

# COAST UNIFIED SCHOOL DISTRICT

## Special Meeting of the Board of Trustees

### MINUTES

DATE: Thursday, May 10, 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

#### OPEN SESSION

1.1 Roll Call

#### Members Present

Del Clegg  
Lee McFarland  
Dennis Rightmer  
Samuel Shalhoub  
Tiffany Silva  
Raely Barbosa, Student Board Member

#### PUBLIC COMMENT – LIMITED TO CLOSED SESSION TOPICS

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

#### CLOSED SESSION – Business Office Conference Room

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 (Government Code Section 54957.6)  
Certificated bargaining unit (CCTA): Agency Designated Representative: Superintendent  
Classified bargaining unit (CSEA): Agency Designated Representative: Superintendent  
Unrepresented Employees: Confidential/Management/Supervisory Employees: Agency Designated Representative: Superintendent

#### OPEN SESSION

- 4.1 The meeting was called to order at 7:03 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.

#### HEARING SESSION

Daniel Schalk, CUHS science teacher, shared that he compared the courses between Morro Bay High School and Coast Union High School. Coast Union is doing much better than Morro Bay. If we want to continue to attract Cayucos students to our high school, he supports retaining STEM courses for consistency with our students.

Colleen Poynter, SLMS teacher, shared that she had a CCTA contract issue in requiring teachers to work through their prep period. She expressed concern about communication in our district.

Emily Mills, SLMS teacher, shared that teachers and students are leaving the school district. The English Language Development program is going from five periods to two periods at the middle school. The changes the board has approved reducing positions and reassignments impacts the teaching positions of Justin Gish, Sherry Aguilar, Mary Stenbeck, Ian Johnson, Danille Narzisi, Toby Cinque, Kendra Simmons, Sean Spradley, Rachel German, Suzette Morrow and Colleen Poynter's at the middle school. She explained how classes/programs would be changed at the middle school for each teacher impacted.

Danielle Narzisi, SLMS teacher, shared with the board what is happening in our district in reducing teachers is negatively impacting the district and students. She asked that our Board change the course of action, take a re-vote on this plan, with the correct information given to you tonight. It is never too late to do the right thing.

Jonathan Jewel, high school student representing Rick Bruce, community member who could not attend this meeting. He read a letter from Mr. Bruce. If teachers and parents have been uninformed regarding teacher reassignments, who has the responsibility in our district of communicating this information – the board or the district? He gave a list of questions that he wanted the board to explain and requested that the board please listen to parents, teachers, and students as often as possible.

Aaron Wharton, parent of two students, asked the board why the district is broke? Is it because we have too many teachers or is administration too top heavy?

Jackson Bruce, CUHS student, read Part II of Rick Bruce's previous letter shared by Jonathan Jewel. In this letter, Rick Bruce questioned the district's communication and leadership and hoped that administration has used the last few weeks to review their plan to reduce teachers. "It is never too late to scrap a bad plan."

Shannon Sutherland, CUHS Library Specialist, discussed Leffingwell High School her concern regarding the district's plan to have two half-time teachers replace long-time teacher, Grant Phillips, who is retiring in June. She shared that she wants to teach at Leffingwell High School and she felt she was capable of maintaining a quality program. She shared an Ed Code that allows a person to teach at a continuation high school without a teaching credential.

Angela Kennedy, community member, shared that we are losing students to Mission Prep and other high schools. The board should be concerned and should continue to provide an enriching program at Coast Union High School. Kids should be flocking to our school district.

CeCe Lomeli, parent, a patient advocate, and clinician, shared information with the board regarding the Transitions Mental Health program that includes community outreach, training, and education, that is of no cost to the school district. She is concerned about students in our district with mental health issues that affect relationships, school attendance, and their home life. Please consider this program for our schools. It is valuable to students and their families.

Sherry Aguilar, RSP teacher at SLMS, shared that there is a communication problem in the district. She appreciated the articulation meeting held on May 3, 2018 to discuss teacher assignments and timelines. Throughout several board meetings, teachers have voiced their concerns regarding the Board's decision not to replace retiring teachers and the plan to reassign teachers. We have never heard from the board that, "We have heard you.", or the board or administration saying "We know something is wrong with our plan."

Esther De Alba, speaking for herself, Hispanic parents and community members, shared that she and the Hispanic parents in the board room, were here tonight, showing support for teachers and advocating for our children. We are hoping the Board has come up with a better solution than what has been presented.

The existing programs for students must not be cut back and teachers should not have to do the work of two teachers. We parents', are not only concerned about the existing English Development Program, we are concerned about the other subjects that will be affected by the reassignment of teachers. We need quality programs for our students. Teachers are the key to education.

Andy Zinn, parent, thought tonight the board would be making adjustments and not moving forward with their plan to reassign teachers. With the size of the school's budget (10 million), he does not understand why the board is making teacher cuts. He brought up the Ag program that the board supported a few months back. The board was generous in supporting this program.

Marisol Poteete, Translator for the district, commented on how the board continually is cutting back on the budget, yet they approved a tutor for the high school principal, who has been employed for two years. The

contract for this tutor is \$14,000 and this amount would have paid for summer school. Our children need summer school!

Sandra Carbajal, parent, asked that the board focus more on the kids. Some of the kids are doing drugs and other things. Maybe you can get some programs into our schools, for the students, that will help in this area. Parents are having problems with their children and we need support in this area. If kids are your main focus, then please help us educate students and families about drugs.

## PRESENTATION

6.1 Superintendent Schumacher, gave a presentation on the process of “Certificated Change of Assignments.” She shared the process with stakeholders in developing the district’s plan regarding the need for budget cuts that stemmed back to October 2017 and has continued to the present. She presented three options for possible board action and reviewed each option with the school board, as follows:

Option 1:

- Eliminate initial plan for two, 17% additional pay assignments in 2018-19
- Increase by .057 FTE multiple subject teacher or 0.57 FTE credentialed to teach language, history and world language at SLMS.

Option 2:

- Eliminate initial plan for two, 17% additional pay assignments in 2018-19
- Increase by 1.0 FTE multiple subject teacher at LHS

Option 3:

- Eliminate initial plan for two, 17% additional pay assignments in 2018-19
- Increase by 0.57 multiple subject teacher or 0.57 FTE credentialed to teach language, history and world language at SLMS
- Increase by 1.0 FTE multiple subject teacher at LHS

Board President, Samuel Shalhoub thanked the superintendent for her presentation. He opened a public comment session for public feedback regarding the superintendent’s presentation and the three options she presented.

Sigrid Casteneda, Instructional aide, shared that she is expecting the Board of Trustees to reverse the Board’s decision made at the April 12, 2018 board meeting. Please come back with a better solution.

Jill Southern, Principal of Cambria Grammar School (CGS), clarified that the 1.45 ELD teacher at CGS, represents a number of people at the grammar school. Toni Mertens represents .78 of this calculation, the rest is many other CGS staff teaching and helping with the ELD program. She is thankful that the RTI program at CGS was preserved. The RTI model is staying intact, what is changing is the fourth grade math support – which no longer is there. We will be looking into ways to cover teacher prep periods.

Sherry Aguilar, RSP teacher, had many questions regarding the presentation and felt a need for more clarification. She is advocating for one full time teacher to fill the English Language Arts position at SLMS. She also fully supports a full-time teacher at Leffingwell High School.

Joe Sassaman, CGS teacher and CCTA President, asked for more communication with teachers. Why is the district so broke? He gave some data of the dollars the district received over the past six years. He commented that teachers have left and student enrollment has gone down. We should have more money in the budget. Three managers and two teachers have left. The Board needs to do something. Please do right by the kids.

Emily Mills, SLMS teacher, we need a full-time teacher at SLMS, other sites have their own needs.

Nicole Linn, parent, shared she is an advocate for the teachers. She asked the board to please listen to what the teachers are saying tonight. Please give teachers what they need.

Darien Jewel, CUHS student, shared that he did not understand the presentation.

Suzanne Kennedy, Library Media Clerk at SLMS, shared she thought this situation could have been avoided. She suggested at a prior Cambria Educational Foundation meeting that was held back in January, to include teachers and principals, together, to discuss where cuts in the budget needed to take place. The LCAP budget for these programs should be going up not down. The money in the LCAP is directed to the unduplicated kids.

Danielle Narzisi, SLMS teacher, shared that none of the options presented tonight will fix SLMS. Please go back to the table.

Noah Calvin, student, said teachers have been talking about the teacher reassignments and are unhappy. Teachers feel they are not being heard by the school board. He said the reassignments will affect his experience at school, especially in the area of math.

Andy Zinn, parent, shared that the board needs to invest in the long-term, not a short-term solution. The board needs to do something right now and focus on a long-term solution that is good for students, otherwise we will continue to lose kids.

Board President, Samuel Shalhoub, closed the comment session on the “Certificated Change of Assignment Process” presentation.

The Board took a 5-minute recess. The meeting resumed at 9:21 p.m.

Board President, Samuel Shalhoub called the meeting back into session. He thanked the audience for their input. Given the input heard tonight, he shared the board would not move forward with the options presented. He made a motion, hopefully with the board’s support, to eliminate the two 17% additional pay assignments and to fund open one 1.0 FTE potentially for Santa Lucia Middle School and one 1.0 FTE potentially for Leffingwell School, subject to discussion. Tiffany Silva seconded the motion. He directed the superintendent to work out details with site principals.

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

## ACTION

### 7.1 Personnel

- A. The Board approved the Memorandum of Understanding between Coast Cambria Teachers Association CCTA/NEA (CCTA) and Coast Unified School District (CUSD) – Change of Assignments/Release Days

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

## ADJOURNMENT

The meeting adjourned at 9:36 p.m.

Respectfully submitted,



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

Date: June 28, 2018