

**MINUTES OF THE REGULAR MEETING
FARMERSVILLE UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES**

February 23, 2016

The regular meeting of the Board of Trustees of the Farmersville Unified School District was held at the District Office Board Room, 571 E. Citrus, Farmersville, CA on February 23, 2016.

DATE & PLACE

Trustees Attendance

Don Mason, President
Lupe Fernandez, Clerk
Jorge Vazquez, Trustee
Al Vanderslice, Trustee

TRUSTEES
ATTENDANCE

Freddy Valencia, Student Board Rep.

Administration Present

Janet Jones, Acting Superintendent
Randy DeGraw, Director of Human Resources
Frank Silveira, Chief Academic Officer
Rachel Mendez, Hester School Principal
Melinda Canning, Snowden School Principal
Richard Albay, Ed.D., Freedom School Principal
Loretta Aragon, Farmersville Jr. High School Principal
Lisa Whitworth, Farmersville High School Principal
Lupe Perez, Deep Creek Academy Principal
Jason Kaff, Business Manager/CBO
Jeff Higgins, Psychologist/DOSE
Iliana Hernandez, Learning Director of Pupil Services

ADMINISTRATORS
PRESENT

The meeting was called to order at 6:45 p.m. by President Don Mason.

CALL TO ORDER

The members of the assemblage pledged allegiance to the flag.

FLAG SALUTE

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the agenda as presented.

ADOPTION OF
AGENDA (4.1)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the regular Board meeting minutes for February 9, 2016.

APPROVAL OF
REGULAR BOARD
MEETING MINUTES
FOR 02/09/16 (5.1)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the CUE Conference on March 17-19, 2016 in Palm Springs, CA.

APPROVAL OF CUE
CONFERENCE (5.2)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to ratify the "A Path Appears" Exhibit on February 11-12, 2016 in Los Angeles, CA.

RATIFICATION OF
"A PATH APPEARS
EXHIBIT" (5.3)

On a motion by Trustee Al Vanderslice and seconded by Trustee Lupe Fernandez, the Board voted unanimously to approve the released warrants dated:

January 28, 2016 in the amount of \$261,561.53
February 4, 2016 in the amount of \$482,146.35
February 10, 2016 in the amount of \$162,081.24

APPROVAL OF
RELEASED
WARRANTS (5.4)

Freddy Valencia, Student Board Member, made an oral report to the Board regarding FHS activities.

AWARDS/
PRESENTATIONS
(6.1, 6.2)

Mrs. Jones, Acting Superintendent, presented Rachel Mano, District Office Secretary, with a retirement plaque. Mr. Jones stated "Rachel has worked for the district for 10 years in our front office. She has often referred to Rachel as the ambassador to the district since she is the first voice and face that greets the public. Rachel is pleasant and quite welcoming. She has the unique ability to soothe ruffled feathers up front, listen intently to problems and concerns. To my knowledge Rachel has never had one single complaint. We are going to miss her but I know that she's going to be visiting her grandchildren a lot and she likes to be a world traveler. She's going to be going to many places with her husband. We're going to have a loss but we're happy to see Rachel start a new chapter in her life." Rachel Mano stated "I have enjoyed working with all the teachers in this whole district. Not only personally, but doing things for them as far as transportation. Any questions that they have, I always try to answer and it's not always the right answer but I try to direct them to where they need to go to. I have enjoyed many, many visits and conversations with everyone in this district."

Alice Lopez, community member, stated, "I wasn't going to address this but I think I should. The meeting before last I was approached by a school board member to give me a rock. Now this same school board member while I was on the board and she was yelling at me in my face, yelling at me from across the room just going on and on, never once did I direct one word to her. Now during an open session she has the nerve to approach me and hand me a rock. I don't think that this district is being properly represented when somebody takes their personal issues, especially during a board meeting, to address them."

PUBLIC COMMENTS
(8.0)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve adding Melinda Canning, Snowden School Principal, as an authorized user and signer on the Snowden ASB account.

APPROVAL TO ADD
AUTHORIZED USER
AND SIGNER ON
SNOWDEN ASB
ACCOUNT (10.1)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the Local Education Agency Plan - Goal 2 budget revision for 2015-16.

APPROVAL OF
LOCAL EDUCATION
AGENCY PLAN -
GOAL 2 BUDGET
REVISION FOR
2015-16 (12.1)

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the out-of-state Imagine Learning Training to Provo, Utah on March 16-18, 2016.

APPROVAL OF OUT-
OF-STATE IMAGINE
LEARNING
TRAINING (12.2)

Trustee Lupe Fernandez asked if this was a promotion for the employee being recommended for the Food Service Clerk position and if interviews were conducted. Randy DeGraw, Director of Certificated/Classified personnel, stated this was a promotion for the employee and that interviews were conducted. Mrs. Jones, Acting Superintendent, requested the team recommendation form be included in future board packets for the board to review. On a motion by Trustee Al Vanderslice and seconded by Trustee Jorge Vazquez, the Board voted unanimously to approve Cathy Vasquez, Food Service Clerk (High School)

APPROVAL OF FOOD
SERVICE CLERK
(13.1.1)

On a motion by Trustee Al Vanderslice and seconded by Trustee Lupe Fernandez, the Board voted unanimously to approve Tiffany Olivas, Child Care Aide (DCA).

APPROVAL OF
CHILD CARE AIDE
(13.1.2)

The Board reviewed the Personnel Action Report.

PERSONNEL ACTION
REPORT REVIEWED
(13.2)

Trustee Jorge Vazquez stated “All these positions are being paid by the LCAP, right? So its not general funds. They’re budgeted for three years. They’re part of the approval budget we did for LCAP. Has this been brought to the LCAP committee? Janet Jones, Acting Superintendent, stated we will be having a meeting on March 9th to make revisions for next year.” Trustee Jorge Vazquez stated wouldn’t it be better to go to the committee first and then bring it to us? Mrs. Jones stated we have to meet a March 15th deadline. Trustee Jorge Vazquez stated he has seen the benefits that we have had with the learning directors, especially the supplementary counselors. First hand, I seen it. We implemented one year and now we’re going to have to eliminate. I actually see the improvement in instruction and these are budgeted from LCAP so it doesn’t affect us one bit on general funds. Mrs. Jones stated it will affect you on general fund if it brings over the number of allowable administrators-to-teachers and that’s where the problem lies. Trustee Lupe Fernandez asked Mrs. Jones to explain it to them. Trustee Jorge Vazquez stated from what I understand you said it could but it’s not for sure. Mrs. Jones stated, “it is when you look at the job description of what they are doing and what you need for an administrative credential. It was also advertised as requiring an administrative credential. Basically a fourth of the job description is administrative functions.” Trustee Jorge Vazquez asked about the counselor. Mrs. Jones stated “the counselor is a PPS, if they have a PPS credential. To my knowledge, the actual site learning directors do not have counseling credentials.” Trustee Jorge Vazquez stated but is says supplementary counselors. Mrs. Jones stated that is correct but they don’t have a counseling credential.” Trustee Jorge Vazquez stated are we also talking

DISCUSSION ON ITEM 13.3

DISCUSSION ON
ITEM 13.3

about the counselors that we established at Freedom and additional counselors that we added to the High School. Mrs. Jones stated “no, they have actual counseling credentials. It’s not a performance issue. It’s an issue that it will affect your general fund if the audit picks up that part of their job is administrative. It brings us over the allowable number of administrators that we’re allowed. And they also don’t have counseling credentials.” Trustee Lupe Fernandez asked what is the fine for each additional administrator that we’re not supposed to have? Mrs. Jones stated \$81,000 per position. Trustee Jorge Vazquez stated so in the previous meetings we’ve past the formula, you’ve presented the formula to us Jason. On previous meetings when you talked about the LCAP you presented the formula of what was administrative, right and did it put us over the administrative cap? Jason Kaff, Business Manager, stated I don’t think I did those board transmittals. I think Mr. DeGraw did them. Trustee Jorge Vazquez asked “did it put us over.” Mr. DeGraw, Director of Certificated/Classified Personnel stated “the list I gave showed the positions of learning directors and principals. The form that you fill out, there are different categories that are excluded in the form from counting toward that admin ratio and there’s some differences of opinion whether learning directors count or they don’t count. So at one point we were not counting them but then in looking back through it and calling other school districts part of them do count toward administration and looking at the job descriptions it does at this point look like it puts us over. We have to redo the form and submit it by March 31st again this year.” Trustee Lupe Fernandez stated, “that should have been done. That investigation when we were asking, I wish someone would have told us. We kept on asking if they were administration or not and we never got a clear answer for that.” Trustee Jorge Vazquez asked “what can we do to keep the learning directors? Does their contract have to be realigned and take away their administrative powers on there?” Mrs. Jones stated “yes, we can probably keep them in some form. The problem is when they lose their label as teacher because when you go through what the state has you label as an administrator, they’re no longer in the teachers bargaining unit. So if you can say that even if they doing some minor admin duties, they’re still in the teachers bargaining unit so it really doesn’t become a question but we advertised it as needing an administrative credential. Some of the duties are administrative. If they’re to go into a class and even do an evaluation or handle student discipline you’re supposed to have an admin credential. So that is the piece. You can rename them as an academic coach or something other where they’re not considered administration. It’s not a matter of their job performance. That was never a question.” Trustee Jorge Vazquez asked “so can we do that and keep them in place with what we have now? Mrs. Jones asked “to have similar duties of what they’re doing now and unlabel them as admin? Trustee Jorge Vazquez stated “if we’re able to do that because I’ve seen what they’ve done and I want to keep the structure the way it is. If it’s possible and if we need to take the administrative power off and keep them in place because I’ve seen the academic benefit.” Trustee Lupe Fernandez stated “that’s going to be the public. The LCAP is designed by them so whatever they decide.” Trustee Jorge Vazquez stated “so just tell me that the public does that. We’re getting rid of what the public wanted.”

DISCUSSION ON
ITEM 13.3

Trustee Lupe Fernandez stated she went to those meetings and it wasn't explained that way. They were explained as coaches." Trustee Jorge Vazquez stated "you just told me this is what they wanted." Trustee Lupe Fernandez stated "as coaches." Trustee Jorge Vazquez stated we budgeted for learning directors and coaches." Trustee Lupe Fernandez stated "I would agree with you if we're going to be fined and doing things illegally but we cannot change something that we done already. So we either send it back to public to see what they want and that's what ultimately we'll go with what they say but we can't make those decisions for LCAP." Trustee Jorge Lopez stated "we're making them right now. That's what you just said." Trustee Lupe Fernandez stated "because it was done illegally. It wasn't said that they were going to be directors. It was put out as coaches." Trustee Don Mason stated "what we were told before is they were administrators but they weren't teachers. We asked the superintendent over and over again and it never got resolved. The only way we can do this is get it aligned with the LCAP until we can bring it back." Trustee Jorge Vazquez stated "that's what I'm asking. Can HR come back and say because of this, we don't want to get rid of this?" Trustee Don Mason stated lets ask John."

John Alvarez, LCAP chairperson, stated "so basically we have to be in compliance and we're not. We were under the impression that we were. Just like you, just like everyone else but because we're not we could get fined. So they could come back to the LCAP with a different description but then it has to be flown as that description and it wasn't. It has to be changed. Now this is not something that we just want to do. It's something we have to do or we're going to get fined. We're going to lose a lot of money. We can re-fly that the way it's supposed to be. A non administrative and then we're good to go. And that's what we understood on LCAP. That's what was told to us. That's what happened so we just need to correct the problem and recreate these positions because I think they're great too but we do need to eliminate the administrative."

Mrs. Jones stated, "I would be more than happy to work with the principals and our team to redirect the positions so that you're legally compliant. It's not a matter of job performance. It's just a matter that you could be fined. We're trying to save the fine and to put them into the capacity where they're helping the teachers, their fellow colleagues and in essence helping the students. We can redo the salary which is very much off kilter as well and take out that admin piece if that's what the board wants. I can gladly do that" Trustee Al Vanderslice stated, "they should be classified as a teacher." Trustee Lupe Fernandez stated "Some of the learning directors are getting paid as much as administration." Mrs. Jones stated "the second is the salary is off kilter because you have one making more than a principal and the second one is making as much as your vice-principal. So when you have somebody who is third in line in the pecking order making as much money as the principal and as a V.P., who has a lot more hours to do and a lot more responsibility, your salary schedule is incorrect." Trustee Jorge Vazquez stated "that's another topic that I wanted to take up because I think we need to re-look at our principal's salary schedule because it's

embarrassing compared to other districts.” Mrs. Jones replied “correct”. Trustee Don Mason stated “back where that came from that’s why we’re going through what we’re going through right now.” Mrs. Jones stated “those are all things we can work on the budget. We can put them back as learning directors and say they don’t need an admin credential. That’s not a problem. As the current case, it has to be changed. The job performance has never been in question.” Trustee Jorge Vazquez asked “would we be able to keep the same people in place?” Mrs. Jones stated “if the board wants. We can. Yes.” Trustee Lupe Fernandez stated “we would have to go through the proper channels. Mrs. Jones stated “they would have to be willing to accept the salary. If they’re back in the bargaining unit, the district cannot bargain with a teacher. They have a representative that we can only bargain with, FTA, because they are all represented by FTA. We will have to rewrite the job description and work with FTA because that is the bargaining unit if they are going to be reconsidered teachers with a different salary schedule.

DISCUSSION ON
ITEM 13.3

On a motion by Trustee Al Vanderslice and seconded by Trustee Lupe Fernandez and carried: (Ayes: Don Mason, Lupe Fernandez, Al Vanderslice; Noes: Jorge Vazquez; Absent: None), the Board adopted Resolution #18-02-23-16 for Reduction or Discontinuance of Particular Kinds of Services (Certificated Layoff):

ADOPTION OF
RESOLUTION
#18-02-23-16 (13.3)

(2) Elementary Learning Director/Supplementary Counselor positions
(2) Secondary Learning Director/Supplementary Counselor positions
(1) Learning Director (Research, Assessment & Evaluation)
(1) Learning Director/Pupil Services

On a motion by Trustee Al Vanderslice and seconded by Trustee Jorge Vazquez, the Board approved proceeding with the hiring of the 5 hour Community Liaison positions for Hester, Snowden, Freedom, FJHS, and FHS. The 8 hour position for the District Office will not be filled.

APPROVAL TO
PROCEED WITH
HIRING
COMMUNITY
LIAISON 5 HOUR
POSITIONS (13.4)

Item 13.5 died due to lack of a motion: Web/Technology Specialist position.

ITEM 13.5 DIED DUE
TO LACK OF A
MOTION

On a motion by Trustee Al Vanderslice and seconded by Trustee Lupe Fernandez, the Board voted unanimously to adopt Resolution #19-02-23-16 for Non-Reelection of Probationary Certificated Employees.

ADOPTION OF
RESOLUTION
#19-02-23-16 (13.6)

On a motion by Al Vanderslice and seconded by Lupe Fernandez, the Board voted unanimously to appoint Jorge Vazquez and Lupe Fernandez to the Board Member Vacancy Subcommittee to ensure applicants are eligible for board membership.

APPROVAL TO
APPOINT (2) BOARD
MEMBERS TO
BOARD MEMBER
VACANCY
SUBCOMMITTEE
(14.1)

On a motion by Trustee Al Vanderslice and seconded by Trustee Jorge Vazquez, the Board voted unanimously to vote for Pete Lara and Lucia Vazquez for 2016 CSBA Delegate Assembly Election Subregion 12-A (Tulare County).

APPROVAL TO VOTE
FOR 2 CANDIDATES
FOR 2016
CSBA DELEGATE
ASSEMBLY
ELECTION
SUBREGION 12-A
(14.2)

Consideration was given to items that the Governing Board wished to have placed on the agenda for the next meeting:

CONSIDERATION OF
ITEMS FOR NEXT
MEETING (14.3)

Trustee Lupe Fernandez requested the following:

1. Heating in High School classrooms
2. Headsets and Microphones for students
3. Technology assistance for students
4. Better food for students

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to approve the Budget Revision Report.

APPROVAL OF
BUDGET REVISION
REPORT (15.1)

The Board reviewed the Financial Report for January 2016.

FINANCIAL REPORT
FOR JANUARY 2016
REVIEWED (15.2)

Trustee Lupe Fernandez stated “I wanted to extend it to the end of the school year and then next year however it comes out.” Trustee Al Vanderslice asked, “is this something we could take out of LCAP?”

John Alvarez stated “in speaking with several people and now that we have our pathways, our offices over at the high school. I think there’s a lot we can do to combine it with LCAP. The contract requires a 90-day notice. Trustee Don Mason stated “as of right now, this goes on through June.” Trustee Lupe Fernandez stated we could end it for this fiscal year and then afterwards if we want to put it back on we can always put it back on.”

DISCUSSION ON
ITEM 15.3
(SRO CONTRACT)

Mario Krstic, Chief of Police, stated, “It sounds like you’re doing what I came to encourage you to do and I certainly understand the difficulty that you’re having and the City is no stranger to financial difficulty. I also appreciate the fact that they’re very difficult decisions because although we’re talking about numbers and financial things what we’re really talking about the people not just the numbers. The only other thing I wanted to add was we have a really good relationship with the district and that’s continued for a number of years and with this position when we were asked to see if it was feasible to do this and we brought it forward, we also thought we need to add additional value to this position as well. We made that school resource officer a K-9 handler. We specifically selected a dog knowing that it would be in a school environment instead of a big German Shepard or

Malinois. It's a little Springer Spaniel that is the cutest thing ever. But I'll tell what. That dog can find drugs. Its sister works with the Tulare County Sheriff's Office in their custody facility and she's already had over 50 finds. But we drove that into it and then of course the additional cost as well."

DISCUSSION ON
ITEM 15.3
(SRO CONTRACT)

John Jansons, City Manager, encouraged the Board to work to identify additional funding sources that might be available to keep this position going. Mr. Jansons stated "I think it's important that the Board realize that the City went to great lengths and great expense to partner with the school to create this position and we're not reimbursed 100% on that. We went through a lengthy recruitment process that the chief alluded to that's additional training and handling and care with the school resource officer asset has been enhanced at the City's expense. It's very disheartening to us to find out that just a few short months into what stands to be a very fruitful and beneficial relationship for the community that finds the employee on the chopping block. There really are two organizations in Farmersville that provide leadership that the residents and students look to. We've worked hard to try to nurture that relationship, grow it and come up with mutually beneficial goals, objectives and projects and the school resource office program is probably the best example of that to date. We would encourage you to look at this further and see what you might be able to do to continue our relationship because as the chief mentioned what it really does come down to is people because we would find ourselves in an extremely difficult and unpleasant situation if you decided to pull back from two officers to one. The City is struggling with finances just like the district. We would be faced with one of two choices. One would be to absorb the full cost of that officer to keep them in the department. Or two would be to lay off an otherwise good officer that we just recently went to great expense to hire and out of fairness to that officer during their career decision making process had they known that their job might be pulled out from under them in six months, they may have made a career choice to go work for an agency where they would have more longevity."

On a motion by Trustee Al Vanderslice and seconded by Trustee Lupe Fernandez, the Board voted unanimously to terminate the contract with City of Farmersville for second School Resource Officer (SRO).

APPROVAL TO
TERMINATE
CONTRACT FOR
SECOND SCHOOL
RESOURCE OFFICER
(SRO) (15.3)

Greg Gomez, City of Farmersville Mayor, stated “when I was selected the mayor of this city one of the first things I did was to come in front of this body and say I wanted to improve communication between the city and the district. So its kind of disappointing that we weren’t told ahead of time that this officer position was slated to be de-funded by the district. I just want to reassure you, at least on the city’s side, that I will continue to push for good communication for both or our entities. Yours by the way is the largest that carries the name of Farmersville even though the city district has to stay within the city limits but the school district itself reaches far into the county all the way to Visalia. So whatever is done in this room reverberates.”

DISCUSSION ON
ITEM 15.3
(SRO CONTRACT)

Sometimes it’s a challenge when we’re trying to get more business to come or to seek more investment into our community. I think that we need to be mindful that the decisions that are made in this room do affect the city at large.”

DISCUSSION ON
ITEM 15.3

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to appoint members to the Citizens’ Bond Oversight Committee: Catarino Galicia, Jr. and Luci Galvez.

APPROVAL TO
APPOINT MEMBERS
TO CITIZENS’ BOND
OVERSIGHT
COMMITTEE (16.1)

Future regular board meetings will be held on March 15, 2016 and April 12, 2016.

FUTURE MEETING
DATES (17.1)

The Board adjourned to closed session at 7:46 p.m. to discuss Public Employee: Discipline/Dismissal/Release (Gov. Code § 54957); Ed. Code 44951: Resolution #20-02-23-16 of Notice of Administrator Release & Reassignment; Conference with Labor Negotiator (G.C. 54956.7) It is the intention of the Board to meet in closed session to review its position and to instruct its designated reps Agency Designated Representatives: Randy DeGraw, Jason Kaff, Janet Jones; Name of Organization: FTA, CSEA.

CLOSED SESSION
(20.0)

The Board returned to open session at 9:10 p.m.

OPEN SESSION

The Board did not take action regarding Item 21.1: Public Employee: Discipline/Dismissal/Release (Gov. Code § 54957);

NO ACTION TAKEN
RE: ITEM 21.1

On a motion by Lupe Fernandez and seconded by Al Vanderslice, the Board voted unanimously to adopt Resolution #20-02-23-16 to Release and Reassign Certificated Administrative Employees pursuant to Education Code Section 44951.

ADOPTION OF
RESOLUTION
#20-02-23-16 (21.2)

In closed session, the Governing Board took action to issue notices releasing and reassigning 6 certificated administrators pursuant to Education Code section 44951 effective at the end of the 2015-2016 school year, and directing the Acting Superintendent or designee to send out appropriate legal notices. The roll call vote was as follows:

Ayes: Don Mason, Lupe Fernandez, Al Vanderslice, Jorge Vazquez

Noes: None

Abstentions: None

Absent: None

The Board did not take action regarding Item 21.3: Conference with Labor Negotiator (G.C. 54956.7) It is the intention of the Board to meet in closed session to review its position and to instruct its designated reps Agency Designated Representatives: Randy DeGraw, Jason Kaff, Janet Jones; Name of Organization: FTA, CSEA. The Board requested the District continue with negotiations.

NO ACTION TAKEN
RE: ITEM 21.3

On a motion by Trustee Lupe Fernandez and seconded by Trustee Al Vanderslice, the Board voted unanimously to adjourn the meeting at 9:13 p.m.

ADJOURNMENT
(22.0)

Respectfully Submitted,

Janet Jones, Acting Superintendent

Approved by,

Lupe Fernandez, Clerk of the Board