

SALINAS CITY ELEMENTARY SCHOOL DISTRICT  
MINUTES OF REGULAR BOARD MEETING

March 12, 2018

**I. OPENING BUSINESS –**

A. Call Public Session to Order

B. Roll Call

Stephen Kim, TA #5 - President  
Francisco Estrada, TA #2 - Clerk  
Amy Ish, TA #4 – Vice President  
Robert Foster Hoffman, TA #3

Absent: Roberto Garcia, TA #1

**II. PUBLIC COMMENT PERIOD RE CLOSED SESSION ITEMS**

General public comment on any closed session item that will be heard.

*None*

**III. CLOSED SESSION –**

The Board of Education will meet in Closed Session to consider matters appropriate for Closed Session in accordance with Government Code Sections 3549.1, 54956.7 through 54957.7, and Education Code Section 35146.

- A. Personnel
- B. Student Disciplinary Matters/Student Needs
- C. Conference with Legal Counsel re Anticipated Litigation
- D. Public Employee Discipline/Dismissal/Release
- E. Conference with Labor Negotiators:
  - Agency negotiator: Lou Lozano
  - Unrepresented employee: Assistant Superintendent for Human Resources.
  - Employee Organizations: Salinas City Elementary Teachers Council (SETC)  
California School Employees Association (CSEA) #149  
United Substitute Teachers Union

In the event that all Closed Session items listed have not been discussed in the time allotted, the closed session will reconvene at the end of the Open Session.

**IV. RECONVENE IN OPEN SESSION – 6:44**

A. Pledge of Allegiance *led by President Kim*

B. Adopt Agenda

*On the motion of President Kim, seconded by Trustee Estrada, and carried (4-0) to approve the agenda.*

C. Report Action Taken in Closed Session

*No action taken in closed session.*

**V. COMMUNICATIONS/PRESENTATIONS**

A. Acknowledgements - *None*

B. Employee Organizations –

*Griselda Ortiz of CSEA stated that CSEA supports SETC.*

*Oscar Ramos of SETC stated that SETC supports CSEA. He said that he is postponing announcing the results of the survey regarding Special Education, and that he will be contacting trustees individually. He added that the memo SCESD sent out about negotiations seemed to indicate a*

*tentative agreement. He clarified that SETC will be holding a special meeting after spring break for a vote, with the negotiating team remaining neutral. He expects the results from a vote from the membership about mid-April. He asked the Board to invest in teachers and classified staff, concluding that the District's goal should be becoming the envy of the neighboring districts.*

*President Kim requested that those present refrain from cheering or booing to keep some decorum in the meeting. Mr. Ramos asked that the attendees comply.*

C. Superintendent - *Superintendent Martinez briefly presented her Action Log, noting the press conference that morning—"One City, Our City" on school safety with several local districts and law enforcement and mentioning the District's bond sales with a discussion of a facilities master plan for using those funds.*

D. Board Members

*Trustee Hoffman remarked that he is glad to be back. He enjoyed the press conference and is glad the city and the schools are working together.*

*Trustee Estrada said he visited El Gabilan's arts and science festival and enjoyed it. He thanked everyone for being here.*

*Trustee Ish welcomed everyone and discussed a Monterey Park student feeling left out because she didn't have the pink shirt everyone else had on Pink Shirt Day. She said she attended Ariel Productions' Wonderland on a field trip and thanked everyone involved with that. She encouraged everyone to embrace differences in student abilities and to see Special Education students as being worthy of attention. She mentioned that she attended the safety press conference and noted Dr. Kotowski's comment that schools are for nurturing and are no place for weapons.*

*President Kim stated that he thinks many of the people attending the meeting are doing so because they think the District doesn't value them. He assured them that they are valued and if the District could offer a higher wage increase, it would.*

E. Replies to Previous Concerns/Questions - *none*

## **VI. INDIVIDUALS DESIRING TO ADDRESS THE BOARD**

Any member of the audience desiring to address the Board on any matter not appearing on the agenda may speak, after being recognized by the President of the Board.

*Lisa Ingle, a Mission Park teacher, said she is planning to vote no on the District's proposed contract as it doesn't reflect the value of the teachers. She read statements from other teachers who couldn't attend the meeting.*

*Sharon Thies, a teacher at Loma Vista discussed the difficulty of 21<sup>st</sup> century curriculum, the large amount of testing required, and the scripted nature of teaching, which does not allow teachers to be creative. She stated that the District can move money around and cut other things to find money for teachers, who need the District's appreciation.*

*Alicia Beltran-Castañeda, a Special Education teacher, discussed the difficulty of trying to do general education curriculum with her students. She believes money is available but is wasted in over-ordering and so many positions at the district office.*

*Donna Clark, a 6<sup>th</sup> grade teacher at Boronda Meadows, said that we've been down this road before—that the District doesn't have money. She believes there should be money for teachers in the budget and it should have been thought of before.*

*Barbara Taylor, a teacher at Mission Park, expressed unhappiness with the District's negotiation tactics, using a lawyer. She said that the money offered should be put on the salary schedule and not into bonus days.*

*Kathryn Commiciotto stated that the District is giving priority to technology over teachers.*

*Katherine Huelsbeck told the Board that these are turbulent times in education throughout the nation and that they should listen to the teachers, who deserve a contract that supports them.*

*Vanessa Franklin from Sherwood said that despite previous statements that Board's inability to give the teachers what they are requesting wasn't personal, it is personal. She added that sacrifices are made for priorities and curriculum cannot teach.*

*Geralyn Budenholzer from University Park stated that putting teachers last puts students last and that the District needs to recognize their hard work, volunteer hours, and money spent from their own pockets for their students.*

*Mary Feske, a 38 year veteran teacher from Laurel Wood, said that she is here for the new teachers, who are working harder with more on their plates. She asked the Superintendent to come visit and the Board to spend money on what they value most.*

*Jason, an SCESD parent remarked that the teachers are with the best district and that the teachers are worth the 2% increase—and the children too.*

*Carol Rodrigues from Boronda Meadows stated that the teachers have done more than their fair share during the lean times. She objected to the District paying someone to sit at the negotiating table. She added that 5 more working days is not a raise. She pointed out all the teachers in attendance as well as those outside as an indication that they don't feel supported. She believes that the Board is listening only to administrators and that they need to listen to the teachers.*

*Gabriella Perez of Mission Park said that the proposed contract is a "slap in the face," indicating that there was money to pay for other things, such as Edivate. She added that paying for a lawyer to negotiate is not negotiating in good faith. She believes that the additional demands placed on teachers are causing them to leave and making it difficult to attract new teachers. She asked the Board to invest in teachers and make salaries a priority.*

*Deborah Kleffman from Lincoln thanked the Board for the training she received, noting that she can go to any District for a job. She expressed concern about the impasse, adding that since they invested in her, they will want to keep her. She mentioned spending money to go abroad to recruit teachers and asked that the District not do all training at one time. She would like the District to be more flexible on things that don't cost money.*

*Frank Garden, a Mission Park parent, said he supports the teachers and classified workers and that a "no" vote from the teachers would be an embarrassing failure for the District. He remarked that the attorney used in negotiations charges \$295 per hour and that the District's failure to act on declining enrollment should not be passed down to the teachers. He stated that teaching is a "thankless profession" and that*

*teachers should not be forced to take drastic action, adding that the Board and administrators should be held accountable.*

*Linda Sereno, a teacher with 25 years at the District, stated that the District needs to offer competitive salaries. She discussed a friend who is an administrative assistant with no further education beyond high school who is making more money than she does.*

*Jose Salazar of Los Padres expressed concern over professional development attendance and said that he wants action on a contract with the teachers.*

*Pam Connor from the SETC negotiating team said that the vote on the proposed contract will be the voice of the membership and they feel like they are not being heard.*

*Augustina Leyva of the Dual Immersion program at Lincoln asked the Board to show the teachers that they are "worth it." She added that she loves her job, but it is hard to buy a house on a teacher's salary, and requested that the Board consider what SETC is asking.*

*Lucy Smith of Roosevelt submitted that the District and SETC are not hearing each other and asked that everyone stop the "you vs. us." She added that we are all here for the kids and that having a lawyer in the negotiations is not working. She asked the Board to dismiss the lawyer, keep the negotiations "in the house," and work as a unit.*

*Janet Sparks from El Gabilan thanked the Board for bringing up assessments in a study session. She saw that some have been eliminated but more elimination is needed. She urged the Board to have teachers help decide the curriculum and noted that there is no place to bring site concerns. She stands with the teachers on the contract negotiations.*

*Superintendent Martinez thanked those who spoke for their respectful manner, adding that they do listen. She stated that the District dug into the financials and went from offering no increase to 1%. She said that the District can go back and look, but that student achievement and fiscal solvency are her top priorities, remarking that the District is already in deficit spending. She stated that she had invited SETC to bring in outside consultants on their behalf. She announced that School Services of CA will be examining the District's books starting on 3/13/18 to look for extra money for raises, adding that additional technology support has come from grant funds. Ms. Martinez clarified that the 5 extra days of work were the only way the District could gain additional funds for pay from LCAP and still be in compliance, and that the District has offered flexibility with those days. She felt that the District tried to meet in the middle, reminding that her door is always open. She sees that the teachers work hard, but the District also has to stay fiscally solvent.*

*Trustee Hoffman stated that he had been a negotiator as a teacher and mentioned a former superintendent who had moved money around and caused the District to be fined. Superintendent Alonzo-Vaughan had to oversee repayment of that fine. He assured the teachers that they are "worth it," but only LCAP funds are available at this time.*

*Trustee Estrada remarked that this situation is tough. He wishes that the District could give even more than the 2% being asked and he feels what the teachers are going through. He hopes the District will be able to do something in the near future.*

*Trustee Ish thanked everyone for speaking and said that they heard what was being said. She said that they want to give as much as they can but the money is not there. She is glad that School Services will be evaluating the finances as the District is really trying to meet their request, but in her role as a board*

member, she must be concerned with the fiscal solvency of the District. She added that state funding for schools should be increased and that this problem is not unique to SCESD.

President Kim stated that he feels there is a problem with the District, that teachers think the District is not looking for ways to meet their pay increase request, that there is a lack of trust. He would like to work on that.

President Kim called for a 5 minute break at 8:13 p.m.  
At 8:24 p.m. the meeting resumed.

## VII. CONSENT ITEMS

A motion was made by Trustee Estrada, seconded by President Kim, and carried 4-0 to approve consent items 1 through 10 with correction to February 26, 2018 minutes - Trustee Hoffman corrected the minutes from the Feb 26<sup>th</sup> that listed him as the Board Vice President. This title belongs to Trustee Ish.

Ayes: Estrada, Ish, Hoffman, Kim. Nays: None. Abstentions: None. Absent: Garcia.

1. Board minutes of February 26, 2018. (attachment 1)
2. Human Resources Report to accept, ratify, approve the classified and certificated employee(s) assignment, removal and/or transfer, retirement/resignations and leave of absence request(s). (attachment 2)
3. Approval of contracts in excess of \$5,000.00. (attachment 3)
4. Accept donations for SCESD's Homeless & Foster Youth Family Resource Center (FRC). (attachment 4)
5. Memorandum of Understanding: Monterey County Office of Education for Training and Technical Support to Implement Positive Behavior Intervention and Supports. (attachment 5)
6. 2017-2018 Consolidated Application, Winter Collection (attachment 6)
7. Out of State Travel Request: (attachment 7)

Name/Site	Conference	Where	When	Amount	Funding
Carlos Murta/Food Serv	Nat'l Sch Nutrition Conf	Las Vegas, NV	7/9-7/12/18	\$1,860.00	Fund 13
8. 2018-2019 District Calendar (attachment 8)
9. Authorize Disposal/Liquidation of Surplus Food Service Equipment (attachment 9)
10. Agreement for Legal Services with Monterey County Public Records Act Special Counsel Consortium. (attachment 10)

### Items for information:

#### Edivate Update

Assistant Superintendent of Educational Services, Lori Sanders and Director of I.T. and Innovation, Mónica Macias presented a power point on Edivate. It is a tech-based platform for adults. Ms. Sanders said that using Edivate will be a process that will likely take three years for full implementation and there will be professional development to

work with site administrators. She added that Human Resources is using Edivate at the Secretaries Meetings and with staff. It was determined that Edivate can be used in teacher observations, with feedback sent back to the teachers. Trustee Ish asked if it can be used as a platform for all feedback and Ms. Sanders responded that the District is working in that direction. Ms. Ish asked if there was any data on how many teachers use the program and how the District can promote its use. Ms. Macias recommended that teachers get familiar with the program as it is a focal point for knowledge. Ms. Sanders added that principals realize the program is under-utilized. It was determined that not many teachers use it as few know about it and that it has not yet been used to give teacher observation feedback.

### **Scale Up Multi-Tiered Systems of Support (SUMS) Statewide Grant Application**

Assistant Superintendent Lori Sanders reports that our district, along with other districts in our tri county area, will be applying for this grant in the amount of \$25,000. The grant will provide training and tools to create a coherent system of support responsive to our students' academic, social emotional and behavioral needs. This is a two-year grant to be used for training expenses and material.

### **Summary of Sale Results for General Obligation Bonds, Series C and Refunding Bonds**

Assistant Superintendent Jerry Stratton provided a slideshow with information provided by Isom Advisors summarizing the financing, bond and comparable sales. Refunding of GO Series A Bonds netted savings of \$4,829,939 for taxpayers and the GO Series Bond sale yielded \$20 million for facilities improvements.

#### **Items presented for action:**

##### **E-Rate Contract for Year 21 (2018/2019))**

*On the motion of Trustee Estrada, seconded by Trustee Ish, and carried (4-0) to approve the E-Rate Contracts for Year 21 (2018/19) with Monterey County Office of Education.*

*Ayes: Estrada, Ish, Hoffman, Kim. Nays: None. Abstentions: None. Absent: Garcia.*

##### **Internet Service Contract**

*On the motion of President Kim, seconded by Trustee Ish, and carried (4-0) to approve the Internet Service Contract with AT&T.*

*Ayes: Estrada, Ish, Hoffman, Kim. Nays: None. Abstentions: None. Absent: Garcia.*

##### **2017-18 Second Interim Report and Budget Revisions**

*On the motion of President Kim, seconded by Trustee Estrada and carried (4-0) to approve the 2017-18 Second Interim Report and Budget Revisions.*

*Ayes: Estrada, Ish, Hoffman, Kim. Nays: None. Abstentions: None. Absent: Garcia.*

#### **VIII. ADVANCED PLANNING**

##### **Next Meeting Date:**

**April 3, 2018 - 8:00 – 3:30 Board Retreat – Harden**

**April 9, 2018 - 6:30 p.m. – District Office**

Suggested Future Agenda Items (Board Members Only)  
Safety Resolution

#### **IX. ADJOURNMENT 10:06 p.m.**

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Martha L. Martinez  
Secretary to Board

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Stephen Kim  
Board President