

MINUTES  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
MONDAY, JANUARY 12, 2015, 6:00 P.M.  
Oakdale City Council Chambers  
277 N. Second Avenue, Oakdale, CA

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|----------------------|-----|---|
| CALL TO ORDER        | 1.1 | The meeting was called to order at 6:00 p.m. by President Diane Gilbert.  |
| TRUSTEES PRESENT     | 1.2 | Diane Gilbert, Mike House, Tina Shatswell, Barbara Shook, and Mike Tozzi. Student representative Rachelle Pabalan was present for Open Session.   |
| LATE ARRIVALS        | 1.3 | None.   |
| VISITORS PRESENT     | 1.4 | Jeremy Acker, Charles Alba, Judy Alvey, Jeff Aprile, Chris Arsenio, John Arsenio, Donna Bandsma, Maggie Banducci, Keeli Beland, Cynthia Bellinger, Laura Billings, Larry Bonds, June Botto, Claudia Cabral, Lance Campbell, Sandy Campbell, Melissa Clark, Ken Coughran, Michelle Danner, Jennifer Davis, Linda Dodge, Patti Dominguez, Vince Eisman, Heather Ellis, Kellie Felix, Melissa Franca, Robert Fyke, Quinn Gagos, Leesa Gagos, Mitch Gagos, Linda Gourley, Stacy Graham, Bob Greenhow, Debbie Grigorica, Kim Harris, Deborah Hicks, Cindy Hodge, Shelli Holcomb, Charles James, Kathy Jenkins, Cindy and Justin Johnson, Michelle Jones, Antonia Kocolas, Myeshia Lee, Chanel Martins, Tim Matthies, Kathy May, Sean McCarthy, Karyn Miller, Mark Mutoza, Nancy Palmer, Chris Perez, Kathy Phillips, Phillip Rapisura, Shelley Rien, Renee Richardson, Crista Seefeldt, Mike Seefeldt, Amy Simons, Vickie Simmons, Marlo Smith, Fawn Soria, Tyler Soria, Diane Stanton, Lauren Stastny, Paul Strand, Lauren Tanis, Brea Theriot, Deavyn Theriot, Pat Theriot, Wade Theriot, Rachel Torres, Terry Trowbridge, Jeannette Vessells, Mary White, Anne Whitman, Janet Wright, Elene Zagorites |
| CLOSED SESSION       | 2.0 | President Gilbert adjourned the meeting into Closed Session at 6:00 p.m. Open Session reconvened at 6:30 p.m.   |
| PLEDGE OF ALLEGIANCE | 3.0 | Trustee Tozzi introduced Fair Oaks elementary students: Deavyn Theriot, Grade K; Donny Bese, Grade 1, Olivia Johnson, Grade 2; Madison Tank, Grade 3. These students led the Pledge of Allegiance and received Certificates for their participation.  |

- ACTION FROM CLOSED SESSION 4.0 President Gilbert reported that in Closed Session the Board had a conference with Superintendent Malone regarding negotiations with OTA and CSEA, but no action was taken.
- PUBLIC COMMENTS 5.0 President Gilbert opened the Public Comments portion of the agenda at 6:41 p.m.
- Trustee Gilbert noted that we are joined by many Oakdale teachers and a number would like to address the Board at this time, and asked that they state their name, school site, grade or subject they teach.
- KEITH BURNS Keith Burns, Fair Oaks, Grade 6, teaching 27 years, shared a quote by County Superintendent Tom Changnon from Modesto Bee, April 23, 2014: “Good teachers are to education what education is to all other professions. The indispensable element, sunlight and oxygen, the foundation on which everything else is built.”
- SHAUNA RICO Shauna Rico, Kindergarten, Magnolia, teaching 17 years in this district, shared there were 87 nominees for Stanislaus County Teacher of the Year last year, 12 were selected as finalists, 6 of them were from OJUSD.
- NANCY PALMER Nancy Palmer, Grade 3, Cloverland, teaching 32 years, shared that with all the intense training for IS<sup>4</sup>, common core, state standards, Engage New York math curriculum, close reading and academic language, we appreciate the support and acknowledgement of our hard work that we have received from the district administrators.
- DEBBIE GRIGORICA Debbie Grigorica, Grade 3, Cloverland, teaching 38 years, shared a quote from an OJUSD administrator: “Oakdale is getting a lot of attention at the county level. It is about the work teachers are doing in Oakdale. It is because we have the right people.”
- CHARLES JAMES Charles James, Fair Oaks and Sierra View, teaching 16 years, shared we are the flagship district and people are buying houses and moving here because of our schools. We have also been called a destination district according to an OJUSD administrator.
- LISA GREENHOW Lisa Greenhow, Grade 3, currently at Sierra View and previously at Cloverland, teaching 17 years, shared other districts and states are calling to ask about the Oakdale model. The work we are doing in Oakdale is spreading nationwide, just check out Google Analytics on the Oakdale website, according to an OJUSD administrator.
- BOB GREENHOW Bob Greenhow, Grade 3, Sierra View, teaching 20 years, shared a quote from an OJUSD administrator regarding Common Core: “Oakdale is closer to full implementation than any other district in the County.”

- MICHELLE JONES Michelle Jones, TK, Magnolia, and grade level chair for TK Program, shared a quote from one of her favorite administrators, Bob Bales from Napa, said "Do a good job and tell somebody about it." We are doing a great job, look at our website, look at this crowd, we love our work, we love our administrators, and we love our board, and just want to feel a little bit of that love in our pocketbooks.
- CLAUDIA CABRAL Claudia Cabral, Speech Language Pathologist at Fair Oaks and OJHS, teaching 28 years, shared that through hard times teachers, alongside the rest of our district, have taken pay cuts. We spend more and more on health care costs. We as teachers continue to spend more and more unpaid time preparing sub plans for trainings, adapting current curriculum to meet common core standards, and bridging the gaps to meet the new rigorous math standards; we have GRIT!
- RACHEL TORRES Rachel Torres, OJHS, 9 years teaching in this district, shared that since being hired in 2006, we have only gotten a 1% raise, and I think we deserve more.
- JOHN ARSENIO John Arsenio, OHS, 58 years in the community, an educator for 32 years, shared that teachers have affected each and every one of us, some of my heroes have been teachers, like John Quaccia, Dale Clipper and Eugene Conrado. His sons have gone through this school district and cited examples of how OJUSD teachers like Stacy Graham and Robert Fyke impacted his sons, and that Pete Simoncini instilled in his son that he could accomplish great things in this world. His wife recently talked to a brand new teacher and tried to recruit her to come to Oakdale, but her response was that Oakdale is a great district but she can earn \$7,000 more by going to Ceres. He reported that Oakdale's pay scale is ranked 17 out of 24 schools in Stanislaus County, and only small schools like Knights Ferry and Valley Home are below us, and we need to make Oakdale #1.
- LINDA DODGE Linda Dodge, OHS, Math, teaching 8 years and has been Academic Decathlon coach the last 4 years, shared that she loves Oakdale and loves working here and living here, it is a great community, we have so much to be thankful for. We are #1 in all kinds of things, but I am concerned about the long-term viability of maintaining what we have achieved. We are ranked 17<sup>th</sup> in pay, we make less than our former sister schools, Riverbank and Waterford, and less than Newman-Crows Landing which is a small district. In order to continue to attract the cream of the crop we need to pay our teachers accordingly.
- TERRY TROWBIDGE Terry Trowbridge, Grade 2, Cloverland, 15 years in the district, shared that a large number of people in the audience talked to you about what they think they need and what they think they want and what I think they deserve as a teacher and a fellow individual who works in this district. I remember sitting on a committee listening to Board members

talk about what they are going to do for the district, and quoted one as saying “It is time to give the teachers back some of the things that they gave to us.” When we were hurting for money these people (teachers) said they would take cut to save our teachers and they did that and they did it for years. When Common Core came on board and Engage New York, which I don’t think you are really aware of all the work it takes to do that, I am a damn good teacher, and I spend my Saturdays and Sundays preparing for a bunch of little second graders, to try to show them a way to understand something they have never seen before, and I do it because I care about them. I am a lucky guy, I am ok financially, I retired from the military, I own some homes, and I’m in great shape. My friends out here in many cases aren’t that fortunate. They need their money and need to be paid a decent wage for what they put out for this district and this community. They put out a lot and they work hard. Have you ever walked in their shoes? Have you ever put shoes on a kid who does not have any or food in their tummies when they don’t have anything? They (teachers) take it out of their own pockets. You sit here with the largest reserve in this county. There is a legislative bill going through to limit districts from keeping more than 3% reserve; why do you think that is? That money belongs to the teachers, the support personnel and the students and kids of Oakdale.

CHRIS PEREZ

Christopher Perez, English, OHS, shared what a unique opportunity you have to be able to support the people who outwardly support you. Every single day, teachers are going into those classrooms, training your children, in some cases training your children’s children. The best way to support the people that take care of you is to take care of them in return.

TRUSTEE GILBERT

Board President Gilbert expressed appreciation for everyone being here this evening, we value all of you, we value what you do. Looking out at the audience her son’s favorite teachers are among you, and is very positive we are going to come to an agreement.

Public Comments closed at 6:57 p.m.

APPROVE ORDER 6.0  
OF AGENDA

It was **M/S/C (Tozzi/House)** to approve the order of agenda items for this meeting. Passed unanimously.

RECOGNITION,  
AMERICAN HERITAGE  
ESSAY SCHOLARSHIP

7.1 OHS senior Quinn Gagos was recognized as the recipient of a \$1,000 American Heritage Essay Scholarship. It was noted this year’s topic was “Search and Seizure in Public Schools”.

ORGANIZATION  
REPORT, OTA

8.1 Stacy Graham reported that OTA and the district have a strong working relationship, most of the time we see eye to eye, unfortunately we are not feeling the strong relationship at the present time. The teachers and staff members of OJUSD took a decrease of pay seven years ago. We knew we had to look

beyond the finances, and continue to be stellar educators inside and outside the classrooms. Over the past years we have stepped up, we have begun to rethink the way we delivered our instruction, we've prepared for the transition to common core standards, and implemented the IS<sup>4</sup> instruction to these standards, we attended trainings and re-wrote lessons because we knew it would make a difference in our classrooms. Henry Adams said: "A teacher affects eternity; you can never tell where his influence stops." The teachers of Oakdale stepped forward tonight to share their determination to continue to make a difference. You have not publicly heard from them too often, so I hope that you can see that I am not the voice of OTA tonight; they are behind me. Roger Staubach once said: "Confidence comes from hours and days and weeks and years of constant work and dedication." I am confident that we the teachers and the staff members of OJUSD are more than a 2.5% pay increase and hopes that in the near future you will show us that you agree.

ORGANIZATION  
REPORT, CSEA

- 8.2 Marc Mutoza reported our staff and administration have worked very hard over the past several years and are very dedicated to this district. We all took salary reductions over the last seven years to keep this district together with minimal cuts and loss of jobs. Our district has worked very hard to keep us all together. None of us did it alone. With the support from all of us we made it through the mess the state was in. During the last two meetings that I've had and met with the district for negotiations, what has been offered on the table is not enough to bring us back to the salary range we deserve. We have a great district to work for, teachers, administration, classified, all of us, we are all are very dedicated to our jobs, he is very proud of our classified staff. We get the kids to school, we feed them, we have office staff that runs these schools, and everybody does a really good job.

ORGANIZATION  
REPORT, STUDENT

- 8.3 Student representative Rachelle Pabalan commented that never before has she seen so many familiar teachers in a room at once, that it is nice to see how much you care and shared that students care as well.

She stated that Quinn Gagos is too modest and put so much work into her essay. OHS students have been very successful with this competition; Oakdale has taken top spots in the past. When they heard this year only one made it to awards they were confused about it and stood in solidarity behind Quinn. Her essay highlighted 4<sup>th</sup> Amendment, defined legal terms "in loco parentis", that teachers take responsibility for students.

Students had to attend 1.5 hour lecture in order to form opinions. Quinn weaved in personal experience and brought great strength to her essay, and shared merits to the other side of the argument. She congratulated Quinn who is an excellent student of outstanding character. Trustee Tozzi noted that he has been a previous judge and the essays read like legal briefs.

She reported on activities at the high school which included a successful ASB Toy Drive with proceeds going to Center for Human Services, the Leadership class created personal boxes for kids in the community which also went to Center for Human Services, OHS hosted the Rotary Boys Basketball Classic over winter break, they are in the middle of Homecoming elections with the Homecoming Game and crowning on February 6, Homecoming week will be a Vegas theme and they will decorate the halls instead of having a parade, they are in midst of boys and girls basketball season and wrestling, the OHS Science Olympiad team went to the Mira Loma Invitational, ASB is currently working through plans for a male volleyball "Power Puff", they are working on Mr. Mustang competition, ASB is planning a shut-in to spend the night at the school and work through plans for the coming year, Academic Decathlon competition is February 6-7 and they are hoping for their 15<sup>th</sup> county title, they are working on great things and couldn't do it without the support of our wonderful faculty and board.

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| REMOVE ITEMS FROM<br>CONSENT CALENDAR                      | 9.1   | There were no requests to remove items from the Consent Calendar.  |
| ADOPT CONSENT<br>CALENDAR                                  | 9.2   | It was <b>M/S/C (Pabalan/House)</b> to adopt the Consent Calendar as presented. Passed unanimously.  |
| ADOPT MINUTES OF<br>12/08/14 AS PRESENTED                  | 9.3.1 | On adoption of the Consent Calendar, the board adopted minutes of its regularly scheduled meeting held Monday, December 8, 2014, as presented.                         |
| APPROVE QTRLY. REPORT,<br>WILLIAMS COMPLAINTS              | 9.3.2 | On adoption of the Consent Calendar, the board approved the Quarterly Report on Williams Settlement Complaints, as presented.  |
| APPROVE INTERDISTRICT<br>& ALLEN BILL REQUESTS             | 9.4.1 | On adoption of the Consent Calendar, the board approved interdistrict attendance and Allen Bill transfer requests, 2014-15 or 2015-16 school year, as presented.       |
| ACKNOWLEDGE STUDENT<br>DISCIPLINE REPORT,<br>DECEMBER 2014 | 9.4.2 | On adoption of the Consent Calendar, the Board acknowledged the Student Discipline Report for the month of December 2014, and Prior Two-Year Comparison, as presented. |

APPROVE REAFFIRMATION/ ADOPTION OF PE FRAMEWORK	9.4.3	On adoption of the Consent Calendar, the Board approved Reaffirmation/Adoption of the Physical Education Framework: Elementary/Secondary Physical Education Courses of Study, as presented.
ACCEPT DONATION OF CAR TO OHS BODY SHOP	9.4.4	On adoption of the Consent Calendar, the Board accepted donation of a Car to the OHS Body Shop, as presented.
APPROVE WARRANTS THRU 12/18/14, CYCLE I AND CYCLE II PAYROLL FOR DECEMBER 2014	9.5.1	On adoption of the Consent Calendar, the board approved district warrants prepared for payment through December 18, 2014, and Cycle I and Cycle II Payroll for December, 2014, as presented.
APPROVE ASB ACCOUNTS, OJHS, NOVEMBER 2014	9.5.2	On adoption of the Consent Calendar, the Board approved Student Body Accounts, Oakdale Junior High School, November 2014, as presented.
APPROVE ASB ACCOUNTS, OHS, NOVEMBER 2014	9.5.3	On adoption of the Consent Calendar, the Board approved Student Body Accounts, Oakdale High School, November 2014, as presented.
AUTHORIZE DISPOSAL, OBSOLETE EQUIPMENT & MATERIALS	9.5.4	On adoption of the Consent Calendar, the board authorized Disposal of Obsolete Equipment & Materials, as presented.
ACCEPT RESIGNATION	9.6.1	On adoption of the Consent Calendar, the Board accepted resignations, as presented: Katelyn Hunter, ASPL-1, Magnolia, eff. 12/5/14 Chrys Stimson, Yard Duty Aide, Sierra View, eff. 12/19/14
ACCEPT RETIREMENT	9.6.2	On adoption of the Consent Calendar, the Board accepted retirement, as presented: Richard Espinoza, Maintenance Technician, eff. 4/10/15
APPROVE EMPLOYMENT	9.6.3	On adoption of the Consent Calendar, the Board accepted employment, as presented: Jenefer Muniz, ASPL-1, Magnolia, eff. 1/6/2015
APPROVE EMPLOYMENT	9.6.4	On adoption of the Consent Calendar, the Board accepted employment, as presented: Jessica Sinclair, Temporary Resource Specialist, SV/MG, eff. 1/5/15 Steve Taylor, Behavior Analyst, Oakdale High, eff. 1/6/15
DISPOSITION OF ITEMS REMOVED FROM CONSENT	10.0	None

- FIRST READING: BP 6146.1,  
HIGH SCHOOL GRADUATION  
REQUIREMENTS 11.1 Assistant Superintendent Kristi Rapinchuk presented this revised board policy for first reading, noting revisions reflect addition of Integrated Math Courses within the 7-12 math continuum. The policy now states that students completing Integrated Math I-Common Core will also have met the high school requirement for one of the three required math courses for a high school diploma. This revision is being presented for first reading and will be brought back to the next meeting for second reading and adoption.
- FIRST READING: BP/AR 1312.3,  
UNIFORM COMPLAINT  
PROCEDURES 11.2 Assistant Superintendent Larry Mendonca presented this revised board policy/administrative regulation for first reading, noting this revision reflects clarifying language for new laws that more clearly spell out district responsibilities, especially with regards to discrimination complaints. The revised regulation also specifies clear and effective practices that facilitate prompt and fair resolution of complaints, including training of the district's compliance officers, establishment of well-defined timelines, and provision of comprehensive requirements regarding essential components of the complaint process such as findings of facts, notification, translation, and corrective action. This revision is being presented for first reading and will be brought back to the next meeting for second reading and adoption.
- FIRST READING: BP/AR 5145.3,  
NONDISCRIMINATION/  
HARASSMENT 11.3 Assistant Superintendent Larry Mendonca presented this revised board policy/administrative regulation for first reading, noting revisions include clarifying language for new laws to specify that discrimination includes disparate treatment, and to provide for an informal, site-level reporting process leading to investigation pursuant to the uniform complaint procedures, reorganizes the list of measures a district could implement, and under process for initiating and responding to complaints adds new paragraphs for reporting of incidents by employees and to specify district's responsibility to investigate an incident, and section on transgender and gender-nonconforming students is refined and related to the privacy rights of all students. Mr. Mendonca noted that he has not seen 2015-16 mandated notifications yet, but will include this if it is one of the mandated notifications.
- FIRST READING: BP 5131.2,  
BULLYING 11.4 Assistant Superintendent Larry Mendonca presented this revised board policy for first reading, noting this revision includes an updated definition of Cyberbullying

and provides for an informal, site-level reporting process leading to investigation of any bullying complaint pursuant to the uniform complaint procedures and to clarify when suspension and expulsion may be used as corrective action for a student who commits an act of bullying.

FIRST READING: BP/AR 5145.7, 11.5  
SEXUAL HARASSMENT

Assistant Superintendent Larry Mendonca presented this revised board policy/administrative regulation for first reading, noting revisions provide for the use of the uniform complaint procedures to investigate and resolve sexual harassment complaints and to add language for disciplining any employee who commits sexual harassment against a student, and reorganized “School-level Complaint Process/Grievance Procedures into two separate sections to integrate site-level processes with the uniform complaint procedures.

APPROVE EXPANSION,  
OAKDALE HOME CHARTER  
PROGRAM

12.1 Assistant Superintendent Kristi Rapinchuk reported they will be bringing petition for renewal of Home Charter before the Board for approval by April, and would like to expand the program to include grades 7-8. They feel this will help bring in additional students and bring in more income and ADA, and will provide opportunity to bring back Oakdale students who have had to go elsewhere for this type of program. In response to a question from Trustee Shatswell about staffing, Superintendent Malone stated that we currently have sufficient staffing, but as we increase moving forward will look at adding as needed.

It was **M/S/C (Tozzi/Shatswell)** to approve Oakdale Home Charter Program Expansion. Passed unanimously.

COMMENCEMENT  
ASSIGNMENT

12.2 Board members identified commencement ceremonies they plan to attend:

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| Alternative Education –<br>Wednesday, May 20, 7:00 p.m.<br>Oakdale High School     | <b>Gilbert, House,<br/>                 Shatswell, Shook<br/>                 Tozzi</b> |
| Oakdale Junior High School –<br>Thursday, May 21, 7:00 p.m.<br>Oakdale High School | <b>Gilbert, House,<br/>                 Shatswell, Shook</b>                            |
| Oakdale High School –<br>Friday, May 22, 7:00 p.m.<br>Oakdale High School          | <b>House, Shatswell<br/>                 Tozzi</b>                                      |

APPROVAL OF SECOND QTR. DEVELOPER FEES REPORT 12.3 Ms. Dyke presented the Quarterly Developer Fee Report noting fees collected in 2014-15 are double the first two quarters last year, and the majority are still from Bridle Ridge.

It was **M/S/C (Tozzi/House)** to approve the Second Quarter Developer Fee Report. Passed unanimously.

## INFORMATION

- 13.1 Holiday / Martin Luther King Birthday, January 19
- 13.2 K-12 Minimum Day / Staff Development, January 26
- 13.3 8<sup>th</sup> Grade Parent Night, OHS Main Gym, January 28, 6:30-8:30 pm
- 13.4 Junior High Parent Club “Jeans & Jerseys” Crab Dinner, January 24, 6:00 p.m. to Midnight, FES Hall
- 13.5 Gifted Learner Theater Performances:  
February 3, Cloverland Cafeteria, 6-8:30 pm  
February 4, Fair Oaks, 6-8:30 pm  
February 5, Sierra View, 6-8:30 pm  
February 6, Magnolia, 6-8:30 pm
- 13.6 OHS Winter Homecoming Rally / Game/ Dance, February 6
- 13.7 Stanislaus County Academic Decathlon, February 7, Gregori High School, Awards 3:10-5:00 p.m.
- 13.8 Washington’s Birthday Holiday Observed/Schools Closed, February 9

## ITEMS FOR NEXT AGENDA

- 14.1 SARC Approval
- 14.2 Approval of 2015-16 Traditional School Year Calendar
- 14.3 Superintendent’s Mid-Year Evaluation
- 14.4 Acceptance of District Audit Report
- 14.5 Approval of 2014-15 Second Interim Report and Positive Certification

Trustee Gilbert thanked Ms. Minabe for inviting her to the Egyptian Museum the end of last year and noted that if there are similar opportunities for the Board to interact one on one with students and talk with them, it is exciting for them.

## ADJOURNMENT

- 16.0 The meeting adjourned at 7:32 p.m.