

**GARVEY SCHOOL DISTRICT**

Rosemead, California

Minutes of Regular Meeting

May 5, 2011

The Garvey School District Board of Education met in regular session on May 5, 2011, at Bitely School, Rosemead, California.

**CALL TO ORDER**

The meeting was called to order at 6:34 p.m., by Board President M. Janet Chin.

**ROLL CALL**

Present at the meeting were Mr. Bob Bruesch, Ms. M. Janet Chin, Mr. Henry Lo (arrived at 6:44 p.m.), Mr. Tony Ramos, Mr. John Yuen (arrived at 7:08 p.m.), and Superintendent Dr. Sandra Johnson.

Also in attendance were Mr. Genaro Alarcon, Mr. Michael Coughlin, Ms. Dolores Preciado, and Ms. Maria De La Cruz.

**VISITORS PRESENT**

Present as visitors were the persons listed on the attached Register of Attendance who signed the register and whose signatures were legible and which is hereby made an official part of these minutes.

**PLEDGE OF ALLEGIANCE TO THE FLAG**

Jason Tan led the recitation of the Pledge of Allegiance.

**SPECIAL RECOGNITIONS:** None

**COMMUNICATIONS/REPORTS FROM THE BOARD AND SUPERINTENDENT**

Dr. Sandra Johnson stated that within the last couple weeks, Willard has been named a Title I Achieving School.

Bob Bruesch spoke of the planning of a Family Fun Day/Health Fair on September 17, 2011, co-sponsored by the City of Rosemead, Kaiser Permanente, the Boys and Girls Club, and the Rosemead Kiwanis Club.

Tony Ramos commended the accomplishment of the American soldiers involved in the capturing and killing of Osama bin Laden for the 9/11 terror attacks on the U.S.

Janet Chin indicated that these are very difficult times and she understands how many people are feeling this week; Board members are all volunteers and have been a part of the Garvey District for a long time. Ms. Chin thanked everyone for attending the meeting tonight to hear and show that everyone cares about the decisions being made by the Board tonight.

By consensus of the Board, the Board proceeded to the Reports and Information, Agenda Item A.

**REPORT FROM UNION REPRESENTATIVES**

- **Garvey Education Association (GEA)**

Michael Drange, president of GEA, talked about collaboration becoming less prevalent in the School District. Mr. Drange asked for everyone's participation on items being negotiated by the Bargaining

Team. Mr. Drange asked that a District budget committee be re-instituted to include leaders from GEA, CSEA, and Administration to discuss ideas in a collaborative manner. Mr. Drange gave an example of collaboration being broken by the elimination of programs, such as Fine Arts and Honors Science classes. Mr. Drange felt that these decisions were being made without having discussions with the teaching staff. Mr. Drange urged everyone to talk about the programs that most benefit the students. He stated that he hopes to work with Board members on these big problems as a team.

Mr. Drange spoke of an upcoming rally at Pershing Square on Friday, May 13. There will be bus transportation provided leaving at 3:30 p.m. from the GEA Office. Mr. Drange handed out a sign-up sheet for everyone interested in joining the rally to show legislators the effects that the budget cuts are making to the schools.

Mr. Drange reported on the last Tuesday's Town Hall meeting at San Gabriel High School that had over 800 people attending with speakers from CSEA, GEA, CTA, and Dr. Johnson spoke about working together to address the concerns for public education.

- **California School Employees Association (CSEA)**

Vicky Walker, president of CSEA, Chapter 292, spoke about the lack of collaboration and lack of communication regarding budget cuts. Ms. Walker discussed the resolution to layoff classified staff and the number of jobs being lost. Ms. Walker stated that there was no correlation in percentages of classified, certificated, and management position and that the Association has not had enough time to analyze the information provided in the resolution. Ms. Walker asked to include other items to be negotiated such as furloughs, salary reductions, etc., in order to avoid the loss of quality services being provided to students by instructional aides, custodians, Food Services staff, and other classified personnel. Ms. Walker spoke of the many volunteer hours that are provided by these employees. Ms. Walker urged the Board to pull the resolution from today's agenda for further CSEA analysis of the information.

#### **REPORT FROM HEAD START REPRESENTATIVE**

Becky Lam reported that the Head Start Program is at full enrollment for the current year with 525 students enrolled.

#### **REPORTS FROM DISTRICT REPRESENTATIVES**

- **Garvey Council PTA:** None
- **Garvey Education Foundation :** None

#### **HEARING OF PERSONS IN THE AUDIENCE**

Scott Castroll addressed the Board regarding current plans to cancel the Honors Science Program at Garvey Intermediate School. Mr. Castroll expressed his concern that Garvey is not going to be the place that people choose for their children. He explained that the Honors classes cover a whole curriculum preparing students to take AP courses in High School. In regards to the PE courses, Mr. Castroll spoke of the importance of having adequate supervision at the locker rooms. Mr. Castroll spoke in opposition of driving down the scores and driving away parents from the District.

Patricia Kasababian addressed the Board regarding educational matters. She urged the Board to be inclusive and not exclusive working on win/win, not win/lose, solutions. She talked about the Honors Program that does work, and she addressed the issue of smaller Honors classes due to class scheduling problems. Ms. Kasababian talked about Temple Intermediate School having fewer students than Garvey Intermediate

School; therefore requiring fewer teachers. Ms. Kasababian stated that teachers do want scholars' classes, and that individual creativity should be taught in the classrooms. Ms. Kasababian asked the Board for an open discussion and not to dismantle the Honors Programs.

Bea Mercado, former PE teacher, addressed the Board regarding District cuts. She expressed her disappointment on hearing about the discussions being held tonight. She asked Board members not to ignore the audience and to establish honest and open communications. Ms. Mercado stated that removing a PE instructor is a cause for great concern for safety and she spoke highly of Lindsey Sotero. Ms. Mercado spoke in opposition to disbanding or disabling the Honors classes which cause the desire for high achievement to be squelched. Ms. Mercado asked Board members to take the steps necessary with fairness, dignity, and respect, and to work together in seeking solutions.

Andy Fung, 8<sup>th</sup> grade student of Garvey Intermediate School, addressed the Board regarding the problem of cutting Honors programs. Mr. Fung noted the many ways that students taking Honors classes are helped in the same way as students taking special education classes. He asked the Board to give all students an opportunity to learn at their own pace, thus ensuring a successful future in their education.

Vincent Lin, 8<sup>th</sup> grade student of Garvey Intermediate School, addressed the Board regarding cutting Honors programs. Mr. Lin indicated that the teachers teaching Honors classes are also teaching students on life lessons and to prepare for state level competitions, such as the recent History Day competition. Mr. Lin also talked about ways to attract students and stated that cutting the Honors program hurts the school and the community.

Jason Tan addressed the Board regarding Honors program cuts. Mr. Tan thanked everyone for the opportunity to be enrolled in the Honors program for the last two years. He stated that removing these programs prevents students in the middle schools to prepare for advanced high school and college courses.

Bob Bruesch noted that the Board has not discussed the issue of Honors classes. Dr. Sandra Johnson stated that the Board does not make decisions regarding Honors classes. At this time, discussions are taking place to address budget cuts in middle schools, since they have had no cuts in prior years, and declining enrollment. Dr. Johnson stated that the principals are currently working to prepare a master schedule and dealing with staff reductions at the same time. Mr. Bruesch spoke of the importance of the Board staying out of the day-to-day operations, and allowing staff to build a structure and a curriculum that benefits the students, the staff, and the parents. **Mr. Bruesch asked that the Board direct the Superintendent to work with the principal and staff of Garvey School to come up with a solution to this problem.**

Marie Alexandre addressed the Board regarding the classified layoff resolution, Action Item No. E. Ms. Alexandre spoke of the spirit of family that Garvey shows in the many interactions that she has experienced in the District. She asked the Board to pull Resolution No. 10-11-20 in order for union representatives to review the information in the resolution, and to ensure that the layoffs are in dollar and percent proportionate with certificated, classified, confidential and management positions.

Micki Rios, nurse practitioner, addressed the Board regarding layoffs (CSEA). Ms. Rios voiced a strong support for all CSEA members who assist the children in the district as front office personnel and helping with translation services, immunization records, as well as, the noon duty aides that help children in need as part of their duties. Ms. Rios encouraged the Board to work together and encourage dialogue by looking at the end in mind which is the students' success in the District. Ms. Rios asked the Board to consider pulling Resolution No. 10-11-20.

Cecilia Losoya addressed the Board regarding layoffs. Ms. Losoya spoke about the surprises included in the layoff resolution and expressed hurt about comments she heard that some employees are incompetent. Ms. Losoya talked about the many volunteer hours spent by instructional assistants and the families that will be

hurt by the layoffs. Ms. Losoya asked Board members to consider other options, such as furloughs days and other things.

James W. Cox III addressed the Board regarding classified layoffs. He expressed concern that his position would be on the layoff list and he asked if management members would also be making sacrifices on their salaries. Mr. Cox spoke of car allowances for managers that would help to balance the District's budget.

Yolanda Pena addressed the Board regarding the early retirement incentive. Ms. Pena expressed concern about collaboration and lack of communication. Ms. Pena indicated she was upset for the decisions being made on eliminating positions, and that employees asking questions have had to go to union representatives for answers.

Christine Tury addressed the Board regarding the importance of Special Education classified positions. Ms. Tury spoke in support of classified employees that provide assistance to teachers in the classroom to help the English learner and special education students. She asked Board members to be more supportive of the District.

On the motion of Bob Bruesch, seconded by Tony Ramos, and carried by a vote of 5 to 0, the Board waived the District policy and extended the meeting to 10: 30 p.m.

#### **NO CLOSED SESSION ITEMS SPEAKERS**

**PUBLIC COMMENT PERIOD FOR CLOSED SESSION AGENDA ITEMS:** None

#### **MOTION TO GO INTO CLOSED SESSION**

On the motion of Henry Lo, seconded by Tony Ramos, and carried by a vote of 5 to 0, the Board adjourned at 8:33 p.m. to a closed session and addressed those items posted on the agenda.

#### **RECONVENE INTO PUBLIC SESSION**

The Board reconvened in public at 9:32 p.m.

#### **REPORT OF ACTION TAKEN IN CLOSED SESSION**

Janet Chin indicated that no action was taken during the closed session:

#### **CONSENT AGENDA**

On the motion of Henry Lo, seconded by Bob Bruesch, and carried by a vote of 5 to 0, the Board approved the Consent Agenda as indicated below:

##### **A. Board/Superintendent**

1. Conference/Convention Attendance - Revised 1  
It is recommended that the Board of Education approve requests for conference and convention attendance as presented. Approved.
2. Resolution No. 10-11-18 – Governing Board Elections 2  
Adopt Resolution No. 10-11-18 declaring that qualified voters who run for the Governing Board election scheduled for November 8, 2011, shall bear the full cost of printing, handling, translating and mailing candidate statements filed pursuant to Elections Code 13307 and Board Bylaw 9220. The District has determined that the maximum number of words on the

candidates' statement shall be 400 words. Approved.

3. Head Start National Association Education of Young Children (NAEYC) 3  
It is recommended that the Garvey School District Board of Education approve the National Association Education of Young Children (NAEYC) accreditation to our Hillcrest Head Start site for program year 2011-2012. Approved.

**B. Human Resources**

1. Personnel Assignment Report - Revised 4  
It is recommended that the Board of Education approve Personnel Assignment Report No.10-11-14 as presented. Approved.
2. Student Teaching Agreement with University of Southern California 5  
It is recommended that the Board of Education approve the Student Teaching Agreement with the University of Southern California. Approved.

**C. Pupil Personnel Services**

1. Crisis Prevention Training 6  
It is recommended that the Board of Education ratify payment of training fee in the amount of \$1,399 for Crisis Prevention Trainer of Trainers training for SDC teacher. Approved.

**D. Instructional Services**

1. Obsolete Instructional Materials 7  
It is recommended that the Board of Education approve the sale of obsolete Instructional Materials. These include previous Language Arts, Math and Science adoptions that are no longer being used or will become obsolete at the end of the 2010-2011 school year. Approved.

**E. Business Services**

1. Purchase Order Report 8  
It is recommended that the Board of Education approve Purchase Order Report No.10-11-13 as presented. Approved.
2. Appropriation Transfers 9  
It is recommended that the Board of Education approve the Appropriation Transfers as presented. Approved.
3. Standard Tel Networks Contract 10  
It is recommended that the Board of Education ratify the contract with Standard Tel Networks as presented. Approved.
4. SharpSchool Contract 11  
It is recommended that the Board of Education ratify the contract with SharpSchool as presented. Approved.
5. Vector Resources Contract 12  
It is recommended that the Board of Education ratify the contract with Vector Resources as presented. Approved.
6. Charter Cable Contract (Phone) 13

It is recommended that the Board of Education ratify the amended contract with Charter Cable as presented. Approved.

7. Charter Cable Contract (Data)

14

It is recommended that the Board of Education ratify the amended contract with Charter Cable as presented. Approved.

Bob Bruesch suggested that staff review the phone and cable services (Items 6 and 7) to see if the District is getting the highest technological services available.

### Reports and Information Items

A. Report on Current Budget Situation.

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Michael Coughlin presented information on the District's current financial status. He provided background information on the declining enrollment since 1999, a loss of approximately 1,500 students over 11 years, which has reduced revenue that the district receives every year based on ADA (average daily attendance) numbers. Mr. Coughlin noted the State payment deferrals or money owed to the District since 2007-08. This year, the District will not be receiving nearly \$1,100 per student, meaning that only \$0.82 cents on every dollar is revenue. The unfunded State total owed to the district is \$16.5 million. At this time, it is undetermined when the State will be able to repay this money.

Mr. Coughlin spoke of Governor Brown's budget proposal assuming that voters would approve a tax increase extension due to expire on June 30, 2011. If taxes were to not be extended, the proposal was estimated to be an ongoing reduction of \$330 per ADA, or an estimated additional reduction of \$1.8 million for the District. The Los Angeles County Office of Education (LACOE) is requiring a plan for the District to balance its budget for 2011-12 considering these potential cuts. The District's budget projections for 2012-13 and 2013-14 includes rules issued by the State: 1) that the District maintain an untouchable reserve of 3 percent (\$1.5 million) of the total General Fund, and 2) the District's General Fund expenditures must be 60 percent "in the classroom" (salary and benefits for classroom teachers and aides, instructional materials, computers, field trips, etc.), and all other expenses not to exceed 40 percent.

Mr. Coughlin outlined the steps being taken to ensure that the District remains solvent:

1. Increased K-3 class size.
2. Utilized categorical flexibility; previously restricted money used for unrestricted purposes only.
3. American Recovery & Reinvestment act (ARRA) and Education Jobs funds have been used or will have been used to maintain positions (ARRA money must be spent by 9/30/11) and Ed Jobs money must be spent by 9/30/12).
4. Closed Williams School (2006-07) and Duff School (2008-09)
5. Reduced five General Fund Administrators (13.2%) in the last three years.
6. Reduced 35 FTE (full time equivalent) GEA members (11.8%) in the last three years.
7. Reduced 8.9 FTE CSEA members (3.63%) in the last three years.

Mr. Coughlin addressed the budget cuts for 2011-12:

1. Closed Marshall
2. Reduced 4 General Fund Administrators
3. Reduced 14.5 FTE GEA members
4. Reduced 27.13 FTE CSEA members.

Mr. Coughlin gave reasons for layoffs that the District is experiencing. He stated that certificated employees must be notified by March 15<sup>th</sup> if they will not be re-employed the following year. Classified employees require a 45-day notice of layoff. Mr. Coughlin addressed the possible alternatives including retirement incentives, possible unrestricted savings in furlough days, 1 percent salary reduction, freeze step advancements, and place a hard cap on health insurance benefits; however, all of these alternatives must be negotiated. Mr. Coughlin indicated that the District still needs approximately \$400,000 in unrestricted cuts beyond the layoffs to make the \$1.9 million currently required by LACOE. Until the Governor's budget is finalized, the District must develop and the Board of Education must approve a budget that meets all the legal requirements based on the most current information available.

**Action Items**

- A. On the motion of Henry Lo, seconded by John Yuen, and carried by a vote of 5 to 0, the Board adopted the decision of administrative law judge regarding reduction in particular kinds of service (Office of Administrative Hearings Case No. 2011030907) 16
- B. On the motion of John Yuen, seconded by Bob Bruesch, and carried by a vote of 5 to 0, the Board accepted the Superintendent recommendation of March 10, 2011, to dismiss employees due to reduction in particular kinds of services and direct Superintendent to issue final dismissal notices in accordance with Board's decision and Education Code. 17
- C. Approve Proposed Retirement Incentive Agreement with California School Employees Association, Chapter 292 for the 2010-2011 School Year. Postponed approval. 18
- D. On the motion of Bob Bruesch, seconded by Henry Lo, and carried by a vote of 5 to 0, the Board approved the Proposed Retirement Incentive Agreement with Garvey Education Association, for the 2010-2011 School Year. 19
- E. Henry Lo moved, Tony Ramos seconded, to table the adoption of Resolution No. 10-11-20 notifying classified employees of the implementation of layoff. 20

Bob Bruesch expressed his concerns for the proposed resolution related to possible extra revenue that can be applied to the District's deficit, and Head Start's staffing requirements that may place the program into non-compliance.

Dr. Sandra Johnson indicated that the Head Start job description changes had been approved by the Policy Committee and the Board of Education; and that communications with LACOE had taken place regarding staffing considerations for the Head Start Program.

Board members discussed at length the reasons for delaying approval of this action item related to the need for further analysis of the resolution by CSEA, and the possible layoff alternatives and looking at all options that can minimize the impact on the budget cuts.

John Yuen asked that CSEA members seek to understand the current situation and try to do the best for the students as the main stakeholders. Janet Chin stated that the Board understands everyone's concern for the budget reductions and she assured everyone that the Board is listening to their voices. She urged everyone to get involved in the discussions such as the upcoming Town Hall meeting.

The Board agreed to hold a special Board meeting on May 12, 2011, at 7:00 p.m. to continue discussions on this Action Item.

The motion to table approval of Action Item E passed by a vote of 5 to 0.

F. On the motion of Henry Lo, seconded by Tony Ramos, and carried by a vote of 5 to 0, 21  
The Board approved Resolution No. 10-11-21 to authorize staff to determine if it is in the best  
interests of the District to issue Tax Revenue Anticipation Notes in the 2011-12 Fiscal Year.

G. Bob Bruesch moved, John Yuen seconded, to adopt Resolution No. 10-11-19 authorizing 22  
the temporary borrowing between funds to permit payment of District obligations.

On a question from Henry Lo regarding inter-fund borrowing, Michael Coughlin indicated that the  
District can borrow from any fund when temporary loans are needed to cover expenses.

The motion to approve Action Item G passed by a vote of 5 to 0.

H. On the motion of Henry Lo, seconded by Bob Bruesch, and carried by a vote of 5 to 0, 23  
the Board nominated Senator Dr. Ed Hernandez as candidate for the California School Boards  
Association (CSBA) 2011 Outstanding Legislator of the Year.

**PUBLIC AGENDA ITEMS:** None

#### **FUTURE MEETINGS**

Janet Chin spoke of students writing about the nutritional program, and she asked if the District could have a  
youth task force on the nutrition program and vegetable gardens, or something similar that can empower our  
youth to take control of their own nutrition. Bob Bruesch mentioned the use of grant money for nutritional  
purposes. Dr. Johnson indicated that a grant provided a nutritionist with many teachers participating in a  
program, "Harvest of the Month," where children get to sample healthy foods in the classroom.

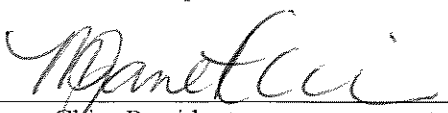
The following meeting will be a special Board meeting on May 12, 2011. Public session will begin at 7:00  
p.m.

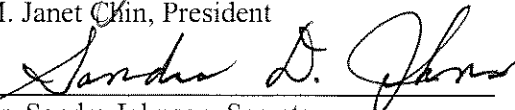
The following are future Board meetings and agenda topics. Public session will begin at 6:30 p.m., and  
closed session to begin at 6:30 p.m.

Meeting Date	Agenda Topic
May 26, 2011	<ul style="list-style-type: none"><li>• Presentation on the Head Start/State Preschool Self-Assessment Review for Program Year 2010-2011</li><li>• Report from STAR Team Consultant</li><li>• Energy Efficiency Consultant</li></ul>
June 16, 2011	Sodexo Presentation

#### **ADJOURNMENT**

There being no additional items, the meeting was adjourned at 10:12 p.m.

  
M. Janet Chin, President

  
Dr. Sandra Johnson, Secretary



**REGISTER OF ATTENDANCE AT GARVEY SCHOOL DISTRICT  
BOARD OF EDUCATION REGULAR MEETING**

Santa Acevedo	Jenny Hirata	Jenny Perez
Oralia Aguilar	Alfonso U. Iñiguez	Khanh Phan
Marie Alexander	Elsa G. Iñiguez	Vivian Phan
Laura Andrade	Pat Kasababian	Myra Plascencio
Nathan Andrade	Mike Kenny	Fenny Poon
Michael Arellanes	Becky Lam	Martha Ramos
Brenda Ascencio	Peter Leung	Arlene Rangel
Jill Boyd	Cecilia Losoya	Barbara Razo
Kate Byan	Jessica Lu	Marlene Renteria
Alexandra Carmona	Adalin Tong Ma	Micki Rios
Grace Carmona	Rebecca Madrid	Yolanda Rivera
Scott Castroll	Bulmaro A. Magallon	Ana Rodriguez
Irene Chew	Esther Malando	Anita Robledo
Isabel Cho	Lydia B. Marquez	Lupe Rosales
Jade Clavesilla	Ava Martinez	Rita Santivong
James W. Cox III	Suzana Romo Marin	Elizabeth Silva
Al Cruz	Frank Meier	Lindsey Stoero
Josie Cruz	Pat Maytorena	Stacy Stewart
Phat Dam	Martha Mendoza-Vega	William Tong
Olivia De Leon	Bea Mercado	Christine Tury
Olivia De La Leon, Sr.	Elsa C. Meza	Jiana Uy
Michael Drange	Juana Meza	Paul Uy
Richard Ei	Martina Miu	Wlady Vallejo
Winnie Eng	Pat Molina	Michael Vargas
Virginia Erdmann	Naomi Morales	Norma Vargas
Susana Foreman	Susana Mosqueda	Leslie Villaroel
Alma Garcia	Elizabeth Muleno	Monique Vuong-Tran
Eva Garcia	Les Nakasaki	Vickie Walker
Diane Garcia	Sanya Namboun	Amy Yasuda-Lee
Adelina Gaw	Thomas Nelson	Stella Yu
Michaela Gomez	Jason Otis	
Diane Gonzalez	Amara Pang	
María C. Hernandez	Brianne Parsons	
Patricia Hernandez	Yolanda Pena	