

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

Meeting:	<u>Special Meeting</u>	Date:	<u>May 3, 2011</u>
Place:	<u>Linwood Howe Elementary (Cafetorium) 4100 Irving Place Culver City 90232</u>	Time:	<u>5:30 p.m. – Public Meeting 5:31 p.m. – Closed Session 6:15 p.m. – Public Meeting</u>

Board Members Present
Scott Zeidman, Esq., President
Karlo Silbiger, Vice President
Katherine Paspalis, Esq., Clerk
Patricia Siever, Professor, Member

Staff Members Present
Patricia W. Jaffe, Interim Superintendent
Ali Delawalla
Gwenis Laura, Ed.S.

Call to Order

Board President Mr. Zeidman called the meeting of the Culver City Unified School District Board of Education to order at 5:30 p.m. The Board adjourned to Closed Session at 5:31 p.m. and reconvened the public meeting at 6:15 p.m. with four Board members in attendance. Mr. Gourley was not present. Horibe Sensei 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 Ms. Siever and seconded by Ms. Paspalis that the Board adopt the May 3, 2011 agenda as presented. The motion was unanimously approved.

Mr. Zeidman explained to audience members that issues regarding enrollment were not on the agenda and will not be discussed at this meeting. He suggested that anyone wanting to discuss enrollment or kindergarten classes should attend the next regularly scheduled Board meeting. A Point of Interest was made by David Mielke. He inquired if there was a Public Recognition section on the agenda. Mr. Zeidman explained that since it is a Special Meeting that public comments should pertain to items on the agenda. He further stated that if the question could be posed in relation to what was on the agenda the Board welcomed the public's comments.

9. Action Items

9.1 Superintendent's Items

9.1 Approval is Recommended for Resolution #26-2010/2011 To Support California's May 9-13 Week of Action

David Mielke commented that the education coalition is on board for the Week of Action. He stated that last year staff gathered before school and held hands, wore t-shirts, etc. as a sign of solidarity against budget cuts from the state. Mr. Mielke stated he is hoping that next Friday something similar can be done.

It was moved by Ms. Siever and seconded by Mr. Silbiger that the Board approve Resolution #26-2010/2011 To Support California's May 9-13 Week of Action. The motion was unanimously approved.

9.2 Personnel Items

There were a number of audience members that wanted to comment on several of the Personnel Items collectively. Audience members made the following comments:

- James Beckham commented on the 65% cut in pay plus the loss of benefits that he would experience if the cuts were approved. He stated that there was no way to protect the students with the cuts that are being proposed in the security department.
- Scott Thornton teaches adaptive P.E. for the District. He felt that the positions the Board are considering to cut is a big mistake. He suggests an 8% cut across the board.
- Penny Upton thanked the Board for passing the Resolution for the Week of Action. She addressed the proposed classified cuts and reported the possible Education Code violations. Ms. Upton reminded the Board of the timeframe they have for classified cuts and asked them to postpone the vote.
- Angela Moreno shared a story about a student and their teacher. She reminded the Board of the Free Public Education Act, and urged them to reconsider their cuts.
- Maggie Marquez reminded the Board that the Library Clerk has dual responsibilities. She urged the Board to reconsider cutting the Library Clerk position.
- Ava Quillard, a kindergarten student, asked the Board to not cut the “teacher helpers.”
- Karen Frank, a long-term substitute, stated that she lost a job in 2009 due to budget cuts. She stated she was against cutting teachers and classified employees.
- Scott Kecken commented that it was a great opportunity to invite the Board and everyone in the District to work together. He asked the Board to treat all the school equally, and not cut the Title 1 aides. Mr. Kecken stated that we need to do what is best for all of the schools.
- Joy Kecken thanked the Board for all that they do and hopes that the District can work together to solve the problems. She asked where there is flexibility and how can the District use the community resources.
- Barbara Perello commented that there was a lot of miscommunication going on between the unions. It is almost impossible for secondary secretaries to work eleven months. She suggested reducing 12 month employees to 11 ½ months and include furlough days.
- Paul Walsleben stated he had questions about how the budget cuts are trickling down, and the enrollment numbers. He also wanted to know if six elementary classes have been set aside for El Marino. Mr. Wasleben urged the Board to treat all of the elementary schools equally.
- David Mielke stated that the budget cuts do not seem to be made equally throughout the district. He provided the Board with a brief bargaining update. Mr. Mielke stated that the teachers are willing to take six furlough days. He read comments from teachers in support of the instructional aides, the locksmith, the HVAC position, and other classified positions.
- Michelle Vogel thanked the Board for their responses to her e-mails. She expressed that full disclosure is probably the most important thing.
- Robert Gray III, the District’s locksmith, made copies of his work orders from the week and shared some of them with the Board. He also shared a story about a student that was locked in the bathroom.
- Nancy Goldberg commented against the Board making classified personnel cuts.
- David Metzler spoke against the cuts and stated that he hopes the Board finds other alternatives to the cuts that are presented.
- Roya Dawson, kindergarten student, stated that she loved her school and asked the Board not to cut any teachers from her school. She stated she would like her baby sister to come to the same school.
- Leah Nico thanked the Board for their responses. Mrs. Nico stated her concerns regarding the budget and how the cuts are affecting the kindergarten program. She asked the Board to be very thoughtful about how they address the cuts. We do not want to see our school cut.
- Vivian Chinelli stated that she thought that the beauty of working a small district was being able to come together. The divide has been the most hurtful thing through all of the cuts. She would like to feel that everyone comes together as one.
- Jackie Lee stated that she is passionate about every classified position. She stated she was wondering how the city found \$430 million dollars. If that were true she would like to know why the City cannot help the District. Ms. Lee stated she was the proud parent of two Linwood Howe Elementary School graduates.

- Jeanette James thanked the Board for their services. She suggested that the Board wait on making a decision regarding the cuts and see if there are other options. Ms. James stated that she worked for the District at the Health Care Center and the students love the teachers and classified staff.

Board members stated:

- Mr. Silbiger read a statement from Robert Zirgulis wherein he called on Mr. Gourley to apologize to Mr. Mielke. Mr. Silbiger also read a statement from Stella Smith, the Library Clerk, wherein she provided a breakdown of how materials are handled at the library.
- Patricia Siever spoke about the cuts and stated that it is her understanding that most of the teachers that had been cut in prior years were brought back. She stated that she does think about the decisions that are made and feels that the District is a family. Ms. Siever commented that she does think there will be conversations with the unions, and she does understand the sentiments of those that spoke. She confirmed that there have been cuts in administration.
- Mr. Silbiger commented on CBAC and stated that the committee should be back by July 1st. He also asked Mr. Delawalla if the amount provided was inclusive of benefits. Mr. Delawalla confirmed. Mr. Silbiger stated that as he goes through the budget process he will be asking 1) Are the cuts being shared? 2) How is the deficit addressed? and 3) Does it make fiscal sense?
- Ms. Paspalis stated that she has been without a phone since it was damaged and is in the process of getting it replaced. So she may not have gotten back to everyone. She commented that there were a lot of new faces in the audience so she reported that the Board had presented an option of Tiered Cuts and furlough days. That offer was rejected. She would much rather see cuts across the Board. Ms. Paspalis also confirmed that administration has taken cuts and there was not much more to cut from administration. She spoke about a presentation where she heard Assembly Member Brownley speak. Ms. Paspalis stated that what was being cut at this time was nothing compared to if voters did not vote for tax extensions.
- Mr. Zeidman read comments from Mr. Gourley who was unable to attend. Mr. Gourley wrote about his suggestion for tiered cuts. Mr. Zeidman stated that the District does not have millions of dollars. The money just is not here. He reported that there has to be cuts today to balance a budget for the next two years. He stated that all employees are important and any cut is going to have an effect. Mr. Zeidman stated that the unions are great in that they have convinced new members that administration has not been cut when in fact 30% of administration has been cut in three years. A total of ten teachers have been cut in three years. The Board would ultimately like to keep all positions and not make the cuts..

9.2a Approval is Recommended for Resolution #28-2010/2011 (HR), Regarding Layoff of Classified Personnel

Mr. Silbiger asked questions regarding the Account Clerk III and how the work would be getting done. Mr. Delawalla explained that the position is a step & column position and explained the rationale of the cut. Mrs. Lockhart explained that the impact of the cuts will be negotiated. Mr. Silbiger's initial position is that he would support eliminating the last three. He stated he has a long-standing idea that the Board should not eliminate employees that have been here. Ms. Siever stated that she feels that all the positions are important and she would like to know the impact. She understands the unions will want to know the impact, but if the Board votes today they will not know the impact because it is negotiable. Mr. Zeidman decided to separate out the positions to vote. Mr. Zeidman called for a motion with respect to the last three positions on the Resolution (Instructional Materials Clerk, Locksmith, and Maintenance Heating, Ventilation & Refrigeration Mechanic). It was moved by Ms. Paspalis and seconded by Ms. Siever that the Board approve the last three positions on Resolution #28-2010/2011 Regarding Layoff of Classified Personnel. The motion was passed with a vote of 4 – Ayes and 0 – Nays. Mr. Zeidman asked for a motion to approve the first position on Resolution #28. It was moved by Ms. Siever and seconded by Ms. Paspalis that the Board approve position one on Resolution #28 as presented. The motion passed with a vote of 3 – Ayes and 1 – Nay by Mr. Silbiger.

9.2b Approval is Recommended for Resolution #29-2010-2011 (HR), Regarding Layoff/Reduction of Classified Personnel

Mr. Silbiger asked how staff decided on the reductions. Mrs. Jaffe stated she went to each site and everyone had to submit their suggestions. Mr. Silbiger stated that he liked the idea of everyone going from 12 months to 11 months. He would like to see everyone going from 12 months to 11 months, but he cannot approve that unless everyone takes cuts. Mrs. Jaffe stated that there cannot be one group chosen over the other. Further discussion ensued. Mr. Zeidman asked for a motion on the first three items (Budget Secretary, Library Media Clerk I, and Secretary II) on Resolution #29. It was moved by Ms. Siever and seconded by Ms. Paspalis that the Board approve the first three positions on Resolution #29. The motion was approved with a vote of 3 – Ayes and 1 – Nay by Mr. Silbiger. Mr. Zeidman asked for a motion to either withdraw the Secretary III position or a motion stating that the Board does not agree. Mr. Silbiger moved to withdraw the Secretary III position. The motion was seconded by Mr. Zeidman. The motion was approved with a vote of 3 – Ayes and 1 – Nay by Ms. Siever.

9.2c Approval is Recommended for Resolution #30-2010/2011 (HR), Regarding Layoff/Reduction of Classified Supervisory Personnel

It was moved by Ms. Siever and seconded by Ms. Paspalis that the Board approve Resolution #30-2010/2011 (HR), Regarding Layoff/Reduction of Classified Supervisory Personnel as presented. The motion was unanimously approved.

9.2d Approval is Recommended for Resolution #31-2010/2011 (HR), Regarding Layoff of Classified Personnel

Ms. Siever stated that she wanted to move this item to a later date. She would like clarification and status on the Instructional Aides funding. Further discussion ensued regarding their funding and the implications if they are not cut. It was moved by Mr. Silbiger and seconded by Ms. Siever to pull this item until July. The motion was unanimously approved.

9.2e Approval is Recommended for Resolution #32-2010/2011 (HR), Regarding Layoff of Classified Personnel

It was moved by Ms. Paspalis and seconded by Mr. Silbiger that the Board approve Resolution #32-2010/2011 (HR), Regarding Layoff of Classified Personnel as presented. The motion was unanimously approved.

9.2f Approval is Recommended for Resolution #33-2010/2011 (HR), Regarding Layoff/Reduction of Classified Personnel

Mr. Zeidman moved to send this item back to staff and see if another plan can be figured out. Ms. Siever seconded this motion. The motion was approved with a vote of 4 – Ayes and 0 – Nays.

Adjournment

There being no further business, it was moved by Mr. Zeidman, seconded by Ms. Siever and unanimously approved to adjourn the meeting. Board President Mr. Zeidman adjourned the meeting at 8:05 p.m. in memory of Mrs. Ursula Vera.

Approved: _____
Board President

Superintendent

On: _____
Date

Secretary