

**MINUTES OF THE REGULAR MEETING
OF THE SANTA CRUZ CITY SCHOOLS BOARD OF EDUCATION
FOR THE ELEMENTARY AND SECONDARY DISTRICTS
September 11, 2013**

Convene Open Session

Board President Tracy-Proulx called this Regular Meeting to order at 6:32 p.m. in the County Office of Education Board Room, 400 Encinal Street, Santa Cruz, CA.

Attendance at Meeting

Sheila Coonerty	Cynthia Hawthorne	Patricia Threet	Deborah Tracy-Proulx
Steve Trujillo	Claudia Vestal	Ken Wagman	

Gary Bloom, Superintendent
Karen Hendricks, Assistant Superintendent, Human Resources
Kris Munro, Assistant Superintendent, Educational Services
Members of the Audience

Welcome and Format

Board President Tracy-Proulx welcomed those in attendance and explained the format used for this Regular Meeting of the Board of Education.

Superintendent Bloom's Pre-Public Communications Statements:

To the Teachers in the audience: A sincere thank you for getting the school year off to a great start and for your dedication to our students and our community. We have a fabulous teaching staff in SCCS and all of us sitting up here recognize that it is our job to support you and your vital work. And an important part of that support should be tangible and represented by salary. The board has made it very clear that it wants to provide salary increases to our staff members to the extent that we are able. Our new Assistant Superintendent for Business Services, Robert Shemwell, starts next week, and we now know our 2012-13 ending balance. Later in tonight's agenda the board will consider approval of our fiscal year 12-13 unaudited actuals, which clears the way for us to return to the bargaining table to reach a respectful supportive resolution for our teaching professionals for 12-13.

To the Students in the audience: I want you know how pleased I am to see you here tonight. The fact you are taking the time and making the effort to use your right to express your grievances before us and that you are engaging in the democratic process is good to see. There is some misinformation out there that needs to be clarified. The hiring and letting go of at-will, walk-on positions such as coaches is an administrative function in our district, handled by principals, the HR department and the superintendent's office and individual cases are not reviewed by the school board. Over the last three years, we have not renewed about ten walk-on coaches due to performance. The employment of this type of employee is strictly under the purview of site principals, the district HR department and the superintendent's office. No cases have ever gone to the board of trustees. They have always been handled by staff. George Arnott has not been renewed as head coach for SCHS baseball and will not be returning to the district in 2013-14. Principal Karen Edmonds is recruiting and selecting a new head baseball coach for SCHS. I encourage you to let her know by this Friday if you are interested in participating in that effort. If SCHS is to have a strong season this year, we need your support in recruiting a new coach.

Board President Tracy-Proulx clarified that due to the large number of people present tonight to speak regarding either the Greater Santa Cruz Federation of Teachers or former Santa Cruz High School baseball coach George Arnott that the Public Communications portion of the meeting would start with Santa Cruz City Schools Personnel Commissioner Mark Violante, then move to those who wish to talk about the GSCFT.

Agenda Changes

None.

PUBLIC COMMENTS

Santa Cruz City Schools Personnel Commission Chairman Mark Violante officially welcomed new Classified Personnel Director Beth Summers to the SCCS Management Team and introduced Ms. Summers to the Board of Education. SCCCE President Chacanaca reminded the Superintendent that the 2013-14 school year got off to a great start in large part due to the Classified Employees and their diligent efforts to clean and prepare the classrooms and grounds for students, and the office staff who prepared all the required paperwork.

Greater Santa Cruz Federation of Teachers Union Officers, District Teachers, Parents and community supporters, including Monterey Bay Labor Council Representative Cesar Lara spoke regarding the dispute over a fair and equitable salary increase and also regarding the reported experiences of teachers feeling intimidated and/or pressured by administrators to continue working more than contracted hours until such dispute is resolved. Teachers and other audience members participated in a "song of protest". Speakers and singers included: Barry Kirschen, Casey Carlson, David Winters, Robyn Miranda, Kelly Moore, Helayne Ballaban, Heather Murphy, Anna Purna Pandey, Robert Chacanaca, Linda Aragon, Joyce Smith, Cesar Luna, Kai Cole, Jen Bird, Valerie Murphy, Allison Geurera, Beth Landry and Jessica Murray.

Several Santa Cruz High School Students and Parents expressed their great displeasure with the decision by District Administration not to renew the coaching contract of George Arnott. The Trustees and Superintendent were asked to explain in more detail alternative plans for the baseball program at Santa Cruz High School and explain to student athletes when they can expect to be having practices, participating in off-season showcases, etc. Former Santa Cruz High School graduate Olalla Duffy spoke on behalf of her brother Vincente, who was not available to speak due to traveling team obligations this evening, in support of Mr. Arnott. Other speakers were not listed on the sign-in sheet, making names unavailable for this record.

Branciforte Middle School Principal Pfothenauer reported on Summer projects/improvements, including the Innovation Center – which received a \$5,000 grant for the sound room and a \$50,000 donation for other improvements. Principal Pfothenauer provided thank you cards for teachers Sara Goldfarb and Wendy Thompson, who were the driving force behind the Innovation Center.

SUPERINTENDENT'S REPORT

Meetings have been established regarding the process to re-open Natural Bridges School. Staff and Parent meetings have been scheduled at four elementary schools during the months of October and November to allow District Administrators and Trustees to hear input and ideas from interested parties. New SCCS Assistant Superintendent Robert Shemwell will begin working full time in the district on Monday, September 16th. The Superintendent acknowledged the Business Department staff for the uninterrupted flow of business during the absence of a Department Head. The four comprehensive elementary schools have Back-to-School Night on September 12.

APPROVAL OF MINUTES

1. MSP (Trujillo/Hawthorne) 7-0, the Board of Education approved the Minutes of the Regular Meeting of August 21, 2013.

GENERAL PUBLIC BUSINESS

Consent Agenda

Mr. Trujillo moved approval of the Consent Agenda, consisting of: Personnel Actions – *Certificated*; Personnel Actions – *Classified*; Purchase Orders; Warrant Register; Gifts; Authorized Signature Resolution 01-13-14; NPA/NPS Contracts – Special Education; CSA – Krovetz; Adult Education Calendar 2013-14; Confidential Salary Schedule; Contract – HHS Baseball Field CEQA; Contract – HHS Baseball/Softball Fields – Verde Design; Notice(s) of Completion; Change Order(s). The Board acknowledged, with gratitude, the following gifts donated to Santa Cruz City Schools: *Westlake Elementary School* - Abby Arnott donated 504 Composition Books to the school. *Branciforte Middle School* - Schoolhouse Chai donated \$50,000 to the new Innovation Center. This motion was passed by roll call vote, as follows:

Roll Call Vote: Coonerty – Yes Hawthorne – Yes Threet – Yes
Tracy-Proulx – Yes Trujillo – Yes Vestal – Yes Wagman – Yes

Closed Session Actions Report

1. The Board of Education approved the Certificated/Classified/Management Leaves, Retirements, Resignations and Appointments as submitted with a vote of 7-0.
2. The Board of Education received an update from, and gave direction to Superintendent Bloom regarding negotiations with the GSCFT K-12 Unit for 2012-13 and 2013-14.
3. The Board of Education received an update from, and gave direction to Superintendent Bloom regarding negotiations with the SCCCE for 2013-14.
4. The Board of Education discussed: Public Employee Performance Evaluation (Govt. Code 54957)
Title: Superintendent - Annual Goals and Objectives.

ITEMS of BUSINESS to be TRANSACTED and/or DISCUSSED

Staff Report: Opening Enrollments

Ms. Munro reported that at this early point in the school year, enrollment was slightly increased over 2012-13, but slightly under projections for 2013-14. A more reliable number will be available following CBEDS day in early October, and the Board of Education will be updated at that time. Average elementary class sizes (not including Monarch Alternative Elementary, Alternative Family Education or Special Day Class students) is: TK/K – 20.05; First – 20.34; Second – 21.00; Third – 20.85; Fourth and Fifth – 27.32. This report was informational in nature and no action was taken by the Board of Education regarding this matter.

Staff Report: 2013-14 Instructional Focus

Ms. Munro reported regarding our collective mission to ensure that all students are prepared for college and career when they complete high school and that we are focused on closing the achievement gap and creating equitable outcomes for all students. Topics included: Essential Strategies; Response to Intervention in both Elementary and Secondary; Creating a College Going Culture; District Wide Commitment; District Wide Celebrations from 2012-13. This report was informational in nature and no action was taken by the Board of Education regarding this matter.

Staff Report: Preventing Bullying, Cyberbullying, Hate Speech & Harassment and Update on AB156 and AB9 (Seth's Law)

Student Services Director Brown reported that in 2013 two bills went into effect impacting how school districts respond to bullying. Ms. Brown explained both bills, and also reported on how training will be provided to staff, how students and parents will be informed of new procedures, and how information regarding "second step lessons", safe school plans, and updates as legal cases are resolved will provide additional bullying staff training. This report was informational in nature and no action was taken by the Board of Education regarding this matter.

Staff Report: Food Services

Superintendent Bloom introduced new SCCS Food Services Director Amy Hedrick-Farr to present information to the Board of Education. Ms. Hedrick-Farr reported that she is proud to be associated with the SCCS Food Services Department. Alba Organics is currently providing farm-to-school produce. Second Harvest Food Bank donates more than 1,000 lbs. of food to SCCS weekly. The Summer Meals Community Outreach was a successful and gratifying program. Work will continue to ensure compliance with all State and Federal regulations, alignment with district and board goals, equipment replacement and purchase, increased participation, expanded programs and staff training. This report was informational in nature and no action was taken by the Board of Education regarding this matter.

New Business: 2012-13 Unaudited Actuals & Revised 2013-14 Budget

Finance Director Lacey provided the 2012-13 Unaudited Actuals and the Revised 2013-14 Budget to the Board of Education. Topics included: Outcomes; Variance between Estimated Actuals provided 6/19/13 and Unaudited Actuals on 6/30/13; Unrestricted Variance from estimated actuals at Adopted Budget 6/19/13; Elementary District Revenue Limit and LCFF (With and Without Basic Aid); Projected vs. Actual Funding Per ADA; MYP Highlight of Revenue Assumptions; MYP Highlight of Expenditure Assumptions; Unrestricted Reserve over 10 years; Key Budget Milestones. MSP (Hawthorne/Trujillo) 7-0, the Board of Education certified the 2012-13 Unaudited Actuals and approved the 2013-14 Revised Budget.

New Business: PUBLIC HEARING: Tentative Agreement Between SCCS and SCCS – Disclosure of Costs

Open: Board President Tracy-Proulx opened this Public Hearing at 9:04 p.m.

Superintendent Bloom reported that the SCCCE Bargaining Unit had ratified this mediated agreement on Sept. 5th and Mary Hart from the County Office of Education had reviewed and approved the agreement. Pursuant to AB1200, the Board is making this agreement available to the public to allow public comment prior to approval and to publicly disclose the cost of the agreement. There is a cost of \$1,400 to the district above the previously adopted budget.

Public Comments: SCCCE President Chacanaca reported that the vote to ratify this agreement was very close and many from this bargaining unit are not happy. Mr. Chacanaca reported that in his 20+ years of service in this district, the SCCCE has recently taken three actions for the first time: 1) the unit has filed an unfair labor practice complaint; 2) the unit has gone to impasse during negotiations with the district and had to have a state mediated agreement go to members for a vote; 3) the unit has never before had a unanimous vote of "no confidence" in a District Superintendent (vote was taken on September 5, 2013).

Close: Board President Tracy-Proulx closed this Public Hearing at 9:08 p.m.

New Business: Tentative SCCCE Agreement 2013-14

Ms. Hendricks thanked the members of both the SCCCE and the District Negotiating Teams for their determined efforts to get an agreement for ratification. MSP (Wagman/Hawthorne) 7-0, the Board of Education approved the agreement between SCCS and the SCCCE for 2013-14.

BOARD MEMBERS' REPORTS

Board President's Report

Board President Tracy-Proulx extended her thanks to the Monterey Bay Labor Council for inviting Santa Cruz City Schools to their Labor Day Picnic. Ms. Tracy-Proulx attended the Gault Elementary and Branciforte Middle School PTA Meetings. The Board President acknowledged the hard work of teachers Sara Goldfarb and Wendy Thompson in regard to the Branciforte Middle School Innovation Center. Ms. Tracy-Proulx would like to gather information about how the CIF/CCS provides coaching support.

Board Members' Reports and Referrals

Board Member Vestal attended the New Teacher Orientation at the SCCS District Office, and was pleased to see how many of the teachers grew up in this district and have returned to work here. Ms. Vestal has been reading lots of emails from the public. The Go-For-Health Committee will be restructuring the sub-committees in the near future. Board Member Vestal will attend some of the district Back-to-School night events.

Board Member Threet attended the Personnel Commission Meeting, the New Teacher Orientation and the Cabrillo High School Football Jamboree. Her son began his junior year in high school.

Board Member Hawthorne is proud to report that the Santa Cruz County School Boards Association (sczcsba.wordpress.com) is providing training through the California School Boards Association to every trustee in the county on the roles and responsibilities associated with the Local Control Funding Formula. The training date is November 14, 2013, and the location is TBD. The Agenda Committee will give careful thought to the crafting of the October 9th Agenda as this meeting will review SCCS Athletic Programs, including Coaching Conduct, and ensure district policy alignment with current Education Code and Law. It is the responsibility of this board to see that adequate training and support are provided to all voluntary positions/adults that interact with our children – from Chess Club Coach to Bike Repair Club Advisor.

Board Member Wagman noted that when the Athletic Programs are reviewed in October, he would also like to ensure that the district liability is protected via facility/field use agreements and that Parent Conduct Codes are also explored and discussed.

Board Member Coonerty acknowledged that she had heard clearly from the community that folks did not feel consulted or respected during the dispute regarding Mr. Arnott's contract renewal. Trustee silence on these matters is required due to the confidentiality of personnel matters, and it is also a matter of sorting out very different perceptions of the same incident. The law states that District Administration has the final authority regarding temporary, at-will positions. They need this authority to manage staff. The renewal or non-renewal of Mr. Arnott's contract is within the District Administration's legal power and should not be overturned by this Board. An agenda in the near future will seek clarification for all and direct administration to look into: parental involvement; coaching expectations; athlete/parent/coach agreements; processes for mentoring and supporting temporary staff members; processes for requesting input from all interested parties – but, after all that, it is clear that the administration has the right to renew or not renew temporary contracts.

Board Member Trujillo reported that he has made an effort to reply to every email he has received. Mr. Trujillo acknowledges that each person has the right to feel as he/she does. Board Member Trujillo proposed that SCCCS consider implementing a program for employees similar to the Santa Clara COE Program "Living Our Values" – which contains a summary document of behavior expectations for employees. The program addresses bullying in all forms, and advises how to create a comfortable safe workplace. All employees, including those who work part-time, are required to review it, discuss it, and sign and date the document at the start of each school year. Mr. Trujillo attended the opening of the reconstructed La Fonda Street Bridge and met both Harbor High School and DeLaveaga Elementary School parents. Mr. Trujillo was pleased to note that there were several new male teachers at the SCCS New Teacher Orientation – more men are always needed in public schools in the counseling offices, libraries, classrooms, etc. Board Member Trujillo spent 8 days on his honeymoon and had a wonderful time. Thank you to all the parents who contacted him, and feel free to contact him in the future.

Board Meeting Schedule Information

1. The Regular Meeting on September 25, 2013, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
2. The Regular Meeting on October 9, 2013, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
3. The Regular Meeting on October 23, 2013, 6:30 p.m., will be held in Room 312 of the District Office, 405 Old San Jose Road, Soquel, CA.
4. The Regular Meeting on November 13, 2013, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
5. The Regular Meeting on December 11, 2013, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
6. The Regular Meeting on January 15, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
7. The Regular Meeting on February 12, 2014, 6:30 p.m., will be held in Room 312 of the District Office, 405 Old San Jose Road, Soquel, CA.
8. The Regular Meeting on February 26, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
9. The Regular Meeting on March 12, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
10. The Regular Meeting on March 26, 2014, 6:30 p.m., will be held in Room 312 of the District Office, 405 Old San Jose Road, Soquel, CA.
11. The Regular Meeting on April 16, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
12. The Regular Meeting on May 7, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
13. The Regular Meeting on May 21, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.
14. The Regular Meeting on June 18, 2014, 6:30 p.m., will be held at the Santa Cruz County Office of Education, 400 Encinal Street, Santa Cruz, CA.

Adjournment

There being no further items of business to come before the Trustees, Board President Tracy-Proulx adjourned this Regular Meeting at 9:33 p.m.

Respectfully submitted,

Gary Bloom, Superintendent
Santa Cruz City Schools

Deborah Tracy-Proulx, President
Board of Education