

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

January 19, 2016  
**MINUTES**

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

**A. OPENING PROCEDURES**

1. Call to Order and Welcome  
President Ryan called the meeting to order at 7:07 p.m.  
Members present:  
Barbara Ryan, President  
Elana Levens-Craig, Vice President  
Dianne El-Hajj, Clerk  
Ken Fox, Member  
Dustin Burns, Member  
Administration present:  
Dr. Cathy Pierce, Superintendent and Secretary to the Board  
Karl Christensen, Assistant Superintendent, Business Services  
Tim Larson, Assistant Superintendent, Human Resources/Pupil Services  
Dr. Stephanie Pierce, Assistant Superintendent, Educational Services  
Lisa Arreola, Executive Assistant and Recording Secretary
2. President Ryan invited the audience to recite the District Mission and then invited Jeri Billick, Principal at Sycamore Canyon School, to lead the members, staff, and audience in the Pledge of Allegiance.
3. Approval of Agenda  
Member El-Hajj motioned to pull Consent Item D.4.4. Approval of New Probationary Teachers for separate action; and move to be the first item of discussion. Motion passed.

|                |                |                     |                   |              |                   |
|----------------|----------------|---------------------|-------------------|--------------|-------------------|
| <i>Motion:</i> | <i>El-Hajj</i> | <i>Ryan</i>         | <u><i>Aye</i></u> | <i>Fox</i>   | <u><i>Aye</i></u> |
| <i>Second</i>  | <i>Burns</i>   | <i>Levens-Craig</i> | <u><i>Aye</i></u> | <i>Burns</i> | <u><i>Aye</i></u> |
| <i>Vote:</i>   | <i>5-0</i>     | <i>El-Hajj</i>      | <u><i>Aye</i></u> |              |                   |

President Ryan shared there was a need to acknowledge Superintendent Pierce and Tim Larson for their assistance with retirees' insurance coverage. She explained a problem arose during the holidays that would impact coverage for retirees and Superintendent Pierce and Mr. Larson were able to resolve the issue without any loss in coverage for the retirees. President Ryan acknowledged receiving a letter of gratitude from a retiree.

**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. Claims Against the District
  - 1.5. Schedule of Upcoming Events
2. **Spotlight on Learning: Rio Seco School**  
Debra Simpson, Principal; Jim Rosa, Vice Principal; and Kristen Bonser, Dean of Students; shared a presentation that highlighted academic achievement, iPads, student collaboration, deeper understanding of text, project-based learning, and STEAM Activities. The Board extended their gratitude towards the Rio Seco staff for portraying all the great things happening at their school.

### **3. Spotlight on Learning: Sycamore Canyon School**

Jeri Billick, Principal, and teachers from Sycamore Canyon School, shared a presentation that showed the involvement of technology in the classroom, the school's movement towards the blended learning model, and the implementation of Common Core. The Board extended their gratitude towards the Sycamore Canyon staff for portraying all the great things happening at their school.

### **C. PUBLIC COMMUNICATION**

Angela Panfili, teacher, thanked the Board for the recent approval of the mathematical instructional material and shared the work she has done before- and after-school without receiving and/or requesting additional compensation. Ms. Panfili asked the Board to reconsider bringing back programs (i.e., visual arts, physical education, etc.) that have been cut; and to reconsider the teachers' cost for healthcare. She asked the Board to show that they value and appreciate the teachers.

Chris Stanley, teacher, spoke about the District's past legacy, emphasis on communication, and family environment. He asked the Board to communicate to the children that they are valued by showing them that they value the employees who impact their education the most.

Teresa Edgerton, CSEA President, shared CSEA donated \$2,905 towards one full campership for each school in the District. Ms. Edgerton mentioned Classified employees have the lowest wages and pay more for health benefits. She shared CSEAs support of the teachers and asked the Board for equity in healthcare costs amongst all classifications.

Elizabeth McCune, teacher, shared her dream of becoming a teacher and the inability to retire at an early age because of the increasingly cost of healthcare.

Jason Brittain, Carlton Hills parent, shared one of his sons was accepted to an elite school in San Diego County; and that his third grade student comes home with new ideas because of Carlton Hills' hard working teachers. He expressed his concern of the District's ability to retain and attract qualified teachers. Mr. Brittain shared parents care about the teachers and they hope the Board does as well.

Jacob Brittain, freshman at Francis Parker HS, mentioned his teachers were always very supportive and willing to help him before- and after-school. He shared, they provided him with the skills to make sure he excelled.

Sue Beard, Language Arts Specialist at Carlton Oaks School, shared the climate in the District has become strained due to the excessive demands of teachers and students. She mentioned the teachers deserve a competitive compensation package that includes comprehensive benefits.

Rachel Pavis, Speech Language Pathologist, shared her concern that the District's salary and benefits are not competitive with neighboring or other school districts. Ms. Pavis asked the Board to consider a competitive salary and benefit package because the students deserve to have the best service and qualified people working with them.

Sarah Raley-Cox, Carlton Hills parent, acknowledged the students' Reflections art work in the Board room and commended the students for their talent. Ms. Raley-Cox shared a comparison of the District's Superintendent salary and how it equated per student versus that of the Los Angeles Unified School District's Superintendent. She shared a similar comparison of teacher salaries. She asked the Board to value the teachers just as they value the Superintendent; and advocate for teachers who are directly influencing the children's daily learning.

Gilly Ryan, 5/6 combination teacher at PRIDE Academy, shared she felt compelled to address the Board once again because of a misconception of the countless hours teachers give beyond their contractual day. She mentioned since the implementation of Common Core, the teachers have had to learn new terminology, administer tests using technology, etc. Ms. Ryan addressed the lack of a prep period for teachers, lack of compensation for attending sixth-grade camp, and the fact that Administration is still asking for more.

Patty Wilbur, Resource Specialist at Hill Creek School and STA's Special Education Representative, addressed the Board on special education needs. Ms. Wilbur shared the District's inability to fill special education positions and its need to outsource special education services. She attributed this to the

current salary and benefits. Ms. Wilbur asked the Board to support the District's mission statement to obtain and retain highly qualified teachers; and to assist with coming to a quick resolution.

Cindy Schultz, PRIDE Academy teacher, shared her excitement for the future of education and the opportunities brought forth with the implementation of the Common Core State Standards. She described the countless hours of teaching without compensation and still being asked to do more. Ms. Schultz mentioned the lack of professional support and the need for collaborating and sharing learning amongst themselves.

Mary Board, teacher, addressed the Board about teacher mentorship. She mentioned the District previously offered BTSA (Beginning Teacher Support and Assessment) to new teachers. Ms. Board explained teachers are now having to pay for BTSA at their own expense. She asked that the District consider reinstating BTSA to new teachers.

**D. CONSENT ITEMS**

President Ryan invited comments from the public on any item listed under Consent.

- 1.1. Approval of Minutes
- 2.1. Approval/Ratification of Travel Requests
- 2.2. Approval/Ratification of Expenditure Warrants
- 2.3. Approval/Ratification of Purchase Orders
- 2.4. Approval/Ratification of Revolving Cash Report
- 2.5. Acceptance of Donations
- 2.6. Approval of Consultants and General Service Providers
- 2.7. Approval/Ratification of Expenditure Transactions Charged to District Issued Purchasing Cards (P-Cards)
- 2.8. Approval of Uniform Complaint Quarterly Report Required by the Williams Settlement
- 2.9. Acceptance of 2014-15 Audit Report
- 2.10. Authorization to Conduct Farmers' Market
- 3.1. Approval of Nonpublic Agency Master Contract with SPOT Kids Therapy for Occupational Therapy
- 3.2. Approval of School Accountability Report Cards for the 2014-15 School Year
- 3.3. Annual Approval of Single Plans for Student Achievement
- 3.4. Approval of Comprehensive School Safety Plans
- 4.1. Personnel, Regular
- 4.2. Adoption of Resolution No. 1516-15 to Eliminate a Classified Non-Management Position
- 4.3. Approval of Short Term Positions
- 4.4. Approval of New Probationary Teachers
- 4.5. Approval of Internship Credential Agreement with San Diego State University (SDSU)

Member El-Hajj shared Consent Item 4.4. Approval of New Probationary Teachers was pulled for separate consideration to recognize the new probationary teachers. She moved approval.

|                                   |                                |                         |
|-----------------------------------|--------------------------------|-------------------------|
| <i>Motion:</i> <u>El-Hajj</u>     | <i>Ryan</i> <u>Aye</u>         | <i>Fox</i> <u>Aye</u>   |
| <i>Second</i> <u>Levens-Craig</u> | <i>Levens-Craig</i> <u>Aye</u> | <i>Burns</i> <u>Aye</u> |
| <i>Vote:</i> <u>5-0</u>           | <i>El-Hajj</i> <u>Aye</u>      |                         |

It was moved and seconded to approve Consent Items as presented.

|                             |                                |                         |
|-----------------------------|--------------------------------|-------------------------|
| <i>Motion:</i> <u>Burns</u> | <i>Ryan</i> <u>Aye</u>         | <i>Fox</i> <u>Aye</u>   |
| <i>Second</i> <u>Fox</u>    | <i>Levens-Craig</i> <u>Aye</u> | <i>Burns</i> <u>Aye</u> |
| <i>Vote:</i> <u>5-0</u>     | <i>El-Hajj</i> <u>Aye</u>      |                         |

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

**Business Services**

**1.1. Update on Plans for Pepper Drive School HVAC Replacement Project and Authorization to Initiate Process for a Lease/Leaseback Agreement Amendment**

Karl Christensen reported that in September 2014, the District submitted its five-year Prop 39 Expenditure Plan to the California Energy Commission. The plan included various energy efficiency measures to be implemented at all sites, including the District Office. The largest project in the plan was the replacement of the HVAC system at Pepper Drive. Mr. Christensen explained the Division of the State Architect (DSA) plans had been finalized and the District was ready to initiate steps to develop pricing and a construction schedule for work to begin in the summer. He mentioned Administration recommends that the District conduct the project as an amendment to the existing Lease/Leaseback Agreement with Balfour Beatty Construction. Mr. Christensen explained this would require obtaining sub-contractor bids and formulating a Guaranteed Maximum Price (GMP) for consideration by the Board at a future meeting.

Mr. Christensen explained that in developing the GMP, staff is recommending that the District consider doing the ceiling and lighting retrofits for classrooms in this project rather than waiting until some future, yet to be determined, modernization project. He mentioned this could create some economies of scale savings since the ceiling and lighting areas will be opened and exposed during the HVAC project. Mr. Christensen explained a possibility that adding this scope could trigger DSA required Americans with Disabilities Act (ADA) accessibility upgrades. He mentioned Administration is asking to submit these plans to DSA now and obtain some estimates of what the ADA accessibility upgrades might be in order to include it as an allowance in the GMP to be considered at the March 15<sup>th</sup> meeting.

Before action was considered, Mr. Christensen reviewed a summary of the Prop 39 projects. He explained the District submitted approximately \$2.4 million in projects (of which \$1,353,078 would be paid using Prop 39 funds; \$976,403 would be from Deferred Maintenance; and \$64,627 in SDG&E rebates).

He clarified that this item was only to authorize Administration to obtain sub-contractor bids and develop a GMP for a Lease/Leaseback Agreement amendment, and to include an allowance for the ceiling and lighting retrofit, which would be presented to the Board for action at the March 15<sup>th</sup> meeting. Upon discussion, Member Burns moved approval.

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|----------------|--------------|---------------------|------------|--------------|------------|
| <i>Motion:</i> | <u>Burns</u> | <u>Ryan</u>         | <u>Aye</u> | <u>Fox</u>   | <u>Aye</u> |
| <i>Second</i>  | <u>Fox</u>   | <u>Levens-Craig</u> | <u>Aye</u> | <u>Burns</u> | <u>Aye</u> |
| <i>Vote:</i>   | <u>5-0</u>   | <u>El-Hajj</u>      | <u>Aye</u> |              |            |

**1.2. Governor's Budget Proposal for 2016-17**

Mr. Christensen mentioned that on January 7, the Governor released his proposal for the 2016-17 State budget. He mentioned he would be providing a summary of the Governor's proposal as it related to K-14 education funding in general. Mr. Christensen mentioned State Revenues are projected to be \$120.6 billion in 2016-17 which represents a 2.6% increase from the revised amount of 2015-16.

He explained distribution of Proposition 98 funds for 2016-17 are \$71.6 billion; a 3.5% increase from prior year. Distribution to K-12 education includes \$2.8 billion to LCFF (a 5.3% increase from the prior year); \$1.2 billion for one-time discretionary funds to reduce prior year Mandated Cost Reimbursement claims; \$365.4 million for Prop 39 Energy Efficiency; \$20 million for Charter School startup grants; \$30 million for LEAs to provide academic and behavioral supports in a coordinated and systematic way (Special Education); and 0.47% COLA and workload growth for Categorical programs outside LCFF (e.g., Special Education, Child Nutrition, and Childcare). Mr. Christensen explained other provisions include consolidating \$1.6 billion in funding for various learning programs into an Early Education Block Grant; possibly combining funds from State Preschool, Transitional Kindergarten, and Preschool Quality Rating and Improvement System Grant.

Mr. Christensen explained the Reserve CAP requires school districts to have no more than two times their minimum required reserve level in the year following the State's deposit into Prop 98 Rainy Day Fund; which is 6% for Santee School District. Mr. Christensen referenced the LCFF Funding Growth in the State of California Multi-Year Prognosis. He noted that in 2016-17 the LCFF funding growth is 5.27%, and 3.26% in 2017-18. In 2018-19 the increase is 0.38%; which is primarily due to the expiration of Prop 30 taxes.

**1.3. Monthly Financial Report**

Mr. Christensen explained this report pertained to cash and budget revision transactions in the General Fund posted through November 30, 2015. He mentioned the District ended the month of November with a general fund cash balance of approximately \$4.8 million and the District's ability to meet all financial obligations with internal cash balances through June 30. Mr. Christensen mentioned the budget revision transactions are the same as those presented for the First Interim report and showed an estimated reserve percentage of approximately 23% at the end of 2015-16 growing to 27% in 2017-18. He clarified these percentages did not include any impact for negotiated compensation increases for 2015-16 and beyond. Member Burns moved approval.

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|----------------|--------------|---------------------|------------|--------------|------------|
| <i>Motion:</i> | <u>Burns</u> | <u>Ryan</u>         | <u>Aye</u> | <u>Fox</u>   | <u>Aye</u> |
| <i>Second</i>  | <u>Fox</u>   | <u>Levens-Craig</u> | <u>Aye</u> | <u>Burns</u> | <u>Aye</u> |
| <i>Vote:</i>   | <u>5-0</u>   | <u>El-Hajj</u>      | <u>Aye</u> |              |            |

**Superintendent**

**2.1. Board of Education Self-Evaluation**

Superintendent Pierce explained Board Bylaw 9400 addressed the annual Board's Self-Evaluation. Upon discussion, it was the Board's consensus to complete and discuss at the next meeting. President Ryan asked the Board to submit their responses to the Superintendent's Office for discussion at the February 2 meeting.

**2.2. Review/Adoption of Santee School District Governance Standards**

President Ryan inquired on any revisions to the Governance Standards. With no revisions, Member Burns moved approval.

|                |                     |                     |            |              |            |
|----------------|---------------------|---------------------|------------|--------------|------------|
| <i>Motion:</i> | <u>Burns</u>        | <u>Ryan</u>         | <u>Aye</u> | <u>Fox</u>   | <u>Aye</u> |
| <i>Second</i>  | <u>Levens-Craig</u> | <u>Levens-Craig</u> | <u>Aye</u> | <u>Burns</u> | <u>Aye</u> |
| <i>Vote:</i>   | <u>5-0</u>          | <u>El-Hajj</u>      | <u>Aye</u> |              |            |

**G. BOARD COMMUNICATION AND ORGANIZATIONAL BUSINESS**

Member Fox mentioned there would an addition to the Santee School District; as he was expecting another grandchild.

Member Levens-Craig mentioned donations from the community towards Santee Santas were abundant; and excess donations were provided to the District health clerks for the students. Member Levens-Craig mentioned she would be participating in a CSBA webcast.

President Ryan mentioned Live Well San Diego presented at the County School Boards Association meeting. She shared data from a report from Live Well San Diego that showed the District was rated lower than other districts in the area of student wellness. President Ryan suggested the data be shared with the Wellness Committee and the Board.

Superintendent Pierce mentioned the Board had discussion the purchasing of canopies to use during promotion ceremonies; and shared the price of a 10x10 canopy in blue with the white logo ranged from \$500-800. Member Burns mentioned he would like to pursue purchasing the canopies but thought the quotes were too high and asked that Administration compare pricing from multiple vendors. The Board asked administration to inquire on rental costs.

Superintendent Pierce shared 2016 was Santee School District's 125 anniversary. She mentioned the 100<sup>th</sup> anniversary was celebrated in May. The Board agreed the 125<sup>th</sup> celebration should be a community event and asked that Administration work with the Foundation and possibly incorporate it with the Fun Run & Walk or Art Show event. Member Levens-Craig suggested Administration work with the Chamber of

Commerce to have the milestone acknowledged at their awards ceremony. Superintendent Pierce suggested modifying the District seal to acknowledge the 125<sup>th</sup> anniversary and use it throughout the year.

Superintendent Pierce shared the Principal and a teacher from Sycamore Canyon shared their deep interest in having chickens at Sycamore Canyon. She mentioned the school is moving to an environmental focus and sustainability and are looking for ways to expand. Superintendent Pierce inquired the Boards' thoughts. Member Levens-Craig mentioned she needed more information as to their academic purpose, cost, maintenance, etc. President Burns mentioned he supports the idea but it must have a component that allows parents to opt their children from participating in activities. Member El-Hajj commended Sycamore Canyon for their garden project.

Superintendent Pierce mentioned the Chamber of Commerce Annual Awards Dinner and Celebration was on March 3 and inquired on the Boards' attendance. President Ryan asked that the District support the event with the purchase of a table.

#### H. CLOSED SESSION

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

1. **Conference with Labor Negotiator** (Gov. Code § 54956.8)  
*Purpose: Negotiations*  
*Agency Negotiators: Tim Larson, Assistant Superintendent  
Karl Christensen, Assistant Superintendent*  
*Employee Organization: Santee Teachers Association (STA)*
2. **Conference with Labor Negotiator** (Gov. Code § 54956.8)  
*Purpose: Negotiations*  
*Agency Negotiators: Tim Larson, Assistant Superintendent  
Karl Christensen, Assistant Superintendent*  
*Employee Organization: Classified School Employees Association (CSEA)*
4. **Conference with Real Property Negotiators** (Govt. Code § 54956.8)  
*Property:*
  - *Elliot Site #2 (Parcel #: APN 366 050 16 - east of landfill; North of West Hills High School – area commonly known as Camp Elliott)*
  - *10335 Mission Gorge Road, Santee 92071 (formerly known as Santee School Site)**Agency Negotiator: Karl Christensen, Assistant Superintendent*
5. **Public Employee Performance Evaluation** (Govt. Code § 54957)  
*Superintendent*

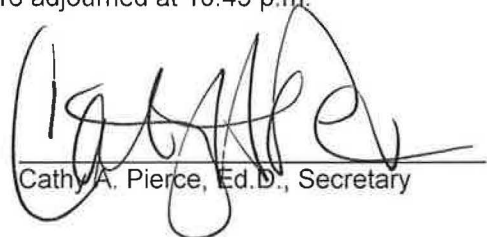
The Board entered closed session at 9:56 p.m.

#### I. RECONVENE TO PUBLIC SESSION

#### J. ADJOURNMENT

With no further business, the regular meeting of January 19, 2016 adjourned at 10:45 p.m.

  
Dianne El-Hajj, Clerk

  
Cathy A. Pierce, Ed.D., Secretary