WESTERN PLACER UNIFIED SCHOOL DISTRICT
600 SIXTH STREET, SUITE 400,
LINCOLN, CALIFORNIA 95648
Phone: 916.645.6350 Fax: 916.645.6356

MEMBERS OF THE GOVERNING BOARD

Damian Armitage - President
Kris Wyatt - Vice President
Brian Haley - Clerk
Paul Long - Member
Paul Carras - Member

DISTRICT ADMINISTRATION

Scott Leaman, Superintendent
Mary Boyle, Deputy Superintendent of Educational Services
Joyce Lopes, Assistant Superintendent of Business Services

STUDENT ENROLLMENT

School	2010 CBEDS	01/03/12	02/01/12
Sheridan School (K-5)	84	78	84
First Street School (K-5)	449	452	453
Carlin C. Coppin Elementary (K-5)	420	428	429
Creekside Oaks Elementary (K-5)	620	632	624
Twelve Bridges Elementary (K-5)	716	672	681
Foskett Ranch Elementary (K-5)	543	559	562
Lincoln Crossing Elementary (K-5)	612	633	631
Glen Edwards Middle (6-8)	699	704	697
Twelve Bridges Middle School (6-8)	832	816	823
Lincoln High School (9-12)	1,496	1,467	1,459
Phoenix High School (10-12)	80	70	71
PCOE Home School	0	0	0
TOTAL:	**6,551**	**6,526**	**6,514**

State Preschool

First & L Street	22 A.M. /24 P.M.
Carlin Coppin	24 A.M.

Pre-K/Special Ed

Foskett	13
FSS PPPIP	60

Adult Education 366

First-5 Program

First Street	20 A.M. /20 P.M.
Sheridan	18 A.M. /18 P.M.

GLOBAL DISTRICT GOALS

~Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential.
~Foster a safe, caring environment where individual differences are valued and respected.
~Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
~Promote the involvement of the community, local government, business, service organizations, etc. as partners in the education of our students.
~Promote student health and nutrition in order to enhance readiness for learning.

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

AGENDA

2011-2012 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.

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.

b. Approve Closed Session Resolution No. 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

This portion of the meeting is set aside for the purpose of allowing an opportunity for individuals to address the Board regarding matters not on the agenda, but within the board's subject matter jurisdiction. The Board is not allowed to take action on any item, which is not on the agenda except as authorized by Government Code Section 54954.2. Request forms for this purpose "Request to Address Board of Trustees" are located at the entrance to the Performing Arts Theater. Request forms are to be submitted to the Board Clerk prior to the start of the meeting.

5. REPORTS & COMMUNICATION

5.1 Lincoln High School, Student Advisory – Isabella Franco
5.2 Western Placer Teacher's Association – Mike Agrippino
5.3 Western Placer Classified Employee Association – Mike Kimbrough
5.4 Superintendent - Scott Leaman

6. ♦ACTION ♦DISCUSSION ♦INFORMATION

Members of the public wishing to comment on any items should complete a yellow REQUEST TO ADDRESS BOARD OF TRUSTEES form located on the table at the entrance to the Performing Arts Theater. Request forms are to be submitted to the Board Clerk before each item is discussed.

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.

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.

Roll call vote:

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.

Roll call vote:

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.

Roll call vote:

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.

Roll call vote:

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

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

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

Posted: 022412
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DISCLOSURE

OF ACTION

TAKEN IN

CLOSED SESSION,

IF ANY

Western Placer Unified School District
CLOSED SESSION AGENDA

Place: **Lincoln High School – High School Office**
Date: **Tuesday, February 28, 2012**
Time: **6:15 P.M.**

1. LICENSE/PERMIT DETERMINATION

2. SECURITY MATTERS

3. CONFERENCE WITH REAL PROPERTY NEGOTIATOR

4. CONFERENCE WITH LEGAL COUNSEL - EXISTING LITIGATION

5. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION

6. LIABILITY CLAIMS

7. THREAT TO PUBLIC SERVICES OR FACILITIES

8. PERSONNEL
- * PUBLIC EMPLOYEE APPOINTMENT
- * PUBLIC EMPLOYEE EMPLOYMENT
- * PUBLIC EMPLOYEE PERFORMANCE EVALUATION
- * **PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**
- * COMPLAINTS OR CHARGES AGAINST AN EMPLOYEE

9. CONFERENCE WITH LABOR NEGOTIATOR

10. STUDENTS
- * STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918
- * STUDENT PRIVATE PLACEMENT
- * INTERDISTRICT ATTENDANCE APPEAL
- * STUDENT ASSESSMENT INSTRUMENTS
- * STUDENT RETENTION APPEAL, Pursuant to BP 5123

1. **LICENSE/PERMIT DETERMINATION**
   a. Specify the number of license or permit applications.
2. **SECURITY MATTERS**
   a. Specify law enforcement agency
   b. Title of Officer,
3. **CONFERENCE WITH REAL PROPERTY NEGOTIATOR**
   a. Property: specify the street address, or if no street address the parcel number or unique other reference to the property under negotiation.
   b. Negotiating parties: specify the name of the negotiating party, not the agent who directly or through an agent will negotiate with the agency's agent.

c. Under negotiations: specify whether the instructions to the negotiator will concern price, terms of payment or both.

4. **CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION**
   a. Name of case: specify by reference to claimant's name, names or parties, case or claim number.
   b. Case name unspecified: specify whether disclosure would jeopardize service of process or existing settlement negotiations.

5. **CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION**
   a. Significant exposure to litigation pursuant to subdivision (b) of Government Code section 54956.9 (if the agency expects to be sued) and also specify the number of potential cases.
   b. Initiation of litigation pursuant to subdivision (c) of Government Code Section 54956.9 (if the agency intends to initiate a suit) and specify the number of potential cases.

6. **LIABILITY CLAIMS**
   a. Claimant: specify each claimants name and claim number (if any). If the claimant is filing a claim alleging district liability based on tortuous sexual conduct or child abuse, the claimant's name need not be given unless the identity has already been publicly disclosed.
   b. Agency claims against.

7. **THREATS TO PUBLIC SERVICES OR FACILITIES**
   a. Consultation with: specify name of law enforcement agency and title of officer.

8. **PERSONNEL:**
   A. **PUBLIC EMPLOYEE APPOINTMENT**
      a. Identify title or position to be filled.
   B. **PUBLIC EMPLOYEE EMPLOYMENT**
      a. Identify title or position to be filled.
   C. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION**
      a. Identify position of any employee under review.
   D. **PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**
      a. It is not necessary to give any additional information on the agenda.
   E. **COMPLAINTS OR CHARGES AGAINST AN EMPLOYEE, UNLESS EMPLOYEE REQUESTS OPEN SESSION**
      a. No information needed

9. **CONFERENCE WITH LABOR NEGOTIATOR**
   a. Name any employee organization with whom negotiations to be discussed are being conducted.
   b. Identify the titles of unrepresented individuals with whom negotiations are being conducted.
   c. Identify by name the agency's negotiator

10. **STUDENTS:**
   A. **STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918**
   B. **STUDENT PRIVATE PLACEMENT**
      ●Pursuant to Board Policy 6159.2
   C. **INTERDISTRICT ATTENDANCE APPEAL**
      a. Education Code 35146 and 48918
   D. **STUDENT ASSESSMENT INSTRUMENTS**
      a. Reviewing instrument approved or adopted for statewide testing program.
   E. **STUDENT RETENTION/ APPEAL**
      a. Pursuant to Board Policy 5123

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
Employee Discipline/Dismissal/Release
Approve Closed Session Resolution No. 11/12.8
Authorizing the Non Re-Election of Certificated
Probationary Employees

AGENDA ITEM AREA:
Closed Session

REQUESTED BY:
Ryan Davis
Director of Human Services

ENCLOSURES:
Yes

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
Categorical/General

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

Pursuant with Education Code 44929.21 the District can exercise its right to terminate the employment of Probationary Certificated Employees at the end of the 2011-2012 school year by providing notice to the employee of the non re-election prior to March 15, 2012.

RECOMMENDATION:

Administration recommends the Board of Trustees approve Closed Session Resolution No. 11/12.8 authorizing the Non Re-Election of Certificated Probationary Employees. Disclose action taken in closed session.

3.1.a.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
Approve Closed Session Resolution No. 11/12.9 Authorizing Administrative Release/Reassignments for The 2012-2013 School Year.

AGENDA ITEM AREA:
Closed Session

REQUESTED BY:
Scott Leaman, Superintendent &
Ryan Davis
Director of Human Services

ENCLOSURES:
Resolution No. 11/12.9

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
General Fund Savings

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

Pursuant to Education Code 44951, the District administration is making a recommendation that will require the Governing Board of the Western Placer Unified School District to adopt Resolution No. 11/12.9 authorizing the release/reassignment of administrators for the 2012-2013 school year. Pursuant with Education Code 44951 the District can exercise its right to release/reassign administrators for the 2012-2013 school year. This Resolution will allow the District to make the necessary reassignments in the administrative ranks in order to meet budgetary, District and school site needs. Certificated administrators must receive notice of possible reassignment prior to March 15, 2012 in order to preserve the ability to adjust their work assignment for the 2012-2013 school year.

RECOMMENDATION:

Administration recommends the Board of Trustees approve Closed Session Resolution No. 11/12.9.

3.1.b.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.
DISTRICT GLOBAL GOALS
1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:
Bargaining Groups:
WPTA & CSEA Negotiations
Agency Negotiators:
Scott Leaman, Superintendent
Mary Boyle, Deputy Superintendent
Ryan Davis, Director of Human Services
Joyce Lopes, Assistant Superintendent
of Business Services

AGENDA ITEM AREA:
Disclosure of action taken in closed session

REQUESTED BY:
Ryan Davis
Director of Human Services

ENCLOSURES:
No

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
N/A

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
No

BACKGROUND:

Labor Negotiator will give the Board of Trustees an update on Western Placer Teachers Association & Classified Schools Employee Association Bargaining Groups.

ADMINISTRATION RECOMMENDATION:

Administration recommends the board of trustees be updated on negotiations.

wp/rk/factform

INFORMATION

DISCUSSION

ACTION

ITEMS

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
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4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:

2012-13 Budget Reductions

AGENDA ITEM AREA:

Action

REQUESTED BY:

Scott Leaman
Superintendent

Joyce Lopes
Assistant Superintendent of Business Services

ENCLOSURES:

Yes

DEPARTMENT:

Business Services

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

February 28, 2012

ROLL CALL REQUIRED:

Yes

BACKGROUND:
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.

The Budget Committee began meeting in September 2011 to identify reduction recommendations for the Board of Trustees. They collected and evaluated 200 budget reduction suggestions. Their work and dedication is appreciated and invaluable to our budget process. Based on the Budget Committee votes and input, Superintendent Leaman compiled budget reduction recommendations in the amount of $5,750,000.

RECOMMENDATION:
Administration recommends the Board of Trustees review and implement the Budget Reduction Recommendations.

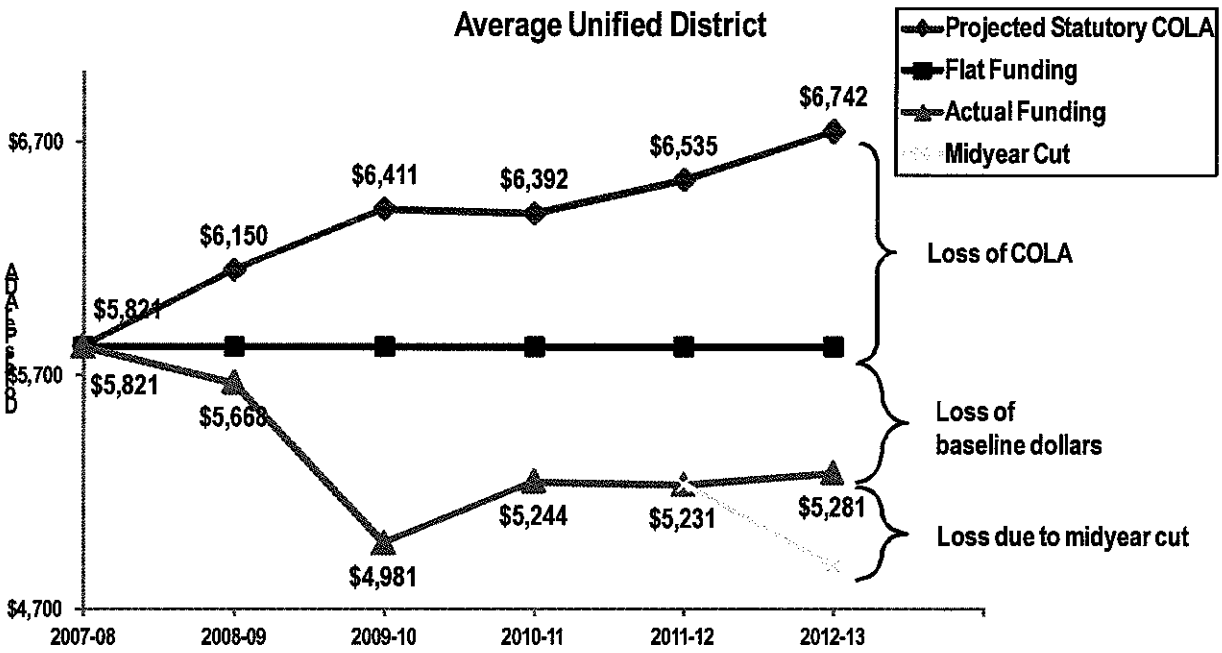
6.1

2012-13 Budget Reduction Recommendations
Background Materials

History of Education Funding in California

Education funding in California has seen significant reductions in the past five years. Beginning in 2008-09, education funding has been cut by nearly 20%. Education has contributed on average $7 billion per year towards reducing the state deficit, for a total of $35 billion over the past five years. These have been real, on-going reductions to our budgets that have not been restored. In addition, the state is presently deferring 40 percent of our annual revenue, creating cash flow dilemmas for school districts. Districts across the state have been faced with difficult choices as they try to balance budgets and meet financial obligations.

The revenue limit is the funding formula by which K-12 school districts receive their funding. A review of the revenue limit since 2007-08 paints a very telling picture. While the statutory revenue limit has continued to climb, districts have been funded well below the requirements as is outlined in the graph below:



We are currently being funded $590 per student less than we received in 2007-08 and $1,300 below the statutory funding requirement. This translates into a loss for our district of $8 million in 2011-12. These losses in funding have a very real impact on school district priorities and policies.

Western Placer USD Budget History

Western Placer Unified School District has also struggled with these reductions. Over the past four fiscal years we have implemented several million dollars in reductions. Some of these reductions have been on-going and some have been one-time. We have also utilized several million dollars in general fund reserves to minimize the impact to educational programs and staffing. We have implemented furlough days, benefit reductions, an early retirement incentive and various operating reductions. These reductions have been felt throughout the district.

6.1.1

2012-13 Budget Reduction Recommendations
Background Materials

Fiscal Year 2008-09

During the 2007-08 fiscal year, the board targeted $2.8 million in reductions for the 2008-09 fiscal year. We achieved $2.1 million in reductions in 2008-09; $1.05 million of which was on-going. Those reductions are summarized in the chart below:

General Fund - Budget Reductions Snapshot

2008-09 Board Approved Budget Reductions Implemented		Target	Actual	Yearly Ongoing	Notes
Certificated Staffing	Increase staffing ratios to 25:1 for middle school, 28:1 at high school and suspend ratios at elementary (net of overage stipend)	$592,000	$422,500	$240,000	4.0 HS, 1.0 MS, 3.0 K--5. Achieved no reduction at middle school level. Middle school enrollment required hiring additional FTEs, and high school enrollment should have resulted in larger reduction. Net overstaffing of 1.5FTE
Certificated Staffing	Realign delivery of prep using the 40 class cap in PE for science prep in primary grades; maximize staffing in music	134,300	0	0	1.0 of 1.7 science/music teachers
Certificated Staffing	Eliminate independent study program at LHS	79,000	79,000	79,000	Removed from budget
Certificated Staffing	Shift a teacher from LHS to PHS when enrollment drops due to transfers	79,000	26,000	0	Only shifted for one trimester
Certificated Staffing	Additional high school reductions - 1.0 counselor	79,000	92,000	0	Counselor laid off for 2008-09 school year and returned in 2009-10 school year
Certificated Staffing	Account for elimination of ROTC program	70,000	70,000	70,000	Eliminated
Certificated Staffing	Eliminate all non-teacher certificated overtime - extra assignment, psychs, OTs, Admin	31,000	31,000	23,000	
Admin	Reduce admin at Sheridan	115,000	85,000	85,000	Reinstated .35 FTE Principal
Classified Staffing	Align staffing at sites to current ratios: aides, campus supervision, custodial, library	124,000	74,000	0	Added back crossing guards and campus supv at many sites
Classified Staffing	Reduce custodial services 10% overall in district	144,000	0	0	Not implemented
Classified Staffing	Eliminate kindergarten aides in classes that have two teachers, leaving 2-hour aides in odd classrooms with no am/pm partner	129,000	129,000	64,000	Implemented
Classified Staffing	Eliminate overtime unrestricted general fund, except for emergencies	100,000	100,000	0	
Classified Staffing	Reduce clerical at each site including secretarial, office clerks, attendance clerks, health clerks - elementary only	94,000	41,000	41,000	Reduction of 4.0 hours per site. Substitute usage up to compensate
Classified Staffing	Reduce clerical/classified and custodial staffing at Sheridan	82,000	82,000	0	8 hours clerical/classified support, 0.5 custodial; share with Phoenix HS
Classified Staffing	Reduce library clerk and aide staffing until 6.5 hours per day is reached at elementary	53,000	29,200	9,000	Did not reduce 1.5 hours per day of library tech; reduced 2.0 hours of library aide only due to CSEA bargaining issues
Classified Staffing	Limit night time custodial subs to a 4-hour shift	25,000	25,000	0	Within budgets
Food Services	Two year plan to eliminate Food Services encroachment on the General Fund. Reduce hours, reduce food costs, increase revenue, increase points of sale, use more commodity foods	65,000	65,000	65,000	Reduce labor hours ($44,000), eliminate second hot entrée at elementary, Use more commodity fruits, increase breakfast prices (other reductions listed elsewhere)
Transportation	Cost neutral sport transportation - the market will not allow full break even. Assumed doubling of high school sport fees to $120 per sport, two sport maximum, and elimination of middle school athletic transportation.	67,000	67,000	30,000	
Transportation	Attempt to increase home-to-school transportation in order to make it cost neutral. This would require bus fees of $500 per student. Instead, increase bus passes to $225 per year, charged Reduced Rate to those who are eligible ($112.50), and increase daily tickets by $0.50 each way. For 2008-09, continuing studying ways to fund transportation or effects of not continuing	24,000	24,000	9,000	
Transportation	Increase fees for elective transportation (field trips) until cost neutral. Requires increase in hourly rate, plus slight increase in mileage charge, limit field trips to three per class per school, and encourage parent drivers	23,510	23,510	23,510	
Transportation	Eliminate outside agency use of buses (STAR, City of Lincoln) or charge revised fees to cover operating costs	5,590	5,590	5,590	
Other	Do not carryover unspent unrestricted funds into next fiscal year (MAA and Farm). Estimate only	108,000	108,000	0	No carryover posted
Other	Raise Facilities Use fees	36,000	36,000	36,000	STAR daily use
Other	Ban electric heaters and refrigerators in classrooms, ensure District temperature settings, take advantage of PGE recommendations on usage	30,000	30,000	Unknown	
Other	Eliminate Woodleaf trip subsidy, other than stipends	7,800	7,800	7,800	
Other	Reduce district office discretionary budgets	21,000	21,000	21,000	Budgets reduced accordingly
Other	Decrease site discretionary funds 7-12 by 10%	20,000	20,000	21,000	Budgets reduced accordingly
Managerial	Worker's comp rate reduction	175,000	175,000	175,000	Adjusted budget accordingly
Managerial	One-time expenditures for 2007-08	122,000	122,000	0	Removed from budget
Managerial	Eliminate classified subs, except day custodians and special ed	112,000	80,000	10,000	
Managerial	Lighthouse services	30,000	30,000	5,000	
Managerial	Eliminate District's contribution to the City's watering of parks	35,000	0	35,000	
		$2,812,200	**$2,100,600**	**$1,054,900**	

2008-09 Other Budget Reductions		Target	Actual	Yearly Ongoing	Notes
Site/District/Other	Did not backfill Asst Director of M&O	$0	$97,000	$97,000	
		$0	**$97,000**	**$97,000**	

6.1.2

2012-13 Budget Reduction Recommendations
Background Materials

During the 2008-09 fiscal year, Western Placer was the recipient of basic aid supplemental funding. These revenues were due to the district as a result of application of education code 47663 which states, "A district that loses basic aid status as a result of transferring property taxes to a charter school or schools pursuant to Section 47635 shall be eligible to receive a pro rata share of funding lost." Because we sponsor Horizon Charter School and because they primarily serve students outside of our district boundaries and because we would be basic aid if we didn't sponsor Horizon Charter School, we received 70% of the basic aid dollars we lost. This resulted in a payment for revenues from 2003-04 to 2007-08 of $17.7 million to Western Placer in 2008-09. The fund balance increased $15.4 million at the end of 2008-09 and the reserves gave the district the opportunity to reconsider the budget reductions implemented that year.

Fiscal Year 2009-10

Because of the significant reserves, the Board directed administration to take a balanced approach to future year cuts and use the reserves to help offset the budget reductions being passed down to us from the state.

In 2009-10, the state reduced education funding by over 12 percent. In the same year, property tax funding which impacts Western Placers supplemental basic aid funding dropped by 10 percent. However, the district implemented only one budget reduction and utilized $4.1 million in reserves to meet the budget requirements.

2009-10 Board Approved Budget Reductions Implemented		Target	Actual	Yearly Ongoing	Notes
Reserves	Categorical flexibility - sweep balances.	$100,000	$100,000	$0	
Reserves	Unrestricted fund balance		4,100,000	0	
		$100,000	**$4,200,000**	**$0**	

Fiscal Year 2010-11

In 2010-11, education funding remained flat while property taxes continued to decline by 9 percent. The district targeted $1.9 million in budget reductions and attained $2.0 million of reductions; with $1.4 million in reductions on-going. We also utilized $6 million of reserves to meet the budget requirements. The details are outlined in the graph below:

2010-11 Board Approved Budget Reductions Implemented		Target	Actual	Yearly Ongoing	Notes
Management Staffing	Replace Asst Superintendent with Director	$35,000	$27,700	$25,000	
Certificated Staffing	Float class sizes; cut two teacher growth positions	160,000	160,000	160,000	
Certificated Staffing	Reduce teacher stipends by 20%	54,000	0	0	
Classified Staffing	Eliminate banked hours	22,000	22,000	22,000	
Other Staffing	Reduce substitute teacher pay	70,000	70,000	70,000	
Other Staffing	Substitute classified personnel cover cost of fingerprinting	5,000	5,000	5,000	
Transportation	Combine K-12 students & Only bus students outside city limits	320,500	442,000	442,000	
Transportation	Provide Special Education transportation in-house	60,000	114,000	114,000	
Reserves/Transfers	Use Technology Reserves	300,000	300,000	0	
Reserves/Transfers	Use Restricted Fund Reserves	100,000	100,000	0	
Reserves/Transfers	Eliminate New School Reserve transfer	250,000	250,000	0	
Site/District/Other	Exercise state authorized flexibility with restricted funds	132,000	132,000	132,000	
Site/District/Other	Provide Summer School only to credit deficient Juniors & Seniors	60,000	78,000	78,000	
Site/District/Other	Implement custodial team cleaning during the summer	50,000	50,000	50,000	
Site/District/Other	Eliminate the contract for landscaping and provide the service with existing staff	38,000	38,000	38,000	
Site/District/Other	Limit the use of lights at the stadium	7,500	20,000	20,000	Total electricity costs decreased by $20,000 over 2009-10 to 2010-11. This reduction is based on a variety of factors.
Site/District/Other	Set HVAC to run only during instructional hours	15,000			
Site/District/Other	Eliminate funding for food and drinks at trainings or meetings	9,000	9,000	9,000	
Site/District/Other	No cosmetic painting or repairs	2,500	2,500	2,500	
Site/District/Other	Eliminate funding for the annual management meeting	700	700	700	
Site/District/Other	Eliminate transfer for deferred maintenance	250,000	250,000	250,000	
		$1,941,200	**$2,070,900**	**$1,418,200**	
Reserves	Unrestricted Fund Balance	$7,000,000	$6,000,000		

2012-13 Budget Reduction Recommendations
Background Materials

Fiscal Year 2011-12

The district started the 2011-12 fiscal year with $8.6 million in general fund reserves. Education funding remained relatively flat and property taxes continued to decline by 3 percent. The district targeted $3 million in budget reductions and attained $4.7 million in reductions of which $2.05 million is on-going. We also budgeted to utilize $4.7 million in general fund reserves. We are on track to meet our reduction targets listed below:

2011-12 Board Approved Budget Reductions Implemented		Target	Actual	Yearly Ongoing	Notes
Site/District/Other	Federal Jobs Fund	$1,187,363	$1,187,363	$0	
Staffing/Compensatior	4 Furlough days for 2011-12	736,000	736,000	0	
Staffing/Compensatior	Move to $10/$10/$25 Kaiser Plan for benefits cap (from $5/$5 plan)	350,000	350,000	350,000	Estimated yearly ongoing savings
Reserves/Transfers	Use New School Reserve	500,000	500,000	0	
Other Staffing	Follow ratios for Vice Principals	30,000	37,000	37,000	
Other Staffing	Eliminate OT except for emergencies	20,000	10,000	10,000	
Other Staffing	Reduce office staff substitute costs	5,000	8,000	8,000	
Site/District/Other	Reduce staff development costs	10,000	0	0	
Site/District/Other	Reduce Lighthouse contract	5,000	5,000	5,000	
Site/District/Other	Reduce trash pickups	15,000	12,000	12,000	
Site/District/Other	Move email system to Google Mail	400	400	400	
Site/District/Other	Aggressively enforce utility usage	10,000	Unknown	Unknown	Savings will not be known until the end of 2011-12
Site/District/Other	Additional Categorical sweep of funds	152,626	152,626	0	
Site/District/Other	No district provided coffee or bottled water in offices	3,500	3,500	3,500	
Site/District/Other	Reduce copies made by 10%	13,000	11,000	11,000	
		$3,037,889	**$3,012,889**	**$436,900**	
Reserves	Unrestricted Fund Balance	$4,700,000	$4,700,000		

2011-12 Other Budget Reductions		Target	Actual	Yearly Ongoing	Notes
Staffing/Compensatior	Early Retirement Incentive	$0	$1,365,000	$1,310,000	
Site/District/Other	SARB/DAWG - Enrollment to ADA yield	0	Unknown	Unknown	All sites are currently meeting attendance goals. Will have savings amount at the end of 2011-12
Site/District/Other	Twelve Bridges Library Contract	0	46,000	46,000	
Management Staffing	Did not backfill Asst Super of Facilities	0	52,000	52,000	
Site/District/Other	Fund % of Asst Super of Business to Facilities	0	38,000	38,000	
Classified Staffing	Reduce reception position by 0.5 FTE	0	30,000	30,000	
Certificated Staffing	Reduce 1.0 FTE teacher at LCE	0	79,000	79,000	
Site/District/Other	Reduce custodial by 1.0 FTE at LHS	0	60,000	60,000	
		$0	**$1,670,000**	**$1,615,000**	

Fiscal Year 2012-13

The Budget Committee began meeting in September 2011 to identify reduction recommendations for the Board of Trustees. The Committee met throughout October and November. They collected and evaluated 200 budget reduction suggestions. Their work and dedication is appreciated and invaluable to our budget process.

All the budget reduction suggestions were costed-out when possible and assigned points based on the Budget Committee Rubric and Criteria. The higher the point value, the higher the negative impact to district students, parents and staff. The Budget Committee solicited feedback from their constituency groups on the suggestions and voted accordingly. All the budget reduction suggestions were included in the December 13, 2011, Board Meeting Agenda.

We anticipate completing the 2012-13 fiscal year with $3.9 million in reserves. We have targeted $5.75 million in budget reductions and will utilize $2.4 million in reserves for the 2012-13 fiscal year as attached. This will leave us with a $1.4 million general fund reserve which is the 3% minimum reserve required by the state. We will have to identify additional cuts in 2013-14 in order to achieve a balanced budget with no deficit spending.

Based on the Budget Committee votes and input, Superintendent Leaman compiled budget reduction recommendations in the amount of $5,750,000. The proposed reductions are attached. They include 8 furlough days for all employees, increased class sizes, classified staffing reductions, no increases in

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benefit caps, and 20 percent reductions to operating budgets. These cuts will impact every school site and department in our district.

The Future of Education Funding in California

The Governor's 2012-13 Budget Proposal is predicated on voter approval of a November 2012 ballot measure implementing new temporary taxes. If the ballot measure passes, K-12 funding will only be cut by the transportation allocation (approximately $335 thousand for our district). If the ballot measure does not pass, mid-year triggers will be enacted resulting in a loss of approximately $370 per ADA for the average unified district (approximately $2.3 million for our district). This leaves a great deal of uncertainty regarding K-12 funding for 2012-13. We will continue to watch the headlines, work with our County Office of Education staff, and provide you with updates as we develop the budget for 2012-13 and prepare multi-year projections.

The policy decisions from Sacramento over the past several years were driven from an economic perspective. Policy was based on available funds. While it is important to match spending to income, some of the recent decisions have left school districts in a very difficult position. We need experienced teachers focused on outcome based educational goals working with a manageable number of students. However, our constantly decreasing funding levels have left us with fewer teachers working with a greater number of students and very little resources to allocate to instructional materials let alone professional development. The long-term societal and economic impacts of these short-sighted state policy decisions will be profound.

Budget Committee Information					District Recommendation		
Non Negotiable/No Personnel Involved			Dollar Amount Saved	Notes from Budget Committee	Proposed Amount	Proposed Action	Comments
30	Staffing - Employment	Immediately stop using outside consultants to save permanent jobs.	$264,000	Provide last 3 years of consultant expenses.	$25,000	Most items in the consultant category are mandatory.	"Consultants" usually include activities that are mandated or bring in additional income.
46	Reserves	Count the $750,000 wetland reserve as part of the reserve for economic uncertainty.	$750,000		$750,000	Transfer funds from restricted reserve.	Transfer back for 2013-14 school year.
52	Staffing - Training	Eliminate all travel and conferences.	$38,000	Does not include subs.	$10,000	Reduce budget by $10,000.	Vital activities will be attended.
63	Efficiency	Reduce district office department budgets by 5-10%.	$38,000	Dollar amount saved reflects 5% reduction. Not all areas can be reduced (i.e. audit).	$137,680	Reduce district office, maintenance, and custodial supply budgets 20%.	
72	Efficiency	Aggressively enforce utilities costs. Usage of stadium lights, gym lights, personal microwaves, heaters, fans, refrigerators, etc. Shut off lights when leaving room.	$40,000	Most classrooms and ancillary spaces are on sensors for lights; exception are multis and gyms. Most exterior lights operate through the Energy Management System. The schedule throughout the District for HVAC start and stop times are: Classrooms- 6:45 am – 3:15 pm & Administration- 6:00 am – 4:00 pm. Electricity costs are $1 million per year or $1.50 per square foot. Dollar amount saved reflects a 1% reduction in electricity costs.	$85,000	HVAC automatically begins 45 minutes before school day and ends at dismissal. No automatic HVAC on weekends.	Overrides are available for those present after HVAC turns off.
88	Reserves	Pull $50,000 from deferred maintenance and return to general budget.	$50,000		$50,000	Transfer $50,000	May have impact on some projects.

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90	Technology	Suspend computer replacements for one year.	$300,000	(Reduced budget to 200,000)	$150,000	Reduce budget to $150,000	
93	Programs & Services	Reduce Lighthouse funding by $5,000.	$5,000	Reduced by $5000 in 2011-12	$25,000	Contract in a different manner	Will be funded through another restricted source
122	Extra Curricular	Allow individual freshmen teams or programs to fundraise for officials and or transportation costs.	$10,000	Dollar amount saved is stipends for freshmen sports.	$15,000	Sports are self funding except for $15,000 for equipment and stipends, which are negotiable.	Sports will be required to continue to be self funded excluding stipends.
133	Programs & Services	Eliminate SRO position.	$140,000		$140,000	Eliminate SRO position.	
134	Facilities	Charge each employee that wants a refrigerator or microwave in their classroom $50 per appliance.	$5,000	.	$1,000	Represents 20 appliances.	Only curriculum related appliances will be allowed.
143	Programs & Services	Reduce general fund provided site funds by 10%.	$63,500		$127,000	Reduced 20%	Will impact site activities.
A	Programs & Services				$12,400	Increase transportation fees 10%.	
B	Programs & Services				$17,400	Charge Food Services a utilities fee.	

Total **$1,545,480**

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***Non Negotiable/Personnel Affected**

2	Programs & Services	Eliminate adult ed.	$115,000	Assumes elimination of First 5 along with other adult ed programs	$89,865	Cut program, administration, and support positions funded by adult education.	Reduce: .2 Adult Ed Principal, .2075 Adult School Account Clerk, .15 Alternative Ed/Adult School Secretary.
7	Programs & Services	Increase staffing ratio in grades 9-12.	$344,000	for 30:1 for 32:1 savings $602,000 (15 Employment points)	$151,875	Reduce 3 teaching positions at Lincoln High School.	Each teaching position funded at $67,500 reduced 1/4 due to substitute provisions.
8	Programs & Services	Increase staffing ratio in grades 6-8.	$430,000	for 28:1 for 30:1 savings $688,000	$202,500	Reduce 2 teaching positions at each middle school.	Each teaching position funded at $67,500 reduced 1/4 due to substitute provisions.
9	Programs & Services	Increase class size in grades 1-3.	$313,000	Assumes increase to state maximum 30.7:1	$607,500	Reduce 12 elementary teaching positions.	Each teaching position funded at $67,500 reduced 1/4 due to substitute provisions.
16	Staffing - Employment	Cut 1.0 FTE counselor from LHS.	$91,000		$93,500	Reduce one middle school counselor position.	
20	Staffing - Employment	Ensure Business Office upper level management is properly staffed. Evaluate necessity and cost effectiveness of number of upper level management.	$232,000	Dollar amount saved reflects 100% of the Business Director's salary and benefits plus 50% of the Assistant Superintendent's salary and benefits.	$30,000	Reduce one business position .5 FTE.	

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25	Staffing - Employment	Cut kindergarten aides where classes have 2 teachers.	$88,000		$88,000	Cut kindergarten aides where classes have 2 teachers.	Teachers in single teaching situations will retain aide.
40	Staffing - Hours	Reduce the campus supervisors that work during the noon hour from 2 hours to 1.5 hours.	$93,330	Average pay $17/hour.	$25,625	Reduce staffing ratio by 12.5%	
42	Staffing - Employment	Eliminate health clerks.	$130,000		$130,000	*Reduce front office clerks by 3.5 hours*	
49	Staffing - Compensation	Reduce any school Board stipends or benefits.	$14,400		$720	Reflects a 5% reduction.	
54	Staffing - Hours	Reduce library tech hours from 8 to 6 hours per day.	$72,000		$72,000	Reduce library tech hours from 8 to 6 hours per day.	
57	Programs & Services	*Categorical sweep of funds	$920,000	Reflects all remaining Tier III funding for programs from 2011-12. Peer Assistance and Review is negotiable for WPTA.	$898,427	Includes all sweeps except Adult Education (#2 on above) and PAR (negotiable).	Personnel funded by categoricals may be affected.
94	Staffing - Employment	Reduce Psych staffing by 1.0 FTE	$98,000		$54,000	Reduce Psychologist position .5 FTE.	
121	Staffing - Employment	Reconsider elementary Vice Principals. Use only if there is a strong need for disciplinary support.	$25,400	1 half-time elementary VP. If the VP returns to the classroom, eliminate 0.5 FTE sub.	$25,400	1 half-time elementary VP. If the VP returns to the classroom, eliminate 0.5 FTE sub.	

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158	Staffing - Compensation	Reduce Technology salaries so that they align with other neighboring districts.	$27,400		$59,188	Reduce one classified manager and add one support technician.	Savings from converting classified management to tech.
C	Staffing - Compensation				$8,504	Reduce one hour special education secretary time.	
D	Staffing - Compensation				$7,818	Reduce one hour special education clerk time.	

Total **$2,544,922**

****Negotiable**

53	Miscellaneous	Stop paying for all association and membership dues if from General fund and not a requirement.	$26,848		$26,848	Stop paying for all association and membership dues from general fund, even if it is a requirement.	
115	Staffing - Compensation	Continue with existing 4 furlough days and add 3-4 more days, but reduce number of early release days by same amount of furlough days to offset time students miss from classroom.	$1,467,000	Savings from 8 furlough days	$1,467,000	Savings from 8 furlough days.	WPTA and CSEA instructional days must align.

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191	Staffing - Compensation	Freeze Certificated health benefit cap at current level.	$166,000		$166,000	No compensation increases, except for step and column.	No benefit cap increase or salary increases.

Total **$1,659,848**

Grand Total ***$5,750,250***

Needed $5,750,000

Difference **$250**

* CSEA employee reductions are negotiable.

** Items that are negotiable for CSEA and WPTA are treated similarly for non-represented groups at district discretion

Due to a decrease in federal or state funding additional positions may need to be reduced.

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WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
Approve Resolution No. 11/12.10 Adopting Competency Criteria in the case of a Certificated Reduction in Force

AGENDA ITEM AREA:
Discussion/Action

REQUESTED BY:
Scott Leaman, Superintendent &
Ryan Davis
Director of Human Services

ENCLOSURES:
Resolution No. 11/12.10

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
General Fund Savings

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

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.

RECOMMENDATION:

Administration recommends the Board of Trustees approve Resolution No. 11/12.10.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 11/12.10
COMPETENCY CRITERIA IN THE CASE OF
CERTIFICATED REDUCTION IN FORCE FOR THE 2012-2013 SCHOOL YEAR

WHEREAS, it appears that it will be necessary for the Western Placer Unified School District to lay off certificated employees at the end of the 2011-2012 school year for the 2012-2013 school year; and

WHEREAS, the District is required to provide instruction to students who have limited English language proficiency; and

WHEREAS, the State has determined that in order to provide instructions to such students, teachers shall be specifically trained in appropriate techniques, which training is demonstrated by the teacher holding a BCLAD, CLAD, SB 2042, AB 1059, SB 395 or equivalent certificate; and

WHEREAS, the district serves English Learners ("EL"), that is, students whose first language is not English; and state law requires EL authorization for any teacher who provides instruction for EL students; and said EL students are dispersed in classes throughout the district; and

WHEREAS, to provide teachers for classes containing EL students, there is a need for all teachers throughout the District to be EL certified; and

WHEREAS, teachers are also required to be "highly qualified" under the No Child Left Behind Act ("NCLB") for the subject matter and grade level to which the employee will be assigned for the 2012-2013 school year; and

WHEREAS, for the purposes of making assignments and reassignments of certificated employees for the District, a certificated employee shall be deemed to be competent to perform certificated services if he or she, in addition to the criteria described above, has a credential authorizing the service to be rendered.

THEREFORE, BE IT RESOLVED that for the purposes of making assignments and reassignments of certificated employees for the District to meet its obligations under Education Code Section 44955, a certificated employee shall be deemed to be competent and qualified to perform certificated service if:

He or she holds a BCLAD, CLAD, SB 2042, AB 1059, SB 395 or equivalent certification to provide instruction to English Learners; and

He or she has "highly qualified" status under NCLB for the subject matter and grade level to which the employee will be assigned for the 2012-2013 school year; and

He or she has a credential authorizing the service to be rendered.

6.2.1

PASSED AND ADOPTED this 28th day of February, 2012 by the Board of Trustees of the Western Placer Unified School District by the following vote:

AYES: NOES: ABSENT: ABSTAIN:

_____
President
Board of Trustees
Western Placer Unified School District

Attested:
I certify that the foregoing resolution was adopted by the Board of Trustees of the Western Placer Unified School District, County of Placer, on the date shown above.

_____
Clerk
Board of Trustees
Western Placer Unified School District

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WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students.**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
Approve Resolution No. 11/12.11 Adopting Tie Breaking Criteria in the case of a Certificated Reduction in Force

AGENDA ITEM AREA:
Discussion/Action

REQUESTED BY:
Scott Leaman, Superintendent &
Ryan Davis
Director of Human Services

ENCLOSURES:
Resolution No. 11/12.11

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
General Fund Savings

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

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.

RECOMMENDATION:

Administration recommends the Board of Trustees approve Resolution No. 11/12.11.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 11/12.11
ADOPTING TIE BREAKING CRITERIA
IN THE CASE OF CERTIFICATED REDUCTION IN FORCE
FOR THE 2012-2013 SCHOOL YEAR

WHEREAS, it appears that it will be necessary for the Western Placer Unified School District to lay off certificated employees at the end of the 2011-2012 school year for the 2012-2013 school year; and

WHEREAS, there are individuals who have the same first date of paid service as probationary certificated employees.

THEREFORE, BE IT RESOLVED that if any two or more employees have the same first date of paid service as probationary certificated employees in the Western Placer Unified School District and, and if there is a need to reduce staffing by a number less than all such individuals, the decision as to which individuals shall be given preference and not be laid off shall be determined by the following criteria, which are based upon the Governing Board's determination of the needs of the District and its students:

1. Individuals who are deemed "highly qualified" under the No Child Left Behind Act to be deemed "highly qualified" for the subject matter and grade level will be given preference. If these factors are identical then;

2. Individuals with BCLAD, CLAD, SDAIE or an equivalent certificate will be given preference. If these factors are identical then;

3. Individuals with credentials in the subject area of mathematics with a single subject authorization in mathematics authorizing the person to teach up to and including 12th grade mathematics, in the subject area of science with a single subject authorization in science authorizing the person to teach Biological Sciences, Chemistry, Geosciences, and/or Physics, and Special Education will be given preference. If these factors are identical then;

4. Individuals whose credentials, authorizations or certifications enable them to serve in the greatest number of different K-12 teaching positions will be given preference. Individuals with a greater number of valid credentials will be regarded as having greater seniority for purposes of determining seniority order than employees with fewer valid credentials. If these factors are identical then;

5. Individuals with a Ph.D./Ed.D. from an accredited institution of higher education will be regarded as having greater seniority for purposes of determining seniority order than employees possessing only a master's degree(s) or bachelor's degree(s). Similarly, individuals with a master's degree from an accredited institution of higher

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education will be regarded as having greater seniority for purposes of determining seniority order than employees possessing only a bachelor's degree(s). Similarly, individuals with more than one bachelor's degree will be regarded as having greater seniority for purposes of determining seniority order than employees possessing only one bachelor's degree. Similarly, individuals with a double major or a minor indicated on their transcripts as part of their bachelor's degree will be regarded as having greater seniority for purposes of determining seniority order than employees possessing only one major and no minors within their bachelor's degree. If these factors are identical then;

6. If the above paragraphs do not resolve all ties between certificated employees having the same seniority date, the ranking of such remaining employees shall be determined by a lottery conducted by the Superintendent or designee, in the presence of the Teachers' Association.

PASSED AND ADOPTED this 28st day of February, 2012 by the Board of Trustees of the Western Placer Unified School District by the following vote:

AYES: NOES: ABSENT: ABSTAIN:

_____

President
Board of Trustees
Western Placer Unified School District

Attested:
I certify that the foregoing resolution was adopted by the Board of Trustees of the Western Placer Unified School District, County of Placer, on the date shown above.

_____

Clerk
Board of Trustees
Western Placer Unified School District

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6.3.2

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
Approve Resolution No. 11/12.12 Authorizing The Reduction or Discontinuance of Particular Kinds of Services

AGENDA ITEM AREA:
Discussion/Action

REQUESTED BY:
Scott Leaman, Superintendent &
Ryan Davis
Director of Human Services

ENCLOSURES:
Resolution No. 11/12.12

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
General Fund Savings

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

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.

RECOMMENDATION:

Administration recommends the Board of Trustees approve Resolution No. 11/12.12.

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WESTERN PLACER UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 11/12.12

REDUCTION AND ELIMINATION OF PARTICULAR KINDS OF SERVICE FOR THE 2012-2013 SCHOOL YEAR

WHEREAS, the Governing Board of the Western Placer Unified School District has determined that it shall be necessary to reduce the following particular kinds of certificated services of the District not later than the beginning of the 2012-2013 school year:

a. Reduction of Elementary School (Multiple Subject) Teaching Program, resulting in the elimination of 14.0 FTE certificated Teacher positions.

b. Reduction of Middle School Core 6th Grade Teaching Program (Glen Edwards Middle School), resulting in the elimination of 1.0 FTE certificated Teacher positions.

c. Reduction of Middle School Core 7th Grade Teaching Program (Glen Edwards Middle School), resulting in the elimination of 2.0 FTE certificated Teacher positions.

d. Reduction of the English Language Support and Newcomer Program (Creekside Oaks Elementary), resulting in the elimination of 1.0 FTE certificated Teacher positions.

e. Reduction of the English Language Support Program (Glen Edwards Middle School), resulting in the elimination of 1.0 FTE certificated Teacher positions.

f. Reduction of the English Language Development and Newcomer Program (Twelve Bridges Middle), resulting in the elimination of 1.0 FTE certificated Teacher positions.

g. Reduction of the English Language Development (Lincoln High School), resulting in the elimination of .25 FTE certificated Teacher positions.

h. Reduction of the California High School Exit Exam (CAHSEE) Preparation Program, resulting in the elimination of .25 FTE certificated Teacher positions.

i. Reduction of the Mathematics Program, resulting in the elimination of 1.4 FTE certificated Teacher positions.

j. Reduction of the Ornamental Horticultural Program (Lincoln High School), resulting in the elimination of .25 FTE certificated Teacher positions.

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k. Reduction of the Shop Orientation Program, resulting in the elimination of .25 FTE certificated Teacher positions.

l. Reduction of the Elementary Science Program, resulting in the elimination of 2.0 FTE certificated Teacher positions.

m. Reduction of the Elementary Music Program, resulting in the elimination of 2.0 FTE certificated Teacher positions.

n. Reduction of the Middle School Spanish Program, resulting in the elimination of .60 FTE certificated Teacher positions.

o. Reduction of the High School Spanish Program, resulting in the elimination of .25 FTE certificated Teacher positions.

p. Reduction of the High School French Program, resulting in the elimination of .25 FTE certificated Teacher positions.

q. Reduction of the Video/Computer Science and Technology Program (Twelve Bridges Middles School), resulting in the elimination of 1.0 FTE certificated Teacher positions.

r. Reduction of the Physical Education Program (Lincoln High School), resulting in the elimination of .5 FTE certificated Teacher position.

s. Reduction of the Art Program (Lincoln High School), resulting in the elimination of .50 FTE certificated Teacher positions.

t. Reduction of the English Program (Lincoln High School), resulting in the elimination of 1.0 FTE certificated Teacher positions.

u. Reduction of the Auto Tech Program resulting in the elimination of .25 FTE certificated Teacher positions.

v. Reduction of the Middle School English Program (Twelve Bridges Middle School), resulting in the elimination of 1.0 FTE certificated Teacher positions.

w. Reduction of the AG Science/Biology/Special Projects Program, resulting in the elimination of 1.0 FTE certificated Teacher positions.

x. Reduction of the Middle School Counseling Program, resulting in the elimination of 1.0 FTE certificated Counselor positions.

y. Reduction of the Adult School Teaching Program, resulting in the elimination of 1.0 FTE certificated Teacher positions.

z. Reduction of the School Psychologist Program, resulting in the elimination of 0.5

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FTE certificated Psychologist positions.

aa. Reduction of the Adult School Administration/ Continuation High School Principal Program, resulting in the elimination of .2 FTE certificated Continuation High School Principal positions.

bb. Reduction of the Elementary School Administration Program, resulting in the elimination of 0.5 FTE certificated Elementary Assistant Principal Administrator positions.

WHEREAS, it is the opinion of the Governing Board that it is necessary by reason of the above reduction or elimination of particular kinds of service to decrease a corresponding number of certificated employees in the District at the close of the current school year in accordance with Education Code section 44955; and

WHEREAS, the Board has further determined that among employees who first rendered paid service to the District on the same day, the order of termination will be based solely on the needs of the District and the students thereof; and

WHEREAS, the Board is authorized by Education Code section 44955 to deviate from terminating employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or course of study.

NOW, THEREFORE, BE IT RESOLVED that it shall be necessary to terminate at the end of the 2011-2012 school year the employment of not more than 35.95 certificated employees of the District as a result of the above-reduction of services. The Superintendent or his designated representative is directed to take all appropriate action needed, including the sending of appropriate notices to all employees whose positions shall be affected by virtue of this action.

PASSED AND ADOPTED this 28th day of February, 2012 by the Board of Trustees of the Western Placer Unified School District by the following vote:

AYES: NOES: ABSENT: ABSTAIN:

_____

President
Board of Trustees
Western Placer Unified School District

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Attested:
I certify that the foregoing resolution was adopted by the Board of Trustees of the Western Placer Unified School District, County of Placer, on the date shown above.

_____

Clerk
Board of Trustees
Western Placer Unified School District

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6.4.4

WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. **Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students**
2. **Foster a safe, caring environment where individual differences are valued and respected.**
3. **Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.**
4. **Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.**
5. **Promote student health and nutrition in order to enhance readiness for learning.**

SUBJECT:
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.

AGENDA ITEM AREA:
Discussion/Action

REQUESTED BY:
Scott Leaman, Superintendent &
Ryan Davis
Director of Human Services

ENCLOSURES:

Resolution No. 11/12.13

DEPARTMENT:
Personnel

FINANCIAL INPUT/SOURCE:
General Fund Savings

MEETING DATE:
February 28, 2012

ROLL CALL REQUIRED:
Yes

BACKGROUND:

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.

RECOMMENDATION:

Administration recommends the Board of Trustees adopt Resolution No. 11/12.13.

WESTERN PLACER UNIFIED SCHOOL DISTRICT
RESOLUTION NO. 11/12.13
RESOLUTION REGARDING REDUCTION OF CERTIFICATED ADMINISTRATIVE WORK YEAR

WHEREAS, the Superintendent and Governing Board of a school district may, pursuant to state law, choose to release or reassign properly notified certificated administrators and supervisors for the next school year;

WHEREAS, due to the fiscal crisis, the Westrn Placer Unified School District must reduce its budget dramatically; and

WHEREAS, the following positions are regularly assigned the following number of work days as of the 2010-2011 school year (and are currently subject to four (4) furlough days for the 2011-2012 school year):

Position	Workdays
Superintendent	260
Dept. Superintendent, Educational Services	260
Assistant Principal - High School	210
Assistant Principal - Elementary	204
Assistant Principal – Middle School	204
Director, Special Education	220
Principal Continuation High School	210
Principal Elementary	210
Principal High School	220
Principal Middle School	210
Program Specialist, Special Education	207
Program Support Specialist Interventions	210
District Psychologist	192
Director of Human Services	220
Preschool Program Coordinator	195

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NOW, THEREFORE, BE IT RESOLVED THAT the Governing Board of the Western Placer Unified School District hereby determines that the work year of the above-listed positions may be reduced by up to eight (8) work days for the 2012-2013 school year only; and

BE IT FURTHER RESOLVED THAT the Superintendent or designee is directed before March 15, 2011, to send a written notice to each of the employees currently occupying the above-listed positions (with the exception of the Superintendent's own position), stating that if he/she is maintained in his/her current position, or is reassigned to any of the above-listed positions pursuant to Education Code §44951 for the 2012-2013 school-year, that the position's work year may be reduced by up to eight (8) days from the number of work days scheduled in the 2010-2011 school year and the associated salary will be decreased by the proportionate amount; and

BE IT FURTHER RESOLVED THAT said notice shall either be deposited in the United States registered or certified mail, return-receipt requested, with postage prepaid addressed to the last known address of each, or shall be personally delivered to each and for which each shall sign indicating receipt, and which shall notify each of the possible above-referenced reduction in certificated administrative work year; and

BE IT FURTHER RESOLVED THAT the Superintendent shall submit in writing on or before March 10, 2012 a request to the Board President that his work year be reduced by up to eight (8) work days and that his overall compensation will be decreased by the proportionate amount; and

BE IT FURTHER RESOLVED THAT the Board President shall have the authority to approve the Superintendent's request.

PASSED AND ADOPTED this 28th day of February, 2012 by the Board of Trustees of the Western Placer Unified School District by the following vote:

AYES: NOES: ABSENT: ABSTAIN:

_____

President
Board of Trustees
Western Placer Unified School District

Attested:
I certify that the foregoing resolution was adopted by the Board of Trustees of the Western Placer Unified School District, County of Placer, on the date shown above.

_____

Clerk
Board of Trustees
Western Placer Unified School District

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