

OAK GROVE SCHOOL DISTRICT  
BOARD OF TRUSTEES

APPROVED SEP 22 2016

Minutes  
Regular Board Meeting  
Yvonne Cook Board Room  
September 8, 2016

Mary Noel, Vice President of the Board of Trustees, called the meeting to order at 6:33 p.m. | CALL TO ORDER

Members present: Mary Noel, Vice President  
Carolyn Bauer  
Jeremy Nishihara  
Jacquelyn Adams

Members absent: Dennis Hawkins, President

Others present: José L. Manzo, Superintendent  
Andrew Garcia, Assistant Superintendent  
Maria Wetzell, Assistant Superintendent  
Laura Phan, Assistant Superintendent  
Interested Community and Staff Members  
Laura Stricker, Recording Secretary

Set the Agenda

On motion by Member Adams and second by Member Bauer, the Board of Trustees set the Agenda, with the following vote:

Ayes: Members Adams, Nishihara, Bauer, and Noel  
Noes: None  
Absent: President Hawkins  
Abstaining: None

SET THE AGENDA

Closed Session

The Board recessed to Closed Session at 6:35 p.m. to discuss Public Employee Performance Evaluation–Superintendent; Public Employee Discipline/Release/Dismissal; to Confer with District labor negotiators, Assistant Superintendent of Human Resources Andrew Garcia, Assistant Superintendent Laura Phan, and Legal Counsel regarding Oak Grove Educators Association; California School Employees Association, Chapter 412; and American Federation of State, County and Municipal Employees Union, Council 57, Local 101. The Board also conferred with District legal counsel regarding existing litigation pursuant to Paragraph (1) of subdivision (d) of Government Code section 54956.9: KNTV Television LLC vs. OGSD, Case No. 116CV289924.

CLOSED SESSION

Open Session

OPEN SESSION

The Board reconvened to Open Session at 7:32 p.m. Vice President Noel welcomed those in attendance; and explained the process to be followed in conducting the Board Meeting, including the presentation of information to the Board and the manner in which those present could address the Board during the meeting, either regarding specific agenda items or during "Public Comment." Also explained, were the implications/restrictions of the Brown Act on comments made at meetings of governmental bodies in California.

Flag Salute

FLAG SALUTE

Vice President Noel led the Flag Salute.

Superintendent's Report

SUPT.'S REPORT

Superintendent Manzo thanked Vice President Noel and remarked he hoped everyone had an enjoyable Labor Day Weekend.

The Superintendent reported he had the opportunity to visit Edenvale and Davis schools and thanked Board Member Bauer for taking time join him in the visits and to observe the schools, staff, and students working diligently in the classrooms. He thanked Principal Ryan Haven and Principal Kim Kianidehkian for accompanying them on the walk through at their sites. The Superintendent also mentioned he had the opportunity to do an Executive Team site visit at Taylor, and thanked Principal Betsy Fitch and the Taylor Staff for their hospitality during the visit.

Superintendent Manzo commented that completion of the summer modernization projects is getting closer. He noted the streetscape at Herman is still in progress, but once complete, there will be a much improved pick-up and drop-off area with improved safety for the campus.

The CAASPP results have been released and the Superintendent commented there will be a full report provided later in the evening.

The commented Back-to-School Night events are still in progress and noted he enjoyed attending Parkview last week and looks forward to visiting other schools this coming week.

In conclusion, Superintendent Manzo expressed early happy birthday wishes to Board Member Noel.

Closed Session

CLOSED SESSION

Vice President Noel reported no Action was taken during Closed Session regarding Public Employee Performance Evaluation–Superintendent; and Public Employee Discipline/Release/Dismissal; or in Conferring with District labor negotiators, Assistant Superintendent Human Resources Andrew Garcia, Assistant Superintendent Laura Phan, and Legal Counsel regarding Oak Grove Educators Association; California School Employees Association, Chapter 412; and American Federation of State, County and Municipal Employees Union, Council 57, Local 101. She also reported no action was taken in conferring with District legal counsel regarding existing litigation pursuant to Paragraph (1) of subdivision (d) of Government Code section 54956.9: KNTV Television LLC vs. OGSD, Case No. 116CV289924.

Public Comment

The following members of the public addressed the Board regarding various concerns including the following: low teacher salary, number of hours teachers work, class sizes too large, reorganization process, challenges in special education, lack of teacher contract, fewer or removal of combination classes, need for Instructional Aides in classrooms, lack of curriculum at beginning of school, and a need to work collaboratively to resolve issues/concerns.

Lori Shortt	Ledesma Teacher
Ann Black	Anderson Teacher
Val Wood	Santa Teresa SDC Teacher
Nancy Hagmann	Taylor Special Ed Teacher, Community Member, Parent
Catherine Miroballi	Taylor Teacher
Brian LoBue	Ledesma Community Member, Parent
Jennifer Delaney	Glider Community Member, Parent
Elizabeth Kerridge	Taylor Teacher
Jordan Reed	Taylor Parent
Audra Schallberger	Ledesma Teacher
Rebecca Munson	Frost Teacher
Bob Prola	Ledesma Teacher, Community Member, Parent, OGEA Negotiations Team
Dominic Rizzi	Acting OGEA President

Baldwin teacher, Shelley McCracken addressed the Board requesting the Board's consideration of supporting Proposition 55 which is on the November Ballot. She noted both CTA and OGEA are in support of this proposition.

On behalf of the Board of Trustees, Vice President Noel thanked members from the public for their comments.

Consent Agenda

Superintendent Manzo presented the Consent Agenda, noting these are routine items requiring Board Action.

Stipe teacher, Dedra Downing, addressed the Board regarding Consent Item # A-6, Memorandum of Understanding with Partners in School Innovation. Ms. Downing expressed concern with the amount of money being spent on this service, while repairs at her school have been postponed. Additionally she expressed concern there is a lack of District transparency and shared her concern Stipe school may be closed due to low enrollment. She described challenges in the Stipe community and wanted to bring attention to how funds are being allocated.

Superintendent Manzo commented schools receiving Title I funds are required to have an alternative governance plan in year 3 or 4 of Program Improvement, adding this meets that requirement. The Superintendent described alternatives the Board could consider which include removing the principal and the majority of staff, closing the school, or converting the school into an alternative charter program. He remarked, given those options, it was believed this is the most reasonable option to support local control, accelerate student achievement, and meet the alternative governance requirement.

PUBLIC  
COMMENT

CONSENT  
AGENDA



Consent Agenda (continued)

Member Noel thanked Ms. Downing for her comments and called for a motion. Prior to the roll call vote, Member Bauer commented she was concerned about this issue two years ago as well and noted she researched the Title I requirements. She expressed appreciation for Superintendent Manzo bringing everyone's attention to this requirement. Member Bauer thanked Ms. Downing and noted the Board is aware of the concerns and continues to work on them.

On motion by Member Bauer and second by Member Adams, the Board of Trustees approved the Consent Agenda, with the following roll call vote:

Ayes:	Members Adams, Nishihara, Bauer, and Noel
Noes:	None
Absent:	President Hawkins
Abstaining:	None

California Assessment of Student Performance and Progress (CAASPP)

Assistant Superintendent, Maria Wetzel mentioned this is the second year of the CAASPP assessment, and introduced Director Kathy Harris, to present the information.

Ms. Harris explained that CAASPP is the California Assessment of Student Performance and Progress while the SBAC is the actual test given to students. She noted 97% of students participated in the assessment. She reviewed the four achievement levels in the SBAC Tests:

- Standard Exceeded
- Standard Met
- Standard Nearly Met
- Standard not Met.

Ms. Harris presented the results for English language arts (ELA) by grade, gender, and ethnic subgroup. She noted there was an increase in all grades with the exception of 5<sup>th</sup> grade and in special education. Ms. Harris reported we still see a gap in achievement in the subgroups, however all groups had growth.

Areas students are tested in were reviewed which include: Reading, Writing, Listening and Research/Inquiry. Ms. Harris shared there was an increase in each of these areas as well, with the highest being in the area of research and inquiry. She believes this can be attributed to Project Based Learning and SEAL, as well as working with students on the skill of listening.

Ms. Harris reviewed the math results by grade, gender, and subgroup noting there was an increase in all areas with the exception of special education which remained the same. She commented we continue to see the achievement gap in subgroups in math as well. Areas in which students are tested are: Concepts and Procedures, Problem Solving/Modeling and Data Analysis, and Communicating/Reasoning. Ms. Harris reported an increase in all areas with the highest being in the area of concepts and reasoning.

CONSENT AGENDA

CAASPP RESULTS

CAASPP (continued)

A comparison of the results between OGSD and the State of California and OGSD and Santa Clara County were presented revealing the county and State have the same achievement gap as OGSD, and all had an improvement in ELA and math. A one year comparison showed that OGSD mirrors State demographic results not the demographic results of districts within Santa Clara County.

Ms. Harris shared the District is working in collaboration with the East Side Alliance in 8<sup>th</sup> math, and presented a chart showing how OGSD compares to other districts in the Alliance. She reported, with regard to accountability, there is no API and the State is looking at multiple measures such as; graduation rates, discipline (suspension/expulsion rates), and attendance data. How the information will be weighted is still unknown as input from communities is still being collected. Currently, 2018 is slated as the timeline for accountability criteria to begin.

Member Bauer commented she would like to see results by individual schools. Superintendent Manzo commented we will send that information in the Friday Letter. He commented each site has their own results and principals will share that information with staff and parents.

Superintendent Manzo asked for clarification in terms of current requirements for science testing. Ms. Harris stated the Next Generation Science Standard (NGSS) assessment will not be ready for a couple of years and we are currently still required to give the CST science test. However, the State has applied for a waiver. Member Noel asked if results of foster children were disaggregated and Ms. Harris responded that although Oak Grove can disaggregate the data, that subgroup is a very small portion and is not disaggregated by the State. Member Bauer congratulated teachers for the increase in scores.

Community Member and Baldwin parent, Margarita Mendoza addressed the Board regarding individual school results and expressed her disappointment with the results for Baldwin School. After speaking with the Principal, Ms. Mendoza believes there is a lack of funding to support the learning environment. She commented parents are doing their part to provide support and she requests the District find a way to further support the site to move out of the current performance standard.

Superintendent Manzo shared that CSTs were unable to compare growth from grade level to the next. He encouraged Ms. Mendoza to look at a cohort of students as it identifies where they started and what the growth factor was. Ms. Harris commented the CSTs were not able to show scaled score growth as tests were not aligned by grade level. In her review of the scaled scores, she noted 83% of students had growth.

Superintendent Manzo thanked Ms. Mendoza for her comments.

Medical Marketing Project

Superintendent Manzo recognized the considerable amount of time and effort the Benefits Committee put in to identifying the best options for health care for our employees. He introduced Assistant Superintendent, Andrew Garcia to present the item.

CAASPP RESULTS

MEDICAL  
MARKETING  
PROJECT



Medical Marketing Project (continued)

Assistant Superintendent Garcia began by reviewing the scope of the project assigned to the committee and the composition of the committee.

MEDICAL  
MARKETING  
PROJECT

**Scope of Project**

- Find comparable medical plans
- Find competitive medical premium rates
- Offer the most expansive medical networks offering maximum access to members

**Committee Members**

- Association Presidents:  
OGEA – Dominic Rizzi, Acting President  
CSEA – Judy Barnhart
- Diane Vertullo – AFCSME Rep
- Jeanette Edwards – CSEA Rep
- Bob Prola – OGEA Rep
- Paula Cornia – OGMA Rep
- Shannon Bui – OGMA Rep
- Carrie Newton – Benefits Tech
- Melina Nguyen – Director Business Services
- Sylvia Alvarez – Coordinator Human Resources

Mr. Garcia shared the list of vendors that were requested to participate in providing information. Five of the vendors declined stating their rates were not competitive. Three others declined for various reasons. The vendors that responded and were reviewed by the committee were Anthem Blue Cross, Blue Shield, CalPers, MCSIG, and SISC. Anthem and Blue Cross required the termination of Kaiser, which is the predominant plan selected by employees in the District. Due to the stipulation of the termination of Kaiser, the committee felt those vendors were not viable.

Interviews with the remaining three vendors were held on July 11<sup>th</sup>. The committee determined the CalPers proposal was not viable, due to the increase in rates, leaving only MCSIG and SISC. Mr. Garcia introduced Keith Brown of Keenan and Associates to review and compare the renewal trend and benefits of the plan options of the two finalists.

Mr. Brown shared a graph showing the five-year renewal trend which compared the renewal trend between current OGSD benefits, MCSIG and SISC. Several side-by-side comparison slides for each vendor, which included a comprehensive comparison of the similarities and differences among benefits, were presented as well.

The Benefits Committee met on August 19<sup>th</sup> to discuss options. Mr. Garcia expressed his appreciation to the committee for coming together during July and August to work on this project. The committee reviewed the plans and members were asked to share which plan they favored and why. OGMA favored MCSIG and OGEA, AFCSME and CSEA favored moving to SISC. Mr. Garcia mentioned, however, as of this afternoon, AFCSME has rescinded the decision to move to SISC.

Medical Marketing Project (continued)

Mr. Garcia shared an overall summary of the plan pros and cons from the Benefits Committee for moving to SISC, with the positive theme being the savings to Blue Cross Members. Concerns were expressed over the five-year renewal trend and a general fear of change.

Next steps were reviewed which include a final decision, employee education on renewals and the new plan offerings, open enrollment, and new I.D. cards if necessary. Mr. Garcia thanked the Committee and Mr. Brown for their work on the project.

Clarification was provided that groups could move individually and would not be required to move to the new plan. Rates may change depending upon the number of people in the group. Further analysis will be provided should there be a split between bargaining units.

Member Adams expressed her appreciation for the comprehensive presentation. There was further discussion on timeframe requirements for staying in the new plan before being allowed to change, as well as time requirements to return to the same plan. Mr. Brown indicated generally there are wait periods for moving in and out of plans, but they can be negotiated and he believes we have done that in the past. Additional information regarding transitioning between plans will be provided in a Friday Letter

Proposition 58 – The LEARN Initiative

Superintendent Manzo introduced the item, stating in 1998 the passage of Proposition 227 required curriculum to be taught in English only, unless a parent signed a waiver. Recently, the benefits of multi-literacy have been highlighted and this initiative provides the opportunity to reintroduce language and culture back into schools. The Superintendent reviewed numerous entities that support of the initiative including CTA, ACSA and CSBA. He commented staff would like input from the Board to determine if the District would consider a Resolution in support of the initiative.

There was consensus among the Board to support the initiative and have staff return with a Resolution of support at the next Regular Board Meeting.

Communications

The Board received an updated Board Activities Calendar listing a variety of events and activities for Board members' attendance and participation.

Board Discussion

Member Adams reported she attended a storytelling session at Baldwin School. The storyteller included the students in the session and incorporated movement in the process. She commented it was a great way to begin the day. Member Adams also reported attending Baldwin and Glider Back-to-School Nights, noting they were well attended and the rooms looked very good. She commented the Tech Museum presented Baldwin with a banner to be displayed at the school, for their participation in the STEM Program.

MEDICAL  
MARKETING  
PROJECT

PROPOSITION 58  
THE LEARN  
INITIATIVE

COMMUNICATION

BOARD  
DISCUSSION

Member Bauer commented she enjoyed visiting Edenvale and Davis schools with the Superintendent. She noted Principal Haven at Edenvale gave a storytelling session and mentioned he is quite a good story teller. She commented the school grounds look

Board Discussion (continued)

fantastic and one can see the pride at the school. She thanked Trina Ramirez at Davis for serving the needs of the many families and creating a good environment for students, parents, and families in that community. Member Bauer reported attending the Frost and Glider Back-to-School Nights and commented they were well attended and enjoyable.

Member Noel reported she is looking forward to the new small school at Davis which will be a cluster of 150 7<sup>th</sup> and 8<sup>th</sup> grade students that stay together. She commented she was impressed with resources available providing information to those interested. She reported she attended Hayes Back-to-School Night, noting it was well attended and she was impressed with Principal Cochran knowing the names of all the students.

Adjournment

On motion by Member Nishihara and second by Member Adams, the meeting was adjourned at 10:10 p.m., by unanimous vote.

  
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José L. Manzo, Superintendent

  
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Mary Noel, Vice President/Clerk

BOARD  
DISCUSSION

ADJOURNMENT