

WILLITS UNIFIED SCHOOL DISTRICT

BOARD OF TRUSTEES

Regular Meeting

Sanhedrin High School, Room 8

120 North Main Street, Willits, California

Wednesday, February 12, 2020

Closed Session – 4:00 p.m.

Open Session – 5:00 p.m.

Public Comments- Individuals may address the Board on regular session agenda items at the time they are under consideration.

MINUTES

1. Call Meeting to Order

Board President Bowlds called the meeting to order at 4:06 p.m.

2. Agenda Approval

MSP (Chavez/Colvig) to approve the agenda as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

3. Public Comments on Closed Session Items

No comments received

4. Recess to Closed Session at 4:07 p.m.

A. Consideration of Request to Use Sick Leave for Family Care, Classified (1) (G.C. 54957)

B. Consideration of Stipulated Agreement, Case Number 2019/20-3 (G.C. 54957)

C. Certificated Leave of Absence Request (1) (G.C. 54957)

5. Reconvene to Open Session at 5:05 p.m.

6. Report Out of Closed Session

A. Request to Use Sick Leave for Family Care, Classified (1)

MSP (Nunez/Colvig) to approve the request to use sick leave for family care, classified (1), (G.C. 54957)

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

B. Consideration of Stipulated Agreement, Case Number 2019/20-3 (G.C. 54957)

MSP (Nunez/Colvig) to approve stipulated agreement, case number 2019/20-3, (G.C. 54957)

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

C. Certificated Leave of Absence Request (1) (G.C. 54957)

MSP (Nunez/Colvig) to approve the certificated leave of absence request (1) (G.C. 54957)

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

7. Flag Salute

Board Clerk Colvig led the flag salute.

8. Information

A Sanhedrin Presentation and Graduation

Student Savannah Southwick presented on dual enrollment course (Social Worker) between Sanhedrin High School and Mendocino College. Four students graduated tonight from Sanhedrin, Taylor Quinliven, Tatiana Viale, Arianna Favallora, and Kody Brandon.

B. *P1 Attendance Report

Superintendent Westerburg advised the schools are working to increase student attendance. A discussion took place about loss of revenue due to absences.

C. Next School Board Meeting: 3/11/20 @ Baechtel Grove Middle School, Cafeteria

D. Measure G Information Night(s): 2/4/20 and 2/10/20, 6:30 p.m., WHS Media Center

Superintendent Westerburg advised the Measure G link has had a lot of hits on the website. He has been to numerous civic groups to speak and answer questions, he was on radio KZYX and encourages everyone to get out and vote.

E. *WASC Accreditation- Willits High School

Superintendent Westerburg reported that WHS received a six year accreditation, the best review we could get, great news.

9. WTA Comments

WTA President Tessa Ford shared that the BGMS band concert went very well, science fair is today and tomorrow at the Willits Community Center, field trips are happening and spring fever is in the air.

10. CSEA Comments

President Dan Green commented that the grass is growing and lots of preparation for spring sports.

11. Board Comments

WHS Student Board Rep Spencer Copperfield shared that winter sports are ending and moving into spring sports, expressed his frustration with the track and limited use when the rain hits, Academic Decathlon did well at regionals and are headed to state finals. Nothing to report from ASB.

Member King shared that she went to the Science Fair today, loves the projects and excitement of the students. She attended a two day training for new board members put on by CSBA, appreciates the district sponsorship and she got a lot out of it. King is still volunteering at Blosser Lane School. As a member of Rotary she enjoyed having Superintendent Westerburg and the WHS Robotics Club come and present. Rotary will be giving out \$5000 in scholarships this year to graduating students.

Member Nunez stated that she enjoys being involved with Sanhedrin High School. She attended the crab feed put on by Rotary, appreciates all their hard work and the thousands of dollars raised for scholarships, FFA and Willits Senior Center. Nunez encourages others to attend the crab feed in the future. Concluded that she continues to support BGMS.

Member Chavez thanked Rotary for their generosity to our students. Chavez interviewed students for Aca Deca and was impressed by who we are sending out into the world, thanked our educators. He went to the 1st Annual Bob Colvig Wrestling tournament and is a proud board member in our community.

Clerk Colvig shared his compliments to everyone involved with Aca Deca, that our community should be proud of our students and congratulations to the WHS team for winning the North Coast Sections Championship.

President Bowlds also congratulated Aca Deca, wrestling, and graduates of Sanhedrin. He also shared how he taught electrical to WHS students for four days when the welder was down. Bowlds read an apology to CSEA for the incident involving Board Member Nunez.

CSEA President Dan Green responded with Attachment A in response to the apology.

12. Superintendent Comments

Superintendent Westerburg reported that Aca Deca is advancing to the state finals, the new playground has arrived for Brookside School and will be installed in March, Stan Cooley will oversee the project. Westerburg believes we finally found a vendor to come install the new drinking fountains, been difficult to get someone up here to do the job. Kitchen grant was approved and the district will be getting new equipment, looking for ways to bring down the expense in food services. Drama Club at Blosser is going really great, teaching students' skills to speak in front of people. In April, WHS will have a drama production- *You're a Good Man Charlie Brown*. Westerburg shared his appreciation to Adventist Health, an impressive group of people who are very supportive to our schools and community. He concluded that March 20, 2020 will be a make-up day of school for the snow day.

13. Action/Discussion

A. Public Comments on the Consent Agenda

No comments were received.

B. Consent Agenda

The consent agenda included the following items: Approval of Minutes from the Regular Meeting held on January 8, 2020, Approval of Minutes from the Special Meeting held on January 8, 2020, Approval of Employee Status Changes (1), Warrant Registers from January 1, 2020-January 31, 2020, Approval of Spring Coaches-Willits High School, Approval of 2019/20 School Safety Plans, Approval of 2nd/Final Read on Revised Board Policy BP 5123, Promotion/Acceleration/Retention

MSP (Chavez/King) to approve the consent agenda as presented

Ayes: Bowlds, Chavez, Colvig, King, Nunez
Noes: None
Absent: None
Abstain: None

Member Nunez inquired school safety plans concerning firearms on campus, advised by President Bowlds that state law now bans all firearms on campus.

C. *Approval of Resolution 2019/20-10, Staywell Health Plan JPA for 2020/21. ROLL CALL VOTE

MSP (Colvig/Chavez) to approve Resolution 2019/20-10, Staywell Health Plan JPA for 2020/21 as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez
Noes: None
Absent: None
Abstain: None

D. *Approval of Resolution 2019/20-11, Support of Proposition 13, Health & Safety Bond Act of 2020. ROLL CALL VOTE

MSP (Chavez/Colvig) to approve Resolution 2019/20-11 as presented.

Ayes: Bowlds, Chavez, Colvig
Noes: King, Nunez
Absent: None
Abstain: None

Board Member King shared her concerns about being forced to use unions, taking jobs away from local workers and forcing local school districts into bonds. President Bowlds also shared that he too is against how the state wants to fund the bond.

E. *Approval of Full Paid Meal Prices, Food Services

MSP (Colvig/King) to approve the full paid meal prices as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez
Noes: None
Absent: None
Abstain: None

Superintendent Westerburg advised that the prices have remained the same for several years.

F. *Approval of Out of State Travel

MSP (Colvig/King) to approve the out of state travel for site administrator (Runberg) as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

G. *Approval of Form J-13A, Allowance of Attendance Due to Emergency Conditions, October 2019

MSP (Nunez/King) to approve form J-13-A as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

H. *Approval of District Calendars: 2020/21, 2021/22, 2022/23

MSP (Chavez/Nunez) to approve 2020/21, 2021/22, 2022/23 calendars as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

Superintendent Westerburg advised that he worked with WTA, CSEA, and Benefits/Payroll Coordinator Lynda Walker to ensure the number of days are met including legal holidays. Discussion took place about minimum days and time requirements for elementary versus secondary grades.

I. PUBLIC HEARING-WUSD SUNSHINE PROPOSAL TO WTA 5:45 Government Code 3547 requires that the proposal of the District to the WTA be presented in a public hearing to seek public input on the proposal. This process is called “sunshining”. Once this process is completed, negotiations can begin. *The Board of Trustees encourages public input.*

Public Hearing opened at 6:52 no comments received, closed at 6:54

J. *Adoption of WUSD Sunshine Proposal to WTA for Contract Negotiations

MSP (Nunez/King) to approve WUSD sunshine proposal to WTA for contract negotiations as presented.

Ayes: Bowlds, Chavez, Colvig, King, Nunez

Noes: None

Absent: None

Abstain: None

K. WTA Sunshine Proposal to WUSD for Contract Negotiations

WTA chief negotiator Robert Parmenter left early so WTA President Tessa Ford read verbally their proposal. Hard copy will be received at the D.O. the following morning. ATTACHMENT B

L. PUBLIC HEARING- 6:00 p.m. Textbook/Instructional Materials Adoption; American Sign Language, ISBN: 978-1465229908, Copyright 2013, Kendall Hunt Publishing: The board welcomes public input.

Public Hearing opened at 6:55 p.m. Brief discussion took place about the course being offered for 3rd term at WHS. Closed at 6:57 p.m.

M. *Board Policy Revision: First Reading BP/AR 0460, Local Control and Accountability Plan

N. *Board Policy Revision: First Reading: BP 0520, Intervention for Underperforming Schools

- O. *Board Policy Adoption: First Reading: BP 0520.1, Comprehensive and Targeted Support and Improvement
- P. *Board Policy Revision: First Reading: BP 1431, Waivers
- Q. *Board Policy Revision: First Reading: BP/AR 3515, Campus Security- ITEM TABLED
- R. *Board Policy Revision: First Reading: BP/AR 4116, Probationary/Permanent Status
- S. *Board Policy Revision: First Reading: BP 4119.22/4219.22/4319.22, Dress and Grooming
- T. *Board Policy Revision: First Reading: BP 4216, Probationary/Permanent Status
- U. *Board Policy Revision: First Reading: BP/AR 4218, Dismissal/Suspension/Disciplinary Action

Board acknowledges that they have received all policy revisions Items M-P and R-U. Item Q tabled will go to a sub-committee.

V. Items for the Next Regular Board Agenda

Nothing to report

14. Public Comments for Items Not on the Agenda

Paula Nunez spoke as a community member that she has been impressed by the democracy concerning Measure G with signs to “vote yes” and “vote no” across from neighboring yards. She has also seen vandalism to signs and hates seeing that.

15. Adjournment

MSP (Nunez/Chavez) to adjourn at 7:02 p.m.

Ayes: Bowlds, Chavez, Colvig, King, Nunez
 Noes: None
 Absent: None
 Abstain: None

Mark Westerburg, Superintendent

Robert Colvig, Board Clerk

Attachment A

The CSEA and myself understand and acknowledge that the WUSD Board as a whole is not responsible for the issues at hand, but it is the actions of one rogue member of the Board that has caused this issue to be brought upon the Board.

The idea that these issues "were perceived to be outside board policy" is not true. This issue *is outside of Board Policy*.

If we take into account that this individual Board Member was a past president of the WTA, attended many Board Meetings over the years, has had prior litigation, Cease and Desist Orders from the State CSEA, and has made no secret about her distaste for certain employees of the WUSD, it is hard to believe that this was a "Oh, I didn't know I couldn't do that" moment.

This handout has some Highlighted bullet points from the WUSD School Board Policies.

Board Policies 1312.1 / 4144 / 4219.21 / 4244 / 4344 and AR 4218.

Moving forward from this point and not having to revisit any of these Issues in the future is the goal of the CSEA.

The CSEA and myself would like to thank the board for working with the Superintendent and the CSEA to resolve this Issue.

Dan Green
CSEA Chapter 261 president.

Professional Standards

The Board of Trustees expects district employees to maintain the highest ethical standards, behave professionally, follow district policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in conduct that enhances the integrity of the district, advances the goals of the district's educational programs, and contributes to a positive school climate.

Inappropriate Conduct

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon
2. Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed
6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members
9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records
10. Divulging confidential information about students, district employees, or district operations to persons or entities not authorized to receive the information

Reports of Misconduct

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

The district prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the district's complaint process shall be subject to discipline.

Willits USD | **BP 4144/4244/4344 Personnel**

Complaints

The Board prohibits retaliation against complainants. The Superintendent or designee may keep a complainant's identity confidential, except to the extent necessary to investigate the complaint.

(cf. 4119.1/4219.1/4319.1 - Civil and Legal Rights)

Willits USD | **AR 4218 Personnel**

Dismissal/Suspension/Disciplinary Action

15. Retaliation against any person who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to an actual or suspected violation of state or federal law occurring on or directly related to the job

(cf. 4119.1/4219.1/4319.1 - Civil and Legal Rights)

Willits USD | **BP 1312.1 Community Relations**

Complaints Concerning District Employees

When a concern regarding an employee is presented during a Board meeting or to an individual Board member or employee outside of a Board meeting, the complainant shall be informed of the appropriate complaint procedure.

The Board prohibits retaliation against complainants.

SETTLEMENT AGREEMENT
Between
Willits Unified School District
And
CSEA and its Willits Chapter 261

Whereas there have been actions that have been taken by a member of the Board of Education that have prompted a formal unfair labor charge to be filed with the Public Employees Relation Board (PERB) by CSEA and its Willits Chapter 261 (herein after CSEA),

Whereas Willits Unified School District's (District) Board of Education President and the offending Board Member have issued letters to CSEA in response to the charges filed with PERB,

Whereas this was not a first occurrence of interference by this Board Member,

Whereas CSEA and the District mutually agree that a resolution at the local level will be the most conducive to labor peace,

NOW, THEREFORE, to this end the Parties mutually agree to the following:

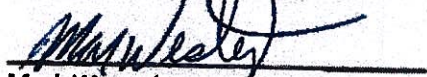
TERMS

1. Board member, Paula Nunez will herein after cease all future conferences, meetings and investigations involving classified employees outside of the regular and specially convened Board Meeting discussions in closed session.
2. Board member, Paula Nunez will herein after keep topics and discussions from closed session Board meetings confidential.
3. Board member, Paula Nunez will herein after conduct herself professionally as is expected of a Willits Unified School District Board Member by adhering to the policies of the Board, respecting of the collective bargaining agreement and recognizing that CSEA is the exclusive representative of the classified bargaining unit.
4. Board member, Paula Nunez will submit a written board communication apologizing to CSEA leadership for her actions. The approved statement to be read by Board President in open session.
5. CSEA agrees to withdraw the Unfair Labor Charge without prejudice.

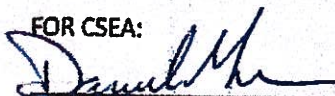
FOR DISTRICT:

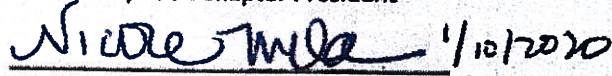

Paula Nunez, Board Member


Alex Bowlds, Board President


Mark Westerburg, Superintendent

FOR CSEA:

 1/10/2020
Dan Green, CSEA Chapter President

 1/10/2020
Nicole McLain, CSEA Labor Relations Rep.

Willits Teachers Association
Sunshine Proposal for Negotiations with Willits Unified School District
February 12, 2020

The Willits Teachers Association (WTA) hereby sunshines the following initial proposals for reopen negotiations with the Willits Unified School District (District.)

Article VII **Conditions of Employment**

The WTA is interested in clarifying language that addresses the chronic substitute teacher shortage and the impact that has on teachers who are tasked with additional students as a result.

WTA would also like to clarify language regarding Concurrent Teaching Assignments between the District and Mendocino Community College.

Article VIII **Salaries and Salary Evaluations**

The WTA is interested in making changes to the salary schedules for teachers, counselors, and psychologists.

Article IX **Health and Welfare Benefits**

The WTA is interested in making changes to health and welfare benefits.

Appendix A-3 **Extra Duty Extra Pay Hourly**

The WTA is interested in making changes to the language that defines the terms of Extra Duty Extra Pay.