

BOARD MEETING NOTICE AND AGENDA

CULVER CITY UNIFIED SCHOOL DISTRICT

Regular Meeting of the Board of Education to

“Conduct the District’s Business in Public”

CLOSED SESSION – 6:00 p.m.

OPEN SESSION – 7:00 p.m.

**District Office Board Meeting Room
4034 Irving Place, Culver City, CA 90232**

July 14, 2009

Persons in the audience during the meeting of the Board of Education are asked not to talk during presentations or the meeting. If conversation with another person needs to take place, please do so outside the Board Room so as not to disrupt others or the meeting. *Please make sure your cell phone is turned off or silenced at this time.*

PRESENTATIONS AND PUBLIC COMMENTS

Persons wishing to address the Board on any item on the agenda will be granted three (3) minutes at the time the item appears on the agenda. In the case of a non-agenda item, persons are invited to comment under “Public Recognition.” In the interest of time and order, presentations from the public are limited to three (3) minutes per person. The total time for non-agenda items shall not exceed twenty (20) minutes. Prior to addressing the Board, please complete a card (located on the table at the rear entrance) and give the card to the Superintendent’s Executive Assistant. Persons addressing the Board are asked to do so from the podium. Please state your name, address, and organization before making your presentation.

1. CALL TO ORDER

The meeting was called to order by _____, at _____ p.m.

Roll Call – Board of Trustees

Jessica Beagles-Roos, Ph.D., President

Saundra Davis, M.A., Vice President

Steven Gourley, Clerk

Scott Zeidman, Esq. Member

Dana Russell, D.D.S., Member

2. PUBLIC COMMENT ON CLOSED SESSION ITEMS

3. RECESS TO CLOSED SESSION

3.1 Conference with Labor Negotiator (Pursuant to GC §54957.6)
Agency Designated Representatives: Patricia Jaffe, Assistant Superintendent, Human Resources, David El Fattal, Assistant Superintendent Business Services; Steve Andelson, Esq., Atkinson, Andelson, Loya, Ruud & Romo
Employee Organizations: Culver City Federation of Teachers (CCFT) and Association of Classified Employees (ACE)

3.2 Public Employee Discipline/Dismissal/Release (Pursuant to GC §54947)
(1 Employee)

- 3.3 Public Appointment/Employment (Pursuant to GC §54947)
Certificated Personnel Services Report No. 1
Classified Personnel Services Report No. 1

4. **ADJOURNMENT OF CLOSED SESSION**

5. **REGULAR MEETING – 7:00 p.m.**

5.1 Roll Call – Board of Trustees
Jessica Beagles-Roos, Ph.D., President
Saundra Davis, M.A., Vice President
Steven Gourley, Clerk
Scott Zeidman, Esq., Member
Dana Russell, D.D.S., Member

5.2 Flag Salute

6. **PUBLIC ANNOUNCEMENT OF ACTIONS TAKEN BY THE BOARD IN CLOSED SESSION**

7. **PUBLIC HEARING** - None

8. **ADOPTION OF AGENDA**

Recommendation is made that the agenda be adopted as submitted.
Motion by _____ . Seconded by _____
Vote _____

9. **CONSENT AGENDA**

All matters listed under the Consent Agenda are those on which the Board has previously deliberated or that can be classified as routine items of business. An Administrative Recommendation on each item is contained in the agenda supplements. There will be no separate discussions of these items prior to the time the Board of Trustees votes on the motion unless members of the Board, staff, or public request specific items to be discussed or pulled from the Consent Items.

- 9.1 Approval is Recommended for the Minutes of Special Meeting – June 15, 2009
- 9.2 Approval is Recommended for Purchase Orders
- 9.3 Approval is Recommended for Acceptance of Gifts - Donations
- 9.4 Approval is Recommended for the Certificated Personnel Reports No. 1
- 9.5 Approval is Recommended for the Classified Personnel Reports No. 1
- 9.6 Approval of Office of Child Development 2009/2010 Contracts
- 9.7 Approval of Office of Child Development 2009/2010 Resolution

10. **AWARDS, RECOGNITIONS AND PRESENTATIONS**

- 10.1 Culver City Education Foundation Building Blocks for Education
- 10.2 Presentation to Symantec Corporation from the Culver City Education Foundation

11. **PUBLIC RECOGNITION**

Public recognition is the time when members of the audience may address the Board on matters not listed on the agenda. Those persons wishing to speak should complete a Speaker's Card and submit it to the Superintendent's Executive Assistant. In the interest of time and order, presentations from the public are limited to three (3) minutes per person. The total time for non-agenda items shall not exceed twenty (20) minutes. Board members will be allotted fifteen (15) minutes to comment during this portion of the agenda. The Board of Trustees may reduce the time limit(s) if there are a large number of individuals desiring to address the Board.

- 11.1 Superintendent's Report
- 11.2 Assistant Superintendents' Reports
- 11.3 Members of the Audience
- 11.4 Members of the Board of Education

12. **INFORMATION ITEMS**

Information items are generally included on the agenda for two reasons: to solicit reactions from the Board and the public on matters which may require Board action at a later date; and to provide information on a wide range of matters of interest to the Board and public. Comments by the public shall be limited to three (3) minutes per person and twenty (20) minutes per agenda item unless the Board, by majority vote, agrees to extend or reduce the time.

- 12.1 Board Statement of the District's Support and Adherence to a Policy of Nondiscrimination
- 12.2 Presentation on Parcel Tax Feasibility Study
- 12.3 Discussion Regarding the Possible Expansion of the Spanish Immersion Program

13. **RECESS**

14. **ACTION ITEMS**

This is the time of the meeting when members of the audience may address the Board on matters that are on the agenda. Those persons wishing to speak should complete a Speaker's Card and submit it to the Superintendent's Executive Assistant. Routine Board procedure on action items includes: receiving additional background information or analysis from staff; receiving comments from members of the audience; receiving additional information from the Superintendent or other resource personnel; introducing a motion on the item; taking action on the agenda item. Comments by the public will be limited to three (3) minutes per person and twenty (20) minutes per agenda item unless the Board, by majority vote, agrees to extend or reduce the time.

14.1 **Superintendent's Items**

- 14.4a Approval is Recommended for the Waiver of Board Bylaw 9320, Meetings and Schedule of Proposed Meeting Dates

Motion by _____ Seconded by _____ Vote _____

- 14.4b Second Reading and Adoption of Board Bylaw 9100, Organization

Motion by _____ Seconded by _____ Vote _____

14.2 Education Services Items

14.2a Approval is Recommended for the Valenzuela/CAHSEE Lawsuit Settlement Quarterly Report on Williams Uniform Complaints

Motion by _____ Seconded by _____ Vote _____

14.3 Business Items - None

14.4 Personnel Items

14.4a Second Reading and Adoption of Revised Administrative Regulation 4161.8, Family and Medical Leave

Motion by _____ Seconded by _____ Vote _____

14.4b Approval is Recommended for Resolution #1-2009/2010(HR) To Rescind Reduction or Discontinuance of Particular Kinds of Service

Motion by _____ Seconded by _____ Vote _____

14.4c Approval is Recommended for Resolution #2-2009/2010 (HR), Regarding Layoff of Classified Vacant Positions

Motion by _____ Seconded by _____ Vote _____

14.4d Approval is Recommended for Resolution #3-2009/2010 (HR), Regarding Layoff/Reduction of Classified Personnel

Motion by _____ Seconded by _____ Vote _____

14.4e Approval is Recommended for Resolution #4-2009/2010 (HR), Action to Partially Rescind Resolution #27-2008/2009 (HR) (Regarding Layoff of Classified Personnel)

Motion by _____ Seconded by _____ Vote _____

15. BOARD BUSINESS - None

16. PUBLIC RECOGNITION – Continued

Public Recognition is the time when members of the public may address the Board on matters not scheduled on the agenda. Those wishing to speak must complete a Speaker's Card and submit it to the Superintendent's Executive Assistant. Three (3) minutes will be allotted to members of the audience, for a total of twenty (20) minutes. Board members will be allotted fifteen (15) minutes to comment during this portion of the agenda.

16.1 Members of the Audience

16.2 Members of the Board

17. **ADJOURNMENT**

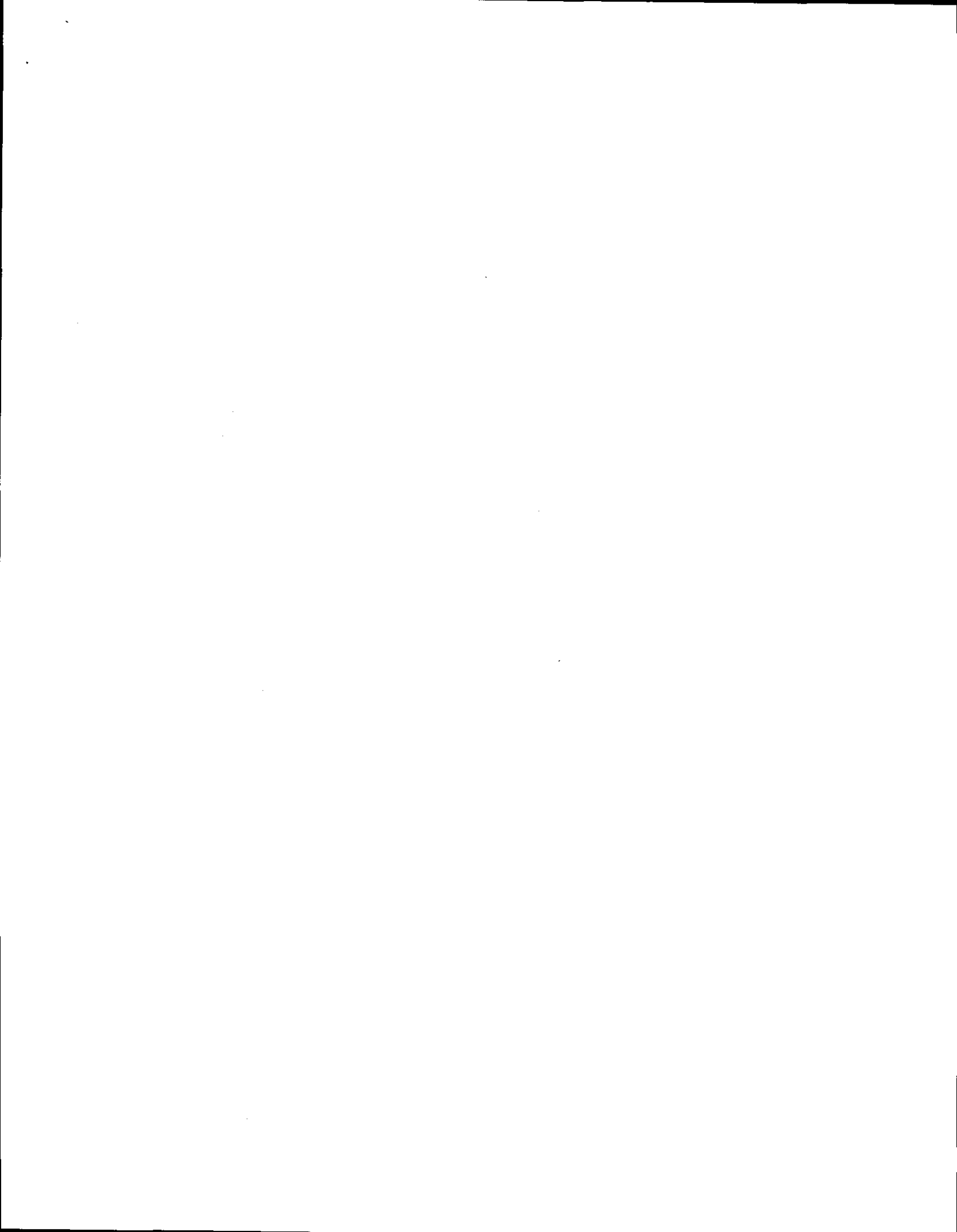
Motion by _____ Seconded by _____ Vote _____

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY. Any individual with a disability who requires reasonable accommodation to participate in a board meeting, may request assistance by contacting the Superintendent's Office at 4034 Irving Place, Culver City, CA 90232. Phone Number: (310)842-4220 Fax Number: (310)842-4205

FUTURE MEETINGS

July 28 – 7:00 p.m. – Regular Public Meeting, (6:00 p.m. Closed Session), District Office, 4034 Irving Place
September 8 – 7:00 p.m. – Regular Public Meeting, (6:00 p.m. Closed Session), District Office, 4034 Irving Place

NOTE: The CCUSD TIP Hotline is (310) 535-2590. Culver City Unified School District meetings are regularly scheduled for the second and fourth Tuesdays of every month. Public records related to the public session agenda, that are distributed to the Governing Board less than 72 hours before a regular meeting, may be inspected by the public at the District Office, 4034 Irving Place in Culver City during regular business hours (8:00 a.m. to 4:30 p.m.) A complete agenda is available for review in each school office and also available for pickup at the District Office. Visit the Culver City Unified School District Website at www.ccusd.org. Each school office has a suggestion box. We look forward to receiving your comments and suggestions.



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

Meeting:	<u>Special Meeting</u>	Date:	<u>June 15, 2009</u>
Place:	<u>District Administration Office</u> <u>4034 Irving Place</u> <u>Culver City 90232</u>	Time:	<u>6:00 p.m. – Public Meeting</u> <u>6:01 p.m. – Closed Session</u> <u>7:00 p.m. – Public Meeting</u>

Board Members Present

Jessica Beagles-Roos, Ph.D., President
Saundra Davis, M.A., Vice President
Scott Zeidman, Esq., Member
Dana Russell, D.D.S., Member

Staff Members Present

Myrna Rivera Coté, Ed.D., Superintendent
David El Fattal, M.B.A.
Gwenis Laura, Ed.S.
Patricia Jaffe, M.S.

Call to Order

Board President Dr. Beagles-Roos called the meeting of the Culver City Unified School District Board of Education to order at 6:00 p.m. The Board adjourned to Closed Session at 6:01 p.m. and reconvened the public meeting at 7:00 p.m. with four Board members in attendance. Becky Stephan led the Pledge of Allegiance.

Report from Closed Session

Dr. Beagles-Roos 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.

7. Adoption of Agenda

It was moved by Mr. Zeidman and seconded by Mrs. Davis that the Board adopt the agenda of June 15, 2009 as presented. The motion was approved with a vote of 4 – Ayes and 0 – Nays.

8. Information Items

Dr. Coté reviewed the organizational chart for the District Office and provided an explanation for changes that were made. Dr. Coté then introduced Mr. Andrew Sotelo who provided the latest enrollment projections. Mr. Sotelo responded to questions from audience members, and provided clarification regarding capacity in the schools, class sizes and enrollment, and permits. Dr. Russell inquired about possible declining enrollment, and at what point does the District have to let go of personnel. Dr. Coté responded that the schools were being staffed based on their anticipated enrollment for 2009-2010. Dr. Beagles-Roos thanked Mr. Sotelo for bringing the information to the Board, and expressed her disappointment that other districts were not releasing students as quickly as they had in the past.

Dr. Coté introduced Gwenis Laura, Assistant Superintendent of Educational Services, who provided an overview of the organizational chart for her department. Leslie Lockhart, Director of Special Projects, gave a presentation of proposed positions to rescinded under the State and Federal funding cuts. Ms. Laura provided additional information on positions that had been cut in Pupil Services; and discussed programs that have mandates requiring certain positions. David Mielke stated that he felt there was a lot of duplication in positions, and gave his suggestions for consolidating positions. Mrs. Lockhart and Ms. Laura responded to questions from audience members. Mr. Zeidman inquired what the stated TOSAS were going to cost. Mrs. Lockhart confirmed that the ELD positions are covered by the categorical grant funds. Dr. Beagles-Roos stated her concerns on funding some of the positions and more information is needed before approving the rescissions. Dr. Russell inquired as to how many District employees are being supported through the BTSA program. David Mielke stated he felt that the Title IV position and Director of State and Federal Accountability can be done by the same person. Roberta Sargent stated that there are K-5 health books that the teachers do not need; and stated that it would be a good idea to come to the teachers and ask what they can do to help. Jerry Chabola stated that Pam Magee, Principal at Culver City High School, did ask the teachers for their suggestions on cutting the budget. Mr. Mielke stated he saw 10.2 positions being rescinded at the District Office, but he was not seeing positions rescinded at the school

sites. Dr. Russell asked if the positions are brought back what would be the timeline. Mrs. Lockhart responded by the start of the next school year.

Mrs. Jaffe provided information on the position being cut in her department and went over her organizational chart. Mrs. Jaffe responded to questions. Further discussion ensued regarding the rescission of teachers and seniority.

Mr. El Fattal provided a fiscal overview and discussed his organizational chart. Further discussion ensued regarding budget cuts and Mr. El Fattal responded to questions. There was disagreement about having a discussion about the rescission of positions, and then discussing more budget cuts. Dr. Russell and Mrs. Davis stated their concerns about the way discussions are handled in referencing "Irving Place" employees vs. site employees. There are some teachers, such as the TOSAs, who also work at the District Office.

Dr. Beagles-Roos thanked staff for their hard work and stated that everyone wants what is best for the students.

9. Action Items

9.1 Personnel Items

9.1a Approval is Recommended for Resolution #37-2008/2009 (HR) To Reserve the Right to Negotiate the Reduction of Salary for All Employees Beginning the 2009/2010 School Year

It was moved by Dr. Russell and seconded by Mrs. Davis that the Board approve Resolution #37-2008/2009 (HR) to Reserve the Right to Negotiate the Reduction of Salary for All Employees Beginning the 2009/2010 School Year as presented. David Mielke stated that he felt he was in the "Twilight Zone" since the discussion first talked about retaining the Art Consultant, and then a Resolution is presented to cut salaries. He felt it made no sense. He expressed to the Board the conditions that would need to be met before CCFT would consider agreeing to salary reductions, i.e. more cuts at "Irving Place", and rescinding the reclassification for management from 2006. Roberta Sargent discussed how it's energizing to be able to come to the District Office and be able to sit in on the discussions; and that all employees will need to address the budget crisis. Mr. Zeidman stated that if there were any reductions it would have to be for everyone, and he thanked everyone for attending. Dr. Russell explained that the resolution was only to keep the option open, and it is also a legality required to be passed by the Board. Mrs. Davis stated that the resolution was being done out of necessity and expressed her gratitude to everyone for coming. The motion was passed with a vote of 4 – Ayes and 0 – Nays.

Adjournment

There being no further business, it was moved by Mr. Zeidman, seconded by Dr. Russell and approved with a vote of 4 – Ayes and 0 – Nays to adjourn the meeting. Board President Dr. Beagles-Roos adjourned the meeting at 8:30 p.m.

Approved: _____
Board President

Superintendent

On: _____
Date

Secretary

BOARD REPORT

7/14/09

9.2

9.2 Purchase Orders

The attached purchase order list is submitted to the Board of Education for ratification. No other purchase orders have been issued other than those previously approved or included in the attached list.

The intent of this report is to provide the Board of Education and the community with more definitive information relative to purchasing and disbursement of monies by fund and account.

Purchase order grand total from June 13, 2009 through June 26, 2009 is \$54,805.09.

BUDGET NUMBER LEGEND FOR FUNDS

- 01.0 general fund
- 11.0 adult education fund
- 12.0 child development fund
- 13.0 cafeteria fund
- 14.0 deferred maintenance fund
- 21.0 building fund
- 25.0 capital facilities fund
- 40.0 redevelopment
- 76.0 warrant pass-through fund
- 96.0 general fixed asset account

RECOMMENDED MOTION: That purchase orders from June 13, 2009 through June 26, 2009 in the amount of \$54,805.09 be ratified by the Board of Education.

Moved by:

Seconded by:

Vote:

District : 64444

CULVER CITY UNIFIED SD

Run Date: 06/27/2009

Purchase Orders/Buyouts To The Board for Ratification From : 6/13/2009 To 6/26/2009

Run Time: 11:45:05AM

Purchase Orders/Buyouts in Excess of \$1.00 To Be Ratified

PO Date	PO #	Stat	Ord #	Date	Vendor Name	Description	Dept/Site	Fund	Res.Prj	Goal	Funct	OBJ	Sch/Loc	Distrib Amt	PO Amount
06/23/09	53125M	A		06/23/09	FAST DEER BUS C	TRANSPORTA	Operations	01.0	00000.0	00000	3600	5871	0005041	214.13	214.13
				6/23/2009		53125M				FAST DEER BUS CHARTER, INC.					
06/23/09	53126M	C		06/23/09	SOUTH BAY FORD	REPAIRS - OTH	Transportatio	01.0	72400.0	57500	3600	5630	0005500	1,620.14	1,620.14
				6/23/2009		53126M				SOUTH BAY FORD					
06/17/09	53129M	A		06/17/09	FAST DEER BUS C	TRANSPORTA	Operations	01.0	00000.0	00000	3600	5871	0005041	2,504.93	2,504.93
				6/17/2009		53129M				FAST DEER BUS CHARTER, INC.					
06/17/09	53301	A		06/17/09	REDWOOD PRESS	OFFICE SUPPL	Purchasing	01.0	00000.0	00000	7300	4350	0005030	2,006.00	2,006.00
				6/17/2009		53301				REDWOOD PRESS					
06/15/09	53311	A		06/15/09	ERIN GORDON GR/	CONSULTANT	Office of Child	12.0	50250.0	85000	1000	5850	0000002	2,000.00	2,000.00
				6/15/2009		53311				ERIN GORDON GRADY					
06/24/09	53312	A		06/24/09	SOUTHWEST SCH	INSTRUCTION	Adult School	11.0	90138.0	41100	1000	4310	0000010	5,000.00	5,000.00
				6/24/2009		53312				SOUTHWEST SCHOOL SUPPLY					
06/17/09	53313	A		06/17/09	SEASIDE LAGOON	FIELD TRIPS	Office of Child	12.0	60560.0	85000	1000	5816	0000002	300.00	300.00
				06/17/09				12.0	60550.0	85000	1000	5816	0000002	200.00	200.00
				06/17/09				12.0	50250.0	85000	1000	5816	0000002	700.00	700.00
				06/17/09				12.0	60800.0	85000	1000	5816	0000002	800.00	800.00
				6/17/2009		53313				SEASIDE LAGOON					2,000.00
06/17/09	53314	C		06/17/09	CURRICULUM ASS	INSTRUCTION	El Rincon Ele	01.0	73950.0	11100	1000	4310	2040000	166.85	166.85
				6/17/2009		53314				CURRICULUM ASSOCIATES, INC.					
06/17/09	53315	A		06/17/09	SCHOOL MATE	INSTRUCTION	El Rincon Ele	01.0	73950.0	11100	1000	4310	2040000	552.00	552.00
				6/17/2009		53315				SCHOOL MATE					
06/17/09	53316	A		06/17/09	ROCHESTER 100, I	INSTRUCTION	El Rincon Ele	01.0	73950.0	11100	1000	4310	2040000	482.40	482.40

Report ID: LAPO009C

Board List Purchase Order Report

Page No. 2

District : 64444

CULVER CITY UNIFIED SD

Run Date: 06/27/2009

Purchase Orders/Buyouts To The Board for Ratification From : 6/13/2009 To 6/26/2009

Run Time: 11:45:05AM

Purchase Orders/Buyouts in Excess of \$1.00 To Be Ratified

Change

PO Date	PO #	Stat	Ord #	Date	Vendor Name	Description	Dept/Site	Fund	Res.Prj	Goal	Funct	OBJ	Sch/Loc	Distrib Amt	PO Amount
					6/17/2009	53316		ROCHESTER 100, INC.							482.40
06/17/09	53317	C		06/17/09	DO RE MI MUSIC S	CONTRACT SE Farragut Elem	01.0	90127.0	11100	1000	5810	20500000		360.00	360.00
					6/17/2009	53317		DO RE MI MUSIC SCHOOL							360.00
06/23/09	53318	A		06/23/09	XEROX CORPORAT	OFFICE SUPPL Purchasing	01.0	00000.0	00000	7300	4350	0005030		366.16	366.16
					6/23/2009	53318		XEROX CORPORATION							366.16
06/17/09	53319	A		06/18/09	HERFF JONES	OFFICE SUPPL Adult School	11.0	63900.0	41100	2700	4350	0000010		267.06	267.06
					6/17/2009	53319		HERFF JONES							267.06
06/17/09	53320	C		06/17/09	ECF KAYNE ERAS C	CONFERENCE, Kayne ERAS C	01.0	40350.0	00000	2100	5220	1080000		4,117.30	4,117.30
					6/17/2009	53320		ECF KAYNE ERAS CENTER							4,117.30
06/17/09	53321	A		06/17/09	SECURITY PLUS C	RENTS/RENTA Security	01.0	00000.0	00000	8300	5630	0001050		576.00	576.00
					6/17/2009	53321		SECURITY PLUS CO.							576.00
06/17/09	53322	C		06/17/09	CREATION STATIO	CONSULTANT Linwood How	01.0	91400.0	11100	1000	5850	2020000		842.40	842.40
					6/17/2009	53322		CREATION STATION FRANCHISE, LLC							842.40
06/18/09	53323	A		06/18/09	DEVELOPMENTAL S	CONTRACT SE Special Proje	01.0	70910.0	00000	2700	5810	0004030		2,900.00	2,900.00
					6/18/2009	53323		DEVELOPMENTAL STUDIES CENTER							2,900.00
06/18/09	53324	A		06/23/09	SYMPHONIC JAZZ C	CONSULTANT Educational S	01.0	90126.0	11100	1000	5810	0004000		8,575.00	8,575.00
					6/18/2009	53324		SYMPHONIC JAZZ ORCHESTRA							8,575.00
06/23/09	53325	A		06/24/09	MARCOS WHITE	MISCELLANEO Culver City H	01.0	00000.0	15000	1000	5890	4010000		840.00	840.00
					6/23/2009	53325		MARCOS WHITE							840.00
06/23/09	53327	A		06/23/09	MILLER, BROWN, D	LEGAL SERVIC Business Serv	01.0	00000.0	00000	7300	5820	0005000		1,580.25	1,580.25

Stat : P = Pending, A=Active, C=Completed, X=Canceled

Report ID: LAPO009C

Board List Purchase Order Report

Page No. 3

District : 64444

CULVER CITY UNIFIED SD

Run Date: 06/27/2009

Purchase Orders/Buyouts To The Board for Ratification From : 6/13/2009 To 6/26/2009

Run Time: 11:45:05AM

Purchase Orders/Buyouts in Excess of \$1.00 To Be Ratified

PO Date	PO #	Stat	Ord #	Date	Vendor Name	Description	Dept/Site	Fund	Res.Prj	Goal	Funct	OBJ	Sch/Loc	Distrib Amt	PO Amount	
															1,580.25	
								MILLER, BROWN, DANNIS ATTORNEYS								
06/23/09	53328	A		06/24/09	EAGLE SPORTS & F	OFFICE SUPPL	Culver City H	01.0	91400.0	00000	2700	4350	4010000	382.38		
										EAGLE SPORTS & AWARDS						382.38
06/23/09	53329	A		06/23/09	JOSTENS	OFFICE SUPPL	Adult School	11.0	63900.0	41100	2700	4350	0000010	32.30		
										JOSTENS						32.30
06/23/09	53330	A		06/23/09	LIFESPAN THERAPI	CONTRACT SE	Special Educa	01.0	65000.0	57520	1136	5810	0004040	700.00		
										LIFESPAN THERAPEUTIC SERVICES						700.00
06/23/09	53331	A		06/23/09	CAROL H. GRAHA	LEGAL SERVIC	Special Educa	01.0	33100.0	57500	3900	5890	0004040	4,000.00		
										CAROL H. GRAHAM						4,000.00
06/23/09	53332	C		06/23/09	U.S. POSTAL SERVI	COMMUNICATI	Purchasing	01.0	00000.0	00000	7300	5910	0005030	2,500.00		
										U.S. POSTAL SERVICE						2,500.00
06/25/09	53334	A		06/25/09	GEORGE MIKHAIL	CONSULTANT	Culver City H	01.0	91400.0	11100	1000	5850	4010000	1,000.00		
										GEORGE MIKHAIL						1,000.00
06/25/09	53335	A		06/25/09	THE HEART PROJE	CONTRACTED :	Educational S	01.0	90126.0	11100	1000	5810	0004000	5,000.00		
										THE HEART PROJECT						5,000.00
06/25/09	53336	A		06/25/09	GALE SUPPLY COM	JANITORIAL SU	Summer Sch	01.0	00000.0	00000	8100	4370	0000982	600.00		
										GALE SUPPLY COMPANY						600.00
06/25/09	53337	A		06/25/09	DELL COMPUTER C	COMPUTER S	Speech	01.0	56400.0	00000	3900	4410	0004024	3,619.79		
										DELL COMPUTER CORP.						3,619.79

Total by District : 64444 54,805.09 54,805.09

Stat : P = Pending, A=Active, C=Completed, X=Canceled

Report ID: LAPO009C

Board List Purchase Order Report

Page No. 4

District : 64444

CULVER CITY UNIFIED SD

Run Date: 06/27/2009

Purchase Orders/Buyouts To The Board for Ratification From : 6/13/2009 To 6/26/2009
Purchase Orders/Buyouts in Excess of \$1.00 To Be Ratified

Run Time: 11:45:05AM

Change

PO Date	PO #	Stat	Ord #	Date	Vendor Name	Description	Dept/Site	Fund	Res.Prj	Goal	Func	OBJ	Sch/Loc	Distrib Amt	PO Amount
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End of Report LAPO009C

NONPUBLIC SCHOOLS:

APPROVED YTD: \$3,297,455.72

BOARD REPORT

7/14/09

9.3

9.3 Approval is Recommended for Acceptance of Gifts

Board Policy 3290 states the Governing Board may accept any bequest or gift of money or property on behalf of the District that is consistent with the District's vision and philosophy. All gifts, grants, and bequests become District property.

The following items have been donated for use in the District:

<u>Location</u>	<u>Donor/Item(s) Donated</u>
La Ballona Elementary School	La Ballona PTA \$2,500 for field trips
	Ms. Doris Davis \$25
Office of Child Development	Mr. Omar Carrillo Art supplies for preschool

RECOMMENDED MOTION:

That the Board accepts with appreciation the gifts listed.

Moved by:

Seconded by:

Vote:

BOARD REPORT

9.4 Certificated Personnel Services Report No. 1

I. Authorization and Ratification of Employment

A. First-Year Probationary Teacher Effective August 27, 2009

1. Silver, Sheila

B. Temporary Teacher – Middle School Effective August 27, 2009 through December 31, 2009

1. Abrams, Jonathan

C. Temporary Teacher – El Marino Effective August 28, 2009 through November 24, 2009

1. Miyamoto-Kim, Clarice 40% assignment

D. Substitute Teachers – District Effective September 2, 2009

1. Kumon, Lina Simpson
2. Pernoon, Farhang

E. Substitute Teacher – Adult School Effective May 1, 2009 at \$28.19 per hour, on call, as needed

1. Domingo, Diana

F. Extra Assignment – Linwood Howe, Choir Directors Shared Assignment Effective September 2, 2008 through June 19, 2009 at \$619.50 stipend

1. Checel, Sandra (retired)
2. Frazier, Darla

G. Extra Assignment – Speech & Language Consultant per IEPs and Due Process Effective May 8, 2009 through November 12, 2009 at \$8,395 stipend

1. Diament, Cynthia (retired)

BOARD REPORT

9.4 Certificated Personnel Services Report No. 1, Page 2

I. Authorization and Ratification of Employment - continued

H. Extra Assignment – Elementary Summer School Teachers for Curriculum Training
Effective June 22, 2009 at \$35.00 per hour, not to exceed 6 hours

1. Fineman, Jan
2. Gallegos, Nancy
3. Gualtieri, Natalie
4. Holman, Gregory
5. Jackson, Alicia
6. Keller, Shannon
7. Kendrick-Love, Marshanne
8. McMillan, Wade
9. Omuro, Mitsuko
10. Proctor, Ira
11. Spinelli, Marion
12. Taslimi, Julia
13. Tollefson, Laura
14. Valdovinos, Patty

I. Extra Assignment – Summer School Substitute Teachers
Effective June 23, 2009 through July 31, 2009 at \$100 per day, on call, as needed

- | | |
|----------------------------|------------------------|
| 1. Davis, Lisa | 14. Romero, Rebeca |
| 2. DuBois, Claudette | 15. Salas, Joseph |
| 3. DeRojas, Julie | 16. Schuchman, Alan |
| 4. Fitts, Julie | 17. Small, Jay |
| 5. Ford, Joe | 18. Smith, Darcie |
| 6. Gallegos, Mario | 19. Snyder, Jeffrey |
| 7. Gramajo-Olivarri, Sonia | 20. Tague, Shannon |
| 8. Hawkins, Mark | 21. Tatum, Charles |
| 9. Hearn, Yolanda | 22. Yarbrough, Phyllis |
| 10. Knight, Ben | 23. Yokogawa, Valerie |
| 11. Lopez, Javier | 24. Yonga, Rodrigue |
| 12. Owens, Andy | 25. Zirgulis, Robert |
| 13. Romero, Laura | |

J. Extra Assignment – FLAP Grant Workshop – Using the Writing Rubric
Effective May 26, 2009 at \$35.00 per hour, 2 hours only

- | | |
|---------------------|--------------------------|
| 1. Ezaki, Satomi | 5. Nagumo, Noriko |
| 2. Gomyo, Chiaki | 6. Omuro, Mitsuko |
| 3. Horiba, Alice | 7. Tsubakiyama, Margaret |
| 4. Miyawaki, Tomoko | |

BOARD REPORT

9.4 Certificated Personnel Services Report No. 1, Page 3

I. Authorization and Ratification of Employment - continued

K. Extra Assignment – El Marino, Parent Letter Translator
Effective July 15, 2009 at \$35.00 per hour, not to exceed 6 hours

1. Omuro, Mitsuko

L. Extra Assignment – FLAP Grant Parent Workshop Preparation
Effective August 1, 2009 through August 31, 2009 at \$35.00 per hour, not to exceed 30 hours

1. Shiratori, Mina

M. Extra Assignment – FLAP Grant Content Based Instruction Workshop
Effective August 26, 2009 at \$35.00 per hour, not to exceed 6 hours

- | | |
|--------------------------|----------------------|
| 1. Ezaki, Satomi | 8. Nagumo, Noriko |
| 2. Gomyo, Chiaki | 9. Niimura, Hitomi |
| 3. Horiba, Alice | 10. Omuro, Mitsuko |
| 4. Miyagishima, Junko | 11. Sekiguchi, Saori |
| 5. Miyamoto-Kim, Clarice | 12. Shiratori, Mina |
| 6. Miyawaki, Tomoko | 13. Yamakawa, Mike |
| 7. Mizuta, Naoko | |

II. Leaves

- | | |
|-------------------------------------|---|
| 1. Miyawaki, Tomoko
El Marino | 40% Child Care Leave of Absence Without Pay
Effective August 28, 2009 through
November 24, 2009 |
| 2. Noel, Eriko
Child Development | Child Care Leave of Absence Without Pay
Effective September 1, 2009 through
January 4, 2010 |

III. Resignations

- | | |
|--------------------------------------|--|
| 1. Habari, Margaret
Middle School | Effective June 30, 2009
Moving out of state |
| 2. Hodson, Judith
ROP Instructor | Effective June 30, 2009
Personal reasons |

BOARD REPORT

9.4 Certificated Personnel Services Board Report No. 1 – Page 4

RECOMMENDED MOTION: That approval be granted for Certificated Personnel
Services Report No. 1

Moved by:

Seconded by:

Vote:

BOARD REPORT

9.5 Classified Personnel Services Report No. 1

I. Authorization, Approval & Ratification of Employment

A. Clerical & Fiscal

1. McCullen, Anissa
Elementary Summer School Secretary
Farragut – Not to exceed 8 hours per day
Effective June 24, 2009 through July 21, 2009
Stipend of \$2,520.00
2. Scott, Linda
Middle School Summer School Secretary
Middle School – Not to exceed 8 hours per day
Effective June 24, 2009 through July 21, 2009
Stipend of \$2,520.00
3. Dobbs, Magdalena
Substitute Clerk Typist
District Office
Effective July 13, 2009
Hourly, as needed

B. Instructional Assistants

1. Zamudio, Rosa
Instructional Assistant – Special Education IIA
Special Education Summer School
Not to exceed 5.25 hours per day
Effective June 24, 2009 through July 21, 2009
Range 16
2. Alcalay, Vivian
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
3. Bonneau, Fedly
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
4. Booker, Janet
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed

BOARD REPORT

9.5 Classified Personnel Services Report No. 1 – Page 2

I. Authorization, Approval & Ratification of Employment – continued

B. Instructional Assistants – continued

5. Briones, Maria
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
6. Brody, Rochelle
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
7. Brooks, Victor
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
8. Clements, Katrice
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
9. Davis, Melissa
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
10. Fang, Rosie
Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed

BOARD REPORT

9.5 Classified Personnel Services Report No. 1 – Page 3

I. Authorization, Approval & Ratification of Employment – continued

B. Instructional Assistants – continued

- | | | |
|-----|----------------|---|
| 11. | Fino, Jonathan | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 12. | Fune, Arlene | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 13. | Gomez, Cynthia | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 14. | Husar, Barton | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 15. | Jaffe, Karyn | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 16. | Meza, Jose | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |

BOARD REPORT

9.5 Classified Personnel Services Report No. 1 – Page 4

I. Authorization, Approval & Ratification of Employment – continued

B. Instructional Assistants – continued

- | | | |
|-----|---------------------|---|
| 17. | Naganohara, Toshiko | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 18. | Perez, Brian | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 19. | Read, Metta | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 20. | Shamsian, Dalia | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 21. | Taylor, Cinnamon | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |
| 22. | Villalta, Mirella | Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed |

BOARD REPORT

9.5 Classified Personnel Services Report No. 1 – Page 5

I. Authorization, Approval & Ratification of Employment – continued

B. Instructional Assistants – continued

23. Williams-Byrd, Stefanie Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed
24. Yap, Lorna Substitute Instructional Assistant –
Special Education
Special Education Summer School
Not to exceed 5 hours per day
Effective June 23, 2009 through July 23, 2009
Hourly, as needed

C. Adult School Lecturers

1. Lenoir, Steven Temporary Adult School Lecturer
Adult School – Summer School
Not to exceed 18 hours
Effective June 22, 2009 through June 24, 2009
Hourly, as needed
2. Nakagawa, Ken Temporary Adult School Lecturer
Adult School – Summer School
Not to exceed 18 hours
Effective June 22, 2009 through June 24, 2009
Hourly, as needed

D. Coaches

1. Parel, Jessica Temporary Girl's Volleyball Coach
High School
Effective August 17, 2009 through
November 13, 2009
Stipend of \$2,978.00

E. Student Helpers

1. Schaub, Nicolas Student Helper/Workability
Location outside of District
Effective July 1, 2009
Hourly, as needed

BOARD REPORT

9.5 Classified Personnel Services Report No. 1 – Page 6

II. Authorization, Approval & Ratification of Recall from 39-month Reemployment List

1. Gallardo, Irene
Clerk Typist II/Bilingual
Linwood Howe
8 hours per day, 10 months per year
Effective September 1, 2009
Range 17
2. Jauregui, Sylvia
Secretary II
High School
8 hours per day, 11 months per year
Effective August 3, 2009
Range 22
3. Nakanishi, Jacqueline
Instructional Assistant – Special Education
El Rincon
3.9 hours per day, school year
Effective August 28, 2009
Range 14

III. Authorization, Approval & Ratification of Resignations

1. Baird, Pamela
Library Media Clerk I – Permanent
Linwood Howe
7 hours per day, 10 months per year
Effective September 18, 2009
Range 17

IV. Authorization, Approval & Ratification of Rescindment of Assignment Previously Approved on Board Report #19 – Addendum, 06/23/09

Adult School Lecturers

1. Lenoir, Teddy
Temporary Adult School Lecturer
Adult School – Summer School
Effective June 22, 2009 through July 31, 2009
Hourly, as needed
2. Sterling, Alfred
Temporary Adult School Lecturer
Adult School – Summer School
Effective June 22, 2009 through July 31, 2009
Hourly, as needed

RECOMMENDED MOTION: That approval be granted for Classified Personnel Services Report No. 1

Moved by:

Seconded by:

Vote:

BOARD REPORT

7/14/09

9.6

9.6 Approval of Office of Child Development 2008/2009 Contracts

All contracts with the Child Development Division must have Board approval as well as a signed and adopted resolution. Additionally the California Department of Education requires a signed Federal Certification regarding Lobbying; Debarment; Suspension and Drug -Free Workplace. Child Development services are provided for families according to the funding terms and conditions of each contract. Families pay a fee according to their income. These contracts assist approximately 425 income eligible families. The Office of Child Development submits the following contracts with the California Department of Education, Child Development for 2009/2010, for Board of Education approval.

RECOMMENDED MOTION: That the Board of Education resolve to enter into contracts CSPP-9190, CLTK-9025, and CCTR-9105 with the California Department of Education and that the Superintendent or Assistant Superintendent, Educational Services, be authorized to sign acceptance to the contracts for the period July 1, 2009 through June 30, 2010.

Moved by:

Seconded by:

Vote:



CALIFORNIA DEPARTMENT OF EDUCATION

1430 N Street

Sacramento, CA 95814-5901

F.Y. 09 - 10

DATE: July 01, 2009

CONTRACT NUMBER: CSPP-9190

PROGRAM TYPE: CALIFORNIA STATE
PRESCHOOL PROGRAM

PROJECT NUMBER: 19-6444-00-9

LOCAL AGREEMENT FOR CHILD DEVELOPMENT SERVICES

CONTRACTOR'S NAME: CULVER CITY UNIFIED SCHOOL DISTRICT

By signing this contract and returning it to the State, you are agreeing to provide services in accordance with the FUNDING TERMS and CONDITIONS (FT&C - available online at <http://www.cde.ca.gov/fg/aa/cd/index.asp>) and the CURRENT APPLICATION which by this reference are incorporated into this contract. The FT&C and Requirements specify the contractual responsibilities of the State and the contractor. The Contractor's signature also certifies compliance with "Standard Provisions for State Contracts" (Exhibit A) which are attached hereto and by this reference incorporated herein.

Funding of this contract is contingent upon appropriation and availability of sufficient funds. This contract may be terminated immediately by the State if funds are not appropriated or available in amounts sufficient to fund the State's obligations under this contract.

This contract is effective from July 01, 2009 through June 30, 2010. For satisfactory performance of the required services, the contractor shall be reimbursed in accordance with the Determination of Reimbursable Amount Section of the FT&C, at a rate not to exceed \$35.16 per child per day of full-time enrollment and a Maximum Reimbursable Amount (MRA) of \$1,497,354.00.

Any provision of this contract found to be in violation of Federal or State statute or regulation shall be invalid but such a finding shall not affect the remaining provisions of this contract.

SERVICE REQUIREMENTS

Minimum Child Days of Enrollment (CDE) Requirement 42,586.9

Minimum Days of Operation (MDO) Requirement 243

Exhibit A, Standard Provisions for State Contracts attached.

STATE OF CALIFORNIA		CONTRACTOR			
BY (AUTHORIZED SIGNATURE)		BY (AUTHORIZED SIGNATURE)			
PRINTED NAME OF PERSON SIGNING Margie Burke, Manager		PRINTED NAME AND TITLE OF PERSON SIGNING Dr. Myrna Rivera Cote, Superintendent			
TITLE Contracts, Purchasing & Conf Svcs		ADDRESS 4034 Irving Place, Culver City, CA 90232			
AMOUNT ENCUMBERED BY THIS DOCUMENT \$ 1,497,354	PROGRAM/CATEGORY (CODE AND TITLE) Child Development Programs		FUND TITLE		
	(OPTIONAL USE) See Attached		Department of General Services use only		
PRIOR AMOUNT ENCUMBERED FOR THIS CONTRACT \$ 0	ITEM See Attached	CHAPTER	STATUTE	FISCAL YEAR	
TOTAL AMOUNT ENCUMBERED TO DATE \$ 1,497,354	OBJECT OF EXPENDITURE (CODE AND TITLE) 702				
I hereby certify upon my own personal knowledge that budgeted funds are available for the period and purpose of the expenditure stated above.		T.B.A. NO.	B.R. NO.		
SIGNATURE OF ACCOUNTING OFFICER					



CALIFORNIA DEPARTMENT OF EDUCATION

1430 N Street

Sacramento, CA 95814-5901

F.Y. 09 - 10

DATE: July 01, 2009

LOCAL AGREEMENT FOR CHILD DEVELOPMENT SERVICES

CONTRACT NUMBER: CLTK-9025

PROGRAM TYPE: EXTENDED DAY CARE
(LATCHKEY)

PROJECT NUMBER: 19-6444-00-9

CONTRACTOR'S NAME: CULVER CITY UNIFIED SCHOOL DISTRICT

By signing this contract and returning it to the State, you are agreeing to provide services in accordance with the FUNDING TERMS and CONDITIONS (FT&C - available online at <http://www.cde.ca.gov/fg/aa/cd/>) and the CURRENT APPLICATION which by this reference are incorporated into this contract. The FT&C and Requirements specify the contractual responsibilities of the State and the contractor. The Contractor's signature also certifies compliance with "Standard Provisions for State Contracts" (Exhibit A) which are attached hereto and by this reference incorporated herein.

Funding of this contract is contingent upon appropriation and availability of sufficient funds. This contract may be terminated immediately by the State if funds are not appropriated or available in amounts sufficient to fund the State's obligations under this contract.

This contract is effective from July 01, 2009 through June 30, 2010. For satisfactory performance of the required services, the contractor shall be reimbursed in accordance with the Determination of Reimbursable Amount Section of the FT&C, at a rate not to exceed \$28.39 per child per day of full-time enrollment and a Maximum Reimbursable Amount (MRA) of \$249,099.00.

Any provision of this contract found to be in violation of Federal or State statute or regulation shall be invalid but such a finding shall not affect the remaining provisions of this contract.

SERVICE REQUIREMENTS

Minimum Child Days of Enrollment (CDE) Requirement 8,774.0

Minimum Days of Operation (MDO) Requirement 243

Exhibit A, Standard Provisions for State Contracts attached.

STATE OF CALIFORNIA		CONTRACTOR				
BY (AUTHORIZED SIGNATURE)		BY (AUTHORIZED SIGNATURE)				
PRINTED NAME OF PERSON SIGNING Margie Burke, Manager		PRINTED NAME AND TITLE OF PERSON SIGNING Dr. Myrna Rivera Cote, Superintendent				
TITLE Contracts, Purchasing & Conf Svcs		ADDRESS 4034 Irving Place, Culver City, CA 90232				
AMOUNT ENCUMBERED BY THIS DOCUMENT \$ 249,099	PROGRAM/CATEGORY (CODE AND TITLE) Child Development Programs (OPTIONAL USE) 0656 23252-6444	FUND TITLE General		Department of General Services use only		
PRIOR AMOUNT ENCUMBERED FOR THIS CONTRACT \$ 0	ITEM 30.10.020.015 6110-196-0001	CHAPTER 1	STATUTE 2009			FISCAL YEAR 2009-2010
TOTAL AMOUNT ENCUMBERED TO DATE \$ 249,099	OBJECT OF EXPENDITURE (CODE AND TITLE) 702 SACS: Res-6080 Rev-8530					
I hereby certify upon my own personal knowledge that budgeted funds are available for the period and purpose of the expenditure stated above.		T.B.A. NO.	B.R. NO.			
SIGNATURE OF ACCOUNTING OFFICER						



CALIFORNIA DEPARTMENT OF EDUCATION

1430 N Street

Sacramento, CA 95814-5901

F.Y. 09 - 10

DATE: July 01, 2009

LOCAL AGREEMENT FOR CHILD DEVELOPMENT SERVICES

CONTRACT NUMBER: CCTR-9105

PROGRAM TYPE: GENERAL CHILD CARE & DEV PROGRAMS

PROJECT NUMBER: 19-6444-00-9

CONTRACTOR'S NAME: CULVER CITY UNIFIED SCHOOL DISTRICT

By signing this contract and returning it to the State, you are agreeing to provide services in accordance with the FUNDING TERMS and CONDITIONS (FT&C - available online at http://www.cde.ca.gov/fg/aa/cd/) and the CURRENT APPLICATION which by this reference are incorporated into this contract. The FT&C and Requirements specify the contractual responsibilities of the State and the contractor. The Contractor's signature also certifies compliance with "Standard Provisions for State Contracts" (Exhibit A) which are attached hereto and by this reference incorporated herein.

Funding of this contract is contingent upon appropriation and availability of sufficient funds. This contract may be terminated immediately by the State if funds are not appropriated or available in amounts sufficient to fund the State's obligations under this contract.

This contract is effective from July 01, 2009 through June 30, 2010. For satisfactory performance of the required services, the contractor shall be reimbursed in accordance with the Determination of Reimbursable Amount Section of the FT&C, at a rate not to exceed \$37.01 per child per day of full-time enrollment and a Maximum Reimbursable Amount (MRA) of \$215,988.00.

Any provision of this contract found to be in violation of Federal or State statute or regulation shall be invalid but such a finding shall not affect the remaining provisions of this contract.

SERVICE REQUIREMENTS

Minimum Child Days of Enrollment (CDE) Requirement 5,836.0

Minimum Days of Operation (MDO) Requirement 243

Exhibit A, Standard Provisions for State Contracts attached.

STATE OF CALIFORNIA		CONTRACTOR	
BY (AUTHORIZED SIGNATURE)		BY (AUTHORIZED SIGNATURE)	
PRINTED NAME OF PERSON SIGNING Margie Burke, Manager		PRINTED NAME AND TITLE OF PERSON SIGNING Dr. Myrna Rivera Cote, Superintendent	
TITLE Contracts, Purchasing & Conf Svcs		ADDRESS 4034 Irving Place, Culver City, CA 90232	
AMOUNT ENCUMBERED BY THIS DOCUMENT \$ 215,988	PROGRAM/CATEGORY (CODE AND TITLE) Child Development Programs	FUND TITLE	
PRIOR AMOUNT ENCUMBERED FOR THIS CONTRACT \$ 0	(OPTIONAL USE) See Attached	Department of General Services use only	
TOTAL AMOUNT ENCUMBERED TO DATE \$ 215,988	ITEM See Attached	CHAPTER	STATUTE
	OBJECT OF EXPENDITURE (CODE AND TITLE) 702	FISCAL YEAR	
I hereby certify upon my own personal knowledge that budgeted funds are available for the period and purpose of the expenditure stated above.		T B A. NO.	B. R. NO.
SIGNATURE OF ACCOUNTING OFFICER			

9.7 Approval of Office of Child Development 2009/2010 Resolution

All contracts with the Child Development Division must have Board approval as well as a signed and adopted resolution. Additionally the California Department of Education requires a signed Federal Certification regarding Lobbying; Debarment; Suspension and Drug –Free Workplace. Child Development services are provided for families according to the funding terms and conditions of each contract. Families pay a fee according to their income. These contracts assist approximately 425 income eligible families. The Office of Child Development submits the following resolution and Federal Certifications with the California Department of Education, Child Development for 2009/2010, for Board of Education approval.

RECOMMENDED MOTION: That the Board of Education resolve to enter into contracts CSPP-9190, CLTK-9025, and CCTR-9105 with the California Department of Education and that the Superintendent or Assistant Superintendent, Educational Services, be authorized to sign the resolution for the period July 1, 2009 through June 30, 2010.

Moved by:

Seconded by:

Vote:

RESOLUTION

This resolution must be adopted in order to certify the approval of the Governing Board to enter into this transaction with the California Department of Education for the purpose of providing child care and development services and to authorize the designated personnel to sign contract documents for Fiscal Year 2009/10.

RESOLUTION

BE IT RESOLVED that the Governing Board of Culver City Unified School District

authorizes entering into local agreement number/s CSPP-9190, CCTR-9105 and CLTK-9025 and that the person/s who is/are listed below, is/are authorized to sign the transaction for the Governing Board.

<u>NAME</u>	<u>TITLE</u>	<u>SIGNATURE</u>
<u>Myrna Rivera Cote</u>	<u>Superintendent</u>	_____
<u>Gwenis Laura</u>	<u>Asst. Superintendent</u>	_____
_____	_____	_____

PASSED AND ADOPTED THIS 14th day of July 2009/10, by the

Governing Board of Culver City Unified School District

of Los Angeles County, California.

I, Steven Gourley, Clerk of the Governing Board of

Culver City Unified School Dist., of Los Angeles County,

California, certify that the foregoing is a full, true and correct copy of a resolution adopted by the said Board at a regularly scheduled meeting thereof held at a regular public place of meeting and the resolution is on file in the office of said Board.

(Clerk's signature)

(Date)

7/14/09

10.1

BOARD REPORT

10.1 Culver City Education Foundation Building Blocks for Education

The Culver City Education Foundation has an ongoing program, "Building Blocks for Education." Our "Building Blocks" are personalized brass plates affixed to the inside walls of the Culver City Unified School District offices. They create a lasting tribute to a person's achievement or memory.

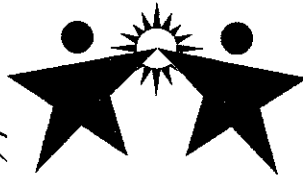
The following "Building Block" will be presented:

"Honoring Amy Warner's 38 Year Dedicated Teaching at La Ballona June '09"
donated by Doug Warner

BOARD REPORT

10.2 Presentation to Symantec Corporation from the Culver City Education Foundation

Patty Krause, Executive Director for the Culver City Education Foundation, will present a Proclamation to Symantec Corporation for all they have done to benefit the students of Culver City Unified School District.



CULVER CITY
UNIFIED SCHOOL DISTRICT

Lifelong learning ... Filling the future with options

The Culver City Unified School District Proudly Recognizes and Thanks

Symantec Corporation

- WHEREAS,** Symantec Corporation is a global leader in providing security, storage and systems management solutions to help consumers and organizations secure and manage their information-driven world; and
- WHEREAS,** since moving its Southern California offices to Culver City in 2007, Symantec has been an ardent supporter of Culver City schools, providing assistance specifically to the Culver City Unified School District's science and technology programs; and
- WHEREAS,** Symantec is the Culver City Education Foundational largest donor; and
- WHEREAS,** in 2006, Symantec funded a unique District-wide arts and technology program with a \$35,000 donation that paid for the purchase of equipment, software and teacher training to further the integration of visual arts into the CCUSD curriculum; and
- WHEREAS,** in 2007, Symantec donated \$35,600 to upgrade outdated school computer equipment, specifically benefiting Farragut Elementary School, which, at the time, had the oldest computer equipment in the District; and
- WHEREAS,** in 2008, Symantec contributed major funding, totaling \$37,500, for El Rincon's new state-of-the-art Science Discovery Lab, which opened for student use on February 4, 2009; and
- WHEREAS,** a recent \$30,000 grant from the Symantec Corporation will fund an integrated, teacher-driven elementary science professional development program within the District in partnership with UCLA; and
- WHEREAS,** the project will include two science-related workshops for all elementary teachers in CCUSD during the 2009-2010 school year to be held in the new El Rincon Science Discovery Lab; and
- WHEREAS,** for several years Symantec has also donated software to the CCUSD Information Technology Department, benefiting the entire School District, including such software as Symantec Antivirus Endpoint Protection, Symantec Mail Security for Microsoft Exchange, and Symantec Premium Anti Spam Add-on to SMS – a total donation valued at nearly \$41,000 per year; and
- WHEREAS,** Culver City Unified School District takes seriously its relationship with its business partners and appreciates all that Symantec Corporation has done to improve the educational tools Culver City students use on a daily basis.
- NOW, THEREFORE, BE IT RESOLVED** that the Board of Education of the Culver City Unified School District hereby recognizes Symantec Corporation and thanks Symantec and its employees for all they have done to benefit the students of Culver City Unified School District this 14th day of July, 2008.

Jessica Beagles-Roos, Ph.D., President

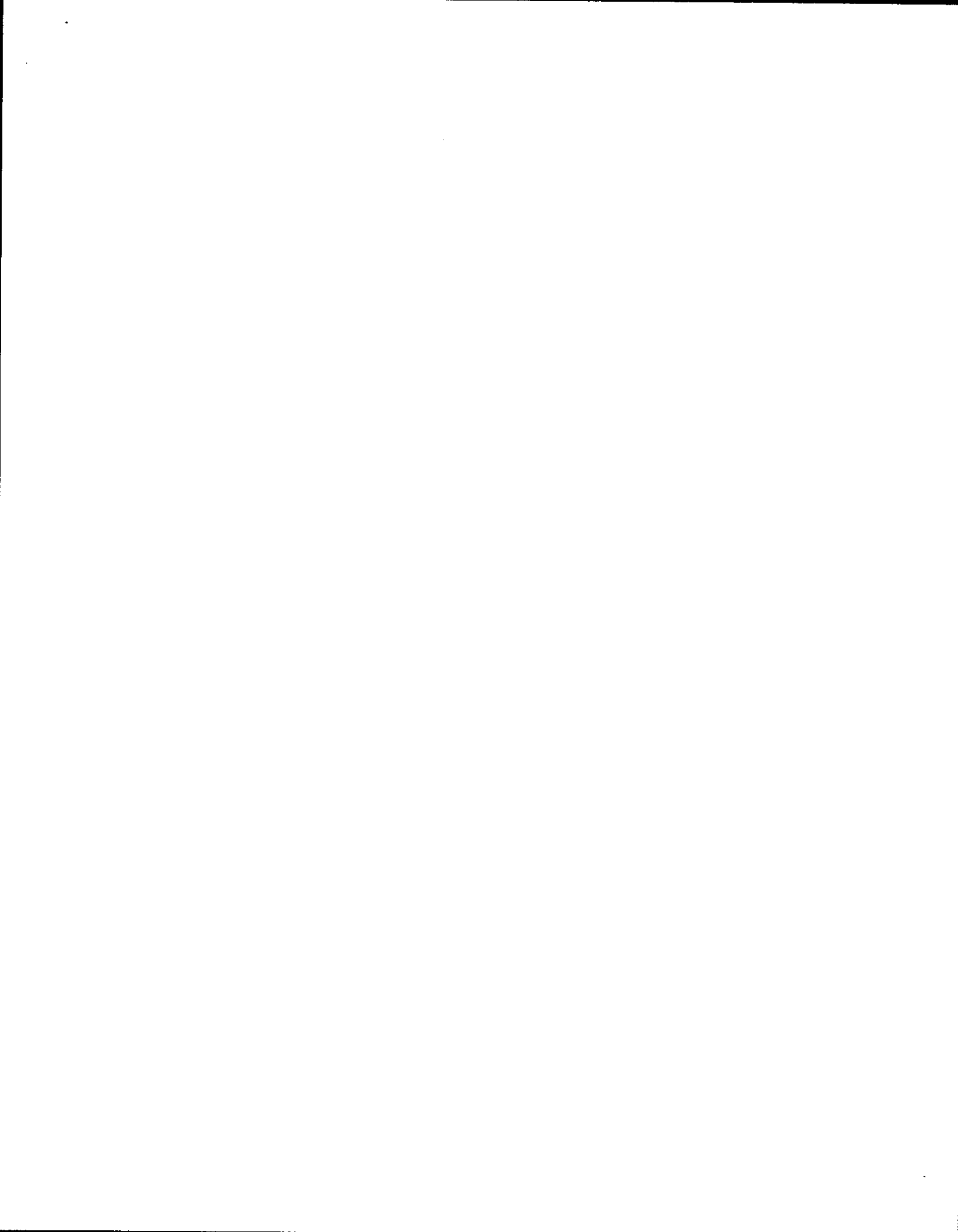
Saundra Davis, M.A., Vice President

Steven Gourley, Esq., Clerk

Scott Zeidman, Esq., Parliamentarian

Dana Russell, D.D.S., Member

Myna Rivera Coté, Ed.D., Superintendent



BOARD REPORT

12.1 Board Statement of the District's Support and Adherence to a Policy of Nondiscrimination

The District supports and adheres to a policy of nondiscrimination on the basis of gender, sex, race, color, religion, national origin, ethnic group identification, ancestry, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. It is recommended practice that the Board of Education review Board Policies/Administrative Regulations that are significant to the operation of the District on a regular basis to determine compliance with the State of California Education Code and to determine their adequacy for governance of the school district. The District currently has the following policies that support nondiscrimination:

- Board Policy 0000 - Philosophy - Goals - Objectives and Comprehensive Plans/Vision
- Board Policy 0410 - Philosophy - Goals - Objectives and Comprehensive Plans/Nondiscrimination in District Programs and Activities
- Board Policy/Administrative Regulation 4030 - Nondiscrimination in Employment
- Administrative Regulation 4031 - Complaints Concerning Discrimination in Employment
- Board Policy 5145.3 - Nondiscrimination/Harassment

It is recommended by the Coordinated Compliance Review (CCR), VI-CTE 34 that the District provide nondiscrimination policies that have been approved by the Board and that such policies are announced annually.

Vision

In order to provide a clear focus for district programs, activities and operations, the Governing Board shall adopt a long - term vision that sets direction for the district which focuses on student learning and achievement and the Board's objective to deliver an exemplary, comprehensive standards and competency based education that meets the diverse needs of all students.

(cf. 0100 – Philosophy)
(cf. 0200 – Goals for the School District)
(cf. 0400 – Comprehensive Plans)
(cf. 6010 – Goals and Objectives)
(cf. 9000 – Role of the Board)

The Superintendent or designee shall recommend an appropriate process for establishing and/or reviewing the district's vision statement which is inclusive of parents/guardians, students, staff and community members.

The Board shall review the district vision statements at least every three years or whenever a new Board member or Superintendent joins the district. Following these reviews the Board may revise or reaffirm the direction it has established for the district.

The Superintendent or designee shall communicate the district's vision to staff, parents/guardians and the community and shall at least annually report to the Board regarding district progress toward the vision.

(cf. 0500 – Accountability)
(cf. 1100 – Communication with the Public)

Management Resources:

CSBA PUBLICATIONS
Maximizing School Board Leadership: Vision, 1996

WEB SITES

CSBA: <http://www.csba.org>

Policy
adopted: March 18, 1997

CULVER CITY UNIFIED SCHOOL DISTRICT
Culver City, California

Policy
revised: April 25, 2006

Policy
revised: July 25, 2006

Philosophy-Goals-Objectives and Comprehensive Plans

Nondiscrimination in District Programs and Activities

The Governing Board is committed to equal opportunity for all individuals in education. District programs and activities shall be free from discrimination based on gender, sex, race, color, religion, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities.

- (cf. 4030- Nondiscrimination in Employment)
- (cf. 4032 - Reasonable Accommodation)
- (cf. 4119.11/4219.11/4319.11 - Sexual Harassment)
- (cf. 5145.3 - Nondiscrimination/Harassment)
- (cf. 5145.7 - Sexual Harassment)
- (cf. 5146 - Married/Pregnant/Parenting Students)
- (cf. 6145.2 - Athletic Competition)
- (cf. 6164.4 - Identification of Individuals for Special Education)
- (cf. 6164.6 - Identification and education under Section 504)
- (cf. 6178 - Vocational Education)
- (cf. 6200 - Adult Education)

District programs and facilities, viewed in their entirety, shall be in compliance with the Americans with Disabilities Act.

The Superintendent or designee shall ensure that the district provides auxiliary aids and services when necessary to afford individuals with disabilities equal opportunity to participate in or enjoy the benefits of a service, program or activity. These aids and services may include, but are not limited to, qualified interpreters or readers, assistive listening devices, notetakers, written materials, taped text, and Braille or large print materials.

(cf. 5124 - Communication with Parents/Guardians)

Individuals with disabilities shall notify the Superintendent or principal if they have a disability that requires special assistance or services. Reasonable notification should be given prior to the school-sponsored function, program or meeting.

(cf. 9320 - Meetings and Notices)
(cf. 9322 - Agenda/Meeting Materials)

Philosophy-Goals-Objectives and Comprehensive Plans

Nondiscrimination in District Programs and Activities

The Superintendent or designee shall notify students, parents/guardians, employees, employee organizations and applicants for admission and employment, and sources of referral for applicants about the district's policy on nondiscrimination. Such notification shall be included in each announcement, bulletin, catalog, application form or other recruitment materials distributed to these groups. (34 CFR 104.8, 106.9)

The Superintendent or designee shall also provide information about related complaint procedures.

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 4031 - Complaints Concerning Discrimination in Employment)

In compliance with the law, the district's nondiscrimination policy shall be published in the individual's primary language.

(cf. 5145.6 - Parental Notification)

Legal Reference:

EDUCATION CODE

200-262.4 Prohibition of discrimination

48985 Notices to parents in language other than English

GOVERNMENT CODE

11000 Definitions

11138 Rules and regulations

54953.2 Brown Act compliance with Americans with Disabilities Act

12900-12996 Fair Employment and Housing Act

PENAL CODE

422.6 Interference with constitutional right or privilege

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance

Philosophy-Goals-Objectives and Comprehensive Plans

Nondiscrimination in District Programs and Activities

UNITED STATES CODE, TITLE 20

1400-1487 Individuals with Disabilities in Education Act

1681-1688 Discrimination based on sex or blindness, Title IX

2301-2471 Carl D. Perkins Vocational and Applied Technology Act

6311 State plans

6312 Local educational agency plans

UNITED STATES CODE, TITLE 29

794 Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d - 2000d-7 Title VI, Civil Rights Act of 1964

2000e - 2000e-17, Title VII, Civil Rights Act of 1964 as amended

2000h - 2000h-6 Title IX

1201 - 12213 Americans with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101.35.190 Americans with Disabilities Act

36.303 Auxiliary aids and services

CODE OF FEDERAL REGULATIONS, TITLE 34

100.1 - 100.13 Nondiscrimination in federal programs, effectuating Title VI

104.1 -104.39 Section 504 of the Rehabilitation Act of 1973

106.1 -106.61 Discrimination on the basis of sex, effectuating Title IX, especially;

106.9 Dissemination of policy

Management Resources

U.S. DEPARTMENT OF EDUCATION, OFFICE OF CIVIL RIGHTS PUBLICATIONS

Protecting Students from Harassment and Hate Crime, January 1999

Notice of Non-Discrimination, January, 1999

Nondiscrimination in Employment Practices in Education, August, 1991,

WEB SITES

U.S. Department of Education, Office of Civil Rights: <http://www.ed.gov/offices/OCR>

CDE: <http://www.cde.ca.gov>

CSBA: <http://www.csba.org>

Safe Schools Coalition: <http://www.casafeschoolscoalition.org>

Pacific Disability and Business Technical Assistance Center: <http://www.pacdbtac.org>

(6/99 11/99) 7/03

Policy

adopted: March 18, 1997

Policy

revised: February 19, 2002

Policy

revised: March 30, 2004

All Personnel

NONDISCRIMINATION IN EMPLOYMENT

The Governing Board prohibits unlawful discrimination against and/ or harassment of district employees and job applicants on the basis of actual or perceived race, color, national origin, ancestry, religion, age, marital status, pregnancy, physical, or mental disability, medical condition, veteran status, gender, sex or sexual orientation at any district site and/or activity. The Board also prohibits retaliation against any district employee or job applicant who complains, testifies or in any way participates in the district's complaint procedures instituted pursuant to this policy.

- (cf. 4031 - Complaints Concerning Discrimination in Employment)
- (cf. 4032 - Reasonable Accommodation)
- (cf. 4119.11/4219.11/4319.11 - Sexual Harassment)
- (cf. 4119.41/4219.41/4319.41 - Employees with Infectious Disease)

Any district employee who engages or participates in unlawful discrimination, or who aids, abets, incites, compels or coerces another to discriminate, is in violation of this policy and is subject to disciplinary action, up to and including dismissal.

- (cf. 4117.4 - Dismissal)
- (cf. 4118 - Suspension/Disciplinary Action)
- (4218 - Dismissal/Suspension/Disciplinary Action)

Any district employee who observes or has knowledge of an incident of unlawful discrimination or harassment shall report the incident to the principal, district administrator or Superintendent as soon as practical after the incident. Failure of a district employee to report discrimination or harassment may result in disciplinary action.

The Superintendent or designee shall regularly publicize, within the district and in the community, the district's nondiscrimination policy and the availability of complaint procedures. Such publication shall be included in each announcement, bulletin or application form that is used in employee recruitment. (34 CFR 100.6)

The district's policy and administrative regulation shall be posted in all schools and offices including staff lounges and student government meeting rooms. (5 CCR 4960)

The Board designates the following position(s) as Coordinator(s) for Nondiscrimination in Employment:

Assistant Superintendent, Human Resources
Culver City Unified School District
4034 Irving Place
Culver City, California 90232
(310) 842-4220 ext. 4236

All Personnel

NONDISCRIMINATION IN EMPLOYMENT (cont)

Other Remedies

An employee may, in addition to filing a discrimination complaint with the district, file a complaint with either the California Department of Fair Employment and Housing (DFEH) or the Equal Employment Opportunity Commission (EEOC). The time limits for filing such complaints are as follows:

1. To file a valid complaint with DFEH, the employee must file his/her complaint within one year of the alleged discriminatory act(s), unless an exception exists pursuant to Government Code 12960. (Government Code 12960)
2. To file a valid complaint directly with EEOC, the employee must file his/her complaint with 180 days of the alleged discriminatory act(s). To file a valid complaint with EEOC after filing a complaint with DFEH, the employee must file the complaint within 300 days of the alleged discriminatory act(s) or within 30 days after the termination of proceedings by DFEH, which ever is earlier. (42 USC 2000e-5)

Employees wishing to file complaints with the DFEH and EEOC should contact the non-discrimination coordinator for more information.

Legal Reference:

CIVIL CODE

51.7 Freedom from violence or intimidation

GOVERNMENT CODE

11135 Unlawful discrimination

12900-12996 Fair Employment and Housing Act

PENAL CODE

422.76 Definitions hate crimes

CODE OF REGULATIONS, TITLE 2

7287.6 Terms, conditions and privileges of employment

CODE OF REGULATIONS, TITLE 5

4900-4965 Nondiscrimination in elementary and secondary education programs receiving state financial assistance.

UNITED STATES CODE, TITLE 20

1681-1688 Discrimination based on sex or blindness, Title IX

UNITED STATES CODE, TITLE 29

794 Section 504 of the Rehabilitation Act of 1973

UNITED STATES CODE, TITLE 42

2000d - 2000d Title VI, Civil Rights Act of 1964

2000e-2000e-17 Title VII, Civil Rights Act of 1964 as amended

2000h-2-2000-6 Title IX, 1972 Education Act Amendments

12101-12213 Americans With Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 28

35.101-35.190 American with Disabilities Act

CODE OF FEDERAL REGULATIONS, TITLE 34

100.6 Compliance Information

104.8 Notice

106.8 Designation of responsible employee and adoption of grievance procedures

106.9 Dissemination Policy

COURT DECISIONS

Carter v. California Department of Veterans Affairs (2003) 2003 Cal.LEXIS 5694 Shephard v. Loyola Marymount (2002) 102 CalApp.4th 837

NONDISCRIMINATION IN EMPLOYMENT (cont)

Management Resources:

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, June 1999

Enforcement Guidance: Reasonable Accommodation and Undue Hardship under the Americans with Disabilities Act, March, 1999

U.S. DEPARTMENT OF EDUCATION, OFFICE OF CIVIL RIGHTS

Notice of Non-Discrimination, January, 1999

WEB SITES

EEOC: <http://www.eeoc.gov>

OCR: <http://www.ed.gov/offices/OCR>

DFEH: <http://www.dfeh.ca.gov>

Policy

adopted: October 21, 1997

Policy

revised: July 15, 2003

Policy

Revised: April 20, 2004

CULVER CITY UNIFIED SCHOOL DISTRICT
Culver City, California

COMPLAINTS CONCERNING DISCRIMINATION IN EMPLOYMENT

The Governing Board designates the following person(s) as Coordinator(s) for Nondiscrimination in Employment:

Culver City Unified School District
Assistant Superintendent - Human Resources
4034 Irving Place Culver City, CA 90232
(310)842-4200

The following procedures shall be followed when an employee has a complaint alleging that a specific action, policy, procedure or practice discriminates against him/her on any basis specified in the district's nondiscrimination policies.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 4030 - Nondiscrimination in Employment)

1. The complaint must be initiated within 30 days after a complainant knew, or should have known, of the alleged discrimination.
2. All parties involved in allegations of discrimination shall be notified when a complaint is filed, when a complaint meeting or hearing is scheduled, and when a decision or ruling is made. The complainant also shall be notified of his/her right to appeal the decision to the next level.
3. When a complaint is brought against the individual responsible for the complaint process at any level, the complainant may address the complaint directly to the next appropriate level.
4. Meetings related to a complaint shall be held at times the district determines as least likely to interfere with school schedules and operations.
5. For the protection of the complainant and the district, complaint proceedings shall be kept confidential insofar as appropriate.
6. All documents, communications and records dealing with the complaint shall be placed in a district complaint file.
7. No retaliation shall be taken in any form for the filing of a complaint, the reporting of instances of discrimination, or for participation in the complaint procedures. Such participation shall not in any way affect the status or work assignments of the complainant.

COMPLAINTS CONCERNING DISCRIMINATION IN EMPLOYMENT (continued)

8. Time limits specified in these procedures may be revised only by written mutual agreement of all parties involved. If the district fails to respond within a specified or adjusted time limit, a complainant may proceed to the next level. If a complainant fails to take the complaint to the next step within the prescribed time, the complaint shall be considered settled at the preceding step.

Level I

The complainant shall first meet informally with the principal of the school where the allegedly discriminatory act occurred. A complaint regarding discrimination away from a school site should be discussed informally with an administrator selected by the Superintendent. If the complainant's concerns are not clear or cannot be resolved through informal discussion, the principal or other administrator shall prepare, within 10 working days, a written summary of his/her meeting(s) with the complainant. This report shall be available if requested by the nondiscrimination coordinator.

Level II

If a complaint cannot be satisfactorily resolved at Level I, the complainant may submit a formal written complaint to the district nondiscrimination coordinator within 10 days of his/her attempt to resolve the complaint informally. The written complaint shall include the following:

1. The complainant's signature or that of his/her representative.
2. The complainant's name, addresses and telephone number.
3. The name and address of the district staff member who committed the alleged violation.
4. A description of the allegedly discriminatory act(s) or omission(s).
5. The discriminatory basis alleged.
6. A specific description of the time, place, nature, participants in and witnesses to the alleged violation.

COMPLAINTS CONCERNING DISCRIMINATION IN EMPLOYMENT (continued)

7. Other pertinent information which may assist in investigating and resolving the complaint.

The nondiscrimination coordinator shall assign a staff member to assist the complainant with this writing if such help is needed. The coordinator shall respond to the complainant in writing within 10 working days.

The coordinator shall conduct any investigation necessary to respond to the complaint, including discussion with the complainant, person(s) involved, appropriate staff members and students, and review of the Level I report and all other relevant documents. If a response from third parties is necessary, the coordinator may designate up to ten additional working days for investigation of the complaint.

Level III

If the complaint cannot be resolved at Level II, the complainant may present the complaint to the Superintendent or designee within 10 days. The Superintendent or designee shall review the Level II investigation file, including the written complaint and all responses from district staff. The Superintendent or designee shall respond to the complainant in writing within 10 working days.

If the Superintendent or designee finds it necessary to conduct further investigation, he/she may designate up to 10 additional working days for such investigation and shall respond to the complainant in writing within 10 days of completing the investigation.

Level IV

If the matter is not resolved at Level III, the complainant may file a written appeal to the Board within 10 working days after receiving the Level III response. The Superintendent or designee shall provide the Board with all information presented at previous levels.

The Board shall grant the hearing request for the next regular Board meeting for which it can be placed on the agenda. Any complaint against a district employee shall be conducted in closed session as a personnel matter. The Board shall render its decision within ten working days.

(cf. 1312.1 - Complaints Concerning District Employees)

COMPLAINTS CONCERNING DISCRIMINATION IN EMPLOYMENT (continued)

The Board may appoint a hearing panel to review the complaint and previous decisions and make recommendations to the Board. The panel shall hear the appeal and render its decision within 10 working days.

Other Remedies

Complainants may appeal the district's action to the California Department of Education. The Superintendent or designee shall ensure that complainants are informed that injunctions, restraining orders and other civil law remedies may also be available to them. This information shall be published with the district's nondiscrimination complaint procedures and included in any related notices. (Education Code 262.3)

Legal Reference:

EDUCATION CODE

200-262.3 Prohibition of discrimination

GOVERNMENT CODE

12920-12921 Nondiscrimination

12940-12948 Discrimination prohibited; unlawful practices, generally

TITLE VI, CIVIL RIGHTS ACT OF 1964

TITLE VII, CIVIL RIGHTS ACT OF 1964

TITLE IX, EDUCATION AMENDMENTS OF 1972

SECTION 504, REHABILITATION ACT OF 1973

AGE DISCRIMINATION ACT OF 1975

AMERICANS WITH DISABILITIES ACT

Regulation
reviewed: October 21, 1997

CULVER CITY UNIFIED SCHOOL DISTRICT
Culver City, California

NONDISCRIMINATION/HARASSMENT

District programs and activities shall be free from discrimination, including harassment, with respect to the actual or perceived ethnic group, religion, gender, color, race, ancestry, national origin, and physical or mental disability, age or sexual orientation.

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 5145.9 - Hate-Motivated Behavior)

(cf. 5146 - Married/Pregnant/Parenting Students)

(cf. 6146.6 - Identification and Education under Section 504)

The Governing Board shall ensure equal opportunities for all students in admission and access to the educational program, guidance and counseling programs, athletic programs, testing procedures, and other activities. Eligibility for choral and cheerleading groups shall be determined solely on the basis of objective competencies. School staff and volunteers shall carefully guard against segregation, bias and stereotyping in instruction, guidance and supervision.

(cf. 1240 - Volunteer Assistance)

(cf. 6145.2 - Athletic Competition)

(cf. 6162.5 - Student Assessment)

The schools shall provide male and female students with separate shower rooms in order to protect student modesty. In physical education, when objective standards have an adverse effect on students because of their gender, race, ethnic group or disability, other standards shall be used to measure achievement and create comparable educational opportunities.

The Board prohibits intimidation or harassment of any student by any employee, student or other person in the district. Staff shall be alert and immediately responsive to student conduct which may interfere with another student's ability to participate in or benefit from school services, activities or privileges.

(cf. 5145.2 - Freedom of Speech/Expression: Publications Code)

(cf. 5145.7 - Sexual Harassment)

Students who harass other students shall be subject to appropriate discipline, up to and including counseling, suspension and/or expulsion. Disciplinary measures will be in compliance with District and state requirements and in consideration of age appropriate consequences.

NONDISCRIMINATION/HARASSMENT (continued)

An employee who permits or engages in student harassment may be subject to disciplinary action, up to and including dismissal.

(cf. 4118 - Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

(cf. 5144 - Discipline)

(cf. 5144.1 - Suspension and Expulsion/Due Process)

(cf. 5144.2 - Suspension and Expulsion/Due Process (Students with Disabilities))

The Board hereby designates the following position as Coordinator for Nondiscrimination:

Assistant Superintendent, Educational Services
4034 Irving Place
Culver City, CA 90232
(310) 842-4220

Any student who feels that he/she is being harassed should immediately contact the principal or designee or the nondiscrimination coordinator. If a situation involving harassment is not promptly remedied by the principal or designee it may be referred to the nondiscrimination coordinator. A complaint may be filed with the Superintendent if the complaint is not promptly remedied by the nondiscrimination coordinator.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 1312.3 - Uniform Complaint Procedures)

Legal Reference:

EDUCATION CODE

200-262 *Prohibition of discrimination on the basis of sex, especially:*

221.5 *Prohibited sex discrimination*

221.7 *School-sponsored athletic programs; prohibited sex discrimination*

48900.3 *Suspension or expulsion for act of hate violence*

48900.4 *Suspension or expulsion for threats or harassment*

48904 *Liability of parent/guardian for willful student misconduct*

48907 *Student exercise of free expression*

48950 *Freedom of speech*

NONDISCRIMINATION/HARASSMENT (continued)

- 49020-49023 Athletic programs*
- 51006-51007 Equitable access to technological education programs*
- 51500 Prohibited instruction or activity*
- 51501 Prohibited means of instruction*
- 60044 Prohibited instructional materials*

CIVIL CODE

1714.1 Liability of parents/guardians for willful misconduct of minor

CODE OF REGULATIONS, TITLE 5

4621 District policies and procedures

4622 Notice requirements

PENAL CODE

422.6 Interference with constitutional right or privilege

UNITED STATE CODE, TITLE 42

2000d-2000e-17 Title VI & VII Civil Rights Act of 1964 as amended

2000h-2-2000h-6 Title IX, 1972 Education Act Amendment

CODE OF FEDERAL REGULATIONS, TITLE 34

100.3a Prohibition of discrimination on basis of race, color or national origin

104.7 Designation of responsible employee for Section 504

106.8 Designation of responsible employee for Title IX

106.9 Notification of nondiscrimination on basis of sex

Management Resources:

OFFICE OF CIVIL RIGHTS

Notice of Non-Discrimination, January, 1999

Policy

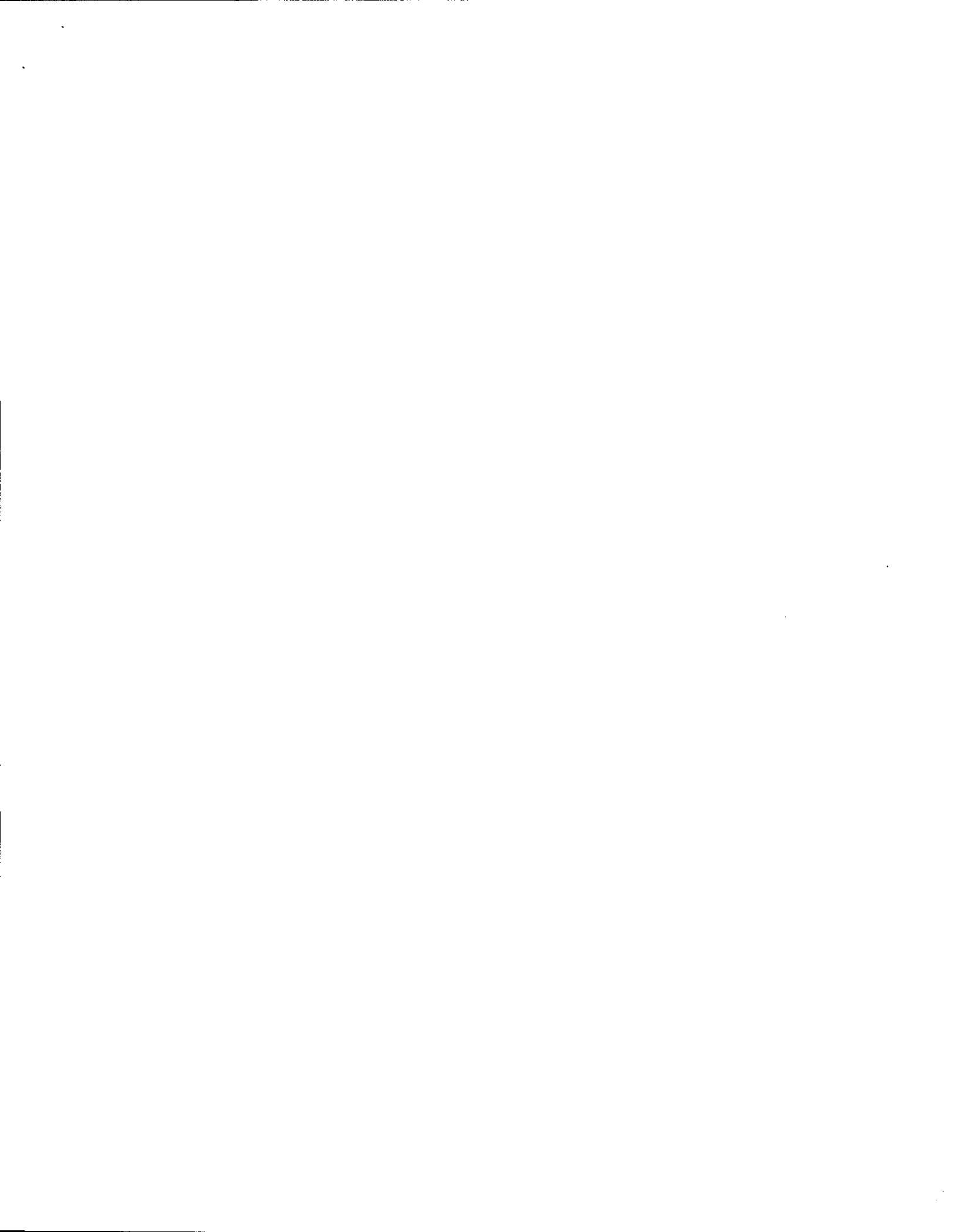
Adopted: February 3, 1998

Policy

Revised: May 20, 2003

CULVER CITY UNIFIED SCHOOL DISTRICT

Culver City, California



12.2 Parcel Tax Feasibility Study

The Board of Education approved earlier this year the development and implementation of a Parcel Tax Feasibility Study in order to determine the feasibility of passing a local school parcel tax within Culver City Unified School District. Ms. Bonnie Moss, Executive Vice President of Sidewalk Strategies (a division of TRAMUTOLA LLC), and Dr. Timothy McLarney, President of True North Research, will: 1) provide a strategic update on the feasibility study; 2) present preliminary findings of a recent public opinion poll commissioned on behalf of the District; and, 3) discuss implications for the immediate future.

BOARD REPORT

7/14/09

12.3

12.3 Discussion Regarding the Possible Expansion of the Spanish Immersion Program

Drew Sotelo, Assistant Director for Child Welfare and Attendance, will present information regarding the possible expansion of the Spanish Immersion program, including enrollment data and the results of a survey of parents with kindergarten students on the El Marino waiting list for the 2009-2010 school year.

Possible Expansion of the Spanish Immersion Program

Information Presented to the
CCUSD Board of Education
July 14, 2009 by
Drew Sotelo
Assistant Director,
Child Welfare and Attendance

Rationale for Expanding the Spanish Immersion Program

- Provide more parents the choice of a Spanish Immersion Program (SIP) for their child(ren)
- Continue to close the achievement gap

Philosophy

- Students enrolled in the CCUSD K-12 Spanish Immersion Program will acquire both academic and communicative proficiency in Spanish as well as English.

Why Dual Language?

- Provides instructional options for parents
- Closes the achievement gap
- Draws from over 20 years of research

Research Results

Successful Dual Language Programs promote:

- bilingualism
- high academic achievement
- increased job opportunities
- critical and creative thinking

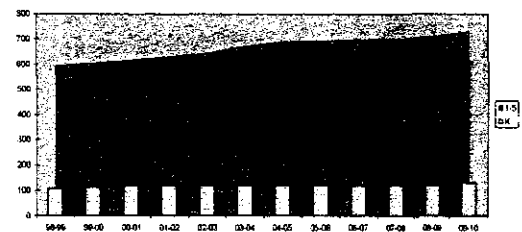
Goals

- Bilingual
 - Bilingual Proficiency in English and Spanish
- Biliterate
 - High Academic Achievement in English & Spanish
- Cross-Cultural Sensitivity
 - Awareness and Appreciation of other cultures as well as our own

Benefits

- Dynamic teaching that guides active learning
- Student immersion in stimulating classroom setting
- Language proficiency in English and Spanish
- Bicultural acquisition and development
- Completion of foreign language requirements for colleges and universities

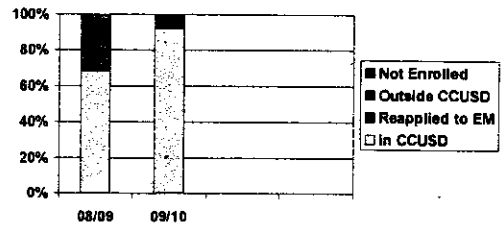
El Marino Language School Enrollment 6/30/99 - 7/7/09



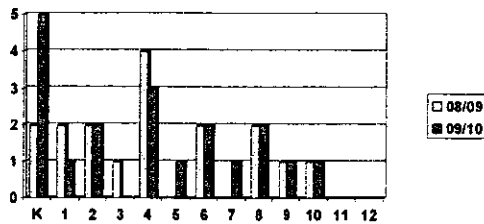
SIP 09/10 Wait List

K	52 (after 22:1)
1	12 (after 22:1)
2	0
3	2
4	2
5	1

SIP Resident K Waiting List



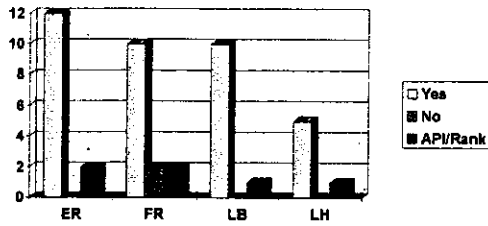
Out-of-District Permits Granted to attend SIP in neighboring districts



Informal Survey of Residents on 09/10 K Waiting List

- If a dual immersion Spanish kindergarten class were offered at another CCUSD school, would you want your child placed in that class?
- Would you be interested in the program at any one of our schools?

Results of Informal Survey of Residents on 09/10 Waiting List



Spanish Language of CCUSD 09/10 Kindergarten Students

School	Resident Home	Permit Home	Resident Correspondence	Permit Correspondence
EM	25	2	3	1
ER	7	2	1	1
FR	4	1	5	1
LB	20	5	17	6
LH	7	0	5	1

Recommendation

- Expand the Spanish Immersion Program for the 09/10 school year.
- Establish a Spanish Immersion Program at La Ballona Elementary.
 - La Ballona Elementary has the highest number of Spanish speakers in the district.
 - Space is available for up to two SIP kindergarten classes at La Ballona for the 09/10 school year.

Next steps...

- Communicate with CCUSD Residents on the El Marino Waiting List, including those who were issued permits to enroll in a Spanish Immersion Program out-of-district.
- Inform Spanish-speakers, enrolled at La Ballona, of the opportunity of a Spanish Immersion Program at their home school.
- Communicate with permit applicants interested in the SIP.
- Order textbooks.
- Continue to educate the community on benefits of dual immersion.

BOARD REPORT

7/14/09

14.1a

14.1a Waiver of Board Bylaw 9320, Meetings and Schedule of Proposed Meeting Dates

Board Bylaw 9320 states that the Board of Education shall hold two public board meetings each month unless a change in the schedule is stipulated at a regularly scheduled Board Meeting.

It is the intent of the Board of Education to cancel the public meetings scheduled for August 11, 2009; August 25, 2009; and December 22, 2009. Accordingly, the Board of Education must take action to waive its rules in order to cancel its regularly scheduled public Board meeting on August 11, 2009; August 25, 2009 and December 22, 2009. The proposed schedule of meetings for 2009/2010 follows.

RECOMMENDED MOTION: That the Board of Education waive Bylaws of the Board 9320, Meetings, for the purpose of canceling the regularly scheduled meetings of August 11, 2009; August 25, 2009; and December 22, 2009.

Moved by:

Seconded by:

Vote:

BOARD OF EDUCATION MEETING SCHEDULE 2009-2010

Culver City Unified School District meetings are regularly scheduled for the second and fourth Tuesdays of every month.

Visit the Culver City Unified School District Website at www.ccusd.org

July 14, 2009

July 28, 2009

August 11 and 25, 2009 - CANCELED

September 8, 2009

September 22, 2009

October 13, 2009

October 27, 2009

November 10, 2009

November 24, 2009

December 8, 2009

December 22, 2009 - CANCELED

January 12, 2010

January 26, 2010

February 9, 2010

February 23, 2010

March 9, 2010

March 23, 2010

April 13, 2010

April 27, 2010

May 11, 2010

May 25, 2010

June 8, 2010

June 22, 2010

BOARD REPORT

**7/14/09
14.1b**

14.1b Second Reading and Adoption of Revised Board Bylaw 9100, Organization

It is recommended practice that the Board of Education review Board Policies, Administrative Regulations and Board Bylaws on a regular basis. Board Bylaw 9100 has been revised to include amended language and is submitted for approval.

RECOMMENDED MOTION: It is recommended that the Board adopts Revised Board Bylaw 9100, Organization as presented.

Moved:

Seconded:

Vote:

Organization

Annual Organizational Meeting

The Board shall hold its annual organizational meeting the first regularly scheduled meeting in December. (Education Code 35143)

At this meeting the Board shall:

1. Elect a president, vice president, and a clerk from its members.
2. Authorize signatures.
3. Develop a schedule of regular meetings for the year.
4. Designate Board assignments- a parliamentarian, a representative to the Los Angeles County School Trustees Association, two representatives to the Board of Education/City Council Liaison Committee; and others as necessary.

(cf. 9320 – Meetings and Notices)

Election of Officers

~~The Board shall each year elect one of its members to be vice president. This member shall be the one who has served on the Board for the longest period, without holding the office of president or vice president. After serving one year as vice president, the elected member shall serve one year as president of the Board.~~

~~In the event a prior term vice president is not available to move into the presidency, an election for president shall precede election of vice president.~~

The Board each year shall elect one of its members to be President.

The President shall be elected from the pool of Board Members who have served the longest period of time on the Board without ever holding the office of President.

All Board Members must have served at least one year on the Board before becoming President.

The Superintendent shall serve as secretary to the Board.

Bylaws of the Board

BB 9100 (b)

Organization

Legal Reference:

EDUCATION CODE

35143 Annual organizational meeting date, and notice

35145 Public meetings

GOVERNMENT CODE

54953 Meetings to be open and public; attendance

68 Ops. Cal. Atty. Gen. 65 (1985)

59 Ops. Cal. Atty. Gen. 619, 621-622 (1976)

Term of Officers

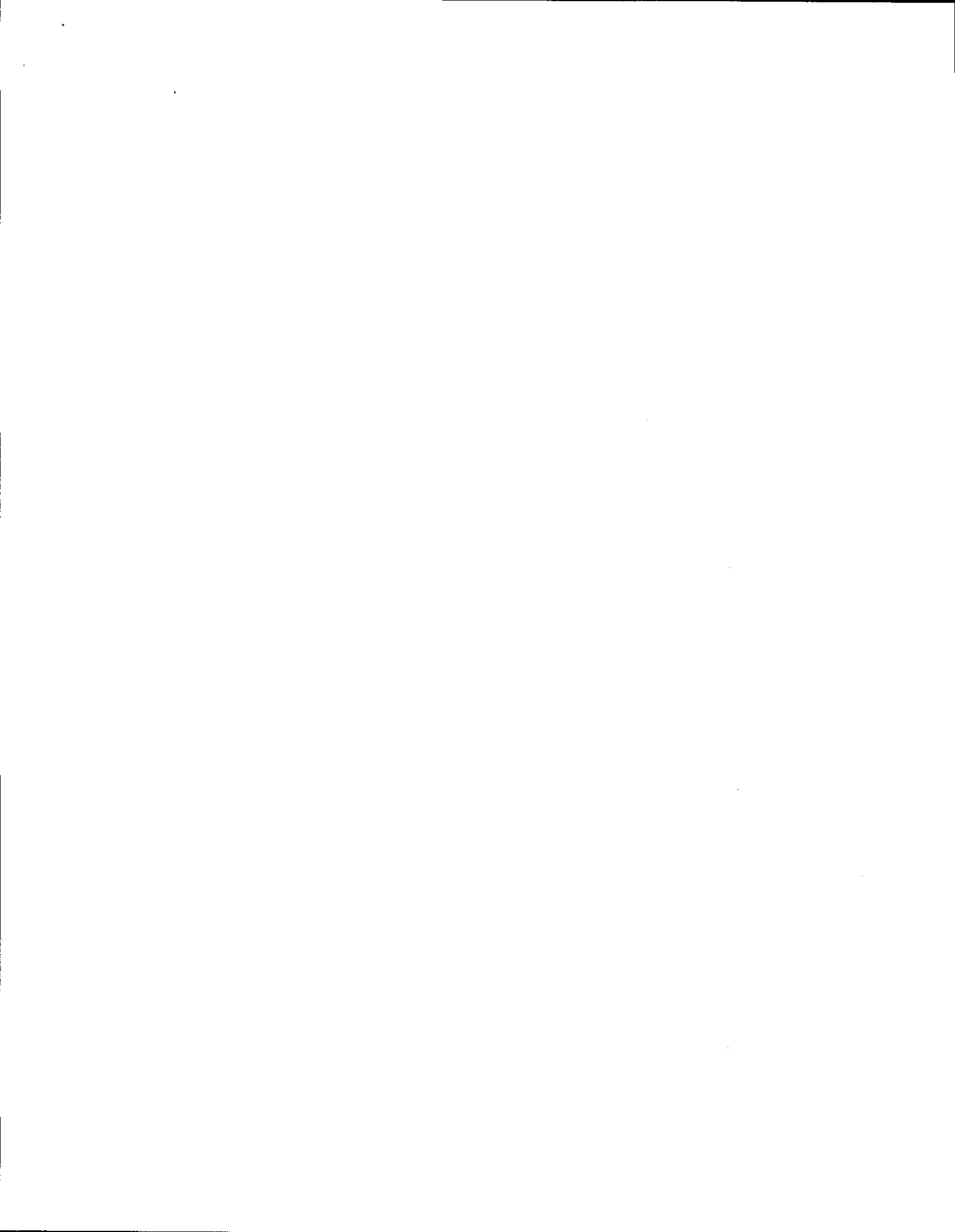
An officer shall serve until the election and qualification of the officer's successor at the next annual organizational meeting, unless earlier removed. An officer may be removed during his or her term as an officer by majority vote of the entire Board. In the event of a vacancy in a Board office, the Board shall elect a successor by majority vote of the entire Board, who shall serve until the next annual organizational meeting, unless earlier removed.

Bylaw

adopted: July 29, 1997

Revised: September 12, 2006

Culver City Unified School District
Culver City, California



BOARD REPORT

7/14/09

14.2a

14.2a Approval is Recommended for the Valenzuela/CAHSEE Lawsuit Settlement Quarterly Report on Williams Uniform Complaints

As a result of the Valenzuela/CAHSEE lawsuit settlement and Williams legislation, a uniform complaint report summary must be submitted quarterly to the Board of Education and the Los Angeles County Office of Education. The summary for the reporting period of April 1 through June 30, 2009 is presented here for Board approval. There were no complaints during this period.

RECOMMENDED MOTION: That the Board approves the Valenzuela/CAHSEE Lawsuit Settlement Quarterly Report on Williams Uniform Complaints for the period of April 1 through June 30, 2009.

Moved by:

Seconded by:

Vote:



Los Angeles County
Office of Education
Leading Learning - Inspiring Leaders
Serving Communities

Valenzuela/CAHSEE Lawsuit Settlement
Quarterly Report on William Uniform Complaints

Culver City Unified
School District

District Name: _____

Date: 7/14/09

Person completing this form: Gwenis Laura

Title: Assistant Superintendent
Educational Services

Quarter covered by this report (Check One Below):

- 1st QTR July 1 to September 30 Due 15-Oct
- 2nd QTR October 1 to December 31 Due 15-Jan
- 3rd QTR January 1 to March 31 Due 15-Apr
- 4th QTR April 1 to June 30 Due 15-Jul

Date for information to be reported publicly at governing board meeting: 7/14/09

Please check the box that applies:

- No complaints were filed with any school in the district during the quarter indicated above.
- Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints.

	Number of Complaints Received in Quarter	Number of Complaints Resolved	Number of Complaints Unresolved
Instructional Materials	0		
Facilities	0		
Teacher Vacancy and Misassignment	0		
CAHSEE Intensive Instruction and Services	0		
TOTAL	0		

Print Name of District Superintendent Dr. Myrna Rivera Coté

Signature of District Superintendent _____ Date 7/14/09

Return the **Quarterly Summary** to:
Williams Legislation Implementation Project
Los Angeles County Office of Education
c/o Marvin Williams, Williams Central
9300 Imperial Highway, EC 279
Downey, CA 90242

Telephone: (562) 803-8382
FAX: (562) 922-6879
E-Mail: Williams_Marvin@lacoed.edu

7/14/09
14.4a

BOARD REPORT

14.4a Second Reading of Revised Administrative Regulation 4161.8, Family and Medical Leave

It is recommended practice that the Board of Education review Board Policies/Administrative Regulations that are significant to the operation of the district. District Administration recommends to delete the existing Board Policy/Administrative Regulation and Exhibit 4161.8, Family and Medical Leave in its entirety. A revised Administrative Regulation 4161.8, Family and Medical Leave which reflects the amended act as required by the U.S. Government, Department of Labor is being presented for a second reading and adoption.

RECOMMENDED MOTION: That the Board deletes Board Policy/Administrative Regulation and Exhibit 4161.8, Family and Medical Leave in its entirety and adopts the Revised Administrative Regulation 4161.8, Family and Medical Leave as presented.

Moved by:

Seconded by:

Vote:

All Personnel

FAMILY AND MEDICAL LEAVE

Family and medical leave shall be granted in compliance with the federal Family and Medical Leave Act of 1993 (29 U.S.C. §2601, *et seq.*) ("FMLA") and the California Family Rights Act (Government Code Section 12945.2) ("CFRA").

General Provisions:

Pursuant to the FMLA and CFRA, any employee who has been employed by the District for at least twelve (12) months and has actually worked at least 1,250 hours during the twelve (12) months immediately prior to commencing the leave shall be eligible to take up to twelve (12) workweeks of unpaid family care and medical leave in a twelve (12) month period, counting backward from the first date such leave is taken. Full-time teachers shall be presumed to work 1,250 hours unless proven otherwise by the District. If the leave is to care for an injured, covered military service member, eligible unit members shall be entitled to twenty-six (26) work weeks of leave for each illness or injury, within twelve (12) months of the first date of leave for this reason.

Qualifying Reasons:

Family leave shall be available for any of the following reasons:

- A. Birth of a child and to care for the newborn, adopted or foster child within twelve (12) months after the birth or placement for adoption or foster care;
- B. To care for a parent, spouse, child or Registered Domestic Partner (CFRA leave only) with a serious health condition;
- C. Because of the employee's own serious health condition that makes the employee unable to perform the functions of his or her own position;
- D. Because of any qualifying exigency arising out of the fact that an employee's parent, spouse, or child is a covered military member on active duty (or has been notified of an impending call or order to active duty) in support of a contingency operation (FMLA leave only); or
- E. Because of a serious injury or illness incurred in the line of duty on active duty in the Armed Forces in support of a contingency operation affecting an employee's spouse, child, parent, or next of kin, who is a service member of the Armed Forces, including the National Guard and Reserves, for whom the employee is needed to provide care (FMLA leave only). An employee taking leave under this section shall be entitled to twenty-six (26) workweeks of leave in a twelve (12) month period commencing on the first day leave is taken to care for the service member.

Employee Notice Requirements:

An employee must provide at least 30 days advance notice before leave is to begin if the need for the leave is foreseeable based on an expected birth, placement for adoption or foster care, planned medical treatment for a serious health condition of the employee or of a family member, or the planned medical treatment for a serious injury or illness of a covered service member.

When an employee becomes aware of a need for family and medical leave less than 30 days in advance, it should be practicable for the employee to provide notice of the need for leave either the same day or the next business day. In all cases, however, the determination of when an employee could practicably provide notice must take into account the individual facts and circumstances.

On or before the first day of an employee's family and medical leave, the employee shall notify the District of his/her anticipated date of return to work. The District may require periodic updates on the employee's intent to return to work. If because of changed circumstances an employee requires more or less leave than originally anticipated, the employee shall give the District at least two business days' notice of his or her intent to return to work.

Health Benefits:

The District will maintain coverage under the group health care plan for the duration of the family and medical leave, at the same level and under the same conditions as such coverage would have been provided had the employee not taken the leave. While on a family and medical leave, employees shall be responsible for paying any share of the health premiums for which they are responsible.

Other Leave Rights:

The right to take a family care and medical leave is separate and distinct from the right to take a pregnancy disability leave under state law for the employee's own pregnancy.

Leave taken for a birth, or placement for adoption or foster care, must be concluded within one year of the birth or placement. Where leave is taken to care for a new child within one year of birth or placement for adoption or foster care, the basic minimum duration of each leave period shall be two weeks. However, the employee may take leave of a shorter duration for this reason on two occasions.

Use of Paid Leave:

During a family and medical leave, the employee must concurrently use any available sick leave, extended illness leave, vacation leave, other accrued time off, or any other available paid leave. Such paid leave may only be used for reasons specified and under the terms and conditions of the applicable collective bargaining agreement, Board Policy, or administrative regulation, unless otherwise agreed to by the District and employee.

Notice of Rights and Designation of Leave:

The District shall provide written notice regarding FMLA and/or CFRA rights in compliance with law.

Certification:

The District may require the employee to provide verification of the qualifying reason for the leave and of the family relationship as provided by law.

Employees who take family and medical leave for their own serious health conditions shall present certification from their health care provider to the effect that they are able to resume work.

Reinstatement Following Family and Medical Leave:

An employee who takes a family and medical leave shall be reinstated to the same or an equivalent job with the same pay, benefits, and terms and conditions of employment on return from FMLA and/or CFRA-protected leave. If the leave extends beyond the end of the employee's FMLA and/or CFRA entitlement, the employee does not have return rights under the FMLA and/or CFRA.

An employee who is considered a "key" or "highly compensated" employee as defined in the FMLA and/or CFRA may be denied reinstatement to employment following FMLA and/or CFRA leave on the grounds that such restoration will cause substantial and grievous economic injury to the District. An employee will be given notice of his or her designation as a "key employee" at the time he or she commences the family leave and will be given an opportunity to return to work immediately.

Failure to Return from Family and Medical Leave:

If an employee does not return to work following FMLA and/or CFRA leave for a reason other than: 1) the continuation, recurrence, or onset of a serious health condition which would entitle the employee to FMLA and/or CFRA leave; 2) the continuation, recurrence, or onset of a covered service member's serious injury or illness which would entitle the employee to FMLA leave; or 3) other circumstances beyond the employee's control, he or she may be required to reimburse the District for its share of health insurance premiums paid on the employee's behalf during any unpaid portion of the FMLA and/or CFRA leave.

Definitions:

The following definitions shall apply only to the use of family and medical leave under the FMLA and/or CFRA.

Child:

For leave taken for by an employee for the birth of his/her child, or placement of a child with the employee for adoption or foster care, or to care for his/her child with a serious health condition, "child" means the employee's biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing *in loco parentis* who is either under 18 years of age or an adult dependent child 18 or older and incapable of self-care because of mental or physical disability [29 U.S.C. §2611(12)].

For leave taken to care for a service member with a serious health condition or because of a military member's call to active duty, the employee's child for whom he or she is taking leave need not be under 18 years of age, but must meet all of the other requirements specified above [29 C.F.R. §825.122(g), (h), and (i)].

Military Member and Service Member:

"Military member" and "service member" shall be as defined in the FMLA and its regulations [29 C.F.R. §825.800].

Next of Kin:

For purposes of leave taken to care for a covered service member injured during active duty, "next of kin" means the nearest blood relative of the covered service member who is not the service member's parent, spouse, or child, as specified in the FMLA. If the service member has designated a "next of kin," only that individual may take family and medical leave to care for him or her. If the service member has not designated a "next of kin," the "next of kin" for purposes of FMLA leave to care for the service member shall be in the following order of priority: Blood relatives who have been granted legal custody of the covered service member by court decree or statutory provision, siblings, grandparents, aunts and uncles, and first cousins. [29 C.F.R. §825.122(d)].

Parent:

"Parent" means a biological, foster, or adoptive parent, a stepparent, a legal guardian, or other person who stood *in loco parentis* to the employee when the employee was a child [29 U.S.C. §2611(7)].

Qualifying Exigency:

A "qualifying exigency" related to a family member who is a covered military member shall be as defined in the FMLA regulations.

Registered Domestic Partner:

"Registered domestic partner" shall be those persons registered with the California Secretary of State pursuant to the provisions of California Family Code Section 297.

Serious Health Condition:

“Serious health condition” shall be as defined in the FMLA and CFRA statutes and regulations.

Legal Reference:

FAMILY CODE

297-297.5 Rights, protections and benefits under law; registered domestic partners

300 Validity of marriage

GOVERNMENT CODE

12940 Unlawful employment practices

12945 Pregnancy; childbirth or related medical condition; unlawful practice

12945.1-12945.2 California Family Rights Act

CODE OF REGULATIONS, TITLE 2

7291.2-7291.16 Sex discrimination: pregnancy and related medical conditions

7297.0-7297.11 Family care leave

UNITED STATES CODE, TITLE 1

7 Definition of marriage, spouse

UNITED STATES CODE, TITLE 29

2601-2654 Family and Medical Leave Act of 1993, as amended

CODE OF FEDERAL REGULATIONS, TITLE 29

825.100-825.800 Family and Medical Leave Act of 1993

Management Resources:

FEDERAL REGISTER

Final Rule and Supplementary Information, November 17, 2008. Vol. 73, No. 222, pages 67934-68133

U.S. DEPARTMENT OF LABOR PUBLICATIONS

Military Family Leave Provisions of the FMLA Frequently Asked Questions and Answers

WEB SITES

California Department of Fair Employment and Housing: <http://www.dfeh.ca.gov>

U.S. Department of Labor, FMLA: <http://www.dol.gov/esa/whd/fmla>

All Personnel

~~FAMILY CARE AND MEDICAL LEAVE~~

~~The Governing Board shall grant family care and medical leave to eligible employees in accordance with current state and federal law. Employees taking this leave shall be reinstated in the same or a comparable position upon returning from family care, except as allowed by law.~~

~~Employees who take medical leave for their own serious health condition shall present certification from their health care provider to the effect that they are able to resume work.~~

~~(cf. 4112.4 Health Examinations)
(cf. 4161/4261 Leaves)
(cf. 4361.1 Personal Illness and Injury Leave)~~

~~Legal Reference: GOVERNMENT CODE~~

~~12940 Unlawful employment practices childbirth or related medical condition; unlawful practice
12945.2 Family care leave; definitions; conditions
19702.3 Family care leave; exercise of rights
CODE OF REGULATIONS, TITLE 2
7297.0-7297.9 Family Care Leave
UNITED STATES CODE, TITLE 29
2601.2611-2619.2631-2636, 2651-2654 Family and Medical Leave Act of 1993
CODE OF FEDERAL REGULATIONS, TITLE 29
825 Family and Medical Leave Act of 1993~~

Policy

Adopted: _____ January 23, 1996

All Personnel

FAMILY CARE AND MEDICAL LEAVE

It is the intent of this Administrative Regulation to provide for family care and medical leave that is equivalent to that required by federal and state law.

Eligibility

The district shall grant family care and medical leave of a maximum of 12 work weeks during any fiscal year (July 1—June 30) to eligible employees, for the following reasons:
(Government code 12945.2; 29 USC 2601)

1. Because of the birth of a child of the employee or placement of a child with the employee in connection with the adoption or foster care of the child by the employee.
2. To care for the employee's child, parent, spouse or registered domestic partner (for California family care and medical leave only) with a serious health condition.
3. Because of the employee's own serious health condition that makes him/her unable to perform the functions of his/her position. For purposes of California family leave only, this does not include leave taken for disability on account of pregnancy, childbirth or related medical conditions.

The district shall not interfere with, restrain, or deny the exercise of any right provided to an eligible employee under the law. Also, the district shall not discharge or discriminate against any employee for opposing any practice made unlawful by, or because of his/her involvement in any proceedings related to the family care and medical leave.
(Government Code 12945.2; 29 USC 2615)

(cf. 4030 Nondiscrimination in Employment)

Definitions

"Child" means a biological, adopted or foster child, a stepchild, a legal ward, or a child of a person standing in loco parentis as long as the child is under 18 years of age or an adult dependent child.
(29 U.S.C. 2611; Government Code 12945.2)

"Eligible employee" means an employee who has at least 12 months of service with the employer, and who has at least 1,250 hours of service with the employer during the 12-month period preceding the first day of leave. (29 USC 2611; Government Code 12945.2)

~~“Parent” means a biological, foster, or adoptive parent, a stepparent, a legal guardian, or another person who stood in loco parentis to the employee when the employee was a child. (29 U.S.C. 2611, Government Code 12945.2)~~

~~“Serious health condition” means an illness, injury, impairment or physical or mental condition that involves either of the following: (29 USC 2611; Government Code 12945.2)~~

- ~~1. In-patient care in a hospital, hospice or residential health care facility,~~
- ~~2. Continuing treatment or continuing supervision by a health care provider, as defined by applicable law. (29 U.S.C. 2611; Government Code 12945.2)~~

~~“Registered domestic partner” means a domestic partner registered pursuant to Section 297, et seq., of the California Family Code. This provision applies only to leave taken under the California family care and medical leave law.~~

~~“Spouse” means husband or wife.~~

Rights to Reinstatement and Maintenance of Benefits

~~Upon granting an employee’s request for family care leave, the Superintendent or designee shall guarantee to reinstate the employee in the same or a comparable position when the leave ends, subject to the limitations of this Administrative Regulation. (Government Code 12945.2)~~

~~The district may refuse to reinstate an employee returning from leave to the same or a comparable position if all of the following apply: (29 USC 2614, Government Code 12945.2)~~

- ~~1. The employee is a salaried “key employee” who is among the highest paid ten percent (10%) of the district’s employees who are employed within seventy five (75) miles of the employee’s worksite;~~
- ~~2. The refusal is necessary to prevent substantial and grievous economic injury to district operations;~~
- ~~3. The district informs the employee of its intent to refuse reinstatement at the time when it determines that the refusal is necessary, and the employee fails to immediately return to service.~~

~~An employee who takes leave has no greater right to reinstatement than if he/she had been continuously employed during the leave period. If the district reduces its work force during the leave period and the employee is laid off for legitimate reasons at that time, he/she is not entitled to reinstatement, provided the district has no continuing obligations under a collective bargaining agreement or otherwise. (29 CFR 825.216)~~

~~(cf. 4117.3 Personnel Reduction)~~

~~(cf. 4217.3 Layoff/Rehire)~~

~~(cf. 4317.3 Personnel Reduction)~~

~~During the period when an employee is on family care and medical leave, he/she shall maintain his/her status with the district and the leave shall not constitute a break in service for purposes of longevity, seniority or any employee benefit plan. For probationary certificated employees, the time during which the leave of absence is taken shall not be included in computing the service required to attain classification as a permanent employee.~~

~~The district shall continue to provide an eligible employee on family care and medical leave, the group health plan coverage that was in place before he/she took the leave. If the employee fails to return to district employment after the expiration of the leave, for any reason other than the continuation, recurrence or onset of a serious health condition, or other circumstances beyond his or her control, he/she shall reimburse the district for premiums paid during the family care and medical leave.~~

~~As a condition for an employee's return from medical leave, the employee shall be required to obtain a release from his/her healthcare provider stating that he/she is able to resume work.~~

~~(cf. 4154/4254/4354 — Health and Welfare Benefits)~~

Substitution of Paid Leave

~~Paid leave shall run concurrently with entitlement to unpaid state and/or federal family leave. State and federal family leave entitlements shall run concurrently except where the leave is for an employee's disability for pregnancy, childbirth, or related medical conditions, or where state family leave is taken to care for a registered domestic partner.~~

~~If the leave is for the employee's own serious health condition, except pregnancy, childbirth, or related medical conditions, the employee will be required to use all available sick leave, extended illness leave, vacation leave, and compensatory time off.~~

~~If the leave is to care for a family member with a serious health condition or a new child, the employee will be required to use all available vacation leave and compensatory time off. The employee may not use sick or extended illness leave for such reasons without the approval of the District.~~

Pregnancy Leave

~~The right to take a family care and medical leave is separate and distinct from the right to take a pregnancy disability leave under state law for the employee's own pregnancy. An employee who is disabled as a result of pregnancy, childbirth, or related medical conditions is entitled to 12 workweeks of unpaid federal family care and medical leave during the term of that disability, which shall run concurrently with any paid leave except vacation unless the employee requests to use vacation while disabled.~~

~~Once the pregnancy related disability ends, the employee is entitled to 12 workweeks of California family leave for childcare or child bonding. California family leave taken for childcare or child bonding purposes shall run concurrently with available paid leave. If all available leaves are exhausted and the employee remains disabled as a result of the pregnancy, she may elect to commence her California family care and medical leave at that time.~~

Child Care and Child Bonding Leave

Leave taken for the birth or placement of a child must be concluded within the 12-month period beginning on the date of the birth or placement of the child. The basic minimum duration of the leave shall be two weeks. However, the district shall grant a request for leave of less than two weeks' duration on any two occasions. (29 USC 2612; 2 CCR 7297.3)

Intermittent Leave/Reduced Work Schedule Leave

Leave related to the serious health condition of the employee or his/her child, parent spouse or registered domestic partner (for California family care and medical leave only) may be taken intermittently or on a reduced work schedule when medically necessary. In such a case, the district may require the employee to transfer temporarily to a different position for which he/she is qualified, with equivalent pay and benefits, and that could better accommodate recurring periods of leave. Transfer to an alternative position may include altering an existing job to better accommodate the employee's need for intermittent leave or a reduced leave schedule. (2 CCR 7297.3)

Requests for Family Care and Medical Leave

An employee shall request family care and medical leave in writing, at least 30 days before the commencement date of the leave. If the leave becomes necessary less than 30 days before its commencement, the employee shall provide such notice as soon as practicable. Failure to provide proper notice may result in a delay of the commencement of the leave. (29 U.S.C. 2612; Government Code 12945.2)

In every case in which the necessity for the leave is foreseeable based on planned medical treatment or supervision, the employee shall make a reasonable effort to schedule the treatment or supervision to avoid disruption of district operations. This scheduling shall be subject to health care provider's approval. (29 USC 2612; Government Code 12945.2)

Certification of Health Condition

A request by an employee for family care and medical leave for his/her serious health condition, or to care for a child, parent or spouse with a serious health condition, shall be supported by a certification from the health care provider of the employee or such other person as applicable. This certification shall include the following: (29 USC 2613; Government Code 12945.2 2 CCR 7297.0)

1. The date on which the serious health condition began.
2. The probable duration of the condition
3. If the employee is requesting leave to care for a child, parent or spouse with a serious health condition, the health care provider's certification of both of the following:
 - a. Estimated amount of time the health care provider believes the employee needs to care for the child, parent or spouse
 - b. Statement that the serious health condition warrants the participation of a family member to provide care during a period of the treatment or supervision of the child, parent or spouse

~~If the employee is requesting leave because of his/her own serious health condition, the health care provider's certification that due to the serious health condition, the employee is unable to work at all or is unable to perform any one or more of the essential functions of his/her job.~~

- ~~4. If the employee is requesting leave for intermittent treatment or is requesting leave on a reduced leave schedule for planned medical treatment, the certification must also state the medical necessity for the leave, the dates on which treatment is expected to be given, the duration of such treatment, and the expected duration of the leave.~~

~~If the district doubts the validity of a certification that accompanies a request for leave, the district may require the employee to obtain a second opinion from a district approved health care provider, at district expense. If the second opinion is contrary to the first, the district may require the employee to obtain a third medical opinion from a third health care provider approved by both the employee and the district, again at district expense.~~

~~If additional leave is needed when the time estimated by the health care provider expires, the district may require the employee to provide recertification as specified in the preceding paragraph. (29 U.S. Code 2613, Government Code 12945.2)~~

Notifications

~~The Superintendent or designee shall post separate notices about federal and state law related to family care and medical leave in a conspicuous place. Information about employee rights and obligations related to such leaves shall also be included in employee handbooks. (29 USC 26192; CCR 7297.9)~~

~~At least the first time in each six-month period that an employee requests family care and medical leave, the Superintendent or designee shall provide written notice detailing specific expectations and obligations, and explaining any consequences of a failure to meet these obligations. The notice shall include: (29 CFR 825.301)~~

- ~~1. A statement that the leave will be counted against the employee's annual family care and medical leave entitlement.~~
- ~~2. Requirements for the employee to furnish medical certification of a serious health condition.~~
- ~~3. The employee's right to substitute paid leave, conditions related to any substitution, and whether the district requires this substitution.~~
- ~~4. Health benefits arrangements~~
- ~~5. If applicable, the employee's status as a "key employee" and information related to restoration of that status.~~
- ~~6. The employee's right to restoration to the same or an equivalent job.~~
- ~~7. The employee's potential liability for health benefits should the employee not return to service.~~

8. ~~The district's requirement that the employee, upon return, present medical certification to the effect that he/she is able to resume work.~~

Records

~~The Superintendent or designee shall maintain records pertaining to individual employees' use of family care and medical leave.~~

Legal Reference:

GOVERNMENT CODE

12940—Unlawful employment practices

12945—Pregnancy; childbirth or related medical condition; unlawful practice

12945.1—12945.2—California Family Rights Act

19702.3—Family care leave; exercise of rights

CODE OF REGULATIONS, TITLE 2

7291.2-7291.16—Sex discrimination: pregnancy and related medical conditions

7297.0-7297.11—Family Care Leave

UNITED STATES CODE, TITLE 29

2601-2654—Family and Medical Leave Act of 1993

CODE OF FEDERAL REGULATIONS, TITLE 29

825.100-825.800—Family and Medical Leave Act of 1993

Management Resources:

WEB SITES

~~U.S. Department of Labor, Employment Standards Administration, Wage and Hour Division:~~

~~(2/94-2/96) 3/00~~

Regulation

adopted: January 23, 1996

Regulation

Revised: April 25, 2006

CULVER CITY UNIFIED SCHOOL DISTRICT
CULVER CITY, CALIFORNIA

All Personnel

Family Care and Medical Leave

~~CULVER CITY UNIFIED SCHOOL DISTRICT
4034 Irving Place
CULVER CITY, CALIFORNIA 90232~~

~~YOUR RIGHTS UNDER THE CALIFORNIA AND MEDICAL LEAVE ACT OF 1993~~

~~Under the Family and Medical Leave Act of 1993, the district will provide up to twelve (12) weeks of unpaid, job protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for the district for at least one year, and for 1,250 hours over the previous twelve (12) months.~~

~~Reasons for Taking Leave~~

- ~~1. To care for the employee's child after birth, or placement for adoption or foster care;~~
- ~~2. To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or~~
- ~~3. For a serious health condition that makes the employee unable to perform the employee's job.~~

~~At the employee's or employer's option, certain kinds of paid leave may be substituted for unpaid leave.~~

~~Advance Notice and Medical Certification~~

~~The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied if requirements are not met.~~

- ~~1. The employee ordinarily must provide thirty (30) days' advance notice when the leave is "foreseeable".~~
- ~~2. The employee must provide medical certification to support a request for leave because of a serious health condition and a fitness for duty report to return to work.~~

All Personnel

Family Care and Medical Leave

Advance Notice and Medical Certification — continued

3. — For the duration of the FMLA, the employer must maintain the employee's health coverage under any "group health plan."

Job Benefits and Protection

1. — Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits and other employment terms.
2. The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

Unlawful Acts by Employers

The Family Medical Leave Act makes it unlawful for any employer to:

1. — Interfere with, restrain, or deny the exercise of any right provided under the Family Medical Leave Act;
2. Discharge or discriminate against any person for opposing any practice made unlawful by the Family Medical Leave Act or the involvement in any proceeding under or relating to the Family Medical Leave Act.

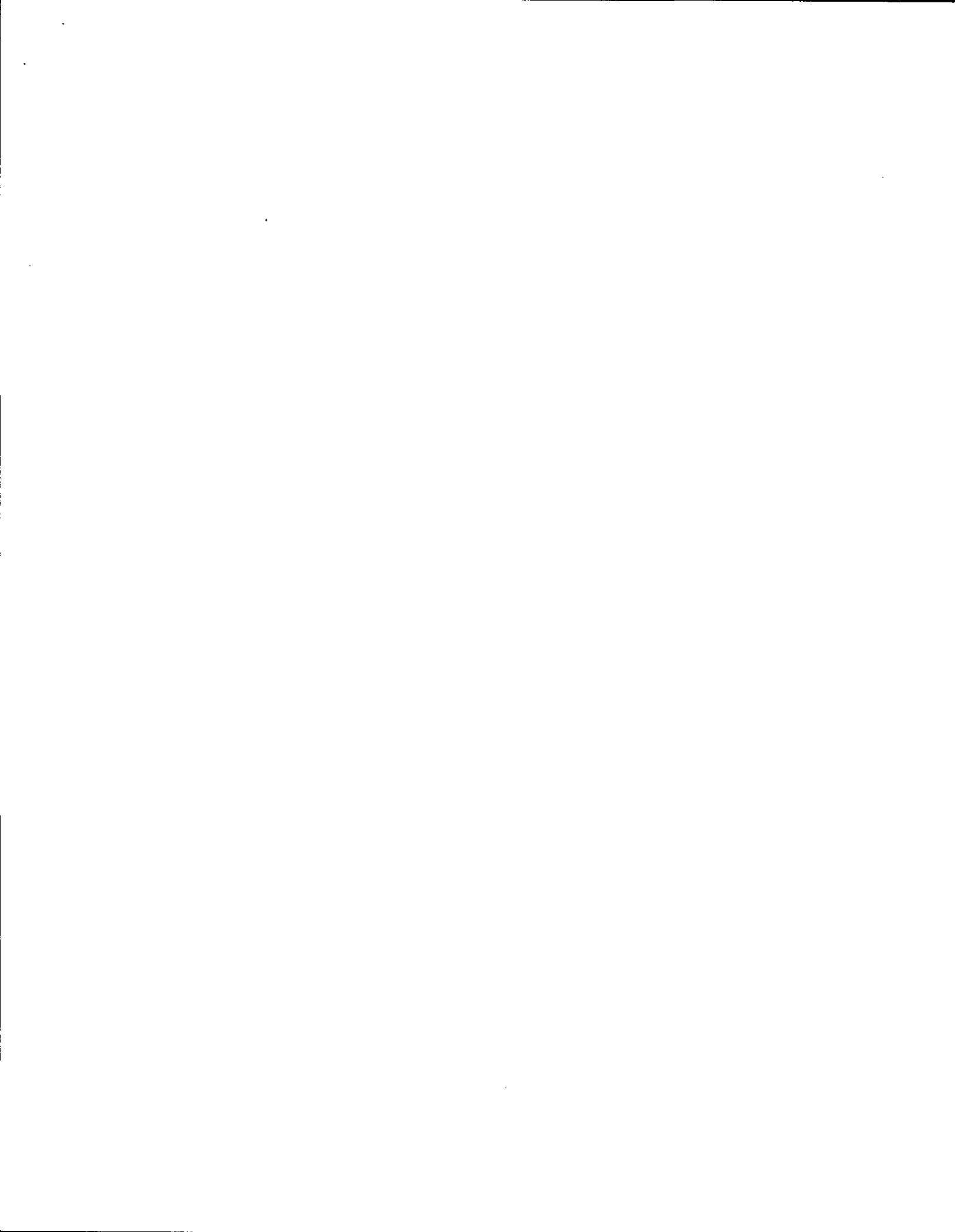
Enforcement

1. — The United States Department of Labor is authorized to investigate and resolve complaints of violations.
2. — An eligible employee may bring a civil action against an employer for violations.

The Family Medical Leave Act does not affect any federal or state law prohibiting discrimination, or supersede any state or local law or collective bargaining agreement which provides greater family or medical leave rights.

FOR ADDITIONAL INFORMATION

Contact the nearest office of the Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor.



7/14/09
14.4b

BOARD REPORT

14.4b Approval is Recommended for Resolution #1-2009/2010(HR) To Rescind Reduction or Discontinuance of Particular Kinds of Service

Due to the number of certificated resignations and retirements, as well as the projected allocation of ongoing categorical funding, the District is recommending to rescind reduction or discontinuance of particular kinds of services for the 2009/2010 school year. Approval is submitted to the Board of Education to adopt Resolution #1-2009/2010(HR) as referenced in the above title.

RECOMMENDED MOTION:

That the Board of Education approve Resolution #1-2009/2010(HR) To Rescind Reduction or Discontinuance of Particular Kinds of Service.

Moved by:

Seconded by:

Vote:

**BEFORE THE GOVERNING BOARD OF THE
CULVER CITY UNIFIED SCHOOL DISTRICT
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA**

RESOLUTION NO. 1

RESOLUTION TO REESTABLISH PARTICULAR KINDS OF SERVICE

WHEREAS, on February 24, 2009, this Board adopted Resolution No. 16, Reduction or Discontinuance of Particular Kinds of Service, which resolution directed the reduction or discontinuance of specified particular kinds of service and a corresponding decrease in the number of certificated employees by the equivalent of 43.7 FTE employees for the 2009-2010 school year;

WHEREAS, on March 10, 2009, this Board adopted Resolution No. 22, Reduction or Discontinuance of Particular Kinds of Service Now Being Performed by Certificated Employees, which resolution directed the reduction or discontinuance of specified additional particular kinds of service and a corresponding decrease in the number of certificated employees by the equivalent of an additional 3.0 FTE employees for the 2009-2010 school year;

WHEREAS, on April 27, 2009, this Board adopted Resolution No. 31, Resolution Implementing Certificated Layoff (Terminating Services of Certificated Employees), and Providing Direction to Issue Notifications to Employees Whose Services Are Terminated;

WHEREAS, pursuant to Resolution No. 31, the Superintendent's designee notified appropriate employees that their employment would terminate upon the close of the 2008-2009 school year;

WHEREAS, on June 23, 2009, this Board adopted Resolution No. 38 to rescind certain of the reductions or discontinuances of particular kinds of services previously approved in Resolutions Nos. 16 and 22, as specified in that Resolution, and employees were appropriately notified prior to the end of the 2008-2009 school year of the rescission of their layoff notices;

WHEREAS, the Board has determined that it is in the best interests of the District and of the pupils of the District to reestablish particular kinds of services previously reduced or discontinued pursuant to Resolutions No. 16, 22, 31, and 38;

NOW, THEREFORE, BE IT RESOLVED, that the following particular kinds of services previously reduced or discontinued pursuant to Resolutions No. 16, 22, 31, and 38 are reestablished to the extent indicated below:

- | | |
|---|----------------------------|
| 1. Elementary K-3 classroom teaching services | <i>reestablish 2.0 FTE</i> |
| 2. BTSA teachers on special assignment services | <i>reestablish 2.2 FTE</i> |
| 3. Testing coordinator teacher on special assignment services | <i>reestablish 1.0 FTE</i> |
| 4. Middle school reading specialist services | <i>reestablish 0.4 FTE</i> |
| 5. Middle school math intervention services | <i>reestablish 1.0 FTE</i> |
| 6. Assistant Director, Child Welfare and Attendance | <i>reestablish 1.0 FTE</i> |
| 7. ELD teachers on special assignment services | <i>reestablish 2.0 FTE</i> |
| 8. Middle school ELD coordinator services | <i>reestablish 0.4 FTE</i> |
| 9. Middle school ELD teaching services | <i>reestablish 0.6 FTE</i> |
| 10. Assistant Principal, Culver City Middle School | <i>reestablish 1.0 FTE</i> |

BE IT FURTHER RESOLVED that except as specifically identified above, the reductions and discontinuances of particular kinds of services approved in Resolutions No. 16, 22, 31, and 38 are hereby reaffirmed;

- | | |
|---|----------|
| 1. AB 1802 academic counseling services | 2.0 FTE |
| 2. At-Risk behavioral counseling services | 1.0 FTE |
| 3. BTSA teachers on special assignment services | 1.4 FTE |
| 4. EETT teachers on special assignment | 4.0 FTE |
| 5. Middle school reading specialist services | 0.6 FTE: |
| 6. Middle school math teaching services | 1.4 FTE |
| 7. Middle school language arts teachings services | 1.0 FTE |
| 8. High school English teaching services | 2.0 FTE |
| 9. High school ELD coordinator services | 0.4 FTE |
| 10. High school physical science teaching services | 1.0 FTE |
| 11. High school speech pathologist services | 0.6 FTE |
| 12. High school special day class teaching services | 1.0 FTE |
| 13. Middle school/high school in school suspension services | 1.0 FTE |
| 14. Elementary K - 3 classroom teaching services | 5.0 FTE |
| 15. Elementary 4 - 5 classroom teaching services | 3.0 FTE |
| 16. Independent Study teaching services | 0.5 FTE |

BE IT FURTHER RESOLVED that the Superintendent, or designee, is authorized and directed offer reappointment to employees whose services have been terminated in accordance with Education Code Section 44956 and 44957, to the extent applicable;

BE IT FURTHER RESOLVED that the Superintendent, or designee, is delegated the authority to take all actions necessary and proper to the accomplishment of the purposes of this Resolution.

The foregoing Resolution was adopted by the Governing Board of the Culver City Unified School District on the 14th day of July, 2009 by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

President, Governing Board of the
Culver City Unified School District

I, _____, Clerk of the Governing Board of the Culver City Unified School District, do certify that the foregoing Resolution was regularly introduced, passed and adopted by the Governing Board at its meeting held on July 14, 2009.

Clerk, Governing Board of the
Culver City Unified School District

BOARD REPORT

14.4c Approval is Recommended for Resolution #2-2009/2010 (HR), Regarding Layoff of Classified Vacant Positions

It is necessary to take action to abolish seven classified positions for lack of work and/or lack of funds.

RECOMMENDED MOTION: It is recommended that the Board approve Resolution #2-2009/2010 (HR), authorizing the elimination of seven classified positions.

Moved:

Seconded by:

Vote:

RESOLUTION #2-2009/2010 (HR), REGARDING LAYOFF OF CLASSIFIED VACANT POSITIONS

BE IT RESOLVED that the Governing Board of the Culver City Unified School District hereby determines that the following seven (7) classified vacant positions be abolished for lack of work and/or lack of funds.

<u>Position</u>	<u>No. Affected</u>	<u>IMPACT</u>
Clerk Typist II (Adult School) 4 hours per day, 10 months per year	1	Eliminate
Food Service Assistant – 3 hours per day, school year	1	Eliminate
Instructional Assistant – Adult School 16 hours per week, school year	1	Eliminate
Instructional Assistant – Bilingual (Culver City High School) 3 hours per day, school year	1	Eliminate
Instructional Assistant – Child Development/Bilingual (Adult School) – 14 hours per week, school year	1	Eliminate
Instructional Assistant – Child Development II 8 hours per day, 12 months per year	1	Eliminate
Senior Food Service Assistant – 6 hours per day, school year	1	Eliminate

BE IT FURTHER RESOLVED by the Governing Board as follows:

1. That due to a lack of funds and/or lack of work, the number of classified employees and the amount of service rendered shall be reduced by layoff as specified above, pursuant to Education Code Section 45308.
2. That said layoff shall become effective on July 15, 2009, subject to negotiations to the extent required by law.

Adopted by the Governing Board of the Culver City Unified School District on July 14, 2009, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Clerk, Governing Board of the
Culver City Unified School District

BOARD REPORT

14.4d Approval is Recommended for Resolution #3-2009/2010 (HR), Regarding Layoff/Reduction of Classified Personnel

It is necessary to take action to reduce one classified position for lack of work and/or lack of funds. The provisions of the Education Code require that such a resolution be approved and written notice be provided to affected classified employees no less than 45 days prior to the effective date of layoff.

RECOMMENDED MOTION: It is recommended that the Board approve Resolution #3-2009/2010 (HR), authorizing the reduction of one classified position.

Moved:

Seconded by:

Vote:

**RESOLUTION #3-2009/2010 (HR), REGARDING LAYOFF/REDUCTION OF
CLASSIFIED PERSONNEL**

BE IT RESOLVED that the Governing Board of the Culver City Unified School District hereby determines that the following one (1) classified position be reduced for lack of work and/or lack of funds.

<u>Position</u>	<u>No. Affected</u>	<u>IMPACT</u>
Continuation School Secretary – 8 hours per day, 12 months per year	1	Reduce to 8 hours per day, 10 1/2 months per year

BE IT FURTHER RESOLVED by the Governing Board as follows:

1. That due to a lack of funds and/or lack of work, the number of classified employees and the amount of service rendered shall be reduced by layoff as specified above, pursuant to Education Code Section 45308.
2. That the Superintendent is directed to give notice of layoff to the affected classified employees pursuant to the requirements of law.
3. That said layoff shall become effective on September 1, 2009, subject to negotiations to the extent required by law.
4. That the employees laid off pursuant to this Resolution shall be eligible for reemployment pursuant to Education Code section 45298.

Adopted by the Governing Board of the Culver City Unified School District on July 14, 2009, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Clerk, Governing Board of the
Culver City Unified School District

BOARD REPORT

14.4e Approval is Recommended for Resolution #4-2009/2010 (HR), Action to Partially Rescind Resolution #27-2008/2009 (HR) (Regarding Layoff of Classified Personnel)

Due to the needs of the District and the pupils it serves it is necessary to take action to reinstate two classified positions previously eliminated for lack of work and/or lack of funds.

RECOMMENDED MOTION: It is recommended that the Board approve Resolution #4-2009/2010 (HR), to partially rescind Resolution #27-2008/2009 as presented.

Moved:

Seconded by:

Vote:

RESOLUTION #4-2009/2010 (HR), ACTION TO PARTIALLY RESCIND RESOLUTION #27-2008/2009 (HR) (REGARDING LAYOFF OF CLASSIFIED PERSONNEL)

BE IT RESOLVED that the Governing Board of the Culver City Unified School District hereby determines that the following two (2) classified Secretary I positions be reinstated.

<u>Position</u>	<u>No. Affected</u>	<u>IMPACT</u>
Secretary I (District Office – Educational Services) – 8 hours per day, 12 months per year	1	Reinstate to 8 hours per day, 10 1/2 months per year
Secretary I (Culver Park – Independent Studies) – 8 hours per day, 10 1/2 months per year	1	Reinstate

BE IT FURTHER RESOLVED by the Governing Board as follows:

1. That events occurring since the Board's original decision of March 24, 2009, to eliminate classified services, lead the Board to conclude that it is in the best interest of the District and the pupils of the District to recall the notice issued to the affected employees in said positions named above pursuant to Resolution #27-2008/2009 (HR), and not to eliminate those services as specified above.
2. That the Superintendent or her designee(s) may give notice to the affected classified employees of the Board's rescission of its earlier action taken in Resolution #27-2008/2009 (HR).
3. That said reinstatement shall become effective on July 1, 2009, subject to negotiations to the extent required by law.

Adopted by the Governing Board of the Culver City Unified School District on July 14, 2009, by the following vote:

AYES: _____

NOES: _____

ABSTAIN: _____

ABSENT: _____

Clerk, Governing Board of the
Culver City Unified School District