

BOARD OF TRUSTEES
HESPERIA UNIFIED SCHOOL DISTRICT
MINUTES
Board/Facilities Meeting
April 27, 2009
(ADJOURNED FROM APRIL 23, 2009)
Hesperia Administration & Educational Support Center (Annex)

MEMBERS PRESENT: Ella "Lee" Rogers, Vice President
Hardy Black, Clerk
Dr. Robert Kirk, Member
Anthony Riley, Member
Chris Bentley, Member

Mark McKinney, Superintendent

MEMBERS ABSENT: None

OTHERS IN ATTENDANCE: Roman Aguilar, Tech/Media, SHS
Linda Metcalfe, I.A., JC
Dick Gary, Director, M&O
Dick Westerhoff, Teacher & HTA, SHS
Jennifer Campbell, Teacher, HHS
Ralph Rodriguez, HUSD Sub
Thomas Kerman, Teacher, HJHS
Arlene Gluck, Director/Principal, Mojave HS
Jennifer Adams, AP, Mesquite Trails
Rick Maschek, Environmentally impacted resident
Vicki Hines, Teacher, SHS
Peggy Lindsay, School Nurse
Diane Rodriguez, Career Center Specialist, HHS
Richard Spring, Parent, Kingston
Gordon Williamson, Teacher, Maple
Gabriel Ludi, Teacher, HJH
Robert Balders, Teacher, Cottonwood
Jodi Consten, Coordinator II, AESC
Valerie Turpen, Coordinator II, AESC
Ruth TerKeurst, CSEA President, AESC
Vicki Kirk, LSH
Krissy Lueken, Teacher, Mission Crest
Keith Lueken, Parent, Mission Crest
Mark & Helen Johnson, Parent, Mission Crest

**OTHERS IN
ATTENDANCE:**

Patricia O'Reilly, Retired, JC
Tom Kirk, Principal, Kingston
Russ Munyan, Coordinator, AESC
Michelle Murphy, Principal, Mission Crest
Robert Sprague, Arts Connections, Hesperia
Larry Bird, Director, D.O.
Margaret Snyder, Director, AESC
Jamie Van Hill, Teacher, Oxford Academy
Bob Schnebeck, Principal, HHS
Darrel Nickolaisen, Coordinator II, AESC
Patricia Baer, Principal, Oxford
Robin Huntington, Parent, SHS
Janet Brawner, AP, Joshua Circle
Sue Knuth, Principal, Cottonwood
Kathy Miller, AP, Cottonwood
Tina Kleber, Counselor, Canyon Ridge
Carrie Kirk, Teacher, Juniper
Darlene Guizar, Computer Assistant, SHS
Chala Salisbury, Director, Crosswalk/Pathways
Karen Elgan, Principal, Maple
Larry Porras, Principal, OHHS
Bill Pittsford, Principal, CR/SR
Yolette Rios, Teacher, Cypress
Mike Graham, Chief, HUSD Police Dept.
Theresa Santos, Attendance, HHS
Lucie Mobley, Pupil Support, HHS
Mark Forbes, Teacher
Karen Prestwood, Principal, Topaz
Cindy Fortin, Asst. Director, AESC-Personnel
Marilyn Everett, Teacher, Lime St.
Leticia Garcia, Sr. Clerk, RMS
Ben Skinner, AP, Mesa Grande
Tom Loomis, Director, AESC
Mary Porras, VP, CR/SR
Rebekah Swanson, Parent/Teacher, Euc
David Ludi, Teacher, Cedar
Shannon Osborne, Student, VVC
Debbie Baker, Exec. Asst., Admin Services
Cathy Gomez, Exec. Asst., Admin Services
David McLaughlin, Asst. Supt., Business
Jovy Yankaskas, Asst. Supt., Educational Services

CALL TO ORDER:

Vice President Rogers called the meeting to order at 2:00 p.m.
All Board members were present.

**HEARING FROM
THE AUDIENCE:**

Vice President Rogers read the statement inviting the general public to address the Board on any closed session item. There were no comments.

**ADJOURNED TO
CLOSED SESSION:**

Pursuant to Government Code Section 54957, The Board may adjourn to Closed Session at any time during the meeting to discuss staff/student personnel matters, negotiations, litigation, and/or the acquisition of land or facilities. The Board adjourned to closed session at 2:02 p.m. to discuss the following:

- 3.1 Conference with Legal Counsel-Anticipated Litigation*
- 3.2 Public Employee Appointment*
- 3.3 Public Employee Performance Evaluation*
- 3.4 Employee Resignation/Retirement*
- 3.5 Public Employee Discipline/Dismissal/Release/Reassignment/Transfer*
- 3.6 Conference with Labor Negotiator*
- 3.7 Pupil Personnel*

**RECONVENE IN
OPEN SESSION:**

The Board reconvened in open session at 4:10 p.m.

**PLEDGE OF
ALLEGIANCE:**

Vice President Rogers led the pledge of allegiance to the flag.

**REPORTING OUT OF
CLOSED SESSION
ACTION:**

Superintendent McKinney reported the following action taken in closed session:

On MSC (Kirk, Riley) Vote: 4-1, Certificated Personnel Report 08/09-16 was approved as presented.

On MSC (Riley, Kirk) Vote: 5-1, Classified Personnel Report 08/09-16 was approved as presented.

On MSC (Kirk, Rogers) Pupil Personnel Report 08/09-17 was approved as presented.

On MSC (Kirk, Riley) Vote: 5-0, The Board ratified the Settlement Agreement for Classified Management Employee #1687 as presented.

On MSC (Riley, Kirk) The Board approved the Peer Assistance & Review (PAR) Panel's recommendation for two (2) teachers to discontinue participation in the PAR Program at the conclusion of the 08/09 school year as presented.

Superintendent McKinney announced that the Board would be going back into closed session.

**SUPERINTENDENT'S
REPORT:**

Superintendent McKinney invited Mrs. Peggy Lindsay, District Nurse, to share some thoughts and give information on the swine flu issue. Mrs. Lindsay indicated that the District developed a Pandemic Flu Plan three years ago and when the time is right, a plan is in place to get the message out to parents, students and employees.

Deb Baker, Exec. Assistant, shared information on the "Don't let your Summer be a Bummer" event to be held on Saturday, May 2nd, 9:00 a.m. to 3:00 p.m., at Hesperia HS.

On a sad note, Superintendent McKinney informed the Board that one of our own family members passed away. Rod Mueller, custodian at Hesperia JHS was tragically killed on Monday, April 20. Rod will be remembered for his exceptional work ethic at the school site and his sense of humor. Services were held last Saturday. Please keep Rod's family in your thoughts during this difficult time.

**APPROVAL
OF AGENDA &
CONSENT LIST:**

Consent List Item #12.15.1 Approval of Purchase Orders over \$50,000 and Public Works Contracts Exceeding \$15,000 were pulled from the agenda as there were no items.

On MSC (Kirk, Riley) Vote: 5-0, The agenda and consent list were approved as amended.

**APPROVAL OF
MINUTES:**

On MSC (Riley, Bentley) Vote: 5-0, the Minutes of the February 9, 2009 (Regular Meeting), February 23, 2009 (Board/Facilities Meeting) and March 2, 2009 (Special Meeting), were approved as submitted.

SPECIAL REPORTS

**10.1
BUDGET
PRESENTATION:**

Superintendent McKinney presented a PowerPoint presentation covering how the District is addressing the State Budget crisis. He reviewed the following:

- Administration Goals for 2009/10 and 2010/11
- Reductions Made in 2008/09 – Carried Over to 2009/10 and 2010/11
- Budget Reductions for 2009/10 and 2010/11
- Reductions Included for 2009/10 and 2010/11

10.1
BUDGET
PRESENTATION:
(Continued)

- Where do we go from here for 2009/10?
- Cuts/Reductions to address the Structural Deficit
- Reduction/Elimination of Classified Positions 2009/10
- Reduction/Elimination of Classified Management Positions 2009/10
- Reduction/Elimination of Certificated Management Positions 2009/10
- Reduction/Elimination of Certificated Management (PPS) Positions 2009/10
- Management Totals 2009/10
- Addressing the Structural Deficit: Summary
- Recommendations for 2009/10
Approve staff's plan to eliminate the 2009/10 projected structural deficit of 2.8 million through the elimination and/or reduction of positions in the classified and management groups. In addition, utilize the 2007/08 categorical carryover monies to address the structural deficit.
- Next Steps to Address Projected Structural Deficit for 2010/11
 - Review alternative education programs
 - Revise school boundaries
 - Review staffing guides
 - Review of extracurricular programs
 - Review of support services
 - Utilization of Federal Stimulus Monies
 - General Obligation bond/Parcel Tax
- Administration Goals for 2009/10 and 2010/11
 - Remain financially solvent
 - Protect the quality of our educational program
 - Keep the focus on our students
 - Protect as many jobs as possible through attrition, shifting sites, reduced hours, reduced days, etc.
 - Correct structural deficit so that ongoing revenue and expenses are aligned

10.2
SECURITY CAMERAS: This item was tabled to the next meeting.

10.3
DASHBOARD
TECHNOLOGY
MODEL: This item was tabled to the next meeting.

**10.4
REPORT ON SITE-
BASED MANAGEMENT
MODEL:**

Superintendent McKinney presented a PowerPoint presentation update on the Site-Based Management Model.

Goal:

Develop a systematic process to solicit staff input regarding major decisions. Build upon the assumption that the greater the staff input, the better the understanding and resulting decision.

Within the parameters of the District's Core Values and Goals, provide sites:

- The autonomy to plan and work
- The authority to implement decisions
- The accountability for their decisions
- The responsibility for the outcomes

- Foundations for Site Based management
 - Outcome-Based with alignment to District Goals
 - Establish a Process and structure to Involve Staff on Issues or Concerns
 - Proposed Structure for Input
 - Review of Current Practices to Gain Input from Staff
 - Establish an Evaluation Process
 - John Wooden's Rules to Lead By
- Next Steps
 - Have sites compare current practices with proposed structure
 - Based upon site input, review for commonalities and modify, as necessary
 - Send back out to sites for staff approval
 - Timelines:
 - Comparison-May
 - Modify-June
 - Pilot-August

**HEARING FROM THE
AUDIENCE:**

Vice President Rogers again read the statement inviting the general public to address the School Board regarding matters on the agenda and other matters within the jurisdiction of the Board.

The following addressed the Board:

- Ruth TerKeurst. Topic: Meeting Date-postpone
- Pat O'Reilly, resident. Topic: Board meeting times
- Leslie Rockwell, resident. Topic: Career Center Clerks
- Mary Paolini. Topic: Parent Concerns
- Rick Maschek, Oak Hills. Topic: Violation & disregard for the DMND by the District and a formal request for an Environmental Impact Report

RECESS: The Board took a recess at 5:55 p.m.

RECONVENE: The Board reconvened the meeting at 6:12 p.m.

11.
BOARD MEMBER'S
REPORT:

Individual Board members shared information on school visitations and other activities they attended.

ACTION

12.1
DISCUSSION/ACTION –
APPROVAL OF HUSD'S
PLAN TO ADDRESS
THE STATE BUDGET
CRISIS:

Due to numerous questions and concerns, the Board requested further information and a plan to address the State Budget crisis.

On MSC (Black, Kirk) Vote: 4-1 (Ayes: Bentley, Black, Kirk, Riley; Noes: Rogers) Discussion/Action – Approval of HUSD's Plan to Address the State Budget Crisis was tabled to the May 4, 2009 Board meeting.

12.2
DISCUSSION/ACTION –
ADOPTION OF
RESOLUTION
#2008/09-39 CLASSIFIED
EMPLOYEES ELIMI-
NATION AND/OR
REDUCTION OF
SERVICES:

On MSC (Kirk, Rogers) Vote: 4-1 (Ayes: Black, Kirk Riley, Rogers; Noes: Bentley) The Board amended staff's recommendation to approve Resolution No. 2008/09-39 Classified Employees Elimination and/or Reduction of Services authorizing classified services to be reduced and/or eliminated for the ensuing 2009-10 school year and notice to classified employees that their services will not be required and/or reduced for the ensuing school year as required by E.C. 45114, 45115, 45117, 45298 and 45308, by excluding the Career Center Clerks at HHS, SHS and Career Center Specialist at MHS.

12.3
DISCUSSION/ACTION –
RATIFICATION OF
MEMORANDUMS OF
UNDERSTANDING
(MOU'S) BETWEEN THE
HESPERIA UNIFIED
SCHOOL DISTRICT
AND CSEA CHAPTER
#684:

On MSC (Rogers, Bentley) Vote 4-1, (Ayes: Bentley, Kirk, Riley, Rogers; Noes: Black) The Board ratified the Memorandums of Understanding (MOU's) between the Hesperia Unified School District and CSEA Chapter #684 regarding the Voluntary/Involuntary Transfer Process and the Krystal Transfer of Employees.

**12.4
DISCUSSION/ACTION –
RATIFICATION OF
TENTATIVE AGREE-
MENT BETWEEN
HUSD & HTA
(BUDGET CRISIS
MITIGATION):**

On MSC (Kirk, Black) Vote 3-2, (Ayes: Black, Kirk, Riley; Noes: Bentley, Rogers) The Board tabled Discussion/Action - Ratification of Tentative Agreement between HTA and the Hesperia Unified School District (Budget Crisis Mitigation) until after the 5/19/09 election results.

**12.5
DISCUSSION/ACTION –
AWARD OF BID #09-104,
MUSIC EQUIPMENT
FOR OAK HILLS HS
AND OTHER SITES
AS NEEDED:**

On MSC (Kirk, Riley) Vote 5-0, Bid #09-104 Music Equipment for Oak Hills High School and Other Sites as Needed was awarded to Washington Music, West Music Company, Percussion Source and Wenger Corporation. This is a multi-line item bid and the recommended awards are based on the lowest responsive, responsible bidder.

**12.6
DISCUSSION/ACTION –
TO RESCIND AWARD
OF BID #09-102 WEIGHT
ROOM EQUIPMENT TO
ADVANTAGE FITNESS
AND PRO MAXIMA
FITNESS MANU-
FACTURING, REJECT
ALL BIDS AND
REPUBLISH THE BID:**

On MSC (Riley, Black) Vote 5-0, The Board rescinded bid #09-102 Weight Room Equipment awarded on February 23, 2009 to Advantage Fitness and Pro Maxima Fitness as recommended by staff and legal counsel. The Board further rejected all bids and authorizes the bid to be republished immediately.

**12.7
DISCUSSION/ACTION –
CREATION OF NEW
CLASSIFIED POSITION –
INSTRUCTIONAL
ASSISTANT:**

On MSC (Black, Riley) Vote 5-0, The creation of an Instructional Assistant position at Oak Hills HS with a work year of 10 months, 181 days, 7.00 hours daily, funding from EIA, was approved as submitted.

**12.8
DISCUSSION/ACTION –
CREATION OF NEW
CLASSIFIED POSITION –
BILINGUAL ASSISTANT:**

On MSC (Black, Kirk) Vote 5-0, The creation of a Bilingual Assistant position at Oak Hills HS with a work year of 10 months, 181 days, 3.75 hours daily, funding from EIA, was approved as submitted.

12.9
DISCUSSION/ACTION –
CREATION OF NEW
CLASSIFIED POSITION –
CAMPUS ASSISTANT:

On MSC (Riley, Black) Vote 5-0, The creation of a new Campus Assistant position at Oak Hills HS with a work year of 10 months, 181 days, 8 hours per day, funding from General Funds, was approved as submitted.

12.10
DISCUSSION/ACTION –
CREATION OF NEW
PROCTOR POSITION:

On MSC (Riley, Kirk) Vote 5-0, The creation of one (1) new Proctor position at Mission Crest Elementary School with a work year of 10 months, 180 days, 2.00 hours daily, funding from General Funds, was approved as submitted.

12.11
DISCUSSION/ACTION –
CREATION OF NEW
CLASSIFIED POSITION
AND JOB DESCRIPTION
FOR BILINGUAL
TESTING SPECIALIST:

On MSC (Kirk, Riley) Vote 5-0, The creation of a new Bilingual Testing Specialist position and job description for 2 positions as part of the reorganization plan of Language Support Services, with a work year of 11 months, 223 days, 8 hours per day, funding from EIA-LEP, was approved as submitted.

12.12
DISCUSSION/ACTION –
CREATION OF NEW
CLASSIFIED
MANAGEMENT
POSITION AND JOB
DESCRIPTION FOR
SUPERVISOR II,
ENGLISH LEARNER
TESTING AND
MONITORING:

On MSC (Riley, Black) Vote 5-0, The creation of a new Classified Management position and job description for Supervisor II, English Learner Testing & Monitoring as part of the reorganization of Language Support Services, with a work year of 12 months, 241 days, funding from EIA/LEP, was approved as submitted.

12.13
DISCUSSION/ACTION –
REVIEW BOARD
POLICY ON RFP
PROCESS:

On MSC (Riley, Kirk) Vote 3-2, (Ayes: Black, Kirk, Riley; Noes: Bentley, Rogers) Discussion/Action - Review of Board Policy on RFP Process was tabled to the June 8, 2009 meeting.

12.14
DISCUSSION/ACTION –
APPROVAL OF
REVISED FIVE-YEAR
DEFERRED MTNCE
PLAN:

On MSC (Kirk, Riley) Vote 5-0, The revised Five-Year Deferred Maintenance Plan for the current 2008/09 school year for the District with completed and additional projects, was approved as submitted.

12.15

CONSENT LIST:
*(Consent Items approved
In one motion)*

On MSC (Black, Kirk) Vote: 5-0, The Board approved the following items on the Consent list excluding Item #12.15.1 Approval of Purchase Orders over \$50,000 and Public Works Contracts Exceeding \$15,000.

12.15.2 Approval of Off-Campus Activities

12.15.3 Add of Hours to an Existing Classified Position – Computer Learning Specialist

12.15.4 Add of Hours to an Existing Classified Position – Clerk Typist

12.15.1

**APPROVAL OF
PURCHASE ORDERS
OVER \$50,000 AND
PUBLIC WORKS
CONTRACTS
EXCEEDING \$15,000:**

Staff recommended that this item be pulled as there were no purchase orders over \$50,000 and Public Works contracts exceeding \$15,000.

**ADJOURN TO
CLOSED SESSION:**

The Board adjourned to closed session at 10:23 p.m.

**10:30 P.M.
EXTENSION OF
BOARD MEETING
TIME:**

Board Member Kirk made a motion to NOT extend the meeting. The motion was seconded by Board Member Riley. The motion carried 3-2 (Ayes: Black, Kirk, Riley; Noes: Bentley, Rogers).

ADJOURNMENT:

The Board adjourned at 10:30 p.m.

**RECONVENE IN
OPEN SESSION:**

Superintendent McKinney returned to the Board Room at 10:34 p.m.

**REPORTING OUT
OF CLOSED SESSION
ACTION:**

Superintendent McKinney reported the following action taken in closed session:

Board Member Kirk made a motion to NOT extend the meeting pursuant to Board Bylaw 9323. The motion was seconded by Board Member Riley. The motion carried 3-2 (Ayes: Black, Kirk, Riley; Noes: Bentley, Rogers).

APPROVED AS PRESENTED: May 18, 2009