Western Placer Unified School District
Regular Meeting of the Board of Trustees
March 1, 2016, 7:00 P.M.
WPUSD District Office/City Hall Building–3rd Floor Conference Room
600 Sixth Street, Lincoln, CA 95648

MINUTES

2015-2016 Goals & Objectives (G & 0) for the Management Team: Component I: Quality Student Performance; **Component II:** Curriculum Themes; **Component III:** Special Student Services; **Component IV:** Staff & Community Relations; **Component V:** Facilities/Administration/Budget.

All Open Session Agenda related documents are available to the public for viewing at the Western Placer Unified School District Office located at 600 Sixth Street, Fourth Floor in Lincoln, CA 95648.

Board Members Present:
Damian Armitage, President
Kris Wyatt, Vice President
Paul Long, Clerk
Brian Haley, Member
Paul Carras, Member

Others Present:
Scott Leaman, Superintendent
Audrey Kilpatrick, Assistant Superintendent of Business & Operations
Kerry Callahan, Assistant Superintendent of Educational Services
Gabe Simon, Assistant Superintendent of Personnel Services
Susan Watkins, Director of Special Education
Rosemary Knutson, Secretary to the Superintendent
Chuck Whitecotton, PHS Principal
Carol Percy, Lincoln News Messenger

6:15 P.M. START

1. **CALL TO ORDER** – WPUSD District Office/City Hall Bldg. – 3rd Floor Conference Room

2. **COMMUNICATION FROM THE PUBLIC**

Jean Schumpett, teacher from Folsom Cordova, spoke in support of Ms. Cassady as previous co-worker. She reviewed previous teaching experience. Feels placement might have been wrong, feels the district will lose a huge asset. Feels she should be under another administrator.
Michelle Hawe, co-worker with Ms. Cassady at GEMS, she read letters from colleagues in support of Ms. Cassady as stating she is a caring and supporting educator
The start of closed session started late due to the communication of the public regarding the non-re-elect of Ms. Cassidy. Left to close session at 6:42 p.m.
Molly Silva, fulltime release consulting, and professional development teacher from a nearby district. Spoke on behalf of Ms. Cassady, in support of overturning the non-reelection. She respectfully requested the board deny the non-reelect of Ms. Cassady, and feels the district needs to look at the administration at GEMS. Shared Ms. Cassady was a of Folsom Middle School teacher, she was involved Leadership: $500,000.00 grant; California distinguished school award; and part of the National Blue Ribbon Title. She spoke highly of her leadership.

Deborah Richardson, Assistant Principal in Petaluma School District, 20 years ago, she was a past co-work with Ms. Cassady, and spoke on her leadership. She shared "this is a teacher you don't want to lose"

Angelique Cassady, handed out letter from students, parents, collogues. Speaking on her behalf regarding non-reelection. Comes from two blue ribbon schools, never had a bad evaluation, loved by students and parents, her experience at Glen Edwards has been a very different experience. Took the position, and was excited to be working with the students, and working in Lincoln. No curriculum was given, taught three different grade levels, plus English class. Classes were like family. Students felt success in my class. It all started with the Vice Principal in observation meeting in February, felt attacked by attitude and teaching. Went to the Principal, additional issues with the principal, felt the Vice Principal was showing bias. She shared the Principal had concerns with her observation, and contacted the union representative with concerns of her observation. Meetings were held, this does not sound like a positive evaluation, a teacher should be given ample time and given improvement plans to make changes. She felt it very unethical and very unprofessional the way she has been treated by administration, and was offered to resign. She decided not to resign because she wanted to stand up for herself and for the way she has been treated unjustly. She has devoted her adult life to making a difference, and loves working with students in the Lincoln community. She feels she has been treated badly in her own home town, she has lived her for 10 years, and her own daughter attends Lincoln schools. She is baffled as to where the false accusations are coming from and as to why she is being targeted and bullied and harassed by the administration at GEMS. She asked that the school board take a look at the details surrounding her situation and consider the non-reelection. This decision not only affects her job but it also affects her teaching career. "I love my job and my students, and I deserve a second chance to prove the caliber of teacher I am"

6:20 P.M.

3. CLOSED SESSION – WPUSD District Office – 4th Floor Overlook Room

3.1 CONFERENCE WITH LABOR NEGOTIATOR
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Scott Leaman, Superintendent
~Gabe Simon, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations
~Kerry Callahan, Assistant Superintendent of Educational Services

3.2 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION
CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF-15-514477

3.3 PERSONNEL

a. Public Employee Employment/Discipline/Dismissal/Release – Resolution No. 15/16.15 Authorizing the Non Re-Election of Certificated Probationary Employees

b. Public Employee Employment/Discipline/Dismissal/Release – Resolution No. 15/16.16 Authorizing the Release of Temporary Employees

7:00 P.M.

4. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE – District Office/City Hall Bldg. – 3rd Floor Conference Room
The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

4.1 ***Page 8*** **- CONFERENCE WITH LABOR NEGOTIATOR**
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Scott Leaman, Superintendent
~Gabe Simon, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations
~Kerry Callahan, Assistant Superintendent of Educational Services

No action was taken

4.2 ***Page 9*** **- CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**
CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF-15-514477

No action was taken

4.3 ***Page 10*** **- PERSONNEL**

a. Public Employee Employment/Discipline/Dismissal/Release – Resolution No. 15/16.15 Authorizing the Non Re-Election of Certificated Probationary Employees

Mr. Long reported the board took action in closed session to approve Resolution 15/16.15 authorizing the non-re-election of one (1) probationary certificated employee at the end of 2015-16 school year, and authorizing the District administration to serve required notices pursuant to Education Code section 44929.21. It was a 5-0 (**Ayes**: *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) roll call vote in favor. This Resolution authorizes the removal of employee 15/16.CE.1 (b) with this action. This was a unanimous decision.

b. Public Employee Employment/Discipline/Dismissal/Release – Resolution No. 15/16.16 Authorizing the Release of Temporary Employees

Mr. Long reported the board took action in closed session to approve Resolution 15/16.16 authorizing the release of four (4) temporary certificated employees at the end of the 2015-16 school year and authorizing the District administration to serve required notices pursuant to education Code section 44954. It was a 5-0 (**Ayes**: *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) roll call vote in favor.

5. ***Page 13-53*** **- CONSENT AGENDA**

5.1 Certificated Personnel Report
5.2 Classified Personnel Report
5.3 Approval of Meeting Minutes for:
- February 2, & February 16, 2016 Regular Board of Trustee Meeting

5.4 Approval of Warrants

5.5 Unpaid Leave of Absence Request
5.6 Ratification of Agreement with Health-e Pro and WPUSD
5.7 Ratify Public Relations Campaign Proposal – Angeion Consulting and WPUSD

Motion by Mr. Carras, seconded by Mr. Haley, and passed by a 5-0 (**Ayes**: *Long, Haley, Wyatt, Carras, Armitage* **No:** *None*) roll call vote to approve the consent agenda as presented.

6. COMMUNICATION FROM THE PUBLIC

Marilou Edwards, LHS teacher talked about the upcoming Science Expo, She introduced the Project Managers, and these three run the expo.
Lauren Edwards, talked about what the Science Expo is. The Day Expo is open to the 3rd graders, and the Night Expo who there are 50 plus projects, which will include Ag. Student will bring animals, Robotics, welding projects, three D printing, and other booths.
Daniel Loy, student at LHS shared this is the 11th annual Expo, 3rd graders attend day Expo. Shared the growth of the Expo over the years. Two Expos, day and night, raffle tickets. Several LHS classes are required to participate in the expo. He shared his experience while he attended 3rd grade at CCC.
Harpreet Chumber shared there are two expos. To make the night expo fun, they are selling raffle tickets, and all proceeds will go to student scholarships.
Debra Morrison, GEMS teacher is here in support of a co-worker, has had the pleasure of working with Ms. Cassidy. Even though she received a noticed, and I really love about her is that she continues to plan, and do what is best for kids, her professionalism has continued.

7. REPORTS & COMMUNICATION

➢Lincoln High School Student Advisory – Harpreet Chumber

- This is Wellness week at LHS with various activities all week
- The Drama class will be presenting "The Diary of Anne Frank" for the next two Fridays and Saturdays.
- Next Thursday, day and night Science Expo
- Sports update
- Thanked the board for all they do
- The restroom locks have been fixed at LHS

➢Western Placer Teacher's Association, Tara McCroskey shared she has been thinking a lot of what to say at this time. Would like to share two things with the board tonight, the story that was told, and thanked the board for listening to that member's story, and the stories of those who supported her. There are details in the story the WPTA leadership is greatly concerned by.
➢Western Placer Classified Employee Association – Mike Kimbrough, not present
➢Superintendent - Scott Leaman

- Gave an update on the Morgan Hill Lawsuit against CDE, regarding the release of student records. There is information on the website.
- Planning for next year, looked at projections, will also start looking at staffing
- Talked about the vision survey, over 400 people took the survey
- Measure "A" update, we need to get more specific information to the high school. Improvements are positive with much construction ahead.
- CDE has approved the additional site by the library, working on new signs

- Appreciates working with the associations, very positive, new 3 year contract with CSEA. Very good working with them.

8. ♦ACTION ♦DISCUSSION ♦INFORMATION

8.1 Discussion/ Action *Page 55* – **CONSIDER APPROVAL OF TENTATIVE AGREEMENT BETWEEN WPUSD AND WPTA REGARDING ARTICLE XV – WORK YEAR CALENDAR FOR THE 2016-17 SCHOOL YEAR - Simon** *(15-16 G & O Component I, II, III, V, IV)*

•A tentative agreement has been reached between WPUSD and WPTA on the portion of Article XV – Work Year 2016-2017 as outlined in the attached document as it relates to the school calendar. This tentative agreement for the 2016-2017 school year for WPTA employees has been ratified by the WPTA membership.

Gabe Simon presented the tentative agreement between WPUSD and WPTA for approval. Motion Mr. Long, seconded by Mrs. Wyatt and passed 5-0 (**Ayes**: *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) vote to approve the tentative agreement between WPUSD and WPTA regarding Article XV – Work Year Calendar for 2016-2017 school year. Mr. Leaman shared some of the changes, such as moving district day during the school year, which is a positive, and still waiting on another MOU for early release.

9. BOARD OF TRUSTEES

9.1 FUTURE AGENDA ITEMS

The following are a number of agenda items that the Board of Trustees has been monitoring. They are NOT action items for tonight's meeting, but are noted here for continuing purposes and to ensure that when there are changes or new information they will be called up as Action/Discussion/Information.

- High School in the Twelve Bridges Area
- Lincoln Crossing Elementary South/Facilities Update
- ~~Community Information Breakfast~~
- ~~Special Education Update~~

9.2 BOARD MEMBER REPORTS/COMMENTS

Mr. Haley had no report

Mrs. Wyatt reported on the Social Media Sex Trafficking presentation, attended a dinner on Friday and received a plaque that was presented to the district from the baseball team. Selling tickets for the Sheridan Spring Fling.

Mr. Long asked about the uniform situation for the track team at LHS. Administration assured him the team uniforms have been purchased. Magazine for the Model A are being donated to LHS from a woman in San Diego.

Mr. Carras talked about Scott's weekly update, and revised the Interdistrict appeal information, and discussed his concern of providing transportation.

Mr. Armitage had no report

10. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):

➢**March 15, 2016** 7:00 P.M., Regular Meeting of Board of Trustees – Creekside Oaks School, Performing Arts Building

11. ADJOURNMENT

There being no further discussion, the meeting was adjourned at 8.01 p.m.

Damian Armitage, President

Paul Long, Clerk

Scott Leaman, Superintendent

Rosemary Knutson, Secretary to the Superintendent

Adopted: April 5, 2016

Ayes: Long, Wyatt, Carras, Armitage

Noes:

Absent: Haley

BOARD BYLAW 9320: Individuals requiring disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing at least two days prior to meeting date. (American Disabilities Act) Government Code 54954.1