

COAST UNIFIED SCHOOL DISTRICT

Regular Meeting of the Board of Trustees

MINUTES

DATE: Thursday, April 12, 2018
PLACE: District Office/Board Room, 1350 Main Street, Cambria, CA
TIME: 5:00 p.m. Closed Session in the District Office/Conference Room 2
7:00 p.m. Open Session in District Office Board Room

CALL TO ORDER/OPEN SESSION

1.1 Roll Call

Members Present

Del Clegg
Lee McFarland
Dennis Rightmer
Tiffany Silva
Samuel Shalhoub

Absent

Raely Barbosa, Student Board Member

PUBLIC COMMENT ON CLOSED SESSION AGENDA ITEMS

There were no comments made by the public during the public hearing on closed session agenda items.

CLOSED SESSION – District Office/Conference Room #2

The Board went into closed session at 5:05 p.m. to discuss the following:

- 3.1 Consider Public Employee Employment/Discipline/Dismissal/Release - Pursuant to Government Code Section 54957, Public Employment
- 3.2 Conference with Labor Negotiators regarding Certificated/Classified Bargaining Units and Confidential/Management Employees Group – Unrepresented Group (Government Code Section 54957.6),
Agency Designated Representative: Superintendent, Vicki Schumacher

RESUME TO OPEN SESSION

- 4.1 The meeting was called to order at 7:05 p.m.
- 4.2 The Pledge of Allegiance was led by Board President, Samuel Shalhoub.
- 4.3 Board President, Samuel Shalhoub, announced that no action was taken in closed session.
- 4.4 Board President, Samuel Shalhoub, reminded the audience to complete a “Speaker Card” if they wanted to speak during the board meeting.
- 4.5 The agenda was approved as amended. Board President, Samuel Shalhoub, announced agenda item 5.10 “Approval of Personnel” on the Consent Agenda would be moved to 9.0 to allow for discussion on this agenda item. The agenda was approved as amended.
Motion: Clegg/Second: Silva [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

CONSENT AGENDA

The Board approved the Consent Agenda below as amended with item 5.10 removed off of “Consent” and moved to agenda item 9.0.

Motion: McFarland/Second: Clegg [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- 5.1 Approval of Minutes of Regular Meeting, March 8, 2018
- 5.2 Approval of March Warrants: Batch Nos. 064, 065, 066, 067, 068, 069, 070, 071, 072
- 5.3 Approval of Payroll Warrants for March 2018
- 5.4 Approval of Cash Report as of March 31, 2018
- 5.5 Acceptance of Enrollment as of March 31, 2018
- 5.6 Approval of Quarterly Report on Williams Uniform Complaints: January-March 2018
- 5.7 Approval of YMCA Summer Program – June 11, 2018 through August 10, 2018
- 5.8 Approval of Annual Memorandum of Understanding between Coast Unified School District and Cayucos Elementary School District for Psychologist Services SY: 2018/19
- 5.9 Approval of Field Trip Request for Coast Union High School Advanced Digital Media students, destination Bitwise Industries, Fresno, CA, on May 3, 2018
- 5.10 Approval of Personnel: Appointment, Employment, Discipline, Resignation and Dismissal of District Employee(s), per Government Code 54956.9 **[Removed off of Consent and moved to 9.0]**

Trustee, Lee McFarland acknowledged the generous donations below.

5.11 Donations:

- \$50.00 to the Coast Union High School Garden fund, from Linn’s Fruit Bin, Inc., Cambria, CA
- 36-inch Sheet Metal Bender, Horizontal Band Saw, Band Saw Blade Welder, Miscellaneous Pieces of Steel, Special Tri-Mix Welding Gas, and a roll of Stainless Steel Welding Wire (Value: \$1,387.00), to Coast Union High School Woodshop, from Mike Finley, Cambria, CA
- Two Teachlogiq IRQ-3150 Sapphire (wireless system with sapphire microphone transmitters) to Cambria Grammar School, from Morro Bay Quota Club, Morro Bay, CA
- \$1,000.00 to Cambria Grammar School for 5th Grade Yosemite trip, from Cambria Educational Foundation, Cambria, CA
- \$400.00 (\$100.00 each to Joe Sassaman, Sarah Moore, Sherry Aguilar and Marissa Purcell) from the American Legion Auxiliary Unit #432, Cambria, CA
- \$500.00 to Cambria Grammar School for 4th Grade Rancho El Chorro Trip, from Lions Club of Cambria
- \$116.14 to Coast Unified School District for looms (weaving) for Cambria Grammar School, from Cambria Educational Foundation, Cambria, CA
- Two \$10.00 gift cards to Santa Lucia 8th Grade fundraiser, from French Corner Bakery, Cambria, CA
- Two dinner certificates to Santa Lucia 8th Grade fundraiser, from Moonstone Beach Bar and Grill, Cambria, CA
- Two dinner certificates to Santa Lucia 8th Grade fundraiser, from Cambria Minos Steak and Seafood, Cambria, CA
- Two \$30.00 gift certificates to Santa Lucia 8th Grade fundraiser, from Las Cambritas Restaurant, Cambria, CA
- One \$30.00 gift certificate to Santa Lucia 8th Grade fundraiser, from Sunset Grill San Simeon, San Simeon, CA
- \$500.00 to Leffingwell High School Scholarship Fund, from Cambria Hardware Center, Inc.
- \$194.95 to Cambria Grammar School Art Program, from ArtSonia, Gurnee, Illinois
- “Google Hang-out” video call to speak to CUHS Art students about “the day in the life of an Architect”, from Studio Design Group Architects, San Luis Obispo, CA
- \$500.00 to Cambria Grammar School STEM Library Program, from Lions Club of Cambria, CA
- \$200.00 to Cambria Grammar School Garden Project, from Cambria Garden Club, Cambria, CA

HEARING SESSION

Andy Zinn – parent and community member, shared his concerns regarding the Coast Union counseling position, reduction of teachers, and the cybersecurity program. He shared that he was the only parent at the Sunday “Meet and Greet” for the visiting WASC Team. He thought there should have been more parents. Sean Spradley, parent and teacher, shared his concerns regarding the alignment of staffing with upcoming teacher reductions. He hoped that teacher’s assignments were not just assigned because of their credentials or supplementary authorizations, but that the assignments matched with the teacher’s expertise, to allow students the best education. He also inquired about the warrant list that reflected “massages” (which entry should have shown a special education expenditure) and “a \$400.00 hotel stay at Caesar’s Palace in Las Vegas” (which entry should have reflected conference registration and 3 night stay for a teacher). The warrant list needs to clearly reflect how public funds are being used.

Robert Dockerty, AmericanStars Trailways, shared that he felt he has been “blackballed” by the Coast Unified School District. In the past, the district used his charter bus services, but this is no longer the case. Instead the district is using charter bus services that are much more expensive. He would like to know why this has occurred and why the district is not using a “bid process” for charter bus services.

Darien Jewell – CUHS student, shared that the Ag Program and Digital Media Program are the “pillars” at the high school. He has learned that Ayen Johnson, next school year, will be teaching Language/History at the middle school, which will reduce the digital media pathway classes at the high school. The Digital Media Program will be affected by this and it will jeopardize the pathway.

PRESENTATIONS

- 7.1 Jim Major, President of the “Cambrians for Aquatics” and Beth Yudovin, Co-chair, updated the Board on the progress they have made since presenting in June of 2017, regarding their proposal for a community pool. The organization now has by-laws and officers. They have submitted paperwork to the state and are pursuing non-profit status. They asked if they could get a “letter of interest” from the school board. They also would like the district to form an Ad Hoc committee or assign a board member to work with their organization.

Superintendent, Vicki Schumacher, shared that she and Chief Business Officer, Annie Lachance have completed a preliminary review of naming Coast Union High School as the location of a possible pool. We have learned that a sewer line would need to replace the septic system if a pool were to be built. The district would be faced with a significant cost for this sewer line connection. She introduced Don Adams, newly hired MOT Director. She suggested that Don Adams obtain a quote for the sewer line connection starting from the Leffingwell School property and present this information at the September 13, 2018 board meeting. This way, the Board could consider district expenses beyond the cost of the pool.

Board President, Samuel Shalhoub, suggested that one Coast Unified board member and the president of the 501C-3 group, meet together to discuss ideas and plans for this pool, this way we would not be violating any Brown Act rules. The board agreed to move forward to receive and review two sample copies of a letter of intent. Beth Yudovan will send the district two draft letters.

Sue Nash, previous CUSD Board member and community member, shared that she was happy to hear that the board and “Cambrians for Aquatics” members were being very cooperative in exploring the pool idea. We should use this same format of cooperation as a model for solving problems. She is interested in the idea of creating some kind of on-going endowment for the school district to help with critical teacher assignments, ag pathways, trades, and possibly the on-going maintenance of a pool.

- 7.2 Jill Southern, Cambria Grammar School principal, gave an informative presentation on Northwest Evaluation Association (NWEA) Assessments in English Language Arts and Mathematics. Some of

the topics reviewed were:

- What is NWEA?
- Steps to Implementation
- Sample of 5th Grade Math Problem
- Sample of 7th Grade ELA Problem
- Data Housing and Sharing
- Easy to Read Reports
- As we Move Forward with NWEA

INFORMATION/DISCUSSION

8.1 Governing Board:

- A. Comments from the Board: Board member, Del Clegg shared information regarding a health issue he has been dealing with over the past year.
- B. The Board reviewed the Governance Calendar duties for April/May 2018.
- C. Raely Barbosa, student board member, was absent. Scott Ferguson, high school principal, gave the student report. He shared that students are getting ready for the prom on April 28th. It will be held at the Madonna Inn. He also shared information on Grad Night, Mr. Bronco Pageant, and the upcoming ASB election.

8.2 Reports from Site Principals:

Jill Southern, CGS Principal – shared information on the English Language Proficiency Assessments for California (ELPAC) and how teachers are proceeding with the assessment at Cambria Grammar School.

Kyle Martin, SLMS Principal/Student Services – recognized Lupe Aguilar, Bilingual School Clerk, and shared that she is the newest U.S. citizen in Cambria. The Board, Superintendent and members' in the audience congratulated Lupe for her efforts to obtain her U.S. citizenship.

Mr. Martin also shared how his staff is proceeding with the ELPAC and explained that this new measure replaces the California English Language Development Test (CELDT).

Scott Ferguson, CUHS/LHS Principal – reported on professional development. His staff (Leffingwell and Coast Union) have been focused on preparing for the Western Association of Schools and Colleges (WASC), accrediting commission for schools. They completed a 130-page school report. Both schools participated in a WASC review. They are working on an "Action Plan" for Leffingwell High School and Coast Union High School. Nancy Thompson has been helping with NWEA testing.

- ### 8.3 Superintendent's Report:
- Dr. Schumacher shared that the governing board approved the reduction of certificated staff, outlined in Proposal 3, during the January 11, 2018 Board meeting. However, during this meeting, the Board agreed to replace the Ag teacher position that would be vacated by Cyndie Wilson, and they directed the superintendent to explore replacing the high school counselor with an existing certificated employee. At the March 8, 2018 Board meeting, Resolution # 2017-18-#8: "To Reduce Certificated Positions Due to a Reduction of Particular Kinds of Services" was approved. This resolution reduced 5.5 FTE in certificated employees, with Mary Stenbeck, an existing employee with a counseling credential, replacing counselor Cheryl Seay, the reduction of staff became 6.5 FTE. To allow for a smooth transition Mary Stenbeck, who will be the new high school counselor in 2018-19, will be training with Cheryl Seay.

She reported that the Sheriff's Department Writing Location will be located at Coast Union High School

and will house two deputies. They will be using the old Transportation Department building. Secured technology will be installed in this building and Henry Danielson will be working with the Sheriff's Department. She also shared information on the CUHS Drama Performance, DELAC meeting, and her meetings with staff on the reorganization plan for 2018-19.

ACTION SESSION

- 9.0 Approval of Personnel: Appointment, Employment, Discipline, Resignation and Dismissal of District Employee(s), per Government Code 54956.9 (initially 5.10 on the agenda).

This agenda topic was moved off the consent agenda to allow for discussion. Board President, Samuel Shalhoub, opened the public comment session for this agenda item.

Maria Cruz, read a letter from a parent who could not attend the meeting. The letter shared that her students were learning English and were progressing well with the ELD program that is in place. She does not want to see the program minimized. It is very important that our Hispanic students learn to read and write before getting into high school.

Joe Sassaman, 5th grade teacher at CGS and President of CCTA, shared that the district is top heavy in management. Staff is concerned about the 5.5 FTE reduction in staff and the reassignments of teachers to cover classes taught by retiring teachers. With these reassignments, administration is forcing teachers to work during their prep periods. He asked that the Board to reconsider these reductions.

Tim May, English teacher at CUHS, shared that ten teachers are being reassigned, and of these reassignments, half are involuntary. He has concerns about the Ayen Johnson and the CyberSecurity classes, and Suzette Morrow and her art classes. He saw that there were three independent contractor contracts listed on the agenda tonight. This money could be used to hire teachers.

Monica Melendrez, parent, shared she was speaking for another parent, who believes budget cuts should not include eliminating teachers. This should be the last place the Board cuts the budget, since it directly impacts student learning. She would like the Board to reconsider their decision to not replace teachers who are retiring.

Monica Melendrez commented that she, herself, would like to see the school district remain the same, with the same number of teachers. Please do not eliminate teacher positions.

Esther De Alba, speaking for herself and many parents in the community, shared concerns about the district not replacing teachers that are retiring. Parents in the Hispanic community are very concerned. State requirements for ELD instruction is 30 minutes per day and with the ELD program changing, how is this going to happen? Students are our future. She asked the Board to please scrap the idea of not replacing retired teachers and continue to help educate our students.

Sandra Carbajal – shared how she learned English in small groups, ½ hour to 1 hour per day when she started school. She came from Mexico and started school in 5th grade. The ELD program is important for students who enter school, but cannot speak English. Please do not change this program.

Sue Nash, former Board member and community member, stressed to the Board, that they should not let teachers teach out of their credentialed area. Do not harm successful programs! The district's budget constraints did not justify cutting five teacher positions or reducing important programs that help to serve our students well.

Emily Mills, 8th grade teacher at SLMS, expressed to the Board that students are your first priority. Teachers in this district are being reassigned to positions they do not want. Teachers are having to work through their preps, and the ELD program is disappearing. The Board is taking away teachers and programs that help our students. Please postpone these reassignments until the Board has talked to teachers and site principals. You have only heard one side of the story.

Suzette Morrow, Art teacher for SLMS and CUHS, shared that she has gratitude for having a teaching position with our district. She wants the art program to be lifted and enhanced for students, not depleted. In order for the AP Art program to work well, students need to have an art program in

middle school that will build on the program at the high school. She has been reassigned from the middle school and placed at the grammar school for art. She asked the Board please reassign her back to SLMS to continue her art program at the middle school. This way, the AP Art program can remain unchanged and continue to be strong.

Colleen Poynter, SLMS teacher, urged the Board not to vote on the reassignments tonight. If you move forward with this decision, kids will suffer because you are taking away the support they need to be successful.

Suzanne Kennedy, Library Media Clerk at SLMS, shared that our district has more money per student than any other district in the county. "Why do we have a budget crisis? Where is our money being spent? The Board needs to audit where the money is going." "The district's LCAP states that we have a designated, one full-time ELD teacher for SLMS and one and a third ELD teachers at CGS, where it is needed the most. The ELD program should not be minimized."

Ayen Johnson, SLMS and CUHS teacher, asked the Board to listen to teachers speaking here tonight. Please table approval of teacher reassignments to the next Board meeting.

Ron Poulos, SLMS math teacher, acknowledged and appreciated the hard work that the superintendent and board were doing. He shared, our teachers are passionate and love the culture of Santa Lucia Middle School. Over the past few years, we have lost teachers and our English teacher is being moved to the high school, as the new counselor. We are a well-oiled machine and the reassignments will change the school's program. Currently, I am at the grammar school giving extra support in math to 4th graders. What is going to happen next year when I am reassigned to the middle school? Where will this extra support come from? We are asking the Board to not vote on the reassignments tonight. Please take a little more time to re-evaluate this plan and ask yourselves should we move forward with these reassignments.

Sherry Aguilar, RSP teacher at SLMS, asked the Board to do your homework and don't make this big decision, of teacher reassignments, without checking information from both sides. Teachers are your program and the students are the priority. Please talk to each site to see if we can cut the budget in some other way than cutting teachers. Please come to see the ELD program at work not just a glimpse of the program during a site visit with the superintendent.

Board President, Samuel Shalhoub, closed the comment session for this topic.

Board President, Samuel Shalhoub opened discussion with the governing board on 9.0, the personnel agenda, exclusively the items under section "Certificated" and "Change of Assignment", page 27, in the board packet. He asked Superintendent Shumacher to explain the purpose of this document. She shared that assignments have already been implemented, with the approval of the resolution in March, but the 2-days of release time for staff development and 17% salary increases have not been board approved. All staff listed on the "Change of Assignments" had an exploration conversation prior to receiving the paperwork changing their assignment for next school year, including the two 17% salary increases for working during a prep period. After some discussion, trustee, Dennis Rightmer suggested to pull this agenda item and hold a special board meeting on May 10, 2018 to give the Board more time to review this item. Trustee, Tiffany Silva seconded the motion.

Board President, Samuel Shalhoub shared that the special board meeting would specifically agendize the two staff development days and 17% increase for working through a prep period, he suggested that the May 10 board agenda could be reorganized to take another look at the issue of staff reassignments.

Motion: Rightmer/Second: Silva [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = No, Silva = Aye, (Ayes =4/1) [Motion passed]

Lee McFarland made a motion to approve the personnel agenda, excluding items under "Change of Assignments". Dennis Rightmer seconded the motion.

Motion: McFarland/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

9.1 Personnel

- A. Board President, Samuel Shalhoub opened the public hearing session for the Coast Cambria Teachers Association (CCTA/NEA) Collective Bargaining Agreement, July 1, 2018 – June 30, 2021. There were no comments and the hearing session was closed.

The Board reviewed the AB 1200. The Board approved and ratified the CCTA Agreement for 2018-19, including the Certificated Salary Schedule, Speech Language Pathologist Salary Schedule, that includes a 1% increase, and the revised Extra Duty Pay Schedule.

Motion: Shalhoub/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- B. The Board approved Resolution 2017/18-#13: Proclaiming May 7-11, 2018 as Teacher Appreciation Week.
Motion: McFarland/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]
- C. The Board approved Resolution 2017/18-#14: Proclaiming May 20-26, 2018 as Classified School Employee Week.
Motion: McFarland/Second: Silva [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]
- D. The Board approved Resolution 2017/18-#15: Proclaiming May 6-12, 2018 as National Nurses Week.
Motion: Rightmer/Second: McFarland [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

9.2 Curriculum/Instruction

The Board reviewed Amendment A of the Coast Unified School District Master Plan for Services to English Learners. Marisol Poteete, translator, explained to the Board that the DELAC officers no longer approved this amendment after hearing from teachers the changes that will impact the ELD Program for 2018-19. Superintendent Schumacher explained that she would bring this amendment back to the DELAC Committee during their October 2018 meeting for review and approval. There was a motion to table this item.

Motion: Shalhoub/Second: McFarland [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

9.3 Facilities/Operations

- A. Don Adams, MOT Director, gave a presentation on summer projects and expenditures. He shared the equipment and repairs needed at each site. The Board directed the Superintendent and Don Adams to move forward with the aerator and the repairs, maintenance of musical instruments and music materials, totaling \$12,356.62. The board approved the 2017-18 expenditures in the amount of \$12,356.62.

Motion: Rightmer /Second: McFarland [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- B. The Board approved Resolution 2017-18-#16: “School Bus Drivers Appreciation Day” on April 12, 2018.

Motion: Silva/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

9.4 Business Services

- A. Approval of contract with Pete Zotovich for Mentoring Services from April 13, 2018 through June 30, 2019, for Scott Ferguson.

Board President, Samuel Shalhoub opened a public comment session on this agenda topic.

Sherry Aguilar, RSP teacher at SLMS, questioned why the district would give a principal in his third year a mentor, costing the district \$14,000?

Suzanne Kennedy, Library Media Clerk for SLMS, shared that Nancy Thompson could provide staff development to Scott Ferguson. There were no more comments and session was closed.

The Board approved the contract with Pete Zotovich.

Motion: Shalhoub/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- B. The Board approved the contract with Kristin Rhoades to provide education services at Santa Lucia Middle School from March 29, 2018 through June 7, 2018.

Motion: Shalhoub/Second: McFarland [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- C. The Board approved the agreement for professional services with Anja C. Johnson to provide counseling services for students in Coast Unified School District.

Motion: Clegg/Second: Silva [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

- 9.5 The Board approved the revised Board Policies/Administrative Regulations below during a second reading.

- BP 3550 – Food Service/Child Nutrition Program
- BP/AR 3551 – Food Service Operations/Cafeteria Fund
- BP/AR 3553 – Free and Reduced Price Meals

Motion: Shalhoub/Second: Rightmer [Roll Call Votes: Rightmer = Aye, McFarland = Aye, Shalhoub = Aye, Clegg = Aye, Silva = Aye, (Ayes =5/0) [Motion passed]

ADJOURNMENT

The meeting adjourned at 11:00 p.m.

Respectfully submitted,



Del Clegg, Clerk-Board of Trustees
Coast Unified School District

Date: _____

5/17/18