

Calaveras Unified School District  
P.O. Box 788  
San Andreas, CA 95249  
**MINUTES**  
**BOARD OF TRUSTEES**  
**June 24, 2014**

The meeting of the Calaveras Unified School District Board of Trustees was called to order at 4:00 p.m. at the CUSD District Administrative Office Board Room.

<b>MEMBERS PRESENT:</b>	Karan Bowsher Zerrall McDaniel	Gregory Gustafson Sherri Reusche
<b>MEMBERS ABSENT:</b>	Evan Garamendi	
<b>STAFF PRESENT:</b>	Mark Campbell Titia Ashby Ric Stitt Joe Cruz Arlene Ferman Lisa McInturf Amy Hasselwander	Liz Stanko Jan Kendall Kristie Starkovich Alissa Bain Kathy Griggs Randall Youngblood Leslie Westbrook
<b>CCOE:</b>	Kathy Northington	Claudia Davis
<b>OTHERS:</b>	Students and Community Members	

1. **Call to Order**

2. **Roll Call**

3. **Approval of the Agenda**

Item “b”, page 19 – Certificated Report, of the Routine Personnel Report was removed from the Consent Agenda and will be moved under Business as item “f.”

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

Any individual who requires disability-related accommodations, including auxiliary aids and services, in order to participate in the board meeting, should contact the Superintendent in writing. (Gov. code 54953.2, 54954.1) Members of the Public may request an item be placed on the agenda. The agenda request form is available on the CUSD website, [www.calaveras.k12.ca.us](http://www.calaveras.k12.ca.us), under forms, public. Agenda requests must be received at the District Office no later than 9:00 a.m., Monday, one week before the Board meeting. Forms can also be requested by calling (209) 754-2300. All Board meetings are tape recorded and the audio is posted on the district’s website.

**Approval of Agenda – Continued**

A Subsequent item was added to the agenda per Education Code Section 54954.2 (b) (2), allows a governing body to add an item to the agenda because the need for immediate action came to the attention of the Board after the agenda had already been posted. Two-thirds of the governing body present must vote to add the item:

**To be added under Business as item “g.”**

**Resolution 2013/14-36**

The Governing Board to concur in the recommendation of the District administration as to the need to rescind offers of employment made to eight (8) candidates for certificated positions for the 2014-15 school year.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0 (Garamendi absent)**

The June 24, 2014 agenda was approved.

**4. Announcement of Closed Session Items**

- a) Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CSEA (Gov. Code 54957.6)
- b) Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CUEA (Gov. Code 54957.6)
- c) Conference with Labor Negotiator: Mark Campbell in regard to negotiations with Management/Confidential/Supervisory (Gov. Code 54957.6)
- d) Conference with Labor Negotiator: Mark Campbell in regard to negotiations with CASTA (Gov. Code 54957.6)
- e) To Consider the Appointment, Employment, Evaluation of Performance, Discipline, or Dismissal of a Public Employee (Gov. Code 54957)
- f) Student Discipline Matters (Gov. Code 54954.5)
  - 1. AHP 13/14-03

**5. Public Comments**

At this time, visitors may comment on closed session items appearing on the agenda. This is not the time for discussion or deliberation nor can action be taken by the Trustees or Superintendent unless the matter is placed on a subsequent agenda. Individual speakers shall be allowed three minutes to address the Board on each closed agenda item (BB 9323). The Board shall limit the total time for public input on each item to 20 minutes. If visitors wish to address issues listed on the agenda, they may do so at the time the item is addressed by the Board. Conduct of Hearing Session/Public Forum will be as follows, per Calaveras Unified School District Board Bylaw #9322.

**6. Closed Session**

**7. Reconvene to Open Session**

**8. Pledge of Allegiance/Roll Call**

The Pledge of Allegiance was led by Acting Board President Sherri Reusche. Evan Garamendi was absent. A quorum was formed.

**9. Report of Action taken in Closed Session**

It was reported the Board took action to uphold the Administrative Hearing Panel's recommendation for expulsion on AHP 13/14-0003.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**10. Celebrations, Recognition and Announcements**

**11. Superintendent's Comments**

Superintendent Campbell said we will talk about the budget tonight. You can't talk about budget without referencing LCAP, and right now you can't talk about either one without referencing a lot of painful things budgetary. There will be no decisions made tonight. Over the last weeks there have been some things coming to fruition that have us in a very challenging situation. The decisions we will be making next week and over the next year will be done collectively. He holds himself personally responsible for the position we are in today and personally responsible for getting us out of this position. We will work as a team to protect people, programs and kids.

**12. Public Comments**

At this time, visitors may address issues that do not appear on the agenda. This is not the time for discussion or deliberation nor can action be taken by the Trustees or Superintendent unless the matter is placed on a subsequent agenda. Individual speakers shall be allowed three minutes to address the Board on each agenda or non-agenda item (BB 9323). The Board shall limit the total time for public input on each item to 20 minutes. If visitors wish to address issues listed on the agenda, they may do so at the time the item is addressed by the Board. Conduct of Hearing Session/Public Forum will be as follows, per Calaveras Unified School District Board Bylaw #9322.

Citizen Allen Lujan does not believe last week's Board meeting was engaging. He believes the governance piece was left out and the handouts were not clear. He would like the Superintendent to come back to discussion about his evaluation. The board elected to censure Trustee Gustafson but not Trustee Reusche because he believes the Board protects her as a "friend."

**13. Action on Items Removed from the Consent Agenda**

Item “b”, page 19 – Certificated Report, of the Routine Personnel Report was removed from the Consent Agenda and will be moved under Business as item “f.”

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**14. CONSENT AGENDA:**

Generally routine items are approved by one motion without discussion. The Superintendent or a Board member may request that an item be pulled from the consent agenda and voted on separately.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**a) Approval of Minutes**

**1. May 13, 2014**

**b) Routine Personnel Report , June 24, 2014**

**c) Approval, Vendor Warrant Listings – No item presented**

**d) Approval of Donations**

Donations to Calaveras Unified School District are presented for Board approval.

**e) Service Contracts Under \$500 Approved by the Business Department (pg 25)**

**f) Recognition of Grants**

**g) Approval of Bond Disbursements - No item presented**

**h) Special Contract Services – No item presented**

**15. PERSONNEL**

**a) Certificated Report (Lorraine Angel)**

**b) Classified Report (Scott Grutzmacher)**

**c) All Personnel**

**d) Classified Personnel**

**1. Adoption, Resolution 2013/14-35, In the Matter of Reduction of Preschool Services for the 2014/15 School Year**

It is recommended the Board adopt Resolution 2013/14-35, In the Matter of Reduction of Preschool Services for the 2014-15 school year due lack of work and/or funds

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**PERSONNEL – CONTINUED**

**e) Certificated Personnel**

**1. Approval of Job Share at Calaveras High School**

It is requested the Board approve a job share for Angie Jones (permanent – 57%) and Audrey Behlie (temporary – 43%), teaching English at Calaveras High School for the 2014-15 school year.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**2. Approve 2014/2015 CUEA Salary Schedules**

**a) 2014/15 CUEA Salary Schedule**

It is recommended the CUEA Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**b) 2014/15 CUEA Certificated Hourly Salary Schedule**

It is recommended the CUEA Certificated Hourly Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**c) 2014/15 CUEA Academic Salary Schedule**

It is recommended the CUEA Academic Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0 (Garamendi absent)**

**d) 2014/15 Sports Stipend Schedule**

It is recommended the Sports Stipend Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0 (Garamendi absent)**

**3. Approve the ROP 2014/15 Salary Schedule**

It is recommended the ROP Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0 (Garamendi absent)**

**PERSONNEL – CONTINUED**

**Certificated Personnel – Continued**

**4. Committee on Assignment Recommendations for the 2014/15 School Year**

It is requested the Board approve the following Resolutions, In the Matter of Local Teaching Options for the 2014/15 School Year:

Personnel Director Liz Stanko gave an explanation of the Committee on Assignment and what skills are taken into consideration to allow these assignments. Principal Amy Hasselwander gave an explanation of the Block periods. There was concern about what Pleasure reading is about and how it is taught from a community member. Board member Bowsher provided some background with her own personal experience in this course when she took it during high school. It was reminded that these are all elective courses. The cost of the robotics class was a concern from community member Ms. Lujan. She was informed that a \$6000 grant was received for this course.

**Resolution 2013/14-24 (pg 36)**: In the Matter of Local Teaching Options, Meryl Leigh Brainerd to teach Pleasure Reading.

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**Resolution 2013/14-25 (pg 37)**: In the Matter of Local Teaching Option; Teresa Fasola to teach Journalism.

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**Resolution 2013/14-26 (pg 38)**: In the Matter of Local Teaching Option; Mark Gonsalves to teach Spanish Speaking and Culture and Conversation.

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**Resolution 2013/14-27 (pg 39)**: In the Matter of Local Teaching Option; Kristin Ridders to teach [Tech] Squad.

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**Resolution 2013/14-28 (pg 40)**: In the matter of Local Teaching Option; Kevin Hesser to teach Landscaping/Gardening.

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**PERSONNEL – CONTINUED**

**Certificated Personnel – Continued**

[Resolution 2013/14-29 \(pg 41\)](#): In the Matter of Local Teaching Option; Jeanine Murphy to teach Robotics

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

[Resolution 2013/14-30 \(pg 42\)](#): In the Matter of Local Teaching Option: Jennifer Johnson to teach Beginning Family and Consumer Science.

**Motion: Bowsher      Second: Gustafson      Vote: 3-1 (Garamendi absent Gustafson Nay)**

[Resolution 2013/14-31 \(pg 43\)](#): In the Matter of Local Teaching Option: Jason Weatherby to teach Sports Conditioning.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0 (Garamendi absent)**

[Resolution 2013/14-32 \(pg 44\)](#): In the Matter of Local Teaching Option: Rick Behler to Teach Video Production

**Motion: Bowsher      Second: McDaniel      Vote: 3-1 (Garamendi absent Gustafson Nay)**

**f) Management/Confidential/Supervisory**

**1. [2014/15 Management/Confidential/Supervisor Salary Schedule \(pp 45-46\)](#)**

It is recommended the Management/Confidential/Supervisor Salary Schedule be adopted for the 2014-15 school year as presented.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0**

**16. CURRICULUM AND INSTRUCTION**

**a. [Local Control Accountability Plan \(LCAP\) Public Hearing \(pp 47-76\)](#)**

The District LCAP, is being presented for a Public Hearing. The District's LCAP has been developed with input from a parent advisory committee, teachers, principals, school personnel, pupils and bargaining units. It is a process that generates stakeholder interest leading to the plan's implementation. In July 2013 Governor Brown replaced most of California's complex formulas with a weighted student formula, known as the Local Control Funding Formula or LCFF, which when fully implemented will allocate educational funds based on specific student needs and will allow maximum flexibility at the local level. The plan, or LCAP, must be adopted by each

**CURRICULUM & INSTRUCTION – CONTINUED**

district at a board meeting after consultation with stakeholders. This is a public hearing to generate feedback and share the District's plan prior to recommending Board approval. We will receive input at this hearing and answer any questions, bringing the final for Board approval at the June 30, 2014 regular session Board meeting.

**OPEN PUBLIC HEARING: 6:06 P.M.**

At this time the CUSD Board of Trustees requests input from our stakeholders.

Citizen and sub para educator Anna Gates spoke in high regard to the process of building the LCAP, which involved stakeholders (parents, staff, students).

Calaveras County Office of Education Associate Superintendent of Business Services Claudia Davis answered questions about the LCAP and funding formulas.

**CLOSED PUBLIC HEARING: 6:25 P.M.**

**17. BUSINESS**

- a. **Bond Disbursements for the Performing Arts Facility – Performing Arts Center - No item Presented**
- b. **Approval of Key Executive on Calaveras Unified School District Bank Accounts**  
Board approval is requested to authorize the required changes to key executive for Calaveras Unified School District through written documentation/authorization effective July 1, 2014.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0**

- c. **Change of Signatories on Calaveras Unified School District Bank Accounts for 2014-15**  
Board approval is requested to authorize Superintendent Mark Campbell to approve the required changes in bank signatories with written documentation. This authorization is valid July 1, 2014 through June 30, 2015.

**Motion: McDaniel      Second: Bowsher      Vote: 4-0**



**BUSINESS – CONTINUED**

**d. Approval of Donation to the Humane Society of Calaveras**

Board approval is requested to donate two portable buildings located at the non-operational Jenny Lind Alternative High School. The Humane Society of Calaveras will incur all the costs for moving the buildings to their site.

A representative of the Humane Society was present and informed us they would only be taking one of the portable buildings.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0**

**e. [Adoption of Resolution 2013/14-34, Certifying Governing Board Approval to Enter Into a Transaction with the California Department of Education for the Purpose of Providing Child Care and Development Services \(pp 77-87\)](#)**

This Resolution names the Superintendent, Director of Fiscal Services and Preschool Coordinator to sign documents with the California Department of Education for the Preschools located in the Calaveras Unified School District. This agreement provides for \$284,264 for Child Development Services for the 2014-15 school year.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0**

**OPEN PUBLIC HEARING AT: 6:35 P.M.**

**2014/15 Calaveras Unified School District Budget**

It is required in the budget adoption process that we open the 2014/15 budget to a public hearing. *(A copy of the budget will be presented at the Board meeting and will be available for the public at the District Office.)*

Fiscal Director Titia Ashby thanked Calaveras County Office of Education Superintendent Kathy Northington and Associate Superintendent Claudia Davis for attending our meeting and for the support they have provided. Ms. Ashby gave an overview of the budget, several sample versions of possible outcomes, and the board followed along with handouts. CUSD is looking at a \$1.8 million deficit in 14/15. We added a significant amount of class size reduction staff and granted increases in salary and benefits to staff, at the time projecting we could absorb this based upon projected increases in funding and projected ending fund balance. Our Special Education costs increased by \$350,000 to create a \$3.4 million general fund contribution along with a decrease in SPED funding a decrease in projected funding for class size reduction and continued declining enrollment.

We will address areas of reductions and work collaboratively to make difficult decisions. Some of the same decisions that have been discussed with the Board over the past few years will be considered.

Associate Superintendent of CCOE Claudia Davis stated that CUSD has been in a deficient spending mode and our structural deficit is “huge,” and it needs to be addressed. We are projecting to be deficit spending for several years and erode our fund balance. Our fund

**PUBLIC HEARING - CONTINUED**

balance is at the point where it's gone and we can't erode it any more. Even if we take out all of our assumptions, we are still deficit spending by \$1.5 million. The first order of business is how we balance that budget before we look at what new things we can do. We are not operating in a vacuum so we have to be prepared to operate our business of educating children and we need a reserve fund. Even if we sweep ROP funds, it's only going to take a year to use up our fund balance if we continue spending at this level. Numerous times when we've looked at your budget presentations and looked at that multi-year and we've said you've got to be focusing on those big ticket items that you are going to address to resolve the structural deficit. Those decisions have to begin now because they don't happen overnight. Our Board has been receiving interim reports of this status and qualified budget projections. We will be faced with making some difficult decisions.

Superintendent Campbell stated we will be looking at some of the things that we've been discussing along the way – sports, music, closing small schools. Our budget is over 90% staff. Now that list is much greater; looking at Transportation, our bargaining unit contracts and what type of relief might we see there; it's reducing staff, classified and certificated; it's looking at every department; looking at large programs –reducing the size or eliminating them; it's looking at payroll and decreasing it.

Ms. Davis said a qualified status is a budget problem. You are projecting that you are going to spend more than you actually receive – deficient spending. A negative certification is a cash problem. You will run out of cash and you cannot pay your bills. Fund balance helps maintain your cash balance. The CCOE's goal is to help keep us fiscally sound. Ultimately the buck does stop with the Board in terms of making the decisions that are going to truly impact the structural deficit. Right now our target is \$27 million in 7 years, and when we reach that target we can cover current year expenditures, and our expenditures are going to grow in that 7 years, and we are in declining enrollment. There is no new revenue sufficient to cover this deficit.

Citizen Allen Lujan said they have trusted us but here we are. Can they trust us to get us out of this?

**CLOSE PUBLIC HEARING AT: 7:49 P.M.**

**BUSINESS - CONTINUED**

**f. Routine Personnel Report – Certificated Staff**

The Board would like to table this item until the June 30, 2014 Board Meeting.

**Motion: McDaniel**

**Second: Bowsher**

**Vote: 4-0 (Garamendi absent)**

**BUSINESS – CONTINUED**

**g. Resolution 2013/14-36**

The Governing Board to concur in the recommendation of the District administration as to the need to rescind offers of employment made to eight (8) candidates for certificated positions for the 2014-15 school year.

Mr. Allen Lujan wants to know how this happens.

Superintendent Campbell said we, of course, are analyzing this and have gone through a variety of factors this evening in terms of class size reduction, revenue projections, declining enrollment, expenditure projections and grant criteria – there is no one factor that got us here; there are numerous factors. He owns responsibility and believes we will learn and grow from this and we will pull ourselves out of this.

**Motion: Bowsher      Second: McDaniel      Vote: 4-0 (Garamendi absent)**

**18. POLICIES AND REGULATIONS**

**[Policy Overview \(pp 88-90\)](#)**

**a. First Reading – Board Policies, Bylaws, Administrative Regulations and Exhibits**

**AR3111      Bids (pp91-98)**  
**E-3111      Exhibit: Bids (pp 99-100)**  
**BP 4111      Recruitment and Selection (pp 101-103)**  
**BP 4131      Staff Development (pp 104-108)**  
**BP 4231      Staff Development (pp 109-112)**  
**BP 4331      Staff Development (pp 113-115)**  
**BP 5141.21      Administering Medications and Monitoring Health Conditions (pp 116-119)**  
**AR 5141.21      Administering Medications and Monitoring Health Conditions (pp 120-126)**  
**BP 5146      Married/Pregnant/Parenting Students (pp 127-130)**  
**BP 6142.6      Visual and Performing Arts Education (pp 131-133)**  
**BP 6142.91      Reading/Language Arts Instruction (pp 134-136)**  
**E 9250      Exhibit: Remuneration, Reimbursement and Other Benefits (BB 9250) (pp 137-138)**

**b. Second Readings/Adoptions – None presented**

**19. Calendar of Events**

DATE	EVENT
June 15 to July 11	Extended School Year in Session
June 13-July 28	Summer Break – No School
July 4	Holiday – Business Office Closed

CUSD BOARD MINUTES

June 24, 2014

July 23	CHS Roundup – 11:00 a.m. to 6:00 p.m.
July 23	Warrior Welcome – 11:00 a.m. to 5:00 p.m.
July 24	New Teacher Orientation – 8:30 a.m. – 12:30 p.m., Board Room
July 25	New Teacher Prep Day
July 28	CORE DAY – Certificated & Classified Staff
July 29	First Day of School
<div style="text-align: right; padding-right: 20px;"> <b>BACK TO SCHOOL NIGHTS</b>   <b>July 29</b> San Andreas Elementary – 6:00 p.m.  <b>August 1</b> Valley Springs Elementary – 6:00 p.m.  <b>August 6</b> Toyon Middle School – Community Groups 5:00-6:00 p.m.  <div style="text-align: center;">Classroom Presentations 6:00-7:30 p.m.</div> <b>August 13</b> Mokelumne Hill Elementary – 6:30 p.m.  <b>August 14</b> West Point Elementary – 5:15 p.m. to 6:30 p.m.  <b>August 20</b> Calaveras High School – 6:00 p.m.  <b>August 22</b> Rail Road Flat Elementary – 6:00 p.m. </div>	

**20. Future Agenda Items**

**21. Comments from Board Members**

**Karen Bowsher** - No comments

**Gregory Gustafson**

Mr. Gustafson received favorable messages and calls from community members in regard to the censure against him. He was told no further action would take place after his May 6 meeting. He is in disagreement over what transpired and what was said to him. He also wants to know if the budget crisis means we will not go through with the TMS kitchen renovation. He would like to pursue having a student member of the Board. He thanked everyone for coming and hopes to see everyone back to attend Monday's Board meeting.

**Zerrall McDaniel** – No comments

**Sherri Reusche** – No comments

**22. Next Meeting/Adjournment**

The next regular meeting of the CUSD Board is scheduled for Monday, June 30, 2014. This meeting will be held at CUSD Administrative Office Board Room. Closed Session begins at 4:30 p.m. and Open Session begins at 5:30 p.m.

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Mark Campbell, Superintendent  
By Shirley Bell, Executive Assistant