

**Gilroy Unified School District
Board of Education Regular Meeting Minutes**

August 09, 2018 7:00 PM
7810 Arroyo Circle

Item 6b.
Revised 8/20/18

Attendance taken at 4:00 PM:

Present:

Heather Bass
BC Doyle
Mark Good
Patricia Midtgaard
James Pace
Linda Piceno
Jaime Rosso (arrived for regular session)

1. CALL TO ORDER (4:00 PM)

President Piceno called the meeting to order at 4:00PM, at this time Trustee Rosso was not present, he arrived for regular session.

a. PUBLIC COMMENT ON CLOSED SESSION: Notice is hereby given that a closed session of the Board of Education will be held under the general provisions of Govt. Code Section 54957. This opportunity is provided to allow the public to comment prior to the Board's consideration (Govt. Code Section 54954.3).

2. ADJOURN TO CLOSED SESSION

a. REMOVAL/SUSPENSION/EXPULSION OF A STUDENT (Education Code 428912; 20 U.S.C. Section 1232g) # of Cases: 4

b. READMISSION OF STUDENTS TO SCHOOLS MAINTAINED BY THE DISTRICT: # of Cases: 2
No action taken

c. PUBLIC EMPLOYEE APPOINTMENT/EMPLOYMENT (Government Code Section 54957[b])

Really pleased to announce appointment of 4 new Administrators:

New Principal of Christopher High School, Jeremy Dirks. Mr. Dirks was an Assistant Principal at South Valley Middle School, prior to that he was a social studies teacher at Gilroy High School, activities director, basketball coach. He is here tonight with his family. Mr. Dirks, attended GUSD schools, Las Animas Elementary, South Valley Middle School, Gilroy High School, and went on to attend Gavilan College.

Assistant Principal of Christopher High School, Eric Kuwada. Mr. Kuwada has over 30 years in education, he has taught a variety of subjects, he is one of the most involved teachers at CHS. Really excited to have Eric on this team. We have two members that are new at Christopher High School.

Assistant Principal of Brownell Middle School, Mike Nebesnik, was the interim AP for the past 4 months at Brownell. Prior to this he was the Principal at El Roble Elementary School, worked at the district office. He has taught 6th grader at Brownell. Glad to have him back. He also attended Gilroy schools, Glen View Elementary, Brownell Middle School and Gilroy High School.

Assistant Principal of South Valley Middle School, Zane Boehlke, Zane is coming right out of a classroom at Christopher High School, he was also a TOSA (teacher on special assignment) at Christopher High School for 5 years, LEA administrative designee last year, tech TOSA and looking forward to bringing special skills to South Valley Middle School.

Assistant Superintendent/CBO, Alvaro Meza introduced Natalie Martinez, who is the new Business Services Administrative Assistant. Natalie worked for Oracle as a consultant for many years.

d. PUBLIC EMPLOYEE PERFORMANCE EVALUATION (Government Code Section 54957 [b])

e. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE (Government Code Section 54957[b])

f. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION (Government Code Section 54956.9(b)) Number of Cases:

g. CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION (Government Code Section 54956.9) Name of Case:

h. CONFERENCE WITH LABOR NEGOTIATORS (Government Code Section 54957[a])

3. CONVENE TO REGULAR SESSION (7:00 PM)

The Board convened to regular session at called to order 7:23 p.m.

a. Pledge of Allegiance

b. Approval of Agenda

Motion Passed: Passed with a motion by B C Doyle and a second by Mark Good.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

c. General Public Comment

The following staff members addressed the board:

Vincent Oberst, Kindergarten teacher at El Roble Elementary and lead negotiator for Gilroy Teacher Association regarding the June 14th meeting and the LCAP item.

Jonathan Bass-6th grade Math & Science teacher at South Valley Middle School and President of GTA, addressing tonight regarding budget cutting process, take place now between February 19th.

d. Report of Action Taken in Closed Session

In response to REMOVAL/SUSPENSION/EXPULSION OF A STUDENT (Education Code 428912; 20 U.S.C. Section 1232g) # of Cases: 4

Case # 2018-13: No action taken

Case # 2018-19 passed with a motion by Mark Good, seconded by James Pace, all unanimous.

Case # 2018-31 vote to suspend expulsion, passed with a motion by James Pace, seconded by Linda Piceno, all unanimous.

Case # 2018-32-vote to suspend expulsion, passed with a motion by Mark Good, seconded by BC Doyle, all unanimous.

4. REPORT TO THE BOARD

a. SUPERINTENDENT'S REPORT

We have been so busy, June 26th we had a meeting with the High Speed Rail group, it was a good meeting, good understanding of what is happening.

Spent a lot of time in interviews, hiring 5 new administrators, appreciate the board members that made the time that came in to participate. We have hired great new administrators.

July 12th summer matters region 5 showcase, other districts were invited to come view our PowerSchool program, representatives from other districts were present. The showcase started at South Valley Middle School, then we went to Antonio Del Buono Elementary and got a chance to visit that site as well.

For the first time went to active shooter training at Gilroy High School, learned so much about preparation, had 20 students and did a mock. Very impressed with the level of training that Gilroy Police Department and Gilroy Fire Department received, do this drill at least once a year, in the past we have done it at Christopher High School. Really glad they did it at Gilroy High School; they were not really familiar with that site and enjoyed doing it there.

Gilroy Garlic Festival, worked at Rotary wine booth. Christopher Ranch decided to do a video, and they asked if I wanted to be interviewed. Thought things went really well this year at the festival in general. Sloane Pace was there with her court they greeted me as I entered.

August 1st summer school graduation. We had 3-4 board members that attended this event, went really well, great speaker; some of cabinet was there as well. We had 30 plus graduates

South County Youth Task Force, got a notice the agenda was being rescinded 20 plus people showed up, really good meeting. Got a new grant, called Not-Cal Grip \$500K next two years, can continue some activities.

Was also invited to the Christopher High School 2018 Midnight Madness BBQ, great event.

This week has been an incredibly busy week, we had our management retreat the same week as this board meeting, went really well, a lot of people participated.

New teacher orientation, we have 95 new teachers. Got them all in to the pictures, was able to talk to about 75% of them. Some new ones are alumni that graduated 4 years ago, new teachers' and a lot with years of experience as well.

We have the Gilroy High School Math Building grand opening ceremony coming up on August 14th.

First day of school a week from today

5. CONSENT AGENDA

Item 5i was pulled, they wanted to discuss this item separately and voted for items 5a. through 5p. (excluding 5i.) as follows:

a. Personnel Items

Motion Passed: Board approval is requested of the attached personnel items. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

b. Approval of Board Meeting Minutes: May 31, 2018 and June 14, 2018

Motion Passed: Approval of the board meeting minutes for May 31, 2018 and June 14, 2018. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

c. Second Amendment to the Agreement for Provision of School-Based Services between Gilroy Unified School District and County of Santa Clara

Motion Passed: Board approval is recommended to accept the Second Amendment to the Agreement for Provision of School-Based Services between Gilroy Unified School District and County of Santa Clara Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

d. NEW CONTRACT Agreement between Gilroy Unified School District and Alliant International University, Inc. A California Benefit Corporation (\$0)

Motion Passed: Board approval is requested for this MOU between Alliant International University, Inc., a California Benefit Corporation, and Gilroy Unified School District. The term of this Agreement shall become effective August 1, 2018 for a period of five (5) calendar years. This Memorandum of Understanding may be terminated by either party with sixty (60) days' written notice. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

e. NEW Agreement with Brandham University and Gilroy Unified School District for Supervised Internship in School Psychology (\$0)

Motion Passed: Board approval is requested for the Internship agreement with Brandman University and Gilroy Unified School District. This agreement is effective August 1, 2018 through July 31, 2021. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

f. NEW Agreement with Riverside County Superintendent of Schools and Gilroy Unified School District for Participation in The Center For Teacher Innovation Induction Program (\$0)

Motion Passed: Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass

Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

g. Williams/Valenzuela Settlement Quarterly Uniform Complaint Report for April 1 through June 30, 2018

Motion Passed: Board approval is recommended of the Williams/Valenzuela Settlement Quarterly Uniform Complaint Report for the period of April 1 through June 30, 2018 Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

h. NEW CONTRACT Agreement between Gilroy Unified School District and Scholastic Inc. for Professional Development (not to exceed \$6,498)

Motion Passed: Board approval is recommended for the agreement between GUSD and Scholastic Inc. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

i. NEW CONTRACT Agreement between Gilroy Unified School District and Epic Indy LLC for presenter for Parent University (not to exceed \$6,100)

Motion Passed: Board approval is recommended for the professional services agreement between GUSD and Epic Indy LLC. Passed with a motion by James Pace and a second by Linda Piceno.

Yes Heather Bass
No B C Doyle
No Mark Good
No Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

Trustee Mark Good, decided to pull this item, had a problem with paying a speaker \$6,100 to speak for 2 hours. Asked how many hours of one to one tutoring can we get for children that need it. Mr. Good said this is a gift of public funds and he is completely against it.

Director of Educational Services, Kathleen Biermann, explained that this is for the parent university event. Over the past 9 years we have had a variety of different ways to present the event, most of the time we use the staff or work with Rebekah Children's Services. Several years ago the parents asked if they can have a key note speaker, that time we brought Lieutenant Colonel (retired), Consuelo Castillo Kickbush did a very moving presentation, still talking about that event, felt very honored, this year parent university asked to move the event to hold it in the fall, wanted to try a different time period. Wanted to have it at South Valley Middle School, they said they would take on responsibility, meeting with them, all summer, they really want to return to keynote ideas. They brought to the table a series of names of presenters, including Astronaut Jose Hernandez, however he was \$14,000. They also mentioned a Senator from New York.

Superintendent, Dr. Flores said to consider the number of participants versus the 2 hours

Mr. Good, if we are for profit and had a lot of extra money and we did not have a strike threat.

Dr. Flores asked what budget this is coming from?

Ms. Biermann replied that this is coming from Title III funds, and they are required to provide parent engagement. They spend very little money on parent conferences, and they do try to honor with parent education, project to inspire. Parents did ask if they should speak with the board about request for the speaker.

Dr. Flores wanted to clarify that this money was not coming from the general fund

Trustee Heather Bass said this is the equivalent cost of \$51 per person

Ms. Biermann, said we usually average 120-200 participants. If it is approved we will invite administrators who work with parents, students and teachers. We will use whatever resources we have to hold this event we are just grateful that we can do this. Title III is for English learner students and parents.

j. RENEWAL of Professional Services Agreement Between Gilroy Unified School District and YMCA/Project Cornerstone for Educational Services (not to exceed \$5,000)

Motion Passed: Approval of the agreement between YMCA/Project Cornerstone and Gilroy Unified School District by the Board is recommended. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

k. RENEWAL of Contract with the California Department of Education for State Preschool Prekindergarten and Family Literacy Program (not to exceed \$5,000).

Motion Passed: Board approval is recommended for the renewal of the contract with the California Department of Education State Preschool Service contract. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

l. RENEWAL of Master Contract with Pacific Autism Center for Education (PACE) Non-public School for the 2018-2019 School Year (\$111,564)

Motion Passed: Approval of the Master Contract with Pacific Autism Center for Education (PACE), NPS for the 2018-2019 school year is recommended. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

m. RENEWAL of Service Agreement with Discovery Counseling Center & Learning Center for 2018-2019 School Year (\$20,000)

Motion Passed: Approval of the Service Agreement with Discovery Counseling Center and Gilroy Unified School District is recommended. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

n. RENEWAL of Contract with Edmentum-Plato Online Curriculum (\$9,500)

Motion Passed: Board approval is recommended for the renewal of Edmentum-Plato Online Curriculum Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

o. Overnight/Out of Town field Trip - Christopher High School Marching Band to attend WBA Championship in Bakersfield, CA

Motion Passed: Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

p. NEW Contract with Peachjar

Motion Passed: Board approval of contract with Peachjar, Inc. is recommended. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

6. ACTION/INFORMATION ITEMS

a. 45-Day Revision to the 2018-19 Budget

Motion Passed: Approve 45-Day Budget Revision. Passed with a motion by Mark Good and a second by B C Doyle.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

Assistant Superintendent/CBO, Alvaro Meza presented this item. Signed by Government June 27th. Presented the update of preliminary enrollment that we have, looked at based on preliminary enrollment data from Aeries, most important variable update on enrollment trend that we see leading up to next Thursday (first day of school).

45 day budget requirement, this is the first time during his tenure here that we have had to do a 45 day budget revision. This time around we look at cost of living adjustment ended up being 3.7 wanted to leave categorical program with no changes. Enrollment and staffing is a big one, enrollment information is alarming, indicating a significant decline.

45 days from June 27th looking at 43rd day today in the compliance window, started in January with budget proposal and changes a little in May. Prop 98 determines funding for schools, really no change, stayed the same for practical purposes how they divided the slide that is what prop 98 is.

Implementation of that allocation is quite different, ongoing of course get just a little bit more, we are fully implemented with LCFF, 2-3% not much higher this time. \$729,000 have been implemented and reflected in this budget, total expenditures they do not add up to the unrestricted. \$281,000 ongoing with an asterisk (*) if we do not decline ADA, that is the key.

Trustee James Pace asked if the State is doing this to Gilroy in particular?

Mr. Meza replied, no this is state-wide, counting it twice it is the mandated cost claim, we have a block grant that we participate in. This goes back decades. We do the paperwork to file these claims and the state pays us when they have the ability to pay. They are also counting it on the other side saying if they have a mandated cost claim, what we owe. Pre-enrollment data in Aeries as of July 18th, indicating a decline of 347 down to 304 this week does not mean we are not going to drop or gain students. Don't think anyone expects to recapture a net of 300 students. We took hit last year on P2 being down in June. 10,600 ADA not going to change. Think it is important to look at this now, give a highlight, concerns that we are having. A Couple of schools that are in the low 400s right now. Truly believe will not be flat funding year this next cycle. For 30 plus years we had not declined anywhere near what we declined last year 250 was huge. When we do that we don't have a trend. Last year was 250, this is what was important to tell, and preliminary numbers that we are seeing in aeries is 304, much better than July 13th.

Trustee Linda Piceno asked about the 304 number, we are down 304 from when?

Mr. Meza answered, compared to where we ended last year. CBEDS is enrollment so CBEDS decides it, this happens in October. 250+300 total for 2 year period, know this number is going to change, no way we are going to stay flat

Ms. Piceno asked if from CBEDS of fall 2017 to today we have minus 304 students so far, that is going to change from 2 year period 250?

Mr. Pace asked about report they saw between CBEDS and end of year, where do those numbers come from?

Mr. Meza, shared the enrollment history slide in his presentation, and said that right now we are under 11,000. ADA went down 250, this then translates the 346 enrollment in to ADA and then impacts the funding and then translates the multi-year projection. Bottom line is we are down 550 or so. Went on to present additional slides talked about decline in birth rates which relate to Kinder 2013- 829 translates to what we are looking at 600 to sub 600 total kinder numbers in 2006, a lot of resales, foreclosures, finally caught up to Santa Clara county. Birth rates do not come back up to 2006 birth levels, and county wide dropped 6000 in the county it is huge

Dr. Flores added that the percentage of students that show up has also decreased.

Mr. Meza added that the low kinder classes are going to feed up to the system, will impact us for quite some time. Statewide enrollment projection slide-this is important, have to understand how prop 98 functions if state is in total decline Prop 98 get smaller and when pie gets smaller we get less of everything and cost of living adjustment is less. It is important for governor to fund the COLA. Sets a precedence to fund another because we will need it, if this goes to 2026 we will have another recession. We have concerns with prop 98 and now we are at LCFF, addressing declining enrollment both locally and state wide and locally both will affect us. Intentionally redlined the assumptions, initially \$4 million of ongoing just rounded up to 4.3 - key take away that 19/20 see negative, not a typo. That is why declining enrollment is so negative, it is going to exhaust the COLA going to wipe it out, we have to keep up with ongoing cuts to stay afloat. Shared the GUSD attendance slide

Mr. Pace asked why are you not projecting an ADA decrease in 30 years?

Mr. Meza answered that he thought it was premature to say sky is falling if we are only looking at one data point. Plenty of time to address that 20/20 by September and even before that we can give you an enrollment update. In the MYP tool, you can see it coming and address it, on expenditure you cannot address it. Study sessions to dive in to this process as you look at a number, should we decline to that magnitude. Look at certificated salaries in 18/19, loses that key variable of saying this will be obligation. Wants that to be on a separate spreadsheet with cuts, in this case it will be around \$2 million if we lose kids in that magnitude of 300 or so. That is just to illustrate if we do a \$2 million dollar cut in 19/20 that other number is just to continue the cut, it is not a new cut.

Trustee Jaime Rosso, thanked Mr. Meza for the presentation, asked if we are anticipating based on declining enrollment, even though we do not want to show it?

Mr. Meza responded that under the assumption we will lose 340 we have to a take \$2million dollar cut next year.

Mr. Rosso said it is advantageous to start so it won't be more severe later. If we are anticipating a trend and we only have two years to show but no indication that trend is going to let up. When the boom cycle is declining, in other words there is no likelihood we are going to show.

Mr. Meza said it would take occupancy of many more residents

Dr. Flores not likely look at all the housing next to Las Animas Elementary, they are not seeing any students.

Ms. Piceno said she heard Mr. Meza say we want to wait until school starts and by 3rd week of school.

Dr. Flores said it will probably be 3rd or 4th day we start on a Thursday.

Mr. Pace asked when are we starting to take action?

Mr. Rosso said that was essentially his my point the sooner we get on it the better off we will be.

Mr. Meza said this is exactly the philosophy of the 346, if we get 300 kids we pedal back, unless there is a sale of those homes it is pretty mature neighborhood there, seeing decline there.

Trustee Patricia Midtgaard, mentioned the trend and how it was talked about before, she also said she really appreciated Mr. Meza being conservative.

Trustee Heather Bass said she just saw a beautiful picture of new teachers, are we are not going to have to lay off any new teachers?

Dr. Flores said we are not going to lay anyone off for 18/19 we are staffing so conservative, We are very tightly staffed, if we decline next year we make the adjustments before march 15th.

Assistant Superintendent, Human Resources, Paul Winslow said we are taking extremely conservative approach in staffing, went in to this and met almost on daily basis. Dialogue a lot on the concern of overstaffing. This has given us enough buffer should we see, we are not projecting overstaffing, classes will be full, hoping a reduction of staffing can offset the loss of ADA. 630 kinder (to emphasize), typically do not see a huge influx a week before, typically happens now and only seen a net growth of 20 kinders within this time. Glen View has 48 kinders, and Rucker only has 2 kinder classes as well. That is the magnitude; some of you have worked in this district. We can't make up new kids later down the line, we can't influx more kids to filling ADA at the upper levels can only come if people are moving in to Gilroy, and if the infusion of future revenues is being pinched off every single year 100-150 decline each year. Number one we can't lay off teachers that we have contracted with we have a contract.

Dr. Flores added that during the 5 years of the recession, we only did lay-offs one year, and there is ways we can try to avoid it, it will be our goal.

Trustee Mark Good, asked if with these numbers have we been looking at closing school?

Dr. Flores replied yes, talked about that daily, have two schools in NW quadrant that are so small it is hard to believe. Antonio Del Buono Elementary was in the high 700's about ready to go under 400 roughly 424.

Mr. Good commented that this should result in significant cost savings

Dr. Flores said almost a forced choice, need to save \$3-4 million dollars on an ongoing basis to the district's budget. Plan to introduce this year not to close a school next year, will recommend a very lengthy process involving stakeholders, etc. We will talk about this more during budget development process, will take time. Also involves boundary changes

Mr. Good added because of big dollars maybe we should talk about doing that.

Dr. Flores said will talk about it in budget development, Oak Grove took 1.5 years, and they met with a committee.

Mr. Good said we dodged a financial bullet not opening a new elementary school.

Dr. Flores said as soon as we saw that decline we knew we needed to make that adjustment. Tom (Consultant from Enrollment Projections) has talked to us about the birth rates, new families coming in was offsetting that declining birth rates, have to consider school closure as one. Another thing is we can have new board members and that is a difficult task

b. Approval of Board Policy 4141.6 / 4241.6 Concerted Action/Work Stoppage

Motion Passed: The Superintendent is requesting the Board waive a second reading and approve BP 4141.6 / 4241.6 Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

Dr. Flores wanted to make some introductory comments before comments about next three items, 6b, 6c and 6d:

Districts negotiating team and GTA have been negotiating over a year and have not reached a settlement; the next step in process is fact-finding which will take place on September 14th. This is a 3 person panel, GTA cannot strike until this process is concluded. Many districts reach settlement during fact finding process and we very hopeful that will be the case. We are committed to working with GTA to find a solution however if we cannot reach a settlement and they strike, the district must be prepared, and we need to begin now. Our Schools WILL remain open if a strike is called and we will deliver an education program for our students!!

This proposes a new board policy this is of course from CSBA through Gamut and process, recommending approve this evening without second reading, as policy states. Advance planning is necessary, the policy calls for me or designee to develop a written plan to develop all aspects. Paul Winslow, Mary Hernandez and Jim

Witlock a strike consultant have developed a plan. Paul Winslow took the lead on strike plan and did a great job. The proposed board policy covers potential of employees engaging in unlawful activities during work hours.

The next two items are a strike plan and sub-pay increase that we would recommend for subs during a strike. Going to ask we can take board policy first.

c. Approval of GUSD Labor Strike Plan (August 2018)

Motion Passed: Staff is recommending approval of the GUSD Labor Strike Plan and corresponding budget. Passed with a motion by Mark Good and a second by B C Doyle.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

Assistant Superintendent of Human Resources, Paul Winslow presented the BP 4141.6, the approval of GUSD dated August 2018, in the event that a work stoppage should occur, this plan is to provide you with a clear idea of what we would do in this event. Provided with a rough estimate of what we would do, presenting with double budget. Fixed cost budget, if a strike happens or not we have to start with the process. Anticipated cost is there for what we are referring to is a fixed cost and then provide with a variable cost to what we feel, also provided with an idea of what the district will save and potential losses of ADA, have an idea based on percentage slide. We also provided you with organizational chart to know who would be in charge of what during strike, to assure it would be functional, modeled after our EOC (Emergency Operations Committee), would go into a different mode.

Trustee Mark Good asked where the EOC be run out of?

Mr. Winslow responded that it would be run out of here at the district office.

Dr. Flores added that we have practiced here (The Board Room) and in the Gavilan room, it would be at one of the two locations, probably here because there is more room.

Trustee Heather Bass, asked what happens if we don't go on with this plan what is the alternative to such an expensive plan? What alternatives are there to having schools opened?

Mr. Good, close them, but our missions is the exact opposite of that.

Dr. Flores said we are keeping schools open, that is our recommendation, we send out administrators to the site to help whatever way is needed. Kathleen and Deb are already developing plans to make sure they are trained. Don't see another alternative.

Trustee Linda Piceno added that it would be unsafe have 10,000 students in Gilroy not in schools, parents work, they are counting on us to keep kids safe.

Trustee Patricia Midtgaard asked about the curriculum - key people back there would be responsible making sure it is applicable and available.

Dr. Flores said we will do this well before end of September, will develop lesson plans and activities that will be put in place.

Mrs. Midtgaard said this is great that we are way ahead of the game.

Dr. Flores added that this is our goal that is why we are starting.

Trustee Jaime Rosso, asked if in the event again that action be taken and expenditure is made would there be offsetting savings?

Dr. Flores said we being very transparent about this. We are not paying teacher's daily rate that is reflected in the budget.

Mr. Winslow added that we cannot point to exactly what will happen with conditions to ADA, we try to provide a rough idea of what we think would happen with a range of petitions

Ms. Piceno added that clearly the district is not making money on a strike

Dr. Flores asked Mr. Winslow if he can reference the loss of compensation for teacher, not just salary, health benefits?

Mr. Winslow said the pay dock would not only pay salary, health benefits do continue but the district on average for family health plan where the district normally contributes will not be responsible for contributing when they don't work. As a component of the total salary compensation of employee. CalStrs represents 54% also be effective as well. A lot of factors that goes into it.

Ms. Piceno added that this unpaid leave hits your retirement.

Mr. Winslow said it does affect the ability when you retire

d. Approval of Emergency Rate Increase for Certificated Substitutes (Labor Strike Rates)

Motion Passed: Staff is requesting the Board approve the emergency rate increase for certificated substitutes in the event of a labor strike. Passed with a motion by Mark Good and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

Assistant Superintendent, Human Resources Paul Winslow presented, he said proposing and asking for board to approve, did a poll of all districts who have not only prepared but also for districts in California in general that have gone to strike. Also consulted with our strike consultant, we are going to have to reach out to areas like the Central Valley, Norther California, Southern California, proposing the following rates should it happen.

Actual rates: \$500/day with an additional \$50 for 0 period, additional stipend, \$600 for special day classes, our current structure does pay more for SDC subs. Most importantly will anticipate we will need 100 subs cannot have those classes combined, in order to make sure we can achieve recommending \$600/day.

e. Variable Term Waiver Request: Anabel Jimenez, Solorsano Middle School Special Education-Autism teacher

Motion Passed: Board approval is recommended for the request of a Variable Term Wavier for a BSRP for Anabel Jimenez. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

f. Variable Term Waiver Request: Elvia Hernandez, South Valley Middle School 7th Grade ELA Core, Dual Immersion Teacher

Motion Passed: Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

g. Variable Term Waiver Request: Linda Vasquez, Las Animas Elementary 1st Grade Dual Immersion Teacher

Motion Passed: Board approval is recommended for the request of a Variable Term Wavier for a Bilingual Authorization for Linda Vasquez. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

h. Variable Term Waiver Request: Iris Quiroz, Las Animas Elementary 1st Grade Dual Immersion Teacher

Motion Passed: Board approval is recommended for the request of a Variable Term Waiver for a Bilingual Authorization for Iris Quiroz. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

i. Provisional Internship Permit Request: Linda Vasquez, Las Animas Elementary School Dual Immersion 1st Grade Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Linda Vasquez. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

j. Provisional Internship Permit Request: Iris Quiroz, Las Animas Elementary School Dual Immersion 1st Grade Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Iris Quiroz. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

k. Provisional Internship Permit Request: Melissa Lepe, Las Animas Elementary School 5th Grade Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Melissa Lepe. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

l. Provisional Internship Permit Request: Cristi Curry, Luigi Aprea Elementary School Special Education Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Cristi Curry. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

m. Provisional Internship Permit Request: Dawn Tate, South Valley Middle School 7th Grade Math Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Dawn Tate. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

n. Provisional Internship Permit Request: John Riffle, Gilroy High School Math Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for John Riffle. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

o. Provisional Internship Permit Request: Brandon Pickens, Brownell Middle School Special Education Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Brandon Pickens. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

p. Provisional Internship Permit Request: Megan Pedersen, Gilroy High School (ELD) English Language Development

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Megan Pedersen. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

q. Provisional Internship Permit Request: Theresa Hutchinson, South Valley Middle School Resource Specialist

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Theresa Hutchinson. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

r. Provisional Internship Permit Request: Terri Hendrix, South Valley Middle School Special Education Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Terri Hendrix. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

s. Provisional Internship Permit Request: Omar Garcia Rodriguez, Brownell Middle School 7th Grade Math Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Omar Garcia Rodriguez. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

t. Provisional Internship Permit Request: Katie Cary, South Valley Middle School 6th Grade Math/Science Core Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Katie Cary. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

u. Provisional Internship Permit Request: Alyssa Barcellos, Brownell Middle School 8th Grade Math Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Alyssa Barcellos. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

v. Board Policies Revisions (3/18 & 5/18): First Reading

This is the first reading only, if you have any questions in the interim regarding these board policies please email and we will respond before it comes back as an action item at our next board meeting, August 23rd.

w. Provisional Internship Permit Request: Nicolas Salgado, Luigi Aprea Elementary School Special Education K-1 Teacher

Motion Passed: Board approval is recommended for the request of a Provisional Internship Permit for Nicolas Salgado. Passed with a motion by B C Doyle and a second by Patricia Midtgaard.

Yes Heather Bass
Yes B C Doyle
Yes Mark Good
Yes Patricia Midtgaard
Yes James Pace
Yes Linda Piceno
Yes Jaime Rosso

7. BOARD MEMBERS' REPORTS

No reports made

8. UPCOMING AND NEW/REFERRAL AGENDA ITEMS

Returned to close session at 9:11 p.m.

9. ANNOUNCEMENTS

a. The next REGULAR MEETING of the Board of Education will be held on Thursday, August 23, 2018 at 7810 Arroyo Circle, Gilroy. Closed session will be held at 5:30 p.m. followed by the Regular Meeting at 7:00 p.m. The agenda will be available on the district's website by 5:00 p.m. Friday, August 17, 2018.

b. If necessary, the Board will adjourn to closed session to continue discussion of items in Section 2 above.

10. ADJOURNMENT

Chairperson

Superintendent