

**SANTEE SCHOOL DISTRICT
REGULAR MEETING
OF THE BOARD OF EDUCATION**

November 4, 2008

MINUTES

Douglas E. Giles
Educational Resource Center
9619 Cuyamaca Street
Santee, California

A. OPENING PROCEDURES

1. Call to Order and Welcome
President Bartholomew called the meeting to order at 7:00 p.m. and read the District Mission Statement.
Members present:
 Dan Bartholomew, President
 Dianne El-Hajj, Vice President
 Dustin Burns, Clerk
 Barbara Ryan, Member
 Allen Carlisle, Member
Administration present:
 Dr. Lisbeth Johnson, Superintendent and Secretary to the Board
 Bill Clark, Assistant Superintendent, Business Services
 Emily Andrade, Assistant Superintendent, Educational Services
 Minnie Malin, Director, Human Resources
 Linda Vail, Executive Assistant and Recording Secretary
2. President Bartholomew invited Claudia Lazelle and Justice Nicols, 6th graders at Prospect Avenue School, to lead the members, staff and audience in the Pledge of Allegiance.
3. Approval of Agenda
It was moved and seconded to approve the agenda.
Motion: Burns Second: Carlisle Vote: 5-0

B. REPORTS AND PRESENTATIONS

1. Superintendent's Report
 - 1.1. Developer Fees Collection Report
 - 1.2. Use of Facilities Report
 - 1.3. Enrollment Report
 - 1.4. Schedule of Upcoming Events
2. Spotlight on Education: Technology: School Site Support During Modernization
Dr. Johnson introduced the technology school site support team that has provided many hours of service to install technology into the newly modernized classrooms. Introduced were Bernard Yeo, Matt Marsman, Jim Busick, Daryl Asprion, Andre Mack, Dan Bubke, Nancy Adamo, and Rueben Danley.

This past summer the Technology Department staff installed computer/telephone equipment and services for more than 85 classrooms to make technology learning tools available for teachers and students returning to the five modernized schools. The department is highly regarded because they have been, and continue to be flexible in adapting to many construction changes in the CIP/Modernization process and they always attempt to please everyone through their efforts.

Allwyn Gazi, STA president, shared that STA representative council met and there was a lot of talk about how great the technology staff was and how they worked to get technology up and running in classrooms following modernization. On behalf of the teachers, she thanked the team.

3. Prospect Avenue Student Achievement "Pride" Bracelets
Dr. Johnson reported Prospect Avenue student representatives were in attendance to thank the Board for the PRIDE bracelets. Prospect Avenue students, Claudia Lazelle and Justice Nicols thanked the Board for supporting administrators and teachers, who in turn support the students. They welcomed the Board as honorary members of the Prospect Pride. Principal Bowen said the bracelets were a wonderful way to recognize the students' hard work to become a high achieving school. She said it was the most meaningful thank you she has ever received as an administrator. She thanked the Board for recognizing

the students for their efforts. President Bartholomew commended the student representatives for a great job public speaking.

C. PUBLIC COMMUNICATION

President Bartholomew invited members of the audience to address the Board about any item not on the agenda. *There were no public comments.*

D. CONSENT ITEMS

- 1.1. **Approval of Minutes**
- 1.2. **Annual Business Breakfast**
- 2.1. **Approval/Ratification of Travel Requests**
- 2.2. **Approval/Ratification of Revolving Cash Report**
- 2.3. **Acceptance of Donations**
- 2.4. **Approval of Transportation Services between the Santee School District and the City of Santee to the Teen Center**
- 2.5. **Approval of Issuance of New Warrant**
- 3.1. **Personnel, Regular**
- 3.2. *(Pulled for separate consideration.)*
- 3.3. *(Pulled for separate consideration.)*

It was moved and seconded to approve Consent Items.

Motion: Burns Second Ryan Vote: 5-0
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3.2. Approval of New Probationary Teachers (Pulled by Member Burns for separate consideration.)

Member Burns asked Mrs. Malin to introduce the temporary teachers that were being recommended to become probationary teachers. Mrs. Malin introduced those in attendance.

Motion: Burns Second El-Hajj Vote: 5-0
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3.3. Appointment of New Vice Principal (Pulled by Member Burns for separate consideration.)

Mrs. Malin introduced Kristie Joiner who was being recommended as the new vice principal of Carlton Oaks School. Member El-Hajj moved approval to appoint Ms. Joiner as vice principal. Ms. Joiner thanked the Board for this opportunity.

Dr. Johnson said goodbye to Leighangela Brady who was leaving to accept a principal-ship in Encinitas. President Bartholomew said she would be greatly missed and wished her well.

Motion: El-Hajj Second Carlisle Vote: 5-0
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F. DISCUSSION AND/OR ACTION ITEMS

President Bartholomew invited comments from the public on any item listed under Discussion and/or Action. There were no public comments.

1.1. Superintendent Search Proposals

Dr. Johnson reported that in announcing her retirement in June, the Board directed her to seek options to search for a new superintendent. The options Dr. Johnson presented included:

1. District Human Resources staff could provide a search at a cost of approximately \$2,000 - \$10,000.
2. CSBA Executive Search Services provides this service at a proposed cost of \$ 17,500. This is a base cost and additional costs would be incurred for travel, clerical services, etc., projected by CSBA to range from \$22,539 to \$32,262. CSBA states that they have conducted successful searches but the Superintendent had heard of one situation in which that was not the case. Dr. Johnson considers a superintendency for two to three or more years to be a successful search result and there is no data on those outcomes.

3. Leadership Associates provides nationwide searches but mostly works in California. Their staff is comprised of well respected former Superintendents and Mr. Rich Thome, who conducted the last search for our Board, is employed with this firm and would be available to work on this search. Leadership Associates has recently provided searches for Whittier City, National, Anaheim, Oceanside, and Encinitas School Districts. Their proposal was for a cost of \$23,000, with all inclusive services.
4. Hazard, Young, Attea & Associates is a national firm with a very large staff. They have proposed a search at a cost for the consulting fee of \$19,500, plus expenses estimated at \$3,500 for a total of \$23,000. Each workshop requested has an additional charge of \$2,000 to \$4,000. With the optional services at additional costs, it is projected the cost could be as high as \$33,000. HYA diversifies their services in searches for CEO's as well as Superintendents. To the Superintendent's knowledge, this firm conducted searches for San Diego Unified and the County Office.

Member Ryan leans toward working with Leadership Associates. Three veteran Board members worked very successfully with Rich Thome in their last search and she believes he knows the community well. Member Burns agreed and believes it is important to have someone contracted by the CSBA conference time. Both would only be interested in using Leadership Associates if Rich Thome would be providing the search services. Dr. Johnson said Leadership Associates' proposal designated Mr. Thome by name as the lead for this search.

Member Carlisle asked Dr Johnson if she had a recommendation. She said the staff of Leadership Associates has on board a fine list of personnel who were successful in their careers and she believes they would do a good job. They also have a fixed cost.

Member El-Hajj does not wish to do the search in-house and prefers Leadership Associates. She liked Mr. Thome's manner in the past and said he was very understanding of the needs of the Board.

President Bartholomew and Member Carlisle both said, based on the positive experience of other Board members working with Mr. Thome, they would be comfortable working with Leadership Associates. It is very positive that Mr. Thome already knows and understands the Santee community and the Santee School District.

Member Burns moved to contract with Leadership Associates for the superintendent search services, only if Rich Thome would be the person working with the Board and the community.

Motion: Burns Second Carlisle Vote: 5-0
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President Bartholomew will contact Mr. Thome soon to begin a discussion on the process.

2.1. Approval of State Budget Revision Summary

Mr. Clark presented the District's budget revisions based on the final State budget. The budget reflects a .68 % COLA and does not bring in categorical restorations because of the anticipation of further budget reductions. The State budget continues to be in crisis and Mr. Clark said according to their multi-year projections, the State will be in a deficit budgetary position in 2009-10. The forecast is more severe than the recession of 2001. The long term projection, using unemployment as a leading indicator, is beginning at a higher threshold than earlier recession periods. He projects mid year budget reductions and said it is coming very quickly and the impact will be great. Mr. Clark will bring the Board more information and recommendations for the District to reduce expenses. Several members were concerned about spending the reserve funds. Mr. Clark believes the District can withstand funding reductions without using reserve funds this year. However, next year may mean a different approach. Member Ryan said all agencies will be looking at creative ways to save dollars and she suggests working with CSBA and other organizations to seek flexibility in categorical and grant funding. She said she hopes CTA will work with districts to support decisions that need to be made. Member Burns recommended talking with other districts and working together as a group with legislators. It may be beneficial to meet with Senator Hollingsworth and Assembly member Anderson. Member Ryan said there may be some resistance because some people believe they should not come forward with recommendations and will wait until the last minute. Dr.

Johnson said the Superintendents are talking about the need for flexibility but there is a split in those who wish to take action against ACSA at this time. President Bartholomew would like a focused exercise to identify ways to reduce expenses. Member Ryan moved to approve the District's 2008-09 Budget including all revisions as presented.

Motion: Ryan Second El-Hajj Vote: 5-0
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2.2. Solar Project Update and Capital Project Financing

Bill Clark reported that due to the current state of the economy, the stock market is basically shutting down. The District cannot achieve the goals of the solar project without the financing; therefore, the District's plan for solar is a victim of this situation. President Bartholomew asked if there is a possibility financing could become possible in time. Mr. Clark said the credit timeline is near and the District would face a risk to the project being completed by the deadline to receive the credits if we tried to move forward in the future.

Member Carlisle confirmed the credit deadline was for six locations and asked if there is an opportunity to request an extension. Mr. Clark answered that although the other four schools were not contingent on the credits, the District can only move forward if financing becomes available. He said administration has already requested and received one extension and it is doubtful another extension could be achieved. Member Carlisle asked about power purchase options. Mr. Clark said the power purchase providers are receiving the same rate increases and this will impact any negotiations.

Member Carlisle asked if the District would be able to get the deposit back. Mr. Clark will work to get the deposit refunded.

Mr. Clark recommended the District consider joining a County consortium that is being developed. With a consortium it is hoped that districts may work together to provide significant leverage in Power Purchase Agreements or financing options. JoAnn Branch, a SDCOE facilities consultant, indicated at the Facilities Committee meeting that this was a possibility, but may be a long term proposition. Dr. Johnson said the County may also be investigating the credit deadline.

Member Ryan would like to work with the County to look at other options and to preserve the deposit. Member Carlisle agreed and wishes to try to not lose the deposit. He recommended administration contact the Clean Tech group, explain the project is not working in current conditions, and see if they can recommend something to do to move forward. There was no action taken by the Board.

3.1 Approval of Architect Contract (Phase I Schools)

Mr. Clark reported administration has proceeded through the review of the contract with Tritipo for architect services. This new contract defines a lease/leaseback method and includes stronger termination and reuse credit language. Tritipo Architecture worked with the District and their final cost has been revised to \$1 M which is less than their initial estimate. Mr. Clark requested approval of this contract to move forward with the Phase 1 work and he will bring forward the plan for Phase 2 at the Board Facilities Workshop on November 17th.

Member Burns moved to approve the architect agreement with Trittipio Architecture and Planning for Phase 1 work. President Bartholomew said he would not support this motion because he remains uncomfortable with the actions and outcomes the Board took with the previous architect.

Motion: Burns Second El-Hajj Vote: 3-2 (Bartholomew, Carlisle, no)
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G. BOARD POLICIES AND BYLAWS

1. First Reading

1. **Board Policies for Annual Review
BP 1312.1 Complaint Against District Employees
BP 4116 Probationary/Permanent Status**

BP 4315.1 Competence in Evaluation of Teachers

The policies listed were presented for a first reading. There were no comments from the Board and these policies will return for a second reading and approval.

2. Second Reading

1. Board Policy for Annual Review

BP 5117 Interdistrict/Intradistrict Transfers

Member Burns moved to approve the annual review of BP 5117.

Motion: Burns Second Carlisle Vote: 5-0
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H. BOARD COMMUNICATION

Member El-Hajj attended the Special Education Advisory Committee meeting. The group is ready to get to work. Staff presented well and provided the group with a good action plan. It is a great group of parents who are willing to bring issues that may not be their own forward.

Member Burns thanked the Board for recognizing Prospect Avenue and believes this has really meant a lot to the students. Board members were not available for Mrs. Bowen's weekly phone call and announcement about the bracelets. Mrs. Malin will attend to represent the District.

President Bartholomew announced the special meeting on November 5th. Dr. Johnson said Pioneer League Board members were not available. They are aware of the timeline for the ball fields and do not feel there is a need to meet with the Board at this time. Member Burns suggested the Board provide communication to all of the league participants when the ball field is near completion. Member El-Hajj suggested deferring the meeting at this time and plan a meeting when there is more information to provide.

President Bartholomew reported there would be a Board Facilities Workshop on November 17th. The Superintendents' Achievement Gap Task Force will hold a news conference on November 19th and invitations have been provided to the Board. Dr. Johnson is unable to attend this year.

Dr. Johnson reported Ron Bennett is available to meet with the Board and Superintendent on December 4th at 7:00 p.m. Board members confirmed this date for a meeting. President Bartholomew said Board members can email items they would like addressed at this meeting to Mr. Bennett and let him know if there is anything Board members would like included on the agenda.

I. CLOSED SESSION

President Bartholomew 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: Minnie Malin, Director, Human Resources

Employee Organizations: Santee Teachers Association

Purpose: Negotiations

The Board entered closed session at 8:30 p.m.

J. RECONVENE TO PUBLIC SESSION

The Board reconvened to public session at 9:15 p.m. No action was reported.

K. ADJOURNMENT

The November 4, 2008 regular meeting adjourned at 9:15 p.m.

