

ADOPTED MINUTES
El Dorado Union High School District
BOARD OF TRUSTEES
Regular Board Meeting
March 14, 2017

A. INTRODUCTORY ITEMS

1. Call to Order

This meeting of the Board of Trustees was called to order at 5:30 p.m. by Board President David Del Rio in the El Dorado Union High School District Superintendent's Office, 4675 Missouri Flat Road, Placerville, CA, 95667.

After letting those in attendance know the specific items to be discussed during Closed Session, and asking if anyone in attendance had any comments or questions regarding the Closed Session agenda, the Board entered Closed Session for discussion of the following items:

- a. Discuss a recommendation from an Administrative Hearing Panel regarding a possible order to expel one student.*
- b. Discussion about certificated and classified personnel listed in the consent agenda related to personnel action. (GC 54954.5, 54957)
- c. Discuss the following public employee performance evaluation (GC Code 54957): Superintendent.

** Action was taken in Open Session during the Student Services section of the board meeting. All appropriate actions were taken to preserve the confidentiality and legal rights to privacy of the students. (EC 35146, 48918[c])*

The Board reconvened Open Session at 6:30 p.m. in the District Office boardroom.

2. Pledge of Allegiance was led by Mrs. Veerkamp

3. Attendance

Board Members Present

David J. Del Rio
Lori M. Veerkamp
Kevin W. Brown
Timothy M. Cary*
Todd R. White

D.O. Staff Present

Stephen Wehr, Secretary to the Board
Baldev Johal, Associate Superintendent*
Chris Moore, Assistant Superintendent
Steve Volmer, Assistant Superintendent
Tony DeVille, Assistant Superintendent
Pam Bartlett, Director
Julianne Pereira, Administrative Assistant

Student Board Member

Hannah Howard**

Association Representatives

Pat Manthey, CSEA Representative
Evie Taylor, Faculty Association President*

*Not Present

**Arrived after reports from student representatives

Others

Staff: 2

Community Members: 0

4. Requests to change the agenda and approval of agenda.

Mr. Brown moved to approve the agenda as presented. Mrs. Veerkamp seconded. Motion unanimously carried (4-0).

Brown: Aye
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Not Present)

5. Consent Agenda.

Mr. White motioned to pull item 5.h for separate action, at Mr. Brown's request, and to approve all other consent agenda items. Mrs. Veerkamp seconded. Motion unanimously carried (4-0).

Brown: Aye
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Not Present)

Mr. White moved to approve consent agenda item 5h. Mrs. Veerkamp seconded. Motion unanimously carried (3-0-1).

Brown: Abstained
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Not Present)

- a. Approval of Minutes of February 28, 2017 Board Meeting.
- b. Approval of Minutes of March 3, 2017 Board Meeting.
- c. Approval of Commercial Warrants Report.
- d. Approval of Routine Certificated Personnel Action.
- e. Approval of Routine Classified Personnel Action.
- f. Approval/Ratification of Various, Contracts 2/20/17 – 3/03/17.
- g. Approval Of Resolution 2016/17-17 To Provide Remuneration For Nonattendance Of A Board Member At A Board Meeting.
- h. Approval Of Resolution 2016/17-18 To Provide Remuneration For Nonattendance Of A Board Member At A Board Meeting.
- i. Permission to Dispose of Obsolete/Unusable Furniture, Equipment and Textbooks.
- j. Approval for Union Mine High School teachers to participate in a professional growth conference, CUE conference, Palm Springs, CA, March 15-17, 2017.
- k. Approval for Ponderosa High School Floral Design students to participate in an Overnight Instructional Trip: Floral Design Industry Tour, San Francisco and Sacramento, CA, March 23-24, 2017.

1. Approval for El Dorado High School Speech and Debate team to participate in an Overnight Instructional Trip: State Tournament, Arcadia, High School, Arcadia, CA, April 27-30, 2017.

B. RECOGNITION OF SPECIAL CONTRIBUTIONS AND ACHIEVEMENTS

1. Reports from Student Representatives:

- a. Gavin DiVita, filling in for Annamarie Reppeto, reported on student activities at Union Mine High School.
- b. Regan Schwary_reported on student activities at Oak Ridge High School.

2. Poetry Out Loud Winner – Zoey Eddy.

The Board of Trustees recognized and congratulated Zoey Eddy, the Oak Ridge High School Student who won 1st Place in the El Dorado Arts Council Poetry Out Loud competition on February 7, 2017. Miss Eddy graced the room with a moving rendition of her winning poem recital.

C. ACKNOWLEDGMENT OF CORRESPONDENCE

No correspondence was received.

D. INVITATION TO BARGAINING UNIT PRESIDENTS/DESIGNEES AND/OR MEMBERS OF THE PUBLIC TO ADDRESS THE BOARD

Pat Manthey, CSEA Representative, shared that the first negotiation meeting is on Thursday. She reported that things are going well with CSEA employees.

E. SUPERINTENDENT'S COMMENTS

- Superintendent Wehr shared that the Career Expo is scheduled for tomorrow night, Wednesday, March 15th. He reported that this year we have increased the number of attendees. Twenty-nine of the different companies that will be in attendance will have opportunities for internships, and 35 have potential job shadow opportunities for our students.
- Sylvia Torres, Assistant to the Superintendent, sent out information to each board and cabinet member regarding dates for the upcoming Student Achievement Awards nights. It was requested that each member respond to the request, designating the ceremonies they wish to attend.
- An ACSA awards dinner was held last week to celebrate outstanding administrators. Pam Bartlett was nominated in the area of Special Education and 504. Chris Moore was nominated in the area of Career Technical Education, and Ron Thomas was nominated as Secondary Co-administrator.
- Dan Augino, Director of Maintenance and Operations/Facilities, spoke during Superintendent Wehr's comment period, in response to questions and directives the Board had issued at their last

meeting of March 14, 2017 regarding FieldTurf. The board previously authorized that the District move forward with FieldTurf, with some caveats. Mr. Augino reported he had traveled to Whitney High School, which has the new FieldTurf Revolution 360, and Arnell High School, who purchased the Revolution 360 field with CoolPlay. CoolPlay provides some additional features incorporating different materials that result in keeping the field at a cooler temperature.

Mr. Augino presented an independent study completed by Penn State. This study included an evaluation of the 6 leading manufacturers in the synthetic field industry. They conducted rigorous testing of the fibers and materials that make up each field to determine which is the most durable. After 30,000 cycles of testing, it was determined that the Revolution 360 product held up the best. Even after completing the 30,000 cycles of testing, the manufacturers of Revolution 360, FieldTurf, chose to continue the testing for 130,000 cycles. In conclusion of this extensive testing, there was still very little fracturing to the fibers of the field material.

Mr. Augino reported he had contacted the Senior Vice President of FieldTurf for a response to the Board's inquiry of the number of lawsuits FieldTurf currently faces. He was advised that out of 1500 installations, FieldTurf will be replacing about 350 fields that failed. There are currently 11 school districts suing, seeking a class action settlement. One of those, Bret Harte High School District, already settled separately. Mr. Wehr stated that the attorney's fees amounted to over \$100,000, but the district received a new field after concluding litigation.

Another question was posed about the material and how the CoolPlay stays on top of the black rubber bits. Mr. Augino responded that the CoolPlay material did not react in the same manner as the black rubber material in the Revolution 360 field. He said it seemed to consist of a lighter material when he physically felt the material while visiting the different high schools.

Mr. White requested an electronic copy of the Penn State study Mr. Augino shared be sent to all board members.

F. EDUCATIONAL SERVICES – ACTION/DISCUSSION ITEM

There were no action/discussion items under this session.

G. BUSINESS SERVICES – ACTION/DISCUSSION ITEMS

1. Approval of Second District Certification of Interim Report for Fiscal Year 2016–17 (SACS Form).

The Board is required by Education Code Section 42131 to certify the District's financial condition to the County Office of Education and State Department of Education. There are three possible certifications:

Positive: We will meet our fiscal obligation this year and the next two fiscal years.

Qualified: We may not meet our fiscal obligation.

Negative: We will not meet our fiscal obligation.

The Interim Report allows District administration to review and to make revisions to the District's budget based upon updated income and appropriation information and changes to the final budget.

El Dorado Union High School District submits interim reports to the Board of Trustees two times per year: first in December, using October data; second in March, using January data. The Second Interim Financial Report projects that the District will have a positive fund balance, which meets State standards for a District our size, at year end (6/30/16).

Marti Zizek, Director of Fiscal Services, reported that a thorough analysis of the District's budget was completed in support of this report. Her PowerPoint presentation on the second interim, explained the analysis and changes in projected revenues and expenditures. She reported:

- The District has not experienced a lot of changes in federal revenue. Although EDIJHSD received about \$70,000 more in federal mental health dollars from the countywide SELPA, it was used to pay for residential non-public school costs.
- State revenue to the District also did not change much. The District no longer receives much categorical or grant funds from the state. There are only minor adjustments to the one time mandated costs.
- There were a few adjustments in our local revenue. Bus fees are down slightly. The bulk of this is not a result of reduced ridership, but actually due to the fact that many of our mechanics work for some outside firms. Much of the equipment has been repaired that we previously worked on so that revenue has been reduced.
- Special education funding from SELPA, which comes through as local revenue, has also declined. Special education Revenue is stagnant, and we are not seeing any growth. In fact, this year we are declining slightly. Special education is funded on a "per ADA basis." In this regard, our county is a declining county. As a result, the District will receive less revenue despite the fact that there is a 2% increase for special education enrollment statewide.
- Some donations were received, most of which were a pass through. To elaborate, many of the donations we have received are from booster clubs and different foundations and go toward paying stipend funds for coaches.
- There has been a drastic change from the first interim to the second interim. Some second semester certificated sections were added to keep in line with our contractual student teacher ratios.
- The district experienced an increased need of classified subs this year due to more employees having time off for long term illness or Workers' Compensation matters. While these costs are anticipated and the amount budgeted is typically enough to get through the year, that is not the case this year. The District has had to bring in extra subs to make sure classrooms are fully supported. We have experienced higher demands for extra time, mainly with instructional assistants and technicians for special education. This has led to an increase in time for 1:1 aides as well.
- The district is experiencing an increase in retiree health benefits. Typically, in years past, classified retirements seemed to follow certificated retirements at more predictable times of the year, but now we're starting to see more random events including mid-year retirements which lead to less predictability for planning and budgeting.
- Utility cost increases may be attributed to our first cold winter in many years.
- The district is up about 30 percent on equipment repairs.
- More special education children are attending nonpublic schools. The District has used an outside firm to hire a psychologist to assist with dramatically increasing mental health needs. Several years ago the state shifted the funding for mental health from the counties to the districts; we are now experiencing the full effect of that. We have a huge demand to fulfill these mental health needs, but the dollar figures are not following the increasing need.
- Another component associated with the declining special education enrollments is that costs are increasing for county-wide programs such as occupational therapy, physical therapy, behavior analysts, etc. Special education is evolving into more specialized services for our students. It is

getting to a point where it almost requires a unique program for every child. It is increasingly difficult to have a classroom of students whose needs are *all* being met.

Regarding multi-year projections, one of the most drastic items we will notice relates to our projection for next year. At first interim, the District was projected to receive a \$286 increase per ADA for LCFF funding. Since the governor's budget workshop in January, that number has declined to an estimated \$99 per ADA. Small declines in the out-years are also anticipated. This equates to a \$1.3 million decrease of LCFF funding over three years. The Legislative Analyst's Office has said they feel the governor's proposal is under estimating revenues so there is hope that come the May revise, will reflect increased revenues.

Other impacts on the multi-year projections include no growth in special education revenues. There is a push to revamp special education funding; however, at this point there have not been any concrete proposals.

The District continues to evaluate special education in terms of our programs, how we run them, and how we work on our master schedules, to see where we can still provide the education programs the children need, without breaking the bank.

The district has also been impacted by PERS rate increases from first interim to second interim. The PERS board decreased their investment rate by .25% which increases our future employer rates by anywhere from .5% up to almost 3%. This will cost the district \$600,000 over the next 3 years. This is on top of the other increases that have already been discussed on STRS and PERS. One of the things that, unfortunately, is happening, despite the growth we've seen with LCFF funding, is that 30% of that funding goes right towards covering pension costs. The repercussion of this is an inability to expand any programs because we are paying higher and higher pension costs.

Through Prop 39 funding, the district has completed some limited LED projects at some of the campuses. We are not yet seeing the savings, plans for more major LED lightbulb replacement projects are expected to lead to a large reduction in the district's electricity bills.

The District currently has 5 busses that have to be off the road and replaced by the end of 2017. We are in the process of obtaining quotes, and looking at leasing and financing options for the replacement busses. On average, the cost for a new standard school bus is around \$150,000-\$160,000.

The governor has projected a decline in the growth rate for the state. As a result, we are projecting little to no growth for schools.

If the Affordable Care act is repealed it could affect the entire state economy. This includes school districts, even if the impact is not direct.

Nationally, the stock market seems to be performing well. Job growth continues and the job participation rate is increasing. Wages are going up slightly by about 2% and our nation is considered fully employed. The Federal Reserve is meeting this week and we are anticipating an increase in the Federal Reserve rate which could also indirectly impact schools.

Superintendent Wehr added that we are looking at some things we can do now to address budgetary concerns instead of waiting for budgetary challenges to be upon us. The District plans to bring back healthier projections after working on some things between now and May. Some of these things

include looking at our staffing; how we staff, evaluating every position as it becomes available and their contribution to the system, and looking at programmatic things and how we can use grant dollars and some other dollars to help us plan further out even if it won't necessarily solve our problems. The board has done a great job in planning through contributions to OPEB in the past. During better times, we were contributing \$410,000 to this every year and have a little over \$2,000,000 invested at this time.

Lastly, the District is evaluating some of the ways the District staffs programs. Some are staffed really conservatively, some are not. We are thinking about how to keep in mind our natural attrition and combination of programs, while keeping everyone employed, and serving our students well as we continue to look ahead at this particular challenge.

Mrs. Zizek reported that the bottom line continues to be positive. The ending fund balance is about 10 percent of our expenditures. Overall, the district is in good shape, but there are things we need to pay attention to now to stay ahead of the challenge.

Mr. Brown moved to approve the Positive Certification of the District's Interim Report. Mr. White seconded. The motion carried unanimously carried (4-0).

Brown: Aye
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Aye)

H. STUDENT SERVICES – ACTION/DISCUSSION ITEMS

1. Annual Review of District and School Safety Plans.

Education Code 32286 and El Dorado Union High School District's Board Policy and Administrative Regulation 0450 require an annual adoption of school safety plans. The approval process must be presented to the Board of Trustees in a public meeting per Education Code. Binders containing the Emergency Operations Plans and Action guides have been compiled and updated. These plans are also available as a web-based document for access by the Office of Emergency Services. During the year, meetings are held with school safety personnel and law enforcement agencies.

Mr. Volmer advised that the plans have been reviewed several times this year and have been updated. This is a fluid document and it's going to change continuously. District staff attend workshops to learn about different things we can consider and implement.

One area of focus is the "fight-flight" response. Mr. Volmer described a scenario in which persons might find themselves in a position where they cannot run and hide, but can fight. An example of fighting would be moving something in front of the door, to distract an assailant enough to give you an opportunity to fight and escape the situation. This is something the Safety Committee is exploring and looking into how we might implement and train for this.

Mr. White moved to approve the adoption of the School Safety Plans. Mrs. Veerkamp seconded. The motion unanimously carried (4-0).

Brown: Aye
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Aye)

2. Consideration of Student Disciplinary Matters Relating to Expulsion and/or Readmission.
(GC 54954.5[h]; EC 35146, 48918[c])

Mr. White moved to approve the Findings of Fact, Conclusions and Recommended Order of the Administrative Panel as the Findings of Fact, Conclusions and Order of the Board of Trustees regarding the expulsion of Student #16-12. Mrs. Veerkamp seconded. The motion unanimously carried (4-0).

Brown: Aye
Cary: Not Present
Del Rio: Aye
Veerkamp: Aye
White: Aye
(Howard: Aye)

I. HUMAN RESOURCES – ACTION/DISCUSSION ITEMS

There were no action/discussion items under this session.

J. OTHER – ACTION/DISCUSSION ITEMS

1. CSBA Annual Education Conference.

Mr. White spoke about attending a general session at the CSBA Annual Education Conference in December 2016 where Michael Eric Dyson was one of the keynote speakers. Mr. White expressed that CSBA has always been a politically non-partisan association, but felt that, perhaps, because of the presidential election, they went a little off course this year. Mr. White shared that he found the speech given by this key note speaker to be extremely derogatory. He shared that he had written a letter to Superintendent Wehr and Mr. Del Rio outlining his concerns. Although Mr. White did not necessarily suggest that the District drop out of CSBA, he would like to make sure that if the District is going to pay \$13,000 per year to be a part of CSBA, that our participation supports all that we have done as a district to include students and people of all backgrounds. Mr. White asked to work with Superintendent Wehr to draft a nice letter that reiterates we are in this organization to advocate for our public schools in a non-partisan manner and the sort of rhetoric expressed by the keynote speaker is not appreciated.

Mr. White was seeking permission to write such a letter and review it with the board for endorsement prior to sending it. The Board of Trustees granted permission.

K. ANNOUNCEMENTS BY BOARD AND CABINET, IF NEEDED.*Announcements and topics of interest reported by board members/cabinet and time line of items for future board meetings.*

Mr. Deville is excited to start the first round of negotiations with CSEA on Thursday. Another date is planned in April. As a representative of the district, Mr. Deville participated in the job fair at EDCOE on Saturday. The District will have an English opening in the district and he was proud to share that there were many strong applicants that are products of our schools including graduates, or parents of children in our schools.

Mrs. Bartlett expressed her commitment to working on cost containment and reduction in the district. The goal is to provide students with an outstanding education, meet their educational needs, and stay within the budgetary limitations. To that end, there are many positive things going on to build programs that help students stay in general education programs as much as possible. They have been working on multi-tiered systems of support as a means of accomplishing this. One example of this is the WhyTry training that Mr. Volmer sponsored last week that helped several staff members learn some techniques for intervening with some of our students who are suffering from anxiety. Mrs. Bartlett offered congratulations to the poetry out loud winner Zoey Eddy. Mrs. Bartlett attended a "Hands for Hope" brunch called brunch of dreams last week. They use funds they raised to create a dream bedroom for a child with cancer. She offered her congratulations to Ron Thomas and Christopher Moore on moving forward to the state level for the ACSA Administrator of the Year awards.

Mr. Moore expressed how we have wonderful classified staff such as our career technicians. The career expo is scheduled for tomorrow. Mr. Moore also wanted to recognize Dan regarding the FFA program. He has gone the extra mile by walking the grounds, checking the boundary lines, using google maps for sketching and working behind the scenes to gather people together and get things done. Mr. Moore shared that we had a consultant come in and help us with the emotional well-being components that have been discussed. One of the take-aways is an area that is really being stressed is that relationships matter, and connections with other human-beings matter. If teachers were to think about how to foster relationships with students, how to show that they care, and how they can help students be connected to one another. It may seem obvious, but sometimes we need to be reminded of the obvious. We're going to continue with Superintendent Wehr's leadership to really push this. Whether you're in an AP class or struggling in an ELD class, you need relationships and connectedness.

Mr. Volmer congratulated Pam Bartlett, Chris Moore and Ron Thomas on their ACSA recognition. He also complimented Mr. Moore and Mrs. Bartlett on working together as a team. It is not one versus the other. Mr. Volmer shared that the WhyTry training had a topic of working as a team as well, and added it was a great training. He shared that they are now doing the "mind sets" at the beginning of the year which he believes has some components to it that can help the kids. He noted that the District will end the year with having Doctor Melrose come in and share some techniques on how we can calm ourselves and gain emotional stability. Mr. Volmer feels we have reached a point where we have defined what we are talking about when we use the term "emotional well-being", but now this summer and next year we will be focused around how we can start applying what we have learned now. In regards to a budget, Mr. Volmer felt confident we will work through any challenges together that may arise as we have in years past.

Superintendent Wehr shared some thoughts on the WhyTry training. As a part of this, there was a parent meeting held at Ponderosa High School where about 30 parents attended. It was really well done, and parents were very appreciative of learning how they can build resiliency in their kids and different strategies they can use.

Hannah Howard shared how she worked closely with Sarah Conner who was the head of the “Brunch of Dreams” event and she was very proud to share that they sold out of tickets. She also mentioned that election week is coming up for a lot of the schools which will be a very busy week for all the ASB classes.

Mr. Brown shared his congratulations for Pam Bartlett, Chris Moore, and Ron Thomas on their ACSA recognition. He is looking forward to seeing the budget turnaround in May.

Mr. White thanked Dan Augino for the information he provided. He shared he had a full St. Patrick's Day starting off with a breakfast in Tahoe at 9:00 AM., then the Ponderosa foundation dinner in the evening. He also mentioned that he received a phone call from a constituent looking for information regarding compensation of employees. Apparently there are 37 counties that publish this data on the state controller's website. Mr. White requested that during his one-on-one meeting with Mr. Wehr they look at why we do not populate our compensation on the State Controller's website. Marti Zizek responded that it can be located on transparent California due to their much more lenient formatting and how we are able to send it. The state controller's website requires complete manual input which would be extremely time-consuming. Mr. Moore also added that the SARC for each school partially lists this information, as well.

Mrs. Veerkamp thanked everyone for sharing what they are involved with in their world. She also expressed her congratulations to Pam Bartlett, Chris Moore, and Ron Thomas regarding the ACSA awards. She is looking forward to attending the career expo tomorrow night.

Mr. Del Rio shared how he appreciates that we have such a large binder for our safety plan. The students' safety is the most important thing next to their education.

L. CLOSED SESSION

This session was not needed.

M. OPEN SESSION

This session was not needed.

N. ADJOURNMENT

There being no further business, Mr. Del Rio adjourned the meeting at 7:54 p.m.

Stephen Wehr
Executive Secretary to the Board of Trustees