

**SANTEE SCHOOL DISTRICT
REGULAR MEETING
OF THE BOARD OF EDUCATION**

September 15, 2009

MINUTES

Douglas E. Giles
Educational Resource Center
9619 Cuyamaca Street
Santee, California

A. OPENING PROCEDURE

1. Call to Order and Welcome

President El-Hajj called the meeting to order at 7:05 p.m. and read the District Mission Statement.

Members present:

Dianne ElHajj, President
Dustin Burns, Vice President
Barbara Ryan, Clerk
Allen Carlisle, Member

Member absent: Dan Bartholomew, Member (Excused)

Administration present:

Dr. Patrick Shaw, Superintendent and Secretary to the Board
Karl Christensen, Assistant Superintendent, Business Services
Emily Andrade, Assistant Superintendent, Educational Services
Minnie Malin, Director, Human Resources
Kristin Baranski, Director, Educational Services
Linda Vail, Executive Assistant and Recording Secretary

2. President El-Hajj invited Rachael Pabis, Speech and Language Pathologist at SC and PA, to lead the members, staff and audience in the Pledge of Allegiance.

3. Approval of Agenda

President El-Hajj reported that Member Bartholomew was excused from this meeting. It was moved and seconded to approve the agenda, moving Consent Item E.4.1. to Discussion/Action.

Motion: Carlisle **Second:** Ryan **Vote:** 4-0

B. REPORTS AND PRESENTATIONS

1. Superintendent's Report

- 1.1. Developer Fees Collection Report
- 1.2. Use of Facilities Report
- 1.3. Student Enrollment Report
- 1.4. Claims Against the District
- 1.5. Schedule of Upcoming Events
- 1.6. Schedule of Back to School Nights

2. Academic Performance Index (API) and Academic Yearly Progress (AYP) Scores for 2009

Kristin Baranski shared the 2009 API scores released by the State. Eight schools showed growth in their API. PRIDE Academy at Prospect Avenue showed a 3 point decline. All schools continue to be over 800 API and made school wide growth expectancies. Three schools did not make the comparable growth improvement in their "significant sub groups."

Some of the major gains in subgroups were:

- Hispanic: CH +29, HC +31
- Socioeconomically Disadvantaged: CFH +36, HC +26, PD +43
- Students with Disabilities: CH +36

Emily Andrade shared the Federal NCLB Adequate Yearly Progress (AYP) and the requirements. Santee School District met all 33 of the AYP requirements and there are no schools in program improvement at this time. PRIDE Academy at Prospect Avenue (PA) just missed making the AYP for English Learners and Socioeconomically Disadvantaged (SED) students. PRIDE Academy is already making plans to improve these proficiency levels and Mrs. Baranski shared the next steps in continuing to increase proficiency levels in both regular education and special education.

Board members were pleased with the achievement growth and thanked the efforts of teachers and all employees.

Mrs. Malin introduced the newly tenured teachers.

F. DISCUSSION AND/OR ACTION ITEMS

4.1. Certification and Adoption of Resolution of Sufficiency of Instructional Materials 2009-10 (*Pulled by President El-Hajj for separate consideration.*)

Kristin Baranski presented a revised resolution provided by CSBA and included some new language regarding the new State timeline for purchasing instructional materials. The revised waiver was received after the Board packet was produced. Board members reviewed the amendments. Member Ryan asked about the IMF funding and if the resolution binds the District and what they can do with the funds. Mr. Christensen said the resolution does not bind the District on the use of funds but only declares we have sufficient instructional materials. Member Burns moved to adopt Resolution #0910-12 and certify the Statement of Assurance to serve as assurance to the Superintendent of Public Instruction that the Santee Board of Education has complied with the requirements of Education Code Section 60119.

Motion: Burns **Second:** Carlisle **Vote:** 4-0

1.1. Appointment of Assistant Superintendent of Human Resources

Dr. Shaw reported that with the reorganization of Educational Services and the suspension of the Assistant Superintendent position, the only Assistant Superintendent at present is in Business Services. Dr. Shaw recommended that Minnie Malin, currently the Director of Human Resources, be elevated to an Assistant Superintendent. This action would provide balance in three key areas of the District at a modest increase in cost. As an Assistant Superintendent, Mrs. Malin could provide collaborative support to the Director of Educational Services, especially when the Superintendent is not in the District, and assure leadership support is still in place.

Member Burns said he normally would not support this under the current economic situation but Mrs. Malin accepted the position as the Director of Human Resources with the understanding this would be the next step if she attained her goals. Also, with Mrs. Andrade retiring, it is important to have an Assistant Superintendent in the District with a background in education. Member Burns moved to appoint Minnie Malin to the position of Assistant Superintendent of Human Resources.

Motion: Burns **Second:** Carlisle **Vote:** 3-1 (Ryan, no)

1.2. District Budget Reduction Plan

Dr. Shaw provided an overview of the Budget reduction presentation. Despite the fact that resources are declining, the District needs to maintain the focus on academic excellence. Dr. Shaw shared that charter schools are working to recruit students from all districts and what we are doing in Santee will determine if we can keep our students.

Mr. Christensen provided a definition of budgetary terms. He shared economic indicators in exiting a recession. The decline in per pupil funding will be reduced to be at the same level as 2004, which is \$1,122 per student less than the projected. Revenue cuts from the State for 2009-10 are being partially offset by one-time federal stimulus money of \$2.7M. He shared a chart of recommended budget reductions for the Board to review. (The chart of budget reductions will be a part of the minutes)

The presented plan will allow us to demonstrate fiscal solvency through 2011-12 and attempts to spread the reductions across all areas of the District. Administration acknowledged that the amount of reductions cannot be done without reducing staffing and levels of services. Administration also realizes employees are facing financial pressures personally as well. The plan also tries to minimize the impact to the academic program and student achievement. Next steps are to submit this Board approved plan to the SDCOE, begin negotiations immediately, analyze staffing needs and ratios, process retirement incentives, and continue to update the Board on the status of the plan. Dr. Shaw would also like to visit schools to present the information to employees and answer their questions.

Member Ryan clarified that action taken by the Board was to move forward to explore the plan recommendations and provide a plan to the County. Action on any specific item would come back to the Board for approval. Member Ryan said there also may be other opportunities for flexibility in the future. Member Ryan has concerns about the Instructional Materials plan. She said if we have money and the deadlines are extended we would possibly be able to increase the savings.

Member Carlisle said one of the benefits of having Mr. Christensen here is that he is looking at the budget with a fresh set of eyes. He wishes there was another way to get where we need to be. Member Carlisle is also concerned about using the BAN to pay the COPS. Member Burns said Administration did a great job putting together a plan. Member Ryan moved to approve the Budget Reduction Plan and authorize Administration to proceed with the plan components.

Motion: Ryan Second: Carlisle Vote: 4-0

2.1. Approval of 2008-09 Unaudited Actuals Report

Member Burns moved to approve the 2008-09 Unaudited Actuals Report including all required State forms.

Motion: Burns Second: Ryan Vote: 4-0

2.2. Approval of Pepper Drive School Record of Survey

Member Burns moved to approve extra civil engineering services for the development of the 10-classroom addition at Pepper Drive School and preparation of record of survey documents for recording.

Motion: Burns Second: Ryan Vote: 4-0

2.3. Adoption of Resolution #0910-15 to Establish a 3121 Alternative Social Security Retirement System for Part-Time and Seasonal Employees

Speaker card: Chris Swanson, CSEA Labor Relations Representative.

President El-Hajj invited Chris Swanson to address the Board on this item. Ms. Swanson reported she just learned of this alternative Social Security plan when it was posted and believes the plan needs to be negotiated before implementation.

Dan Puplava, from the County Office of Education, presented information and answered questions from the Board. Mr. Puplava said the program provides employees the opportunity to put their contributions into an alternative fund. Their contributions are pre-taxed, they are immediately vested, and employees do not lose the District's contributions. This alternative plan is only available to part time, seasonal, and temporary employees. President El-Hajj asked if this plan were approved by the Board and negotiated, if it would be mandated that all qualifying employees would have to use the new plan. Mr. Puplava said yes, all qualifying new employees would have this plan. Current employees would have a one-time option to change to the new plan.

Mr. Christensen said passing this resolution does not start the process but only supports the program. Administration would then bring a timeline on the implementation and negotiations of the plan. Member Ryan moved to adopt Resolution #0910-15 to establish a 3121 Alternative Social Security Plan for Part-Time, Seasonal, and Temporary Employees.

Motion: Ryan Second: Carlisle Vote: 4-0

3.1. Recommendation for Solar RFP and Future Direction for Solar Installation

Karl Christensen shared the District has pursued providing solar at schools. On June 1, 2009 Administration conducted a walkthrough for vendors responding to the District's RFP. Two vendors submitted proposals. Over the last six months the landscape has change dramatically. We have applied for CREBs and don't know if we will qualify. At this time, Administration prefers not to lock into a long term arrangement and recommends the Board reject the submittals for RFP, see if we get CREBs, install solar at one site and analyze advantages and/or disadvantages before moving forward at more sites. Member Burns moved to reject the submitted RFPs, wait to see if the District received the CREBs, plan to install solar at one site to analyze the advantages and/or disadvantages.

Motion: Burns Second: Ryan Vote: 4-0

4.1. Adoption of Resolution # 0910-13 to Layoff Identified Classified Employees

Minnie Malin reported that due to enrollment and staffing, several special education classrooms were restructured. As a result, several special education instructional assistants have been transferred to other positions within the same classification, and/or previous classifications using seniority and bumping options. Based on the restructuring, four (4) special education instructional assistant positions are recommended for elimination resulting in the recommendation to lay off four (4) special education instructional assistants.

Member Ryan moved to adopt resolution #0910-13 to issue layoff notices to four special education instructional assistants.

Motion: Ryan Second: Carlisle Vote: 3-1 Burns, no

G. BOARD COMMUNICATION

Barbara Ryan attended a meeting and heard about an event for juveniles that supports the importance of going to college. She asked if they would be following up with the school districts and if there was a way to find out if any of our students attended. Chief Jenkins said he would go back and see if they could provide the names of our students. Emily Andrade should expect a call.

Member Ryan said the Board members received an email about declining (D) cards and science materials and asked if we were able to help them in any way. Kristin Baranski said last year science teachers received a D-card with an allotment for science instructional materials to supplement the science curriculum. This was less expensive than purchasing materials through the publisher. The D-card agreement was that any funds not used went back to the general fund. It was made very clear to the teachers that the funds needed to be spent during the course of the school year and no funds would be carried over to this year.

Member Burns mentioned plants at Cajon Park are turning brown and believes we should work to keep the landscaping green as much as possible. With the reduction of personnel all employees may need to be aware and report when something is noticed.

Member Burns said since Edgemoor Hospital opened, patients and employees are standing outside on the sidewalk smoking. Having groups of people standing out on the sidewalk is intimidating to kids as they walk by. Member Burns would like to have some correspondence to the facility about the issue. Member Ryan suggested writing a letter to Dianne Jacob. Dr. Shaw will first contact the facility administrator and ask that patients and employees be made aware of when students are passing.

President El-Hajj said a City-Board meeting has been scheduled for October 8, 2009 at 7:00 p.m. The Board said topics they would like to discuss are modernization, student achievement, and the year end report data.

President El-Hajj reported Dr. Shaw will begin to schedule principal presentations at Board meetings and the Board suggested bringing only one school presentation per meeting. Member Burns would like the principals' presentations tied in to their goals.

The Board reviewed a draft agenda for the building dedications on September 17, 22, and 24. The Board asked to insure the agenda provided the opportunity to thank the community.

H. CLOSED SESSION

President El-Hajj announced that the Board would meet in closed session for:

1. **Conference with Legal Counsel – Existing Litigation**
(Subdivision (a) of Gov't Code §54956.9)
Case # 37-2009-00083936-CU-CO-CTL
2. **Conference with Labor Negotiator** (Govt. Code § 54956.8)
Purpose: Negotiations
Agency Negotiator: Minnie Malin, Director of Human Resources
Employee Organizations: Santee Administrators Association, Santee Teachers Association, and California School Employees Association
3. **Public Employee Performance Evaluation** (Govt. Code § 54957)
Superintendent

The Board entered closed session at 10:10 p.m.

I. RECONVENE TO PUBLIC SESSION

The Board reconvened to public session at 11:20 p.m. No action was reported.

K. ADJOURNMENT

The September 15, 2009 regular meeting adjourned at 11:20 p.m.

