentations. The Governing Board, in Closed Session, approved the appointment of Dr. Mary Suzuki to the position of Superintendent of Schools. This appointment was passed with a 5-0 roll call vote – all Governing Board Members present. This appointment is effective January 4, 2016.

Personnel Report Management/Confidential #15-16-006 – this item was moved during the adoption of the agenda. President Grabe called for a motion to approve the Contract – Superintendent of Schools. Motion by Dr. Foulkes to approve the Contract – Superintendent of Schools. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M15-16-068

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

President Grabe read a short bio on Dr. Suzuki and introduced Dr. Suzuki to all present at the meeting. Dr. Suzuki thanked the Governing Board for allowing her the privilege of being the Superintendent of Bear Valley. She is very grateful and looking forward to beginning in the position. Dr. Suzuki stated she is thrilled and honored to be working with the entire district.

President Grabe opened the Hearing Section for Public Comment at 7:00 p.m. Hearing
Hearing no request to make Public Comment, President Grabe closed the Section
Hearing Section at 7:01 p.m.

Dr. Niederkorn highlighted items noted on the calendar included in the Information
published agenda. Section

Board Member Comments:

Mr. Zamoyta reported the CSBA Conference was great; beyond measure. A book by Vickie Abeles was presented to Dr. Suzuki.

Dr. Foulkes enjoyed the CSBA Conference as well and attended a variety of sessions. Dr. Foulkes shared information with Dr. Waner from a vendor who conducts alumni surveys with measurable pupil outcomes. Other sessions attended covered topics such as comparing charter schools to regular schools and digital textbooks.

Mrs. Herrick welcomed Dr. Suzuki.

Mr. Goepp also enjoyed the CSBA Conference and reported on his attendance in a Career Pathway session which may have a great potential opportunity for a pilot. Another session attended was on Special Education.

President Grabe enjoyed the process of selecting the superintendent noting they had very good candidates; it was not easy. She is very pleased to have Dr. Suzuki starting in January.

Cabinet Reports:

Dr. Waner requested feedback from Governing Board Members on Survey Monkey by December 18th.

President Grabe called for a motion to approve the Consent Calendar noting Consent
the addendum items. Motion by Dr. Foulkes to approve the Consent Calendar Calendar
as follows including the addendum on items 14-p, q, r, and s: M15-16-069
Second Reading and Adoption of the 2015-2016 Site Safety Plans
Youth Truth Student Survey Proposal
BLES Extra Duty Units for 2015-2016
CTHS Extra Duty Units for 2015-2016
BBMS Extra Duty Units for 2015-2016
FVS Extra Duty Units for 2015-2016
BBES Extra Duty Units for 2015-2016
Abolish Special Education Instructional Aide Position
Creation of Special Education Instructional Aide Positions
Creation of Cafeteria Worker Position
Classified Substitute Salary Schedule
Classified Substitutes (Julie Shaffer/Teri De Bie/Ana Smith/Sarah Avignone/
Kayla Bell/Danee Renick/Cristina Salas/Richard Salaets/Autumn Washburn)
Administrator in Charge at Fallsvale School (Manny Marquez) effective January
1, 2015

Employ 1 FTE Special Education Teacher-BBMS (Audra Scates)
Independent Study Teachers at BBMS for the 2015-2016 school year (Suzy Carpenter/Kathryn Olson/Tracy Tokunaga)
Employ in Existing Position of Instructional Aide-CTHS (Elizabeth Lambdin)
Employ in Existing Position of Instructional Aide-CTHS (Teri De Bie)
Employ in Existing Position of ELL Instructional Aide-BBES (Amy Mendez)
Employ in Existing Position of Custodian-Night-BBHS (Emmanuel Ayala Castillo)
Separation of Employment and Placement on the 39-month Rehire List (EMP14-15-001 effective December 1, 2015)
BBHS Coaches for 15-16 (Schermer/Bumstead/Tamara Croll/Don Suthard/Katie Helmuth)
Purchase Order Report Number 160378 through 160424
Certification of Board Minutes (Dr. Niederkorn)
Minutes of a Special Board Meeting held on July 17, 2015
Minutes of a Special Board Meeting held on July 29, 2015
Minutes of a Special Board Meeting held on July 31, 2015
Minutes of a Regular Board Meeting held on August 5, 2015
Second by Mr. Zamoyta. 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

There were no items removed from the Consent Calendar:

BVUSD Organizational Charts was tabled during the adoption of the agenda with a request to bring the charts back as an information item in six months. Admin. Report #15-16-008

Motion by Mr. Zamoyta to approve the proposed structure of the Budget Advisory Committee/Local Control Accountability Plan Committee. Second by Dr. Foulkes. Discussion followed where it was noted the Governing Board members on this committee are non voting members of this committee; they will cast their vote as Governing Board Members when recommendations are presented by the Superintendent. Governing Board Members on the BAC/LCAP Committee will be part of discussions that take place at the committee level; however, they will not vote on recommendations made to the Superintendent. Mr. Zamoyta added points of view from the Governing Board representatives should be as individuals and they should state it is their individual point of view and not the point of view of the Governing Board. The perception will always be they are representing the Governing Board as a whole. It is important to state “as one board member” when providing opinions or points of view during participation on a committee such as this. The chair of this committee will determine how to best make a clear recommendation to the superintendent. Representatives M15-16-070

on the committee operate as a collective. Dr. Foulkes commented Ms. Burton made a good point earlier. The first step for this committee will be an education process. The LCAP has very specific requirements for public involvement. This structure meets those requirements. Additionally, the meetings are open meetings and everyone is welcome to attend. Other meetings will take place within the District; this committee is the Core and takes the place of the former Steering Committee.

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

Dr. Waner explained the reason for the waiver regarding Equity Length of Time is in regards to the different times of Kindergarten and Transitional Kindergarten classes held at the same site.

Curriculum/
Instruction
Report

President Grabe opened a Public Hearing on the request for a Waiver Regarding Equity Length of Time at 7:29 p.m. Hearing no request to make Public Comment, President Grabe closed the Public Hearing at 7:30 p.m.

Public
Hearing

Motion by Dr. Foulkes to approve Resolution No. 15-16-009 to request a Waiver Regarding Equity Length of Time. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M15-16-071

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

Motion by Mr. Zamoyta to approve the Deferred Maintenance Projects for an estimated cost of \$364,000.00 (BBES three projects/BBHS one project). Second by Dr. Foulkes. President Grabe called for the vote. Said motion was approved by the following roll call vote:

Business/
Financial Rep.
#15-16-007
M15-16-072

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

Motion by Mr. Zamoyta to approve the Deferred Maintenance Fund, M15-16-073
Annual Match Authorization transferring S100,000.00 from the General
Fund to the Deferred Maintenance Fund and transferring \$100,000.00
from the Special Reserve Fund Redevelopment Agency 25-9812 to the
Deferred Maintenance Fund. Second by Dr. Foulkes. Discussion followed
where a question was asked if the \$100,000.00 is for 2015-2016 and not
every year. Dr. Niederkorn answered this is totally at the determination of
the Governing Board. The recommendation is as the budget allows, the
Governing Board should consider increasing this amount. There are many needs
and we recognize some of these needs are extreme and will interfere with
school. It is appropriate the new superintendent be given the opportunity
to review since \$100,000.00 is coming from the General Fund. It was
recommended this be brought back in the Spring for further consideration.
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 Dr. Foulkes to approve the declaration of Emergency Conditions- M15-16-074
Big Bear Elementary School-Resolution Number 15-16-011 and authorize
the Interim Assistant Superintendent of Business Services, Dr. John Niederkorn
or the Fiscal Services Supervisor, Mrs. Linda Rosado, to sign all related documents.
Second by Mr. Zamoyta. Discussion followed where Mr. Zamoyta asked for an
estimate of how much more, if any, it costs to go with emergency conditions
versus going out to bid. The bid process is an issue of time and cost as well as
staff time to facilitate; \$3,000.00 to \$5,000.00 depending on the number of bids
submitted. It does not compromise the cost factor; this action saves time. Mr.
Planz still obtains three bids even though it is not required. Contracts will
go out Friday. 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

Dr. Niederkorn recognized Mrs. Rosado for her work in the process of creating the First Interim Report. Account Clerks were also recognized for their work on this document along with keeping their regular work going. Dr. Niederkorn reviewed the First Interim Report presentation given on December 7, 2015.

Motion by Dr. Foulkes to approve the 2015-2016 First Interim Report. Second M15-16-075 by Mrs. Herrick. 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

Personnel Report-Certificated #15-16-003

Motion by Mr. Zamoyta to approve an "Early Resignation Notice Incentive" M15-16-076 for certificated employees who submit their non-revocable resignation notice between January 11, 2016 and no later than February 12, 2016. These resignees will receive \$1,000.00 per FTE (Full Time Equivalent). Part-time contracted employees will receive a pro-rated incentive consistent with their contract. This incentive would be paid on the May 1, 2016 pay warrant. Second by Dr. Foulkes Discussion followed where it was stated this is for any certificated staff member including management as well as teachers. This is not the Cal STRS Golden Handshake; it is not a retirement incentive. We have not found the same circumstance in finding qualified replacements for classified staff which is why this incentive is not being offered to classified employees. Mr. Zamoyta asked if this is common practice in other districts. Yes, it has been done many times. Peak hiring season begins in the spring.

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

Board Organizational Meeting

President Grabe called for nominations for the position of President of the Governing Board. Mr. Goepf nominated Dr. Foulkes. Motion by Mr. Zamoyta M15-16-077 to appoint Dr. Foulkes as President of the Governing Board. 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 nominations for the position of Clerk of the Governing Board. Mrs. Herrick nominated Mr. Zamoyta. Motion by Dr. Foulkes to appoint Mr. Zamoyta as the Clerk of the Governing Board. Second by Mr. Goepf. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M15-16-078

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

President Grabe called for nominations for the position of Representative to the County Committee on School District Organization. Mr. Zamoyta nominated Mrs. Herrick. Motion by Mr. Goepf to appoint Mrs. Herrick as the Representative to the County Committee on School District Organization. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M15-16-079

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

Motion by Dr. Foulkes to approve Resolution Number 15-16-010 stating the Governing Board of Trustees will continue to hold Regular Meetings on the first Wednesday of each month and Board Workshop Meetings on the third Wednesday of each month and will continue to hold Special Meetings/Workshops as necessary and properly noticed. Second by Mr. Zamoyta. President Grabe called for the vote. Said motion was approved by the following roll call vote:

M15-16-080

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

Mr. Goepf requested a future workshop be scheduled regarding Special Education.

President Grabe adjourned the meeting at 8:14 p.m.

Secretary

Clerk of the Board