Western Placer Unified School District
Regular Meeting of the Board of Trustees
March 5, 2013, 7:00 P.M.
LINCOLN HIGH SCHOOL – PERFORMING ARTS BUILDING
790 J Street, Lincoln, CA 95648

MINUTES

2012-2013 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 Present
Kris Wyatt, President
Brian Haley, Vice President
Damian Armitage, Clerk
Paul Carras, Member
Paul Long, Member

Others Present
Scott Leaman, Superintendent
Mary Boyle, Deputy Superintendent
Audrey Kilpatrick, Assistant Superintendent of Business & Facilities
Ryan Davis, Director of Human Services
Rosemary Knutson, Secretary to the Superintendent
Heather Steer, Facilities Planner
Carol Percy, Lincoln News Messenger

6:00 P.M. START

1. **CALL TO ORDER** – Lincoln High School - Multi-Purpose Room

6:05 P.M.

2. **CLOSED SESSION** – Lincoln High School - Office Conference Room

2.1 CONFERENCE WITH REAL PROPERTY NEGOTIATOR
Purchase price, and payment terms for additional property adjacent to the Twelve Bridges Library, negotiated between representatives of Western Placer Unified School District and Sierra Community College District.

2.2 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION
Case No. SCV0032309, Western Placer Unified School District vs. City of Lincoln

2.3 CONFERENCE WITH LABOR NEGOTIATOR
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators: Scott Leaman, Superintendent, Mary Boyle, Deputy Superintendent of Educational Services, Ryan Davis, Director of Human Services

Audrey Kilpatrick, Assistant Superintendent of Business and Operations

2.4 PERSONNEL
PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

a. Approve Closed Session Resolution No. 12/13.17 Authorizing the Release of Temporary Certificated Employees
Roll call vote:

b. Approve Closed Session Resolution No. 12/13.18 Authorizing the Non Re-Election of Certificated Probationary Employees
Roll call vote:

2.5 INTERDISTRICT ATTENDANCE APPEAL

a. Interdistrict Request Appeal 12/13 - 45

7:00 P.M.

3. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE– Lincoln High School

The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

3.1 CONFERENCE WITH REAL PROPERTY NEGOTIATOR

Purchase price, and payment terms for additional property adjacent to the Twelve Bridges Library, negotiated between representatives of Western Placer Unified School District and Sierra Community College District.

No action was taken

3.2 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

Case No. SCV0032309, Western Placer Unified School District vs. City of Lincoln

No action was taken

3.3 CONFERENCE WITH LABOR NEGOTIATOR

Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators: Scott Leaman, Superintendent, Mary Boyle, Deputy Superintendent of Educational Services, Ryan Davis, Director of Human Services Audrey Kilpatrick, Assistant Superintendent of Business and Operations

No action was taken

3.4 PERSONNEL
PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

a. Approve Closed Session Resolution No. 12/13.17 Authorizing the Release of Temporary Certificated Employees

Mr. Armitage reported the Board of Trustees took action in closed session to approve Resolution 12/13.17 authorizing release of six (6) temporary certificated

employees and authorizing the District administration to serve required notices pursuant to Education Code section 44954. *Roll call vote:* Long, Haley, Carras, Wyatt Armitage

b. Approve Closed Session Resolution No. 12/13.18 Authorizing the Non Re-Election of Certificated Probationary Employees

Mr. Armitage reported the Board of Trustees took action in closed session to approve Resolution 12/13.18 authorizing the non-reelection of two (2) probationary certificated employees at the end of the 2012-2013 school year and authorizing the District administration to serve required notices pursuant to Education Code section 44929.21. *Roll call vote:* Long, Haley, Carras, Wyatt Armitage

3.5 INTERDISTRICT ATTENDANCE APPEAL

a. Interdistrict Request Appeal 12/13 – 45

Motion by Mr. Carras, seconded by Mr. Long, and passed by a 5-0 vote to deny the interdistrict transfer appeal.

4. SPECIAL ORDER OF BUSINESS

California Association for the Gifted ~ Presentation of Five Star School Program Award for Program Excellence

Mary introduced Dr. Barbara Branch, the California Association of the gifted executive director, she presented Western Placer Unified School District/Mary Boyle with the CAG award which recognizes school districts for Program Excellence with Gifted and Talented Education (GATE) programs. Western Placer Unified School District has expanded its GATE programs over the past seven years. Mary shared the district's magnet academy programs are the Elementary Academy at First Street School and the Performing Arts Academy at Glen Edwards Middle School. Students identified as GATE or High Achiever (HA) are permitted to enroll in these programs. There are currently, 409 students that have been identified for the GATE program.

5. CONSENT AGENDA

5.1 Approval of Meeting Minutes for:
- February 5th & February 19, 2013 Regular Board of Trustee Meeting

5.2 Approval of Warrants
5.3 Classified Report
5.4 Certificated Personnel Report
5.5 Approve Certification of Corrective Action, Audit Findings and Recommendations.
5.6 Approve Student Discipline/Stipulated Expulsion for Student's #12-13 Q.
5.7 Approve Contract with Lifechangers Int'l.

Motion by Mr. Haley, seconded by Mr. Carras, and passed by a 5-0 roll call vote to approve the consent agenda as presented. Roll call vote: Haley, Long, Carras, Armitage, Wyatt

6. COMMUNICATION FROM THE PUBLIC

Loreena Sims/Perrie Salen, students representing LHS Science Expo, yearly event organized by the physic class/higher science classes. The idea behind the expo is kids teaching kids. Over 800 students participate in the science fair. They talked about the Science Expo, and how it is unique. No other school in the district or in the State of California puts on a science expo for their community. It will be held on March 15th and the evening of March 16th. They handed out brochures and invited everyone to the annual LHS Science Expo. They shared that having the Expo at night has been a great success. They thanked the Western Placer Education Foundation and Lincoln Community Foundation. They are able to invite other school as well as parents. Proceeds raised will go toward student scholarships for the mangers that have planned the science fair.

Scott Beatty, district teacher shared that he is here to formally complain about the behavior of the district regarding the negotiations process. In the past, negotiations have been open and honest, even in the worst years. His feeling this year is that there will be more funding than past 4 years. The district achieved nearly a million dollar savings. That extraordinary savings was due in no small part to significant fiscal sacrifice on the part of hard working teachers, and yet the district is unwilling and still unable to provide clear estimates of the amount of cuts needed on the part of the teachers. The district expects the teachers to make significant contract concessions without adequate and crucial information. He stated "Oh come on". He does not believe for one moment that the district is fiscally incompetent. Asking teachers to put concessions on the table, because the district has not done their budget homework for the coming year is ridiculous. Further, the district has provided a wish list of concessions that they desire from the teachers without getting approval from anyone on the WPTA negotiating committee. The district has threatened teachers, that if significant concessions are not made, they will need to go through the layoff process. The district saved 800,000.00 last year with the current staffing and prop 30 changes. Now the district is putting teachers through the RIF process. He is shocked and saddened by change in the negotiation process using hardball tactics. He expected more from the district which has never played games before. "I'm sure you expect us to do business with the district with our traditional level of honesty and mutual respect. Question to the board was, do you really want to see an ugly public fight over contract concessions?" He felt it would be better if the district returned to their usual way of negotiating, openly and honestly. "Perhaps the board can put pressure on the district, because they are not listening to the teacher's polite and reasonable request for adequate information."

Jessica Armisted, LHS Ag. Teacher shared she is finishing her 3rd year at LHS teaching Agri. Science and Avid. Remembered walking the halls as a student, and knew she wanted to teach at Lincoln High before she even graduated in 2005. Teaching at Lincoln High has always been a dream come true, both her and her husband hope to one day see her daughter walk the halls as they both did. Last year was reduced to part time, and has heard the possibility of that happening again or worse. She acknowledged that the district did what they could to keep her position last year, and she extended her full gratitude and appreciation to all those who supported hers and other teachers employment. Her teaching career began at Lincoln High, and her dream is to retire from Lincoln High School. She pleaded to the board to do everything they can to keep teachers and other employees.

7. REPORTS & COMMUNICATION

7.1 Lincoln High School, Student Advisory – Jillian Loya

- Spring Sports have start
- Students have started practicing for the Alice and Wonderland play.
- Science Expo will be held on March 15th & 16th as reported earlier.
- This week is Spirit week, a lot of students participating

- There will be a Rally on Thursday
- The 3rd Trimester starts on Monday

7.2 Western Placer Teacher's Association – Mike Agrippino shared before getting too far into what he wanted to say, he was surprised and disappointed the association is to be here tonight under these circumstances. There is a better way than this. The last few years have been difficult for everyone in this room. There have been many budgetary decisions, and association leadership is honored that they have been able to work through differences and come together to continue to deliver high quality education to our students. Why has this year changed? The district office has changed the parameters on negotiating and their decision making process on next year's budget. For example the list of concessions for next year was without clarification or explanation of how certain numbers were calculated. Additionally the district refused to make public the list of concessions that were expected to be made. There is a better way. Has served as a rep on the budget committee for the last few years. The process has always been a thoughtful collaborative. The association was baffled that in the final recommendation only two big items a few small ones were forwarded to the board. Instead the district expected teachers and others to once again take a salary cut, "and yes furlough days equal salary cut", and also agree to other items which will take money out of paychecks. This is the district's business decision, it has not been appreciated that certain administrators have been stating, that the association is laying off teachers, "we aren't". There is a better way than this, as budget numbers continue to improve, we are extremely hopeful that the RIF announced tonight will be rescinded as soon as possible. Over the years the association has said publicly and privately "we work to see common ground not battle ground" that continues to be our policy and we hope it's still yours. There is a better way than this.

7.3 Western Placer Classified Employee Association – Mike Kimbrough had no report

7.4 Superintendent - Scott Leaman

- Comprehensive committee on Suicide Prevention, working on protocols for district for all staff. Appreciated the people who are working on this. Also there is a sub-committee. Michael Lombardo from PCOE has been very instrumentation on this issue.
- Safety Issues we will be engaging in at a County wide training on May 21st – Jon King as a trainer. There will be a 3 hour retraining session.
- Meet with Dan Ruden, the new chief of police here in Lincoln

8. ♦ACTION ♦DISCUSSION ♦INFORMATION

8.1 Discussion **SHARED OPPORTUNITY FOR AIRCRAFT RECREATION (SOAR) – Leaman** *(12-13 G & O Component I, II, III, IV, V)*

•The Board is being asked to discuss the possibility of using the SOAR program at Glen Edwards Middle School. The program includes students receiving a ride in a private airplane as an incentive. Details are attached and additional information will be shared with the Board.

Shelly Hoover, GEMS Principal and Stephen Gorman with SOAR (Shared Opportunity for Aircraft Recreation). Shelly explained briefly how the SOAR program works and how it would benefit the students. Steve Gorman, Airplane owner and retired attorney, explained his purpose for putting this program together. His goal was to connect with At-Risk kids and encourage them to achieve a dream. He expressed the cost is

nothing, and his hope is to get the board to endorse the program. This would require additional liability insurance, and there is always a risk. The Pilots are interested in volunteering their time and airplanes here at Lincoln Airport (these are four passenger airplanes).
Paul Long recommended background checks on pilots
Damian Armitage thought it would be great, recommended we look into insurance liability
Kris Wyatt felt it would be great for the students.
Mr. Leaman reported he would look into the insurance situation.

8.2 Action **CAPE PROGRAM – CALIFORNIA ADVANCE PLACEMENT EXPANSION – Boyle** *(12-13 G & O Component I, II, III, IV, V)*

•California Education Code was recently amended pursuant to Senate Bill 532 to require an annual review of AP course offerings to encourage California schools to offer at least five AP annual review of AP course offerings to encourage California schools to offer at least five AP courses. The College Board, with support from CDE, launched the CAPE Program (California Advanced Placement Expansion) to help bring Advanced Placement® (AP) courses into public schools that offer five or fewer AP courses but have student s with strong potential to be successful in AP based upon PSAT/NMSQT®[1] scores. At the time of the CAPE Program launch, Lincoln High School offered five AP classes and therefore was qualified to participate in this program.

Mary reported that we offer 18 AP classes which include the online classes. Mike Maul shared the importance of having AP classes at LHS. Bob Pierce reported that he is currently teaching Economics, and will be training to teach AP classes. Motion by Mr. Carras, seconded by Mr. Armitage and passed by a 5-0 vote to approve the CAPE program expansion.

8.3 Discussion/ Action **SUNSHINE FOR NEGOTIATIONS REGARDING THE COLLECTIVE BARGAINING AGREEMENT BETWEEN WESTERN PLACER UNIFIED SCHOOL DISTRICT AND THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION CHAPTER #741 – Davis** *(12-13 G & O Component I, II, III, IV, V)*

•Pursuant to Government Code section 3547, all proposals of the recognized employee groups and of the District must be presented at a public meeting of the District. This is commonly referred to as "Sunshining" the proposals. The California School Employees Association Chapter #741 and the Western Placer Unified School District have both proposed negotiations since the current Collective Bargaining Agreement ends on June 30, 2013 (both proposals are again attached). After the District's and CSEA's proposals were presented to the public at the February 19, 2013 meeting, in order to allow the members of the public to become informed and have an opportunity to express themselves regarding the proposals, the Board shall now consider adopting its initial proposal.

Ryan Davis presented part two of the sunshine proposal and it is ready for approval. He is happy to report the district is having good collaborative

discussions with CSEA regarding a three year contract. His hope is the continued discussions will become successful around the area of saving jobs and programs with more to follow. Motion by Mr. Haley, seconded by Mr. Armitage and passed by a 5-0 vote to approve the Collective Bargaining Agreement between Western Placer Unified School District and the California School Employees Association Chapter #741 as known as the Sunshining proposal.

8.4 Discussion/ Action **ADOPTION OF RESOLUTION NO. 12/13.19 REGARDING WORK YEAR REDUCTION FOR SENIOR/CLASSIFIED MANAGEMENT EMPLOYEES AND AUTHORIZATION FOR REQUIRED NOTICE** – **Davis** *(12-13 G & O Component I, II, III, IV, V)*

•In order to help mitigate the anticipated budget shortfall that the District is facing, the District Administration is recommending reducing the work year for Senior Management and Classified Management employees by up to Six (6) days for the 2013-2014 school year and their compensation would be reduced accordingly thus resulting in a financial savings to the District. The work years of Certificated Administrators, Classified Confidential Employees have been addressed in other Agenda items before the Board.

Ryan Davis presented the following Resolution. Motion by Mr. Armitage, seconded by Mr. Carras, and passed by a 5-0 roll call vote to approve Resolution No. 12/13.19 regarding work year reduction for Senior/Classified Management Employees and authorization for required notice. Roll call vote: Long, Carras, Armitage, Haley, Wyatt

8.5 Discussion/ Action **ADOPTION OF RESOLUTION NO. 12/13.20 REGARDING WORK YEAR REDUCTION FOR CLASSIFIED CONFIDENTIAL EMPLOYEES AND AUTHORIZATION FOR REQUIRED NOTICE** – **Davis** *(12-13 G & O Component I, II, III, IV, V)*

•In order to help mitigate the anticipated budget shortfall that the District is facing, the District Administration is recommending reducing the work year for Classified Confidential employees by up to Six (6) days for the 2013-2014 school year and their compensation would be reduced accordingly thus resulting in a financial savings to the District. The work years of Certificated Administrators, Classified Management Employees have been addressed in other Agenda items before the Board.

Ryan Davis presented the following Resolution. Motion by Mr. Haley, seconded by Mr. Long, and passed by a 5-0 roll call vote to approve Resolution No. 12/13.20 regarding work year reduction for Classified Confidential employees and authorization for required notice.
Roll call vote: Carras, Armitage, Haley, Long, Wyatt

8.6 Discussion/ Action **ADOPTION OF RESOLUTION NO. 12/13.21 REGARDING WORK YEAR REDUCTION FOR CERTIFICATED MANAGEMENT EMPLOYEES AND AUTHORIZATION FOR REQUIRED NOTICE TO EDUCATION CODE SECTION 44951** – **Davis** *(12-13 G & O Component I, II, III, IV, V)*

•Pursuant to Education Code 44951 and in order to help mitigate the anticipated budget shortfall that the District is facing, the District Administration is recommending reducing the work year for Certificated Administrators including the Superintendent by up to Six (6) days for the 2013-2014 school year and their compensation would be reduced accordingly thus resulting in a financial savings to the District. The work years of Classified Administrators, Confidential Employees are addressed in other Agenda items for this Board meeting.

Ryan Davis presented the following Resolution. Motion by Mr. Armitage, seconded by Mr. Long, and passed by a 5-0 roll call vote to approve Resolution No. 12/13.21 regarding work year reduction for Certificated Management employees and authorization for required notice pursuant to education code section 44951. Roll call vote: Armitage, Haley, Long, Carras, Wyatt

8.7 Discussion/ Action **APPROVE OF RESOLUTION NO. 12/13.22 ADOPTING COMPETENCY CRITERIA IN THE CASE OF A CERTIFICATED REDUCTION IN FORCE – Davis** *(12-13 G & O Component I, II, III, IV, V)*

•Pursuant to Education Codes 44949, 44955 and 44951, the District administration is making a recommendation that will require the Governing Board of the Western Placer Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District. In conjunction with the recommendation it is necessary to adopt criteria for determining if a certificated employee would have the competency to replace (bump) another certificated employee out of their position. The District must have a way to ensure that when one certificated employee may potentially replace (bump) another certificated emp0loyee that they possess the necessary competency in order to provide adequate services.

Ryan Davis shared his respect for Mike Agrippino and was sadden by his comments. He doesn't think that's an accurate portrayal or characterization of the current state of affairs for negotiations. However, he respects how he feels right now. He hopes that as they continue to meet that those feelings about the process will change, and he hopes to get past what those differences might be. He stated that it is with great sadness that he must bring forth Resolution No. 12/13.22 dealing with the reduction in force and elimination of certificated positions. Unfortunately, these are the issues that the district is faced with and the difficult decisions that are necessary in order to ensure that the district stays financially solvent in light of funding that has been repeatedly reduced by the State for years. Prop 30 was designed to eliminate (delay) further cuts which is much appreciated, but it has yet to restore the nearly 20% loss of funding that the district has faced since the 2007-2008 school year. The potential increase in tax revenues from prop 30 thus far has assisted the district in reducing the cuts necessary for next year and the district will only have a minimum of mandated reserves on hand as it is using, all the available reserves to reduce the need for personnel cuts or concessions. Our hope is that the State is slowly improving its financial picture and will slowly improve the growing economy which will ultimately result in more money

for our schools. This district was able to live on reserves for a long time and to hold off on cuts to personnel for a lot longer than surrounding districts which has been great to keep our staff working and also wonderful programs. Unfortunately this mean we are continuing to cut due to the deficit spending that we are currently engaged in. We hope that all groups take the concessions necessary to allow the district to keep the excellent staff working and continue to keep our wonderful programs. The district will continue to work toward that end. The hope is with administration and WPTA working together we will eliminate the need to reduce staff. WPTA and administration will meet again tomorrow and hope to have a very successful and collaborative session. If concession can be reached and additional savings are found we can reduce the number of staff effected or pull back the layoff entirely. However if we do not adopt the Resolutions tonight allowing the process of Reduction in Force and allowing the district to proceed with giving proper notice to potentially affected employees prior to March 15th, we would not be able to make those changes after March 15th. This could put the district in serious risk of going qualified. Due to the fact that the district is spending the reserves down to the statutory minimum, March 15th would be too late to achieve that financial saving necessary for the 2013-14 school year. This item is very unfortunate and we are hopeful we will be able to achieve the necessary cuts in other way. Until then the item is necessary in order to remain fiscally solvent. He then explained the bumping process. Ryan Davis presented the following Resolution. Motion by Mr. Haley, seconded by Mr. Long, and passed by a 5-0 roll call vote. Roll call vote: Haley, Long, Carras, Armitage, Wyatt

8.8 Discussion/ Action **APPROVE RESOLUTION NO. 12/13.23 TIE BREAKING CRITERIA IN THE CASE OF A CERTIFICATED REDUCTION IN FORCE – Davis** *(12-13 G & O Component I, II, III, IV, V)*

•Pursuant to Education Codes 44949, 44955 and 44951, the District administration is making a recommendation that will require the Governing Board of the Western Placer Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District. In conjunction with that recommendation it is necessary to adopt criteria for tie breaking when two or more certificated employees with the same seniority date who are both currently providing the same particular kind of service identified for reduction or discontinuance.

Ryan Davis presented the following Resolution pertaining to the tie breaking criteria, and explained how the process would work. Motion by Mr. Carras, seconded by Mr. Armitage, and passed by a roll call vote to approve Resolution No. 12.13 Tie breaking Criteria. Roll call vote: Long, Carras, Armitage, Haley, Wyatt

8.9 Discussion/ Action **APPROVE RESOLUTION NO. 12/13.24 AUTHORIZING THE REDUCTION OR DISCONTINUANCE OF PARTICULAR KINDS OF SERVICES – Davis** *(12-13 G & O Component I, II, III, IV, V)*

•Pursuant to Education Codes 44949, 44955 and 44951, the District administration is making a recommendation that will require the Governing Board of the Western Placer Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District. Reduction or discontinuance of particular kinds of services needed to address budget reductions for the 2013-2014 school year.

Ryan shared as he stated earlier, his hope is at the end that this reduction process will not be needed, but until other adequate budget reduction are in place the district will need to move forward with this item in place so the district can remain fiscally solvent. Ryan Davis presented the following Resolution. Motion by Mr. Long, seconded by Mr. Haley, and passed by a roll call vote to approve Resolution No 12/13.24 Authorizing the Reduction or Discontinuance of Particular Kinds of Services. Roll call vote: Carras, Armitage, Haley, Long, Wyatt

Tara McCroskey, high school teacher shared RIF's rips your heart, and this year the process got even harder. Her reason for speaking tonight was to share how RIF were introduced at her site (LHS). Last weekend an email circulated from her site administration with a troubling statement. The D.O. had said positions had to be cut because the association would not concede to furlough days. She found the statement troubling and very difficult to explain. What information was flowing from the D.O. to the site administration? Was it misinformation; miscommunication; or misunderstanding? Regardless of the email, even more troubling than the questions was the emotional response from the members when they received the news. An already difficult situation was exacerbated by that one statement. It was not a sympathetic or apologetic acknowledgement that members would face RIF's as Ryan stated. It was not an explanation of the reasons of RIF as Ryan also stated. Rather it felt like an attempt to turn members against the association. She stated that there are pieces of information that could offer a very reasonable explanation around that statement. She still has hope and faith in that. She shared other site's experiences to illuminate how quickly information can pass around, how quickly upstanding relationships and reputations can become questioned and quickly those relationships can go sour. She shared this to offer just one reason why her colleagues are in the audience tonight.

Donna Grismer, LHS teacher said she didn't prepare anything and doesn't have any resolution, but shared what she does have is heart for our teachers and what they're going through at this point and time. She was just asking for you to understand that March 1st through the 15th everyone is shaking, nobody knows what is going to happen, and they are just getting bits and pieces of information. For her what matters is that these people are busting their tails and are going through the uncertainty, worry, and concern, of whether or not they will have a job, and how they are going to support themselves. She stated this happens every year and it never stops. There's got to be a different way, she didn't have a resolution, but these people go through this for two weeks prior to hearing, they get

their notices, then they wait until the end of the year to find out if they are coming back or not. Meanwhile, after receiving notices they go to back into class and put on a happy face, they have to do their best to get the students to learn and get those scores up. Really! They've been kicked in the gut and they're still not sure what's going to happen. Why should they do it? They do it because they are professionals; they do it because of the kids; are we really doing this for the kids? Please give thought to the kids, we've taken concession, we're willing to take eight (8) furlough days, what's that about? That doesn't do anything, it's not enough? Maybe we won't have to go through this? Maybe we will that's not good enough, and again I have no resolution, just frustrated, she speaks for herself, speak from her heart, speaking from the hip and really speaking for the teachers. It's not right, it is simply morally and ethically, in my opinion, wrong to have people who have given everything to these kids to be swaying back and forth, from March 1st to whenever they hear yes or no. We have to do something to change this. She doesn't know how, willing to try, willing to help anyone, but right now we need to think about the people, the kids. She thanked the board for listening.

Mr. Leaman shared that the district does not take the action lightly or is in anyway. He encouraged everyone to know that there are two sides to every story. As the district moves forward, he too is encouraged tonight because we did hear, we do know how to work through these issues, and we do have a methodology. Somehow, it was misunderstood that over the past two meetings that we were not employing the techniques that we have in the past. He expressed the district is very committed to continuing to with work the teachers association. We have had five meetings since the budget reductions were discussed, and have numerous meetings scheduled tomorrow and into the future. He is very hopeful that through the process we will come to some resolution. The challenge that we find ourselves in tonight is not the doing of anyone in this room. It's the noticing procedure. He finds it a travesty that as we continue to work out some of these issues, there is a law in California that we have to start working through the resolutions before you tonight, which has caused a lot of concern amongst teachers as Donna was saying. When he was a teacher he received pick slips in his first years also. It wasn't good. It does cause him the concerns that Donna was speaking to. However with the law being what it is, the challenge we run into is that the timeline continues to move on. We then find ourselves where we are tonight. He was encouraged by some of the discussion around the fact that we have worked this out before, we can work it out again, and shared it is with a heavy heart that we must proceed with this item tonight.

Paul Carras has been so proud to tell other district about the ongoing communication that goes on with this district. He asked that both groups open up those lines of communication that are somewhat cloud right now,

let's get this deal done so we don't send people walking, we have a great district, great schools and we need to hold on to that.

Motion by Mr. Long, seconded by Mr. Haley, and passed by 5-0 vote to approve Resolution No. 12/13.24 authorizing the reduction or discontinuance of particular kinds of services. Roll call vote: Carras, Armitage, Haley, Long, Wyatt

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.

- Relationship with Sierra Community College
- Twelve Bridges High School
- Lincoln Crossing Elementary South/Facilities Update

9.2 BOARD MEMBER REPORTS/COMMENTS

Mr. Haley these are difficult for both sides, so let's work together so we don't lay anyone off, the sooner we do it. The sooner we can reduce the stress from the teachers who are worried.
Mr. Long agreed 100% with his colleagues, we can get through this. There is no more money in the bank, Prop 30 helped, and we cannot have a qualified district. Well get through this and we'll be stronger for it.
Mr. Carras had no comment
Mr. Armitage spoke from someone who has family members who has received pink slips, and he too has been affected by furloughs, doesn't appreciate doing what we're doing tonight. This board does not like to deficit spend each year, his hope the negotiating parties can come up with a compromise to save all jobs.
Mrs. Wyatt shared being in this district for so long, having kids and grandkids in this district knows what you're talking about. I don't like this anymore than anyone else. Hope to find resolve for all of this.

10. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):

- **March 19, 2013** 7:00 P.M., Regular Meeting of the Board of Trustee – Twelve Bridges Elementary School

11. ADJOURNMENT

There being no further business the meeting was adjourned at 8:26 p.m.

Kris Wyatt

Kris Wyatt, Board President

Damian Armitage, Clerk

Scott Leaman, Superintendent

Rosemary Knutson, Secretary to the Superintendent

Adopted: 3/2/13

Ayes: Haley, Long, Armitage, Wyatt

Noes:

Absent: Carras

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