

MINUTES**CERES UNIFIED SCHOOL DISTRICT****MEETING – BOARD OF TRUSTEES****December 8, 2016, 7:00 PM – District Office Board Room****2503 Lawrence Street – Ceres, California****REGULAR SCHEDULED MEETING**

Present for the regular scheduled meeting were: President Lourdes Perez, Trustees Betty Davis, Teresa Guerrero, Faye Lane, Mike Welsh and Valli Wigt, and Student Representatives Vinay Soni and Kristie Del Valle. Absent: Trustee Jim Kinard. Others present: Dr. Scott Siegel, Superintendent; Dr. Denise Wickham, Deputy Superintendent of Personnel Services; Dr. Debra Bukko, Assistant Superintendent of Educational Services; Dr. Amy Peterman, Assistant Superintendent of Business Services; and Jay Simmonds, Assistant Superintendent of Student Support Services.

1. OPEN SESSION – 5:00 PM – District Office – Conference Room C**a. Public Comment**

President Perez opened the meeting at 5:00 p.m. for public comment. There was no one wishing to address the Board.

b. Study Session – Capital Facility Planning**c. Adjourn to Closed Session****2. CLOSED SESSION – Conference Room C****a. Public Employee – Discipline/Dismissal/Release (Government Code Section 54947)****b. Conference With Labor Negotiator (Government Code Section 54957.6)**

- Agency Designated Representatives: Scott Siegel, Denise Wickham and David Viss
Employee Organizations: CUTA, CSEA and Unrepresented Employees
- Agency Designated Representative: Scott Siegel
Unrepresented Employees: Deputy Superintendent and Assistant Superintendents
- Agency Designated Representative: Board President Perez
Unrepresented Employee: Superintendent

c. Student Discipline/Expulsions (Education Code 35146)**d. Reconvene to Open Session****3. PUBLIC MEETING – 7:00 PM – Board Room**

The meeting was convened to Open Session, where President Perez called the Public Meeting to order at 7:06 p.m. with a quorum present. The salute to the flag was given and Pastor Dionicio Vargas of Valley View Church of the Nazarene gave the invocation.

ORGANIZATIONAL MEETING**• Election of President**

Trustee Welsh moved and Trustee Lane seconded to elect Teresa Guerrero as Board President for 2017. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

- **Election of Board Clerk**

Trustee Davis moved and Trustee Wigt seconded to elect Faye Lane as Board Clerk for 2017. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

- **Appointment of Representative to Vote on the Members of the County Committee on School District Organization**

Trustee Guerrero moved and Trustee Lane seconded to appoint Jim Kinard to vote on the Members of the County Committee on School District Organization for 2017. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

- **Appointment of Representatives to City and School 2+2+2 Committee**

Dr. Siegel noted that these roles are traditionally filled by the Board President and Board Clerk.

Trustee Davis moved and Trustee Welsh seconded to appoint Teresa Guerrero and Faye Lane to serve on the City and School 2+2+2 Committee for 2017. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

- **Approval of the Board of Trustees 2017 Meeting Calendar**

Trustee Wigt moved and Trustee Guerrero seconded to approve as presented the Board of Trustees 2017 meeting calendar. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

4. **COMMENDATION/SCHOOL PRESENTATION SECTION**

- a. **Recognition of Staff Earning Ceres Certification of Direct Instruction**

Director of Curriculum and Instruction Kirsten Saint introduced certificated staff members who have obtained their Ceres Certification, Recertification, or Coach Certification of Direct Instruction. The Trustees and Dr. Siegel greeted and congratulated the staff members and President Perez presented them with certificates in recognition of their accomplishments.

- b. **Whitmore Charter School – *Fine Arts and Technology Infusion***

Principal Sarah Olson acknowledged Assistant Principal Mary Gonzales, Learning Director Nicole Aguiar, and teachers present for the presentation. Ms. Olson reported that the site focus continues to be on academic instruction in the classroom. Ms. Olson presented a video that highlighted instructional practices within the fine arts and technology programs, and demonstrated how students transfer classroom learning into performance-based opportunities.

At this time, President Perez offered the opportunity for those present for the Commendations and School Presentation to exit the meeting.

5. **APPROVAL OF AGENDA**

- a. **Opportunity for the Board and Administration to Adjust the Published Agenda**

President Perez offered the opportunity to make adjustments to the published Agenda. No adjustments were requested.

6. HEARING SECTION**a. Opportunity for Citizens to Address Items Not on the Agenda**

President Perez opened a public hearing for those wishing to address an item not on the Agenda. Trustee Guerrero read aloud the guidelines relevant to public presentations to the Board. With no one wishing to address the Board, the public hearing was closed.

7. REPORT OUT OF CLOSED SESSION

Trustee Perez reported that no action was taken during Closed Session.

8. CONSENT AGENDA

- a. Minutes of the Regular Governing Board Meeting of November 10, 2016
- b. Ratification of Warrants
- c. Ratification of Employment
- d. Ratification of Contracts and Agreements
- e. Disposal of District Property
- f. Recommended Rejection of Claim for Damages

Trustee Wigt moved and Trustee Lane seconded to approve Consent Agenda items a-f. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

9. ACTION SECTION**a. Consideration of Student Expulsions**

Trustee Davis moved, and Trustee Welsh seconded to uphold Student Expulsion Case Numbers EX14-16/17, EX15-16/17, EX16-16/17, EX17-16/17, EX18-16/17, EX19-16/17 and EX20-16/17. Ayes: Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

b. First Interim Report and Criteria & Standards Review for Fiscal Year 2016-2017

Assistant Superintendent of Business Services Dr. Amy Peterman presented for review and action by the Board of Trustees the First Interim Report and corresponding Criteria & Standards Review for December 2016. Where the District did not meet the criteria and standards, an explanation is provided. Based on the information contained in the Interim Report, staff is recommending that the Board declare a Positive Certification attesting that the District will be able to meet its financial obligations for the remainder of the fiscal year.

Trustee Lane moved and Trustee Wigt seconded to approve the First Interim Report and Criteria and Standards Review. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

c. Classified and Certificated Bargaining Agreement Certifications

In accordance with Government Code 3547.5, Dr. Peterman presented for review by the Board of Trustees certifications and supporting financial information showing that the district is able to afford the compensation increases set forth in negotiated settlements with the employee bargaining units.

Trustee Davis moved and Trustee Lane seconded to authorize a 3.0 percent ongoing salary increase, effective July 1, 2016, as per the certifications. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

d. **Negotiated Tentative Agreement with CSEA**

Deputy Superintendent of Personnel Services Dr. Denise Wickham reported that, on November 17, 2016, representatives from the Ceres Unified School District (CUSD) and the California School Employees Association, Chapter #140 (CSEA) met to commence negotiations for the 2016-2019 Contract. CSEA membership has voted to ratify the Tentative Successor Agreement between CUSD and CSEA. Dr. Wickham presented the contract for ratification by the Board of Trustees. The proposed salary adjustment will be made by February 28, 2017.

Trustee Davis moved and Trustee Lane seconded to ratify the negotiated Tentative Successor Agreement between CUTA and Ceres Unified School District for 2016-2019. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

e. **Negotiated Tentative Agreement with CUTA**

Director of Personnel Services David Viss reported that, on November 4, 2016, District Negotiations team members met with the Ceres Unified Teachers Association (CUTA) Negotiations team and the designee for each party signed the attached Tentative Successor Agreement for 2016-2019. CUTA membership has voted to ratify the Tentative Successor Agreement between CUSD and CUTA. Mr. Viss presented the contract for ratification by the Board of Trustees. The proposed salary adjustment will be made by March 31, 2017.

Trustee Davis moved and Trustee Wigt seconded to ratify the negotiated Tentative Successor Agreement between CUTA and Ceres Unified School District for 2016-2019. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

f. **Confidential, Classified Management and Certificated Administration (excluding Cabinet members) Compensation for 2016-2017**

Dr. Wickham reported that the following adjustments are being recommended for non-represented groups for the 2016-2017 school year, effective July 1, 2016:

Confidential Employees - Increase salaries by 3.0 percent. The proposed salary adjustments will be made by February 28, 2017.

Classified Management Employees - Increase salaries by 3.0 percent. The proposed salary adjustments will be made by March 31, 2017.

Certificated Administration Employees (excluding Cabinet members) - Increase salaries by 3.0 percent. The proposed salary adjustments will be made by March 31, 2017.

Dr. Wickham presented samples of the Confidential, Classified Management, and Certificated Administration salary schedules for 2016-2017 which reflect an increase of 3.0 percent to the 2015-2016 salary schedules, effective July 1, 2016. Any retroactive payments made to implement these salary increases will not apply to extra duty compensation or stipends.

Trustee Lane moved and Trustee Guerrero seconded to approve the compensation adjustments for non-represented employees as detailed above. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

g. **Cabinet Compensation for 2016-2017**

President Perez presented for review by the Board of Trustees a memorandum from legal counsel detailing the salary increases for Cabinet members specified by salary formula

language in their contracts. If such increases are larger than a price inflator used by the state, the increases must be approved by the Board of Trustees even if they are specified in contractual language. Any retroactive payment will be paid by March 31, 2017.

Trustee Guerrero moved and Trustee Lane seconded to approve the 2016-2017 salaries for the Superintendent, Deputy Superintendent and Assistant Superintendents as delineated in the memorandum. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

h. Authorization to Increase the Daily Rate of Pay for Certificated Substitutes

Dr. Wickham reported that, due to a shortage of substitutes, the detrimental impact that substitute shortages create on classroom learning environments, and the necessity to remain competitive in salaries amidst a shrinking sub pool, staff is recommending that the Board of Trustees approve the following increase in the daily rate of pay for certificated substitute teachers, effective January 3, 2017: Increase the daily rate of pay for certificated substitute teachers working 1 to 20 days from \$120.00/day to \$125.00/day. A recently completed salary study reflects that the proposed increase is consistent with the rate being paid by neighboring districts.

Trustee Davis moved and Trustee Wigt seconded to approve the recommended increase to the daily rate of pay for certificated substitutes teachers. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

i. 2017-2018 School Calendar

Dr. Wickham expressed appreciation to the employee associations for their collaboration on the 2017-2018 school calendar, and in particular to CUTA for helping to ensure that classified school-term employees are able to work at least one day in June. Dr. Wickham presented for review and action by the Board of Trustees the 2017-2018 school calendar. The first of 180 instructional days for the 2017-2018 school year is August 9, 2017.

Trustee Davis moved and Trustee Lane seconded to approve as presented the 2017-2018 school calendar. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

j. Committee on Assignment and Ad Hoc Committee Recommendations

Mr. Viss reported that Title 5 Regulations allow employing agencies to assign teachers, with their consent, to teach subject-matter classes which do not fall within their authorized subject areas, provided that the employing agency determines the teacher has the requisite knowledge and skills pursuant to Education Code 44258.7 (Committee on Assignment) for “elective” subjects and Education Code 44258.3 (Ad Hoc Committee) for “core” subjects.

Mr. Viss reported that the need arises annually for a few teachers to teach elective subjects outside their credential areas. These teachers have full credentials in their primary subject areas, have completed a credentialing program, have consented to the teaching assignment, and have the knowledge, coursework, and/or experience to teach the elective subject(s). For the 2016-2017 school year, CUSD has teachers who are teaching an elective outside their primary credential subject area(s) in the following elective courses: Intro to Video Production, Yearbook, Computer Art, Health, Drama, Gateway to Technology, Intro to Manufacturing, Driver’s Education, Video Production, Computer Graphics, Digital Photography, Advanced Digital Photography, Advanced Video Production, Intro to Engineering, Principles of Engineering and Robotics II, Computer Programming, Animation, Strength/Fitness, Intro to Agriculture, Intro to Green Manufacturing, Video Photography, Manufacturing Electricity, Manufacturing Drafting and Manufacturing Industries.

Mr. Viss reported that the District also has teachers teaching a core subject outside their primary credential areas. These teachers have full credentials in their primary subject areas, have completed a credentialing program, have consented to the teaching assignment, and their Principals have attested to their subject matter competence by at least two of the following criteria: classroom observation by subject matter specialist(s), oral interviews regarding curriculum framework and courses of study to be taught, observation of demonstration lesson(s), presentation by the teacher of curricular portfolios, or written examinations.

Mr. Viss reported that, as provided by Board Policy and pursuant to Education Code, the Committee on Assignment and Ad Hoc Committee members, consisting of Site Principals, Deputy Superintendent of Personnel, Director of Personnel, Curriculum and Instruction Representative and the CUTA President, met on November 15, 2016, and compiled a list of teachers recommended to teach outside their subject areas. Mr. Viss presented the list for review and action by the Board of Trustees.

Trustee Davis moved and Trustee Wigt seconded to approve the Committee on Assignment and Ad Hoc Committee Recommendations. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

k. **College Readiness Block Plan**

Assistant Superintendent of Educational Services Dr. Debra Bukko reported that College Readiness Block Grant funding has been allocated to provide California high school pupils – particularly unduplicated pupils – additional supports to increase the number who enroll at institutions of higher education and complete an undergraduate degree within four years. As a condition of receiving the funds, school districts are required to develop and adopt a plan explaining how these funds will be used to support college readiness during the 2016-2017 and 2017-2018 school years. As reported at the November 10, 2016 Board meeting, when this item was presented for public hearing and review, Ceres Unified plans to expend funds on additional Learning Directors to support college readiness activities.

Dr. Bukko presented the Ceres Unified College Readiness Block Grant Plan for action by the Board of Trustees.

Trustee Davis moved and Trustee Welsh seconded to approve as presented the Ceres Unified College Readiness Block Grant Plan. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

l. **Single Plans for Student Achievement (Annual Revision)**

Dr. Bukko reported that Education Code 64001 requires schools utilizing Consolidated Application (categorical) funds to maintain a Single Plan for Student Achievement, with goals based on analyzing verifiable student performance data from the state. These plans are to be reviewed and revised, as needed, each year by the school's site council, with any material changes approved by the Board.

Dr. Bukko reported that the 2016-2017 revisions include a change in format to align the Single Plan for Student Achievement with school-specific Strategic Plan/LCAP metrics, data, and evaluation of site-based data, leading to identification of celebrations and focus areas in 2016-2017.

Dr. Bukko presented the revised Single Plans for Student Achievement for review and action by the Board of Trustees.

Trustee Davis moved and Trustee Guerrero seconded to approve the revised Single Plans for Student Achievement for Adkison, Beaver, Carroll Fowler, Caswell, Don Pedro, Hidahl, La Rosa, Lucas, Sam Vaughn, Sinclear, Virginia Parks, Walter White, Whitmore Charter School of Technology, Westport, Blaker-Kinser, Mae Hensley, Cesar Chavez, Ceres High School, Central Valley High School, Argus, and Endeavor. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

m. Annual Auxiliary Organization Application 2017- Business Services

Dr. Peterman reported that Board Policy and Administrative Regulation 1230 require that school-connected organizations must now obtain the written approval of the Superintendent or designee prior to soliciting funds, and that requests for fundraising authorization shall be submitted annually to the Board.

Dr. Peterman presented the 2017 applications for review and action by the Board of Trustees. Dr. Peterman noted that future annual requests for fundraising authorization will be brought for action on the Consent Agenda.

Trustee Welsh moved and Trustee Lane seconded to approve the annual applications for 2017. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

n. Board Policy September 2016 Special-issue Revisions

Dr. Siegel reported that, in the process of maintaining and updating our Board Policies and Administrative Regulations to comply with current law and the California School Boards Association recommendations, a draft copy of the September 2016 special-issue revisions was made available for Board Member review and first reading at the October 20, 2016 meeting, with clean copies of the proposed revisions presented for a second reading at the November 10, 2016 meeting.

Dr. Siegel presented the proposed revisions for action by the Board of Trustees.

Trustee Guerrero moved and Trustee Wigt seconded to approve as presented the September 2016 Board Policy Revisions. Ayes: Vinay Soni, Kristie Del Valle, Valli Wigt, Betty Davis, Mike Welsh, Faye Lane, Teresa Guerrero and Lourdes Perez. Absent: Jim Kinard. Motion carried.

10. INFORMATION & STUDY

a. Superintendent's Report

Dr. Siegel congratulated the new officers for 2017, and thanked Trustee Perez for her year of service as Board President. Dr. Siegel wished everyone happy holidays and time to relax with their families. Dr. Siegel also asked that the family of the Westport students who recently passed away be kept in our thoughts.

b. Board Report

Central Valley High School Student Representative Kristie Del Valle and Ceres High School Student Representative Vinay Soni reported on athletics, academics and other activities at their respective schools.

The Trustees thanked President Perez for her service and extended congratulations to President-elect Guerrero and Clerk-elect Lane. Trustee Lane reported on the California School Boards Association Annual Education Conference, which Board members attended.

c. Association Report

Karie Dias, President of California School Employees Association, Chapter 140 (CSEA), thanked the District negotiating team for productive negotiating, and the Board for a generous 3 percent increase and other items. Ms. Dias reported that CSEA members have unanimously ratified the agreement. Ms. Dias wished everyone happy holidays.

JoDee Bonales, President of the Ceres Unified Teachers Association, reported that she is happy to have a contract and calendar before even halfway through the school year. Ms. Bonales reported that she has received positive feedback from the members on the working relationship between CUTA and the District. Ms. Bonales wished everyone happy holidays.

d. 2016-2017 Strategic Plan Evaluation Criteria

Dr. Bukko reported that, in 2015-2016, Ceres Unified Strategic Plan Evaluation criteria were revised to align with the three goals of the Local Control Accountability Plan. In October, the Board reviewed 2015-2016 data relative to the revised evaluation criteria.

Dr. Bukko reviewed the criteria and offered an opportunity for any changes the Board may want to the criteria for the 2016-2017 Strategic Plan.

On behalf of the Board, President Perez thanked Dr. Bukko for her work on the LCAP and Strategic Plan.

e. Title IX Report

David Viss, Director of Personnel Services and District Athletic Director, presented information on Title IX and the 2015-2016 expenditure allocations for Central Valley High School and Ceres High School delineated by gender. Mr. Viss acknowledged the support of Central Valley High School Athletic Director Greg Magni in preparing the report.

Mr. Viss reported that Title IX is intended to protect students, employees and others against gender discrimination through disparities in resources for sports. The report was prepared following an investigator's manual which cautions that Title IX does not required equal expenditures for each program, but rather appropriate allocation of resources. Examples of disparities include inequitable compensation of coaches for girls' and boys' sports, inequitable allocation of transportation resources, or lack of access to a sport available to only one gender.

Mr. Magni noted that varying numbers of home vs. away games can result in more or less money being expended on game officials (provided only for home games) or transportation (necessary only for away games), for instance. This is not disparity, as players have the opportunity to play the same number of games.

In response to Board interest, Dr. Siegel reported that the Title IX Report will become an annual agenda item, presented each December.

f. Office of Head Start Information Memorandum

Dr. Siegel reported that the Head Start Act requires the sharing with the School Board of accurate and regular information about the Ceres Head Start program. Dr. Siegel presented for review an Information Memorandum on the Expulsion and Suspension Policy for the Head Start program. Guidance will be followed to ensure compliance with the new regulations.

g. Board Policy October 2016 Revisions - First Reading (Draft)

Dr. Siegel reported that, in the process of maintaining and updating our Board Policies and Administrative Regulations to comply with current law and the California School Boards Association (CSBA) recommendations, a draft copy of the October 2016 Updates and Proposed Revisions is available for Board member review. An edited copy of the proposed changes will be presented for a second reading at an upcoming meeting.

Dr. Siegel took this opportunity to report on a potential change in policy as early as February regarding nondiscrimination in district programs and activities, in response to an updated section of the Education Code. A previous prohibition against using “Redskins” as a logo, mascot or team name has been expanded to include anything racially derogatory or discriminatory. A review of District team names, logos and mascots reflects that the majority are animals, or are otherwise innocuous. One potential exception is the Mae Hensley Warriors’ Indian headdress logo. Given that it is impossible to know what may be considered offensive, and with litigation likely for schools that fail to comply, Dr. Siegel recommended that other depictions of Warriors be considered, with students involved in that process.

Although action by the Board is not required, consensus among the Trustees was to move forward with identifying a new Warriors logo.

Adjourn to the Ceres Unified School District Finance Corporation Meeting

At 8:25 p.m., President Perez adjourned the Regular Meeting to the Ceres Unified School District Financing Corporation Meeting.

Re-open the Regular Meeting of the Ceres Unified School District Board of Trustees

President Perez re-opened the Regular Meeting of the Ceres Unified School District Board of Trustees at 8:27 p.m.

11. RESEARCH

None at this meeting.

12. ADJOURNMENT

President Perez adjourned the meeting at 8:27 p.m.

Respectfully Submitted,

Scott Siegel, Ed.D.
Secretary to the Board of Trustees