

Oxnard Union High School District

Oxnard, California

REVISED

MINUTES FOR THE BOARD MEETING

August 12 2015

- 1. CALL TO ORDER** The Board Meeting of the Board of Trustees of the Oxnard Union High School District was called to order by President Hall at 4:00 p.m., August 12, 2015, in the District Office Board Room, 220 South K Street, Oxnard, California.
- Trustees present:** Steve Hall, Ed.D., President
Beatriz R. Herrera., Vice President
Wayne Edmonds, Clerk
Gary Davis, Ed.D., Trustee
Karen M. Sher, Trustee (absent)
- Administration present:** Gabe Soumakian, Ed.D., Superintendent
Rocky Valles, Jr., Ed.D., Assistant Superintendent-Human Resources
Stephen Dickinson, Assistant Superintendent-Administrative Services
Lisa Salas Brown, Assistant Superintendent, Educational Services
Maureen Sheldon, Executive Assistant
- Translators present:** Lourdes Campbell, David Gala.
- Guests present:** Kathy Greaves, Robert Greaves, Jane Mintz, Roger Adams, Consuelo Williams, Diana Batista, Eric Riegert, Tiffany Israel, Ken Goeken, Puneet Sharma, Doug Campbell, Ray Gonzalez and other interested parties.
- 2. PLEDGE OF ALLEGIANCE** President Steve Hall asked Steve Dickinson to lead to Pledge of Allegiance.
- 3. ADOPTION OF AGENDA** Motion: Moved by Trustee Herrera that the Board of Trustees adopt the Agenda dated August 12, 2015 as amended, postponing item 12B until the August 26, 2015 meeting out of consideration for Trustee Sher. Seconded by Trustee Davis and carried unanimously. Vote 4/0.
- 4. ADOPTION OF MINUTES** It is the recommendation of District Administration that the Board of Trustees adopt the Regular Board Minutes dated June 10, 2015 and the Special Board Minutes dated July 24, 2015, as presented.
- Board Minutes dated June 10, 2015
Motion: Moved by Trustee Davis and seconded by Trustee Herrera. Carried unanimously. Vote 4/0. Absent: Trustee Sher
- Special Board minutes dated July 24, 2015
Motion: Moved by Trustee Davis and seconded by Trustee Herrera. Carried unanimously. Vote 4/0. Absent: Trustee Sher
- 5. PUBLIC COMMENTS ON CLOSED SESSION ITEMS**
- No public comments.

6. CLOSED SESSION

The board went into Closed Session at 4:03 p.m. to discuss the following items:

- A. Public Employee Discipline/Dismissal/Release/Appointment/Transfer/Resignation [Government Code Section 54957(b)(1)] > Appointment: Associate Principal > Appointment: Assistant Director of Nutrition Services
- B. Student Personnel: [Education Code §35146, 48912, 48919]
- C. Consideration of Confidential Student Issues Other Than Expulsion and Suspension, Pursuant to Education Code §35146

7. RECONVENE IN PUBLIC: REPORT ON CLOSED SESSION ACTION

The board reconvened in Closed Session at 5:13 p.m. Board President Hall reported that the Board of Trustees of the Oxnard Union High School District approved the settlement agreement on the Student Issues. The motion was made by Trustee Herrera and seconded by Trustee Edmonds. It was noted that Trustee Sher would not be present at the meeting that evening. Vote: 4/0 Trustees Hall, Davis, Edmonds, Herrera. Absent: Trustee Sher

8. PUBLIC COMMENTS TO ADDRESS BOARD OF TRUSTEES

No public comments.

9.SUPERINTENDENT'S REPORT –

A.General Report, Gabe Soumakian,
Ed.D

Soumakian reported on the following:

- First regular board meeting for the school year.
- Cabinet met last Monday with all principals.
- First day of school is August 22.
- Taking Care of Business week is August XXX.
- New teacher orientation will be held August 25-27.
- Districts throughout the state are experiencing a major shortage of teachers. HR is working diligently on this.
- Associate principals will meet tomorrow with an Orientation – Administrative Leadership training program, teachers are also invited.
- August 17-18 management retreat. Departments and divisions will be making presentations.
- Testing information from Smaller Balance will be available in late August.
- RCHS is moving along nicely. Mr. Dickinson will provide an update later in evening on the campus and upcoming events.
- Student Board representative, Celina Espinoza, will begin providing her reports to the board when school begins

Trustee Hall and Dr. Soumakian recognized Executive Director of 21st Century Learning, Consuelo Williams, for her years of service at the district from 2005-2015. We wish her the very best at VCOE as the Director of Curriculum Instruction.

11. CONSENT CALENDAR

Motion: It is the recommendation of District Administration that the Board of Trustees approve the Consent Calendar dated August 12, 2015. Trustee Edmonds moved to submit as amended, pulling Consent V to discuss Temporary Employment Staff permits Ed Code 4466 and the Reclassification of Sam Cvijanovich. Seconded by Trustee Davis and carried unanimously. Vote 5/0.

A. Consideration of Approval of Ratification of Agreement between Oxnard Union High School District and Pleasant Valley School District for the Provision of Vehicle Fuel

It is the recommendation of District Administration that the Board of Trustees approve the ratification of agreement between Oxnard Union High School District and Pleasant Valley School District for the Provision of Vehicle Fuel, as presented.

B. Consideration of Approval of Purchase Orders and Direct Pays, June 11 - July 28, 2015

Purchase Orders totaling \$8,172,374.99 and Direct Pays totaling \$7,551,164.81 be approved, as presented.

C. Consideration of Approval of Non-Public School Placement for Student Case Number 42, according to the Recommendation of the Student's IEP Team and the Director of Special Education

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Non-Public School Placement for Student Case Number 42, according to the Recommendation of the Student's IEP Team and the Director of Special Education, as presented.

D. Consideration of Approval of Agreement between Oxnard Union High School District and Karen Schnee, M.A. CCC-SLP/BCET - Individual Education Evaluator

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Karen Schnee, M.A. CCC-SLP/BCET - Individual Education Evaluator, as presented.

E. Consideration of Approval of Agreement between Oxnard Union High School District and Hayden Consultation Services, Inc.- Individual Education Evaluator

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Hayden Consultation Services, Inc.- Individual Education Evaluator, as presented.

F. Consideration of Approval of Agreement between Oxnard Union High School District and Surfside Seafood - Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Surfside Seafood - Adult Transition Program's Vocational Training Component, as presented.

G. Consideration of Approval of Agreement between Oxnard Union High School District and Walgreens Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Walgreens Adult Transition Program's Vocational Training Component, as presented.

H. Consideration of Approval of Agreement between Oxnard Union High School District and Ventura County Animal Services- Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Ventura County Animal Services- Adult Transition Program's Vocational Training Component, as presented.

I. Consideration of Approval of Agreement between Oxnard Union High School District and Green Thumb - Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and Green Thumb - Adult Transition Program's Vocational Training Component, as presented.

J. Consideration of Approval of Agreement between Oxnard Union High School District and CVS - Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and CVS - Adult Transition Program's Vocational Training Component, as presented.

K. Consideration of Approval of Agreement between Oxnard Union High School District and The Mail Shop- Adult Transition Program's Vocational Training Component

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and The Mail Shop- Adult Transition Program's Vocational Training Component, as presented.

L. Consideration of Approval of Agreement between Oxnard Union High School District and VCOE Hearing Conservation

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Agreement between Oxnard Union High School District and VCOE Hearing Conservation, as presented.

M. Consideration of Approval of Williams Quarterly Report, 4th Quarter April 1, 2015 - June 30, 2015

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Williams Quarterly Report, 4th Quarter April 1, 2015 - June 30, 2015, as presented.

N. Consideration of Approval of Approval of 2015 Summer School Graduates

It is the recommendation of the Administrative Staff that the Board of Trustees approve the 2015 Summer School Graduates, as presented.

O. Consideration of Preliminary Approval of Out of State/Country Field Trip: ACHS Wrestling Team, Las Vegas, NV, December 18, 2015 - December 21, 2015, Regional Wrestling Tournament

It is the recommendation of the Administrative Staff that the Board of Trustees grant the Preliminary Approval of Out of State/Country Field Trip: ACHS Wrestling Team, Las Vegas, NV, December 18, 2015 - December 21, 2015, Regional Wrestling Tournament, as presented.

P. Consideration of Approval to appoint Official Designee to the Ventura County Adult Education Consortium

It is the recommendation of the Administrative Staff that the Board of Trustees approve the Official Designee to the Ventura County Adult Education Consortium, as presented.

Q. Consideration of New Course Approval: Courses in Business Finance, Cyber Security, Marketing Sales & Service, IT Essentials, Solar Installation

It is the recommendation of the Administrative Staff that the Board of Trustees approve the New Course Approval: Courses in Business Finance, Cyber Security, Marketing Sales & Service, IT Essentials, Solar Installation, as presented.

R. Consideration of Approval of Stipulated Student Expulsion(s) by Agreement of the School Principal, the Student, and the Students' Parent/Guardian, as per Board Policy 5144, Section 22

It is the recommendation of District Administration that the Board of Trustees approve the Stipulated Student Expulsions by Agreement of the School Principal, the Student, and the Students' Parent /Guardian, as per Board Policy 5144, Section 22.

S. Consideration of Approval of the Memorandum of Agreement between Oxnard Union High School District and Community Law Enforcement Youth Academy Afterschool Program/ Oxnard Police Department

It is the recommendation of District Administration that the Board of Trustees approve the Memorandum of Agreement between the Oxnard Union High School District and Community Law Enforcement Youth Academy-After School Program/Oxnard Police Department, as presented.

T. Consideration of Approval of the Memorandum of Agreement between Oxnard Union High School District and DRAGG/Oxnard Police Department

It is the recommendation of District Administration that the Board of Trustees approve the Memorandum of Agreement between the Oxnard Union High School District and DRAGG/Oxnard Police Department, as presented.

U. Consideration of Approval of the Memorandum of Agreement between Oxnard Union High School District and Oxnard Harbor District

It is the recommendation of District Administration that the Board of Trustees approve the Memorandum of Agreement between Oxnard Union High School District and Oxnard Harbor District, as presented.

V. Consideration of Approval of Certificated and Classified Personnel

Rocky Valles clarified the procedure for interns applying for positions with the District. Valles stated that in Special Education situation, Ken Goeken goes through his files and his team with Barbara Kimmel and Earl Carter, with the site principal and SPED department chairs. Emily Perez in Human Resources then reviews their credentials and verifies this information with the county. He further stated that Mr. Goeken is verifying with the county that the interns are no longer available and that we followed the correct hiring procedures.

Motion: Trustee Herrera moved that the Board of Trustees approve the personnel items, s, pending the investigation by Ken Goeken, that the hierarchy was followed correctly and that we were not bypassing Ed Code. Seconded by Trustee Davis and carried unanimously. Vote 4/0. Absent: Trustee Sher .Discussion also arose if there are lower qualified candidates in compliance with the Ed Code would we then move forward from that point. Dr. Soumakian recommended to pull the item until we have this information from the county. *Davis withdrew his motion, and then Trustee Herrera, her first.*

Motion: President Hall moved that the Board of Trustees approve the make a motion that we approve the reclassification of Sam Cvijanovich. Seconded by Trustee Herrera for purposes of discussion. Roll Call: Ayes: Trustees: Hall, Herrera, and Davis. Nay: Trustee Edmonds. Absent: Trustee Sher. Motion passes 3:1.

Per request Dr. Valles described the process of reclassification from an Administrative position to a classroom teacher. Valles stated that a deficiency is identified, an improvement plan is devised to share with the individual, ample time is provided to correct those improvements, and at the end of the year a group of individuals review this. If employed for over 3-4 years, the individual has the right to transfer (voluntary or involuntary) or the individual can also request to go back to the classroom on their own.

Trustee Davis made comment on the 65 -- 2015 Summer Graduates who did not go through the graduation line, noting on behalf of the board, he wanted to wish the students congratulations. He commented as well on continuing contributions for the OPD for DRAGG and Community Law Enforcement Youth Academy to make these experiences viable for our students.

W. Consideration of Approval of Memorandum of Understanding between Azusa Pacific University and Oxnard Union High School District

It is the recommendation of District Administration that the Board of Trustees approve the Memorandum of Understanding between Azusa Pacific University and Oxnard Union High School District, as presented.

14. ACTION ITEMS

A. Consideration of Adoption of Resolution #15-27 Proclaiming September, 2015 as Hispanic Heritage Month

Motion: Trustee Herrera moved that the Board of Trustees approve the Adoption of Resolution #15-27 Proclaiming September, 2015 as Hispanic Heritage Month, as presented. Seconded by Trustee Edmonds and carried unanimously. Vote 4/0. Absent: Trustee Sher.

Approved

B. Consideration of Approval of Agreement between Oxnard Union High School District and the City of Camarillo for Police Services to Provide School Resource Officers at Adolfo Camarillo High School, Frontier High School and Rancho Campana High School and Crossing Guard Services at Rancho Campana High School

Motion: Trustee Davis moved that the Board of Trustees approve the agreement between Oxnard Union High School District and the City of Camarillo for police services to provide school resource officers at Adolfo Camarillo High School, Frontier High School and Rancho Campana High School and Crossing Guard Services at Rancho Campana High School, as presented, with the understanding that staff would provide a future item for discussion on how much we are spending and exactly what services are being provided. Staff would also bring forth other options for campus safety and security via a Friday update. Seconded by Trustee Herrera with and carried unanimously. Vote 4/0. Absent: Trustee Sher.

Approved

~~C. Consideration of Approval of Revision of Board Policy 3305, Signature Authorization~~

Tabled

Tabled

~~D. Consideration of Approval of Reaffirmation of Board Policies 3312, Contracts; 3311, Bids and 3300, Expenditures/Expending Authority~~

Tabled

Tabled

E. Consideration of Adoption of Board Policy 4050 Healthy Workplaces, Healthy Families Act 2014 (AB 1522), [First Reading]

Motion: Edmonds moved that the Board of Trustees that the Board of Trustees adopt Board Policy 4050 Healthy Workplaces, Healthy Families Act 2014 (AB 1522), waiving the second reading. Seconded by Trustee Herrera. Vote: 4/0. Absent: Trustee Sher

Approved

F. Consideration of Approval of Provisional Internship Permit

Approved

Valles stated that this permit allows to fill for immediate staffing as an individual completes his/her PIP. This is needed for the music program, and Valles noted that it takes one year to complete the requirement. A discussion ensued regarding how many individuals interviewed were already fully credentialed and issues were discussed regarding hierarchy and priorities for hire. Trustees wanted to ensure that the individual was properly vetted through the VCOE and President Hall asked Dr. Valles if he could verify that we followed Ed Code. Valles responded in the affirmative.

President Hall requested a 5 minute recess at 6:14 p.m. The meeting resumed at 6:21 p.m. in Open Session.

Motion: Trustee Herrera moved that the Provisional Internship Permit for Daniel Cook be approved by the Board of Trustees, as presented, with the understanding that Dr. Valles would verify with the VCOE that all proper procedures had been followed. Seconded by Trustee Davis carried unanimously. Vote 4/0. Absent: Trustee Sher.

G. Consideration of Approval of Request for Waiver Pursuant to Education Code Section 44253.11, Certificate of Completion of Staff Development to Provide Instruction to English Learners for Holders of Designated Subjects

Approved

Motion: Trustee Herrera moved that the Board of Trustees approve the Request for Waiver Pursuant to Education Code Section 44253.11, Certificate of Completion of Staff Development to Provide Instruction to English Learners for Holders of Designated Subjects positions, as presented. Seconded by Trustee Davis and carried. Vote: 3/1. Opposed: Trustee Edmonds. Absent: Trustee Sher.

H. Consideration of Approval of Revised 2015-2016 Declaration of Need for Fully Qualified Educators

Approved

Motion: Trustee Edmonds moved that the revised 2015-2016 Declaration of Need for Fully Qualified Educators be approved by the Board of Trustees as presented. Roll Call: Ayes: Trustees Edmonds, Davis, Herrera, Hall. Vote 4/0. Absent: Trustee Sher

I. Consideration of District Organizational Chart

Approved

Dr. Valles presented both a Current and Proposed organizational chart. He noted that it had been narrowed down to three executive cabinet member positions. Valles stated that the Executive Director of Learning and Innovation would be downgraded to a Director position, and will report to the Assistant Superintendent of Educational Services, and ALL principals will report directly to Dr. Soumakian. Valles asked that the Director of Curriculum and Assessment and Director of 21st Century Learning & Innovation positions be allowed to move forward as they are mission critical. He further stated they are already budgeted in June and the funding is there. There was discussion among trustees whether both positions should both be on the chart, as board members felt they had provided direction at the past meeting that the recommendation should be one or the other, but not both, and didn't support having two.

President Hall asked Lisa Brown if she could explain what support we will not have if there is no Director of 21st Century Learning. Brown stated that she strongly supports having a Director (Executive Director preferred) of 21st Century learning, as over the past 30 years we have not had a budget change like LCCP, which is now aligned to 8 state priorities. Fortunately our LCAP has been approved, but this is a new requirement we must maintain, along with all the stakeholders. She noted that her role has now changed, Carl Perkins is handled/reported differently, and there now exists a lot of accountability with Calpads. Brown stated she has been heavily involved helping with College and Career Counselors, Digicoach walkthroughs and LCAP, tracking when the next Common Core Science is coming out, processes for teachers and administrators to be trained, and My Learning Plan to ensure we document all professional development is done throughout the district. She further stated that we have decades of teachers we have lost due to budgets, and very soon, we will have a new intern process to implement. Brown

further stated that we have 10 new academies – we must meet their requirements with NAF that we are aligned with, Linked Learning, After School Programs, Naviance to provide letters for seniors/career ready, and the whole shift is to make students College and Career Ready. This is statewide and we won't know until 2016 what this new matrix looks like. Brown said that the prior Executive Director of 21st Century Learning & Innovation and she were able to take these duties from Curriculum & Assessment, divide them up, initiate a testing team at the certificated level to ensure our Aps are clearly trained and are site coordinators for our schools. She stated she would definitely want the Executive Director level person, if possible for that positions order to maintain a clear protocol of where we are going with Career Assessment.

Trustee Herrera asked if the recommendation was to make everyone equal in terms of the duties and workload. Do you feel that each of these directors under Educational Services will have an equal workload to these individuals? Soumakian said it is difficult to look at any one category and look at their workload. All are similar in nature but duties and responsibilities are different. The reason why we collapsed this is what we heard direction from the board that the District should only have three cabinet members. In the Executive Director model, this individual supervising other directors. If this individual was a Director, they would not be, however, most duties would remain similar. Soumakian did clarify that Ed Services directors must have a credential whereas Administrative Services individuals do not, so they are on different salary schedules, Classified Managers vs Certified Salary. The skillset for the Curriculum & Assessment position was discussed and who would be doing that job. Soumakian noted that the complexity of the Assessment system is that we are now accountable for LCAP. The problem with this is the unknowns with LCAP that 'we don't know'. The Director of Curriculum & Assessment is a great individual who knows what might be coming, for any upcoming testing coming up, reporting to the board on various data. That office is the accountability office for all areas with students. This has been a very secure place for parents to understand data, and to call us in order to understand the data and minimize the impact on students.

Motion: Trustee Davis moved that the Board of Education approve the District Organizational Chart, as amended for approval of the Director of 21st Century Learning & Innovation and to hold vacant the position of Director of 21st Century Learning & Innovation, and to hold vacant the position of Director of Curriculum and Assessment, to review the effectiveness of the positions early in the budget development process for 2016-2017 Seconded by Trustee Edmonds. Vote 4/0. Absent: Trustee Sher.

Trustee Herrera asked clarification if we approve the rest of the org chart. If we had the money savings of \$100K, where would we direct these monies to? Soumakian stated these monies would go back to the reserves, or we would use funds to hire .4 FTEs as we brought forward before to support teachers directly at the site level to provide coaching models. President Hall asked in the short term, what we need to come in and support the Assistant Superintendent Educational Services. The suggestion was made to contact Pivot and ACSA short term. Valles stated there is no job description for that position, so this would have to be revised and brought back to the board, noting the search for a new Director of 21st Century Learning & Innovation is more like three to four months. It was reiterated that the district would like to keep the Executive Director position due to accountability issues. Concerns were expressed that our students' needs won't properly be met, as we have 172 new a-g classes, a new grant of \$6M dollars, and over ten new academies. Herrera indicated she is still not convinced we need someone at the Executive Director level and that all positions should be equal so she cannot support this item. Further, with the savings we could increase support at the campus level.

President Hall cautioned about eliminating the position entirely, as we may need it later, and suggested we leave an open spot for this on the organizational chart, and revisit this matter in January, adding this is not a good time to be hiring. He stated that if we reconsidered the position earlier in January, early in the cycle he would support that.

Motion: A roll call was taken: Ayes: Trustees: Herrera, Hall, Davis, Edmonds. Nays: 0 Absent: Trustee Sher. Vote 4/0.

J. Consideration of Adoption of Board Bylaw 9320: Meetings and Notices [First Reading]

Approved

Motion: Trustee Herrera moved that the Oxnard Union High School District Governing Board adopt Board Bylaw 9320: Meetings and Notices as presented, waiving the second reading, seconded by Trustee Edmonds and carried unanimously. Vote 4/0. Absent Trustee Sher. It was noted that our district does not currently have such a number or bylaw.

K. Consideration of Nominations for CSBA Directors, as presented.

No action taken

The board had no recommendations, therefore, no action was taken.

12. REPORTS TO THE BOARD.

A. Facility and Rancho Campana High School Projects Update - Stephen Dickinson

Information only. Opening school on September 2. Official ribbon cutting on Monday, October 5 at 2:00 pm. Phase II will be completed by Jan/Feb 2016. Have been no further issues with the installation of the pavers.

Maintenance & Operations Bldg at RCHS - \$500K

Security camera system at HHS - \$75K

Window tinting/replacement and lighting fixtures - \$290K

Seal coating – PHS - \$150K

Roofing ACHS - \$75K

Fencing PHS - \$300K

Kitchen remodel HHS - \$250 K next spring

HHS Football bleachers - \$325K replace wood with aluminum after football season

Air Conditioning ACHS L Bldg \$250K after bid process (by winter break)

Wi-Fi Adult Ed - \$250K all in by winter break

Fans in Classrooms - \$20K being installed before school starts

Met with Bob Graham and Kim Stephenson to discuss Artificial Turf. There is a lease leaseback and legal issues surrounding this matter and a court case in Fresno contesting this type of process. This is being appealed, and Mr. Graham has been told that until this is reversed, we cannot do the project as envisioned

Status of salad bars – We will have these at all high schools. With respect to HHS, those facilities are very run down/poor flow and require attention.

B. Board Goals 2015-2016 - Gabe Soumakian

The presentation of this report was held over for the 8/26/15 board meeting so that Trustee Sher might also be present.

13. BOARD MEMBERS' REPORTS AND COMMUNICATIONS

A. Vice President Herrera

- No report

B. Clerk Edmonds

- No report

C. Trustee Sher

- Not present

D. Trustee Davis

- Attended a Measure H meeting last Monday, chaired by Fred Ferro, with Dr. Soumakian and Steve Dickinson. There was no quorum to hold a meeting but there was much sharing.
- There remain vacant positions on the OUHSD Measure H Bond Oversight Committee: Parent, Senior Citizen and At-Large.
- Appreciates all of the work they do for our community.
- Trustee Herrera asked if we could put this information on the tiles on our website.

E. President Hall

- No report

14. ITEMS FOR FUTURE CONSIDERATION

- SRO Cost: How much service is really needed at all sites. Would like other options and current costs to have the entire picture, as well as input from stakeholders regarding needs at our sites.
- Trustee Herrera: Noted that although the organizational chart was approved the board will do an evaluation of it in the spring. She stated that she wanted to expand the review of the chart further: how do the staff at the DO find that the organizational chart works in communication, responsiveness, evaluation, 360 process. How does it work in this district and how people are compensated in those different columns? Has there been a review recently of that? For collective bargaining do they thoroughly analyze and review these matters.
- Review Policy and employment contracts.
- How competitive are we in the quality of staff that we recruit? Have concerns for our faculty, DO staff, and other positions, especially those not represented by the Union.
- Feel we need resolution on the turf project. We need closure on this and to have other options presented from a variety of constituents. President Hall stated that this should include the booster club raising a specified number of dollars, and the district completing the work. This would also get us out of legal limbo.
- Trustee Herrera noted she was concerned about the level of responsibility and compensation for our directors, and that she wants this to be more comprehensive. Soumakian noted we have done salary comparisons for our unrepresented employees.

15. ADJOURNMENT

There being no further items of business on the agenda, Board President Hall adjourned the meeting at 7:37 p.m.

BOARD OF TRUSTEES


Wayne Edmonds, Clerk

Approved as amended

October 14, 2015


Gabe Soumakian, Ed.D., Secretary

Board meetings are video recorded and are available at:

<http://www.ouhsd.k12.ca.us/about/schoolboard/datesagendas.htm>