

**Western Placer Unified School District  
Regular Meeting of the Board of Trustees**

April 19, 2016, 7:00 P.M.

WPUSD District Office/City Hall Building–3<sup>rd</sup> Floor Conference Room  
600 Sixth Street, Lincoln, CA 95648

**MINUTES**

**2015-2016 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.

All Open Session Agenda related documents are available to the public for viewing at the Western Placer Unified School District Office located at 600 Sixth Street, Fourth Floor in Lincoln, CA 95648.

**Board Members Present:**

Damian Armitage, President  
Kris Wyatt, Vice President  
Paul Long, Clerk  
Brian Haley, Member  
Paul Carras, Member

**Others Present:**

Scott Leaman, Superintendent  
Audrey Kilpatrick, Assistant Superintendent of Business & Operations  
Kerry Callahan, Assistant Superintendent of Educational Services  
Gabe Simon, Assistant Superintendent of Personnel Services  
Rosemary Knutson, Secretary to the Superintendent  
Carol Percy, Lincoln News Messenger

**6:20 P.M. START**

1. **CALL TO ORDER** – WPUSD District Office/City Hall Bldg. – Multi-Purpose Room
2. **COMMUNICATION FROM THE PUBLIC**  
No communication from the public

**6:25 P.M.**

3. **CLOSED SESSION** – WPUSD District Office – 4<sup>th</sup> Floor Overlook Room
  - 3.1 **CONFERENCE WITH LABOR NEGOTIATOR**  
Bargaining groups: WPTA & CSEA Negotiations  
Agency Negotiators:
    - ~Scott Leaman, Superintendent
    - ~Gabe Simon, Assistant Superintendent of Personnel Services
    - ~Audrey Kilpatrick, Assistant Superintendent of Business and Operations
    - ~Kerry Callahan, Assistant Superintendent of Educational Services
  - 3.2 **CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**  
CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF-15-514477

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**3.3 PERSONNEL**

Public Employee Employment/Discipline/Dismissal/Release

Public Employee - CL 15/16.6

**7:00 P.M.**

**4. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE** – District Office/City Hall Bldg. – 3<sup>rd</sup> Floor Conference Room

The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

**4.1 Page 10 - CONFERENCE WITH LABOR NEGOTIATOR**

Bargaining groups: WPTA & CSEA Negotiations

Agency Negotiators:

~Scott Leaman, Superintendent

~Gabe Simon, Assistant Superintendent of Personnel Services

~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

~Kerry Callahan, Assistant Superintendent of Educational Services

No action taken

**4.2 Page 11 - CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**

CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF-15-514477

No action taken

**4.3 Page 12 - PERSONNEL**

Public Employee Employment/Discipline/Dismissal/Release

Public Employee - CL 15/16.6

Mr. Long reported the board approved and ratified the agreement of employee CL 15/16.6, roll call vote was 5-0 to approve agreement.

**5. Page 14 - SPECIAL ORDER OF BUSINESS**

STEM Expo Recognition

Mr. Toy, teacher at Twelve Bridges Elementary shared an assignment project he had given his 5<sup>th</sup> grade students. He then encouraged them to participate in the Science Fair, and three of those students were present to share the project, and received certificates of recognition.

**6. Page 16 - 51 CONSENT AGENDA**

6.1 Classified Personnel Report

6.2 Ratification of Agreement between Brandman University and the WPUSD

6.3 Approve the Denial of Unpaid Leave of Absence Request

6.4 Ratification of Contract with Youth Development Network

6.5 Ratification of Agreement with Celebrations and Glen Edwards Middle School

6.6 Ratification of Extension with Jive Communications and WPUSD

6.7 Approve Donations to Lincoln High School Agriculture Program

Classified/Confidential Employees, and Grant Funded After School Program Employees.

- 9.5 Information/** *Page 77 – SUPERINTENDENT CONTRACT – Simon (15-16 G & O*  
**Discussion/** *Component I, II, III, IV, V)*  
**Action** • Attached is a revised contract for the District Superintendent.

Gabe Simon presented the Superintendent's revised contract for approval. Motion by Mr. Long, seconded by Mrs. Wyatt, and passed by 5-0 (Ayes: Carras, Haley, Long, Wyatt, Armitage No: None) vote to approve Superintendent's revised contract.

- 9.6 Discussion/** *Page 83 – APPROVAL OF ADJUSTMENT TO SALARY FOR THE*  
**Action** *DISTRICT'S SUPERINTENDENT – Simon (15-16 G & O Component I, II, III, IV, V)*

• In light of the Tentative Agreements with CSEA and WPTA effecting salary for other classified and certificated employees of the District which included an increase in salaries of 4% applied to the various salary schedules, retroactive to January 1, 2016, the District administration is recommending that the same 4% increase, retroactive to January 1, 2016, be applied to the position which is listed on the Superintendent salary schedule. The District is also recommending approval of the Charter Technical Assistance stipend scale.

Gabe Simon presented the increased salary schedule for the superintendent. Motion by Mr. Haley, seconded by Mrs. Carras, and passed by a 5-0 (Ayes: Carras, Haley, Long, Wyatt, Armitage No: None) vote to approve 4% increased salary schedule, along with the \$6,000.00 Charter Technical Assistance stipend.

**Brian Haley** comment with this increase, which is consistent with all those members of the district. That still keeps Scott about in the middle of Superintendents with Placer County, is that about right?

**Paul Carras** commented one of the things in his career he has noticed. If the Superintendent doesn't get bumps, nobody else gets bumps, and they all sort of remain the same. So if I were sitting where both of you are, (referring to both union presidents) I would say raise Scott's salary whatever you want, because we're going to ride his coat tails.

- 9.7 Action** *Page 86 – APPROVE RESOLUTION NO. 15/16.19 SUPPORTING*  
*THE CHILDREN'S EDUCATION AND HEALTH CARE*  
*PROTECTION ACT (PROPOSITION 30) – Leaman (15-16 G & O*  
*Component I, II, III, IV, V)*

• The Board of Trustees has requested to approve a Resolution in support of the Children's Education and Health Care Protection Act, which is Proposition 30.

Mr. Leaman presented Resolution No. 15/16.19 for approval. Motion by Mr. Haley, seconded by Mrs. Wyatt, and passed by a 4-1 (Ayes: Haley, Wyatt, Carras, Long No: Armitage) roll call vote to approve Resolution No.

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- 6.8 Approve Library Advisory Committee appointment of two members
- 6.9 Memorandum of Understanding (MOU – STAR Science Theater Art Recreation (STAR) and Western Placer Unified School District

There was a request to remove item 6.3 for discussion. Motion by Mrs. Wyatt, seconded by Mr. Long, and passed by a 5-0 (**Ayes:** *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) roll call vote to approve consent agenda with the removal of 6.3 for further discussion.

**7. COMMUNICATION FROM THE PUBLIC**

There was no communication from the public

**8. REPORTS & COMMUNICATION**

➤Lincoln High School Student Advisory – Harpreet Chumber shared the following:

- SBAC Testing started
- There was an FFA BBQ last week at the School Farm
- Prom is this week
- AB testing is starting May 2<sup>nd</sup>
- Sports Update

➤Western Placer Teacher's Association – Tara McCroskey, will wait to speak during agenda item 9.7.

➤Western Placer Classified Employee Association – Mike Kimbrough, shared a statement regarding inequality on salary wages. Used Scott Leaman as an example, regarding equality social economic classes with wages. Used Scott's salary, back 2009, raise 6 ½ %, to bring Superintendent up last year to other salaries within the area. 2014 raised again, included longevity, stipends, raises takes him over 190,000, over 20% year, other groups, less than 10%. Other Superintendents salaries have gone up, and other groups have gone up, but there is an equality there. Look at salaries, there is a divide. At some point there is an equality problem throughout the nation. Until there is equality there will continue to be protest.

**Paul Carras** appreciated the comments from Mike Kimbrough. Most of you know I have been in the school business for 41 years, I know what the pressure and the stress a superintendent goes through. I also know consistency at a superintendent level is key to the success of the district, and I know what Scott's salary in comparison to all other superintendents. I got to tell you, if you lose a good superintendent for whatever reason, there is a price that the district pays.

➤Superintendent - Scott Leaman shared the following:

- There are new measure A signs throughout the sites
- Closed Escrow on the property around the library
- Had the first Appeals at PCOE, with one remand, and the other was denied, in support of our district.
- Assignment Fair for teachers will be held on Thursday
- Enrollment is up, we're keeping students, they are staying at the high school
- Visited First Street classrooms today
- Shared with the Board that PCOE is holding a reception for Classified Employee/Teacher of the Year, on May 16, 2016, 5:00 – 7:00 p.m. Please contact Rosemary if you are interested in attending.

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**Vanessa Cern**, teacher spoke on behalf of leave of absence. She thanked the board members, and shared she has worked for WPUSD for the past 9 years, and is asking for this leave on behalf of her family. She has given time and effort to her students, and now is asking to be available for her own children. She asked to be present for her last child milestones, to be a part of their morning routine, pick up her children, asking to be there when they are sick, asking to participate with their classrooms, most of all asking to not have to choose between family and her job. This would be an unpaid leave for one year. She thanked the board for considering her request, this leave would mean the world to her and her family.

**Tara McCrosky** shared she hasn't had a chance to speak with Gabe Simon in regard to the situation, she understands we have to balance the needs of the district and the greater needs and the greater prospective. Here is an individual mom and teacher, I'm so moved by her passion for her family and her students. She doesn't want to sacrifice raising her children or sacrifice educating her 30 students. I appreciate she is trying to make the wise choice, I appreciate that she has look at every option that has been given to her through our contract, and all of them have not panned out for her, and that is why she is requesting an unpaid leave of absence. I appreciate that is the position she is in and that that is the choice she is making. To speak on a broader level, she finds it incurably frustrating that our world continue to ask moms to choose between career and children, and doesn't know what we can do. She doesn't know why there is a recommendation to deny the request, but maybe there is a bigger picture, but she is moved, and wanted the board to hear her story.

**Mr. Leaman** shared the process of child rearing leaves, and how we look at unpaid leave request. Approving this leave will allow other individuals to come forward with similar request, and you would have approve those request to be fair and equitable. We also approve requests for education or child rearing. We have not approved child rearing for a year. If we are going to take this step, we should review the teachers' contract. After much discussion, it was the consensus of the board to work with Vanessa Cern to see if something can be worked out. This item was tabled.

9. ♦ACTION ♦DISCUSSION ♦INFORMATION

9.1 Discussion/ **Page 53 – CONSIDER APPROVAL OF 2016-2017 WESTERN**  
Action **PLACER UNIFIED SCHOOL DISTRICT CALENDAR –**

**Leaman/Simon** (15-16 G & O Component I, II, III, IV, V)

•A tentative agreement has been reached between WPUSD and WPTA on the portion of Article XV – Work Year 2016-2017 and it has been ratified by the WPTA membership. This portion of the calendar was Board approved on March 1, 2016. The attached calendar has been updated to include early release Mondays and also aligns with the previously approved Memorandum of Understand between WPUSD and WPTA.

Mr. Leaman explained the new early release process. There are unique things with the high school schedules. Motion by Mr. Carras, seconded by Mrs. Wyatt, and passed by a 5-0 (**Ayes: Carras, Haley, Long, Wyatt, Armitage** **No: None**) vote to approve 2016-2017 Calendar.

9.2 Action **Page 55 – ASSISTANT SUPERINTENDENT CONTRACTS –**  
**Leaman** (15-16 G & O Component I, II, III, IV, V)

- Attached are the newly negotiated contracts for all district assistant superintendents.

Mr. Leaman presented the contract to be extended to 2019, it includes longevity, retire benefits, and charter assistants stipend. Motion by Mr. Long, seconded by Mrs. Carras, and passed by a 5-0 (**Ayes:** *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) vote to approve the Assistant Superintendent contracts through 2019.

**9.3 Discussion/ Action**     **Page 68 – APPROVAL OF ADJUSTMENT TO SALARY FOR THE DISTRICT’S CERTIFICATED MANAGEMENT EMPLOYEES AND ASSISTANT SUPERINTENDENTS – Leaman (15-16 G & O Component I, II, III, IV, V)**

- In light of the Tentative Agreements with CSEA and WPTA effecting salary for other classified and certificated employees of the District which included an increase in salaries of 4% applied to the various salary schedules, retroactive to January 1, 2016, the District administration is recommending that the same 4% increase, retroactive to January 1, 2016, be applied to the positions which are listed on the Certificated Management and Assistant Superintendent salary schedules. The District is also recommending approval of the Charter Technical Assistance stipend scale.

Mr. Leaman presented 4% increased salary schedules for approval, along with \$6,000.00 stipend for Assistant Superintendents. Motion by Mrs. Wyatt, seconded by Mr. Haley, and passed by a 5-0 (**Ayes:** *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) vote to approved increased salary schedules, along with Charter Technical Assistance stipend for Assistant Superintendents.

**9.4 Discussion/ Action**     **Page 72 – APPROVAL OF ADJUSTMENT TO SALARY FOR THE DISTRICT’S CLASSIFIED MANAGEMENT EMPLOYEES AND SENIOR MANAGEMENT OF THE CLASSIFIED EMPLOYEES, CLASSIFIED/CONFIDENTIAL EMPLOYEES AND GRANT FUNDED AFTER SCHOOL PROGRAM EMPLOYEES – Simon (15-16 G & O Component I, II, III, IV, V)**

- In light of the Tentative Agreements with CSEA and WPTA effecting salary for other classified and certificated employees of the District which included an increase in salaries of 4% applied to the various salary schedules, retroactive to January 1, 2016, the District administration is recommending that the same 4% increase, retroactive to January 1, 2016, be applied to the positions which are listed on the Classified Management, Senior Management of the Classified, Classified/Confidential and Grant Funded After School Program salary schedules.

Gabe Simon presented 4% increased salary schedules for approval, which included several groups, Motion by Mr. Carras, seconded by Mr. Long, and approved by a 5-0 (**Ayes:** *Carras, Haley, Long, Wyatt, Armitage* **No:** *None*) vote to approve the adjustment to salary schedules for Classified Management, Senior Management of the Classified Employees,

Classified/Confidential Employees, and Grant Funded After School Program Employees.

- 9.5 Information/** *Page 77 – **SUPERINTENDENT CONTRACT** – Simon (15-16 G & O*  
**Discussion/** *Component I, II, III, IV, V)*  
**Action**      • Attached is a revised contract for the District Superintendent.

Gabe Simon presented the Superintendent's revised contract for approval. Motion by Mr. Long, seconded by Mrs. Wyatt, and passed by 5-0 (Ayes: Carras, Haley, Long, Wyatt, Armitage No: None) vote to approve Superintendent's revised contract.

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**Brian Haley** comment with this increase, which is consistent with all those members of the district. That still keeps Scott about in the middle of Superintendents with Placer County, is that about right?

**Paul Carras** commented one of the things in his career he has noticed. If the Superintendent doesn't get bumps, nobody else gets bumps, and they all sort of remain the same. So if I were sitting where both of you are, (referring to both union presidents) I would say raise Scott's salary whatever you want, because we're going to ride his coat tails.

- 9.7 Action**      *Page 86 – **APPROVE RESOLUTION NO. 15/16.19 SUPPORTING***  
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***PROTECTION ACT (PROPOSITION 30)** – Leaman (15-16 G & O*  
*Component I, II, III, IV, V)*

• The Board of Trustees has requested to approve a Resolution in support of the Children's Education and Health Care Protection Act, which is Proposition 30.

Mr. Leaman presented Resolution No. 15/16.19 for approval. Motion by Mr. Haley, seconded by Mrs. Wyatt, and passed by a 4-1 (Ayes: Haley, Wyatt, Carras, Long No: Armitage) roll call vote to approve Resolution No.

15/16.19 Supporting The Children's Education and Health Care Protection Act.

- 9.8 Discussion/ *Page 90 – **CONSIDER APPROVING RESOLUTION NO. 15/16.20, AUTHORIZING THE ELIMINATION AND/OR REDUCTION OF CERTAIN CLASSIFIED EMPLOYEE POSITIONS DUE TO LACK OF WORK/LACK OF FUNDS** – Simon (15-16 G & O Component I, II, III, IV, V)*  
Action

•Pursuant to Education Code section 45117, the District administration is making a recommendation that would require the Governing Board of the Western Placer Unified School District to eliminate and/or reduce certain Classified Employee positions due to lack of work/lack of funds by adopting Resolution No. 15/16.20.

Mr. Simon presented Resolution No. 15/16.20 for approval. Motion Mr. Haley, seconded by Mr. Long, and passed by a 5-0 (Ayes: Wyatt, Carras, Long, Haley, Armitage No: None) roll call vote to approve Resolution No. 15/16.20 authorizing the elimination and/or reduction of certain classified employee positions due to lack of work/lack of funds.

- 9.9 Action *Page 93 - **ADOPTION OF REVISED/NEW POLICIES/ REGULATIONS/EXHIBITS** – Leaman (15-16 G & O Component I, II, III, IV, V)*

•The District Policy Committee and Management Team have reviewed the following new and revised policies/regulations/exhibits as per CSBA. They are now being presented for adoption by the Board of Trustees.

- BP/AR 1312.3 Uniform Complaint Procedures
- AR 4117.5 Termination Agreements
- BP 4131 Staff Development
- BP 4231 Staff Development
- AR 5111.1 District Residency
- BP 5111.1 District Residency
- AR 5111.12 Residency Based on Parent/Guardian Employment
- BP 5148 Child Care and Development

Mr. Leaman presented policies for approval. Motion by Mrs. Wyatt, seconded by Mr. Carras, and passed by a 5-0 (Ayes: Carras, Haley, Long, Wyatt, Armitage No: None) vote to approve new/revised policies as presented.

## 10. BOARD OF TRUSTEES

### 10.1 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.

- High School in the Twelve Bridges Area
- Lincoln Crossing Elementary South/Facilities Update



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**Mr. Haley** shared it's nice to own the acreage around the library, happy for that purchase.

**Mr. Long** shared it was really great with the kids here, this is what it's all about. In the past this board has worked out of the contract, maybe we can work with the union, and come up with a onetime solution on the leave. Saturday taking five students to auburn airport, students will help judge Model-A Car races.

**Mrs. Wyatt** shared relay for life is coming up, luminaries available for \$10.00 if you would like to honor someone. There will be Social Media awareness event on May 16th, with Bridget Case at the high school. Choir served at the Rotary "Taste of Italy" event, and earned tips and a donation was given from the Rotary club. In all my years of working in our district, I have never had a more positive feeling for our district, it's been a real plus for us.

**Mr. Carras** complemented Kris for her activeness in the community, this does get the word out about our district. Spoke about the land being purchased, get the word out to make sure people are aware of how long it will take time to build a new high school. We talked about setting aside a budget for new school items, in his other district, they started putting aside 5 years in advance.

**Mr. Armitage** showed his son the pictures from the McBean Park cleanup.

**11. ESTABLISHMENT OF NEXT MEETING(S)**

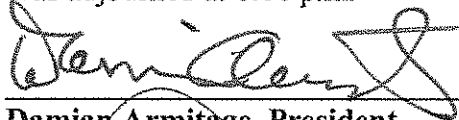
The President will establish the following meeting(s):

➤ **May 3, 2016 7:00 P.M.**, Regular Meeting of the Board of Trustees - District Office/City Hall Bldg., 3<sup>rd</sup> Floor Conference Room

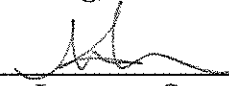
➤ **May 17, 2016 7:00 P.M.**, Regular Meeting of the Board of Trustees – Carlin C. Coppin, 150 East 12<sup>th</sup> Street, Lincoln

**12. ADJOURNMENT**

There being no further business, the meeting was adjourned at 8:16 p.m.

  
Damian Armitage, President

  
Paul Long, Clerk

  
Scott Leaman, Superintendent

  
Rosemary Knutson, Secretary to the Superintendent

**Adopted:** May 3, 2016, Damian Armitage  
**Ayes:** Wyatt, Long, Haley, Armitage  
**Noes:**  
**Absent:** Carras

**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

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