



El Tejon Unified School District
BOARD OF TRUSTEES

4337 Lebec Road; Lebec, CA 93243

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Paula Regan, President

John Fleming, Trustee

Anita Anderson, Trustee

Dr. Ken Hurst, Clerk

Steve Kiouses, Trustee

BOARD OF TRUSTEES
SPECIAL BOARD MEETING

Wednesday, September 12, 2012

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

OPEN SESSION:

8:30 p.m.

ETUSD Board Room

AGENDAS

Agendas are posted at the El Tejon Unified School district at least 72 hours prior to each meeting as well as at each school site. Any materials required by law to be made available to the public prior to the meeting of the Board of Trustees of the El Tejon Unified School District can be inspected at the following address between the hours of 7:30 a.m. to 3:30 p.m., Monday through Friday: El Tejon Unified School District, 4337 Lebec Road, Lebec, CA 93243

SPECIAL NEEDS ACCOMMODATIONS

Assistive listening devices, agenda in Braille and/or alternate formats are available upon request. American Sign Language (ASL) interpreters, other auxiliary aids and services, or reasonable modifications to Board meeting policies and/or procedures, such as to assist members of the disability community who would like to request a disability-related accommodation in addressing the Board, are available if requested at least three business days prior to the Board meeting. Later requests will be accommodated to the extent feasible. Please contact the Superintendent's Office, El Tejon Unified School District at 661-248-6247 from 7:30 a.m. to 3:30 p.m., Monday through Friday (Government Code 54954.2)

HEARING OF INDIVIDUALS ON AGENDA ITEMS

Members of the public shall have an opportunity to address the Board of Trustees either before or during the Board's consideration of each item of business to be discussed at regular or special board meetings. Each member of the public wishing to speak are requested to fill out "Request to Address the Board Regarding Items on the Agenda" (blue card) prior to the start of the meeting. Each person who addresses the Board must be first recognized by the presiding officer.

CONVENING IN OPEN SESSION – Time _____

MOTION _____ SECOND _____ AYES _____ NAYES _____ ABSENT _____ STUDENT TRUSTEE _____

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PUBLIC PRESENTATIONS

Members of the public shall have an opportunity to address the Board of Trustees either before or during the Board's consideration of each item of business to be discussed at regular or special board meetings. The time allotted shall be limited to 3 minutes. If a large number of people wish to speak on a specific item, with Board consent, the president may increase or decrease the time allowed (20 minutes) for public presentation depending on the topic and the number of persons wishing to be heard. This time may be used to address any item on the agenda, or any matter of concern within the jurisdiction of the El Tejon Unified School District. Each person who addresses the Board must be first recognized by the presiding officer. Comments must be addressed to the Board as a whole and not to individual members or District employees. The Board and staff are not obligated to comment on, or respond to, addresses by the public.

Whenever a member of the public initiates specific complaints or charges against an employee, the Board President shall inform the complainant that in order to protect the employee's right to adequate notice before a hearing of such complaints and charges, and also to preserve the ability of the Board to legally consider the complaints or charges in any subsequent evaluation of the employee, it is the policy of the Board to hear such complaints or charges in closed session unless otherwise requested by the employee pursuant to Government Code 54957. The Board President shall also encourage the complainant to file a complaint to an appeal using the appropriate District Complaint or appeal procedure.

ITEMS FOR DISCUSSION AND ACTION

A. Acknowledge receipt of Initial Proposal from the certificated collective bargaining unit for the 2009-2013 School Years. A public hearing regarding the proposal will be scheduled for the next Board of Trustees meeting. (No action required.)

MOTION _____ SECOND _____ AYES _____ NAYES _____ ABSENT _____ STUDENT TRUSTEE _____

ADJOURNMENT

TIME:

MOTION _____ SECOND _____ AYES _____ NAYES _____ ABSENT _____ STUDENT TRUSTEE _____

Date: September 7, 2012

To: Members of the General Public
Board of Trustees of El Tejon Unified School District (ETUSD)

From: El Tejon Teachers Association (ETTA)/CTA/NEA

Re: ETTA 2009-2013 Proposal to the ETUSD Board of Trustees' Collective Bargaining Proposal

The El Tejon Teachers' Association, in compliance with Government Code section 3547(a), makes the following proposal to the ETUSD Board of Trustees' initial proposal of June 8, 2012. This shall be our "Sunshine Proposal."

The ETTA Bargaining Unit is acutely aware of the ongoing financial shortfalls from which the community as a whole and the District's in particular suffers. Despite this, the teachers of ETTA aim to do their part to work together to provide students with the highest quality education.

For its part, the ETTA team will look to take a stronger and more active leadership role in the future with improved test scores for its students and dramatically improved attendance numbers for the District. We are confident that when all parties work together, the community as a whole can only benefit.

ETTA'S Initial Proposal

Article III

The Bargaining Unit proposes to negotiate wages and benefit adjustments commiserate to the workload expected of its members. Our hopes are buoyed by the increase in pay awarded to our Superintendent.

Article IV

Maintain the recently reduced health care plans that the District and ETTA agreed to in its PERB settlement agreement.

Article V

Address "on call" days and responsibilities caused by anticipated inclement weather. Examine duties that extend beyond the work day.

Article VI

Add paid leave times for school business currently not included as well as making compensating adjustments for recent year sacrifices.

Article VII

ETTA proposes a wholesale revision of the current evaluation procedures along with implementation of subordinate to superior evaluations.

Article VIII

ETTA seeks to support new teachers so that they can become more valued experienced teachers.

Article IX

ETTA seeks clarification and modification of procedures to access and contribute to Bargaining Unit personnel files. ETTA seeks to stiffen sanctions for violating agreed upon procedures.

Article X

ETTA seeks to clarify existing policies.

Article XI

We seek to add a provision that includes a two-sided form of Board notification after the grievance reaches a level prior to litigation.

Article XII

ETTA looks to all parties to do their part to maintain a safe school environment.

Article XIII

District rights will be re-evaluated in the light of additional Bargaining Unit leadership responsibilities.

Article XV

Contractual changes in policy shall be reflected in the contract.

Members of the Public are invited to comment publicly for 14 calendar days after September 12, 2012.

ETTA and its members look forward working together with District representatives to make ETUSD the finest district in the county.