



MINUTES OF THE REGULAR MEETING

OF THE
BOARD OF EDUCATION

March 3, 2015

Closed Session 6:00 p.m./Regular Meeting 7:00 p.m.

Board Members Present: Mr. Joe Nava, President; Mr. George Neely, Vice-President; Mr. Ron Freitas, Clerk; Ms. Bonnie Cassel; Mr. Ron Heberle; Dr. Daryl Talken and Mr. Ralph Womack

Administrative Staff: Dr. Cathy Washer, Superintendent; Mr. Tim Hern, Associate Superintendent/CBO; and Mr. Mike McKilligan, Assistant Superintendent, Personnel

Student Representatives: Mr. Jay Halva, Bear Creek High School and Mr. Carlos Casillas, Ronald McNair High School

Meeting Recorder: Ms. Valerie McFee, Executive Assistant to the Board

Call to Order

The meeting was called to order at 6:00 p.m. at the James Areida Education Support Center, 1305 East Vine Street, Lodi, CA.

Public Comment on Closed Session Items

Ms. Cathy Jimenez spoke regarding a Closed Session student matter.

Adjourn to Closed Session

The Board adjourned to Closed Session.

Reconvene Open Session

The meeting was reconvened at 7:11 p.m. Attendance was recorded and President Nava led in reciting the Pledge of Allegiance.

Closed Session

President Nava reported on the following action taken in Closed Session:

- **CAHSEE Waivers** – Mr. Neely motioned, Mr. Heberle seconded and the Board voted unanimously to approve California High School Exit Exam Waivers for students 2014/2015 #'s 24, 25 and 26.
- **Non-Public School Students** – Mr. Neely motioned, Mr. Heberle seconded and the Board voted unanimously to approve the placement of Non-Public School Students #2014-15 #s 95, 96, and 97.

Superintendent's Report

Dr. Washer reported that various student clubs from McNair High School presented a program at Mosher Elementary School in an effort to get the younger students excited about the next level of their education and what they can look forward to when they get to high school. Dr. Washer, along with some of the Board Members, attended the Ag Venture program today in Lodi. The event is for third grade students throughout the county. The students learn about agriculture, food production, animals,

etc. Some of our high school students from our agriculture classes taught classes, along with over 300 volunteers from other schools and the community. Dr. Washer announced the formation of a new club entitled the Cub Club, which is made up of students from Christa McAuliffe Middle School and Bear Creek High School. McAuliffe students get paired up with students from Bear Creek and attend high school for a day. The first group reported that the concept was successful. It was reported that a McAuliffe student aced one of the econ tests at the high school level. The Cub Club's goal is to show middle school students what high school life is like in the classroom, as well as the activities that are available to them. Dr. Washer congratulated the students at Lodi High for their efforts and awards received at the Skills USA Leadership Competition conducted at Delta College. Dr. Washer congratulated the Science Bowl teams from Tokay High School for their recent achievements at the regional level. Tokay's Purple team took first place and the Gold team took third place in their respective completion levels and now continue on to the national level. She congratulated Mr. and Mrs. Heberle on their coaching efforts with the Science Bowl teams.

Consent Agenda A, Routine Business

Mr. Neely asked to remove Item A-8 and Mr. Heberle asked to remove Item A-6 from the Consent Agenda A, Routine Business.

Mr. Womack motioned, Dr. Talken seconded and the Board members voted unanimously to approve Consent Agenda A, Routine Business, as amended:

- Item A-1 Changes to the Adopted Budget
- Item A-2 Contracts List
- Item A-3 Resolution 2015-08 – Delta Sierra Middle School Building Safety Improvement – Roofing – Authorization to Advertise and Solicit Proposals
- Item A-4 Resolution 2015-09 – McNair High School Building Safety Improvement – Roofing – Authorization to Advertise and Solicit Proposals
- Item A-5 Resolution 2015-10 – Bear Creek High School Building Safety Improvement – Paint – Authorization to Advertise and Solicit Proposals
- Item A-7 Minutes of the Special Meeting, February 10, 2015

The student preferential vote was unanimously aye.

Item A-6 Minutes of the Regular Meeting, February 3, 2015

Mr. Heberle pulled this item to report that under the "Personnel Matters" section of the agenda, a student vote was recorded. Mr. Heberle noted he would motion to approve the minutes pending the removal of this sentence.

Mr. Heberle motioned, Mr. Neely seconded and the Board voted unanimously to approve Item A-6 Minutes of the Regular Meeting, February 3, 2015, as corrected.

The student preferential vote was unanimously aye.

Item A-8 Minutes of the Regular Meeting, February 17, 2015

Mr. Neely pulled the minutes of February 17, 2015 for the purpose of abstaining from the voting procedures, as he was absent from said meeting.

Mr. Heberle motioned, Dr. Talken seconded and the Board voted to approve Item A-8 Minutes of the Regular Meeting, February 17, 2015, as follows:

Ayes: Cassel, Freitas, Heberle, Nava, Talken, Womack

No: None

Absent: None

Abstain: Neely

Motion carried

The student preferential vote was unanimously aye.

Consent Agenda B – Student Discipline Cases

Item B-1 Expulsion: Student #14/15-9-45

Item B-2 Expulsion: Student #14/15-9-46

Item B-3 Expulsion: Student #14/15-10-47

Item B-4 Expulsion: Student #14/15-9-48

Item B-5 Expulsion: Student #14/15-7-49

Item B-6 Expulsion: Student #14/15-9-50

Item B-7 Expulsion: Student #14/15-12-51

Item B-8 Expulsion: Student #14/15-9-52

Item B-9 Expulsion: Student #14/15-11-53

Item B-10 Readmission: Student #13/14-10-33

Item B-11 Readmission: Student #10/11-7-76

Mr. Womack motioned, Dr. Talken seconded and the Board voted to approve Consent Agenda B, Student Discipline Cases, as follows:

Ayes: Cassel, Freitas, Heberle, Nava, Talken, Womack

No: None

Absent: None

Abstain: Neely

Motion carried

Other Action Items

2014-15 Second Interim Financial Report

Mr. Tim Hern, Associate Superintendent, presented the item. The second interim financial report certifies that the District will be able to meet the financial obligations for the current fiscal year and two subsequent fiscal years. Multi-year assumptions outlined were: enrollment – stable to slight decline; CTE will reflect loss of ROP revenue; routine restricted maintenance will be reinstated; does not reflect any collective bargaining agreements and expenditures align with the Local Control Accountability Plan. Discussion ensued.

Public Comments

Mr. Kyle Harvey, Labor Relations Representative, California School Employees Association; Mr. Jeff Johnston, President, Lodi Education Association

Mr. Womack motioned, Mr. Neely seconded and the Board members voted unanimously to approve the 2014-15 Second Interim Financial Report.

The student preferential vote was unanimously aye.

Personnel Matters

Mr. Mike McKilligan, Assistant Superintendent, Personnel, presented Personnel Matters for Board consideration.

Mr. Neely, motioned, Mr. Heberle seconded and the Board members voted unanimously to approve Personnel Matters, as presented.

Communications

Comments from Student Representatives

Mr. Jay Halva, Bear Creek High School and Mr. Carlos Casillas, McNair High School, presented reports from their respective high schools.

Comments from the Public

Ms. Susan Heberle, Citizen, spoke regarding providing classrooms and labs with supplies and equipment they need so they in turn can meet the standards they are supposed to meet.

Ms. Jeanne Witcombe, Speech & Language Pathologist, Lodi USD, spoke of the need to address concerns of SLP caseloads. She stated it has become impossible to administer uncovered sites while providing for the students at their assigned sites. She noted autism has had a big impact on the SLP caseloads.

Ms. Nancy Harlow, Speech & Language Pathologist, Lodi USD spoke in hopes of changing the mindsets of the Personnel Department and Cabinet who state there are no SLPs to hire. She noted that Lodi USD is not advantageous to a SLP, as wages and benefit packages are not competitive.

Ms. Sarah Donald, Speech & Language Pathologist, Stockton USD, noted that she had to decline an offer of employment for Lodi USD because salary and benefits are not competitive and she had concern about the lack of caseload limits.

Ms. Kerry Young, Speech & Language Pathologist, Stockton USD, advised the Board that Stockton Unified is competitive in both wages and benefits, thusly does not have a staffing issues for SLPs.

Ms. Rebecca Coronado, Speech & Language Pathologist, Stockton USD, noted that she had previously interned and worked at Lodi USD, but resigned due to the wages, caseload and benefits. She currently makes \$1,757.80 more per month in Stockton.

Ms. Christie Rosa, Speech & Language Pathologist, Lodi USD, voiced concern for excessive workloads of SLPs, out of compliance Individual Education Plans (IEPs), working above caseload, and staffing shortages. She noted the shortages of staff are not because there is no one to hire, the District cannot retain new hires due to the current employment conditions. The current caseload levels are not legal and there is a possibility of repercussions from the California Department of Education (CDE). She disbursed a CDE case citing Fresno USD for similar concerns.

Dr. Scott Keithley, Parent, commented that the Lodi Lions Club conducted the annual Lions Student Speaker Contest. Four contestants from Lodi and Bear Creek high schools participated with the topic of "Water Conservation – How Can We Reduce, Recycle and Reclaim?" The winner was Sara Seybold from Bear Creek High School, who will advance to the San Joaquin regional contest. He thanked speech

coaches Ms. Karen Minick, Bear Creek High School and Ms. Cathy Geyer, Lodi High School, for their support and preparation of the students who participated. He also spoke in favor of a later starting time for high schools.

Ms. Laurie J. Bradley, Teacher, Reese School, spoke of teachers' spending money out of their pockets for student supplies. She asked for consideration in the current contract negotiations for teachers.

Mr. Dok Hong, Head Custodian, Wagner Holt School, related how Lodi Unified used to be a leader in salary and benefits for employees. He spoke regarding contract negotiations for classified employees.

Ms. Elizabeth Carey, Custodian, McNair High School, spoke in favor of increase in salary and health benefits for classified employees.

Mr. Cris Beach, Cafeteria Assistant, Creekside School, spoke regarding an increase in wages to retain classified employees and so they could support their families, many of which are students in this District. He spoke of the working poor, as he related that some classified employees are eligible for food stamps and Medi-Cal health benefits.

Ms. Esmeralda Garcia, Community Liaison/Translator/Interpreter, JAESC, asked the Board for consideration of a salary increase for classified employees.

Ms. Karen Minick, Teacher, Bear Creek High School, spoke of the accomplishments of speech students at the State Speech Championship event and spoke in favor of a salary increase for teachers.

Comments from Employee Group Representatives

Ms. Debra Ladwig, President, California School Employees Association, Chapter #77, related that she recently met with Mr. Nava, Mr. Womack and Mr. Heberle in an effort to relate the roles of the classified employees in our District. She shared that the classified employees conducted a meeting with their group to get direction for continued negotiations. Ms. Ladwig shared that on average, classified workers make one and one half the minimum wage and are struggling to survive as the cost of living increases and wages remain at 2008 levels. She noted that some classified employees qualify for food stamps and/or Medi-Cal.

Mr. Kyle Harvey, Labor Relations Representative, California School Employees Association, spoke regarding the contract negotiation process for classified employees and the prospects for a fair compensation package for the employees he represents.

Mr. Jeff Johnston, President, Lodi Education Association, spoke regarding the need for the Board to offer a fair compensation package to the members of his unit. He relayed that the Lodi Education Association will be donating \$500 to the GOT Kids Foundation. He announced that the annual California Teacher Association dinner is the following week and he hopes that Board members will be in attendance to support the event. Mr. Johnston informed the Board of the various compensation packages offered by surrounding districts to their respective teaching staffs.

Comments from Board Members

Mr. Neely thanked Christie Rosa for presenting the information related to speech language pathologists. He recently visited Needham School and spoke of possible restoration to preserve the historical site. He was unable to attend the Board Meeting on February 17th; however, he was able to view the proceedings via live stream. He congratulated Lodi High School's Skills USA team and the Science Bowl teams at Tokay High School. He applauded the pairing of high school students working with middle school students.

Mr. Heberle thanked the student representatives to the Board for their reports that highlight academics, school events and athletic achievements. He thanked the various employee groups for attending the meeting. Mr. Heberle attended the mock interview process at Lincoln Technical Academy and reported that over 600 students were interviewed by community members and staff. He attended an event at Millswood presented by students from Lodi High School. Mr. Heberle mentioned the recent success of the Tokay High School Science Bowl teams and noted they are now on to national competition. He voiced concern regarding Local Control Accountability Plan (LCAP) meetings and timelines.

Mr. Freitas commented on the employee groups sharing information with Board. He gave accolades to the four students representatives to the Board and thanked them for their hard work and the information they provide. As a former 4H and Future Farmers of America member, he related his enjoyment of the day's events and presentations at the Ag Venture program. He noted he will be hosting the Local Control Accountability Plan meeting at Ansel Adams School next week.

Mr. Womack congratulated the Tokay High School Science Bowl teams and Mr. and Mrs. Heberle on their coaching of the teams. He participated in the blood drive benefiting a LUSD employee at the JAESC. He attended the Lincoln High Engineering and Construction Academy, along with Mr. Heberle and Mr. Nava. He helped out at the Lodi High and Bear Creek High track meet. He went to the Ag Venture event and read to second graders at Needham School.

Ms. Cassel thanked the employee groups for attending the meeting. She thanked the speech language pathologists for providing the Board with information. She congratulated Mrs. Heberle for her efforts coaching the Science Bowl teams. Ms. Cassel reported that she continues to attend as many Professional Learning Community (PLC) meetings as her schedule allows and highlighted the recent PLC meeting at Independence/Katnich/Henderson. Ms. Cassel attended a WASC accreditation meeting at Bear Creek, a classroom luncheon at Vinewood School, and mock interviews at Lincoln Technical Academy. She will be reading at Needham Elementary tomorrow.

Mr. Nava thanked the speech language pathologist for the information they presented. He thanked the classified employees and that they are very important to the school system. He noted that he and fellow Board members are making the best choices so the District can continue to serve the students. He thanked the student representatives for being positive role models for their fellow students. He congratulated Mr. and Mrs. Heberle for their coaching efforts with the Science Bowl teams.

Comments from the Superintendent

No further comments.

Board Discussion

Lodi Unified School District Draft Governance Handbook & Draft Revision Document

Dr. Washer opened the discussion regarding the handbook that was drafted during the Board workshop on Saturday, January 10th. Board members discussed pros and cons of the revision draft document and referred the draft documents back to Superintendent Washer for changes and asked that it be brought back to a future Board meeting.

Public Comments

Ms. Susan Heberle, Citizen

Board Advisory Committee Reports

None

Adjournment

The meeting adjourned at 9:29 p.m. Board returned to Closed Session.

Closed Session – continued session

President Nava reported on the following action taken in Closed Session (continued):

- **Resolution 2015-07 Release of Administrators** – Mr. Womack motioned, Mr. Heberle seconded and the Board voted to approve Resolution 2015-07 Release of Administrators for the 2015-16 School Year, as follows:

Ayes: Cassel, Heberle, Nava, Talken, Womack

No: Freitas, Neely


Absent: None

Abstain: None

Motion carried



Clerk of the Board



President of the Board