

EAST SIDE UNION HIGH SCHOOL DISTRICT
Minutes of the Special Meeting of the Board of Trustees
Meeting Held at Education Center
December 15, 2005

- 1) The Special Meeting of the Board of Trustees was called to order at 4:46 p.m. by President Herrera. Vice President Nguyen, Clerk Mann and Member Shirakawa were present. Member Martinez-Roach was absent.

CALL TO ORDER

2) **PLEDGE OF ALLEGIANCE**

PLEDGE OF ALLEGIANCE

3) **WELCOME AND EXPLANATION TO AUDIENCE**

President Herrera extended a welcome to the audience, explained the format of the meeting, and noted that all Board Meetings are recorded.

WELCOME AND EXPLANATION

4) **CONSIDERATION OF PROPOSED AMENDMENTS TO THE AGENDA**

No amendments.

CONSIDERATION OF AMENDMENTS

5) **PUBLIC MEMBERS WHO WISH TO ADDRESS THE BOARD OF TRUSTEES**

No Request

ORAL COMMUNICATIONS

6) **OPERATIONAL ITEMS/BOARD DISCUSSION AND/OR ACTION**

- 6.1 Receive Williams Settlement Uniform Complaints Report for Period Covering July 1, 2005, through September 30, 2005 as required by EC 35186 (Williams Settlement Legislation SB 550 and AB 2727)

OPERATIONAL ITEMS / BOARD DISCUSSION AND/OR ACTION

Motion to approve by Clerk Mann, seconded by Vice President Nguyen.

Vote: 4/0 Member Martinez-Roach absent.

- 6.2 Employment Contract for Interim Assistant Superintendent of Instructional Services

Motion to approve by Clerk Mann, seconded by Vice President Nguyen.

Vote: 4/0 Member Martinez-Roach absent.

- 6.3 Employment Contract for Interim Assistant Superintendent of Business Services

Motion to approve by Member Mann, seconded by Member Shirakawa.

Vote: 4/0

Member Martinez-Roach absent.

- 6.4 Employment Contract for Assistant Superintendent of Operations

Carried to February 1, 2006.

- 6.5 Employment Contract for Assistant Superintendent of Student Services

Carried to March 1, 2006.

- 6.7 East Side Union High School District Financial Reports and Projections for 2007-2008 – Presentation by Jerry Kurr, Assistant Superintendent of Business Services.

Clerk Mann indicated if we were to give employees a 5.5% increase in salaries, we would be in the hole over 6 million dollars. We would also have to manage COLA and understand what it is. If we do nothing with health care we are giving them a raise.

Jerry Kurr, Interim Assistant Superintendent of Business Services, said if the employee is not receiving health benefits, the employee does not pickup an increase. It comes out of their pockets and that deteriorates their salaries too.

Ruben Dominguez noted, by looking at the report, he thought Child Nutrition was taken care of by a grant.

Jerry Kurr, Interim Assistant Superintendent of Business Services, said this report reflects on the Cafeteria Program and not Childcare Program.

All the programs are trying to do something to help out the budget situation. The Board did approve a contract with the company that is going to help us with printing cost. We believe this is an area where we can save a great amount of money.

Vice President Nguyen said he was told we would have a presentation with different programs presenting their budgets. We would possibly be able to see the reductions in different program and services.

Bob Nunez, Interim Superintendent said we have \$104,000. He has heard the Board say they want to give an increase, if possible. He said, to do this, this number (\$104,000.), needs to increase. He

believes we would have to find money to provide either salaries or other type of benefits. The way to do this is to come back and find where the money is coming from. What programs are going to be impacted? It is not the intent of administration to find any reduction in staff. It is our intent to come back and indicate that we have been able to look at either doing things differently, or changing how we deliver services, and that there would be a cost savings and learn also how we could deliver that money back to staff. It is not our intent to be the lowest paid District in this County or Northern California. It is our intent to pay the wage we can afford. If we look at what Mr. Jerry Kurr has presented in the second and third year, we will be able to live within the base revenue. The way the Board has prioritized things has had an impact on making the District fiscally sound. Now we need to live within the means of what we have, if this means the Board elects to spend more money towards salaries, then we need just to go find the money within the confines of how much money we are getting. He believes the Board should be commended for they are now in the position where in two or three years we will be in a sound fiscal basis. Mr. Nguyen is right, we need to come back and share with the Board what is the consequence or the impact of any increase, if the Board is meaning to do this we need to move in this direction.

Clerk Mann agrees with Mr. Nguyen. He does not want to see a laundry list of fifty things. He does not want to revisit the Budget Task Force. If we are able to find money to give salary increases, we cannot have the same people coming back asking why we cut certain programs.

Bob Nunez, Interim Superintendent, stated the first step is talking to the Principals. The reductions we want to make are going to be at the schools. We have already cut at the District. We don't want to take pennies or nickels. We will not cut programs that will affect test scores. During the next two weeks, Principals will go back to their schools and come back with ideas and suggestions.

President Herrera said when a statement is made that District has 2.5 million dollars in new revenue, even this figure can demonstratively be set to be more realistically around 8 million dollars. The District needs to look at the whole picture, and look not just at increased revenues. As we are receiving new revenues and losing one time funds up the road, we are trying to position the District to stabilize itself so the net revenue base of the District is able to meet the structure of cost that have evolved during this period of time. If we were to extend pay raises, it would be under a forced choice of what would be cut from other areas of the budget.

President Herrera asked if there were any ESTA Representatives in the room. He was interested in having an open discussion in Open Session today. He could see places were setup at the tables and microphones had been set for participants. He could see there was no participation from ESTA. This was a concern for him. This session is to arrive a common understanding, and to be challenged by people who feel they understand the nature of the budget. He does not want to drop the effort of having this dialogue. He is asking the administration to make special efforts to educate our stakeholders regarding the substance of this meeting today. President Herrera stated Jerry Kurr was saying that these understandings have been conveyed in various forms prior to today, but that today represents a clear description in setting forth a case.

Information provided showed the District is made up of a teaching staff that is 56% highly trained and highly experienced (have their bachelors and over 60 units). Over 60% of the teachers have been in the District over ten years. This is important and valuable to the District.

Clerk Mann asked if the information provided by Jerry Kurr, Interim Assistant Superintendent, of Business Services, be put on the web.

7) **CLOSED SESSION**

7.1 Public Employee Discipline/Dismissal/Release
(Government Code §Section 54957)

7.2 Conference with Labor Negotiators (Government Code §Section 54957.6) Agency Designed Representative:

Interim Superintendent Bob Nuñez

Employee Organizations:

East Side Teachers Association (ESTA)

California School Employee Association (CSEA)

American Federation of Teachers (AFT)

7.3 Public Employee Performance Evaluation (Government Code §Section 54957)

7.4 Public Employment/Public Employee Appointment (Government Code §Section 54957)

- *Interim Assistant Superintendent of Business Services*
Appointment of Jerry Kurr
Vote: 4/0 Member Martinez-Roach absent.

CLOSED SESSION

8) **REPORT CLOSED SESSION ACTIONS**

Nothing reporting from closed session.

9) **ADJOURNMENT**

On motion that was made by a member of the Board, the meeting was adjourned by Board President Herrera at 6:45 p.m.

***REPORT CLOSED SESSION
ACTIONS***

ADJOURNMENT

Respectfully submitted,

Clerk of the Board of Trustees