



**D. PUBLIC HEARINGS**

**1. Proposed Increase in Developer Fees**

Vice President Carlisle opened the public hearing for a proposed increase in developer fees. There were no public comments or questions. Vice President Carlisle closed the public hearing.

**2. Financial Impact of Agreement with Santee Teachers Association**

Vice President Carlisle opened the public hearing for the financial impact of the agreement with Santee Teachers Association. There were no public comments or questions. Vice President Carlisle closed the public hearing.

**E. CONSENT ITEMS**

Items listed under Consent are considered to be routine and are all acted on by the Board with one single motion. It was moved and seconded to approve Consent Items.

**Superintendent**

1.1. Approval of Minutes

Business Services

2.1. Approval of Travel Requests

2.2. Approval/Ratification of Expenditure Warrants

2.3. Approval/Ratification of Purchase Orders

2.4. Approval/Ratification of Revolving Cash Reports

2.5. Acceptance of Donations

2.6. Approval of Agreement for Student Transportation Services Between San Diego County School Districts

2.7. Approval of Agreement for Student Transportation Services

2.8. Approval of Student Teaching Agreement with San Francisco State University

2.9. Adoption of Resolution #0506-18 Increasing Fees on Development Projects

2.10. Approval to File a Notice of Exemption with the County Clerk in Compliance with California Environmental Quality Act Requirements for Developer Fee Increase

2.11. Approval of Department of Real Estate School Facilities Report in Compliance with Business and Professions Code Section 11010

2.12. Approval of Request for Proposals for Print Services

Educational Services

3.1. Approval to Submit Elementary and Secondary School Counseling Grant

3.2. Approval of Memorandum of Agreement with the Santee Collaborative/Santee Solutions for Support for Drug Free Communities Project

Human Resources

4.1. Personnel, Regular

4.2. Approval to Renew the Annual Agreement with Save-A-Life Educators for First-Aid, CPR & AED Training

**Motion: El-Hajj**

**Second: Bartholomew**

**Vote: 5-0**

**F. DISCUSSION AND/OR ACTION ITEMS**

**Superintendent**

**1.1. Board Selection of Eighth Grade Promotion Assignments**

Board members selected school assignments for eighth grade promotion ceremonies.

**1.2. Strategic Planning Action Planning Committees**

Dr. Johnson shared the work that the Strategic Planning Action Planning Committees have done so far as they develop action plans to implement the newly adopted Board Goals developed during the Strategic Planning process in October 2005. Committees have been developed for each Critical Issue area, which include: Student Learning, Educational Opportunities, Fiscal Solvency, Parent/Community Partnerships, Student Resiliency, and Facilities. Dr. Johnson reported that these committees are working hard and providing important information.

Dr. Johnson provided highlights of each Strategic Plan Critical Issues area and emphasized that monetary resources would be necessary to implement some specific actions. Dr. Johnson said each committee was utilizing a template for action planning containing the following components:

1. Title of Critical Issue
2. Desired State
3. Objectives
4. Action Plan to Meet Objectives
5. Resources Needed
6. Responsible Parties for Action Plan
7. Timeline for Implementation
8. Measurement and Benchmarks
9. Reporting Date to the Community

**1. Student Learning:** Dr. Johnson indicated that learning labs, extended day, foreign language instruction, and the zero period were all areas where additional monetary resources were needed.

**2. Educational Opportunities:** Dr. Johnson reported that having a speakers' bureau for parent education was highlighted, as well as after school activities in the arts, AVID, academics, and sports.

**3. Fiscal Solvency:** Dr. Johnson said that a report on our three-year multi-year plan was provided at the last Board meeting.

**4. & 5. Parent Community Partnerships and Marketing:** Dr. Johnson's Parent and Community Partnership Committee commented that it would really be great to provide parent education on topics such as ADD, Internet Safety, College Opportunities, and Mental Health Awareness, to assist parents and to bring them together from across the district instead of meeting as nine independent satellites. Member Burns believes that the committees have developed some great goals and he is excited about looking to the future and implementing some of their ideas. A draft survey was provided to the Board that was developed by the committee.

**6. Student Resiliency:** This committee is working on Peace Builders for junior high. Member El-Hajj asked if Peace Builders was for junior high students. President Ryan said yes and that she knew some Board members had some concerns about it. Dr. Shaw said that the Peace Builders program is working well at Rio Seco junior high grade levels and administration is looking to see why it is working at Rio Seco and not as effective at other schools. Member Burns believes that the effectiveness is based on consistency and the program is not always consistent at all of the schools. He is concerned about using it at the junior high level. He also was told by teachers that there are other things being brought in to use for character education as well as the Peace Builders program. He wants a program that the kids will buy in to and will work. Member Bartholomew said that at the last student forum students said that Peace Builders was a little juvenile for middle school students. There is however, an emphasis on keeping Peace Builders because we have already purchased and are using the program, and it is a state approved program for the grant funding. Dr. Johnson said that Board members may wish to see that Peace Builders is strengthened and consistent across the District before implementing another program. Dr. Johnson shared that when Peace Builders was initiated it began as an ongoing implementation at selected sites because of funding at the time. Dr. Johnson said that standardization needs to be implemented in order to make it work for students across the District. The Student Resiliency Action Planning Committee, which consists mostly of Character Education Committee members, has recommended that they investigate to see how Peace Builders can be made to work better for our students. Member Carlisle said that if it is working at Rio Seco we could use their model to make it work better at other schools. Member Burns asked if other programs used by other districts have been investigated. Member Bartholomew said other programs have been discussed in the committee meetings. Member El-Hajj is glad that the Board is not saying that just because we have Peace Builders we don't need

anything else. She does not feel Peace Builders is a complete program for the middle school level. Dr. Shaw said that the committee is looking at the whole child and what will help the whole child to develop. Dr. Shaw believes that the committee's recommendation will be much broader. Member Burns emphasized that consistency is needed throughout the schools, where the character education message is the same message from everywhere within each school.

**7. Facilities:** Facilities is covered by the Facilities Committee.

Dr. Johnson reported that she hoped the Board would appreciate this summary so they could begin to look at the priorities and resources. Member Carlisle commended administration for their hard work on the action planning process. He knows that the day-to-day operations keep everyone plenty busy and this is an added time commitment.

### **Business Services**

#### **2.1. Approval of Monthly Financial Report**

Bill Clark presented the Monthly Financial Report with a continuing positive financial performance and a general fund balance for February of \$530,448. President Ryan said she likes seeing a continuing positive uncommitted balance. Member El-Hajj moved approval of the monthly financial report.

**Motion:** *El-Hajj*

**Second:** *Burns*

**Vote:** *5-0*

### **Educational Services**

#### **3.1. Academic Performance Index (API) Base for 2005**

Dr Shaw reported that today the API Base Report for 2005 was made public. This report provides growth targets for schools in their upcoming testing. If a school is in the 800's, their growth target will fall in the 800 range. The two schools not in the 800 range are expected to improve their API by 1 point. He reported that the similar schools ranking shows our schools as compared to 99 other schools in the same category. Six of our nine schools improved their similar schools ranking, one stayed the same, and two dropped 1 or 2 points even though their API score increased. He said the report is favorable and the message we received from the report is to look at other schools ranked above Santee to see what they may be doing that we might use to help continue to improve our scores. Member Burns does not agree with the similar rankings and believes our schools are higher than the state reports. President Ryan shared her concern that three of our schools are ranked at 4 and the lower socio-economic schools are higher than others. Dr. Shaw reported that Cajon Park did not increase in ranking and are looking at ways to improve. Carlton Oaks dropped 2 points and Dr. Shaw has had a discussion with the principal about things being put into place to improve their ranking. Debbie Brenner is having a really positive affect at Sycamore Canyon and believes there will be improvement there. President Ryan would like to see what schools are put in the similar schools comparison band. Dr. Shaw will get a list of the comparison schools to the Board. Member Carlisle asked if the comparison schools change from year to year or are always the same. Dr. Shaw said that because of socio-economic changes at times, the comparison school list adjusts slightly each year. Member El-Hajj said that she teachers at a school that ranks at a 10 and she believes that the higher API scores are more to celebrate. She is not so concerned with the similar schools ranking. Dr. Shaw said the positive thing about similar schools ranking is that similar schools offer good programs that we can look at and possibly use to increase our student achievement. Last year Hill Creek's third grade teachers went to Boulder Oaks and initiated a program they use with their students that is a new innovation and really exciting for teachers. Dr. Johnson believes that when you look at similar schools ranking there are many variables, such as some of the schools only have 100-200 students, and some schools are K-5 or K-6 schools. There is a lot of data available and administration is always looking to find ways to make our students successful.

### **Human Resources**

#### **4.1. Employee Recognition for Day of the Teacher (May 10) and Classified School Employee Week (May 21-27)**

John Tofflemire asked Board members to have a discussion about employee recognition items for this year. Member Burns would like to provide mugs for employee recognition and would also like to provide an edible treat. Board members said they would like to provide coffee mugs and donuts.

#### **4.2. Ratification of Employer-Employee Collective Bargaining Agreement with Santee Teachers Association**

John Tofflemire presented the tentative agreement between Santee School District and STA for a one-time payment in the amount of \$102,456 of the STRS Shift funds, contingent upon final review by SDCOE. Member Bartholomew will abstain from this vote because his spouse is a teacher in the District.

**Motion: Burns**

**Second: El-Hajj**

**Vote: 4-0**

**(Bartholomew abstain)**

#### **4.3. Emergency Substitutes**

Mr. Tofflemire shared that in the event an emergency occurs, the District may need to increase the pay for substitute teachers in order to provide needed substitutes in classrooms. He asked for Board approval to increase the pay for substitute teachers to \$190.00 per day if the critical need arose. Member Burns asked what the process would be to declare an emergency and said that he believes that the Board should declare any emergency situation. Mr. Tofflemire said that there may not be time to do that if there is an emergency or critical need in the District. Mr. Burns said that there are situations covered in the Brown Act for emergencies of this sort. In emergency situations in the past, the Board has been able to ratify a decision to designate an emergency. Member Burns would like an emergency meeting planned if the need arose, to have the Board designate the emergency situation. President Ryan said that she supported having the Board declare any emergency situation. Member Burns moved approval of Agenda Item F.4.3., with the stipulation that the Board would determine the emergency through an emergency meeting. President Ryan seconded the motion. Member El-Hajj did not agree with the need to have the Board declare an emergency and believes that administration could make a decision based on the need. Although she will vote no, she is not against the higher pay rate for substitutes, but does not support the need for the Board to designate the emergency condition.

**Motion: Burns**

**Second: Ryan**

**Vote: 4-1 (El-Hajj, no)**

### **G. BOARD COMMUNICATION**

Member Burns attended the talent show at Carlton Oaks and said it was a very great performance.

President Ryan reminded Board members about the upcoming CSBA self evaluation workshop. There are still 2 sessions available. She will get the information to Linda to distribute to Board members in case any Board members wish to attend. The two sessions are May 9 in Visalia and May 16 in Rancho Cucamonga.

Member Bartholomew visited Hill Creek and saw the Brite program. He thought it was awesome. He said the woodshop program was very active and it was really great to see.

Member El-Hajj reported that the Wellness Committee is moving along. There are a number of issues with this policy development and the scope of the policy is very broad. She said that QZAB is awesome and thanked Dr. Shaw for his strategic leadership.

Dr. Johnson reminded the Board about the upcoming server outage during spring break. She asked if the Board has any needs for administration to address. None were provided.

Dr. Johnson asked the Board for topics of discussion and organization of the discussion for the student forum on March 28. President Ryan said that the small groups at the last meeting did not work as well. Member El-Hajj felt that the topics may have been a little unsettling for small group discussion. Board members will provide Dr. Johnson with suggestions and President Ryan and Dr. Johnson will develop an agenda.

Member Burns asked to have a monthly update of school activities provided to the Board members like the one he received at the meeting showing spring activities.

#### H. CLOSED SESSION

Vice President Carlisle announced that the Board would meet in closed session for:

1. Public Employee Discipline/Dismissal/Release (Govt. Code § 54957)
2. Conference with Labor Negotiator (Govt. Code § 54956.8)  
*Agency Negotiator: John Tofflemire, Assistant Superintendent, Human Resources*  
*Employee Organizations: Santee Teachers Association (STA)*  
*California School Employees Association (CSEA)*  
*(Negotiations update)*
3. Student Discipline Matters (Education Code § 48918)
4. Conference with Real Property Negotiators (Govt. Code §54956.8)  
*Location: Santee School Site. 10445 Mission Gorge Rd., Santee 92071*  
*Renzulli Site, Prospect Avenue-east of Marrokal Lane, Santee 92071*  
*(Price and Terms)*  
*(Discussion about joint meeting with City of Santee)*  
*Agency Negotiator: Bill Clark, Assistant Superintendent, Business Services*

The Board entered closed session at 8:45 p.m.

The Board reconvened to Public Session at 9:15 p.m. Member Burns moved to pull Agenda Item F.4.3. for reconsideration. President Ryan seconded.

**Motion: Burns                      Second: Ryan                      Vote: 5-0**

Members Burns asked that Agenda Item F.4.3. be considered in two separate actions and moved approval of a modified certificated, non-management substitute/guest teacher daily rate for critical assignments during emergencies from the current rate of \$95 per day to \$190 per day. Member El-Hajj seconded.

**Motion: Burns                      Second: El-Hajj                      Vote: 5-0**

Member Burns moved that if it is deemed necessary by administration that an emergency is imminent, the emergency is to be declared by the Board of Education under the Brown Act guidelines for emergency Board meetings. President Ryan seconded. This motion was defeated.

**Motion: Burns                      Second: Ryan                      Vote: 2-3**  
*(Burns, Ryan, yes)*  
*(Bartholomew, Carlisle, El-Hajj, no)*

The Board reconvened to Closed Session at 9:25 p.m.

#### I. RECONVENE TO PUBLIC SESSION/ ADJOURNMENT

The Board reconvened to public session at 10:30 p.m. No action was reported. The March 21, 2006 regular meeting adjourned at 10:30 p.m.

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Dan Bartholomew, Clerk

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Lisbeth A. Johnson, Ed.D., Secretary