



and objectives of the Board and the Superintendent and make a district wide contribution. Dr. Johnson recognized the following Vice Principals:

**JoAnn Schultz:** Enriched the character education program through research, professional development, and lesson implementation.

**Matt Thompson:** Increased safety for children for Internet use and “cyber bullying” at his school and shared it with his colleagues.

**Leighangela Brady:** Worked to increase student achievement, bringing students from proficient to advanced in writing. Designed a research project and provided professional develop with her teachers using best practices and having a dedicated time for writing.

**Ted Hooks:** Provided professional development on curriculum and instruction and partnered on differentiated instruction with Emily Andrade.

**Terry Heck and Stephanie Southcott:** Worked with teacher leaders in monthly meetings to provide resources, administrative scenarios, and shadowing opportunities to support them in learning how to be effective leaders.

### **C. BOARD COMMUNICATION**

Member El-Hajj congratulated the junior highs for their promotions and said the ceremonies went very smoothly.

Member Carlisle attended the Junior Olympics for the first time. He said the Junior Olympics provides a great opportunity to have all schools participate together in sports. He would like the District to be able to provide additional support in the future if at all possible. He attended promotions at Chet F. Harritt and Carlton Hills and said they were great.

President Bartholomew also attended the Junior Olympics and said this event provides the spirit that kids talk about with intra-mural activities.

#### **Recognition of John Tofflemire’s Retirement**

President Bartholomew shared that after 34 years of service to the Santee School District, John Tofflemire will be retiring on June 30<sup>th</sup>. Mr. Tofflemire makes all of his decisions using “doing what is right for our students” as guiding principle.

Member Ryan said Mr. Tofflemire has always kept the interest of kids first, even when he had to bring news to the Board they did not wish to hear. He communicates with grace, humor, and sincerity and she will miss him greatly.

Member El-Hajj said Mr. Tofflemire has always been there to support the Board. His sincerity has always been appreciated and he will be missed.

Member Burns said Mr. Tofflemire has been like the “Father” of our school district family. He has brought so much of the District’s history and made sure the important things from the past were not forgotten. Member Burns has admired Mr. Tofflemire’s patience and will truly miss him.

Member Carlisle said Mr. Tofflemire has consistently demonstrated he is very professional, very fair, and very patient. He wished him the best in his retirement years.

John Tofflemire said he was very honored and he really has appreciated his time working with the Board. This Board is phenomenal and it has been a pleasure to be part of this District.

President Bartholomew presented Mr. Tofflemire with a bell, reminiscent of the Santee School Bell and a photo plaque as tokens of thanks from the Board and from all of the Santee students whose lives he has enriched.

### **PUBLIC COMMUNICATION**

President Bartholomew invited members of the audience to address the Board about any item not on the agenda. *There were no public comments.*

### **D. PUBLIC HEARINGS**

**1. 2008-09 Santee School District Budget**

President Bartholomew opened the public hearing for the 2008-09 Santee School District Budget. There were no comments. The public hearing was closed.

**E. CONSENT ITEMS**

Items listed under Consent are considered to be routine and are all acted on by the Board with one single motion. President Bartholomew invited comments from the public on any item listed under Consent. There were no comments.

- 1.1. **Approval of Minutes**
- 1.2. **Approval to Cancel the July 1, 2008 Regularly Scheduled Meeting of the Board of Education**
- 2.1. **Approval/Ratification of Travel Requests**
- 2.2. **Approval/Ratification of Expenditure Warrants**
- 2.3. **Approval/Ratification of Purchase Orders**
- 2.4. **Acceptance of Donations**
- 2.5. **Approval/Ratification of Annual Agreements for 2008-09**
- 2.6. **Adoption of Resolution #0708-34 for Transfer Between the General Fund and All Other Funds**
- 2.7. **Approval of Agreement for Student Transportation Services Between San Diego County School Districts**
- 2.8. ***(Pulled for separate consideration.)***
- 3.1. **Approval of Revised 2008-09 School Schedule for Carlton Oaks School**
- 3.2. **Approval of Annual Evaluation of the Alternative Education School**
- 3.3. ***(Pulled for separate consideration.)***
- 3.4. **YMCA "Learn to Swim" Program and Approval of Memorandum of Understanding**
- 3.5. **Approval of Annual Agreement with Grossmont Adult School for Conducting Adult Education Classes at Prospect Avenue School**
- 4.1. **Personnel, Regular**
- 4.2. **Ratification of Employer-Employee Collective Bargaining Agreement with California School Employees Association**

It was moved and seconded to approve the Consent Items, with the exception of items E.2.8. and E.3.3.

**Motion: Ryan Second Carlisle Vote: 5-0**

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**E.2.8. Adoption of Resolution #0708-35 to Authorize Issuance of General Obligation Bond Proceeds *(Pulled by Member Burns for separate consideration.)***

Member Burns said he would be voting no on this item because he does not support it.

**Motion: El-Hajj Second Carlisle Vote: 3-2 (Bartholomew and Burns, no)**

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**E.3.3. Annual Approval of Outdoor Education Contracts *(Pulled by Member Burns for separate consideration.)***

Member Burns said he will abstain from voting on this item because the agreement is with his employer.

**Motion: El-Hajj Second Ryan Vote: 4-0 (Burns, abstain)**

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**F. DISCUSSION AND/OR ACTION ITEMS**

President Bartholomew invited comments from the public on any item listed under Discussion and/or Action.

**1.1. FCMAT Report**

Dr. Johnson introduced Dr. Bill Gillespie and Ms. JoAnn Murphy, two of the three member Fiscal Crisis Management Assistance Team (FCMAT) team that visited Santee in April 2008 to review the special education program. Sarge Kennedy, the 3<sup>rd</sup> member of the review team, was unable to attend for the report. The scope of the review included reviewing our technical processes for delivering special education, involving staff in providing information about the nature, benefit, and improvements of programs, analyzing maximization of resources for services, providing recommendations about alternative delivery models, and developing recommendations to enhance the special education program.

Dr. Gillespie shared the Fiscal Crisis Management Assistance Team (FCMAT) was developed to help school district improve services. In visiting Santee, the Superintendent said we had a great program but wanted to know how we could make it better. Ms. Murphy, who is a State special education consultant, said all school districts' special education programs are pretty much in the same place with declining enrollment and escalating costs. She believes the special education department is not broken but there are ways to make it better. The first step was to get the background of the District. The Superintendent provided scope and objective which the study was built on. Ms. Murphy attended SAT meetings at several schools for additional information on our processes. During these visits she met several principals and was very impressed with the caliber of leadership in this District. .

Ms. Murphy reported staff is taking the leading role in the ownership of special education and general education teachers are participating in the SAT meetings. General education teachers and parents are active participants in the SAT process. It is very viable as a pre-referral process but the process breaks down because there is not a district wide intervention beyond the SAT process.

Member El-Hajj asked if this same problem is found in other districts. Ms. Murphy said yes, but other districts are not identifying as great a number of students as Santee. She said it may be time to look at a different kind of model that would be more effective and offer more interventions.

Ms. Murphy said Santee has a high level of administrative support in special education for a district this size and this is somewhat unusual. The Director of Pupil Personnel is mostly charged to special education and very little of their job is special education. The FCMAT team recommends looking at roles and responsibilities and redesigning administrative support, within the confines of bargaining unit requirements, to be more beneficial to our program. They also recommended looking for more ways to use SELPA funding for the Program Specialist. In comparative figures from school services to other districts of the same size, the school psychologist ratio is lower than Santee's.

District transportation for special education is another area to look at. The District may wish to consider offering parents the option of transporting their students in lieu of providing district bussing. Member Burns asked about Education Code parameters and possible litigation if the parent were in an accident? Ms. Murphy said other districts have had this practice using a contract. She would be happy to provide a reference.

The district routinely charges staff to special education funds for pre-referral activities such as student assistance teams and Response to Intervention. This is an acceptable practice

Ms. Murphy shared a report from Sarge Kennedy, the business expert of the review team. The District must identify actual costs of educating special education students. Strategies for this are provided in the report and include using CASEMIS more effectively and seeking fiscal efficiency. Although enrollment has declined, the District has maintained 13-14% of its students identified for special education. This is higher than the State rate of 11.4% and the County rate of 12.7%. This comes from enrolling new students and retaining students in special education.

The number one growing population is students with autism and it is not different in other districts. Effective ways to develop programs for these students needs to be looked at. Students with specific learning disabilities have decreased, such as Dyslexia and math difficulties.

Three percent (3%) of special education students are requiring 1:1 Instructional Assistant support, with 45% of these students diagnosed with autism. The current strategy is to provide 1:1 Instructional Assistant support while there may be other ways to provide support for these students. There are ways to stretch resources for students.

Ms. Murphy said it was a pleasure to meet with such a nice group of parents. They perceive Special Day classes are too large, although classes are at the appropriate levels. Noticeably absent are exit criteria to be used for special education students and there is little access to the general education curriculum. Bridging that gap will help with successful transitions. The adaptive physical education program is heavily staffed.

General education teachers are not always aware of the IEP information and individual student needs. This creates a delay in services to kids and suggestions are provided in the written report to improve this collaboration. There is a lack of coordination between special education teachers and general education



**Motion:** *El-Hajj*                      **Second** *Burns*                      **Vote:** **5-0**  
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**1.2. CGI Video**

Dr. Johnson presented a final draft version of the video being developed by CGI. It has been in process for quite a while and some updates are needed. Member Burns moved to approve the video with updates to be included.

**Motion:** *Burns*                      **Second** *Ryan*                      **Vote:** **5-0**  
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Dr. Johnson will work with the video company to include updates and produce the final video to place on the web site.

**2.1. Advisory Council for Instruction (ACI): Report for 2007-08 and Goals for 2008-09**

Emily Andrade introduced Jennifer Neal, a parent and staff member, to co-present the ACI report for 2007-08. Ms. Neal said the committee received several presentations on caring schools and reports on services available to students and families, character education programs, and the Caring Schools surveys. They also supported the piloting teacher recommendations for science materials adoption.

The goals for 2008-09 are to develop a parent involvement policy, implement Respond to Intervention as it relates to student performance and achievement targets, review and advise administration on the annual revisions of the LEA plan, provide a recommendation for the Math curriculum adoption, and continue to pursue student enrichment opportunities. The committee will continue to monitor student achievement through assessment data.

Mrs. Andrade asked for any suggestions from the Board. Member Burns said the goals are great. He would like them to add an action plan for special education and involvement of special education parents. Mrs. Andrade said it would fit well with Response to Intervention (RTI).

President Bartholomew thanked the committee for the report and said it was great to have received reports from all the District committees.

**2.2. Student Behavior and Discipline Policy Review Committee Report**

Emily Andrade introduced parent committee member Tonya Thompson, to report for the Student Behavior and Discipline Policy Review Committee. Mrs. Thompson reported the committee met seven times from November to May to review and make recommendations on draft policies and administrative regulations. Staff members were surveyed and provided suggestions. Board policies were updated and new policies were created as needed using CSBA's Gamut Online program. The committee worked in small groups to have many perspectives to dissect the policies and administrative regulations. She said it was a very productive committee.

Board members thanked Mrs. Thompson and the committee. Mrs. Thompson said as a parent, student discipline is very important to her and she would like to see student discipline revisited next year to continue to look at it.

**2.3. Caring Schools and Character Education Report**

Emily Andrade introduced Bob Kull, Coordinator of Special Education and Pupil Services, to provide a presentation on the Caring Schools and Character Education programs at schools during 2007-08. Mr. Kull said this year our District has taken a major leap forward to initiate Caring Schools and staffs at all schools have embraced it. There were 30 activities implemented this year. Suspensions decreased from 381 in 2006-07 to 357 in 2007-08 with a decrease also in total days of suspension. There were 2,897 fewer days of student absences from last year.

The "Bullying survey" was given twice, before and after Caring School activities, with over 3000 students surveyed in grades 3-8. The data will continue to be reviewed.

*Character Counts* training will be provided for 5 schools this summer, as well as continued increase in parent involvement, cyber bullying training, staff-student connections, teacher empathy, and bullying.

President Bartholomew said he appreciated the data provided in the hard copy information packet. Board members all appreciated the report and the information.

**2.4. Approval of Districtwide K-8 Science Textbooks Adoption**

Emily Andrade shared the recommendation to adopt MacMillan McGraw-Hill for grades K – 5 and Prentice Hall for Grades 6 – 8 science curriculums. Stephanie Pierce, principal of Chet F. Harritt, assisted in chairing the committee and showed the science kits for various grade levels. She said there were some concerns about if and how evolution and/or creation were taught. Mrs. Pierce shared that religion is taught as part of the social science textbook curriculum. One parent stated concern about graphic photographs but no evidence was found for this. The State Board of Education policy regarding teaching of natural science says that students do not have to accept everything that is taught. The 7th grade textbook teaches about evolution as presented facts about Darwin’s findings. It talks about proposed evolutionary theory, using reasoning and is not presented as the only possible theory. Teacher and parent survey comments were provided to the Board in the Board item. An open house forum was held to allow any teachers and/or parents to look through the materials.

Member Ryan said she believes parents will teach their children their religious values at home. Member Bartholomew said he would vote no because of references about similar species adapting and the message is that all evolved from a common organism, He would have a hard time voting yes on this based on his conscience and belief. He believes this science rubs very seriously against religious beliefs, especially when the school system only teaches one theory.

Member Carlisle believes that we live in a state that has set the standards and he believes it is wrong that both views are not provided when teaching science. He wished both theories could be presented to allow kids to know there are two points of view that exist, but recognizes it is bigger than the Board. He recommended Board members and administration see the movie, “Expelled” which deals with creation versus evolution.

**Motion: Burns Second Ryan Vote: 4-1 (Bartholomew, no)**  
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**2.5. Approval of Agreement with Grossmont Union High School District to Offer Two Spanish I Classes to Eighth Grade Students**

Emily Andrade reported that following Board approval of one Spanish class, she found there is enough interest for an additional class. There were 96 students who expressed an interest in attending. There is another teacher from Santana who is interested in teaching a class. Because of construction, transportation issues, and the short timeline, she would like to offer the second class at Hill Creek. Next year she will survey parents about interest and attempt to provide a class on the west side of Santee.

Member Burns asked what would happen if attendance dropped. Mrs. Andrade said the goal is 30 students per class. She will start with 35 per class and knows that some will drop. Some parents chose not to participate because, although this class counts as a pre-requisite, it is not recognized by the State to earn high school credit.

Member Ryan thanked Mrs. Andrade for looking into her concerns about providing a class on the west side of the City to provide access to more students. Mrs. Andrade assured Member Ryan she will address the students on the West side of the City in 2009-10.

**Motion: Ryan Second Carlisle Vote: 5-0**  
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**3.1. Adoption of 2008-09 Santee School District Budget**

Bill Clark presented a balanced budget for the Board’s consideration and adoption, which must take place prior to July 1<sup>st</sup>. Member Burns moved to approve the 2008-09 Santee School District Budget.

**Motion: Burns Second Carlisle Vote: 5-0**  
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**3.2. Monthly Financial Report**

Bill Clark reported on the monthly financial status as of May. The available reserve increased to \$284,000. He thanked Mrs. Andrade for her efforts in class size reduction. He hopes to see continued improvement as we close the school year.

**Motion: Burns Second Ryan Vote: 5-0**  
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### **3.3. Safety Committee Recommendations**

Bill Clark shared the recommendations of the Safety Committee which included elimination of the current Sonitrol system replaced with the use of a night operations consultant, and reconfiguration of the parking lot striping and traffic patterns at Rio Seco and Prospect Avenue Schools.

President Bartholomew asked for more information about the new security options using a consultant. Mr. Clark said a security person would get out at each site, check doors, check cleanliness, and provide support for custodial staff.

Member Carlisle asked if the committee looked at security while kids are on campus, specifically ingress and egress. Dr. Johnson said these concerns have been reviewed as part of the modernization. Dr. Johnson also spoke with Captain Duke today about meeting with administration about a new security report and possible grants or partnerships with the school, and an example is what Poway has done with their Sheriff's Department. The Sheriff's Department has requested the District to put numbers on the roofs of our buildings.

President Bartholomew moved to approve implementation of the recommendations from the Safety Committee.

**Motion: Bartholomew Second El-Hajj Vote: 5-0**  
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### **4.1. Approval of Agreement for Architectural Services for the Chet F. Harritt and Rio Seco Athletic Field Improvements**

Mr. Clark shared an agreement for architectural services for athletic field improvements and said another architect was selected for this project because a better price was received. Member Carlisle asked about modernization architectural service charges that were deemed excessive by the ICOC and if the architects are amenable to reduce their fees. Bill Clark said that information was included in the draft ICOC report. He has worked hard to make sure they understood that their fees needed to be reduced and believes he made it very clear. Sprotte-Watson also has an additional services claim which is under discussion.

**Motion: Carlisle Second Ryan Vote: 5-0**  
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### **5.1. Adoption of Resolution No. 0708-33 to Reduce Work Hours and/or Lay Off Identified Classified Employees**

John Toffiemire reported the need to reduce work hours for a 1:1 Special Education Instructional Assistant and eliminate another 1:1 Special Education Instructional Assistant that served a student who moved out of the District. Member Ryan moved approval.

**Motion: Ryan Second Carlisle Vote: 5-0**  
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### **5.2. Approval of Increase in Classification of Identified Classified Position**

Mr. Tofflemire reported for the last few years an early childhood Special Education Instructional Assistant has been being paid out of class when required to change diapers and provide toileting. These duties are a Special Education Instructional Assistant II duties and the student is now at school longer hours. Therefore, it is recommended to increase the classification of this employee. Member Burns moved to approve the increase in classification of the Special Education Instructional Assistant from a I to a II.

**Motion: El-Hajj Second Burns Vote: 5-0**



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### **5.3. Recommendation to Submit Plan to Meet VEBA Underwriting Requirements**

Mr. Tofflemire said administration recently met with VEBA representatives. VEBA has notified the District of non-compliance with their underwriting requirements and this must be addressed in an action plan. VEBA requirements include a minimum of 65% District contribution towards an HMO program, a much higher contribution for POS and Triple Option programs, and no cash-out options. He reported that the impact for non-compliance is an additional 4% charge for the 2009-10 year. The level of District contribution will continue to be discussed with the bargaining associations. Meeting VEBA's requirements would be an additional cost to the District of \$1 Million. Administration is continuing to seek discussion with VEBA to address the needs of all employees to receive a prorated benefit contribution if they work less than 8 hours. The District is trying to show good faith to VEBA to try to reach their underwriting goals and objectives. VEBA is still making it difficult to have discussions. Administration would like to continue to seek other options to offer to our employees.

Member Carlisle asked if the options would be grandfathered. Mr. Tofflemire said "grandfathering" was the plan but the POS plan would not be allowed to be offered because the cost would be prohibitive. The cash-out plan option is being eliminated through grandfathering and administration told the associations that in 2010 we would no longer offer that option.

Mr. Tofflemire said although VEBA is requesting a plan by July 9<sup>th</sup>, he would like administration to continue to examine other options. Member Ryan asked how close we are to getting a response from John Burnham. Mr. Tofflemire said we should hear from them about July 7<sup>th</sup>. Member Ryan suggested the Board not take action and bring the plan back to the July 15<sup>th</sup> Board meeting. Dr. Johnson said the issue is working with VEBA, as we are just getting our rates now while we have been looking at other options. Mr. Tofflemire will submit a letter saying we will have a plan after the July 15<sup>th</sup> Board meeting.

## **H. BOARD POLICIES AND BYLAWS**

### **1.1. First Reading: Revised BP 4012.8, Employment of Relatives Nepotism**

Revised BP 4012.8 was presented for review in a first reading by the Board of Education.

### **1.2. First Reading: Revised BP 5145.7 Sexual Harassment of Students**

Revised BP 5145.7 was presented for review by the Board of Education in a first reading.

## **I. ORGANIZATIONAL BUSINESS**

Dr. Johnson asked for Board input on a date and agenda for a Special Education Parent Meeting. Linda will schedule a meeting in July and Dr. Johnson will work with President Bartholomew to develop an agenda. Members Burns and Ryan will attend the Professional leadership meeting on June 19<sup>th</sup>. Member Burns is taking a job walk at four of the construction sites and invited other Board members to attend.

## **J. CLOSED SESSION**

President Bartholomew announced that the Board would meet in closed session for:

1. Public Employee Matters(Govt. Code § 54957)
  - a. Discipline/Dismissal/Release
  - b. Appointment of Management Employee
2. Conference with Labor Negotiator (Govt. Code § 54956.8)  
*Agency Negotiator: John Tofflemire, Assistant Superintendent*  
*Employee Organizations: Santee Teachers Association*  
*California School Employees Association*  
*Purpose: Negotiations*
3. Conference with Legal Counsel-Existing Litigation ( Gov't Code §54956.9)
  - a. Claimant: Grebbien
4. Public Employee Performance Evaluation
  - a. Superintendent

The Board entered closed session at 10:20 p.m.

## **K. RECONVENE TO PUBLIC SESSION**

The Board reconvened to public session at 12:55 p.m. President Bartholomew reported the Board took action in closed session to appoint Minnie Malin as Director II, Human Resources.

**L. ADJOURNMENT**

The June 17, 2008 regular meeting adjourned at 12:56 p.m.

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Dustin Burns, Clerk

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Lisbeth A. Johnson, Ed.D., Secretary