

## BUSD February 20, 2024 Board Meeting Minutes

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### 1. Open Session 5:30 P.M.

The Board Meeting of the Bellevue Union School District Board of Trustees was called to order at 5:30 pm by Adele Walker, Trustee, in person at the Bellevue Union School District Office.

1.1. Call To Order 5:30 P.M..

1.2. Public Comment on Closed Session Agenda N/A

### 2. Adjourn to Closed session 5:31 P.M.

#### 2.1. Closed Session Agenda

2.1.1. Public Employment § 54957

2.1.2. 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

2.1.3. Public Employment §54957

2.1.3.1. Leave of Absence

2.1.4. Public Employee Discipline/Dismissal/Release (Gov. Code §54957)

2.1.5. Conference With Legal Counsel – Existing Litigation (Gov. Code §54956.9(d)(1))

DE v. Bellevue Union School District; Sonoma Superior Court, Case No. SCV-269166

LT v. Bellevue Union School District; Sonoma Superior Court, Case No. SCV-269516

### 3. Reconvene to Open Session 6:30 P.M.

3.1. Flag Salute: Michael Kellison 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

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During closed session, the Board acted to authorize the District Superintendent, or designee, to notify each of the probationary certificated employees presented in closed session, for a total of 3.0 FTE, pursuant to Education Code section 44929.21, that he or she will not be reelected for the 2024-2025 school year.

The Board vote was as follows:

Ayes: 5

Noes: 0

Abstain: 0

During closed session, the Board acted to authorize the District Superintendent, or designee, to notify each of the temporary certificated employees presented in closed session, for a total of 3.0 FTE, pursuant to Education Code section 44929.21, that he or she will not be reelected for the 2024-2025 school year.

The Board vote was as follows:

Ayes: 5

Noes: 0

Abstain: 0

During closed session, the Board acted to approve one request for Unpaid Leave from one member of the Classified Service by a vote of:

Ayes: 5

Noes: 0

Abstain: 0

### 3.3. Report on February 7, 2024 Closed Session N/A

### 3.4. Consider Agenda Adjustment:

Item Number 8.5 Superintendent Report is being moved to Item 3.5

Item Number 6.2 has an incorrect Resolution number and should reflect Resolution number 15 instead of 13

Item Number 6.4 has an incorrect Resolution number and should reflect Resolution number 16 instead of 14

### 3.5. Superintendent Report

Tonight's meeting is a somber one as we present options to begin the process of balancing our budget. The Board and I felt it was important to share the reasons for the need to move forward with a reduction in force prior to the Public Comment section on our Board Agenda.

As a result of several factors occurring at the same time, the District is encountering significant financial distress and is facing some difficult decisions as we look to bring our revenue and expenditures in alignment.

The four factors that I will highlight are putting the District in a position that requires action to be taken now as well as next year or we will be unable to meet the criteria for passing a budget. Expiration of one-time funds received from the state and federal government in response to the COVID-19 pandemic. (Approximately \$3 million less in revenue)



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Significantly lower than expected Cost of Living Adjustment (COLA) proposed in the Governor's January Budget for 24-25 and 25-26. (Originally projected at 3.94%, now at 0.76% in 24-25 which would mean a reduction of approximately \$950k in revenue; in 25-26 the original projection of 3.29% is now at 2.73% and that would mean a reduction of \$1.5M in revenue in the 25-26 school year)

Significantly higher than expected salary and benefit increases as negotiated with bargaining units. Those numbers are a 9% salary increase in the current year, 23-24, followed by a 3% increase in 24-25. Additionally, the agreement calls for an increase in the district contribution to health and welfare benefits of \$2500 in the current year and an additional \$500 in 24-25.

Overall, the impact of implementing this would result in an increase in expenses of more than \$2M in 23-24 with an additional \$925k increase in expenses in 24-25.

Litigation settlement payments stemming from a lawsuit involving an inherited issue in which the District did not have insurance protections at that time therefore the cost of the settlement will have to be paid out of money from the general fund.

The District's current adopted budget already accounted for a planned spending down of one-time restricted dollars as these funds have expiration dates. Without any salary increases, the District was already going to be in a position where action would be required to reduce expenditures by \$3M in preparation for the 2025-26 school year. With the salary and benefits increases currently part of the tentative agreement, the potential loss of revenue, the expiration of one-time funds and the cost of the legal settlement, we could not wait to begin the process of making significant reductions. Assuming these variables, the District will need to implement planned reductions to close the significant gap that exists between our revenues and expenditures in order to balance our budget.

The resolutions being presented to the Board tonight are the first step in this process and are required by statute in order to initiate a reduction in force. A reduction in force process along with proper notification to employees impacted must occur no later than March 15th. None of the positions listed on the resolutions are taken for granted, nor are they viewed as not having value. However, when facing the financial realities that we are as a District, we needed to look closely at all aspects of our District operations.

Speaking on behalf of the District, no one wants to reduce staffing. We care deeply about our employees and believe that each and every one of them provide added value to our District. We understand that each decision that we make as a District impacts the individual who is currently in that position. Additionally, we understand the potential impact that the loss of staff has on our District overall.

And with that said, we must address the reality that our District's financial position is challenged and actions must be taken to bring revenues and expenditures in balance to ensure both the short-term and long-term financial health of our District.

We felt it important that our public hear this from us prior to opening the floor to listen to our community through the public comment process. During the public comment process we will only be able to listen and cannot respond, however please do know that we are listening closely and value what each member of our community has to say. As a reminder, individual speakers are limited to 3 minutes and we will signal you when your time is up. Additionally, we operate

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our meetings following our civility policy which allows us to focus on what is being said without use of derogatory or insulting language.

With great pride.

Submitted by: Michael Kellison, Superintendent

### 4. Public Comment:

Alanya Navarro Blake: Staff Cuts  
Nicole Guerra: Staff Cuts  
Elizabeth Ramirez: Staff Cuts  
Jenn Spain: Staff Cuts  
Erin Ford: Staff Cuts/Parent Communication  
Michael Lampear: Staff Cuts  
Rachel Spaeth, PhD: Staff Cuts  
Chris Gardina: Staff Cuts  
Kestrel Levitis: Staff Cuts  
Dan Levitis: Staff Cuts/Public Communication

### 5. Information

5.1. Mid-Year LCAP Report and California Dashboard Overview, Aracely Romo-Flores, Director of Education Services

### 6. Action

6.1. On a motion by Jamie Padilla, second by Lisa Reyes, the Board approved E-Rate Proposals for 2024 E-Rate Funding

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

6.2. On a motion by Irene Rosario, second by Jamie Padilla, the Board approved Resolution No. 15: Establish Capacity Limits for Class Sizes and Special Programs

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

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- 6.3. On a motion by Nikigiovonie Rogers, second by Lisa Reyes, the Board approved the BUSD 2024-25 Comprehensive Safety Plan

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

- 6.4. On a motion by Lisa Reyes, second by Nikigiovonie Rogers, the Board approved Resolution No 16: Recognizing March as Arts in Education Month

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

- 6.5. On a motion by Jamie Padilla, second by Lisa Reyes, the Board chose Jeremy Brott as the 2024-2026 CSBA Delegate Assembly Member

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

- 6.6. On a motion by Jamie Padilla, and a second by Lisa Reyes, the Board has voted not to take action on items 6.6-6.9 at tonight's meeting.

6.6 Consider Approval of Resolution No 17: Regarding Certificated Reduction in Force

6.7 Consider Approval of Resolution No 18: Regarding Elimination of Permanent Classified Employee Service

6.8 Consider Approval of Resolution No 19: Skipping Criteria for Certificated Staff

6.9 Consider Approval of Resolution No 20: Tie Breaking Criteria for Certificated Staff

Action: Approved

Vote	5	Ayes
	0	Noes



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	0	Absent
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The Board is requesting additional information and will schedule a special meeting in the near future to consider next steps.

### 6.7. Ratification of Bills and Warrants

#### Payroll Totals

##### Manual Payroll 1/18/2024

Certificated	0
<u>Classified</u>	<u>0</u>
	0

##### Regular Payroll 1/31/2024

Certificated	921,390.22
<u>Classified</u>	<u>460,284.41</u>
Total	1,381,674.63

##### Supplemental Payroll 2/9/2024

Certificated	32,695.50
<u>Classified</u>	<u>55,312.87</u>
	88,008.37

Total: 1,694,683.00

#### Accounts Payable Totals:

Fund Description	Expensed Amount
01 General Fund	1,528,842.84
12 Child Development Fund	526,823.80
13 Cafeteria Fund	212,537.22
21 Building Fund	925,965.77
<u>25 Capital Facilities Fund</u>	<u>23,525.00</u>
Total Payables	\$3,217,694.63

On a motion by Lisa Reyes, second by Jamie Padilla, the Board ratified the Bills and Warrants.

Action: Approved

Vote	5	Ayes
	0	Noes
	0	Absent

### 7. Consent Calendar

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7.1. Notice of Completion for the Bellevue USD Portables Modernization Project

7.2. Contracts:

7.2.1. Softchoice Microsoft Subscription for 2024-2025

7.3. Board Meeting Minutes

7.3.1. Special Board Meeting Minutes February 7, 2024

7.3.2. Regular Board Meeting Minutes January 16, 2024

7.3.3. Special Board Meeting Minutes January 16, 2024

7.4. Board Personnel Transaction Form

7.4.1. Retirement Incentive Award Recipient

On a motion by Jamie Padilla, second by Lisa Reyes , the Board approved the Consent calendar

Action:        Approved

Vote	5	Ayes
	0	Noes
	0	Absent

## 8. Reports

8.1. California School Employees Association, Chapter 501

N/A

8.2. Bellevue Education Association

Julie McMurtrie, BEA co-president, reported out.

8.3. Principal Reports

Taylor Mountain Principal, Margaret Jacobson, shared:

Good evening Board Members and Superintendent Kellison

We are quickly approaching the end of the second trimester and are looking forward to the culminating activities that the close of the grading period will bring, as well as sunnier days with fewer indoor recesses!

A summary of this month's academic highlights include the beginning of ELPAC testing at all grade levels. Our English Learners get one chance each year to demonstrate their proficiency in listening, speaking, reading, and writing of English. We have supported our students with daily Designated ELD instruction, after-school tutor groups, and interim practice tests sessions. Our message to our students, our parents and their families has been consistently clear: English Learner reclassification is one of our top-priorities!

Math has been another target area for us this year. We have finished up our second round of Math talks with Emily from SCOE. 3rd, 4th, and 6th grade teachers across the district have had

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the opportunity to observe Emily model Math talks. And this month they, themselves, demonstrated a math talk lesson with their own students, while Emily coached them. Teachers were able to debrief with Emily and discuss next steps.

As the trimester closes on March 1, our teachers and literacy paraprofessional teams are assessing students' progress. TOSA's will lead our staff in analyzing student achievement data which will be used to revise intervention groups and guide instruction for the remainder of the school year.

Our school communities have enjoyed a variety of activities this winter. Though each school shapes the events especially for their students and families, many events are common and have included:

- The celebration of Kindness Week,
- Family Dance Nights,
- Valentine's Day celebrations
- Finishing up Boys Basketball season with a tournament scheduled for early March,
- Launching our Girls Basketball team tryouts,
- Hosting the Sonoma County Library's BiblioBus on Campus; and
- Preparing our gardens for Spring.

There truly is always something interesting and exciting taking place on our campuses!

We would like to close our report by acknowledging this difficult time for our district and for the many staff members that will be affected by the necessary reductions in staffing. We know behind every position is a valued staff member, and the loss of these positions will certainly impact staff and students, as well. We recognize how very difficult it is to make these decisions tonight and in the future.

Our principal team is dedicated to leading our staff and school communities while keeping students, always, at the center of our work.

Thank you, and good evening:)

### 8.4. Board Reports/Board Items

#### 8.4.1. Correspondence

Jamie Padilla thanked the community for coming and for sharing their concerns.

Adele Walker acknowledged the community and the speakers.

### 8.5. Superintendent Report (3.5 above)

#### 8.5.1. Enrollment Update

#### 8.5.2. COOL School Updates

## 9. Planning

March 12, 2024	Special Board Meeting: Facilities Tour	1:45pm	<b>Kawana Springs ES</b> 2121 Moraga Dr
March 12, 2024	Regular Board Meeting	5:30pm	<b>BUSD District Office</b>



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		3150 Education Drive
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10. ~~Return to Closed session~~

11. Open Session Adjournment Time: 7:50 pm

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Respectfully Submitted,

By Michael Kellison  
Secretary to the Board and  
District Superintendent

Board Signature: Abdell Walker Date: 3-12-24

