

Wasco Union High School District  
Board of Trustees  
Regular Board Meeting  
October 13, 2005  
5:00 p.m.  
Adopted Minutes

I. Call To Order

A regular meeting of the Wasco Union High School Board of Trustees was called to order at 5:02 p.m. in the Boardroom by President Tom Schulte.

Board Members Present

Mr. Tom Schulte, President  
Mr. Barry Braun, Clerk  
Mr. Craig Fulwyler

Mr. Tim Holtermann  
Mr. Ernie Sanchez

Administrators Present

Mrs. Elizabeth McCray  
Mr. Joseph Elwood  
Mr. Martin Lonza

Mrs. Pat Rissi  
Mrs. Lori Albrecht  
Mr. Gary Cheatwood

Classified Management Present

Mr. Joe Salazar

Secretary Present

Mrs. Jan Wright

Visitors

Mr. David Abernathy, Mr. John Albertson, Mrs. Juanita Albertson, Mrs. Diane Anderson, Mr. Ron Anderson, Mrs. Anna Balentine, Mrs. Michele Brand, Ms. Violeta Castro, Mr. Russell Cherry, Mr. Rob Cobb, Mrs. Merrilee Desatoff, Mr. Walt Desatoff, Mrs. Sandra Fisher, Nancy Higuera, Mrs. Ana Leyva, Mr. Juan Leyva, Mr. David Lucas, Mrs. MaryAnn Lucas, Eric Lowe, Mr. Alex Morales, Mrs. Denise Morales, Mrs. Denise Ortiz, Mr. Leonard Ortiz, Mrs. Judith Phillips, Mrs. Glenda Santillan, Mr. Jose Torres, Mrs. Jadene Watson, numerous high school students

Flag Salute

The flag was saluted.

II. Adopt Agenda

It was moved by Holtermann and seconded by Fulwyler to adopt the agenda as presented. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

III. Executive Session

The meeting convened in executive session at 5:04 p.m.

Regular Session

The meeting reconvened in regular session at 7:10 p.m.

Announcement of Executive Session Actions

Mr. Schulte reported the Board's decision is to expel student Case No. 0506-1. The decision is based on the evidence, the student's admission and is in the best interest of the student and the students and staff of Wasco Union High School District. The student is expelled from the district until the end of the second semester. The student is to continue psychological services, enroll and complete remainder of the school year in a community school in either Delano or Bakersfield. The student will be allowed to re-enroll in the Wasco Union High School District in the fall of 2006 upon the completion of the previous mentioned criteria.

IV. Reading and Approval of Minutes

It was moved by Holtermann and seconded by Braun to approve the minutes of the regular meeting of September 7, 2005 and the special meeting of September 21, 2005. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

V. Public Comments

Mrs. Desatoff stated she has concerns regarding academic success and the promotion of academic pride at Wasco High. She would like to see more articles in the Wasco Tribune telling of the high school students' successes. She questioned why the high school doesn't get publicity in the Wasco Tribune. She felt it wasn't her responsibility but asked whose responsibility it is for the newspaper articles.

Mrs. McCray asked her to call and set-up an appointment with her and they could discuss the issue.

Mr. Hively, representative for the teachers, stated negotiations have not finished, but they are looking forward to hopefully continuing the negotiations. They are feeling a lot of frustration and negative emotions. During the teacher's meeting earlier in the day, there were 23 of the 55 teachers in attendance that responded to a secret ballot stating they were considering leaving Wasco High at the end of the school year. Wasco High School District will need to be competitive with Kern High School District salaries in order to keep quality teachers.

Nancy Higuera, representative for the students, reported the students are unhappy since the teachers are no longer acting as advisors for the various clubs, they have lost the clubs. Also, the teachers have stated they will not be helping with the homecoming floats and activities for homecoming week.

Mr. Albertson stated the teachers are fulfilling the obligations of their contract. The educational progress of the students has not been impeded by the delay in negotiations. Each teacher has made an individual decision to find other ways to occupy their time before or after school. The students' comments that the teachers are withholding services, they are not. Their job is education in the classroom. They have donated a tremendous amount of time, money and energy in the past to all of the activities outside the classroom. The negotiating team would like to set-up a date with the Superintendent to continue contract negotiations.

Mrs. Lucas stated the activities office has felt the crunch of the teachers not doing any extra curricular activities with the students. The activities office has made a promise to the students they will do whatever they need to do to make this a successful homecoming. This is very important to the students. She encouraged the contract negotiations be resolved soon.

Nancy Higuera reported a teacher would not assist a student with a homework problem after school. She also thanked Mrs. Lucas for all of her help.

VI. Items from Board Members

Mr. Holtermann introduced North Kern Vocational Training Center Executive Director, Mrs. Santillan, who presented her annual report to the Board. Her presentation included a power point showing some of the students' successes in the program. She also stated the enrollment is down 26% and because of that there will be some classes canceled. The house built by the construction class has been sold and will be moved to the owner's property soon.

Mr. Braun asked Mr. Albertson to explain how the teachers feel they are doing what is best for the students. How has the bargaining unit's decision achieved that goal?

Mr. Albertson replied the association has chosen to take the before and after school time and make an individual choice as to what they will do with that time. The school board has decided to follow the letter of the contract during negotiations and withhold \$60 for benefits from the teachers' monthly checks. As an act of good faith, that could have been paid by the district and enhanced the possibility of a resolution of the negotiation problems. They were hired as classroom teachers and what has happened in negotiations has not had an impact on the classrooms. That is their primary obligation to this district.

Mr. Fulwyler stated he is disappointed that many of the teachers have decided not to do extra curricular activities with the students. At the last meeting, Mr. Lucas said not to worry, that the students would not be impacted by the negotiations. The record needs to be set straight. Last year a fifth-year teacher in the Bakersfield district made \$42,386; in Wasco a fifth-year teacher was paid \$43,459. This year the same teacher would make \$45,833. That is a \$2,374 increase that the Board has offered. Taking just one case, that is a 5.46% increase being offered. The Board has also offered to pay for all the insurance and go retro to August. They have tried to do what the teachers wanted and yet the teachers have rejected the offer. Wasco High School District pays \$2,000 more per employee for insurance than Kern High School District. That's a big expense that we have to consider. We've got a 4.23% COLA and our expenditures are going to be greater when you include everything. The record needs to be set straight that the Board is making an offer that is very fair. Well over \$5,000,000 has been spent on teachers' salaries and benefits. The Board thinks they are being fair and this can be resolved. The whole picture needs to be looked at during negotiations.

Mr. Schulte thanked Nancy Higuera for her comments. Teachers are giving into peer pressure to withhold their services. He stressed that neither the Board nor administration had told the teachers to withhold their services before and after school to the students. He said Mr. Albertson stated the teachers were not withholding services to the students, however, if this is not withholding services, I don't know what you would call it. He asked Mr. Hively what the result of the vote was for the last offer on the table.

Mr. Hively replied there was no tentative agreement for the teachers to vote on. They talked about some things that should be in the tentative agreement, but the next day they were not in there. So because of that fact, there was never a tentative agreement.

Mrs. McCray stated at the last negotiation meeting, there was an offer on the table when the committee left. They were waiting for language the next day and that was given to Mr. Albertson the next morning.

Mr. Schulte asked Mr. Hively if the offer on the table was for a three-year contract with a salary increase of 2%, 3% and 2%, would the teachers be willing to vote on it.

Mr. Hively replied because of the conversations they had in the past, no they would not vote on that offer. They are not looking for this little group getting raise and that little group getting a raise. They want something across the board that is equitable for everyone.

Mrs. McCray stated the 2% was for all teachers with a minimum new teacher increase as a hiring bonus and a bump in longevity as well as a three-year contract. The second year increase would be 3% across the board and 2% for the third year plus full paid benefits each year.

## VII. Reports

Eric Lowe reported they were holding rallies on the football field because of the increased enrollment. At this time the junior class is in the lead with spirit points. Students are decorating downtown for home football games. The students are becoming worried because there are no advisors for their clubs, but the students are coming together to remain optimistic for the school year.

Mrs. Albrecht reported over the next couple of weeks parents would be receiving letters that would provide them with information about either program improvement or required notification as required by NCLB. All parents of Wasco High students will receive notification that the school has been identified for Program Improvement year 4. The letter will explain the criteria for the Program Improvement identification and why Wasco High has been identified for program improvement. It will describe the steps we have taken so far to get out of program improvement and will explain how parents can help in the process. One of the required components of NCLB is to notify the parents of their right to know the professional qualifications of the teacher instructing their student. A second letter that will be going out is another NCLB requirement. It is about highly qualified teacher status. It will be mailed to parents of students who are in classrooms with teachers that are not considered NCLB highly qualified. The third letter that will go out is the notice of failure to meet Title III annual measurable achievement objectives for English learners. The letter will be mailed to all parents of English learners in the Wasco High School District. It explains the purpose of Title III funding and explains the three annual measurable achievement objectives that are expected in Title III accountability. We are required to offer supplemental services to low income students and are required to set aside 20% of our Title I allocation for supplemental services and/or choice related transportation. For Wasco High School that is about \$85,000. Also, we are in the process of developing some services for juniors and seniors who are deficient in credits and we will be offering CAHSEE test prep classes for juniors and seniors who have not passed the test.

Mrs. McCray reported currently the enrollment for the district is 1641 with 1448 students at Wasco High and 193 students at Independence High. In comparison, the enrollment last October was 1522 for the district with 1320 at Wasco High and 202 at Independence High.

## VIII. Discussion and Action

It was moved by Holtermann and seconded by Fulwyler to approve the following personnel items. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

- a. Approve Adult Education Personnel
  1. Anna Balentine – Teacher

2. Darryl Bellis – Teacher
  3. Michele Brand – Teacher
  4. Joe Hively – Teacher
  5. Edward Moreno – Teacher
  6. Julie Pineo – Teacher
  7. Beatrice Ramirez – Campus Supervisor
- b. Approve Cafeteria Personnel
1. Denice Davis – 2-hour Cafeteria Assistant
  2. Monica Diaz – Cafeteria Assistant Substitute
  3. Maria Valdez – Cafeteria Assistant Substitute
  4. Gasper Gonzalez – Student Cafeteria Worker
- c. Accept Letter of Resignation from Kelly Records, Special Education Teacher
- d. Approve Athletic Coaches and Student Worker
1. Mike Lynch, Walk-on, Volunteer Assistant to football sideline doctors at home football games
- Boys' Basketball
2. David Lucas, Assistant Coach, Paid
  3. Shane Beach, Assistant Coach, Walk-on, Paid
  4. Rusvel Prado, Assistant Coach, Volunteer
- Girls' Basketball
5. Jim Wheeler, Assistant Coach, Walk-on, Paid
  6. Jessica Steward, Assistant Coach, Walk-on, Paid
- Boys' Soccer
7. Isidro Navarro, Assistant Coach, Walk-on, Paid
- Girls' Soccer
8. Lupe Salinas, Head Coach, Walk-on, Paid
- Wrestling
9. Alex Gallardo, Assistant Coach, Walk-on, Paid
  10. George Romero, Assistant Coach, Walk-on, Volunteer
- Softball
11. DyAnn Herrera, Head Coach, Paid
- Student Worker
12. Korie Rhea, Score Keeper
- e. Student Workers for WIA
1. Jacqueline Flores
  2. Guadalupe Velasquez
  3. Manpreet Kaur

It was moved by Braun and seconded by Sanchez to approve the agreement with School Facilities Planning and Management. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Fulwyler and seconded by Holtermann to approve the Quitclaim Deed from County of Kern. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Braun and seconded by Fulwyler to approve the submission of the quarterly report for Williams Uniform Complaints with no formal complaints filed. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Sanchez and seconded by Fulwyler to approve the Gann Limits Resolution No. 0506-4. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Braun and seconded by Holtermann to approve the field trip requests submitted by the Art Department to the Norton Simon Museum on Wednesday, October 26<sup>th</sup> and the Social Science Department to USC on Thursday, December 8<sup>th</sup> for the International Economic Summit competition. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Sanchez and seconded by Fulwyler to approve the interdistrict transfer requests submitted by the parents of Elizabeth Arevalo, Maria Barrios, Garrett Hodges, Cecilia Ramirez and Lorenzo Torres. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Holtermann and seconded by Fulwyler to approve the donations received by the Athletic Department and girls' basketball with letters of appreciation to be sent by the clubs. Motion carried. Ayes: 4; Noes: 0; Absent: 0; Abstain: 1 (Braun).

It was moved by Sanchez and seconded by Fulwyler to approve the facilities request submitted by the Migrant Program for Saturday, October 15, 2005. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Braun and seconded by Sanchez to approve the list of miscellaneous equipment obsolete and ready for auction. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Braun and seconded by Holtermann to approve Wednesday, November 9<sup>th</sup> for the next Board meeting with a closed session starting time of 5:00 p.m. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

IX. Discussion and Information

Correspondence from CSBA regarding the high school exit exam was shared with the Board members.

X. Claims, Transfers and Accounts

It was moved by Braun and seconded by Sanchez to approve the claims, transfers and accounts for Batches 14, 15, 16, 18 and Payrolls in the amount of \$829,251.78. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

XI Adjournment

It was moved by Holtermann and seconded by Fulwyler to adjourn the meeting. Motion carried. Ayes: 5; Noes: 0; Absent: 0. Meeting adjourned at 8:28 p.m.