



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, November 14, 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 November 14, 2012 Regular Board Meeting of the Board of Trustees of the El Tejon Unified School District was called to order at 6:05 p.m. by Trustee 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: 4 AYES, 0 NAYES, 1 ABSENT (Hurst)

HEARING OF INDIVIDUALS ON AGENDA ITEMS

Trustee Regan asked if any citizen was present who wished to address the Board of Trustees on any item to be considered in Closed Session. One blue card was presented.

Angela Witham presented a letter to the trustees from Classified School Employees Association, CSEA.

Trustee Hurst arrived at 6:07 p.m.

ADJOURNMENT TO CLOSED SESSION

Trustee Anderson motioned for the Board of Trustees to convene Closed Session at 6:08 p.m., seconded by Trustee Hurst.

VOTE: 5 AYES, 0 NAYES, 0 ABSENT

A. Employment Recommendations:

1. Hire Coordinator of Technology, District.
2. Hire Director II Fiscal and Administrative Services, District.
3. Accept resignation of Project Coordinator, Mountain Communities Family Resource Center.

B. Student Discipline Matters: 1 Student Expulsion matter 2012-13-001 or involuntary/voluntary transfer.

RECONVENING IN OPEN SESSION

The board reconvened in open session at 7:20 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 Hurst.

VOTE: 5 AYES, 0 NAYES, 0 ABSENT

Karlee Rice, led the Trustees and members of the audience with the flag salute.

PUBLIC PRESENTATIONS

Eight blue cards were presented.

Joe Flores spoke regarding the hiring of the Director II Fiscal and Administrative Services position.

Angelic Ager spoke to the hiring of the Director II Fiscal and Administrative Services position.

Linda MacKay spoke regarding the closing of El Tejon School. She is very concerned about the bad air quality due to the proximity of El Tejon School to Interstate 5. She asked the board to consider planting trees and building a high block wall to help protect the students' health.

Michelle Penner stated Kfit, Kindergarten Fitness program, is progressing nicely. The cost parents incur to volunteer is very expensive and she hopes the board will research how other districts manage their volunteers. Trustee Regan asked Bud Burrow to follow up with Grant Herndon regarding volunteer issues.

Sue Edwards stated Prop 30 passed so she is hopeful money will be spent on after school tutoring.

Carey Carpenter declined to speak at this time.

Carleen Eckstrom thanked Terri Geivet for her 34 years of service to the district. She remembered fondly the years working at Mettler school and the different positions Terri has held. Carleen asked Terri to always remember the good times and she looks forward to her retirement party in January.

Chuck Mullen chose to speak later in the evening.

REPORTS AND PRESENTATIONS

A. Recognition of Service of Terri Geivet, Director of Fiscal Services – Paula Regan, President of the Board of Trustees, stated it was her honor and pleasure to recognize Terri Geivet for her 34 years of service to ETUSD. From her start in the library at Mettler School in 1978 to the district office in 1989, she has been the right hand to several superintendents. Terri has provided insight to numerous board members and survived the transition from a K-8 district to the K-12 unified district. In her opinion, Terri has held one of the most difficult positions in having to tell hard working people that there is no money for certain expenditures and making recommendations to the superintendent to make deep cuts to stay facially solvent. A person of character requires the wisdom to

know right from wrong and the discipline to do right even when it is costly, inconvenient or difficult. Paula presented Terri with a clock as a small token of appreciation for her service to the district and its students. Terri thanked the board and wished them well.

Trustee Kiouses asked the board to move the Trustee Reports next due to his poor health and departure from the meeting. They agreed.

E. Trustee Reports:

Katy Teare, Student Trustee, stated Rachel's Challenge is going well. Speakers from Columbine came and spoke to students. Winter sports have begun and all are invited to sports rally hosted by ASB. Volleyball finished third in the playoffs. Fifty people participated in a blood drive which was very successful.

Trustee Kiouses thanked everyone for his time on the board and apologized for leaving early. He wished the new board and students good luck.

Trustee Fleming stated he had visited several schools and will continue to do so as often as he can. He was surprised to see under Item D on a report that Antioch was being paid for work. He was sad that the maintenance crew could have done the work.

Trustee Hurst stated Robotics Regional's will be in Los Angeles and Fresno in the spring. He has researched declining enrollment in past years. He took enrollment from AYSO for the last ten years or so and plotted the information with ETUSD enrollment. Trustee Regan stated she had spoken with Little League and they have experienced a similar decline. Trustee Hurst stated the room had been rearranged and asked the members of the audience if it worked better. Michelle Moser thought the trustees can be seen and heard better, but presentations on the screen were more difficult to see. She suggested mounting the screen on the wall behind the trustees. Trustee Ken wanted to thank Superintendent Kleier as it was her suggestion to make it easier for the comments to be heard. He stated serving on the board had been an interesting ride but it has not been easy. Some parts have been extremely rewarding and some parts have been hard, but he stated it has been an honor to serve you and he wished all well.

Trustee Anderson stated with the new room arrangement the light bothers her eyes. The lights are intense and distorts her vision so she has to wear a hat. She does like the fact that she can see everyone better now. She thanked Terri Geivet for her dedicated service and appreciates her sense of humor, good work ethic and how she loves the district. She also thanked Bud Burrow for standing in for Katie Kleier and Steve Kiouses for his comments. Anita thanked Ken Hurst for his years of compiling and analyzing data, monitoring the high school's water well, helping the Robotics team, trying to get wind power, upgrading graduation requirements and getting computers from Jet Propulsion Lab. You have done a lot of work for the betterment of the schools. She thanked Paula Regan for her years of service. She was proud of how Paula stood by her convictions and did not flaunt what she did for the betterment of the schools and students. There is plenty of work to do and she looks forward to working with the trustees.

Trustee Regan stated twelve years ago she was sitting on the other side of the board table. Everyone thinks they can do a better job. It has been difficult. There is a lot to be said for consistency and she does not think anyone has been to more board meetings than she has. She stated her family and friendships have suffered as a result of her serving on the board. She encouraged the new trustees to take time to learn the job, ask many questions, and keep in touch with their family so they can always understand why you are serving. She does agree with freedom of speech but stated people need to be accountable for what they say. The public needs to know what is true and accurate and the most important fact is students from this district attend colleges all over the country. We have an incredible staff and these people run the district. Paula is proud to have been associated with the teachers, staff, and students.

B. El Tejon Teachers Association (ETTA) – Chuck Mullen stated he spoke with Superintendent Kleier approximately one month earlier. He was hopeful if Prop 30 passed that a teacher would be hired at Frazier Park

School. He discussed ways of possibly moving teachers work days and classes around plus posting a position but a contract is in place so things will have to be negotiated. Bud Burrow stated in fairness there is an issue that still needed to be discussed between himself and Mr. Mullen. As Mr. Burrow understood from Katie Kleier, the association had agreed to waive two provisions: two days of preparation time when opening new classrooms and posting time. This afternoon information was scanned and sent to Katie Kleier. She stated there were differences from when she had spoken with Mr. Mullen. Trustee Fleming is in favor of an immediate start for a teacher at Frazier Park School. He had spoken with Terri Geivet on Wednesday after the election and was pleased with the amount she gave him. He was hopeful that more than 1 ½ teachers could be hired. Bud Burrow asked for direction to pursue adding a teacher to Frazier Park School. He will serve as a go between for Chuck Mullen and Katie Kleier. All of the trustees were in agreement.

Carey Carpenter, principal of Pine Mountain Learning Center, chose to speak at this time. She stated she understood the urgency to place a teacher at Frazier Park School, but in doing so would take one quarter of her staff. She felt she had not been given enough time to put a plan in place. Bud Burrow apologized.

- C. California School Employee Association #552 – Angela Witham stated Katie Kleier had previously explained cuts had been taken early in preparation of Prop 30 not passing. Negotiations have begun and she is hoping to bring back a part-time custodian to help with work at Frazier Park School, restore Rick Peters back to Lead Mechanic and Sheila Owens back to the Warehouse position in order to have supplies delivered in a timely manner.
- D. Solar Presentation – Fernando Nieto stated the district has gone to a usage rate. He gave spreadsheets to the board outlining electrical usage at Frazier Mountain High School. Antioch was called to repair large leaks as there was no time wait. The water tank was being emptied every time the landscaping system was running. There were large main water lines that needed to be repaired. The district has been paying on a loan of over two million dollars since 2002 for past improvements. The outstanding balance is \$855,000 and the data from Indoor Environmental Services (IES) who did the retro, states we are still saving kilowatts to this day. He stated he will continue to look at solar. Maybe installing motion detectors in the classrooms will be looked at first. He then presented a spreadsheet to the board that outlined twenty years of solar payments that would eventually be beneficial to the district. The capital outlay would be tremendous and we would not see a return on our investment for twenty years. We are trying to make headway at the high school and have been repairing leaks and still have to deal with the roof.
- E. Star Test Review – Sara Haflich, principal of Frazier Mountain High School, presented data regarding tests results over the past four years. Progress has been made in many areas. Math teachers are getting together and working on different ways to improve Algebra scores. The California High School Exit Exam, CAHSEE, is taken yearly by sophomore students and we are above the county average of students passing. This year staff development has been set for English and Math teachers. An extra area for intensive intervention has been added on Wednesday afternoons. With last year being the first year juniors took chemistry, it was expected not all students would perform well. She and her staff are happy to work with the El Tejon School teachers

Approval of Minutes from Regular Board Meeting of October 10, 2012.

MOTION: Trustee Anderson motioned for the approval of minutes from Regular Board Meeting of October 10, 2012.

SECOND: Trustee Hurst. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT(Kiouses) , AYE STUDENT TRUSTEE**

DISCUSSION: Trustee Anderson requested the minutes be amended on page 6, Item E., Discussion: to be changed from “Trustee Kiouses was not in favor of Proposition 30 and called for a vote” to read “Trustee Fleming is not in favor of Proposition 30 and Trustee Kiouses called for a vote”. Trustee Fleming asked for the statement “Superintendent Kleier had not complied with Board Policy 4313.2 Demotion/Reassignment” to be added to his Trustee Report. Trustee Fleming requested on page 5, Item D. Approval of job description: Director II Fiscal and Administrative Services vote to read 3 AYES, 2 NAYES (Fleming and Kiouses). Trustee Fleming asked for the statement “Superintendent Kleier stated clerks would be paid approximately \$10.00 per hour, in response to a question” be added.

Approval of Minutes from Special Board Meeting of October 19, 2012.

MOTION: Trustee Anderson motioned for the approval of minutes from Special Board Meeting of October 19, 2012.

SECOND: Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT(Kiouses), AYE STUDENT TRUSTEE**

Approval of Minutes from Special Board Meeting of October 27, 2012.

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

SECOND: Trustee Hurst. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT(Kiouses), AYE STUDENT TRUSTEE**

Approval of Minutes from Special Board Meeting of November 7, 2012.

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

SECOND: Trustee Hurst. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT(Kiouses), AYE STUDENT TRUSTEE**

REPORT FROM CLOSED SESSION

- A. The board approved the following Employment Recommendations:
1. Hired Thomas Hurst, Coordinator of Technology, District, approved 5-0.
 2. Hired Director II Fiscal and Administrative Services, Fernando Nieto, District, approved 3-2.
 3. Accepted resignation of Heather Conover, Project Coordinator, Mountain Communities Family Resource Center, approved 5-0.
- B. Student Discipline Matters: 1 Student Expulsion matter 2012-13-001 or involuntary/voluntary transfer.
No action taken.

SUPERINTENDENT'S REPORT

1. District Enrollment and Attendance Report- Frazier Park and Pine Mountain Learning Center are in an average rate of attendance, 93-93%, based on a third month report. El Tejon and Frazier Mountain High School are below at 88%. Trustee Hurst stated SARB had been instituted on all campuses to help improve attendance. Mr. Burrow suggested implementing a reward system and recognition for good student attendance. He asked student trustee, Katy Teare, to ask fellow students what the number one incentive they would like to receive and report to the board in December.
2. Field Trips – the list is in your packet.
3. ASB Report – Continues to be monitored.
4. After the Thanksgiving holiday the new Interim Superintendent will be Gary Rice.
5. Introduction of newly elected trustees present this evening. Bud Burrow introduced Scott Robinson and Vickie Mullen as newly elected trustees. He stated Anita Anderson and John Fleming are present.
6. Boardmanship workshop sponsored by the Kern County Superintendent of Schools scheduled for Wednesday, December 5 at 5:00 p.m. at the El Tejon District Office. The meeting will be held in Katie Kleier's office, Room 9 at El Tejon School.
7. Budget Update – Bud Burrow explained if Prop 30 had not passed all districts would take a decrease in funding, over 6% in basic revenue limit. The governor focused all cuts on K-12 so that it would get people to vote in favor. All schools budgeted from basis of lower level of funding not wanting to build budgets and have employee levels not being able to be maintained if the proposition failed. What does this mean? In this district the figure is \$382,823 that your revenue limit will increase. The 1st interim report will be brought to the board for final submission. Your superintendent will have discussions and come up with a wish list. This sounds like a lot of money but your wish list will outpace the \$382,823. The board will still make a lot of decisions. Trustee Regan suggested for the new board to look at money that was taken out of the budget this year and possibly backfill some.
8. Bond language - Mr. Burrow had the bond language added to the district website. He spoke with two attorneys who specialize in school facilities. The bond language does not limit which campuses to replace relocatable classrooms with permanent. There was specific mention of a multipurpose room at Frazier Park School.
9. Other items – the district phone recorder will be set to give Bud Burrow's number at the county office while the district office is closed for Thanksgiving break. Trustee Fleming mentioned one person at the blood drive held at Frazier Mountain High School received a one gallon donation plate. Mr. Burrow thanked the students for their participation.

ITEMS FOR DISCUSSION AND ACTION

Business Items

A. Consideration of and possible action on the status of the El Tejon School for 2013-14. Options are to close the school, maintain operation of the school as is, or refer the question back to the Superintendent for further study.

MOTION: Trustee Anderson motioned for consideration of and possible action on the status of the El Tejon School for 2013-2014. Options are to close the school, maintain operation of the school as is, or refer the question back to the Superintendent for further study.

SECOND: Trustee Hurst.

DISCUSSION: Bud Burrow stated Trustee Regan had asked him to look at the Public Consulting Group (PCG) review at an earlier Public Hearing. Trustee Hurst and Fleming had asked him to speak regarding his thoughts. Mr. Burrow took a different approach. PCG took educated estimates of what percentage of operational expense categories a district would normally save at a closing or consolidation. One would normally expect savings. When he took a look at it, he thought they over estimated funds being spent on custodians at El Tejon School. Mr. Burrow concluded that there would be a savings of closing café, gym, and the front office, and using existing facilities at the high school. He also concurred with the saving of utilities of \$27,148. To save any material money you have to look at staff and which positions you can reduce. Mr. Burrow could only come up with \$44,148 of savings. He was very disappointed. He can only come up with the same amount with cutting staff. Fernando will try and talk you into not cutting those people. The board is in a hot seat. You need to determine what is your priority? If you are willing to cut more maintenance and custodian time you will. Mr. Burrow stated the people of the community have told you they would pull their children if you send junior high students to the high school. He understands that and at what point would you wipe out possible savings. Average Daily Attendance (ADA) is \$5,720. If you lose 5 students, you lose approximately \$26,000, 10 students, you lose \$57,000 and if you lost 10% of junior high enrollment, you lose over \$80,000 in savings. This is the end of discussion. Trustee Hurst stated PCG took aggregate information and applied a one size fits all approach and Mr. Burrow looked at actual people. Mr. Burrow thought it would cost roughly \$10,000 to move each portable. Trustee Hurst thought another fact to consider was principalships and the district has had difficulty in the past. If we close one school then we would have one principal at each school. If we leave El Tejon open then that becomes a problem to muddle along and he does not want to do that. Mr. Burrow stated a lot of your constituents do not think you have trimmed from the top. The principal needs at El Tejon are tremendous. He would not want to do both. Your superintendent is also doing other things such as Special Ed, ConAP, curriculum, LEA plan, federal program improvements, etc. Every employee in the district has more than enough of a workload. Trustee Hurst stated the savings he was hoping for was not here and that is a major disappointment. Trustee Anderson appreciates Mr. Burrow looking into the savings. She has researched schools in Malibu and they have been very successful by having a high school and a junior high on the same grounds. They have had great parent involvement and their students have greater access to more classes. Change is difficult but she believes the students at El Tejon School will be better served by being away from the freeway, bad air, and the noise. She is not in favor of keeping El Tejon School open. Trustee Fleming said he had not heard of moving 6th graders up to the high school before. If we lose students we will be in the negative. Originally we thought we might lose 30%. We would have no room to alleviate overcrowding at Frazier Park School. He likes the idea of getting another teacher but the school is at capacity. He thanked Mr. Burrow for his work and assessment of what we could save. He is surprised. He is not in favor of closing El Tejon School with the possibility of students being pulled. If only 7 students are pulled, that is \$40,000 right there. Trustee Hurst stated it appears there is not an incentive to close El Tejon School. We have concentrated on financials. He thinks looking at what is the best learning environment for the students should be looked at and needs to be referred back to the superintendent for further study. Trustee Regan offers to maintain the school as it is with a caveat of moving 6th grade back. There was a good turnout at the forums. Her thought was cost savings but that has evaporated. We have the ability to take action based on the agenda. Monetarily she suggests it is not put on the agenda for next month. Trustee Fleming suggested PCG Review, Bud Burrows memo and minutes from the two public hearings be put together and kept for future reference if the topic comes up again. Trustee Fleming called for a vote to close the school or not. Trustee Hurst motioned to refer the question back to the superintendent for further study. Trustee Regan is opposed to another special board meeting. Trustee Fleming motions the item to be brought back in January.

MOTION: Trustee Regan motioned to maintain operation of the school as is.

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

Instruction Items

B. Receive and file Local Education Agency (LEA) Plan. Approval of the plan will be agendized at the December meeting.

MOTION: Trustee Anderson motioned to receive and file Local Education Agency (LEA) Plan. Approval of the plan will be agendized at the December meeting.

SECOND: Trustee Hurst. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT(Kiouses) , AYE STUDENT TRUSTEE**

DISCUSSION: Trustee Fleming did not spend a lot of time reading the LEA plan due to the agenda saying only receiving the plan. He is not ready to approve. Trustee Hurst would like to see tables for each goal and actions added, resources necessary, etc. Mr. Burrow knows nothing about the creation of the plan so he thought it best to get the plan to the board but have it approved when Katie Kleier would be in attendance as she coauthored it. Trustee Anderson wanted to approve now and have a discussion next month. She thought the LEA plan would be necessary to prepare the school site plans that are due in December. Trustee Regan called for a vote.

Board Items

C. Confirm Annual Reorganizational Meeting for Wednesday, December 12, 2012, 6:00 p.m. at the El Tejon Unified Board Room, 4337 Lebec Road, Lebec CA 93243

MOTION: Trustee Anderson motioned to confirm Annual Reorganizational meeting for Wednesday, December 12, 2012, 6:00 p.m. at the El Tejon Unified Board Room, 4337 Lebec Road, Lebec CA 93243

SECOND: Trustee Hurst. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Kiouses), AYE STUDENT TRUSTEE**

DISCUSSION: Trustee Regan stated this is a regular board meeting. The new trustees will be seated and only two trustees are returning. The meeting may be structured differently. The president and clerk of the board will be elected. Trustee Fleming asked if the new board could be sworn in at the December 5th workshop. Bud Burrow stated that could not be done per the law.

<p style="text-align: center;">CONSENT AGENDA Items required by law and/or items in accordance With the District Administrative Code and/or Education Code</p>

D. Approval of B Warrant Batch #0007, \$28,395.23; #0008, \$137,074.78, #0009, \$3,750.00.

E. Consideration and Approval of Inter-District Transfer:

1. Garrett Forristal, 6th grade, from ETUSD to Newhall School District.
2. Summer MacKay, 11th grade, from ETUSD to Kern High School District.

F. Approval of OVERNIGHT field trip, May 9-10, 2013, to Fort Tejon State Historic Park, PMLC.

MOTION: Trustee Anderson motioned to approve the consent agenda.

SECOND: Trustee Fleming. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Kiouses), AYE STUDENT TRUSTEE**

ADJOURNMENT

Trustee Hurst motioned for the adjournment of the regular meeting of November 14, 2012 at 10:55 p.m., seconded by Trustee Regan. **VOTE: 4 AYES, 0 NAYES, 1 ABSENT (Kiouses), AYE STUDENT TRUSTEE**

The minutes are an unofficial draft until reviewed, modified and approved by ETUSD Trustees approved by the Governing Board on December 12, 2012.

Clerk of the Board _____

