

BUSD February 28, 2024 Board Meeting Minutes

1. Open Session 5:30 P.M. 3150 Education Drive

The Board Meeting of the Bellevue Union School District Board of Trustees was called to order at 5:38 pm by Adele Walker, Trustee, in person at the Bellevue Union School District Office.

1.1. Call To Order 5:38 P.M..

1.2. Public Comment on Closed Session Agenda Dan Levitis - 2.1.1.1 Communication

2. Adjourn to Closed session 5:40 P.M.

2.1. Closed Session Agenda

2.1.1. Public Employment § 54957

2.1.1.1. Conference With Labor Negotiator §54957.6

Agency Designated Representative: Michael Kellison, Superintendent
Employee Organization: Bellevue Education Association (BEA), Classified
School Employees Association (CSEA) Chapter 501, Unrepresented
Employees

3. Reconvene to Open Session 6:30 P.M. Taylor Mountain MPR 1210 Bellevue Ave E

3.1. Flag Salute: Chris Kim led the flag salute.

Members Present: Adele Walker, Jamie Padilla, Irene Rosario,
Nikigiovonie Rogers, Lisa Reyes and Michael
Kellison

Members Absent: None

Late Arrivals: None

Early Departures: None

District Office Staff Present: Michael Kellison, Moriah Hart, Chris Kim, Tracy
Whitaker, Aracely Romo-Flores, Stacy Spector,
Ryan Green, Bill Jereb

Others Present: See Sign in

3.2. Report on Closed Session None

3.3. Consider Agenda Adjustment None

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4. Information

4.1. Budget Presentation, Chris Kim, CBO and Michael Kellison, Superintendent

Superintendent Michael Kellison shared with the community

Members of the BUSD Community. I would like to take this opportunity to thank you for attending tonight's meeting. Additionally, I would like to thank you for your thoughtful comments from the previous meeting as well as additional messages that have been received. I appreciate your advocacy for the programs and people that you value, and the manner with which everyone has conducted themselves throughout.

We felt it important to present a budget update at the beginning of tonight's meeting. In a moment, Chris Kim, our CBO, will present to you the District budget so that you can see what has changed since the District adopted the First Interim budget. Our hope is to provide you with clarity as to how each successive change impacted the overall financial condition of our District.

Before I hand things over to Chris, I would like to acknowledge the timing of each of these changes as they have all occurred in a relatively short time frame with the majority of these changes taking place during the month of January. As I shared previously, the short and long term fiscal stability of the District is at risk. To put it simply, we will be receiving less in revenue than we originally planned for in our budget while also experiencing increasing costs. We will pay for this deficit in our budget in the short term through the use of our reserve. However, our reserve will not be sufficient to cover our costs over the next two years. As a result of this, we will need to make reductions in costs to balance our budget. These reductions will need to occur over the next two years in order to meet our financial obligations and have a balanced budget.

My responsibility is to inform the Board and provide the trustees with options on how to balance our budget. A reduction in personnel combined with reductions in books and supplies as well as services and operating expenditures is the method that was and is being proposed. Tonight, the Board will be presented with a revised series of resolutions to initiate the reduction in force process allowing the District to take action and notify employees prior to the March 15th deadline.

As stated previously, these recommendations were difficult to make. We care deeply about our employees and believe that each and every one of them provide added value to our District. And, yet we also have the responsibility of remaining fiscally viable.

With that being said, I will now have Chris Kim, CBO, present our District budget.

CBO Chris Kim presented an update on the BUSD Budget

After Presentation By CBO:

As we bring closure to this budget presentation, I want to acknowledge the challenges that any type of spending reduction plan creates. There is potential for adversarial conditions and a desire to point the finger at someone or something for the reason that we are in this position. That is a typical human

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reaction and we understand that this will be a likely consequence of this situation. However, I want to also acknowledge that blame will not resolve the situation that we are in. We must develop a budget in which our revenues and expenditures are in line with one another. As it is likely that the state budget conditions will not change positively in the near future, our only course of action is to decrease expenses through reductions in programs, services and personnel. The tough decisions that our District must make do not end tonight. There will be more work to be done. And we would like to do that work collaboratively. Therefore, I will be recommending to the Board of Trustees that we establish a standing budget committee that is made up of representatives from all of our stakeholder groups. This group would meet on a regular basis to review the budget so that we could recommend budgetary actions together as a unified group. While this does not change the need to take action now, it does establish a process in which there is opportunity to participate while also providing clarity and transparency with regard to the District financial condition.

5. Public Comment:

Carrie Boyce - Classified staff cuts hurt teachers & students
Jenn Spain - Classified staff cuts hurt student reading needs
Dan Levitis - Staff cuts will hurt students/communication
Jacqueline Gardina - Staff cuts will hurt students
Rachael Spaeth - Staff Cuts/Lit Paras meet student needs
Kestrel Levitis - Staff cuts hurt students with disabilities

6. Board Report

Adele Walker, Board of Trustees:

First, thank you to everyone that has reached out to us via email or spoke at our last board meeting. And also for those that came tonight.

We have been tasked with a difficult decision that none of us want to make. But our responsibility is to ensure fiscal stability of this District, and as a result we really don't have a choice. With almost 80% of the District's budget tied to staffing costs, the dollar amount of reductions we need to make to begin to balance our budget has to come from some of our most valued assets, our staff.

On Friday, February 16th, our staff and parents received a letter from the board. The intent of the letter was to provide our community with a timeline of events that led us to making the decision to implement staffing reductions. Our intent was not to single out any one group or to cast blame on anyone. On behalf of the Board, we are sorry if some felt that way. We were simply sharing a timeline of facts that led to us making this difficult decision.

At our regular board meeting on February 20th, we listened to our community express concerns about the proposed reductions. As a result of this input, we looked at additional areas within the budget to reduce. Additionally, the list of proposed personnel reductions was revised based upon the feedback received. And tonight we will be asked to take action on a different list of positions to be reduced for next year's budget. We want our community to know that while we understand the potential impact of our decisions, ultimately we must make decisions that will allow our District to adapt to the financial reality that we are facing. It is also important to note that further reductions will need to occur in the 25-26 school year to ensure we maintain our required 3% reserve.

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The need to take action now is due to the statutory requirement to notify employees no later than March 15th of the possible layoff. Over the next few weeks, you will hear more and more districts making the same tough decisions as everyone adapts to the changes in the state budget.

The actions we take tonight will allow our administrative team the time to properly notify impacted employees. And, if circumstances change with District finances, we will evaluate the reductions to determine whether any of the layoffs will be rescinded. Our role as a Board of Education is to support our educational mission, while also ensuring the financial health of our district.

If the state budget improves we might not have to cut people, and if anything changes with the state budget and we can bring people back, we will ask people back.

7. Action

- 7.1. On a motion by Jamie Padilla, second by Irene Rosario, the Board approved Resolution No 17: Regarding Certificated Reduction in Force

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

- 7.2. On a motion by Nikigiovonie Rogers, second by Irene Rosario, the Board approved Resolution No 18: Regarding Elimination of Permanent Classified Employee Services

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

- 7.3. On a motion by Lisa Reyes, second by Jamie Padilla, the Board approved Resolution No 19: Skipping Criteria for Certificated Staff

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

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- 7.4. On a motion by Irenen Rosario, second by Lisa Reyes, the Board approved the Resolution No 20: Tie Breaking Criteria for Certificated Staff

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

8. Planning

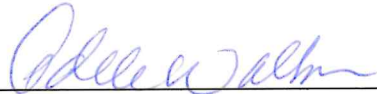
March 12, 2024	Special Board Meeting: Facilities Tour	1:45pm	Kawana Springs ES 2121 Moraga Dr
March 12, 2024	Regular Board Meeting	5:30pm	BUSD District Office 3150 Education Drive

9. ~~Return to Closed session~~

10. Open Session Adjournment Time: 7:37 pm

Respectfully Submitted,

By Michael Kellison
Secretary to the Board and
District Superintendent

Board Signature:  Date: 4-16-24

