

**SANTEE SCHOOL DISTRICT
REGULAR MEETING
OF THE BOARD OF EDUCATION**

February 17, 2009

MINUTES

Douglas E. Giles
Educational Resource Center
9619 Cuyamaca Street
Santee, California

A. OPENING PROCEDURES

1. Call to Order and Welcome
President El-Hajj called the meeting to order at 7:05 p.m. and read the District Mission Statement.
Members present:
Dianne ElHajj, President
Dustin Burns, Vice President
Barbara Ryan, Clerk
Allen Carlisle, Member
Dan Bartholomew, Member
Administration present:
Dr. Lisbeth Johnson, Superintendent and Secretary to the Board
Bill Clark, Assistant Superintendent, Business Services
Emily Andrade, Assistant Superintendent, Educational Services
Minnie Malin, Director, Human Resources
Linda Vail, Executive Assistant and Recording Secretary
2. President El-Hajj invited Sycamore Canyon student Aurelie Lamboy to lead the members, staff and audience in the Pledge of Allegiance.
3. Approval of Agenda
It was moved and seconded to approve the agenda.

Motion: Burns Second Ryan Vote: 5-0
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B. REPORTS AND PRESENTATIONS

1. Superintendent's Report
 - 1.1. Developer Fees Collection Report
 - 1.2. Use of Facilities Report
 - 1.3. Enrollment Report
 - 1.4. Schedule of Upcoming Events
 - 1.5. Schedule of School Spring Activities and Open Houses
2. Spotlight on Education: Principal Presentation from Sycamore Canyon School
Students Delaney Grazier & Aurelie Lamboy, shared a Power Point presentation they created about the activities and opportunities for students at Sycamore Canyon. A video presentation of students learning to read and reading to learn was shown.

C. PUBLIC COMMUNICATION

President El-Hajj invited members of the audience to address the Board about any item not on the agenda. There were no public comments.

D. PUBLIC HEARINGS

1. Santee School District Board of Education's Proposal to Modify Articles of the Current Collective Bargaining Agreement Between Santee School District and Santee Teachers Association
2. Santee Teachers Association's (STA) Proposal to Modify Articles of the Current Collective Bargaining Agreement Between Santee School District and STA

President El-Hajj opened the public hearings on the proposals to modify articles of the current collective bargaining agreement between the Santee School District and the Santee Teachers Association. There were no public comments. The public hearings were closed.

E. CONSENT ITEMS

Items listed under Consent are considered to be routine and are all acted on by the Board with one single motion. President El-Hajj invited comments from the public on any item listed under Consent. There were no public comments.

- 1.1. **Approval of Minutes**
- 2.1. **Approval/Ratification of Travel Requests**
- 2.2. **Approval/Ratification of Expenditure Warrants**
- 2.3. **Approval/Ratification of Purchase Orders**
- 2.4. **Approval/Ratification of Revolving Cash Report**
- 2.5. **Acceptance of Donations**
- 2.6. **Approval of Permit for Establishment of a Farmers' Market**
- 3.1. **New Construction Eligibility Update**
- 3.2. **Capital Improvement Program Project Status**
- 4.1. **2009-10 Registration Timeline**
- 4.2. **Approval to Submit Safe Schools Healthy Students Grant Application and Memorandum of Agreement with San Diego County Sheriff's Department, San Diego County Health and Human Services Department and the San Diego County Probation Department**
- 5.1. **Personnel, Regular**

It was moved and seconded to approve the Consent Items.

Motion: Burns Second Carlisle Vote: 5-0
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F. DISCUSSION AND/OR ACTION ITEMS

President El-Hajj invited comments from the public on any item listed under Discussion and/or Action. There were no public comments.

1.1. Santee School Site – Exclusive Agreement

Dr. Johnson introduced Mr. Chris Fahey, president of the Haagan Company. Mr. Fahey shared that the District entered into an exclusive 180 day negotiating agreement with the Haagan Company for development of the Santee School site. Over the past several months the Haagan Company has been working to develop site plans and regularly provided reports to administration on the status. The economic events over the past six months have greatly impacted the retail business. Discussions with retailers have indicated the retail business has slowed down. The projection is that 2010 will be a slow year and then begin to improve. Without any firm commitment at this time from retailers, a financial plan has not been able to be developed. He requested the Board approve a 180 day extension to the agreement to allow them to continue their work to develop the site as retailers begin to formulate their plans for moving forward with new projects and locations. The hope is that in 2 to 3 months retailers will begin to get serious about making future plans.

Members Bartholomew and Burns support the extension of the agreement. Member Ryan is concerned that the delay to develop the property will impact the financing plan for modernization. Bill Clark said the funds from the property development are not crucial at this time but are part of the long range funding.

Member Burns moved to approve a 180 day extension of the Santee School site exclusive agreement with Haagen Company LLC.

Motion: Burns Second Ryan Vote: 5-0
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1.2. CSBA Delegate Election

Board members were asked to cast a unit vote to fill seven vacancies for the CSBA Delegate Assembly Region 17 representatives. President El-Hajj suggested considering Penny Halgren, from East County, as a delegate and also the six incumbents. Member Burns moved to cast the Santee vote for Penny Halgren and the six incumbents: Twila Godley, Kelli Moors, Janet Mulder, Barbara Ryan, Priscilla Schreiber, and Carol Skiljan.

Motion: Burns Second Bartholomew Vote: 5-0
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2.1 Approval of Monthly Financial Report

Bill Clark reported the District budget remains healthy and ADA continues to perform well. Commercial warrants show a dramatic increase because we had to make a large deposit with our new insurance carrier and prepayment of utilities. Member Carlisle moved to approve the Monthly Financial Report for January 2009.

Motion: Carlisle Second Burns Vote: 5-0

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2.2. Custodial Services Study Committee Recommendations

Bill Clark reported that in an effort to improve the evening custodial services, a committee was formed to study the issues and seek improved efficiencies. The committee shared concerns that custodians did not have the proper supervision and equipment. A team from Escondido, where they have restructured their night custodial services, provided a presentation to the committee on their team approach. The benefits of the team approach are supervision, accountability, and efficiency. In Escondido, it has provided an environment of mutual respect and positive outcomes with an average of a 98% customer satisfaction. Administration believes reorganization will, over time, improve the quality of District custodial services while improving the safety of working conditions for night custodians. Mr. Clark reported that District legal council has reviewed the recommended restructuring of custodial services and the Board has the authority to set the direction for changes in the way employees provide their services and then negotiate the impact of those changes with the association.

Member Bartholomew asked how many members of the custodial team were part of the committee and were able to see the demonstration of new equipment. Bill Clark said three night custodians were on the committee and it was suggested all of the night custodians have an opportunity to see the equipment demonstrated before a product is selected for purchase.

Mr. Clark shared a projected staffing chart with team assignments, reflecting additional square footage from modernization construction. He said the committee found there needs to be more training and support for the staff and it was determined that Administration would not plan to move to optimum staffing in the beginning. He said the concept is that part of the restructuring would include a floor crew to get all of the floors and carpets up to the standard they should be.

Member El-Hajj shared that her experience was a dedicated floor care crew could ruin the carpet. Mr. Clark said we would need well trained people and better equipment because appropriate floor care takes special measures.

President El-Hajj invited those who submitted speaker cards to address the Board on this item.

Teresa Edgerton, CSEA chapter president, believes understaffing custodial services would set up the employees for failure. She supports cleanliness and the concept of custodial crews. She said CSEA has sent a cease a desist order and believes restructuring of custodial services should be taken to negotiations and suggested beginning with a trial crew situation.

Brad Hunt, CSEA chapter chief job steward, is concerned about the level of expectations under the proposed concept. Classified personnel are dwindling but the expectations of work continue to be the same. He expressed concerned about a private business employee, the security guard, being a representative on the study committee.

Cecilia Beckwith, an evening custodian, said she has never been asked what she needs to clean her school and has been denied new equipment. Night custodians take a lot of pride in their work but do not have the support of teachers. She said the crew concept was tried in 1995 and it failed.

Homer Mallot, a substitute custodian, said the new cleaning products are not working well and expressed concern about using back pack type vacuums because of the weight.

Member Carlisle said there are two items being addressed, cleaning equipment and the team concept. His interest is to raise the bar and improve the cleaning outcomes. He asked about the composition that private business would use to provide cleaning services to a customer. Mr. Clark said private cleaning services use the crew concept for efficiency and cost effectiveness.

Bill Clark said a team generates synergy and the team would share the duties of vacuuming, eliminating the need for one person to wear a backpack vacuum for an extended period of time. The execution of a team with quick access to their equipment is essential.

Member Bartholomew is concerned about some of the practical applications. He asked about the transition plan. Mr. Clark said there would be 4 to 6 months of preparation and fine tuning

Member Burns is concerned about the effectiveness of the products and support that has been given to the night custodians. He asked if Mr. Clark was open about the types of equipment to be purchased. He questioned if the team concept could work this time when it has failed before. Mr. Clark said he wants the custodians to be part of the selection of equipment based on trials and employee work safety. He shared the success will be dependent on the implementation.

Member Burns said every department is going to have to look at ways to consolidate. Members Burns and Ryan asked how the use of schools in the evening would be addressed. Mr. Clark said our professional cleaning crew should not be standing idle to lock and unlock doors for outside agencies to use our schools. He would be seeking other ways to address this need.

Board members asked Mr. Clark to provide a report on the number of classrooms each crew would be responsible to clean. Mr. Clark assured the Board that Administration would want to see the cleaning staffed adequately.

President El-Hajj said we have new facilities and the Board wants them to continue to look nice for a long time. She is also concerned with safety because employees are at schools at night by themselves. The District needs to give employees the tools to do the job right and that may also mean doing things a different way.

Member Bartholomew asked what the phase-in process was and would like to see a pilot first and a review of the outcomes. Mr. Clark said leads would be selected and training would then be provided for the leads and staff. He would like to see the crew concept begin during the summer.

Member Burns would like to see a projected savings and a plan worked around the savings. He would like the Board's questions answered before moving forward.

Member Ryan said the team concept was implemented before for safety reasons. There is a need to look at what really does work and insure safety at the same time.

President El-Hajj asked if the lead position would work as part of the crew. She believes it would be best to initially begin the process seeking better cleaning products and new equipment. Cathy Abel said Administration plans to bring in all the custodians to test the equipment but the equipment would be purchased differently if the team concept was in place.

Member Carlisle believes administration has worked through the issues via the committee process and he supports their recommendation.

Member Ryan agrees that administration should provide frequent reports as the process goes forward and the Board could stop the process if it appears to become unsuccessful.

Member Bartholomew said sometimes in the final analysis of the planning and implementing of the plan you may lose the efficiency.

Member Burns said before he can support this model he would like answers to the questions that have been posed.

President El-Hajj asked what the next steps would be if this motion was approved. Mr. Clark said Administration would begin the training and support for the custodians. He will provide monthly reports to the Board and refine any issues that surface. Once the restructuring plan was developed, Administration would move forward with negotiations on the impact. President El-Hajj wants to see the custodians work smarter and not harder.

Member Ryan said the night custodians play a very important role in making the schools clean and safe for students. The Board appreciates all of their hard work.

Member Carlisle moved to proceed with the concept for the recommended plan for reorganization of night custodial services with Administration providing monthly reports to the Board for review.

Motion: Carlisle Second Bartholomew Vote: 4-1 (Burns, no)
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3.1. State Budget Update and Impact on Facilities: Phase I and Phase II

Bill Clark presented an update on the status of the state budget and the impact to the District. Executive Council previously presented recommendations for an action plan based on the projected budget reductions. The latest discussion about the budget is that it provides a compromise which reduces by 3% the projected amount the District will have to reduce. The \$1.6 M in revenue will disappear as soon as the document is signed. There are projected reductions for 2009-10 of approximately \$500,000. The projected budget provides a lower penalty on Class Sized Reduction and Tier III categorical funding sources for programs on a selected program list will provide broad flexibility. The Federal Assistance money needs to be used with a great deal of caution as it is one-time money. If the funds are spent on programs, next year, general fund dollars would be needed to support the continuation of the programs.

The State will be deferring CSR funding, which mean \$2.8 M short in revenue if the budget is signed. The anticipated cash shortfall for the District for 2008-09 is \$4,271,170 and will require a county treasurer loan to be approved by the Board and a \$15 M TRANS to anticipate the cash drawdown in July. The application for the County loan must be submitted by April 1. Any needed action will come for Board approval in March. The County is obligated to provide this loan to districts.

Due to deferral of State matching funds, there is a need for \$5 M to \$7 M in bridge financing to complete Phase 1 construction and \$20 M for the Phase II construction. Mr. Clark has worked with Capital Public on options to bridge the Phase 1 and Phase 2 modernization requirements. The District has received notification of approved QZAB Bonds of \$7.5 M and is eligible for COPs. COPs are a less favorable option because the District would need a secure funding source for repayment. Completing Phase II this summer will save construction costs and begin the realization of 25-40% in energy savings. Member Carlisle asked if the energy savings was secure enough as a revenue source for the COPs. Bill Clark said the net reduction of energy savings is secure as a valid expenditure reduction. Administration recommends the Board continue to plan reductions that the State budget may not require in order to have flexibility in the reductions for construction revenue streams to pay off bridge financing loans.

Member Carlisle asked what the financial loss would be if we terminated our construction. Mr. Clark said an estimate would be a loss of over \$3 M. Member Carlisle believes the negative impact would be important to consider as the decisions are being made about terminating our construction. He asked that this information be provided to the ICOC.

Member Bartholomew asked if there are any school construction dollars in the federal stimulus. Bill Clark said some federal money will go to the State but it is not likely the State will provide any to schools for facilities.

Member Burns asked where Santee falls in line to receive the matching funds. Mr. Clark said Santee is at the top of the list since we are already in the construction process. At this time there is enough money to get through the March work.

Member Ryan said when the Board meets with Senator Hollingsworth, the topics should include flexibility of the dollars for new construction and modernization. There is some discussion about money in the stimulus package for interest free loans.

Dr. Johnson said our County Office is very conservative and we may get letters from them that may not be as positive as they have been in the past. All of these strategies have calculated risks.

Member Bartholomew said it looks like a lot of people will have to make sacrifices to be able to complete the modernization and construction. Mr. Clark asked for Board authorization to issue a letter to the County Office with the intent to undertake a QZAB loan. The District currently has received eligibility approval for one QZAB

loan of \$7.5 M and will be submitting an application for an additional \$7.5 M. Each of these loans needs a financing mechanism and Mr. Clark is pursuing these mechanisms.

Member Ryan moved to authorize administration to submit a letter to the County Office to undertake a QZAB loan in amount of \$7.5 M.

Motion: *Ryan* **Second** *Burns* **Vote:** *5-0*
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3.2. **Acceptance of Bond Audit**

Bill Clark presented the audit report for the Prop R Bond funds for 2007-08. The firm has found the bond proceeds have been used appropriately. The report is excellent and there are no exceptions. Member Ryan moved to accept the financial audit of the District's Capital Improvement Program bond expenditures for fiscal year 2007-08.

Motion: *Ryan* **Second** *Burns* **Vote:** *5-0*
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G. **BOARD POLICIES AND BYLAWS**

1.1. **First Reading: Revised Board Policies**

BP 3000 – 3600 (Business & Non-Instructional)

BP 7000 – 7310 (Facilities)

New and revised Board Policies and Bylaws in the 3000 and 7000 series were presented to the Board of Education for a first reading. No action was requested. There were no comments or questions from the Board. The new and revised Board Policies and Bylaws will return for a second reading and request for adoption.

2.1. **Second Reading: Revised Board Policies**

BP 0000- 1700 (Concepts and Roles)

BP 1000-1700 (Community Relations)

BP 2000-2230 (Administration)

BB 9000-9400 (Bylaws of the Board)

Administration requested Board approval of the revisions and to adopt the new Board Policies and Bylaws listed, which have been revised collaboratively with CSBA to bring the Board Policies and Bylaws up to current standards and legal requirements. Member Burns moved to approve the revised, and adopt the new, Board Policies and Bylaws as presented.

Motion: *Burns* **Second** *Ryan* **Vote:** *5-0*
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H. **BOARD COMMUNICATION**

Member Ryan said the dedication was great and was delighted to see the good press coverage. Member Burns said Mrs. Ginn-May reported Cajon Park had the largest open house ever. Member Bartholomew said he appreciated the teachers who were in their classrooms for the tours.

Member Burns suggested the Board may wish to rethink the plaque designating the building as a junior high because the building houses more than just junior high grades. Member Ryan said the building was built as a junior high classroom building and may someday be used only for junior high.

President El-Hajj reminded the Board about the City/Board joint committee meeting and were provided a copy of the posted agenda. She also reminded the Board of the meeting with Senator Hollingsworth scheduled for March 6.

President El-Hajj asked administration to schedule the Board to visit the construction sites on a Saturday morning. Linda will facilitate scheduling a date for a tour.

Dr. Johnson will schedule meetings for individual Board members who desire to meet with Mr. Castanares about the business plan proposal from Manzana Energy.

I. **CLOSED SESSION**

President El-Hajj announced that the Board would meet in closed session for:

1. **Public Employment Matters (Govt. Code § 54957)**

Public Employee Discipline/Dismissal/Release

The Board entered closed session at 9:45 p.m.

J. RECONVENE TO PUBLIC SESSION

The Board reconvened to public session at 11:45 p.m. No action was reported.

K. ADJOURNMENT

The February 17, 2009 regular meeting adjourned at 11:45 p.m.

Barbara Ryan, Clerk

Lisbeth A. Johnson, Ed.D., Secretary

Speaker Cards Submitted:

Teresa Edgerton
5735 Jackson Dr.
La Mesa, CA

Cecilia Beckwith
8673
Lakeside, CA

Brad Hunt
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Homer Mallot
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