



**El Tejon Unified School District**  
**BOARD OF TRUSTEES**

4337 Lebec Road; Lebec, CA 93243

PH: 248-6247 FAX: 248-6714

Paula Regan, President

John Fleming, Trustee

Anita Anderson, Trustee

Dr. Ken Hurst, Clerk

Steve Kiouses, Trustee

**BOARD OF TRUSTEES**  
**REGULAR BOARD MEETING**

**Wednesday, June 20, 2012**

**El Tejon Unified School District Board Room**  
**4337 Lebec Road, Lebec, CA 93243**

**CLOSED SESSION:**

**6:00 p.m.**

**ETUSD Board Room**

**OPEN SESSION:**

**7:00 p.m.**

**ETUSD Board Room**

**OFFICIAL MINUTES**

**PRELIMINARY**

The June 20, 2012 Regular Board Meeting of the Board of Trustees of the El Tejon Unified School District was called to order at 6:12 p.m. by President Regan. Trustee Anderson made the motion, seconded by Trustee Fleming in the Board Room at El Tejon Unified School District, 4337 Lebec Road, Lebec, CA 93243.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**HEARING OF INDIVIDUALS ON AGENDA ITEMS**

President Regan asked if any citizen was present who wished to address the Board of Trustees on any item to be considered in Closed Session. There were none.

**ADJOURNMENT TO CLOSED SESSION**

Trustee Anderson motioned for the Board of Trustees to convene Closed Session at 6:13 p.m., seconded by Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

The Board considered the following closed session items:

**A. Employment Recommendation:**

1. Accept resignation of instructional aide, Pine Mountain Learning Center.
2. Accept retirement of teacher, El Tejon School.

3. Accept retirement of lead custodian, Frazier Mountain High School.
4. Accept retirement of central kitchen manager, Frazier Mountain High School.
5. Hire cafeteria manager, El Tejon Unified School District.

## **RECONVENING IN OPEN SESSION**

The board reconvened in open session at 7:00 p.m. in the board room at El Tejon Unified School District.

MOTION: Trustee Anderson made the motion to reconvene in Open Session.

SECOND: Trustee Fleming.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

Mr. Kevin Keyes, from the Kern County Superintendent of Schools office, led the Trustees and member of the audience with the flag salute.

## **PUBLIC PRESENTATIONS**

No blue cards were presented.

## **REPORTS AND PRESENTATIONS**

- A. MyC<sup>3</sup> Presentation – Lisa Walters, Project Coordinator from the Mountain Communities Family Resource Center, introduced the students from Mountain Youth Can Change Communities (MyC<sup>3</sup>). The students have participated in a community clean-up, placed stickers in various businesses around town warning of drug and alcohol abuse, and most recently put together a Public Service Announcement (PSA). Their PSA is currently being seen on KGET and was shown at the Maya Theatre in Bakersfield. Kevin Keyes, Prevention Specialist from Kern County Superintendent of Schools, presented the students with an award. Their PSA won the most votes at the Spotlight on Teen Advocacy premiere.
- B. Rachel's Challenge Presentation – Sara Haflich, Assistant Principal of Frazier Mountain High School, presented a video outlining an anti-bullying campaign that will be instituted at the schools this coming year.
- C. El Tejon Teachers Association (ETTA) – No report.
- D. California School Employee Association #552 – No report.
- E. School Report – Anthony Saba – No report.
- F. School Report – Gretchen Skrotzki – No report.
- G. School Report – PMLC – No report.
- H. Bond Oversight Committee – Max Williams was unable to attend the board meeting but he prepared the Annual Report for Superintendent Kleier to present to the trustees and the public. The committee reports the El Tejon Unified School District is in compliance with the requirements of Article XIII A, Section 1(b)(3) of the California Constitution. The committee reviewed and approved the general ledger and audit report for years 2009-11 and 2006-07. The committee also directed the school administration to advertise for four new members to replace those members who have completed their terms. The next meeting will be scheduled subsequent to the ETUSD School Board's appointment of new members.

I. Trustee Reports:

Anita Anderson approved of the new format on the agenda. She attended the graduation ceremonies and thought the students were well spoken and the ceremonies were well done. We need to be mindful of possibly four new members serving on the board. Anderson believes requests and direction to the Superintendent needs to have full consensus of the board.

Paula Regan missed both graduations due to illness. She was very disappointed but heard they were very well done. Student trustee Josh Arreola was very well spoken.

Ken Hurst-No report.

John Fleming was not able to attend the graduations but heard they were well done. He thanked the principals for all of their hard work.

Trustee Kiouses attended the 8<sup>th</sup> grade graduation party for the fourth time. He believes they get better and better. He thanked the staff and the parents for all of their hard work.

**Approval of Minutes from Special Board Meeting of March, 27, 2012.**

**MOTION:** Trustee Anderson motioned for the approval of minutes from Special Board Meeting of March 27, 2012.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**DISCUSSION:** Trustee Hurst asked for the minutes to be amended as follows: work smith to be changed to “word smith” in the second paragraph under Goal #6. Trustee Hurst also asked for a copy of the power point presentation by Trustee Kiouses be kept with the board file.

**Approval of Minutes from Regular Board Meeting of May 9, 2012.**

**MOTION:** Trustee Anderson motioned for the approval of minutes from Regular Board Meeting of May 9, 2012.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**Approval of Minutes from Special Board Meeting of May 31, 2012.**

**MOTION:** Trustee Anderson motioned for the approval of minutes from Special Board Meeting of May 31, 2012.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**Approval of Minutes from Special Board Meeting of June 7, 2012.**

**MOTION:** Trustee Anderson motioned for the approval of minutes from Special Board Meeting of June 7, 2012.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**REPORT FROM CLOSED SESSION**

A. The Board of Trustees approved the employment recommendations:

1. Accept resignation of Cissy Brooks, instructional aide, Pine Mountain Learning Center.
2. Accept retirement of Chris Pennella, teacher, El Tejon School.
3. Accept retirement of Leti Garcia, lead custodian, Frazier Mountain High School.
4. Accept retirement of Maria Lopez, central kitchen manager, Frazier Mountain High School.
5. Hire Robert Sanchez, cafeteria manager, El Tejon Unified School District.

**MOTION:** Trustee Anderson motioned to approve the employment recommendations.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

## **SUPERINTENDENT’S REPORT**

1. Recognition of ETUSD Retirees-Superintendent Kleier recognized Chris Pennella, Maria Lopez and Leti Garcia and thanked them for their years of service to students and staff.
2. District Enrollment and Attendance Report-Enrollment is down twenty students from last month.
3. Field Trips – Sixteen approved this month.
4. ASB Report – The ASB continues to be monitored.
5. SISC Investment Pool – The SISC Investment Pool continues to be monitored.
6. Annual Evaluations – The number of required and completed evaluations will be presented to the board yearly.
7. Other – Superintendent Kleier announced the closing of the district office the week of July 4<sup>th</sup> and moving it to El Tejon School. The offices will be in the old kindergarten wing adjacent to the parking lot.

## **OPEN PUBLIC HEARING**

The Public Hearing was declared open at 7:55 p.m. to receive public comments on the Notice of Disclosure of Initial Collective Bargain Proposal to ETTA.

**MOTION:** Trustee Anderson motioned to open the Public hearing.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**DISCUSSION:** There were no public comments.

## **ADJOURN PUBLIC HEARING**

The Public Hearing adjourned at 7:56 p.m.

**MOTION:** Trustee Anderson motioned to adjourn the Public hearing.

**SECOND:** Trustee Fleming.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

## **OPEN PUBLIC HEARING**

The Public Hearing was declared open at 7:56.m. to receive public comments on the Annual Budget for 2012-2013 School Year.

**MOTION:** Trustee Anderson motioned to open the Public hearing.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**DISCUSSION:** There were no public comments.

## **ADJOURN PUBLIC HEARING**

The Public Hearing adjourned at 7:57 p.m.

**MOTION:** Trustee Anderson motioned to adjourn the Public hearing.

**SECOND:** Trustee Hurst.

**VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**Business Items**

**ITEMS FOR DISCUSSION AND ACTION**

**A. Consideration and Approval of District Budget for Fiscal Year 2012-2013.**

**MOTION:** Trustee Hurst motioned for consideration and approval of district budget for fiscal year 2012-2013.

**SECOND:** Trustee Anderson. **VOTE: 3 AYES, 2 NAYES ( Fleming and Kiouses), 0 ABSENT**

**DISCUSSION:** Superintendent Kleier presented a power point on the proposed budget and handed out copies to the trustees. The power point presentation will be posted onto the district website Thursday, June 21, 2012. There was much discussion regarding cuts to staff, shortening the school year, furlough days, snow days, negotiations with the unions, etc. Trustee Kiouses stated other alternatives need to be found.

**B. Consideration and Approval of School Lunch Price Increase.**

**MOTION:** Trustee Anderson motioned for consideration and approval of school lunch price increase.

**SECOND:** Trustee Hurst. **VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**DISCUSSION:** Trustee Anderson asked about increasing our free and reduced lunches for students. Superintendent Kleier stated Sam Brooks had worked very hard to enter correct numbers and the district is over 50 percent free and reduced.

**C. Consideration and Approval of Implementation of Student Transportation Bus Fee Program.**

**MOTION:** Trustee Anderson motioned for consideration and approval of implementation of student transportation bus fee program.

**SECOND:** Trustee Hurst. **VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**DISCUSSION:** Superintendent Kleier reported in an effort to offset state transportation revenue shortfall for the 2012-2013 school year, the ETUSD will require eligible students to pay an annual fee for transportation. Fernando Nieto, MOT Director, gave the trustees handouts with transportation facts and figures plus a sample letter that will be mailed home to parents explaining the fees.

**D. Approval of Lease Agreement between West Side Recreation and Park District and ETUSD for the PMLC.**

**MOTION:** Trustee Kiouses motioned for approval of lease agreement between West Side Recreation and Park District and ETUSD for the PMLC.

**SECOND:** Trustee Anderson. **VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

**E. Consideration and Approval of a proposal from Public Consulting Group of Sacramento, CA to study and recommend action to the Board of Trustees regarding the consolidation of schools within the El Tejon Unified School District for the 2013-014 school year. Total cost \$14, 500.**

**MOTION:** Trustee Anderson motioned for consideration and approval of a proposal from Public Consulting Group of Sacramento, CA to study and recommend action to the Board of Trustees regarding the consolidation of schools within the El Tejon Unified School District for the 2013-2014 school year. Total cost \$14, 500.

**SECOND:** Trustee Hurst. **VOTE: 4 AYES, 1 NAYES (Fleming), 0 ABSENT**

**DISCUSSION:** Trustee Fleming was not in favor of spending this amount as he prefers using a government agency which costs less. Trustee Kiouses stated a third eye is a great resource and although the study is expensive an independent decision will be made. There is value in that. Trustee Anderson does not want to spend more than the quoted amount. Trustee Hurst stated significant costs are involved in consolidating schools and having an outside pair

of eyes is crucial. He encouraged the superintendent to ask for a reduction of fees and prices for a large versus smaller report. Trustee Regan thought input from the community would be an emotional response and she prefers an independent company.

#### Personnel Items

##### **F. Consideration and Approval of Resolution of #12-19, Classified Employee Layoff.**

**MOTION:** Trustee Hurst motioned for consideration and approval of Resolution of #12-19, Classified Employee Layoff.

**SECOND:** Trustee Anderson. **VOTE: 3 AYES, 1 NAYES (Fleming), 1 ABSENT (Kiouses)**

**DISCUSSION:** Trustee Fleming asked if we would have enough bus drivers for all of our routes. Superintendent Kleier stated there are five bus routes for next year. Patrice Barnes, a bus driver, stated there are seven drivers currently employed. Trustee Fleming stated he was against this item.

##### **G. Approval of El Tejon Unified School District's Initial Collective Bargain Proposal to ETTA.**

**MOTION:** Trustee Anderson motioned for approval of El Tejon Unified School District's Initial Collective Bargain Proposal to ETTA.

**SECOND:** Trustee Hurst. **VOTE: 5 AYES, 0 NAYES, 0 ABSENT**

Trustee Regan left the meeting. Trustee Hurst chaired the remainder of the meeting.

#### Instruction Items

##### **H. Approval of Transitional Kindergarten Curriculum Overview.**

**MOTION:** Trustee Anderson motioned for approval of Transitional Kindergarten Curriculum Overview.

**SECOND:** Trustee Kiouses. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

##### **I. Approval of Addition of New Member to the Bond Oversight Committee.**

**MOTION:** Trustee Anderson motioned for approval of addition of new member to the Bond Oversight Committee.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Trustee Fleming asked if this member was new or a replacement. Terri Geivet stated it was a replacement and if anyone is interested in serving contact the district office. Rachel Unell is the new member.

#### Board Policies

##### **J. Consideration of BB 9323.2 Actions by the Board, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BB 9323.2 Actions by the Board, first reading.

**SECOND:** Trustee Kiouses. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Superintendent Kleier was asked to check with Schools Legal for clarification. Their response as follows: For many bodies, the vote of a majority of a quorum of the body constitutes an official action of the body. In the case of school districts, however, the Education Code provides that this is not the case. Section 35164 provides that a governing board acts "by a majority vote of ALL of the membership constituting the Board," not just a majority of those present. In other words, on a five member Board, an item would normally require the affirmative vote of at least three members (or two affirmative votes and an abstention) to be considered the action of the Board. No changes. BB 9323.2 Actions by the Board will be brought back for a second reading on consent agenda.

##### **K. Consideration of BP 0450 Comprehensive Safety Plan, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0450 Comprehensive Safety Plan, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes of BP 0450 Comprehensive Safety Plan and will be brought back for a second reading on the consent agenda.

**L. Consideration of BP 3513.1 Cellular Phone Reimbursement, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 3513.1 Cellular Phone Reimbursement, first reading.

**SECOND:** Trustee Kiouses. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** No changes. BP 3513.1 Cellular Phone Reimbursement will be brought back for a second reading on the consent agenda.

**M. Consideration of AR 5111.13 Residency for Homeless Children, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of AR 5111.13 Residency for Homeless Children, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Delete policy. AR 5111.13 Residency for Homeless Children will be brought back for a second reading on the consent agenda.

**N. Consideration of AR 6145.2 Athletic Competition, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of AR 6145.2 Athletic Competition, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to AR 6145.2 Athletic Competition will be brought back for a second reading on the consent agenda.

**O. Consideration of BP 0410 Nondiscrimination in District Programs and Activities, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0410 Nondiscrimination in District Programs and Activities, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 0410 Nondiscrimination in District Programs and Activities will be brought back for a second reading on the consent agenda.

**P. Consideration of BP 0420.4 Charter School Authorization, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0420.4 Charter School Authorization, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 0420.4 Charter School Authorization will be brought back for a second reading on the consent agenda.

**Q. Consideration of AR 0420.4 Charter School Authorization, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of AR 0420.4 Charter School Authorization, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to AR 0420.4 Charter School Authorization will be brought back for a second reading on the consent agenda.

**R. Consideration of BP 0420.41 Charter School Oversight, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0420.41 Charter School Oversight, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 0420.41 Charter School Oversight will be brought back of a second reading on the consent agenda.

**S. Consideration of E 0420.41 Charter School Oversight, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of E 0420.41 Charter School Oversight, first reading.

**SECOND:** Trustee Kiouses. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to E 0420.41 Charter School Oversight will be brought back for a second reading on the consent agenda.

**T. Consideration of BP 0420.42 Charter School Renewal, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0420.42 Charter School Renewal, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 0420.42 Charter School Renewal will be brought back for a second reading on the consent agenda.

**U. Consideration of BP 0420.43 Charter School Revocation, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 0420.43 Charter School Revocation, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 0420.42 Charter School Revocation will be brought back for a second reading on the consent agenda.

**V. Consideration of BP 1250 Visitors / Outsiders, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 1250 Visitors / Outsiders, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 1250 Visitors / Outsiders will be brought back for a second reading on the consent agenda.

**W. Consideration of BP 1312.3 Uniform Complaint Procedures, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration of BP 1312.3 Uniform Complaint Procedures, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to BP 1312.3 Uniform Complaint Procedures will be brought back for a second reading on the consent agenda.

**X. Consideration of AR 1312.3 Uniform Complaint Procedures, First Reading.**

**MOTION:** Trustee Anderson motioned for consideration AR 1312.3 Uniform Complaint Procedures, first reading.

**SECOND:** Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

**DISCUSSION:** Changes to AR 1312.3 Uniform Complaint Procedures will be brought back for a second reading on the consent agenda.



**CONSENT AGENDA**  
**Items required by law and/or items in accordance**  
**With the District Administrative Code and/or Education Code**

- Y. Approval of B Warrant Batch #0030, \$14,103.36; #0031, \$323,679.98; #0032 was voided, #0033, \$14,022.87, #0034, \$57,499.65, #0035, \$9,465.68.
- Z. Consideration and Approval of Inter-District Transfer:
1. Brent Edwards, 7<sup>th</sup> grade, from Gorman School District to ETUSD, renewal.
  2. Lilli Ann Edwards, 8<sup>th</sup> grade, from Gorman School District to ETUSD, renewal.
  3. Garrett Hamlett, 4<sup>th</sup> grade, from ETUSD to Hart School District.
  4. Celia Hamlett, 8<sup>th</sup> grade, from ETUSD to Newhall School District.
  5. Elena Brennan, 11th grade, from ETUSD to Kern High School District.
- AA. Approval of Overnight Field Trip, MCCASA Youth Coalition to Isla Vista, Family Resource Center, July 31-August 3, 2012.
- BB. Approval of Agreement for Professional Services School Based Medi-Cal Administrative Activities between the County of Kern and ETUSD, for the Mountain Communities Family Resource Center.
- CC. Approval of Kern County Personal/Professional Services Agreement, PPSA-004, between Kern County Department of Special Services and ETUSD, for the Mountain Communities Family Resource Center.
- DD. Approval of San Joaquin Valley Air Pollution District Grant to replace school bus and authorization to purchase bus from Creative Bus Sales.
- EE. Consideration of Approval of BB 9150 Student Board Members, Consideration of AR 0450 Comprehensive Safety Plan, AR 1340 Access to District Records, BP 2121 Superintendent's Contract, AR 3513.1 Cellular Phone Reimbursement, BP 3553 Free and Reduced Price Meals, AR 4117.11 / 4317.11 Preretirement Part Time Employment, BP 4140 / 4240 / 4340 Bargaining Units, AR 4217.3 Layoff / Rehire, BP 5111 Admission, AR 5111 Admission, AR 5111.1 District Residency, AR 5111.12 Residency Based on Parent / Guardian Employment, BP 5113 Absences and Excuses, AR 5113 Absences and Excuses, AR 5125 Student Records, AR 5125.1 Release of Directory Information, E 5125.1 Release of Directory Information, BP 5131.7 Weapons and Dangerous Instruments, AR 5131.7 Weapons and Dangerous Instruments, BP 6143 Courses of Study, AR 6143 Courses of Study, BP 6145.2 Athletic Competition, AR 6146.1 High School Graduation Requirements, BP 6161.1 Selection and Evaluation of Instructional Materials, AR 6161.1 Selection and Evaluation of Instructional Materials, E 6161.1 Selection and Evaluation of Instructional Materials, AR 6162.51 Standardized Testing and Reporting Program, BP 6170.1 Transitional Kindergarten, AR 6173.1 Education for Foster Youth, BB 9223 Filling Vacancies, BB 9320 Meetings and Notices, 2<sup>nd</sup> reading.

**MOTION:** Trustee Anderson motioned to approve the consent agenda.

**SECOND:** Trustee Fleming.

**VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

## **ADJOURNMENT**

Trustee Anderson motioned for the adjournment of the regular meeting of June 20, 2012 at 10:12 p.m., seconded by Trustee Kiouses.

**VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Regan)**

The minutes are an unofficial draft until reviewed, modified and approved by ETUSD Trustees approved by the Governing Board on August 8, 2012.

Clerk of the Board \_\_\_\_\_