

Wasco Union High School District
Board of Trustees
Regular Board Meeting
Boardroom NKVTC Room 4
July 8, 2010
6:00 p.m.
Adopted Minutes

I. Call to Order – 6:00 p.m.

A regular meeting of the Wasco Union High School Board of Trustees was called to order at 6:00 p.m. in the Boardroom by President Wayne Wallace.

Board Members Present

Mr. Wayne Wallace, President
Mr. Barry Braun, Clerk
Mr. Jesse Acebedo

Mr. Craig Fulwyler
Mr. Tim Holtermann

Administrators Present

Mrs. Elizabeth McCray
Mr. Rob Cobb

Mr. Joseph Elwood
Mr. Martin Lonza

Classified Management Present

Mr. Joe Salazar

Secretary Present

Mrs. Gracie Saldaña

Visitors

Mr. David Abernathy, Ms. Edith Becerra, Mrs. Chris Beelner, Mrs. Lori Castillo, Ms. Lupe Cortez, Mrs. Lori DeLaRosa, Mrs. Carla Dominguez, Mrs. Sandra Fisher, Mrs. Susan Hernandez, Mr. John Houlihan, Mr. David Lucas, Mrs. Mary Ann Lucas, Mr. Chris McCraw, Ms. Vicki Newman, Mr. Michael Noland, Mrs. Marta Poe, Ms. Beatrice Ramirez, Mr. Juan Ramos, Mrs. Alma Raya, Mr. Jose Rios, Mrs. Carmen Ruiz, Ms. Nellie Sanchez, Mr. John Sanford, Mrs. Diane Villagran

Flag Salute

The flag was saluted.

II. Adopt Agenda

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

III. Public Comments

No Public Comments

IV. Executive Session

The meeting convened in executive session at 6:03 p.m.

Regular Session

The meeting reconvened in regular session at 7:00 p.m.

Announcement of Executive Session Actions

None

V. Reading and Approval of Minutes

It was moved by Braun and seconded by Holtermann to approve the minutes of the regular meeting of June 10, 2010. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

It was moved by Acebedo and seconded by Fulwyler to approve the minutes of the special meeting of June 17, 2010. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

VI. Public Comments

Mr. Chris McCraw reported to the Board on behalf of the Agriculture Department. He shared that he just returned from the California Ag. Teacher's Conference. Of the San Joaquin Valley, Wasco High School was ranked 6 out of 68 for the best Ag. Program. He also reported the Ag. Department is preparing for the Kern County Fair. The Officer Retreat was great with 11 leaders in attendance. Cal Poly will be sending Wasco High a Student Teacher by the name of Brandon Wiebe. Mr. McCraw thanked the Board for approving the agreement with Cal Poly.

Mr. Michael Noland, Labor Representative for the Classified Bargaining Unit reported to the Board on behalf of CSEA (California School Employees Association). Mr. Noland explained to the Board that he works with and represents the Classified Employees of Wasco High School. He was in attendance to share with the Board the CSEA perspective as to what has transpired in negotiations and where we (CSEA) believe we are. We have had 4 negotiation sessions. Through those negotiations we actually have agreed on both sides of the table to a 3 year contract. First 2 years are closed and the last year is open. Believe it or not, we both agreed to 0% salary increases for the next 2 years, the 3rd year is open. We also agreed the first 2 years the health and welfare benefit increases will be picked up by the District for the Employees and families of Wasco High School District. So those 3 items; salaries, benefits and term of the agreement are done. The District has proposed those same items, we proposed those same items. And what we have left is what we view as statutory rights. Rights for the organization to be able to represent employees through the grievance procedure, that is contained in our contract. We also have the statutory right to bargain decisions of past practice, changes of those past practices. Early on in this process, I (Mr. Noland) notified the District that this is what we were going to do. We are going to take back our rights that we had previously given up, our statutory right that we had previously given up and we want it back. We want it back as of July 1 of this year. I made it clear then, I made it clear every step of the way. The District shared with us some concern that they had regarding, specifically, on past practices. So I developed language to satisfy those concerns. Where we are now is, we are left with these items that are not mandatory subject to bargaining. Our right to represent our employees is not something that we have to bargain away. We don't have to agree to give it away. Past practice issues we don't have to bargain those away. So where we are is benefits, kind of, being held over our heads. \$150.00 is the number that keeps getting thrown around and if we don't agree to this language, if we don't agree to these non mandatory bargaining issues that they are going to take money out of peoples checks come October 1. That to me is, I view that as strong arming. We either deal with the benefits or we don't. We deal with salaries or we don't. We deal with non mandatory subjects or we don't. But I believe it's shameful for us

to take something that is non mandatory and say you agree to this or I am going to start taking \$150.00 out of each paycheck come October 1. I don't know that the District has thought that you might be driving people out of the healthcare roll. Because if a part-time person who is already paying a proration of their benefits and now they are going to have another \$150.00 tab stuck on top of that. I don't know that they are going to be able to afford it. They might have to excuse themselves from the healthcare roll for them and their families. Now we are left with more economic distress, more people off of healthcare. As a Nation we are trying to bring people to healthcare, giving them access but at the moment potentially driving people the other way. I suggested at the table that we set aside the things we have already agreed to and move down the road with the things that we don't. There is a process called impasse. PERB controls it. There is a mediator who comes down, there is a process that you go through. The mediator, ultimately a fact finding panel will decide basically who is right and who is wrong. If I can't remove statutory waivers, they will say, No the District is right you're going to keep the language and get on down the road. But on the flip side of that, if I am right, the impasse process is going to take those non mandatory subjects of bargaining. They are going to give us back our statutory rights and that bad language, the language that waives our rights, is going to go away. So what I would suggest is we take care of our employees. When I came out here 5 or 6 years ago, I truly thought this was a community. A very tight knit community. Even to the point of, somebody came to our negotiating table disrupted our community and the Superintendent removed that person from the bargaining table. We had a very productive, enjoyable process, from that point to 3 negotiation sessions ago. I don't have that same perception today. I see a District that is strong arming their employees to get them to do something that they don't want to do. They are here to show you, they don't want to waive their rights anymore. All I, All we are trying to do is level the table. Right now the table is tilted in the direction of the District. They have discretionary abilities over past practice, they can stop them, change them, implement them, and basically do what they want to do on items that are not contained in our contract. And what I want to do is put a little shim in there to level that table. That's what I told the Superintendent. I am not looking to strong arm you, to tie your hands, to do anything. We have had a very productive relationship. What I want to do is level the playing field. I sit on this side, you sit on that side. We work collaboratively to get a solution. I think we have done that very well. But when this bargaining unit wants to level that playing field, that's what sparked the fire. That's not what people want to do. So I would ask, I would implore you, let's take care of our employees first. And fight over the language later.

VII. Items From Board Members

Mr. Braun shared with the Board that he was glad to see the progress on the east end of campus.

Mr. Holtermann expressed concern in regards to the 60% grading scale. It has been 3 years since we implemented this grading scale and we had agreed that if it didn't work then we would go back. After last month's dialogue, I took it home and thought about it. He expressed to Mr. Elwood you defended it but you never said it was successful. Mrs. McCray shared that during her report, Mr. Elwood is going to report on the trend of a 9 year review with evidence and data of grades.

VIII. Reports

1. Edith Becerra reported on behalf of the Student Body. She thanked the Board for the approval of the Leadership Class. The Leadership Class is

going to be a zero period that will consist of Link Crew Leaders, the Class Representatives, Officers and ASB. This is the 3rd year of Link Crew. This year we have 104 Leaders. Mrs. Lucas & Mr. Derrick are going to be the ones leading this Course. The training is going to be August 3rd & 4th. The Freshmen Orientation is going to be August 5th from 8 AM to 12 PM. Wasco High School is expecting over 450 freshmen this year. Edith extended a personal invitation to the Board Members to the Freshmen Orientation.

2. Mr. Fulwyler reported on behalf of the NKVTC. NKVTC is working through the budget and we will be operating in the “black” with a small reserve for the 2010-11 school year. Mrs. McCray shared that we are working with Schools Legal to draw up the contract for the facilities.
3. Mrs. McCray introduced to the Board Mr. Elwood who reported on the grades and the trend over the last several years.

Mr. Elwood shared with the Board a spread sheet that contained a seven year history of semester grades & Grade Point Averages (GPA). He directed the attention of the Board to the 07-08 first semester where the 67% requirement for a D began and the 09-10 semester when Lunchtime Tutoring began. There is an increase in campus wide GPA this year. Going from 2.07 last year to 2.10 for the first semester and 2.19 by the end of the 2009-10 school year. The percentage of students receiving C or better also increased, to 72%. This is the highest percentage since the school year 2003-04. This is a positive trend and the data shows we are making progress. He also shared that in reviewing the recently released AP scores it appears that there are increases in student passing rates. He pointed out that five students passed the Calculus test this year, as compared with zero the last three years. He said we had increases in other subjects too and would provide more information at another Board Meeting. Mr. Elwood also shared tutoring will resume again next year, after the first progress report. A change for this year will be the way students qualify for tutoring. Last year’s 2.0 GPA requirement is being replaced by a requirement to pass both Math & English. This will result in more students in tutoring but students must succeed in these areas to be successful in high school.

Mr. Holtermann asked Mr. Elwood if the grading structure over the years has been lightened. Mr. Elwood responded no we have not changed anything in regards to these numbers. Mr. Holtermann then stated to Mr. Elwood that it appears that there is a possibility of a slight trend and you would like to try one more year, correct. Mr. Elwood responded yes, so far we show a 1 year increase and the staff now has a plan in place to continue this trend.

Mr. Wallace then asked Mr. Abernathy if he has noticed an increase or decrease in the amount of D’s or F’s in his class. Mr. Abernathy replied not really, a lot of the students step it up once they know they are in the 64%, 65%, 66% then they tend to really step it up. A lot of students, an increase from previous years, “stepped it up”, improving from F’s to C’s in many cases. He said if you really look at it, a D is the hardest grade to get on campus since there is only a 3% window. I see quite an increase in students who had an F at progress report and end up with a C. Mr. Jesse

Acebedo then asked Mr. Abernathy if he found the students are lazy. Mr. Abernathy replied yes, a huge lack in motivation.

Mr. Braun asked Mr. Elwood if restricting the students to campus is playing in these results. Mr. Elwood responded that this is just another strategy to motivate our students. Some students are not motivated by good grades but are motivated by going out to lunch with their friends. Another thing we have discovered is if we don't make it mandatory to get extra help, the students who need the extra help don't show up. What this does is it makes it mandatory for those students to be there (tutoring). Friday is still an open campus day for all students, except those who cut tutoring. Those students are restricted on Friday too and have lunch with Mrs. Rissi.

Mr. Holtermann then asked Mr. Elwood the percentages of attendance in tutoring. Mr. Elwood responded that he felt it was approximately 80 to 90% attendance. A brief discussion on the new tutoring standards followed. Mr. Elwood said there were almost 90 students with at least a 2.0 that failed Math or English.

Mr. Braun then reiterated that the decision is to maintain what was done this year and give it more time to develop. The response was yes, the 67% for a D will continue. Mr. Elwood felt that a lot of positive and productive changes in curriculum, standards, collaboration and tutoring have been instigated and their impact is just starting to be felt. Data will continue to be collected, reviewed and used to determine future changes. Results will be provided to the Board in future meetings.

Mrs. McCray then shared with the Board the purpose for changing the Board Room. We have found that there are times when we hold our Board Meeting that we are interfering with a Student Activity on Campus. Making it difficult to find parking for our spectators and those in attendance for the Board Meeting as well. The use of 2 Science is now returned to Wasco High. With the new location we now have a lot more convenient parking. Mr. Elwood shared that with this change the Leadership Class will now be held in 2 Science allowing more students to attend. The new Board Room will be used not only as the Wasco Union High School District Board Room but also as the North Kern Vocational Training Center Board Room.

Discussion and Action

1. It was moved by Holtermann and seconded by Acebedo to approve the following personnel items pending fingerprint clearance. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
 - a. Accept Letter of Resignation from the following Certificated Staff Members
 1. Joe Hawthorne- Continuation Teacher–Science/Math
 2. Jerry Hobbs-Special Education
 3. Heather Wilson-Science
 - b. Consider Approval of Justin Derrick as Leadership Class Teacher
 - c. Consider Approval of the following Lunchtime Tutor Teachers
 1. David Abernathy
 2. Mark Bell
 3. Justin Derrick

4. Darryl Bellis
5. Rafael Gonzalez
6. Ian Hunter
7. Greg MacLean
8. Violeta Okolonwamu
9. Denise Ortiz
10. Julie Pineo
11. Jayne Reithofer
12. Eric Sands
13. Kevin Tallon
14. Thomas Yasenchak

Based on last year's data we will need 20 teachers for the initial session starting at the four week point.

2. It was moved by Fulwyler and seconded by Braun to approve the Consider Approval of Submission of Quarterly Report on Williams Uniform Complaints. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
3. It was moved by Acebedo and seconded by Fulwyler to approve the Participation in Kern County Consortium for Special Education (SELPA). Motion carried. Ayes: 5; Noes: 0; Absent: 0.
4. It was moved by Braun and seconded by Fulwyler to approve the Ag. Building Roofing Material through a Piggyback Purchase with US Communities. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
5. It was moved by Holtermann and seconded by Braun to approve the Declare Obsolete & Donate the Existing Tennis Court Light Fixtures. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
6. It was moved by Acebedo and seconded by Fulwyler to approve the School Bus Routes for 2010-2011. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
7. It was moved by Holtermann and seconded by Acebedo to approve the Interdistrict Transfer Requests. Motion carried. Ayes: 5; Noes: 0; Absent: 0.
8. It was moved by Acebedo and seconded by Holtermann to approve the Field Trip to Clovis Tennis Tournament. Ayes: 5; Noes: 0; Absent: 0.
9. It was moved by Holtermann and seconded by Braun to approve the Donations received by the Girls' Golf. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

IX. Discussion and Information

None

X. Claims, Transfers and Accounts

It was moved by Braun and seconded by Holtermann to approve the claims, transfers and accounts for Batches 85, 87, 88, 89, 91, 1 and Payrolls in the amount \$531,335.96. Motion carried. Ayes: 5; Noes: 0; Absent: 0.

XI. Adjournment

It was moved by Holtermann and seconded by Braun to adjourn the meeting.

Motion carried. Ayes: 5; Noes: 0; Absent: 0. Meeting adjourned at 7:35 p.m.

Any materials required by law to be made available to the public prior to a meeting of the Board of Trustees of the District can be inspected at the following address during normal business hours: District Office, 2100 Seventh Street, Wasco, CA 93280. An individual who requires disability-related accommodations or modifications, including auxiliary aids and services, in order to participate in the Board meeting should contact the Superintendent's Office.