

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

August 19, 2008
MINUTES

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

A. OPENING PROCEDURES

1. Call to Order and Welcome
Vice President El-Hajj called the meeting to order at 7:05 p.m. and read the District Mission Statement.
Members present:
Dianne El-Hajj, Vice President
Dustin Burns, Clerk
Barbara Ryan, Member
Allen Carlisle, Member
Members Absent:
Dan Bartholomew, President
Administration present:
Dr. Lisbeth Johnson, Superintendent and Secretary to the Board
Bill Clark, Assistant Superintendent, Business Services
Minnie Malin, Director, Human Resources
Linda Vail, Executive Assistant and Recording Secretary
2. Vice President El-Hajj invited Allwyn Gazi, eighth grade teacher at Cajon Park Junior High, to lead the members, staff and audience in the Pledge of Allegiance.
3. Approval of Agenda
Vice President El-Hajj excused President Bartholomew's absence. It was moved and seconded to approve the agenda.

Motion: Burns Second: Carlisle Vote: 4-0

B. REPORTS AND PRESENTATIONS

1. **Superintendent's Report**
 - 1.1. Developer Fees Collection Report
 - 1.2. Use of Facilities Report
 - 1.3. Schedule of Upcoming Events

Dr. Johnson reminded Board members about the Welcome Back Event on Monday, August 25th. Member Burns, Carlisle and Ryan will be available to attend.

Dr. Johnson reported the anticipated enrollment shows several schools are full and there are many parents requesting intra- and inter- districts. Administration is working hard to balance the schools and these parents will be notified tomorrow. Mrs. Malin presented current staffing projections including a recommendation for three additional teachers which will also allow more flexibility for combination classes and address intra- district transfers before considering inter-district transfers.

2. Introduction of New Vice Principals

Mrs. Malin introduced new vice principals, Dawn Minutelli and Kevin Coordt. Mrs. Minutelli will be at Chet F. Harritt and Mr. Coordt at Hill Creek. Mrs. Minutelli said she is both excited and grateful to be in Santee and has received a very warm welcome. Mr. Coordt said he is very happy to be part of the team in Santee and everyone has been very warm and welcoming.

3. Report on STAR 2008 Academic Achievement Results

Kristin Baranski presented a preliminary STAR report analysis. In English/Language Arts (ELA), grades 2-7 showed gains. There has been a decline in 8th grade for the last 3 years. Administration will be working with the 8th grade Professional Learning Community (PLC) group to analyze the possible reasons for the decline. Mrs. Baranski is excited about the increase in grades 6 through 8 in Math. It is anticipated that in the next three years all 8th graders will be

taking the Algebra test. We are fortunate that a large percentage of students take the Algebra test in Santee. In Science, grades 5 and 8 showed nice growth. Administration projects a growth of 13 points in the District API. The official report will arrive on September 4th.

The next steps are to analyze the data by content cluster. The principals are looking at their single site plans for student achievement and will be using the data to reach toward their targets. Member Ryan asked with 2nd grade declining across the board, if Administration will be looking at the District assessments to see if they demonstrated that something was not right. Mrs. Baranski said they will be looking to see if a decline was anticipated. Member Ryan said if we don't bring up the 2nd graders declines will continue into the next grade. Member Carlisle noticed the trend in 8th grade ELA and believes it needs to be addressed. Vice President El-Hajj said the 8th grade test has more questions and asked if it changes the percentage. Mrs. Baranski she did not believe the battery is larger and she will need to check this information. Member Carlisle asked why Prospect Avenue's 8th grade scored low in Math. Mrs. Baranski said it is higher than in the past but it did not increase because a greater number tested in general math instead of algebra. Member Burns said there are noticeable differences in scores between schools and asked about an action plan when such a drastic difference is seen. He would like information on a plan shared with the Board at a future time. Mrs. Baranski said they are working toward having similar "tool kits" across the District. Dr. Johnson said teachers attended a training this week about reading instruction for students. She would like to see more teachers attend so there is greater common expertise across the District.

C. PUBLIC COMMUNICATION

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

D. CONSENT ITEMS

Items listed under Consent are considered to be routine and are all acted on by the Board with one single motion. Vice President El-Hajj invited comments from the public on any item listed under Consent.

- 1.1. **Approval of Minutes**
- 2.1. **Approval 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**
- 3.1. **Personnel, Regular**
- 3.2. **Approval of Credential Waiver**
- 3.3. **Approval of Appointment of New Vice Principals**
- 3.4. **Adoption of Amended Resolution No. 0708-14, California State Teachers' Retirement System (CalSTRS) Resolution**

It was moved and seconded to approve Consent Items.

Motion: Ryan **Second:** Burns **Vote:** 4-0

F. DISCUSSION AND/OR ACTION ITEMS

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

1.1. Board Policy Revisions from the Superintendent's Department

Dr. Johnson shared the process Executive Council followed in revising the Board Policy manual with CSBA. The Board representatives for Board policies, President Bartholomew and Member Burns, requested administration present summaries of the revisions by sections, including the highlights of the revisions. Member Burns shared that the Board representatives felt strongly that all Board members should have the opportunity to review any Board policies they wish prior to sending to CSBA for word processing. Dr. Johnson shared the schedule for other departments to present the highlights of their revisions. The entire revised manual will be made available to Board members wishing to review the revisions and compare to current policies.

Member Ryan said there is concern about eliminating policies such as the crossing guard policy. Even though it may be outdated, there needs to be a policy about crossing guards with the current practice. She

believes Board members need an opportunity to see policies that have drastic changes or are to be eliminated. She would like them brought to the Board. President Bartholomew and Member Burns will work with Dr. Johnson to reconsider their initial direction as Board representatives and present the revised policies in a manner to address the Board's concerns.

2.1. Santee School Site Exclusive Agreement

Vice President El-Hajj invited Mr. Jim Whalen to address the Board. He said he is excited to be here working with the District and believes they can come together with the City for a great project. They will be meeting with Jack Dale and Brian Jones to see the City's desires for a project. He thanked the Board for their consideration.

Mr. Bill Clark shared that Administration is requesting authorization to move forward to develop a proposal for the Santee School site that meets all the requirements and is acceptable to the Board. Administration recommends our traditional ad hoc committee be used to meet with City Council members to discuss interests of property the District owns to review the City's interests for Mission Gorge.

Member Ryan believes Mr. Whalen and his associates need to meet with all Board members instead of an ad hoc committee and recommended a workshop be planned. Member Burns agrees because the ad hoc committee membership would change in the midst of planning when Board officers change in December. Member Carlisle said one of the things learned while going through the process is finding the right mix of development and meeting the goals of revenue generation for modernization. He suggested he and Vice President El-Hajj serve as the ad hoc committee since they attended the ICSC conference. Member Ryan suggested all Board members be a part of determining a monetary amount and providing direction to Administration. Vice President El-Hajj said it would be most beneficial for Haagen Co. to hear the vision of the Board as a whole, not just from a couple of Board members. At some point the Board will need to step back and allow Administration to complete the process. Member Burns said he would like to know what businesses would be planned there. Member Ryan sees the Board determining the financial return needed and the details of the project, such as what businesses are located there, would not be the Board's decision. All Board members believe that it would be important that the project would not house any businesses that would not align with the values of the Board's vision. With Board consensus, a workshop will be set up within about 2 weeks.

Member Carlisle moved for Administration to work with Haagen Co. to develop a 180-day agreement and to arrange a Board workshop. Member Ryan suggested the Board could discuss the composition of the ad hoc committee at a later date.

Motion: Carlisle **Second:** Ryan **Vote:** 4-0

3.1. Approval of Conversion for Health & Welfare Coverage from VEBA to SCSEBA

Mrs. Malin introduced representatives from John Burnham and Associates, who shared information about their company and the Southern California Employee Benefits Association (SSEBA). SSEBA, a non profit JPA benefit program, has been presented to the District as a quality benefit carrier. SSEBA has a history of stability with rates and carriers. SSEBA also promotes wellness and provides an employee assistance program. They are prepared to step in and assist the District in rolling out an open enrollment program. Minnie Malin shared as a result the insurance committee's work, she feels confident to recommend the District convert the health and welfare benefits coverage to SSEBA.

Member Carlisle asked confirmation that regardless of what decision is made, there will be a \$350,000 increase. Administration confirmed that initially there is an increase, but there will be a decrease with SSEBA in January, providing an overall savings. Member Ryan said the savings will be because we will not have to pay the VEBA penalty. Mrs. Malin confirmed there is an annual 4% penalty with VEBA because we cannot reach the 65% family threshold. Member Ryan said Blue Cross has given health care providers problems, making demands and not providing records to members. She would want to make sure that our employees would not have these difficulties and would have access to the same hospitals and doctors they currently have. Mr. Ron Hensley, the representative from John Burnham, said Blue Cross has the largest network in the state and SSEBA is not locked in to a single carrier and can make changes if a carrier does not meet the needs of their members. Member Ryan asked if SSEBA has any plan restrictions or funding level requirements. Mr. Hensley said no, there are no funding level requirements or restrictions. Member Burns asked if anyone on the insurance committee had any concerns about moving to SSEBA. Minnie said the recommendation was unanimous and their

recommendation was the \$15 co-pay plan. Member Ryan moved to approve the conversion for health & welfare coverage from VEBA to SCSEBA, with the \$15 co-pay plan, effective January 1, 2009.

Motion: Ryan Second: Burns Vote: 4-0

3.2. Approval of Administrative Intern Program

Minnie Malin shared that this past July, Dr. Johnson shared with the Board the possibility of implementing an administrative intern program to "grow our own" leaders who could participate in leadership training and gain experience by taking on the role of site leaders in the event of an administrator's absence. A two tiered program would begin in Tier 1 with leadership training and activities presented by current site leadership under the coordination of Mrs. Malin. Tier 2 participants would be provided shadowing opportunities and also serve as site leader substitutes when the need arises. Administration recommends that Tier 2 participants receive a \$500 stipend for the year and that the Board designate up to \$5,000 for sub costs when the administrative interns are shadowing or working in other roles. Administration asked for Board approval for implementation an administrative intern program as described.

Member Carlisle asked how the initial group would be selected. Mrs. Malin said there would be an application process and recommendations required. Applicants would need to be enrolled in an administrative credentialing program. Member Burns said he believes in the concept but has concerns about the need for more experience in the site leadership at times, especially at larger schools. He is also concerned about the number of days they may be pulled from their classroom and would not want their absence to impact students. Member Ryan was concerned about an intern assuming the principal role. Dr. Johnson said an intern would support a current vice principal or principal. Dr. Johnson said the \$5,000 for substitute costs was a maximum calculation and caution would be taken to assure the interns would not be out of the classroom often. Last year each intern spent 2½ days out of their classroom shadowing.

Member Burns asked if there is an evaluation piece to make sure that their classroom maintains consistency while the interns are working at other schools. Mrs. Malin said the site administrator would be the best evaluator of the classroom consistency. Dr. Johnson said there may need to be a collaboration plan for the teachers, limiting the number of days they are out of the classroom.

Member Ryan moved to approve the proposed Administrative Intern Program and the proposed expenses.

Motion: Ryan Second: Burns Vote: 4-0

G. BOARD POLICIES AND BYLAWS

1.1. Second Reading: Revised Board Policy 1325 Distribution of Advertising and Promotion for Organizations Outside Santee School District

Member Ryan moved to approve the revisions to BP 1325.

Motion: Ryan Second: Carlisle Vote: 4-0

H. BOARD COMMUNICATION

Member Burns was invited to attend a retiree luncheon next week and will provide information about modernization, suggesting that a time could be arranged down the road for them to see the modernization at schools. Member Burns liked the new website design and would like to roll it out. He visited school sites to see modernization. He requested administration check the temporary lighting in the media center where classrooms will be located to make sure it is bright enough.

Member Carlisle said strides in water conservation with modernization have sparked the interest of the water district and the water board is talking about it. The Metropolitan Water Authority is seeking examples of partnerships with agencies and Santee School District will be highlighted.

Cathy Abel provided a September menu for Sycamore Canyon with new options for lunches while the kitchen is being completed. Member Burns said President Bartholomew was concerned about pretzel bites not being a filling meal. Mrs. Abel believes President Bartholomew thought it did not make a good sack lunch. Mrs. Abel explained that the difference is that in sack lunches you cannot warm the cheese and it is not as appetizing. To serve open food items, there needs to be hand washing facilities. The items

on the new menu can be heated at the central kitchen and maintain their temperature through delivery and serving time.

Dr. Johnson shared a picture presentation of the Professional Leadership Team meeting where the theme of the agenda was *Sustaining the Legacy*.

Vice President El-Hajj thanked everyone for their concern, support, cards, and flowers over the past few weeks.

Bill Clark shared an update on modernization. SDG&E is working to get power on at Rio Seco sooner than anticipated. There are some challenges with office furniture at Rio Seco and Carlton Oaks. Carlton Hills is ready to go. Carlton Oaks is being checked for mold where there was flooding. Dr. Johnson said there is still concern about rugs, noise, and access to electricity while teachers are using the round building for classes. The principal has no other space for these teachers. Dr Johnson will check on the progress continually. Mr. Clark said the District will need to replace bell and alarm systems. Vice President El-Hajj said we have veteran teachers who will rise to the challenge.

Member Ryan reminded administration that principals need to meet with the teachers before they go into their classes and provide them with guidelines for taking care of the new learning environments. Allwyn Gazi said some teachers' belongings were damaged in the flood and thrown out without the teachers knowing or having the opportunity to see what was damaged. Bill Clark said items have been replaced or funds allocated to replace any items lost. Member Ryan said there will be challenges and she believes they can be resolved, just as the Sycamore Canyon kitchen and menu were resolved.

Mr. Clark said a message would get to the Board when the burgundy bench is placed so they can go see the color.

Member Ryan said she believes the Board needs to do something for the teachers moving in to the modernized classrooms. The Board could give them the supplies they need on their new tackable walls with a message from the Board thanking them for their patience and extra efforts. Administration will put together a kit containing push pins, staplers, tacks, et cetera for each teacher in a new classroom and a gift card from an office supply store for \$10 for every teacher.

Dr. Johnson shared a press release on the District's A+ credit rating and asked Board members to review it before sending it out.

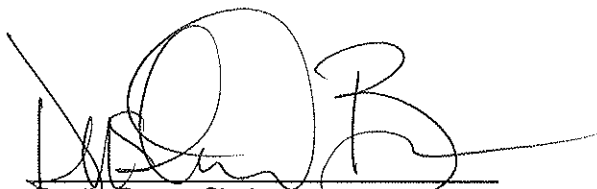
Member Burns moved to hold an emergency closed session regarding pending litigation.

Motion: Burns Second: Ryan Vote: 4-0

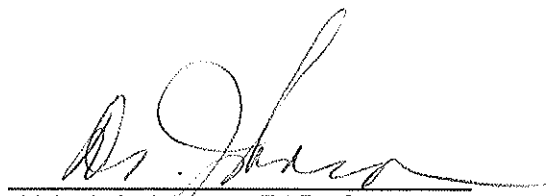
Vice President El-Hajj said the Board would meet in closed session regarding pending litigation. The Board convened to closed session at 9:25 p.m.

K. ADJOURNMENT

The Board reconvened to open session. The August 19, 2008 regular meeting adjourned at 9:50 p.m.



Dustin Burns, Clerk



Lisbeth A. Johnson, Ed.D., Secretary