Western Placer Unified School District
Special Meeting of the Board of Trustees
February 28, 2012, 7:00 P.M.
LINCOLN HIGH SCHOOL – Performing Arts Theater
790 J Street, Lincoln, CA 95648

MINUTES

2011-2012 Goals & Objectives (G & O) 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.

MEMBERS PRESENT:
Damian Armitage, President
Kris Wyatt, Vice President
Brian Haley, Clerk
Paul Carras, Member
Paul Long, Member

OTHERS PRESENT:
Scott Leaman, Superintendent
Mary Boyle, Deputy Superintendent
Joyce Lopes, Assistant Superintendent of Business Services
Ryan Davis, Director of Personnel Services
Rosemary Knutson, Secretary to the Superintendent
Patty McAlpin, Lincoln News Messenger

6:10 P.M. START

1. **CALL TO ORDER** – Lincoln High School – Performing Arts Theater

6:15 P.M.

2. **CLOSED SESSION** – Lincoln High School – Main Office

2.1 PERSONNEL
PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
Public Employee Discipline/Dismissal/Release

a. Approve Closed Session Resolution No. 11/12.8 Authorizing the Non Re-Election of Certificated Probationary Employees.
Roll call vote:

b. Approve Closed Session Resolution No. 11/12.9 Authorizing Administrative Release/Reassignments for the 2012-2013 School Year.
Roll call vote:

2.2 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 Joyce Lopes, Assistant Superintendent of Business Services

7:00 P.M.

3. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE-Performing Arts Theater
The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

3.1 PERSONNEL
PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
Public Employee Discipline/Dismissal/Release

a. Approve Closed Session Resolution No. 11/12.8 Authorizing the Non Re-Election of Certificated Probationary Employees.

Mr. Haley reported the Board of Trustees took action in closed session to approve resolution 11/12.8, authorizing the Non-Release Election of Certificated Probationary Employees.

b. Approve Closed Session Resolution No. 11/12.9 Authorizing Administrative Release/Reassignments for the 2012-2013 School Year.

Mr. Haley reported the Board of Trustees took action in closed session to approve resolution 11/12.9, authorizing Administrative Release/ Reassignments for the 2012-2013 school year.

3.2 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 Joyce Lopes, Assistant Superintendent of Business Services

4. COMMUNICATION FROM THE PUBLIC

5. REPORTS & COMMUNICATION

5.1 Lincoln High School, Student Advisory – Isabella Franco was not present

5.2 Western Placer Teacher's Association – Mike Agrippino expressed his amazement that the Sacramento Kings are going to build a new arena, it's a shame that we can't keep our staff. Nobody created this budget crises, this is a state budget crises. We will be making acceptations that will be coming out next week. We will continue to work with the district office and school board to keep more members employed

5.3 Western Placer Classified Employee Association – Mike Kimbrough reported CSEA is going along with the same thing WPTA brings to you, our group has given many concessions, and will continue to do so, one of the discussions is the Health Clerks, and we will continue to discuss this. CSEA wants to continue to make sure the students get the best care, possibly other concessions will be made and we will continue working with the district as soon as possible.

5.4 Superintendent - Scott Leaman requested to save his remarks during budget reductions.

6. ♦ACTION ♦DISCUSSION ♦INFORMATION

6.1 Action **2012-13 BUDGET REDUCTIONS – Leaman/Lopes** *(11-12 G & O Component I, II, III, V, IV)*

• The district is currently deficit spending and faced with budget reductions. The Board directed staff to achieve a balanced budget by the 2013-14 budget year. Despite significant budget reductions over the past several years, we find ourselves faced with another $7 to $9 million in reductions necessary over the next two fiscal years to achieve a balanced budget. We have targeted $5.75 million in reductions for 2012-13.

Joyce Lopes presented a power point to review current deficit spending and direction the board will have to take to achieve a balanced budget by the 2013-2014 budget year. She reviewed the following:

- Education funding in California
  - Education funding cut 16% over past 5 years
- Revenue Limit Trend
- California's Budget Challenge
  - Our cyclical economy isn't cycling fast enough
  - The state is running out of solutions
  - The Governor is making the most of a bad situation
  - It isn't going to be resolved anytime soon
- Economics Drive Policy
  - Focus – we do we have the money?
  - Leads to bad policy for education
    - We need a longer school year – NOT shorter
    - We need lower class sizes – NOT higher
    - We need more options for students – NOT fewer
    - We need stability for our dedicated teachers/staff – NOT layoffs
- Looking Ahead
  - The Governor's Budget assumes new temporary taxes (5 years) are approved by voters in November 2012
  - The budget proposes severe reductions in school funding if tax extensions are not approved
  - Economic changes between now and enactment of the 2012-13 Budget could cause a revision, up or down
- WPUSD Budget Impact
  - WPUSD stated reductions in 2008-09
    - Cut $2.20 million
      - $1.15 million on-going
      - $1.05 million one-time
    - Increased fees – facility use, transportation, food service
    - Increased class sizes in K-5
    - Eliminated programs – independent study, ROTC
    - Reduced workers compensation premium
  - WPUSD stated reductions in 2009-10
    - Cut $100,000
    - Utilized flexibility for Tier III categorical funds
    - Spent $4.1 million in fund balance to cover remainder of deficit
  - WPUSD stated reductions in 2010-11
    - Cut $2.07
      - $1.42 million on-going
      - $650 thousand one-time
    - Increased class sizes in K-5

- Spend down reserves
- Transportation (K-12 on same bus, only bus outside city limits)
- Used state flexibility with categorical funds
- Eliminate deferred maintenance transfer

- WPUSD stated reductions in 2011-12
  - Cut $3 million
    - $440 thousand on-going
    - $2.56 million one-time
  - Federal Jobs Funds
  - 4 Furlough Days Health benefit reductions
  - Categorical flexibility
- WPUSD stated reductions in 2011-12 – IN ADDITION
  - Cut $1.67 million
    - $1.62 million on-going
    - $50 thousand one-time
  - Early retirement incentives
  - Left Assistant Superintendent position vacant
  - Reduce 1 FRE custodial
  - Reduce 0.5 FRE district office reception
  - Reduce 1 FTE teacher
- WPUSD Budget Impact
  - 2012-13 Proposed Reductions
    - Cut $5.75 million (on-going vs. one-time TBD)
    - Utilize $2.4 million in reserves
  - Furlough days
  - Increase class sizes
  - Reduce staffing
  - Categorical flexibility
  - 205 to 40% reduction in operating budgets
  - Eliminate SRO position
  - Use $750,000 Wetland Reserve
- WPUSD Budget Impact
  - 2012-13 Proposed Reductions
    - Achieve a balanced budget (revenues = expenses)
    - Reduce an additional $3 to $4 million – depending on tax initiative
    - ON-going reductions from 2012-13 won't have to be 'cut' again in 2013-14
    - One-time reductions from 2012-13 will have to be 'found' again in 2013-14
    - $750,000 Wetland Reserve will need to be replaced

Mr. Leaman reviewed the list of proposed budget recommendations, along with revisions that need to be made. He reported the following, the budget will be finalized in June; the district will continue to look at making changes to the reductions; will continue to work with CSEA on coming up with a different way to change elimination of health clerks; we will continue to stay away from the students and do what is best for our students. We are looking at cutting 5.75 million dollars and the budget picture might get worse.

Public Speakers:

Raney Dern spoke to the board hoping they had agreed to not eliminate adult education, we need to educate parents as well as students and we need to offer adult education. She also expressed her support to Foskett

Ranch Teachers. Foskett Ranch received the distinguished School award and was due to the teachers.

Delfeno Valquez shared he is very happy to be in this land, and hoping the district will keep the doors open for the English classes. The English language is number one around the world.

Abel Balderas pleaded that the board support Adult Education and not to cut the class. He has children in school and I would like to be able to understand everything they say. "Please don't the cut the class".

Alex Azaraga expressed he wants to keep learning, he has learned a lot from Raney and wants to stay in the U.S.

Linda Davis helps with GED she furnishes all the books and materials, she has spent $3,000 of her own money and the program is very important to California. She shared a large population of folks do not go to college, and the district is getting a bargain with Raney and myself.

Tracey Pelligreno is in her 3rd year as a first grade teacher at Creekside Oaks, she spoke and read a poem at the last board meeting in support of all the teachers. Once again she read another poem that inspires her to be positive and thankful. She shared, "Members of the board and Superintendent, I am thankful to teach for the district and I know I am one of the teachers who makes a difference".

Dan Burbige-Macaluso feels the budget crises are a national problem and we need to protect the rights of the minority, the children. He thanked his Foskett Ranch team. He is most concerned that with more students; more responsibility, less resources that this makes good teachers, not great teachers. He spoke of students that he has had personal connections with. He feels having more students does not allow time to teach them to be responsible or teach them to cope. Teaching is not always about testing.

Lori Deschamps works at Twelve Bridges as a health clerk and has 700 students. She expressed the importance of her job, and the position. She pleaded with the board to just allow her to do her job.

Board Discussion:

Paul Carras shared our district is in a fix that he has never seen and expressed his appreciation to both associations and their attitude.

Brian Haley shared he doesn't feel we can complete, what ever the board does just know we're thinking of you regardless of the outcome.

Damian Armitage questioned the $750,000.00 wetlands money, and his concern that the district may not be able to put it back during the 2013-14 year. Scott explained the process of replacing the money.

Paul Long reported that these monies have been used before in the past during budget difficulties.

Paul Carras expressed the ESL and Adult Education, wonders if there are other avenues to help fund the Adult Ed Program. Scott explained there is currently discussion on other ways to possibly fund the program.

Motion by Mr. Carras, seconded by Mrs. Wyatt, and passed by a 4-0 vote to approve 2012-13 proposed budget reductions.

6.2 Discussion/ Action **APPROVE RESOLUTION NO. 11/12.10 ADOPTING COMPETENCY CRITERIA IN THE CASE OF A CERTIFICATED REDUCTION IN FORCE** – **Davis** *(11-12 G & O Component I, II, III, V, IV)*

•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 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 employee that they possess the necessary competency in order to provide adequate services.

Ryan Davis explained the Resolution adopting competency criteria in case of certificated reduction in force. The district is currently working with both associations to save as many positions as possible. The district must act now in order to assure the competency criteria on bumping rights. There was a motion by Mr. Haley, seconded by Mr. Long, and passed by a 5-0 vote roll call vote approving Resolution No. 11/12.10. Roll call vote: Haley, Long, Wyatt, Carras, Armitage

6.3 Discussion/ Action **APPROVE RESOLUTION NO. 11/12.11 ADOPTING TIE BREAKING CRITERIA IN THE CASE OF A CERTIFICATED REDUCTION IN FORCE** – **Davis** *(11-12 G & O Component I, II, III, V, IV)*

•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 possess the same seniority date. The District must have a way to break ties between 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 explained the Resolution adopting a way to break ties between two people who have the same service and enough criteria. There was a Motion by Mr. Long, seconded by Mrs. Wyatt and passed by a 5-0 roll call vote to approve Resolution No. 11/12.11. Roll call vote: Long, Wyatt, Carras, Haley, Armitage

6.4 Discussion/ Action **APPROVE RESOLUTION NO. 11/12.12 AUTHORIZING THE REDUCTION OR DISCONTINUANCE OF PARTICULAR KINDS OF SERVICES** – **Davis** *(11-12 G & O Component I, II, III, V, IV)*

•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 are needed to address budget reductions for the 2012-2013 school year.

Ryan Davis handed out a revised copy of the Resolution that was given to the board earlier. The changes are the reduction of 14 is now reduced to 11, (review other changes). Hope to further reduce that number, changes to (c.) of the resolution. There was a motion by Mr. Carras, seconded by Mr. Haley and passed by a 5-0 vote to approve Resolution No. 11/12.12. Roll call vote: Wyatt, Carras, Haley, Long, Armitage

6.5 Discussion/ Action **APPROVE RESOLUTION NO. 11/12.13 AUTHORIZING THE REDUCTION OR DISCONTINUANCE OF PARTICULAR KINDS OF SERVICES** – **Davis** *(11-12 G & O Component I, II, III, V, IV)*

•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 eight (8) days for the 2012-2013 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 will be addressed in other Agenda items at a future meeting.

Ryan Davis explained Resolution No. 11/12.13 allowing time to give proper notice to Certificated Administration that they will have a reduction up to 8 days. There was a motion by Mrs. Wyatt, seconded by Mr. Carras and passed by a 5-0 roll call vote authorizing the reduction or discontinuance of particular kinds of services. Roll call vote: Carras, Haley, Long, Wyatt, Armitage

Note: Item 6.5 should have read: APPROVE RESOLUTION NO. 11/12.13 REGARDING WORK YEAR REDUCTION FOR CERTIFICATED MANAGEMENT EMPLOYEES AND AUTHORIZATION FOR REQUIRED NOTICE PURSUANT TO EDUCATION CODE SECTION 44951. This is being noted as a clerical error. The information was presented in the caption and the clerical error was clarified during Mr. Davis item presentation, and action was taken accordingly.

7. 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

8. BOARD MEMBER REPORTS/COMMENTS

Mr. Haley had no report

Mr. Long spoke regarding Resolution on 11/12.12, expressing all items on this list are persons, and he would like to put a name and a face to the list. Would like to shake the hands, and thank the people on the list. He expressed his appreciation of the associations for continuing to work with solutions to keep positions.

Mrs. Wyatt expressed the difficulty, having gone through this herself. These are people who have worked with her grandkids, daughters and herself over the years; she gave them credit for all

the work they have put into our district. She thanked all for the time and effort that has been put in with the district instead of fighting.
Mr. Carras shared he has never seen such cooperative spirit and professionalism, and for years we have tried to stay away from layoffs. He thanked everyone for there professional demeanor that has been shown.
Mr. Armitage is hopeful the negotiating parities can come up with more solutions.

9. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):
- March 6, 2012 7:00 P.M., Regular Meeting of the Board of Trustee, Lincoln High School,
- March 20, 2012 7:00 P.M., Regular Meeting of the Board of Trustee, Creekside Oaks Elem.

10. ADJOURNMENT

There being no further business the meeting was adjourned at 8:10 p.m.

Damian Armitage, Board President

Brian Haley, Clerk

Scott Leaman, Superintendent

Rosemary Knutson, Secretary to the Superintendent

Adopted: March 6, 2012

Ayes: Haley, Wyatt, Carras, Armitage

Noes:

Absent: Long

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