

# GRAVENSTEIN UNION SCHOOL DISTRICT

3840 TWIG AVENUE  
SEBASTOPOL, CA 95472

## REGULAR GOVERNING BOARD

Tuesday, April 9, 2019

### MEETING MINUTES

5:00 PM

Gravenstein School, Rm. 13

#### I. CALL TO ORDER

Steve Schwartz, President

Gregory Appling, Clerk

Jim Horn, Trustee

Alexander Kahn, Trustee - not in attendance

Jennifer Koelemeijer, Trustee

Meeting called to order at 5:04pm

In attendance Steve Schwartz, Gregory Appling, Jim Horn and Jennifer Koelemeijer.

#### II. PUBLIC COMMENTS

At this time the public may address the Board on any item not listed on the agenda. Presentations are limited to three minutes per person per topic. The Board may not respond to presentations. The public may address the Board on any item listed on the agenda at the time the matter is taken up by the Board.

Parent - Attended vaping workshop for parents and grateful that the school offered the class. Also went to 6th grader welcome night and thought it was wonderful that Mr. Deeths shook hands with all incoming parents. Asked about information on Ms. Schwinn's exit.

Interim Superintendent will check with legal on this issue.

Parent - Thanked Keri Pugno and kinder team for making the TK enrollment process so clear.

#### III. REPORTS, AND ORAL COMMUNICATIONS

##### A. Gravenstein Union Teachers' Association

1. (p. 1) Sunshine letter for 2019-20

Report provided by GUTA.

##### B. District Site Council

KP - wrapped up safety plan. Everything shifted to LCAP now.

##### C. GSF/MPF (Gravenstein Parent Association, GPA)

Report provided by GSF Pres. Lori Jones. Elections for new GPA to be held 4/23/2019. Several subcommittees will be formed at that time.

Board members JH and AK are working with GPA to advise on structure and going over projected cost.

Parent working with GPA wanted to make sure that they have open communication with the board requesting Board to attend their meetings when possible. Questions around cost for the program is currently being worked on by administration.

D. Trustee Reports

Board has been attending several meetings since last board meeting regarding the new Superintendent search, single program, contract negotiations, attending school events, formation of new parent organization, and school sponsored events.

E. (p. 2) Facilities Report

Report provided in packet. Email was sent home regarding the asbestos removal. The Solar project is progressing and window coverings for Hillcrest are in progress.

F. (p. 3) Hillcrest Principal Report

Report provided.  
Enrollment going from 265 to 300.  
Very excited about Paul Koo going to state championship Spelling Bee.  
Looking forward to Color Run.

G. Gravenstein Principal Report

Report provided as handout.  
Parent raised questions around indoor recess, computer time policy, and summer school. Questions were directed to KP to answer and follow up on.

H. LCAP update

Survey being developed to go out in Monday message. Request was made to highlight the survey so it will stand out in the Monday Message

I. (p. 5) CBO Report

Provided in Packet.

J. Staffing for 2019-20

Staffing is stable with possible new hires at Hillcrest and possible others due to increase in programing.

- K. Superintendent Report
  - 1. Superintendent search update

Process is being directed by SCOE and announcement has been posted.

- 2. Counselor position

A candidate has been selected and a transition plan is being developed.

- 3. Negotiations with GUTA

Mediation was successful and will be discussed later in the agenda.

- 4. Staff and Trustee phones, tablets and computers for district use and Trustee use.

SCOE suggested that staff and board have district issued cell phones and tablets. Discussion to continue.

- 5. Status of Principal and CBO Evaluations

Was paused mid-year and EH to take over and continue.

- 6. (p. 6) Current enrollment

Report in packet

#### IV. CONSENT AGENDA

#### ACTION ITEM

- A. (p. 7) **Minutes of Regular Meeting March 12, 2019 and Special Board meeting March 25, 2019**
- B. (p. 17) **Warrants/Payroll**
- C. (p. 25) **Budget Updates and Transfers**
- D. **Correspondence/Publications**
- E. (p. 26) **Ratify MOU with West County Consortium re Nurse Services**
- F. (p. 29) **Approve Continuing Disclosures Bond Report**
- G. (p. 38) **Williams Quarterly report showing not complaints for the time period of January 1, 2019 through March 31, 2019**

Action taken/comments:

JK move to approve the consent agenda with the removal of March 12, 2019 Reg. Board Meeting Minutes, item E, and item F.

SS seconds  
passes 4 - 0

GA moves to approve March 12, 2019 with changes.  
JK seconds  
passes 4 - 0

Item E tabled  
Item F - JH motions to approve subject to verification.  
JK seconds  
passes 4 - 0

## V. GENERAL ACTION ITEMS

### A. Consider Next Steps in Rollout of ENRICH! to all district students TK-8th in 2019-20.

Background: At the Dec. 12, 2018 GUSD Board meeting, the Board took action to approve the expansion of the ENRICH! program to all District students, TK-8th grades, beginning in 2019-20.

The Board will receive reports from staff and input from stakeholders:

Action taken/comments:

Hand out of slide show provided.

Parent concerned that her student is not going to get Band and Chorus. They were promised that they would not be offered less, but in her mind this is less.

JH asked if we need \$100 a month or if that is what we are asking/hoping to get.

SS asks what is the big picture in process and timing.

KP - Answered we are looking for "this looks good and to keep moving forward". Pointed out that they still need a lot of input from teachers and that this is still a working document. We don't want to put it out to public just yet.

EH - says I think they need approval of this model that you have seen tonight.

GA - Big question - currently band is required for half our students after a certain grade level. how will changing from requirement to elective affect our band program.

KP - We will have to see how it goes. We are adaptable.

WD - Band is only required for 6th grade enrich students. Now everyone will have the option of band.

GA - regarding accelerated classes - He is concerned that the kids will be divided.

WD - says there are kids who want to be pushed and need to have the option to go into accelerated group. These kids will not be in the same class together all day, only in this one class. It will only be for kids who want to push ahead.

KP - points out that just because a kid is in accelerated math class does not mean they will automatically be in accelerated language arts class.

GA - regarding accelerated program - If a kid, in the middle of semester, says I don't want this, will they be replaced by a student who is being driven by parents?

WD - No. The students will be recommended by teacher. This will only be offered by request.

GA - wants to be sure we are looking at this closely.

JK - thank you for this great presentation and all the work you are doing for the new program. Would like to set up time, sometime in the next week or so, to meet regarding advertising on the new program.

SS - is concerned about block schedule and a student being able to sit still for that long. Also concerned about the overnight field trips and teachers that don't want to be away from their children that long.

JH - suggest that maybe he and AK get together with the principals to nail down the expenses.

Parent -

1. Thought there was going to be talk about hiring a Spanish teacher. Disappointed to see there is going to be less Spanish in the lower grades.
2. Very concerned that there is going to be less regarding enrichment classes.
3. Need to define academic rigor. Doesn't think more homework or more testing is a good definition of academic rigor. Concerned about students not being exposed to the higher academics if there are separate accelerated classes.
4. Seems like we need more instructional aides with more educational experience.

Parent - emailed board and staff members, about trepidation regarding the academic rigor. She is concerned that taking those top students out of the regular class will be a detriment to other students. Wants to know if there is any research to determine that this is the best practice and if so, can she see that research.

Adjourn at 7:25 for 10-minute break.  
Meeting opened again at 7:35 pm

No Action taken and no vote

Board gives a thumbs up and keep moving forward.

- B. (p. 42) Discuss district policies and approach to discipline for students possessing, using, or selling controlled substances. Review existing BP and AR and discuss best practices.**

Action taken/comments:

EH thinks this doesn't need action, but is here for discussion purposes.

Mr. Deeths provided a PowerPoint presentation.

We currently base our policies on California Education Code 48900.

SS - Want to be sure everyone knows that we can't talk about any specific instances right now.

GA - Was looking through the policies, while there have been changes in the law, those changes do not change anything for our students. Asks if we need to go back to schools legal to see if there is anything more updated than what we are currently using. Asks if we need to do more outreach to our community?

SS - Reached out to SCOE to see if they were seeing any changes in other schools. Only got a referral to another person. Has talked to a couple of administrators.

EH - Part of this was meant to begin a discussion. Because marijuana is more prevalent due to law changes, do we need to make changes to our policy. We could reach out to other districts to see what they may be doing. Petaluma has more programs in place. One option they have is suspended expulsion so they can send the student to Community Day School.

GA - Says we do have multiple options, but curious about what else we could offer.

JH - Wants to look at CSBA policies to see if there are any changes there.

GA - Looked up the education codes which are based off of federal codes. Thinks that we are more looking at, if things have changed, how are we or should we be reacting to things. Need to reach out and explain that while laws have changed for adults it has not changed for children.

EH - Agrees that some outreach may be necessary.

JK - Agrees with JH that we should look into CSBA policies.

EH - Also agrees...he wasn't looking for a decision just wanted to open up the conversation.

GA - The community needs to know that there are certain things Administration has to do, they have no option while the Board may have more discretion and options.

No Action Taken

Homework for administration

Motion \_\_\_\_\_ Second \_\_\_\_\_ Vote \_\_\_\_\_

**C. Approve 2019-2020 School District Calendar.**

The Board will be asked to approve the Calendar presented as the District calendar for 2019-2020.

Action taken/comments:

Discussion was had. The calendar was agreed upon by administration and GUTA prior to board meeting.

Motion \_\_\_JK\_\_\_                  Second \_\_\_JH\_\_\_                  Vote \_\_\_4 - 0\_\_\_

**D. (p. 81) Approve Public Disclosure of Proposed Collective Bargaining Agreement per AB1200.**

The Board will be asked to approve a public disclosure document regarding the financial impact of the proposed collective bargaining agreement between GUSD and the Gravenstein Union Teachers Association. This includes percentage increases and a flat amount added to all salary schedule cells to represent the move to ENRICH! District wide and increases to benefits.

Action taken/comments:

Page 92 of the packet summarizes some of the accounting changes.

Motion \_\_\_JK\_\_\_                  Second \_\_\_GA\_\_\_                  Vote \_\_\_4 - 0\_\_\_

**E. (p. 92) Approve Tentative Agreement with GUTA as a conclusion to negotiations for 2018-19.**

The Board will be asked to approve the contract language in the Tentative Agreement between GUSD and GUTA.

Action taken/comments:

Motion \_\_\_GA\_\_\_                  Second \_\_\_JH\_\_\_                  Vote \_\_\_4 - 0\_\_\_

**F. (p. 95) Approve MOU with GUTA regarding Supplemental Activity Instruction for 1<sup>st</sup> through 8<sup>th</sup> grade ENRICH! students and a stipend for full-time ENRICH! Homeroom Teachers.**

The Board will be asked to approve the MOU.

Action taken/comments:

Tabled for 10 minutes to review document.

Motion \_\_\_JH\_\_\_                  Second \_\_\_SS\_\_\_                  Vote \_\_\_4 - 0\_\_\_

**G. (p. 97) Approve the Public Disclosure Document AB1200 for the Proposed increase in salary and benefits for unrepresented employees who are not GUTA members, excluding Principals, Superintendent and CBO.**

The Board will be asked to approve the increases proposed for the named unrepresented groups as shown in the AB1200.

Action taken/comments:

There is concern about decoupling the Principals, Superintendent and CBO. Motion by JK was made to approve all except Superintendent. No second and item tabled till after discussion around Item H.

No action taken

Motion \_\_\_\_\_ Second \_\_\_\_\_ Vote \_\_\_\_\_

#### **H. Approve Salary Increase for Un-represented Groups.**

The Board will be asked to approve increases in salary and benefits for all unrepresented employees who are not GUTA members, excluding Principals, Superintendent and CBO, with the same percentages as agreed to for certificated employees as detailed in the AB1200 document.

Action taken/comments:

JK moves to approve the salary increase for un-represented groups excluding the Superintendent.

No Second

JH moves to approve Salary increase for all un-represented groups.

GA seconds

votes 2 - 2

Does not carry

Discussion was held on pro's and con's and disagreement about the agenda item. Tabled to next meeting.

#### **VI. PUBLIC COMMENT ON ITEMS IN CLOSED SESSION**

#### **VII. CLOSED SESSION - Adjourn to closed session at 9:17 p.m.**

##### **A. With respect to every item of business to be discussed in closed session pursuant to Section 54957.6:**

##### **1) Employee request for review of position duties and salary placement.**

No action taken on this item.

##### **2) Public Employee Hiring:**

1. Counselor 60% at Hillcrest and 40% at Gravenstein

SS Motion to approve the hiring of Samantha Cole

Second JK

Vote 4-0



**3) Discussion of Compensation for Principals and CBO Related to Superintendent Transition.**

The Board will be asked to discuss and approve additional compensation for Principals and CBO reflecting extra duties and time due to Superintendent transition.

GA Motion Board to approve additional compensation for Principals and CBO during Feb 15 – June 30 for taking on Superintendent duties as directed during Superintendent transition.

Second JK

Vote 4-0

**4) Discussion of Salary Schedules for the Principals and the CBO.**

The Board will be asked to discuss salary schedule for Principals and CBO.

No action Taken at this time.

**OPEN SESSION**

- A. Any reportable action taken during closed session shall be reported when the Board comes back into open session. Board reported on the above action.

**VIII. FUTURE BOARD MEETINGS**

- A. Special Board meeting to be held April 18, 2019 at 5pm.

**Next Regular Board Meeting: Tuesday, May 14, 2019 – 5:00 p.m.**

**IX. ADJOURNMENT**

ADA Compliance: In compliance with Government Code 54954.2(a), the Gravenstein Union School District, will, on request, make this agenda available in appropriate alternative formats to persons with a disability, as required by Section 202 of the American with Disabilities Act of 1990 (42 U.S.C. 12132) and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability-related modification or accommodation in order to participate in the meeting should contact Jennifer Schwinn, District Superintendent, Gravenstein Union School District, 3840 Twig Ave., Sebastopol, CA 95472. Telephone (707) 823-7008.