

WESTERN PLACER UNIFIED SCHOOL DISTRICT
600 SIXTH STREET, FOURTH FLOOR,
LINCOLN, CALIFORNIA 95648
Phone: 916.645.6350 Fax: 916.645.06356

MEMBERS OF THE GOVERNING BOARD

Paul Carras - President
Brian Haley - Vice President
Ana Stevenson - Clerk,
James McLeod - Member
Paul Long - Member

DISTRICT ADMINISTRATION

Scott Leaman, Superintendent
Bob Noyes, Assistant Superintendent of Personnel Services
Mary Boyle, Assistant Superintendent of Educational Services
Terri Ryland, Interim Chief Business Official
Cathy Allen, Assistant Superintendent of Facilities and Maintenance Services

STUDENT ENROLLMENT

<u>School</u>	<u>04/04/08</u>	<u>05/01/08</u>
Sheridan School (K-5)	78	80
First Street School (K-5)	441	445
Carlin C. Coppin Elementary (K-5)	394	399
Creekside Oaks Elementary (K-5)	623	620
Twelve Bridges Elementary (K-5)	683	686
Foskett Ranch Elementary (K-5)	457	456
Glen Edwards Middle (6-8)	691	690
Twelve Bridges Middle School (6-8)	726	725
Lincoln High School (9-12)	1,358	1,353
Phoenix High School (10-12)	90	88
Lincoln Crossing Elementary	571	569
PCOE Home School	0	0
TOTAL:	6,112	6,111

Preschool/Head Start

First & J Street	24
Carlin Coppin	24-A.M. /20-P.M.
Sheridan	23

Adult Education

248

First-5 Program

Sheridan	23
First Street	30

GLOBAL DISTRICT GOALS

- ~Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential.*
- ~Foster a safe, caring environment where individual differences are valued and respected.*
- ~Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.*
- ~Promote the involvement of the community, local government, business, service organizations, etc. as partners in the education of our students.*
- ~Promote student health and nutrition in order to enhance readiness for learning.*

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES**

May 20, 2008 7:00 P.M.

**Carlin C. Coppin Elementary School - Cafeteria
150 East 12th Street, Lincoln, CA 95648**

AGENDA

2007-2008 Goals & Objectives (G & O) for the Management Team: Component I: Quality Student Performance; Component II: Curriculum Themes; Component III: Special Student Services; Component IV: Staff & Community Relations; Component V: Facilities/Administration/Budget.

6:30 P.M. CLOSED SESSION – Carlin C. Coppin School – Conference Room

1. STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918

- a. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 R.
- b. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 U.
- c. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 V.

4. ADJOURN TO OPEN SESSION

7:00 P.M. OPEN SESSION – Carlin C. Coppin School – Conference Room

1. CALL TO ORDER/PLEDGE OF ALLEGIANCE

2. DISCLOSURE OF ACTION TAKEN IN CLOSED SESSION, IF ANY

2.1 STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918

- a. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 R.
Roll Call Vote:
- b. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 U.
Roll Call Vote:
- c. Student Discipline/Expulsion Pursuant To E.C. 48918
Student Expulsion #07/08 V.
Roll Call Vote:

3. SPECIAL ORDER OF BUSINESS

Carlin C. Coppin Elementary School Featured

May 20, 2008

Agenda**4. CONSENT AGENDA****NOTICE TO THE PUBLIC**

All items on the Consent Agenda will be approved with one motion, which is not debatable and requires a unanimous vote for passage. If any member of the Board, Superintendent, or the public, so request, items may be removed from this section and placed in the regular order of business following the approval of the consent agenda.

- 4.1 Approve Certificated Personnel Report.
- 4.2 Approve Classified Personnel Report.
- 4.3 Approve Resolution 07/08.20 Establishing a Reduction of Classified Position Hours.
- 4.4 Peer Assistance and Review End-of-Year Report.
- 4.5 Approve waiver of the California High School Exit Exam Requirement for Diploma for the following Special Education Students who has passed CAHSEE with modifications:
 - o Student #07-08MI
 - o Student #07/08M2
 - o Student #07/08M3
 - o Student #07/08M4
 - o Student #07/08M5
 - o Student #07/08M6
- 4.6 Student Discipline/Expulsion Pursuant To E.C. 48918 Student Stipulated Expulsion #07/08 S.
- 4.7 Student Discipline/Expulsion Pursuant To E.C. 48918 Student Stipulated Expulsion #07/08 X.

Roll Call Vote:**5. COMMUNICATION FROM THE PUBLIC**

This portion of the meeting is set aside for the purpose of allowing an opportunity for individuals to address the Board regarding matters not on the agenda, but within the board's subject matter jurisdiction. The Board is not allowed to take action on any item, which is not on the agenda except as authorized by Government Code Section 54954.2. Request forms for this purpose "Request to Address Board of Trustees" are located at the entrance to the Performing Arts Theater. Request forms are to be submitted to the Board Clerk prior to the start of the meeting.

6. REPORTS & COMMUNICATION

- 6.1 Lincoln High School, Student Advisory – Joanna Loya
- 6.2 Western Placer Teacher's Association – Mike Agrippino
- 6.3 Western Placer Classified Employee Association – Chris Hawley
- 6.4 Superintendent, Scott Leaman
- 6.5 Assistant Superintendent(s)
 - 6.5.1 Mary Boyle
 - a. *Program Focus Area:*
 - 6.5.2 Terri Ryland
 - a. *Budget Update:*
 - 6.5.3 Bob Noyes
 - 6.5.4 Cathy Allen
 - a. *Facilities Update:*

May 20, 2008

Agenda**7. ♦ ACTION ♦ DISCUSSION ♦ INFORMATION****CODE: (A) = Action (D) = Discussion (I) = Information**

Members of the public wishing to comment on any items should complete a yellow REQUEST TO ADDRESS BOARD OF TRUSTEES form located on the table at the entrance to the Performing Arts Theater. Request forms are to be submitted to the Board Clerk before each item is discussed.

7.1 (I/DA) 2008-09 BUDGET REDUCTIONS – Leaman/Ryland (07-08 G & O Component IV-V)

•Final budget reduction recommendations are being forwarded to the Board at this time. After the work of a district-wide budget committee, meetings with site principals, evaluation by the management team, and consideration of board discussion, the superintendent is recommending adoption of the attached reductions.

7.2 (A) APPROVE TENTATIVE AGREEMENT BETWEEN WPUSD AND WPTA – Noyes (07-08 G & O Component IV - V)

•A tentative agreement has been reached between WPUSD and WPTA on Article XV, Work Year, Section D. (1 through 5) and Article X, Assignment/Reassignment/Transfers, Section F (7).

7.3 (I/D/A) ADOPTION OF AMENDED RECOMMENDATIONS - Leaman (07-08 G & O Component IV - V)

•The approval of the attached document, with clarification of the Judge Jew's decision as explained in item number 7 on page 11, is being requested.

8. BOARD OF TRUSTEES**8.1 FUTURE AGENDA ITEMS**

The following are a number of agenda items that the Board of Trustees has been monitoring. They are NOT action items for tonight's meeting, but are noted here for continuing purposes and to ensure that when there are changes or new information they will be called up as Action/Discussion/Information.

- Relationship with Sierra Community College
- Twelve Bridges High School
- Audio Visual Media Board Policy
- Gladding Parkway Carlin C. Coppin
- High School Farm/Ag Conservatory

8.2 BOARD MEMBER REPORTS/COMMENTS

May 20, 2008

Agenda

9. ESTABLISHMENT OF NEXT MEETING(S)

- The President will establish the following meeting(s):
 - June 3, 2008, Lincoln High School Theater

10. ADJOURNMENT

BOARD BYLAW 9320: Individuals requiring disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing at least two days prior to meeting date. (American Disabilities Act) Government Code 54954.1

Posted: 05/15/08

h:\wpfiles\board\agendas\052008

WESTERN PLACER UNIFIED SCHOOL DISTRICT

CLOSED SESSION AGENDA

PLACE: Carlin C. Coppin Elementary School Conference Room
DATE: May 20, 2008
TIME: 6:30 P.M.

1. LICENSE/PERMIT DETERMINATION
2. SECURITY MATTERS
3. CONFERENCE WITH REAL PROPERTY NEGOTIATOR
4. CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION
5. CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION
6. LIABILITY CLAIMS
7. THREAT TO PUBLIC SERVICES OR FACILITIES
8. PERSONNEL
 - PUBLIC EMPLOYEE APPOINTMENT
 - PUBLIC EMPLOYEE EMPLOYMENT
 - PUBLIC EMPLOYEE PERFORMANCE EVALUATION
 - PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE
 - COMPLAINTS OR CHARGES AGAINST AN EMPLOYEE
9. CONFERENCE WITH LABOR NEGOTIATOR
10. **STUDENTS**
 - STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918
 - STUDENT PRIVATE PLACEMENT
 - INTERDISTRICT ATTENDANCE APPEAL
 - STUDENT ASSESSMENT INSTRUMENTS
 - STUDENT RETENTION APPEAL, Pursuant to BP 5123

1. LICENSE/PERMIT DETERMINATION
 - a. Specify the number of license or permit applications.
2. SECURITY MATTERS
 - a. Specify law enforcement agency
 - b. Title of Officer,
3. CONFERENCE WITH REAL PROPERTY NEGOTIATOR
 - a. Property: specify the street address, or if no street address the parcel number or unique other reference to the property under negotiation.

- b. Negotiating parties: specify the name of the negotiating party, not the agent who directly or through an agent will negotiate with the agency's agent.
 - c. Under negotiations: specify whether the instructions to the negotiator will concern price, terms of payment or both.
- 4. **CONFERENCE WITH LEGAL COUNSEL-EXISTING LITIGATION**
 - a. Name of case: specify by reference to claimant's name, names or parties, case or claim number.
 - b. Case name unspecified: specify whether disclosure would jeopardize service of process or existing settlement negotiations.
- 5. **CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION**
 - a. Significant exposure to litigation pursuant to subdivision (b) of Government Code section 54956.9 (if the agency expects to be sued) and also specify the number of potential cases.
 - b. Initiation of litigation pursuant to subdivision (c) of Government Code Section 54956.9 (if the agency intends to initiate a suit) and specify the number of potential cases.
- 6. **LIABILITY CLAIMS**
 - a. Claimant: specify each claimants name and claim number (if any). If the claimant is filing a claim alleging district liability based on tortuous sexual conduct or child abuse, the claimant's name need not be given unless the identity has already been publicly disclosed.
 - b. Agency claims against.
- 7. **THREATS TO PUBLIC SERVICES OR FACILITIES**
 - a. Consultation with: specify name of law enforcement agency and title of officer.
- 8. **PERSONNEL:**
 - A. **PUBLIC EMPLOYEE APPOINTMENT**
 - a. Identify title or position to be filled.
 - B. **PUBLIC EMPLOYEE EMPLOYMENT**
 - a. Identify title or position to be filled.
 - C. **PUBLIC EMPLOYEE PERFORMANCE EVALUATION**
 - a. Identify position of any employee under review.
 - D. **PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE**
 - a. It is not necessary to give any additional information on the agenda.
 - E. **COMPLAINTS OR CHARGES AGAINST AN EMPLOYEE, UNLESS EMPLOYEE REQUESTS OPEN SESSION**
 - a. No information needed
- 9. **CONFERENCE WITH LABOR NEGOTIATOR**
 - a. Name any employee organization with whom negotiations to be discussed are being conducted.
 - b. Identify the titles of unrepresented individuals with whom negotiations are being conducted.
 - c. Identify by name the agency's negotiator
- 10. **STUDENTS:**
 - A. **STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918**
 - B. **STUDENT PRIVATE PLACEMENT**
 - Pursuant to Board Policy 6159.2
 - C. **INTERDISTRICT ATTENDANCE APPEAL**
 - a. Education Code 35146 and 48918
 - D. **STUDENT ASSESSMENT INSTRUMENTS**
 - a. Reviewing instrument approved or adopted for statewide testing program.
 - E. **STUDENT RETENTION/ APPEAL**
 - a. Pursuant to Board Policy 5123

**DISCLOSURE
OF ACTION
TAKEN IN
CLOSED SESSION,
IF ANY**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Student Discipline/
Expulsion
Student #07-08 R

AGENDA ITEM AREA:

Action

REQUESTED BY:

ENCLOSURES:

DEPARTMENT:

Kris Knutson
District Hearing Officer

FINANCIAL INPUT/SOURCE:

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will disclose any action taken during closed session in regards to the expulsion of Student #07-08 R

RECOMMENDATION:

The administration recommends the Board of Trustees disclose any action taken in regards to the above item.

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Student Discipline/
Expulsion
Student #07-08 U

AGENDA ITEM AREA:

Action

REQUESTED BY:

ENCLOSURES:

DEPARTMENT:

Kris Knutson
District Hearing Officer

FINANCIAL INPUT/SOURCE:

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will disclose any action taken during closed session in regards to the expulsion of Student #07-08 U

RECOMMENDATION:

The administration recommends the Board of Trustees disclose any action taken in regards to the above item.

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Student Discipline/
Expulsion
Student #07-08 V

AGENDA ITEM AREA:

Action

REQUESTED BY:

ENCLOSURES:

DEPARTMENT:

Kris Knutson
District Hearing Officer

FINANCIAL INPUT/SOURCE:

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will disclose any action taken during closed session in regards to the expulsion of Student #07-08 V

RECOMMENDATION:

The administration recommends the Board of Trustees disclose any action taken in regards to the above item.

**SPECIAL
ORDER
OF
BUSINESS**

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Featured School:
Carlin C. Coppin Elementary School

AGENDA ITEM AREA:

Special Order of Business

REQUESTED BY:

Scott Leaman, Superintendent

ENCLOSURES:

Yes

MEETING DATE:

May 20, 2008

ROLL CALL REQUIRED:

No

BACKGROUND:

The staff is thrilled to welcome the district Board of Trustees and those in attendance. The focus will be on Parents, Programs and Pupils.

ADMINISTRATION RECOMMENDATION:

Administration recommends the Board of Trustees enjoy the presentation.



150 EAST 12TH STREET LINCOLN, CA 95648, (916) 645-6390

Board Meeting Agenda

Carlin C. Coppin Elementary School
May 20, 2008
Cafeteria

Featuring the three "Ps": Parents, Programs and Pupils

Welcome by John Bliss, Principal

Parents: Sheri Dornbush and Virginia Cosh will present a short report on activities involving our PTC and SBLT during the 2007/2008 school year.

Programs: Jennifer Bowden, our Library Technician, will report on some of the wonderful reading activities that are supported and/or initiated by our Library.

Pupils: Students who have excelled in our major English-Language Arts competitions will be recognized. These will include top students in the following: Accelerated Reader, Golden Reader, Spelling Bee and Poetry Place.

Thank you for giving Carlin C. Coppin the opportunity to share some of our wonderful Parents, Programs, and Pupils with you on May 20, 2008.

Sincerely,

John Bliss
Principal

3.1

CONSENT

AGENDA

ITEMS

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.


SUBJECT:

Certificated Personnel Report

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Bob Noyes 
Assist. Superintendent, Personnel Services

ENCLOSURES:

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will take action to approve the certificated personnel report.

RECOMMENDATION:

Administration recommends ratification of the certificated personnel report.

4.1

WESTERN PLACER UNIFIED SCHOOL DISTRICT

PERSONNEL REPORT

May 20, 2008

CERTIFICATED/MANAGEMENT

NEW HIRE FOR 2008/2009 SCHOOL YEAR

1. Elise Martinez, School Psychologist, District

4.1.1

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Classified Personnel Report

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Bob Noyes

Assist. Superintendent, Personnel Services

ENCLOSURES:

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

General Fund

MEETING DATE:

May 6, 2008

BACKGROUND:

The Board of Trustees will take action to approve the classified personnel report.

RECOMMENDATION:

Administration recommends ratification of the classified personnel report.

4.2

WESTERN PLACER UNIFIED SCHOOL DISTRICT

PERSONNEL REPORT

May 20, 2008

CLASSIFIED

RETIREMENT:

1. **Name: Sandra Voyles**
 Position: Bus Driver
 Site: Transportation Department
 Hours: 7 Hours 40 Minutes/Day
 Effective: 8/18/08

4.21

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Adoption of Resolution #07/08.20
Establishing a Reduction of
Classified Position Hours

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Bob Noyes 
Assist. Superintendent, Personnel Services

ENCLOSURES:

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

Cafeteria Fund

MEETING DATE:

May 20, 2008

BACKGROUND:

Due to lack of work and/or lack of funds certain services now being provided by the District must be reduced by the following extent:

One 3.5 hr. Food Service Assistant position, held by Debbie Snook at TBM, will be reduced by 1.5 hrs.

One vacant 5 hr. Food Service Assistant position at LHS will be eliminated.

One 2 hr. Food Service Assistant position, held by Robin Davis at LHS, will be eliminated.

One 2 hr. Food Service Assistant position, held by Robin Mosley at TBM, will be eliminated.

One 2 hr. Food Service Assistant position, held by Gayle Zollo at LHS, will be eliminated.

RECOMMENDATION:

Administration recommends the Board of Trustees approval of the reduction/elimination of the above positions.

4.3

RESOLUTION
07/08.20

WHEREAS, due to lack of work and/or lack of funds, this Board hereby finds it is in the best interest of this school district, that as of July 1, 2008 certain services now being provided by the District be reduced by the following extent:

One 3.5 hr. Food Service Assistant position held by Debbie Snook at Twelve Bridge Middle, will be reduced from 3.5 hrs to 2 hrs.

One vacant 5 hr. Food Service Assistant position at Lincoln High School will be eliminated

One 2 hr. Food Service Assistant position held by Robin Davis at Lincoln High School, will be eliminated

One 2 hr. Food Service Assistant position held by Robin Mosley at Twelve Bridges Middle School, will be eliminated

One 2 hr. Food Service Assistant position held by Gayle Zollo at Lincoln High School, will be eliminated

NOW, THEREFORE, BE IT RESOLVED that as of July 1, 2008, these classified positions of the District is to be reduced to the extent set forth above.

NOW, THEREFORE, BE IT RESOLVED that the reduction approved by this Resolution will not be implemented until consultation with CSEA and its Western Placer Chapter #741 as provided for in Article IX of the collective bargaining agreement, is completed.

BE IT FURTHER RESOLVED that the District Superintendent be and hereby is authorized and directed to give notice of layoff/reduction of employment to four classified employees of the District and one vacant position pursuant to the District's rules and regulations and applicable provisions of the Education Code not later than 45 days prior to the effective date of layoff as set forth above.

The foregoing Resolution was passed and adopted at a regular meeting of the Governing Board on May 20, 2008, by the following vote:

AYES:

NOES:

ABSENT:

Date: _____

Governing Board of the Western Placer Unified School District

By _____
Secretary of the Governing Board

4.3.1



**WESTERN
PLACER
UNIFIED
SCHOOL
DISTRICT**

600 Sixth Street
Fourth Floor
Lincoln, CA 95648

(916) 645-6350
(916) 645-6356 FAX

District
Superintendent
Scott Leaman

Board of Trustees

Paul Carras
Brian Haley
Paul Long
James McLeod
Ana Stevenson

May 12, 2008

Christine Hawley, CSEA President
2426 McCourtney Rd.
Lincoln, CA 95648

Dear Christine:

As per the classified employee contract between the Western Placer Unified School District and the Western Placer Classified Employees' Association, I am hereby serving notice to you that there will be a reduction in hours for the following employees and elimination of one vacated position effective 7/1/08 due to budget cuts.

Debbie Snook, Food Ser. Assist., TBM – from 3.5 hrs. to 2 hrs.
Robin Davis, Food Ser. Assist., LHS – from 2 hrs. to 0 hrs.
Robin Mosley, Food Ser. Assist., TBM – from 2 hrs. to 0 hrs.
Vacated Food Ser. Assist. Position, LHS – Position Eliminated (5 hrs.)
Gayle Zollo, Food Ser. Assist., LHS – from 2 hrs. to 0 hrs.

The Western Placer Unified School District will be presented a resolution for action regarding the reduction of hours and elimination of positions on May 20, 2008.

Please contact me to negotiate impact(s) and effect(s) of the action, if you feel it is necessary.

Respectfully,

Bob Noyes, Assist. Super., Personnel Services
Western Placer Unified School District

Enc.



4.3.2

"DISTRICT ON THE MOVE"



**WESTERN
PLACER
UNIFIED
SCHOOL
DISTRICT**

600 Sixth Street
Fourth Floor
Lincoln, CA 95648

(916) 645-6350
(916) 645-6356 FAX

District
Superintendent
Scott Leaman

Board of Trustees

Paul Carras
Brian Haley
Paul Long
James McLeod
Ana Stevenson

May 12, 2008

Debbie Snook
2901 Penny Lane
Lincoln, CA 95645

Dear Debbie:

This letter is sent to you as the official notification that your 3.5 hour food Service position at Twelve Bridges Middle School will be reduced effective July 1, 2008. This action is necessary due to the lack of funds to support this position.

The Western Placer Unified School District's Board of Trustees will review the reduction of your hours and take action at the May 20, 2008 board meeting held at Carlin C. Coppin Elementary School. If action is taken to formally reduce your work hours, you will be allowed to complete your current work assignment through June 6, 2008. After the 45 day lay-off notice timeline is completed you will have the option to:

1. Accept the official lay-off notice due to lack of funds and be eligible for reemployment for a period of 39 months and be reemployed in preference to new applicants with less seniority within the same job classification. If you choose this option, you will retain your 1.5 hours within the school district if they become available.

If I can be of any assistance in this matter, please call me at 645-5293 or the WPCSEA President, Christine Hawley at 645-6370.

Sincerely,

Bob Noyes, Director of Human Services
Western Placer Unified School District

Cc: Christine Hawley, President WPCSEA



4,3,3

"DISTRICT ON THE MOVE"



**WESTERN
PLACER
UNIFIED
SCHOOL
DISTRICT**

600 Sixth Street
Fourth Floor
Lincoln, CA 95648

(916) 645-8350
(916) 645-6356 FAX

District
Superintendent
Scott Leaman

Board of Trustees

Paul Carras
Brian Haley
Paul Long
James McLeod
Ana Stevenson

May 12, 2008

Robin Davis
P.O. Box 382
Lincoln, CA 95645

Dear Robin:

This letter is sent to you as the official notification that your 2 hour food Service position at Lincoln High School will be eliminated effective July 1, 2008. This action is necessary due to the lack of funds to support this position.

The Western Placer Unified School District's Board of Trustees will review the reduction of your hours and take action at the May 20, 2008 board meeting held at Carlin C. Coppin Elementary School. If action is taken to formally eliminate your work hours, you will be allowed to complete your current work assignment through June 6, 2008. After the 45 day lay-off notice timeline is completed you will have the option to:

1. Accept the official lay-off notice due to lack of funds and be eligible for reemployment for a period of 39 months and be reemployed in preference to new applicants with less seniority within the same job classification. If you choose this option, you will retain your 2 hours within the school district if they become available.

If I can be of any assistance in this matter, please call me at 645-5293 or the WPCSEA President, Christine Hawley at 645-6370.

Sincerely,

Bob Noyes, Director of Human Services
Western Placer Unified School District

Cc: Christine Hawley, President WPCSEA

4.3.4



"DISTRICT ON THE MOVE"



**WESTERN
PLACER
UNIFIED
SCHOOL
DISTRICT**

600 Sixth Street
Fourth Floor
Lincoln, CA 95648

(916) 645-6350
(916) 645-6356 FAX

District
Superintendent
Scott Leaman

Board of Trustees

Paul Carras
Brian Haley
Paul Long
James McLeod
Ana Stevenson



May 12, 2008

Robin Mosley
1407 Sammy Way
Rocklin, CA 95765

Dear Robin:

This letter is sent to you as the official notification that your 2 hour food Service position at Twelve Bridges Middle School will be eliminated effective July 1, 2008. This action is necessary due to the lack of funds to support this position.

The Western Placer Unified School District's Board of Trustees will review the reduction of your hours and take action at the May 20, 2008 board meeting held at Carlin C. Coppin Elementary School. If action is taken to formally eliminate your work hours, you will be allowed to complete your current work assignment through June 6, 2008. After the 45 day lay-off notice timeline is completed you will have the option to:

1. Accept the official lay-off notice due to lack of funds and be eligible for reemployment for a period of 39 months and be reemployed in preference to new applicants with less seniority within the same job classification. If you choose this option, you will retain your 2 hours within the school district if they become available.

If I can be of any assistance in this matter, please call me at 645-5293 or the WPCSEA President, Christine Hawley at 645-6370.

Sincerely,

Bob Noyes, Director of Human Services
Western Placer Unified School District

Cc: Christine Hawley, President WPCSEA

4.3.5

"DISTRICT ON THE MOVE"



**WESTERN
PLACER
UNIFIED
SCHOOL
DISTRICT**

600 Sixth Street
Fourth Floor
Lincoln, CA 95648

(916) 645-6350
(916) 645-6356 FAX

District
Superintendent
Scott Leaman

Board of Trustees

Paul Carras
Brian Haley
Paul Long
James McLeod
Ana Stevenson

May 12, 2008

Gayle Zollo
P.O. Box 498
Sheridan, CA 95681

Dear Gayle:

This letter is sent to you as the official notification that your 2 hour food Service position at Lincoln High School will be eliminated effective July 1, 2008. This action is necessary due to the lack of funds to support this position.

The Western Placer Unified School District's Board of Trustees will review the reduction of your hours and take action at the May 20, 2008 board meeting held at Carlin C. Coppin Elementary School. If action is taken to formally eliminate your work hours, you will be allowed to complete your current work assignment through June 6, 2008. After the 45 day lay-off notice timeline is completed you will have the option to:

1. Accept the official lay-off notice due to lack of funds and be eligible for reemployment for a period of 39 months and be reemployed in preference to new applicants with less seniority within the same job classification. If you choose this option, you will retain your 2 hours within the school district if they become available.

If I can be of any assistance in this matter, please call me at 645-5293 or the WPCSEA President, Christine Hawley at 645-6370.

Sincerely,

Bob Noyes, Director of Human Services
Western Placer Unified School District

Cc: Christine Hawley, President WPCSEA

4.3.6



"DISTRICT ON THE MOVE"

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.


SUBJECT:

Peer Assistance And Review
End-of-Year Report

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Bob Noyes 
Assist. Superintendent, Personnel Services

ENCLOSURES:

Yes (6)

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

Categorical

MEETING DATE:

May 20, 2008

BACKGROUND:

Education Code 44500-44508, added by AB 1X (Ch. 4, Statutes of 1999, First Extraordinary Session), establishes the Peer Assistance and Review Program for Teachers. The program becomes fully operational on July 1, 2001, at which time it replaces the California Mentor Teacher Program (Education Code 44490-44498).

Each year the Peer Assistance and Review Panel is to provide an end-of-year report to the school Board.

RECOMMENDATION:

No action required. The report is for discussion/information purposes only at this time.

4,4

**WESTERN PLACER UNIFIED
SCHOOL DISTRICT**

**PEER ASSISTANCE
AND
REVIEW PROGRAM**

**2007-2008
END OF YEAR
REPORT**

4,4,1

VISION:

Provide the highest quality of instruction and subject matter knowledge in every classroom by facilitating individual teachers in their process of reflection, dialogue, collaboration, and implementation of best teaching practices.

MISSION:

- 1) Ensure that every teacher has the resources and skills to help every student learn and grow.**
- 2) Focus on student learning as the end and teaching as the means to that end.**
- 3) Provide ongoing professional development.**
- 4) Provide for continuity, stability, and expertise in each classroom.**
- 5) Provide direct, relevant connections between PAR and individual classroom teacher needs.**

4.4.2

2007-2008 GOALS:

- * Provide opportunities for teacher collaboration**
- * Make individual assistance available throughout the year**
- * Continue to offer staff opportunities to view "Effective Teacher" video series throughout the year**
- * Identify new Consulting Teachers as needed**
- * Review the impact of the mentor program**
- * Investigate Staff Development opportunities in accordance with the funding guidelines of the PAR program**
- * Sustain funding source for activities related to state and federal compliance**
- * Maintain the support for the "Above PAR" site specific staff development opportunities**
- * Continue to offer the mandated California requirements for CLAD/CTEL certification**

4,4,3

MOVING FORWARD: GOALS 2008-2009

- ❖ **Provide resources for professional growth (ie. Effective Teacher video series by Harry Wong and completion of CLAD certification DVD's).**
- ❖ **Continue to offer conference opportunities**
- ❖ **Maintain confidentiality**
- ❖ **Pilot the impact of the Intern Support Staff in co-ordination with BTSA**
- ❖ **Continue to fund the BTSA mentor**
- ❖ **Continue to fund the English Learner mentor**
- ❖ **Realign PAR program to address funding shortfalls**
- ❖ **Continue to be available to assist Voluntary Teachers**
- ❖ **Investigate potential current and future staff development opportunities for state and federal compliance**
- ❖ **Support for "Above PAR" specific staff development per site request**
- ❖ **Provide a centralized resource area for professional growth materials**

Account Balances Report
As of 5/7/08

<u>Account</u>		<u>Balance</u>
ASSETS		
	Previous Year Carryover	\$102,158.00
	2007-08 PAR Allotment (Total)	\$27,721.00
TOTAL ASSETS		<u>\$129,879.00</u>
LIABILITIES 2007-08 FISCAL YEAR		
	English Language Learner Provider	(\$4,000.00)
	BTSA Mentor	(\$4,000.00)
	PAR Panel Stipends	(\$5,000.00)
	Intern Support Provider Stipend (<i>not posted yet</i>)	(\$5,000.00)
	Consulting Teacher Stipends	(\$3,000.00)
	Certificated Benefits	(\$1,224.60)
	Indirect Costs (<i>not posted yet</i>)	(\$1,450.00)
TOTAL LIABILITIES		<u>(\$23,674.60)</u>
OVERALL TOTAL		<u><u>\$106,204.40</u></u>

4,4.5

PAR Projected Budget 2008-09

Projected Income

2007-08 Carryover Funding	\$106,204
2008-09 Funding	<u>\$27,721</u>

Total Income \$133,925

Projected Expenses

Panel				
Panel Members Stipend	5	x	\$1,000	(\$5,000)
Panel Benefits				(\$500)
In-direct Costs (paid outs x 5%)				(\$2,000)
Consulting Teacher				
Consulting Teacher Stipend	1	x	\$3,000	(\$3,000)
Consulting Teacher Benefits				(\$300)
Voluntary Teacher Cost	2		\$1,000	(\$2,000)
Staff Development				
Above PAR (Districtwide)				(\$5,500)
Mentors				
English Lang. Learner	1	x	\$4,000	(\$4,000)
Benefits				(\$400)
BTSA				
BTSA/Mentor Stipend	1	x	\$4,000	(\$4,000)
Benefits				<u>(\$400)</u>

Total Expenses (\$27,100)

Balance \$106,825

4,4.6

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M1 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M1 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M1.

4.5

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever-Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M2 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M2 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M2.

4.5.1

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M3 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M3 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M3.

4.5.2

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M4 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M4 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M4.

4,5,3

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M5 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M5 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M5.

4,54

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Waiver of California High School Exit Exam
Requirement for Diploma for Special Education
Student #07-08M6 Who Has Passed CAHSEE
With Modifications

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

Mary Boyle
Jim Spratling, LHS Counselor

ENCLOSURES:

Confidential Student Assessment
Information

DEPARTMENT:

Educational Services

FINANCIAL INPUT/SOURCE:

None

MEETING DATE:

May 20, 2008

BACKGROUND:

All students graduating from high school must complete the class credits required by their local high school and pass the California High School Exit Exam (CAHSEE) in order to earn a diploma. Students in special education who have attempted the CAHSEE test on multiple occasions, have participated in appropriate interventions and tutorials, and who have a current Individual Education Plan (IEP) which allows for modifications in testing environments including CAHSEE are allowed to then take the CAHSEE test with those modifications. IEP students who pass CAHSEE with modifications and who complete course requirements are eligible for a high school diploma. Student # 07-08M6 is a special education senior student with a current IEP who has earned a passing score on CAHSEE with modifications and is requesting a Board Waiver to allow such to suffice as the CAHSEE portion of the requirement for a diploma from Lincoln High School.

RECOMMENDATION:

Approve Waiver Request for Student #07-08M6.

4.5.5

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Student Discipline/
Stipulated Expulsion
Student #07-08 S

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

ENCLOSURES:

DEPARTMENT:

Kris Knutson
District Hearing Officer

FINANCIAL INPUT/SOURCE:

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will disclose any action taken during closed session in regards to the expulsion of Student #07-08 S

RECOMMENDATION:

The administration recommends the Board of Trustees disclose any action taken in regards to the above item.

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Student Discipline/
Stipulated Expulsion
Student #07-08 X

AGENDA ITEM AREA:

Consent Agenda

REQUESTED BY:

ENCLOSURES:

DEPARTMENT:

Kris Knutson
District Hearing Officer

FINANCIAL INPUT/SOURCE:

MEETING DATE:

May 20, 2008

BACKGROUND:

The Board of Trustees will disclose any action taken during closed session in regards to the expulsion of Student #07-08 X

RECOMMENDATION:

The administration recommends the Board of Trustees disclose any action taken in regards to the above item.

INFORMATION

DISCUSSION

ACTION

ITEMS

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

2008-09 Budget Reductions

AGENDA ITEM AREA:

Information/Discussion/ Action

REQUESTED BY:

Scott Leaman, Superintendent
Terry Ryland, Interim Chief Business Official

ENCLOSURES:

Yes

DEPARTMENT:

District office

FINANCIAL INPUT/SOURCE:

Reduction in almost all sources

MEETING DATE:

May 20, 2008

ROLL CALL REQUIRED:

No

BACKGROUND:

Final budget reduction recommendations are being forwarded to the Board at this time. After the work of a district-wide budget committee, meetings with site principals, evaluation by the management team, and consideration of board discussion, the superintendent is recommending adoption of the attached reductions.

RECOMMENDATION:

Adopt budget reductions as attached to establish a positive budget certification for the 2008-09 school year.

7.1

WPUSD
Budget Reduction Target
2008-09

	2007-08 Reduction	2008-09 Reduction Target	Revised 2008- 09 Reduction Target
Funding Cuts			
Unrestricted General Fund ¹	\$0	\$1,220,991	\$1,220,991
Cost Increases			
Unrestricted General Fund ²		\$1,565,252	\$1,114,811
Unrestricted GF budget shortfall	\$0	\$2,786,243	\$2,335,801
Other Revenue Reductions ³	\$0	\$0	\$348,000
Total Budget Shortfall	\$0	\$2,786,243	\$2,683,801
Available Fund Balance 1st Interim	\$0	\$0	\$0
Available Fund Balance 2nd Interim			(\$298,501)
WPUSD Budget Reduction Target	\$0	\$2,786,243	\$2,982,302

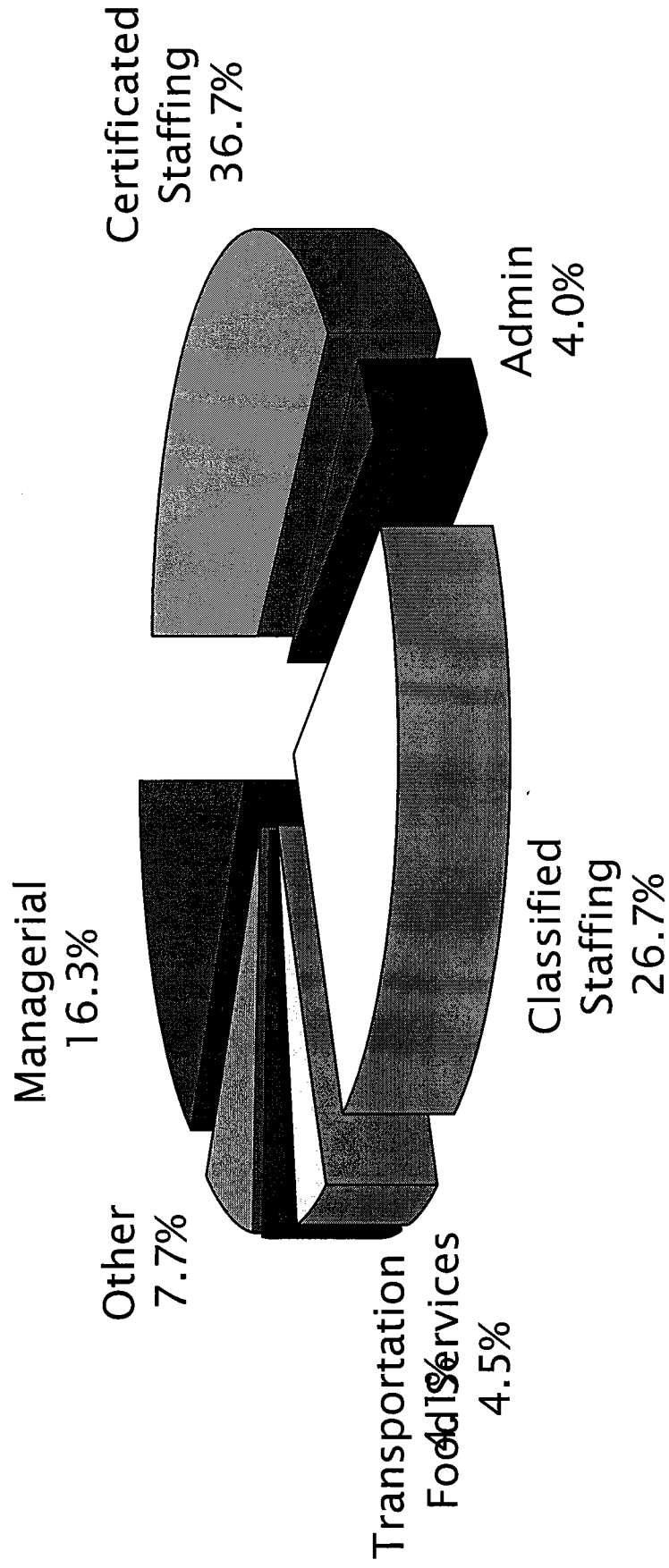
¹ Per Governor's January budget proposal, no changes identified

² Due to implementation of medical cap on CSEA and smaller increase in Kaiser premium than anticipated, anticipated on-going costs increases revised downward.

³ due to decrease in ADA to enrollment yield between P-1 and P-2, loss of current year ADA revenue (60 ADA)

7.1.1

Share of Budget Reductions



7.1.2

WPUSD
Budget Reduction Recommendations
2008-09 Fiscal Year

Budget Comm Vote ¹

Rubric Score ²

	Recommended Action	Amount	comments
Certificated Staffing			
13	Increase staffing ratios to 25:1 for middle school, 28:1 at high school and suspend ratios at elementary (net of overage stipend)	\$592,000	4.0 HS, 1.0 MS, 3.0 K--5. Have netted savings against projected increase in overage costs due to class sizes over contract level.
8	Realign delivery of prep using the 40 class cap in PE for science prep in primary grades; maximize staffing in music	\$134,300	1.7 science/music teachers
15	Eliminate independent study program at LHS	\$79,000	1.0 FTE
12	Shift a teacher from LHS to PHS when enrollment drops due to transfers	\$79,000	
15	Additional high school reductions - 1.0 counselor	\$79,000	Still discussing with State as to shifting of program monies
15	Account for elimination of ROTC program	\$70,000	1.0 FTE
14	Eliminate all non-teacher certificated overtime - extra assignment, psychs, OTs, Admin	\$31,000	
		\$1,064,300	37%
Admin			
5	Reduce admin at Sheridan	\$115,000	1.0 principal, to be shared with Phoenix HS
		\$115,000	4%
Classified Staffing			
13	Align staffing at sites to current ratios: aides, campus supervision, custodial, library	\$147,000	see separate schedules
5	Reduce custodial services 10% overall in district	\$144,000	may be delivered differently at each site. Currently, half of the sites have every other day cleaning, so reductions likely to be centered at sites which have daily cleaning
7	Eliminate kindergarten aides in classes that have two teachers, leaving 2-hour aides in odd classrooms with no am/pm partner	\$129,000	
15	Eliminate overtime unrestricted general fund, except for emergencies	\$100,000	estimate at half of budget
3/10	Reduce clerical at each site including secretarial, office clerks, attendance clerks, health clerks - elementary only	\$94,000	reduction of 4.0 hours per site. Current study of surrounding elementary schools shows WPUSD clerical approximately 5.0 hours per day above average.
5	Reduce clerical/classified and custodial staffing at Sheridan	\$82,000	8 hours clerical/classified support, 0.5 custodial; share with Phoenix HS
11	Reduce library clerk and aide staffing until 6.5 hours per day is reached at elementary	\$53,000	this covers the teaching day for delivery of prep time to teachers
12	Limit night time custodial subs to a 4-hour shift	\$25,000	night events may require different coverage
		\$774,000	27%

7.1.3

WPUSD
Budget Reduction Recommendations
2008-09 Fiscal Year

Budget Comm Vote ¹

Rubric Score ²

	Recommended Action	Amount	comments
Food Services			
	Two year plan to eliminate Food Services encroachment on the General Fund. Reduce hours, reduce food costs, increase revenue, increase points of sale, use more commodity foods	\$65,000	Reduce labor hours (\$44,000), eliminate second hot entrée at elementary, Use more commodity fruits, increase breakfast prices (other reductions listed elsewhere)
13	26 Raise lunch fees \$0.25 at elementary	\$28,000	Only middle and high school rates were raised last year. Current rates are \$2.25, \$2.50, and \$2.75 per meal at the elementary, middle and high school levels respectively. \$0.25 increases will leave meal rates within the comparable range of surrounding school districts.
26	Raise lunch fees \$0.25 at middle schools	\$11,000	See comments above
26	Raise lunch fees \$0.25 at high school	\$15,000	See comments above
14	26 Reduce overtime in cafeterias	\$11,500	estimated at half of current year budget
		\$130,500	4%
Transportation			
15	33 Cost neutral sport transportation - the market will not allow full break even. Assumed doubling of high school sport fees to \$120 per sport, two sport maximum, and elimination of middle school athletic transportation.	\$67,000	see separate schedules
14	30 Attempt to increase home-to-school transportation in order to make it cost neutral. This would require bus fees of \$500 per student. Instead, increase bus passes to \$225 per year, charged Reduced Rate to those who are eligible (\$112.50), and increase daily tickets by \$0.50 each way. For 2008-09, continuing studying ways to fund transportation or effects of not continuing	\$24,000	see separate schedules
13	41 Increase fees for elective transportation (field trips) until cost neutral. Requires increase in hourly rate, plus slight increase in mileage charge, limit field trips to three per class per school, and encourage parent drivers	\$23,510	\$32 per hour (\$48 per hour for overtime), and \$3.00 per mile
8	15 Eliminate outside agency use of buses (STAR, City of Lincoln) or charge revised fees to cover operating costs	\$5,590	Current charges would generate \$18,500 for the summer STAR use, and using new elective fees would generate \$25,200. However, there is no provision in our current fees for bus replacement and these elective uses by outside agencies create additional wear and tear on buses, and preclude summer servicing.
		\$120,100	4%

7.1.4

WPUSD
Budget Reduction Recommendations
2008-09 Fiscal Year

Budget Comm Vote ¹

Rubric Score ²

	Recommended Action	Amount	comments
Other			
14 27	Do not carryover unspent unrestricted funds into next fiscal year (MAA and Farm). Estimate only	\$108,000	based on prior year
11 10	Raise Facilities Use fees	\$36,000	STAR daily use
8 16	Ban electric heaters and refrigerators in classrooms, ensure District temperature settings, take advantage of PGE recommendations on usage	\$30,000	
5 37	Eliminate Woodleaf trip subsidy, other than stipends	\$7,800	
10 20	Reduce district office discretionary budgets	\$21,000	can't reduce 10% due to fixed or increasing costs - insurance, legal, audit
11 31	Decrease site discretionary funds 7-12 by 10%	\$20,000	see separate schedules
		\$222,800	8%
Managerial			
	Worker's comp rate reduction	\$175,000	favorable x-mod factor; rates decreased for next year
	One-time expenditures for 2007-08	\$122,000	(separate schedule, items 4-7, 9)
	eliminate classified subs, except day custodians and special ed	\$112,000	per current budget
	Lighthouse services	\$30,000	eliminate contribution to Lighthouse program
	eliminate District's contribution to the City's watering of parks	\$35,000	estimate based on current usage
		\$474,000	16%
	Total recommended reductions	\$2,900,700	

¹ Based upon the receipt of 15 input sheets from Budget Committee members; represents number who wish to keep item on list of reductions - included on list of recommended reductions if item garnered at least 5 votes

² Based upon Rubric scoring; the lower the number, the least impact to staff, students and safety, among other criteria

7.15

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Tentative Agreement Between
WPUSD and WPTA

AGENDA ITEM AREA:

Action

REQUESTED BY:

Bob Noyes
Assist. Superintendent, Personnel Services

ENCLOSURES:

(4)

DEPARTMENT:

Personnel

FINANCIAL INPUT/SOURCE:

N/A

MEETING DATE:

May 20, 2008

ROLL CALL REQUIRED:

BACKGROUND:

A tentative agreement has been reached between WPUSD and WPTA on Article XV, Work Year, Section D. (1 through 5) and Article X, Assignment/Reassignment/Transfers, Section F (7).

RECOMMENDATION:

Administration recommends the Board of Trustees approve the Tentative Agreement between WPUSD and WPTA as submitted.

7.2

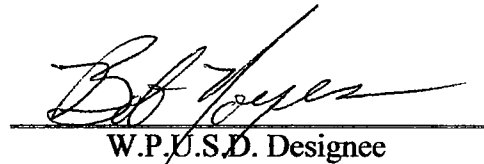
Memorandum of Understanding

This memorandum of understanding is the resolution between the Western Placer Unified School District (WPUSD) and the Western Placer Teachers Association (WPTA) regarding Assignments, Reassignments and Transfers. In order to determine assignments for the 2008-2009 school year, the attached process will be followed. Current contract language will be utilized in all areas not outlined in the attached document.


W.P.T.A. Negotiations Chair

5/14/08

Date


W.P.U.S.D. Designee

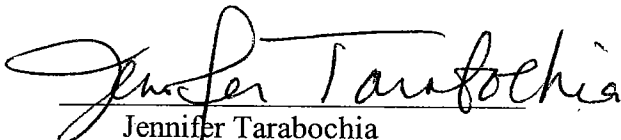
5-14-08

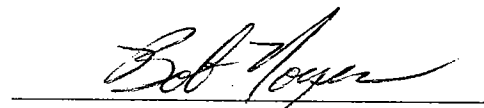
Date

7.2.1

TENTATIVE AGREEMENT

Tentative agreement has been reached between the District, Western Placer Unified School District, and the Association, Western Placer Teachers Association on Article XV, Work Year, Section D. (1 through 5).


Jennifer Tarabochia
W.P.T.A. Negotiation Chair


Bob Noyes
W.P.U.S.D. Designee

5/12/08
Date

5-12-08
Date

Date Ratified by W.P.T.A. Members

Date Adopted by Board

7.2.2

ARTICLE XV

WORK YEAR

D. STAFF DEVELOPMENT

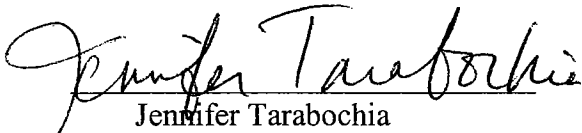
1. All staff development, which occurs beyond the teachers work day, must be pre-approved by the District utilizing the Professional Development Authorization form.
2. As funding allows, based on Professional Development Block Grant revenues, all teachers will be eligible to utilize a minimum of six hours of staff development that occurs beyond the teacher's work day. Should funding be reduced by the State, then the eligible hours will be reduced proportionately. At the teacher's discretion, the six hours of staff development may be paid at the hourly rate (See Appendix A) or converted to units toward advancement on the salary schedule.
3. Additional staff development beyond the minimum of six hours may be compensated at the hourly rate (See Appendix A) or converted to units toward advancement on the salary schedule at the Districts discretion.
4. Since attendance at staff development beyond the teachers work day is optional, teachers cannot be held accountable for information/materials received during staff development.
5. Staff development opportunities must be included in the following categories:


WPUSD Sponsored Staff Development,
PCOE Sponsored Staff Development,
WPUSD Endorsed Staff Development

7.2.3

TENTATIVE AGREEMENT

Tentative agreement has been reached between the District, Western Placer Unified School District, and the Association, Western Placer Teachers Association on Article X, Assignment/Reassignment/Transfers, Section F (7).


Jennifer Tarabochia
W.P.T.A. Negotiation Chair


Bob Noyes
W.P.U.S.D. Designee

5/12/08
Date

5-12-08
Date

Date Ratified by W.P.T.A. Members

Date Adopted by Board

7.2.4

ARTICLE X

ASSIGNMENT / REASSIGNMENT / TRANSFERS

7. Seniority Tie-Breaking Process

For purposes of this article only, beginning with the teachers hired for the 2008-09 school year, reassignment/transfer ranking for teachers with the same seniority date will be determined by the time and date of the bargaining unit member's signature on the Intent to Hire Form. This does not mean the district will use the signature date/time for tie-breaking criteria during a Reduction in Force (RIF).

7.2.5

**WESTERN PLACER UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEE MEETING FACT SHEET**

MISSION STATEMENT: Empower Students with the skills, knowledge, and attitudes for Success in an Ever Changing World.

DISTRICT GLOBAL GOALS

1. Develop and continually upgrade a well articulated K-12 academic program that challenges all students to achieve their highest potential, with a special emphasis on students
2. Foster a safe, caring environment where individual differences are valued and respected.
3. Provide facilities for all district programs and functions that are suitable in terms of function, space, cleanliness and attractiveness.
4. Promote the involvement of the community, parents, local government, business, service organizations, etc. as partners in the education of the students.
5. Promote student health and nutrition in order to enhance readiness for learning.

SUBJECT:

Adoption of amended recommendations

AGENDA ITEM AREA:

Information/Discussion/Action

REQUESTED BY:

Scott Leaman, Superintendent

ENCLOSURES:

Yes

DEPARTMENT:

District office

FINANCIAL INPUT/SOURCE:

Certificated personnel costs

MEETING DATE:

May 20, 2008

ROLL CALL REQUIRED:

No

BACKGROUND:

The approval of the attached document, with clarification of the Judge Jew's decision as explained in item number 7 on page 11, is being requested.

RECOMMENDATION:

Adoption of the recommendation.

7.3

**BEFORE THE
GOVERNING BOARD OF THE
WESTERN PLACER UNIFIED SCHOOL DISTRICT
COUNTY OF PLACER
STATE OF CALIFORNIA**

**In The Matter of the Accusations/
(Reduction In Force) against:**

OAH No. 2008030489

**TERESA CONROY, CYNTHIA CYGAN,
JENNA DANIELS, HEATHER
DONOVAN, AMANDA FLESHMAN,
MARGARET HAMRICK, BRENDA
JAMES, THOMAS KELLEY, MILAGROS
MEDINA, KIMBERLY MOSS, MELANIE
RILEY-GONZALEZ, DAYNA
SWANSON, CASSANDRA WALKER,
JULIE WALKER, and AMY WILLIAMS.,**

Respondents.

PROPOSED DECISION FOLLOWING REQUEST FOR CLARIFICATION

This matter was heard before Administrative Law Judge Jonathan Lew, State of California, Office of Administrative Hearings, on April 18, 2008, in Lincoln, California.

Heather M. Edwards, Attorney at Law, represented the Western Placer Unified School District.

Lesley Beth Curtis, Attorney at Law, represented respondents.

Evidence was received and the matter was submitted on April 18, 2008. A Proposed Decision issued on April 22, 2008. On May 12, 2008, the parties made a joint Request for Clarification Regarding Impact of Proposed Decision Findings of Fact Numbers 11 and 12. Memoranda of Points and Authorities were submitted by both parties, and oral argument heard this same date. This decision clarifies earlier Factual Findings 11 and 12.

FACTUAL FINDINGS AND DISCUSSION

1. Scott Leaman is the Superintendent of the Western Placer Unified School District (District). His actions and the actions of the District Governing Board were taken in their official capacities.

2. Respondents are permanent or probationary certificated employees of the District. On March 12, 2008, the District served on each respondent a written notice that it had been recommended that notice be given to respondents pursuant to Education Code sections 44949 and 44955 that their services would be reduced or would not be required for the 2008-2009 school year. Each written notice set forth the reasons for the recommendation and noted that the District Governing Board had passed a Resolution reducing the certificated staff by 20.7 full-time equivalent (FTE) positions. Respondents timely requested in writing a hearing to determine if there is cause for not reemploying them for the ensuing school year.

3. The Superintendent made and filed Accusations against respondents. The Accusations with required accompanying documents and blank Notices of Defense were timely served on respondents. Each respondent, except Cassandra Walker, timely filed a Notice of Defense to the Accusation.

4. On March 11, 2008, at a regular meeting, the District Governing Board was given notice of the Superintendent's recommendations that certificated employees holding 20.7 FTE positions be given notice that their services would be reduced or not required for the next school year and stating the reasons for that recommendation.

5. On March 11, 2008, the District Governing Board determined that it was necessary to decrease programs and services and thus it was necessary to reduce teaching services affecting employment of 20.7 FTE positions. The District Governing Board adopted Resolution No. 07-08.14 providing for the reduction or elimination of the following particular kinds of services (PKS):

Counselor, High School	1.0 FTE
K-5 Self-Contained Classrooms	12.0 FTE
K-5 Science	1.7 FTE
9-12 Offerings	
Ag Farm	1.0 FTE
Physical Education	1.5 FTE
Home Economics	1.0 FTE
Continuation	1.0 FTE
Independent Study	1.0 FTE
Art	0.5 FTE
Total	20.7 FTE

6. At the time of hearing layoff notices were rescinded as to five individuals previously served with Accusations.¹ In addition, notices to respondents Jenna Daniels and Melanie Riley-Gonzalez, which had previously been for 1.0 FTE each, were adjusted to .7 FTE and .5 FTE, respectively.

7. The District served an Accusation and Notice of Defense form on Cassandra Walker. These and other documents were sent by the District via certified mail on April 4, 2008. Ms. Walker never received these documents. She checked to see if any of her mail had been held for her at the post office and it had not been so held. The Accusation and Notice of Defense form were mailed to her correct address. She did receive a layoff notice from the District that was sent to the same address via certified mail, and she had filed a request for hearing. Ms. Walker was made aware of these proceedings and participated. Notwithstanding her failure to file a notice of defense, she may participate as a party to these proceedings.

8. The Governing Board's resolution to reduce or discontinue particular kinds of services was made in order to reduce costs without reducing core subject areas. The District has projected 2008-09 revenue reductions to approximate \$1.2 million. The District also projects cost increases in excess of \$1 million. The combination of decreased revenues received from the state and cost increases has created a total budget shortfall of \$2,335,801. The District's budget reduction target is higher (\$2,634,302) to account for deficits in available fund balances. All this comes at a time when enrollment may increase, with projected average daily attendance up by as many as additional 595 students. Although each additional student adds revenue to the District, the amount the District receives per student has declined. And combined with rising costs, the increased student enrollment will not improve the District's fiscal situation.

9. The District maintains a Certificated Seniority List which contains employees' seniority dates (first date of paid service), status as tenured, probationary or temporary, and credentials and authorizations. Status, credential and authorization data are obtained from the District's records and employees are given the opportunity to correct errors in the seniority list.

Robert Noyes is the District's Assistant Superintendent, Personnel Services. He and other District employees were responsible for implementation of the technical aspects of the layoff. The District used the seniority list to develop a proposed layoff list of the least senior employees currently assigned in the various services being reduced. The District then determined whether these employees held credentials in another area and were entitled to "bump" other employees.

¹ These individuals were Lacey Anderson, Laura Mosbacher, Lisa Riddagh, Molly Sjorval and Susan Wagner.

August 17, 2007 New Teacher Orientation

10. Nine respondents have seniority dates of August 20, 2007, and contend that it should be corrected to be August 17, 2007, to account for their attendance at a new teacher workshop held that day, from 8:00 a.m. to 3:00 p.m.² New teachers were requested to, and understood that they should attend this workshop, although they were not told in so many words that their attendance was mandatory. They were neither penalized nor disciplined in any way for failing to attend. The workshop consisted of an orientation to the District and introduction to key personnel. New teachers were instructed on District protocols on a range of matters such as what to do when a substitute teacher was needed, or whom to go to for help in different circumstances. Time was also set aside to meet with the Western Placer Teachers Association (WPTA).

Article XV of the collective bargaining agreement between the District and WPTA makes specific reference to 183 duty days that District teachers are required to be in attendance over the course of a work year, and 184 duty days for teachers new to the District. The additional duty day for new teachers was meant to be the date set aside for the new teacher workshop/orientation, in this case the one held on August 17, 2007. New teachers were not paid an additional amount for attending the workshop, presumably because it was part of the 184 duty days encompassed within their annual salary.

11. Under the terms of the collective bargaining agreement, duty days are those which teachers are required to be in attendance. The August 17, 2007 new teacher workshop constituted a duty day. Thus, it should have been considered by the District to be the date attending teachers first rendered paid service to the District.

The difficulty presented in this case is that a complete list of attendees at the August 17, 2007 new teacher workshop was not available at the time of hearing. It is likely that the large majority of teachers listed by the District as having an August 20, 2007 seniority date also attended the workshop. The District suggests that it may then be a moot issue. The District also notes that all teachers were afforded an opportunity to review and correct their seniority dates, and did not do so. There was no evidence that earlier adjustments were made to account for attendance at the workshop.

A sign-in sheet and list of attendees at the August 17 new teacher workshop was found and submitted on May 12, 2008.

12. The seniority date for the nine respondents who attended the new teacher workshop should be changed August 20, 2007, to August 17, 2007. The District should also change the seniority date of other new teachers who attended the workshop from August 20,

² The nine individuals include: Cynthia Cygan, Amanda Fleshman, Margaret Hamrick, Brenda James, Milagros Medina, Melanie Riley-Gonzalez, Dayna Swanson, Julie Walker and Amy Williams.

2007, to August 17, 2007.³ After these adjustments are made, the District should rescind notices to the degree and extent that the August 17, 2007 seniority date places respondents above less senior teachers who were not given layoff notices.

The parties agree that one teacher, Pamela L. Johnson, who did not attend the August 17, 2007 workshop and who therefore retains her August 20 2007 seniority date, is currently assigned to teach using her multiple subject credential. Ms. Johnson is assigned to a middle school classroom, but is teaching two cores with a hanging fifth period pursuant to Education Code section 44258.1. This arrangement allows her to teach using her multiple subject credential. Therefore, the District has retained one teacher who is less senior to teach a class that eight respondents are competent and credentialed to teach.⁴ There may also be a second teacher besides Ms. Johnson who is less senior to teach a class that these same respondents are competent and credentialed to teach.

Respondents contend that the plain language of Education Code section 44955 requires the District to retain all eight respondents who are more senior to Ms. Johnson since the layoff would be illegal as to each of them. However, the District should only be required to rescind one layoff notice, two if a second teacher is identified, by applying the "corresponding number" standard articulated in *Alexander v. Delano Joint Union High School District* (1983) 139 Cal.App.3d 567. In *Alexander*, the First District Court of Appeal found that "[b]ecause at least some of the persons skipped should have received notices, a corresponding number of the most senior of the employees who were not reemployed must have been improperly given notices." (*Id.* at p. 711.) The court did not allow for the "domino effect" now sought by respondents. And such approach is rejected here.

The District should instead use the Governing Board's tie break criteria that allows for an objective lottery to determine placement on the seniority list. By so doing, of the eight respondents with an August 17, 2007 seniority date, only one would be retained due to the retention of Ms. Johnson, more if other teachers are later identified.

Teachers Holding District Intern or University Intern Credentials and Who Occupy Positions for Which Respondents are Competent and Credentialed

13. The District's Governing Board met on or around April 15, 2008, and determined at that time to release four interns, three holding a district intern credential, and

³ The District has also suggested that it may change the seniority dates of new teachers who did not attend the new teacher workshop to August 17, 2007. It reasons that since the August 17, 2007 workshop constituted a duty day, it should be considered by the District to be the date that attending and non-attending teachers first rendered paid service to the District. The District notes that the dictionary meaning of "rendered" includes being "made available." It also argues that because a teacher is entitled to draw compensation when a teacher does not report to work at any time during a contracted work year due to illness, duty days should likewise be calculated back to August 17, 2007. District seniority has precise meaning independent from laws governing leave time, and the District's arguments are therefore rejected. Similarly, the District's argument that non-attending teachers were "made available" and therefore rendered paid service is not persuasive.

⁴ The eight respondents are: Dayna Swanson, Milagros Medina, Amy Williams, Brenda K. James, Margaret Hamrick, Amanda Fleishman, Heather Donovan and Cynthia Cygan.

one holding a university intern credential.⁵ They were assigned to teach high school English (1.0 FTE), high school biological science (1.0 FTE), and eighth grade mathematics (2.0 FTE). None of these four classes were identified or included as part of the particular kinds of services to be reduced or discontinued for the 2008-2009 school year. The four interns were not issued layoff notices under Education Code sections 44949 and 44955. Thus, the District may consider these vacated positions in much the same way as it would consider other positively assured attrition.

Respondents suggest it is first necessary to find that the four interns were probationary employees in order for other teachers to move into their positions. It is not clear why such a finding is needed. If the vacated positions are not slated for PKS reductions, the District may reassign teachers into the positions. Still, in an abundance of caution, there was no evidence presented to indicate whether these teachers were serving under temporary employment contracts and therefore subject to annual release. For example, there was no evidence that any of the four were: 1) replacing a teacher on leave (Ed. Code, § 44920); 2) teaching in a temporary class (Ed. Code, § 44919, subd. (a)); 3) teaching in special day and evening adult classes (Ed. Code, § 44919, subd. (a)); 4) teaching in schools for migratory population (Ed. Code, § 44919, subd. (b)); 5) serving in a limited assignment supervising athletic activities (Ed. Code, § 44919, subd. (b)); or 6) serving in any other temporary situations identified in the Education Code.

Appellate courts have interpreted the temporary classifications narrowly, allowing districts to classify teachers as temporary only on the grounds provided in the Education Code. Thus, if a teacher does not satisfy the statutory grounds for a temporary classification, the default or catchall provision of Education Code section 44915 mandates that the district classify a teacher as a probationary employee. (*Bakersfield Elementary Teachers Association v. Bakersfield City School District* (2006) 145 Cal.App.4th 1260, 1279-1281; *California Teachers Association v. Vallejo City Unified School District* (2007) 149 Cal.App.4th 135, 146; *Vasquez v. Happy Valley Union School District* (2008) 159 Cal.App.4th 969, 981-986.)

With this in mind, the District is required to make assignments and reassignments in such a manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render. (Ed. Code, § 44955, subd. (c).) And this includes potential assignment and reassignment into the positions made available by the departure of the four interns.

14. Respondent Jenna Daniels has a District Seniority date of August 29, 2007. She was noticed for layoff due to the reduction of K-5 Science by .7 FTE. Ms. Daniels holds a single subject credential for biological sciences. She is qualified to teach the high school

⁵ The teachers are: David Lynn Foxworthy, university intern with a single subject credential for biological sciences; Jared John Gonsalves, district intern with a single subject credential for mathematics; Holli Ann Little, district intern with a single subject credential for English; and Lori Janine Schleppenbach, district intern with a single subject credential for mathematics.

biological sciences class previously taught by David Lynn Foxworthy. No one with greater seniority than Jenna Daniels possesses the credentials and qualifications to move into the position. This may lead to a part-time bumping situation, if Ms. Daniels retains .3 FTE K-5 and takes only .7 FTE high school biological sciences. It is a matter better left for the District to work out with Ms. Daniels.

15. Three other teachers were identified as having credentials that would allow them to be reassigned next year to the two eighth grade mathematics classes, and one high school English class. Sandra K. Beckman holds a multiple subject credential with a supplementary authorization to teach mathematics (K-9). She is currently in an elementary school position. Rene McGrath also holds a multiple subject credential with a supplementary authorization to teach mathematics (K-9). She is currently in an elementary school position at Carlin C. Coppin Elementary School. Were Ms. Beckman and Ms. McGrath to be reassigned to teach eighth grade mathematics, two of respondent elementary school teachers could be assigned to teach their classes. Melanee Ford holds a multiple subject credential with a supplementary authorization to teach English. If she were reassigned to teach high school English, one of respondent elementary school teachers could be assigned to teach her class.

The District's release of the four interns results in four positions into which teachers may be reassigned. Respondent Jenna Daniels may be reassigned into high school biological sciences for the 2008-2009 school year.

The District has discretion as to whether additional assignments and reassignments should be made to save other junior teachers named as respondents. While the District has an affirmative obligation to reassign senior teachers who are losing their positions, it does not have the same obligation to reassign senior teachers who are not losing their positions in an effort to save junior teachers. In short, the District cannot be compelled to engage in inverse bumping and to reassign Sandra Beckman, Rene McGrath and Melanee Ford into the positions held by the three interns in order to save respondent elementary school teachers from losing their positions.

Other Matters Relating to Individual Teachers

16. Brenda James and Dayna Swanson teach kindergarten classes at Twelve Bridges and Lincoln Crossing Elementary Schools, respectively. They both attended a Kindergarten Workshop on August 15, 2007, from 8:00 a.m. to noon at Twelve Bridges Elementary School. All district kindergarten teachers were invited to attend. The purpose was to "collaboratively create a kindergarten assessment packet and rubric to use to assess students district-wide." Ms. Swanson was told that she "needed to attend." It appears that another teacher stated this to her. This particular program was subject to the District's professional development "buy-back hours" program. Both employees received four hours credit for their participation and were compensated for their time. Attendance was not mandatory. Given the nature of this particular workshop, Ms. James and Ms. Swanson are not entitled to change their seniority date based upon their attendance at same.

17. Milagros Medina is an elementary school teacher. She attended a six-hour GLAD Summer Planning program on August 8, 2007. This was a program designed to develop strategies for working with students in the District's English Language Learner program. Participation in this program was not mandatory. Ms. Medina received professional development credit (buy-back hours) for her attendance. She is not entitled to change her seniority date based upon her attendance at this program.

18. Melanie Riley is a band teacher at Lincoln High School. She holds a single subject music credential. When home economics was reduced, Cindy Hagman was reassigned from home economics into Ms. Riley's position. Ms. Hagman holds a single subject music credential with a CLAD. Ms. Hagman is also more senior to Ms. Riley and is therefore entitled to bump into her position.

Ms. Riley contests application of any tie-breaking criteria based upon her not having a CLAD. Ms. Riley finished her CLAD coursework in January 2008, and has submitted necessary documentation to the California Commission on Teacher Credentialing (CTC). She received confirmation from CTC that her application is pending evaluation.

Peggy VanLengen is the District's Personnel Account Technician. In mid-January 2008, she contacted Ms. Riley and inquired as to the status of her CLAD. Ms. Riley advised her that she would be done with the course by the end of the month. When Ms. Riley completed the course, she did not so advise the District. Ms. Riley believes that the District should credit her for having a CLAD pending. The District has done so for others. For example, Melissa Garcia is an elementary school teacher with a single subject music credential. She was credited with having a "CLAD pending" and is still taking the course toward CLAD certification, the test for which will be given in June 2008. Ms. Riley is obviously ahead of her and should also be credited with having a CLAD pending by the District. Although employees should bear the responsibility of updating their credentials/certifications on file with the District, this is an instance where Ms. Riley was asked by the District in mid-January about the status of her CLAD, and the District was on notice that she would have been finished with her CLAD coursework by the end of January 2008.

19. Amanda Fleshman is a second grade elementary teacher at Twelve Bridges Elementary School. She is currently enrolled and taking course work toward CLAD certification. The class will continue through May 2008, and the test will be given in June 2008. She is in the same class as Melissa Garcia and believes she also should be given status as CLAD pending. There is no evidence that she advised the District of these facts prior to March 15, and she should not be accorded CLAD pending status for this reason.

20. Thomas Kelley holds a pupil personnel services credential with a specialization in school counseling. He works a half day at Phoenix Continuation School, and a half day at Lincoln High School. He received a layoff notice because of the planned elimination of a high school counselor position. The Placer County Office of Education will be transferring a counselor position to the District next school year to work in the special

education area. In addition to holding a pupil personnel services credential, the counselor position will require additional certification in either behavior analysis or applied behavior analysis. Mr. Kelley holds neither of these additional certifications. He also notes that the CTC does not list either of these certifications on its website and he questions whether they can legitimately be required for this position. He is willing to pursue specializations if he is hired into the position.

The District has a need for a counselor to work with autistic children and who can conduct behavioral assessments for this population. Eli Gallup is the District's Director of Special Education. He explained the reasoning for having the special education counselor hold additional certifications in either behavior analysis or applied behavior analysis. In making reassignments, a district is permitted to consider the qualifications of an employee prior to making such reassignment. The District has articulated its rationale for not offering Mr. Kelley the special education counselor position. Mr. Kelley has not demonstrated that he is otherwise qualified to serve in that position.

21. The District applied tie-breaking criteria as between Kimberly Moss and Teresa Conroy in reducing physical education by 1.5 FTE. Both have the same seniority date. Ms. Moss holds a multiple subject credential with CLAD and a physical education authorization. Ms. Conroy holds a single subject credential in physical education. As a result of application of tie-breaking criteria, Ms. Conroy is deemed "more senior" to Ms. Moss. The single subject credential "trumps" the authorization for physical education. Thus, Ms. Moss was noticed for 1.0 FTE, and Ms. Conroy for the remaining .5 FTE.

22. With due consideration and adjustments made for the matters noted above, no permanent or probationary certificated employees junior to respondents are being retained to perform a service which respondents are certificated and competent to render. Those certificated employees junior to respondents being retained will provide services which respondents are not certificated and competent to perform.

LEGAL CONCLUSIONS

1. The District employees receiving notices that their services would not be required next year have all rendered services to the District.

2. All notice and jurisdictional requirements set forth in Education Code sections 44949 and 44955 were met. The notices sent to respondents indicated the statutory basis for the reduction of services and, therefore, were sufficiently detailed to provide them due process. (*San Jose Teachers Association v. Allen* (1983) 144 Cal.App.3d 627; *Santa Clara Federation of Teachers v. Governing Board* (1981) 116 Cal.App.3d 831.) The description of services to be reduced, both in the Board Resolution and in the notices, adequately describe particular kinds of services. (*Zalac v. Ferndale USD* (2002) 98 Cal.App.4th 838. See, also, *Degener v. Governing Board* (1977) 67 Cal.App.3d 689.)

3. The services identified in Board Resolution No. 07-08.14 are particular kinds of services (PKS) that could be reduced or discontinued under Education Code section 44955. The Governing Board's decision to reduce or discontinue the identified services was neither arbitrary nor capricious, and was a proper exercise of its discretion. Cause exists to reduce the number of certificated employees of the District due to the reduction and discontinuation of particular kinds of services. Cause for the reduction or discontinuation of services relates solely to the welfare of the District's schools and pupils within the meaning of Education Code section 44949.

4. A District may reduce services within the meaning of Education Code section 44955, subdivision (b), "either by determining that a certain type of service to students shall not, thereafter, be performed at all by anyone, or it may 'reduce services' by determining that proffered services shall be reduced in extent because fewer employees are made available to deal with the pupils involved." (*Rutherford v. Board of Trustees* (1976) 64 Cal.App3d 167, 178-179.)

5. Education Code section 44955 provides in pertinent part:

¶...¶

(b) Whenever in any school year ... whenever a particular kind of service is to be reduced or discontinued not later than the beginning of the following school year, ... or whenever the amendment of state law requires the modification of curriculum, and when in the opinion of the governing board of the district it shall have become necessary by reason of any of these conditions to decrease the number of permanent employees in the district, the governing board may terminate the services of not more than a corresponding percentage of the certificated employees of the district, permanent as well as probationary, at the close of the school year. Except as otherwise provided by statute, the services of no permanent employee may be terminated under the provisions of this section while any probationary employee, or any other employee with less seniority, is retained to render a service which said permanent employee is certificated and competent to render.

¶...¶

6. Education Code section 44955 provides that when certificated employees face layoffs due to reduction or elimination of PKS, the District has an affirmative obligation to reassign senior teachers who are losing their positions into positions held by junior teachers, if the senior teacher has both the credentials and competence to occupy such positions. The intent of the Legislation is clearly to prevent Districts from laying off senior teachers while

retaining junior teachers. Education Code section 44955, subdivision (c) provides in pertinent part:

Services of such employees shall be terminated in the inverse of the order in which they were employed... The governing board shall make assignments and reassignments in such a manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render...

7. As set forth in Factual Findings 10 through 12, the seniority date for the nine respondents who attended the new teacher workshop should be changed from August 20, 2007, to August 17, 2007. The District should also change the seniority date of other new teachers who attended the workshop from August 20, 2007, to August 17, 2007. After these adjustments are made, the District should rescind notices to the degree and extent that the August 17, 2007 seniority date places respondents above less senior teachers who were not given layoff notices and who occupy positions for which respondents are credentialed and competent.

The number of rescinded notices shall be determined according to the "corresponding number" standard contemplated under *Alexander v. Delano Joint Union High School District*, supra, 139 Cal.App.3d 567. The District is required to rescind at least one layoff notice since the August 17, 2007 seniority date places eight respondents above one less senior teacher, Pam Johnson, who was not given a layoff notice and who occupies a position for which respondents are credentialed and competent. The District should use the Governing Board's tie break criteria that includes an objective lottery to ascertain placement on the seniority list of one multiple subject teacher among the eight affected respondents. Only that single teacher should be retained as an employee for the 2008-09 school year, and more should additional teachers who are less senior be identified.

8. As set forth in Factual Findings 13 through 15, the District's release of the four interns results in four positions into which respondents Jenna Daniels and three others may be reassigned for the 2008-2009 school year. The District is required to make assignments and reassignments in such a manner that employees shall be retained to render any service which their seniority and qualifications entitle them to render. (Ed. Code, § 44955, subd. (c).) This includes potential assignment and reassignment into the positions made available by the departure of the four interns.⁶ Respondent Jenna Daniels should be

⁶ The four interns were not found to be temporary employees. (See Finding 13.) As noted earlier, appellate courts have interpreted the temporary classifications narrowly, allowing districts to classify teachers as temporary only on the grounds provided in the Education Code. Thus, if a teacher does not satisfy the statutory grounds for a temporary classification, the default or catchall provision of Education Code section 44915 mandates that the district classify a teacher as a probationary employee. (*Bakersfield Elementary Teachers Association v. Bakersfield City School District* (2006) 145 Cal.App.4th 1260, 1279-1281; *California Teachers Association v. Vallejo City Unified School District* (2007) 149 Cal.App.4th 135, 146; *Vasquez v. Happy Valley Union School District* (2008) 159 Cal.App.4th 969, 981-986.)

reassigned into high school biological sciences for the 2008-2009 school year. The District has discretion as to the other three positions.

9. As set forth in Factual Findings 16 and 17, the seniority dates of Brenda James, Dayna Swanson and Milagros Medina should not be changed on account of their attendance at the Kindergarten Workshop or the GLAD Summer Planning Program. Participation in these programs was not mandatory and the employees received professional development credit (buy-back hours) for their attendance. They are not entitled to change their seniority date based upon attendance at these programs.

10. As set forth in Factual Findings 18 and 19, Melanie Riley should be credited with CLAD pending status in any application of tie-breaking criteria. However, Amanda Fleshman shall not be so credited.

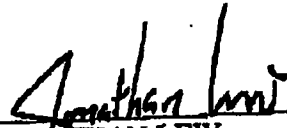
11. As set forth in Factual Finding 20, the District has met its initial obligation, under Education Code section 44955, subdivision (c), to make a determination whether Thomas Kelley's seniority and qualifications entitle him to be reassigned to the new special education counselor position. The District reasonably decided not to re-assign Mr. Kelley, based upon the District's need for a counselor with qualifications related to behavior analysis or applied behavior analysis. Mr. Kelley has not persuasively rebutted the District's decision not to assign him to this position. The District has established that no employee junior to Mr. Kelley is being retained to perform services which Mr. Kelley is competent and certificated to render.

12. Cause exists for the reduction of the particular kinds of services and for the reduction of 20.7 full-time equivalent certificated positions at the end of the 2007-2008 school year pursuant to Education Code sections 44949 and 44955. Therefore, and except as noted above in Legal Conclusions 7 through 10, cause exists to give respondents notice that their services will be reduced or will not be required for the ensuing 2008-2009 school year.

ORDER

Cause exists for the reduction of 20.7 full-time equivalent certificated positions at the end of the 2007-2008 school year. After making the adjustments set forth in Legal Conclusions 7 through 10, notice shall be given to remaining respondents that their services will be reduced or will not be required for the ensuing school year, 2008-2009, because of the reduction and discontinuance of particular kinds of services.

DATED: May 12, 2008


JONATHAN LEW
Administrative Law Judge
Office of Administrative Hearings.

7.3.12