

**CULVER CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION  
ADOPTED MINUTES**

<b>Meeting:</b>	<u>Special Meeting</u>	<b>Date:</b>	<u>March 16, 2011</u>
<b>Place:</b>	<u>Culver City Middle School</u> <u>4601 Elenda Street</u> <u>Culver City 90230</u>	<b>Time:</b>	<u>4:30 p.m. – Public Meeting</u> <u>4:31 p.m. – Closed Session</u> <u>4:40 p.m. – Public Meeting</u>

**Board Members Present**

**Scott Zeidman, Esq., President**  
**Karlo Silbiger, Vice President**  
**Katherine Paspalis, Esq., Clerk**  
**Patricia Siever, Professor, Member**  
**Steven Gourley, Member**

**Staff Members Present**

**Patricia W. Jaffe, Interim Superintendent**  
**Ali Delawalla**

**Call to Order**

Board President Mr. Zeidman called the meeting of the Culver City Unified School District Board of Education to order at 4:30 p.m. The Board adjourned to Closed Session at 4:31 p.m. and reconvened the public meeting at 4:45 p.m. with all Board members in attendance. Mr. Jon Pearson led the Pledge of Allegiance.

**Report from Closed Session**

Mr. Zeidman reported that the Governing Board met in Closed Session regarding issues listed on today's Closed Session agenda and announced that no reportable actions were taken.

**8. Adoption of Agenda**

It was moved by Mr. Gourley and seconded by Ms. Paspalis that the Board adopt the March 16, 2011 agenda as presented. The motion was unanimously approved.

**9. Action Items**

**9.1 Approval of Contract for Employment of Superintendent for Culver City Unified School District**

David Mielke stated that he felt the District had the right candidate for Superintendent and at the right time. He felt that the concern from the union was about the base salary being offered. Mr. Mielke expressed that the current climate is a desperate climate, and that the base salary being offered to Mrs. Jaffe would be the least amount offered to the next Superintendent. He encouraged the Board to think about the compensation. Kelly Nolan thanked the Board for listening to everyone that supported Mrs. Jaffe. Doyle Hanks stated that his understanding was that the previous Superintendent made more than Mrs. Jaffe. Claudette DuBois stated that the Board has done a great thing by hiring Mrs. Jaffe and she is the best. Ms. DuBois stated it was nice to have someone that visits the classrooms, and she questioned the Board about cutting just teachers and not administration. Barbara Perello spoke on behalf of the Association of Classified Employees and stated that it has been a long time since the District had a Superintendent that comes to visit and knows the employees by name. Jerry Chabola stated that it is a great thing that is happening. He commented that the District is going to face difficult times and he hopes everyone bands together. Michael Laase extended her congratulations to Mrs. Jaffe and thanked the Board for listening. She knows that Mrs. Jaffe will be great. Mark Gottlieb joked that Mrs. Jaffe was becoming Superintendent as he was retiring. He spoke about his interview experience with Mrs. Jaffe and how he was treated with such respect. Mr. Gottlieb expressed how he loved Mrs. Jaffe both personally and professionally, and wished her good luck. Audrey Stephens spoke on behalf of the Management Association of Culver City Schools and expressed that Mrs. Jaffe has always been part of the team and the association was very blessed to have her as the Superintendent. She stated that MACCS welcomes her. Ms. Scott-Moore stated that she feels very fortunate to have been a middle school teacher when Mrs. Jaffe was principal. As a new teacher she was so happy to work with Mrs. Jaffe. Ms. Scott-Moore expressed that Mrs. Jaffe has demonstrated caring not just in words, but in deed. Mr. Silbiger thanked everyone for coming and sharing their thoughts. He shared his memories of Mrs. Jaffe from when he was a student at the middle school. Mr. Silbiger stated that he can see the difference between the previous Superintendent and Mrs. Jaffe, and he felt that the morale of staff is much

better. Mr. Silbiger stated that he spent his furlough day looking at salary figures. He estimated that the difference in the salary for Mrs. Jaffe and the previous Superintendent was negligible, and he stated that it was tough for the Board to ask for concessions from the unions with the salary being offered. Mr. Silbiger asked the Board President if the votes could be separated, one vote for the salary and another vote to hire Mrs. Jaffe for Superintendent. Ms. Siever wanted to say that she was concerned that the Board made the decision to consider Mrs. Jaffe in the middle of the search process. Ms. Siever stated that she absolutely respects Mrs. Jaffe and sees how much she has given to the District. She likes Mrs. Jaffe a lot, and added jokingly it was because they both wear black. Ms. Siever also stated that she was proud to be on the Board. She requested to correct the Minutes where it stated that she commented that she was “lucky” to be on the Board. She would like it corrected to state that she commented she was “honored.” Ms. Siever wanted to clarify that she absolutely loves Mrs. Jaffe and there was never anything personal against her. Mr. Silbiger stated that he was pleased to support Mrs. Jaffe, and in her term as Interim Superintendent Mrs. Jaffe has shown that she is more than capable to serve as Superintendent. He approves of Mrs. Jaffe, but not the contract. Mr. Zeidman apologized for not splitting the vote, but that he did not want to mess up the vote by changing the motions. **Therefore Mr. Zeidman denied Mr. Silbiger’s request to separate the vote.** Mr. Zeidman spoke about how the Board came up with the salary. He spoke about the eight other Districts that he researched and what was in their Superintendent’s contracts, and provided an illustration of those amounts in comparison to what was offered to Mrs. Jaffe. Mr. Zeidman stated that he supports Mrs. Jaffe and the contract. Mrs. Jaffe stated that the experience was amazing. She said that she started in the District as an Instructional Aide in Special Education, and thanked the Board. She was truly honored. Mrs. Jaffe thanked the students, teachers, administration, staff, and everyone that has supported her.

It was moved by Ms. Paspalis and seconded by Ms. Siever that the Board approve the Contract for Employment for Patricia W. Jaffe as presented. The motion was approved with a vote of 4 – Ayes and 1 – Nay from Mr. Silbiger.

**Adjournment**

There being no further business, it was moved by Ms. Paspalis, seconded by Ms. Siever and unanimously approved to adjourn the meeting. Board President Mr. Zeidman adjourned the meeting at 5:19 p.m. in memory of those lives lost and those still suffering in the wake of the Japan tsunami.

Approved: \_\_\_\_\_  
Board President

\_\_\_\_\_  
Superintendent

On: \_\_\_\_\_  
Date

\_\_\_\_\_  
Secretary