

CUSD Board of Education

Regular Meeting Agenda

Chico City Council Chambers

February 20, 2008

CLOSED SESSION – 6:00 P.M.

REGULAR BOARD MEETING – 7:00 P.M.



Board Members

Jann Reed, President

Rick Anderson, Vice President

Dr. Andrea Lerner Thompson, Clerk

Dr. Kathy Kaiser, Member

Rick Rees, Member

Kelly Staley, Interim Superintendent

**This Agenda is Available at:
Chico Unified School District**

**1163 E. 7th Street
Chico, CA 95928
(530) 891-3000**

Or Online at:

www.chicousd.org

Posted: 02/15/08

The Chico Unified School District Board of Education welcomes you to this meeting and invites you to participate in matters before the Board.

INFORMATION, PROCEDURES AND CONDUCT OF CUSD BOARD OF EDUCATION MEETINGS

No disturbance or willful interruption of any Board meeting shall be permitted. Persistence by an individual or group shall be grounds for the Chair to terminate the privilege of addressing the meeting. The Board may remove disruptive individuals and order the room cleared, if necessary. In this case, further Board proceedings shall concern only matters appearing on the agenda.

CONSENT CALENDAR

The items listed on the Consent Calendar may be approved by the Board in one action. However, in accordance with law, the public has a right to comment on any consent item. At the request of a member of the Board, any item on the consent agenda shall be removed and given individual consideration for action as a regular agenda item. Board Bylaw 9322.

STUDENT PARTICIPATION

At the discretion of the Board President, student speakers may be given priority to address items to the Board.

PUBLIC PARTICIPATION FOR ITEMS ON THE AGENDA

The Board shall give members of the public an opportunity to address the Board either before or during the Board's consideration of each item of business to be discussed at regular or special meetings.

- Speakers will identify themselves and will direct their comments to the Board.
- Each speaker will be allowed five (5) minutes to address the Board.
- In case of numerous requests to address the same item, the Board may select representatives to speak on each side of the item.

PUBLIC PARTICIPATION FOR ITEMS NOT ON THE AGENDA

The Board shall not take action or enter into discussion or dialog on any matter that is not on the meeting agenda, except as allowed by law. (Government Code 54954.2) Items brought forth at this part of the meeting may be referred to the Superintendent or designee or the Board may take the item under advisement. The matter may be placed on the agenda of a subsequent meeting for discussion or action by the Board.

- Public comments for items not on the agenda will be limited to one hour in duration.
- Initially, each general topic will be limited to 3 speakers.
- Speakers will identify themselves and will direct their comments to the Chair.
- Each speaker will be given five (5) minutes to address the Board.
- Once 2 speakers have shared a similar viewpoint, the Chair will ask for a differing viewpoint. If no other viewpoint is represented then a 3rd speaker may present.
- Speakers will not be allowed to yield their time to other speakers.
- After all topics have been heard, the remainder of the hour may be used by additional speakers to address a previously raised issue.

WRITTEN MATERIAL:

The Board is unable to read written materials presented during the meeting. If any person intends to appear before the Board with written materials, they should be delivered to the Superintendent's Office or delivered via e-mail to the Board and Superintendent 10 days prior to the meeting date.

COPIES OF AGENDAS AND RELATED MATERIALS:

- Available at the meeting
- Available on the website: www.chicousd.org
- Available for inspection in the Superintendent's Office prior to the meeting
- Copies may be obtained after payment of applicable copy fees

AMERICANS WITH DISABILITIES ACT

Please contact the Superintendent's Office at 891-3000 ex. 149 should you require a disability-related modification or accommodation in order to participate in the meeting. This request should be received at least 48 hours prior to the meeting in order to accommodate your request.

CHICO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Regular Session Meeting – February 20, 2008

Closed Session – 6:00 p.m.

Regular Session – 7:00 p.m.

**Chico City Council Chambers
421 Main Street, Chico, CA 95928**

AGENDA

1. CALL TO ORDER

2. CLOSED SESSION

2.1 Public Employee Performance Evaluation per Government Code §54957

Title: Interim Superintendent

2.2 Update on Labor Negotiations

Employee Organizations:

CUTA

CSEA, Chapter #110

Representatives:

Kelly Staley, Superintendent

Bob Feaster, Assistant Superintendent

Jan Combes, Assistant Superintendent

If Closed Session is not completed before 7:00 p.m., it will resume immediately following the regular meeting.

3. RECONVENE TO REGULAR SESSION

3.1 Call to Order

3.2 Closed Session Announcements

3.3 Flag Salute

4. STUDENT REPORTS

5. SUPERINTENDENT'S REPORT

6. CONSENT CALENDAR

A. GENERAL

1. Consider approval of minutes of special session on January 16, 2008, regular session on January 23, 2008, special session on February 6, 2008, and special session on February 13, 2008.
2. Consider approval of Items donated to Chico Unified School District.
3. Consider denial of claim #001-08/080114.

B. EDUCATIONAL SERVICES

1. Consider approval of Expulsions of students with the following IDs: 36209, 37884, 56744, 61396, 61683, 62565, and 65828.
2. Consider approval of Field Trip Request from MJHS-6th Graders to attend Woodleaf Environmental Science Camp in Challenge, CA, from 02/25/08-02/29/08.
3. Consider approval of Field Trip Request from BJHS-6th Graders to attend the Environmental Camp, in Yosemite National Park, from 05/06/08-05/09/08.
4. Consider approval of Field Trip Request from PVHS Mock Trial Team to compete in Riverside, CA, from 03/27/08-03/30/08.

5. Consider approval of Field Trip Request from FVHS-Leadership Class to attend the Reach for the Future Leadership Conference in Richardson Springs, CA, from 03/06/08-03/08/08.
6. Consider approval of Field Trip Request from PVHS-Friday Night Live to attend the Reach for the Future Leadership Conference in Richardson Springs, CA, from 03/06/08-03/08/08.
7. Consider approval of Field Trip Request from CHS Students to attend the Reach for the Future Leadership Conference in Richardson Springs, CA, from 03/06/08-03/08/08.
8. Consider approval of Field Trip Request from BJHS-Club Live to attend Reach Conference at Richardson Springs, CA, from 03/27/08-03/29/08.
- C. GENERAL
 1. Consider approval of Certificated Human Resources Actions.
 2. Consider approval of Classified Human Resources Actions.
- C. BUSINESS SERVICES
 1. Consider approval of Consultant Agreement with Center for Evaluation and Research, LCC for \$12,500.00 to provide external evaluator services for the Teaching American History grant.
 2. Consider approval of Consultant Agreement with CSU, Chico Research Foundation for \$136,171.00 and \$299,408.00, respectively, for overseeing work on the Math & Science Project grants.

7. DISCUSSION/ACTION CALENDAR

- A. EDUCATIONAL SERVICES
 1. Information/Action: Review and consider approval of the Draft 2008 Support Personnel Accountability Report Cards for BJHS, CJHS and MJHS. (Dave Scott)
 2. 1st Reading: First reading on Board Policies #6802: Off-Campus Instruction, and #6803: Medically Necessary Instruction.
- B. HUMAN RESOURCES
 1. Action: Consider approval of subsequent variable term waiver request for Clinical Rehabilitation Services for Nancy Roper. (Bob Feaster)
 2. Discussion/Action: Consider approval of Resolution #1011-08 – Reduction in Certificated Staff Due to Reduction or Elimination of Particular Kinds of Services. (Bob Feaster)
 3. Discussion/Action: Consider approval of Resolution #1012-08 – Release of Temporary Certificated Employees. (Bob Feaster)
 4. Action: Consider approval of Resolution #1013-08 – Concerning Order of Seniority of Certificated Employees First Rendering Paid Probationary Service on the Same Day and Adopting Seniority List. (Bob Feaster)

C. BUSINESS SERVICES

1. Action: Consider approval of an Agreement with North Valley Community Services to establish a foundation account for Chico Unified School District. (Jan Combes)
2. Information: Chico Unified School District's Fiscal Recovery Plan by Sheila Vickers, Fiscal Advisor. (Jan Combes, Sheila Vickers)
3. Information/PUBLIC HEARING/Action: Information on the January 2008 Developer Fee Study by Jonathan Edwards from Government Financial Strategies. (Michael Weissenborn, Jonathan Edwards); and
 - a) Consider approval of Resolution #1009-08 – Confirming an Impact Fee on Residential Development; and
 - b) Consider approval of Resolution #1010-08 – Establishing an Impact Fee on Commercial and Industrial Development
4. Information: Facilities Update (Michael Weissenborn)

8. ITEMS FROM THE FLOOR

9. ANNOUNCEMENTS

10. BOARD DEVELOPMENT DISCUSSION

11. ADJOURNMENT

MINUTES**1. CALL TO ORDER**

At 6:00 p.m. the Board convened and announced they would recess into closed session to discuss Items 2.1.

Present: Jann Reed, Rick Anderson, Dr. Andrea L. Thompson and Rick Rees

Absent: Dr. Kathy Kaiser

2. CLOSED SESSION**2.1 Closed Session Hearing Pursuant to Government Code §54957 and Education Code §49070:**

The Board will hear a student grade complaint brought against three employees. The employees have elected to have this matter heard in closed session pursuant to Government Code section 54957 and the matter is authorized as a closed session pursuant to Education Code section 49070l.

3. RECONVENE TO REGULAR SESSION

Present: Jann Reed, Rick Anderson, Dr. Andrea L. Thompson and Rick Rees

Absent: Dr. Kathy Kaiser

3.1 Board President Reed called the Regular Session Meeting to Order in the City Council Chambers at 7:05 p.m.

3.2 Announcements on Closed Session

Board President Reed stated that the Board had been in closed session since 6:00 p.m. regarding the item 2.1 and the item would be continued to Closed Session at the meeting on January 23.

Board President Reed thanked Interim Superintendent Staley and staff who worked so diligently during the recent storms, as well as PG&E and all of the tree crews.

Board President Reed stated that the Governor's recent report was not encouraging but that the District would be moving ahead to find solutions to budget issues.

3.3 Board President Reed led the salute to the Flag.

Board President Reed noted two changes to the Board Agenda:

(1) Student number 60473 should be 64073.

(2) Item 7.B.1 will be pulled from the agenda and heard at a subsequent meeting.

4. STUDENT REPORTS

None.

5. SUPERINTENDENT'S REPORT

Interim Superintendent Staley introduced Bob Linscheid, Chico Outlaws, who along with Stacy Cicelli and Tony Burke from Wal-Mart presented the program, Ball Park Buyout, where corporations can support student/family attendance at baseball games. This year Wal-Mart funded approximately \$10,000 in tickets under this program. Principals Larry Spini and Ted Sullivan spoke highly of the program and what a positive effect it made on the children and their families, some of whom would not have had the opportunity to attend a baseball game. Mr. Linscheid stated they would be contacting every school in the district on this program.

Board Vice President Anderson added his thanks.

6. CONSENT CALENDAR

At 7:15 p.m., Board President Reed asked if anyone wanted to pull any items for discussion. Board Clerk Thompson asked to pull 6.B.2 and 6.B.5. A motion was made by Board Member Rees to approve the remainder of the items. Board Vice President Anderson seconded the motion on approval with the noted changes in 6.B.1.

A. GENERAL

1. The Board accepted the items donated to Chico Unified School District.

Donor	Item	Recipient
Barnes & Noble	10 Copies: 1st1000 Works	Chapman
Towne Carpet	Carpet	Chapman - ACE Program
Gregory Fischer	\$250.00	Chapman - Woodleaf

MINUTES

Soroptimist International	\$100.00	Chico Reads - Purchase Books
Ken Grossman	\$1,000.00	Chico Reads - Purchase Books
Rosedale PTA	\$300.00	Chico Reads - Purchase Books
John McManus PTA	\$150.00	Chico Reads - Purchase Books
Steve & Kristin Detiveaux	Clarinet	CJHS - Music
Big Brothers/Big Sisters/Andrea Thompson	\$681.25	District Office General Fund
Chico News Agency	Storage for Textbooks	Elementary School
Emma Wilson PTA	\$18,706.99	Emma Wilson
Emma Wilson PTA	Thermometer	Emma Wilson
For Sale by Owner Realty	Computers, Keyboards	Emma Wilson
For Sale by Owner Realty	Mouse, Monitors, Speakers	Emma Wilson
Nona Nahalea	Computer/Notebook	Emma Wilson - Classroom Supplies
Liz Albert	\$100.00	Emma Wilson - Ms. Skadal
Emma Wilton PTA	Classroom Supplies	Emma Wilson - Teachers
Greg & June McLaughlin	\$50.00	Neal Dow - Room 18
PG&E Fdn.- by R.Leppard/J.Walther	\$327.00	PVHS
PG&E Fdn.- by R.Leppard/J.Walther	\$327.00	PVHS
PVHS Sports Boosters	\$120.00	PVHS - Athletics - Donations
Linda Elliott	VCR, DVD Players	PVHS - Library
Jean & Bob Dalgago	Computer	PVHS - Room S3 Mr. Barber
Norfield Inds. Dan Bird	Index Verticle Mill	PVHS - Welding/ROP Class
Winona Carlisle	Computer/Notebook	PVHS-ASB
PVHS Boys Volleyball Parent Donations	\$230.00	PVHS-Athletics-Boys Volleyball
Pam Crawford	HP Desk Jet & Cartridge	Shasta
Shasta PTO (from Cookie Dough Sales)	\$22,159.32	Shasta
Shasta PTO (from Cookie Dough Sales)	\$500.00	Shasta - Admin.
Shasta PTO (from Cookie Dough Sales)	\$500.00	Shasta - Admin.
Mark & Kim Nelson	Flat Panel Speaker Bar	Shasta - Ms. Arthur's class
Terrace Pharmacy	Bags	Sierra View
Tahoe Pure	Printed T-Shirts	Sierra View

B. EDUCATIONAL SERVICES

- The Board approved expulsions of students with ID's: 25228, 36759, 51988, 53942, 64073 and 64068.
- Consider approval of the expulsion clearances of students with the following ID's: 22627, 24041, 24957, 25956, 28222, 28708, 28838, 28900, 33137, 34368, 34504, 35719, 36764, 36782, 37884, 388769, 43298, 61298, 61398, 61698, 61826 and 64157. *(Pulled by Board Clerk Thompson and discussed below.)*
- The Board approved the Field Trip Request from PVHS-Culinary to attend California Prostart Competition in Sacramento, CA, from 03/07/08-03/09/08.
- The Board approved the Fund Raising Request from CHS-Baseball to hold a dinner/dance on September 20, 2008, for baseball scholarships.
- Consider approval of Fund Raising Request from CHS-Junior Class to sell tickets for the prom on 04/26/08.

MINUTES

(Pulled by Board Clerk Thompson and discussed below.)

C. BUSINESS SERVICES

1. The Board approved the Consultant Agreement with Tolar Audio Video Lighting, Inc. for \$6,000.00 to provide sound system for PVHS school and Athletic Functions.

D. HUMAN RESOURCES

1. The Board approved the Certificated Human Resources actions:

Name	Assignment	Effective	Comment
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Temporary Appointments 2007/08

Eller, Alisha	0.2 FTE Secondary	2007/08 (Effective 01/07/08)	Temporary Appointment (Increase to .6 FTE)
Ford, Greg	0.8 FTE Secondary	2007/08 (Effective 01/07/08)	Temporary Appointment
Ford, Matt	0.6 FTE Secondary	2007/08 (Effective 01/07/08)	Temporary Appointment (Change from .4 FTE to .6 FTE)
Gephart, Heather	0.7 FTE Elementary	2007/08 (Effective 1/14/08)	Temporary Appointment
Knox, Marlo	0.2 FTE Elementary	2007/08 (Effective 12/5/07)	Temporary Appointment (Increase to .95 FTE)
Nevens, Gretchen	0.4 FTE Secondary	2007/08 (Effective 1/07/08)	Temporary Appointment (Increase /change to .6 FTE)
Neves-Dean, Michelle	0.2 FTE School Nurse	2007/08 (Effective 12/07-12/20/07)	Temporary Appointment
Riedlinger, Katherine	0.2 FTE Speech Therapist	2007/08 (Effective 1/07/08)	Temporary Appointment (Increase to .3 FTE)
Umpleby, Abby	1.0 FTE Elementary	2007/08 (Effective 1/10/08)	Temporary Appointment (Change from 0.7 FTE to 1.0 FTE)

Part-Time Leave Request(s) for 2007/08

Godbold, Vanessa	Elementary	2 nd Semester 2007/08	0.5 FTE Leave (correction of leave effective dates to 1/7/08 - 2/29/08)
Holman, Melissa	Elementary	2 nd Semester 2007/08	0.4 FTE Leave
Niles, Sara	Secondary	2 nd Semester 2007/08	0.2 FTE Leave

Full-Time Leave Request(s) for 2007/08

Daniels, Lance	Secondary	2 nd Semester 2007/08 (Effective 1/24 - 6/5/08)	1.0 FTE Leave
Jarmush, Nicole	Speech Therapist	2 nd Semester 2007/08 (Effective 2/26 – 4/8/08)	1.0 FTE Leave

Retirement(s)/Resignation(s)

Knippen,	Psychologist	1/25/08	Retirement
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MINUTES

Audrey

Talley, Judith

Speech Therapist

1/30/08

Retirement

2. The Board approved the Classified Human Resources actions:

<u>Name</u>	<u>Class/Location/Assigned Hours</u>	<u>Effective</u>	<u>Comments/Fund</u>
<u>APPOINTMENTS</u>			
Alexander, Jennifer	IA-Special Education/AFC/.7	11/30/07	New Position/ Grant Fund
Brewer, Jeralyn	Parent Classroom Aide-Restr/ CJHS/3.3	12/10/07	New Position/ Grant Fund
Casey, Leticia	IA-Elementary Guidance/McManus/3.0	11/30/07	Vacated Position/ Grant Fund
Currilin, Eugenia	Health Care Asst Specialized/ Loma Vista/5.0	01/07/08	Vacated Position/ Special Education
DeLey, Thora	IPS-Classroom/CHS/3.5	01/08/08	Vacated Position/ Special Education
Evenson, Priscilla	LT Sr Office Assistant/ Education Services/8.0	12/18/07- 02/29/08	New LT Position
Hogan, Frances	IA-Special Education/BJHS/.5	01/08/08	New Position/ Categorical Fund
Kelly, Mary	LT IA-Special Education/Citrus/6.0	12/04/07- 03/17/08	New LT Position/ Special Education
Lauterio, Tami	LT Instructional Asst/Parkview/.9	12/18/07- 03/10/08	New LT Position/ Grant Fund
Martin, Sandra	Sr Library Media Assistant/BJHS/1.2	11/28/07	New Position/ Grant Fund
McCune, Terry	IA-Computers/Neal Dow/3.0	12/03/07	New Position/ Grant Fund
Murphy, Sarah	Instructional Assistant/Parkview/1.0	12/19/07	New Position/ Categorical Fund
Nevel, Stephen	LT IA-Special Education/BJHS/1.0	01/07/08- 06/04/08	Extend LT Position/ Special Education
Nhan, Johnny	IPS-Healthcare/PVHS/6.0	11/28/07	Vacated Position/ Special Education
Paugh, Betty	Health Assistant/PVHS/2.0	12/12/96	Vacated Position
Ravetz, Angela	LT IA-Special Education/CJHS/.2	12/10/07- 01/31/08	New LT Position/ Grant Fund
Ruiz, Julie	Parent Classroom Aide-Restr/ Emma Wilson/4.0	11/30/07	Vacated Position/ Categorical Fund
Ruiz, Julie	Parent Classroom Aide-Restr/ Emma Wilson/.8	11/30/07	Vacated Position/ Categorical Fund
Scafani, Marina	IA-Special Education/Rosedale/5.7	12/11/07	New Position/ Special Education
Steadman, Sonya	Health Assistant/Chapman/4.0	12/11/07	Vacated Position
Stoner, Marian	Office Asst Elementary Attendance/ Hooker Oak/4.0	01/08/08	Vacated Position
Voluntad, Frank	IPS-Classroom/Hooker Oak/2.0	01/08/08	Vacated Position/ Special Education
Watson, Valya	Parent Classroom Aide-Restr/ CJHS/3.0	12/10/07	New Position/ Categorical Fund
White, Shannon	IPS-Healthcare/Loma Vista/6.0	01/07/08	Vacated Position/ Special Education
Whitehead, Sofia	IA-Bilingual/CHS/1.0	01/08/08	New Position/

MINUTES

Williamson, Andrea	Parent Classroom Aide-Restr/ Sierra View/2.0	11/29/07	Categorical Fund Vacated Position/ Categorical Fund
Yates, Elsie	LT Cafeteria Cook-Necessary Small School/Cohasset/6.0	01/07/08- 05/08/08	During Absence of Incumbent
<u>Increase in Hours</u>			
Horn, Ray	Campus Supervisor/BJHS/3.0	01/07/08	Vacated Position
Jones, Brett	Instructional Assistant/Rosedale/3.9	12/11/07	Existing Position/ Categorical Fund
Rodgers, Robin	IPS-Classroom/Rosedale/5.5	12/13/07	Vacated Position/ Special Education
<u>Transfer w/Increased Hours</u>			
Stoner, Wendee	IPS-Healthcare/Sierra View/6.0	01/07/08	Vacated Position/ Special Education
<u>Promotion</u>			
Bruggman, Darci	Maintenance & Operations Coord/ M & O/8.0	12/17/07	Vacated Position
Jones, Corey	Sr Grounds Worker/M & O/8.0	01/04/08	Vacated Position
Mathiesen, Becki	Sr Office Assistant/CHS/8.0	01/10/08	Vacated Position
<u>Leave of Absence</u>			
Dean, Sandra	Custodian/MJHS/8.0	11/27/07- 01/28/08	Per CBA 5.3.3
Gentry, Heidi	IPS-Healthcare/Sierra View/6.0	01/07/08- 03/07/08	Per CBA 5.12
Sullivan, Lori	Computer Technician/CJHS/5.0	11/02/07- 12/20/07	Per CBA 5.12
<u>RESIGNATIONS</u>			
<u>Resigned Only Position Listed</u>			
Bruggman, Darci	Construction Records Tech/ Facilities/8.0	12/16/07	Promotion
Horn, Ray	Campus Supervisor/CJHS/1.5	01/06/08	Increase in Hours
Jones, Brett	Instructional Assistant/Rosedale/3.8	12/10/07	Increase in Hours
Jones, Corey	Grounds Worker/M & O/8.0	01/03/08	Promotion
Mathiesen, Becki	Office Asst Elementary Attendance/ Marigold/4.0	01/10/08	Promotion
Nhan, Johnny	IPS-Classroom/PVHS/6.0	11/27/07	Voluntary Resignation
Rodgers, Robin	IPS-Classroom/Rosedale/3.5	12/12/07	Increase in Hours
Stoner, Wendee	IPS-Classroom/Rosedale/3.0	01/06/08	Trans w/Increased Hours
<u>Resignation/Termination</u>			
McGee, Kay	Cafeteria Assistant/CJHS/5.0	01/07/08	PERS Retirement
Todd, Jesica	IPS-Healthcare/Nord/5.0	12/06/07	Voluntary Resignation
Weber, Glenys	Health Care Asst-Specialized/ Loma Vista/6.0	12/20/07	Voluntary Resignation
Xiong, Lee	Impacted Language Liaison-Hmong/ McManus/3.0	12/19/07	Voluntary Resignation

(Consent Vote)

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

7. DISCUSSION/ACTION CALENDAR

MINUTES

6.B.2 *Board Clerk Thompson asked for clarification on the Shasta High School student clearance. The student was from Shasta High School and would be attending Chico Unified. Assistant Superintendent Feaster indicated that CUSD is required to evaluate incoming students to ensure their suspension conditions have been met.*

6.B.5 *Board Clerk requested that this item be returned to the Agenda.*

Board Clerk Thompson moved to approve, seconded by Board Member Rees, Items 6.B.2 and 6.B.5.

AYES: Reed, Anderson, Thompson, Rees
NOES: None
ABSENT: Kaiser

A. BUSINESS SERVICES

1. The Board approved Resolution #1006-08: Annual Developer Fee Report

Planning/Construction Manager Michael Weissenborn presented Resolution #1006-08, an annual report which is required to show where the developer fees of \$2.63 per square foot are spent in 06/07. They collected \$2,250,931 in fees and \$274,147 in interest. The report had a beginning balance of \$6,331,653 and an ending balance of 7,577,404. He indicated that they had met all time conditions and had forwarded copies two weeks prior to this report to those who had filed a request. A motion to approve was made by Board Vice President Anderson, seconded by Board Clerk Thompson, to approve Resolution #1006-08.

AYES: Reed, Anderson, Thompson, Rees
NOES: None
ABSENT: Kaiser

2. Information: Facilities Update

Planning/Construction Manager, Michael Weissenborn, reviewed the process to date and indicated that a facilities update would be reported monthly. The largest component of Phase I is the PVHS Performing Arts Center. The preliminary drawings went to the State Architect in December, DSA looked at them on January 8 and CUSD is now fine tuning, incorporating the State Architect's requirements. It will go back to the State Architect in early March after Board review, will be sent out for bids in April with a bid date of May 15 and a construction start date of June of this year. In conjunction with this process are CUSD's applications for CTE grants for Phase I projects. Activity that is occurring now is being funding with dollars in hand.

A project for Phase II has been identified as permanent classrooms at Chico High School. The RFP was completed for selection of a design team. The preliminary selection has occurred and that design team will be brought before the board for final approval.

Staff met with the Bond underwriters and counsel to put together offering statements and get back with the Board. Facilities will be back to the Board on February 20 with a revised developer fee report, justifying maximum developer fees in residential and commercial.

3. Information: Lighting Retrofit

Assistant Superintendent Combes presented information on an agreement with ELD Lighting to develop an energy services program, brought about by the energy suggestions from staff/community. This proposal is for analysis only, but will eventually include third party verification. If ELD cannot meet the criteria as outlined in the proposal, there will be no cost. If they can, and CUSD elects not to proceed, ELD will be compensated at \$100 per hour, not to exceed \$25,000.00.

Assistant Superintendent Combes indicated there is no agreement with a solar company, but there are two who will be getting back with proposals.

4. The Board Accepted the 2006-07 Audit Report

Assistant Superintendent Combes presented Heidi Copeland, Tittle & Co., who gave an overview of the results. The district was given an unqualified or clean opinion on the audit. This means that the financial statements are materially correct and presented in accordance with Generally Accepted Accounting Principals.

MINUTES

There were no adjustments reported. Under the schedule of findings, there were no findings relative to student accounts or Federal Award Programs. There were two findings under the State Audit portion: a teacher was not signing the attendance report; and SARC did not match the facility evaluation forms completed.

A motion to accept the 2006-07 audit report was made by Board Vice President Anderson and seconded by Board Member Rees.

AYES: Reed, Anderson, Thompson, Rees
NOES: None
ABSENT: Kaiser

5. Information: Budget Update

Assistant Superintendent Jan Combes reported out on the School Services of California conference on the Governor's Budget. The legislature has to deal with two issues: First, close a shortfall of \$3.3 billion in the current fiscal year, which will grow to \$14.5 billion next year without swift and decisive action. And second, take steps to avoid a potential shortfall in the state's cash reserves this July and August, and potentially in March. The Governor proposes to reduce spending by implementing a 10-percent across-the-board reduction to nearly every General Fund program, and to have those reductions take effect on March 1st. For the District in 2007-08, this will take reserves below the 3% requirement. For 2008-09, across the board cuts will slide the District backwards around 2.4%. It is estimated that 60% of California schools will be in a qualified or negative status. A more thorough analysis will be presented at the next board meeting, along with information from BCOE and the fiscal advisor, Sheila Vickers.

6. The Board Approved BP #5030 – Student Wellness

This was the second reading and approval of the Student Wellness policy. Board President Reed requested from Superintendent Staley that this policy be revisited to craft a policy better for Chico students and bring back to the Board. Superintendent Staley indicated that this policy was already assigned to a community committee for review.

A motion to approved BP 3050 – Student Wellness was made by Board Clerk Thompson and seconded by Board Member Rees.

AYES: Reed, Anderson, Thompson, Rees
NOES: None
ABSENT: Kaiser

B. HUMAN RESOURCES

1. *This item was pulled from this Agenda and will be brought back at a later date.*

2. 1st Reading of Board Policies 4000 Series – Personnel

No action was required on this item. It will return at the February 20, 2008 meeting for second reading and approval.

8. ITEMS FROM THE FLOOR

None.

9. ANNOUNCEMENTS

Board Vice President Anderson announced a CSBA forecast for a 2008 forecast on line tomorrow.

Board Vice President Anderson stated he would be attending a CSBA Board meeting on the 25th and would be happy to bring comments/suggestions from the CUSD Board.

Board President Reed announced that tickets were on sale for the Hall of Fame dinner on March 12.

10. ADJOURNMENT

At 8:35 p.m. the Board adjourned.

MINUTES

APPROVED:

Board of Education

Administration

MINUTES**1. CALL TO ORDER**

At 6:15 p.m. the Board convened and announced they would recess into closed session to discuss Items 2.1., 2.2 and 2.3

Present: Jann Reed, Rick Anderson, Dr. Andrea L. Thompson, Dr. Kathy Kaiser and Rick Rees

Absent: None

2. CLOSED SESSION**2.1 Public Employee Performance Evaluation Government Code §54957**

Title: Interim Superintendent

2.2 Closed Session Pursuant to Government Code §54957

Public Employment: Terms of Contract

2.3 Closed Session Pursuant to Government Code §54957 and Education Code §49070

Continued from January 16, 2008

Board Deliberation

3. RECONVENE TO REGULAR SESSION

Present: Jann Reed, Rick Anderson, Dr. Andrea L. Thompson, Dr. Kathy Kaiser and Rick Rees

Absent: None

3.1 Board President Reed called the Regular Session Meeting to Order in the City Council Chambers at 7:02 p.m.**3.2 Announcements on Closed Session**

Board President Reed stated that the Board had been in closed session since 6:15 p.m. regarding the above items and closed session would be continued at the end of today's meeting.

3.3 Board President Reed led the salute to the Flag.

Board President Reed announced that a sign-up sheet was located at the back of the room for members of the community to request additional information.

4. STUDENT REPORTS

Rebecca Carriere, ASB Vice President for CHS, reported on Chico High School events. Pedro Quintana and Natalie Eggleston, presented the Fair View event and fundraisers. Vincent Walker, Sr. Class – Spirit Coordinator, and Kaitlyn Breneman, Freshman Class President, reported on the activities at Pleasant Valley High School.

5. SUPERINTENDENT'S REPORT

Superintendent Staley presented Marilyn Rees, principal at Neal Dow who introduced Debbie Wakefield as the North State Parent Magazine Teacher of the Month.

Assistant Superintendent Bob Feaster introduced Scott Lindstrom, who is being honored on February 9 in New Orleans by the National Association of School Psychologists and in March by the State Association for his work in Early Mental Health Intervention Programs.

Superintendent Staley thanked the community for \$142,000 in donations to date this year.

6. CONSENT CALENDAR

At 7:20 p.m., Board President Reed asked if anyone wanted to pull any consent items for discussion. There being none, a motion was made by Board Clerk Thompson to approve the consent items, seconded by Board Member Kaiser.

A. GENERAL

1. The Board approved the minutes from regular session on December 5, 2007, and special session on December 12, 2007.

1. The Board accepted the items donated to Chico Unified School District.

Donor

Item

Recipient

MINUTES

Chico Outlaws & Wal-Mart	403 Tickets @\$2,418	Little Chico Creek
Chico Outlaws & Wal-Mart	825 Tickets @ \$4,950	Shasta
Chico Outlaws & Wal-Mart	390 Tickets @ \$2,340	Chapman
David & Kelly Zeichick	\$5,000.00	Parkview - School Supplies
Lori Terrebrod	\$50.00	Neal Dow - Trip Account
George & Jennie Marsh Jackson	\$50.00	Neal Dow - Trip Account
Harry Ellis	\$50.00	Neal Dow - Trip Account
Douglas Thomson	\$150.00	Neal Dow - Trip Account
Christine & William Johnson	\$25.00	Neal Dow - Trip Account
Dani Lieber	\$100.00	Neal Dow - Trip Account
Andrea Dempsey	\$100.00	Neal Dow - Trip Account
Erin Sweet	\$100.00	Neal Dow - Trip Account
Karen Micalizio	\$100.00	Neal Dow - Trip Account

B. EDUCATIONAL SERVICES

1. The Board approved the Field Trip Request from PVHS-Yearbook & Newspaper to attend the National Convention in Anaheim, CA, from 04/16/08-04/20/08.
2. The Board approved the Field Trip Request from PVHS-Varsity Baseball to attend a Tournament in San Diego, CA, from 03/17/08-03/20/08.
3. The Board approved the Field Trip Request from PVHS-Varsity Baseball to attend a Tournament in Tucson, AZ, from 03/05/08-03/08/08.
4. The Board approved Part II of the Consolidated Application for Funding Categorical Aid Programs.
5. The Board approved the Waiver of Test Passage for Students with a Disability on California High School Exit Examination (CAHSEE).

C. BUSINESS SERVICES

1. The Board approved the Consultant Agreement with PTL Nursing Registry for \$21,127.95 to provide specialized nursing supervision of an aide to a student and provide payment for the aide assigned.
2. The Board accepted the obsolete materials list and authorized staff to dispose of the items in a manner specified in Ed Code.

(Consent Vote)

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

7. DISCUSSION/ACTION CALENDAR*(Addendum Items under 7.A – GENERAL)*1.a The Board Approved Resolution #1008-08: On Governor's Proposal for the 2008-09 Budget.

Board President Reed read the Resolution. A motion was made by Board Member Kaiser, seconded by Board Vice President Anderson, to approve Resolution #1008-08. Board President Reed asked that once the resolution was signed, that it be forwarded to the appropriate political representatives as quickly as possible.

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

2.a The Board Approved changing the March 19 Regular Meeting to March 26.

A proposal was made to change the March regular meeting date to the 5th. Board Member Kaiser had a conflict with 3/5 and the Hall of Fame dinner was on 3/12. That left 3/26 for the March regular meeting. A motion to approve the new date on 3/26 was made by Board Vice President Anderson and seconded by Board

MINUTES

Member Rees.

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

A. GENERAL

1. School Activity Report Cards (SARC's)

Superintendent Staley reported that CUSD was required to annually update the SARC's and provide that update to the community for each site. Board Vice President Anderson confirmed with Superintendent Staley that these SARC's are consistent with recent audit recommendations.

2. The Board Approved Prop 1D Applications for PVHS and CHS.

Teachers Liz Metzger, Priscilla Burns and Kevin Payne presented applications for funding by PVHS to expand its culinary program and CHS to expand its agriculture program under a Prop 1D grant. Board Clerk Thompson voiced some concern that the PVHS application would fall under Phase III of the Measure A bond expenditures plan. Facilities Planning/Supervisor Michael Weissenborn, who provided the financial picture of these grants and Measure A funds, indicated that CUSD had a very narrow window of opportunity in this case.

At 7:47 p.m., Board President Reed asked for public input. There was none. A motion to approve the grant applications was made by Board Clerk Kaiser and seconded by Board Vice President Anderson.

Board President Reed and Board Clerk Thompson asked that staff bring to the Board at the earliest possible date the procedure on how projects will be ranked and prioritized for Phase III. Superintendent Staley indicated that per the Board's direction staff had put together a Facilities Master Plan committee that was looking at facilities and program options over the next year. Board Member Kaiser suggested that there would be some foreshadowing of things to come without waiting a full year, and those should be brought to the Board.

Superintendent Staley recognized Sheena Sweigle, a new ag teacher who assisted in the grant application, as well as noting that Liz Metzger had secured \$7.3 million in grants for the district.

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

3. The Board approved Authorization to reapply for 21st Century funding.

Dr. Cynthia Kampf requested to have authorization to reapply for 21st Century funding by four schools that started in 2004-05 – Chapman, Citrus, McManus and Rosedale. Dr. Kampf handed out to the Board new attendance key chains that were being implemented as part of the program. The students would swipe the key upon entering and it would track how the students were doing and who was in the program that day.

At 8:05 p.m., Board President Reed asked if there was any public comment. There being none, a motion was made by Board Member Kaiser to approve the After School Program grant application, seconded by Board Clerk Thompson.

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

B. HUMAN RESOURCES

1. The Board approved Resolution #1007-08: Elimination of CSEA positions.

Assistant Superintendent Feaster explained the need for a resolution any time classified positions were eliminated due to lack of work or funds.

Assistant Superintendent Feaster met with CSEA #110 who signed off on these positions. At 8:06 p.m., Board President Reed asked for public comment. There was none. A motion to approve the resolution was made by Board Member Kaiser and seconded by Board Clerk Thompson.

AYES: Reed, Anderson, Thompson, Kaiser, Rees

NOES: None

MINUTES

C. BUSINESS SERVICES1. Information: Budget Update

Assistant Superintendent Combes presented Lisa Anderson and Kevin Bueltema from BCOE who outlined the options available to the County following negative certification. 1) appoint a fiscal advisor; 2) develop an impose a budget revision that would enable financial obligations to be met in the current year; 3) use “stay and rescind” powers, if necessary; 4) assist in development of a financial plan that will insure meeting financial obligations; and/or 5) development of a budget for the subsequent fiscal year. Ed Code provides for the County to use any or all options. Kevin Bultema listed some procedures already taking place. The District would develop a monthly cash flow report; continue to work with BCOE; maintain awareness on year to year trends; and continue communication. Lisa Anderson said this was a multi-year recovery, with the intent to preserve cash as much as possible.

Board Clerk Thompson received verification from BCOE that issuance and use of the remainder of Measure A funds did not fall under the list of restrictive actions.

CUSD fiscal advisor, Sheila Vickers, produced a list of items which would be covered as part of her recommendations to CUSD recovery plan. The formal plan will be presented to the Board on February 20, 2008. In the meantime, work has begun on several areas.

Assistant Superintendent Combes presented an overview of the recently enacted budget subcommittees, set in motion to tackle the budget/program/staffing issues, as well as budget & savings suggestions from staff and community members. The subcommittees are divided into 11 key areas for research and headed by Administrative Staff team leaders with background/experience closest to the subject area. The subcommittees also include community members.

Assistant Superintendent Combes gave a powerpoint presentation on the recently released Governor’s Budget and how it impacts the CUSD budget.

At 9:26 p.m., Board President Reed asked for comments from the public on this matter. There were none.

9. ITEMS FROM THE FLOOR

None.

10. ANNOUNCEMENTS

Board Member Kaiser announced that four board members attended a workshop at BCOE. One of the items was modeling emergency response plans.

At 9:30 p.m. the Board recessed into closed session.

11. ADJOURNMENT

At 11:00 p.m. the Board adjourned.

:mga

APPROVED:

Board of Education

Administration

MINUTES

1. CALL TO ORDER

Board President Jann Reed called the February 6, 2008, Special Session Meeting to order at the Chico Unified School District, Large Conference Room, at 1163 E. 7th Street, Chico, CA, at 6:07 p.m. and indicated that the Board would be discussing the Governance Handbook, the Board Self Evaluation and the Superintendent Evaluation before going into closed session. At 6:15 p.m. public comment was invited; there were no responses.

Present: Jann Reed, Rick Anderson, Dr. Kathleen Kaiser, Rick Rees and Andrea Lerner Thompson.

2. BOARD DEVELOPMENT

Board members reviewed the Unity of Purpose Questions and individual responses and discussed revisions to the Governance Handbook. At 7:35 p.m. the Board President stated that discussions would continue at a future meeting.

2.1 Develop Statement on Unity of Purpose

Board member Andrea Lerner Thompson will send members wording to be added to the Unity of Purpose section.

2.2 Reaffirm CSBA Governance Standards

There was no action to be taken from the discussion.

2.3 Establish CSBA Governance Handbook, including Norms and Protocols

There was no action to be taken from the discussion.

3. CALENDAR DEVELOPMENT**3.1 Board Calendar**

Interim Superintendent Staley will add state required agenda items to the district calendar and bring to a future meeting for further discussion.

4. BOARD SELF-EVALUATION TOOLS**4.1 Review Board Evaluation Tools**

At 7:52 p.m. the Board started discussion on the Board Evaluation Tools from CSBA. Board members are to review on their own and bring suggestions to a future meeting.

5. SUPERINTENDENT EVALUATION TOOLS

At 8:38 p.m. the Board started discussion on the Superintendent Evaluation Tools. Rick Anderson moved that the Board approve Goals as the first component of the Superintendent Evaluation tool and review the other components at a later date. Rick Rees seconded the motion.

AYES: Reed, Thompson, Rees, Anderson

NOES: None

ABSENT: Kaiser

All Board members are to research use of 360 degree evaluation tool and bring information to a future meeting for discussion.

5.1 CSBA Evaluation Documents: Key Points & Timelines.

There was no action to be taken from the discussion.

5.2 Review and Consider Approval of Proposal from Board subcommittee

There was no action to be taken from the discussion.

6. Closed Session

At 10:35pm the Board President stated that unless there were other items to discuss, the meeting was closed and there would be no Closed Session. Three additional meetings will be scheduled for further discussion of the Interim Superintendent Evaluation.

6.1 Public Employee Performance Evaluation per Government Code §54957**7. ADJOURNMENT**

At 10:35pm the Board meeting was adjourned.

Posted:

:mlm

APPROVED:

Board of Education

Administration

MINUTES

1. CALL TO ORDER

At 6:35 p.m., Board President Reed called the Special Session Meeting to order at the Williams Theatre at Chico High School, 901 Esplanade, Chico, CA 95926.

Present: Jann Reed, Rick Anderson, Dr. Kathy Kaiser and Rick Rees

Absent: Dr. Andrea Lerner Thompson

2. INFORMATION**2.1 Proposed Resolution #1011-08 – Reduction of Staff**

Superintendent Kelly Staley gave a brief history of CUSD's current budget situation. The District was already looking at a \$3 million deficit in 2008-09. When the Governor presented his budget in January, it included cuts for this school year, as well as next year. Those cuts drove the CUSD deficit to over \$8 million. To allow the Board maximum flexibility, and since 91% of the budget is made up of personnel costs, the Board will decide on February 20, 2008, at a regular board meeting whether to approve this resolution in whole or in part to eliminate or reduce certain kinds of service.

Assistant Superintendent Bob Feaster presented a list of positions up for reduction or elimination. Seniority, credentials, loading, student enrollment, state and federal guidelines, state requirements and board policies will all have an impact on which positions and eventually employees will be reduced. In addition to this list there will be a release of current temporary teachers.

At 6:45 Board President Reed opened the floor to public comment.

George Young, CUTA President, voiced his concern that electives would become competitive and teachers from those electives should be given an equal chance to market their course to students. Susan Christenson pointed out the inequity of grant funding in classrooms. Parent and employee, Marisa Sayre, was concerned that there would not be sufficient electives to allow students to meet entrance requirements for a four year college. Parent Mark Leach offered that historical data would not be a good base to determine a fair system in choosing electives to be offered. Also, the district might consider paying higher teacher salaries from grants and lower teacher salaries from the general fund.

George Young asked that a decision be made as soon as possible to those who will be laid off. Marisa Sayre asked that the same on behalf of classified staff. Stephanie Starmer, teacher, asked where athletics and extra pay positions fell in this list. Assistant Superintendent Feaster indicated that coaches don't come under this process. Nick Jesta, former student, asked what if it gets worse next year. Assistant Superintendent Feaster responded that this was a multi-year recovery and to plan on a long-term process.

Andrea Lerner Thompson arrived at 7:45 p.m.

Eric Nelson, teacher, asked if the District had the pulse of the community on this issue and whether the district office should review past decisions which brought the district to this point. Superintendent Staley indicated that Assistant Superintendent Jan Combes and Director Janet Brinson were giving budget presentations to sites, as well as other staff speaking at clubs and organizations. The deficit was not brought about wholly from past district office decisions, but by a variety of things: economy, declining enrollment, Governor's budget, encroaching mandates, etc. Many voiced their opinion that the community should be brought into the equation, to not only contact political representatives about their concerns, but to also seek community assistance and input.

3. Items from the Floor

Board President Reed indicated that since this was a special session, only those items on the agenda could be addressed, but if any member of the community would attend the February 20 meeting they would be given the opportunity to address anything they wished to bring before the board.

4. Announcements

None

5. Adjournment

Board President Reed adjourned the meeting at 8:10 p.m.

MINUTES

:mga

APPROVED:

Board of Education

Administration

DONATIONS/GIFTS

6.A.2
Page 1 of 1

Donor	Item	Recipient
Mr. Sergio Orozco	1 Book @ \$5.00	Chapman Library
Mr. Pheng Thao	3 Books @ \$12.00	Chapman Library
Chapman PTA	\$600.00	Chapman-Reading Program
Bidwell Presbyterian Church	School Supplies @ \$1,500	Citrus
Bidwell Presbyterian Church	35 Holiday Gift Baskets @ \$2,634.60	Citrus
Bidwell Presbyterian Church	500 School t-shirts @ \$2,567.81	Citrus
Bidwell Presbyterian Church	Jog-a-thon Refreshments @ \$275.36	Citrus
Bidwell Presbyterian Church	Classroom Holiday Parties @ \$259.83	Citrus
Bidwell Presbyterian Church	Bicycle Helmets @ \$193.86	Citrus
Ms. Jennifer Firth	Flute @ \$200.00	CJHS-Music
Mr. William Delgado	Services @ \$375.00	CJHS-Music
Delgado Piano & Organ Moving		
Mr. Michael Corcoran	Refurbish Piano @ \$415.00	CJHS-Music
Ruhnke Piano & Organ Co.		
Emma Wilson PTA	3 laptop/work stations @ \$702.22	Emma Wilson
Keenan Seko	Microwave @ \$100.00	Emma Wilson
Rania Nour and Ahmed Abouch	\$1,000.00	Emma Wilson -
		\$300 for Mrs. Wright's Class
		\$700 for School PTA
Troy & Joetta Miller	National Geographic Magazines/Unknown	Fair View High
Kathleen & Scott Huber	\$424.00	Hooker Oak Open Structure
Mr. Tom Kelly, Longs Drugs Store	20 \$25.00 Gift Cards @ \$500.00	Loma Vista
Ms. Sandra Stoner	\$250.00	McManus
Scott and Jessica Starkey	Memorex DVD/CD Player @ \$100.00	McManus
Mr. and Mrs. Vandorvelden	\$100.00	Neal Dow
Mr. and Mrs. Cornwell	\$100.00	Neal Dow
Mr. and Mrs. Peterson	\$250.00	Neal Dow
Mr. March	\$150.00	Neal Dow-Trip Account
Ms. Jennifer Bevers	\$100.00	Neal Dow-Trip Account
Mr. and Mrs. Cox	\$100.00	Neal Dow-Trip Account
Ms. Shari McCracken	\$100.00	Neal Dow-Trip Account
Ms. Cindy Towner	\$150.00	Neal Dow-Trip Account
Mr. Paul Inso	\$50.00	Neal Dow-Trip Account
Mr. Harry Ellis	\$50.00	Neal Dow-Trip Account
Chico Rotary Club Foundation	Empty Bowls Fund Raiser @ \$500.00	PVHS
Chico Running Club	\$1,141.00	PVHS-Athletics/Boys Track
Chico Periodontal Associates	\$200.00	PVHS-Athletics/Boys Volleyball
Anonymous/PVHS	\$30.00	PVHS-Athletics/Wrestling
Lake Oroville Country Retirement	\$100.00	PVHS-FHA-Hero
Chico Elks Lodge, No. 423	\$1,500.00	PVHS-FHA-Hero-SAGE Team
Ms. Connie Chrysler-Anderson	Supplementary Textbooks @ \$235.00	PVHS-Foreign Language
Mr. Mark Forwalter, Transfer Flow Inc.	1264 lbs. A1 Steel Plates @ \$600.00	PVHS-Itech Dept.
Cathy Helms	Books @ \$57.00	PVHS-Library
Ms. Mary Mansfield	Books @ \$216.00	PVHS-Library
Shasta PTO	Stage Extension and Skirting @ \$2,290.48	Shasta

Chico Unified School District

Educational Services - Elementary Education
(530) 891-3000 x137



TITLE: Proposed Agenda Item

Action: _____
Consent: X
Information: _____

Board Date: 02/20/08

Prepared by: Steve Piluso, Principal

Background Information

Each school year we have taken our sixth grade class on a week long educational experience to Woodleaf Outdoor School in Challenge, California. The school is run by Sutter County Schools.

Educational Implications

The content of the week involves outdoor and hands on learning about nature, ecosystems and the environment. It reinforces classroom concepts relating to standards 4 (Energy and the Earth System), 5 (Life Sciences), and 6 (Resources) in the California Science Standards for 6th Grade Science.

Fiscal Implications

The trip will be funded in several ways. Part (almost half) will be funded from the proceeds of the 6th graders magazine sales. Part will be funded from general donations from sixth grade parents and possibly additional fundraising activities. The bus transportation costs will be funded by the Marsh PTSO.

Additional Information

The students will travel by CUSD bus leaving Marsh on Monday, February 25, 2008 at around 8:30 am with a supervisor on board, then returning by bus on Friday, February 29 around noon (depending on weather). Two teachers from Marsh will be accompanying the students while at Woodleaf. With the staff at Woodleaf, the counselors and the teachers, there will be about a 1 to 6 ratio between staff and students.

Recommendation

"I recommend approval of the proposed field trip."

CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street
Chico, CA 95928-5999
(530) 891-3000

F6.B.2
Page 2 of 2

JAN 22 2008

FIELD TRIP REQUEST

TO: CUSD Board of Education

Date: 12-3-07

EDUCATIONAL
SERVICES

FROM: Larry Hobbs

School/Dept.: MJHS Science Department

SUBJECT: Field Trip Request

Request is for 6th Grade - Woodleaf Environmental Science Camp
(grade/class/group)

Destination: Woodleaf - Challenge, CA Activity: Environmental Camp

from 2/25/08 / 8:30 am to 2/29/08 / 1:00 pm
(dates) / (times) (dates) / (times)

Rationale for Trip: Education - part of the environmental science curriculum

Number of Students Attending: 66 Teachers Attending: 2 Parents Attending: 0

Student/Adult Ratio: 33:1

Transportation: Private Cars _____ CUSD Bus X Charter Bus Name _____
Other: _____

All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ 191.50/student Substitute Costs \$ _____ Meals \$ _____
Lodging \$ _____ Transportation \$ 1180 (estimate) Other Costs \$ _____

ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):

Name Environmental Camp Acct. # 01-0000-0-1232-1000-070 \$ 12,639.00
Name Paid by PTSO Acct. #: _____ \$ 1,180.00

Requesting Party

12/4/08

Date

Site Principal

12/4/08

Date



Approve/Minor



Do not Approve/Minor

or

or

Recommend/Major

Not Recommended/Major

Director of Transportation

10/6/07

Date

(If transporting by bus or Charter)

IF MAJOR FIELD TRIP

Director of Educational Services

1/23/08

Date



Recommend



Not Recommended



Approved



Not Approved

Board Action

Date

TITLE: Proposed Agenda Item - Field Trip Request - BJHS

Action: _____
Consent: XX
Information: _____

Board Date: 02/20/08

Prepared by:

Background Information

This is the fifth year that Bidwell has chosen to take our sixth graders to Yosemite National Park as alternative to taking them to Woodleaf for Environmental Camp.

Educational Implications

Yosemite National Park is an exceptional place for students to see what they have been learning in Science first hand. The geology of Yosemite is second to none. The students will also be using survival skills they were taught in Physical Education class. Daily journal entries will be included, and some of the journal pages even reference the height of a Sequoia's shadow and ask the students to use proportional reasoning to determine the height of the Sequoia.

Fiscal Implications

All expenses will be paid by money raised by the students.

Additional Information

See attached itinerary

Recommendation

FIELD TRIP REQUEST

EDUCATIONAL
SERVICES

TO: CUSD Board of Education

Date: January 16, 2008

FROM: Marjorie Kueich & Bill Dixon

School/Dept.: Bidwell 6th grade

SUBJECT: Field Trip Request

Request is for 6th graders (grade/class/group)
Destination: Yosemite Activity: Environmental Camp
from May 6 2008 / 6³⁰ am to May 9 / 3 pm
(dates) / (times)
Rationale for Trip: see attached
Number of Students Attending: 60 Teachers Attending: 5 Parents Attending: 10
Student/Adult Ratio: 1:4
Transportation: Private Cars _____ CUSD Bus X Charter Bus Name _____
Other: _____
All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ 2000 Substitute Costs \$ 1500 Meals \$ 1500
Lodging \$ 300 Transportation \$ 2500 Other Costs \$ 2500
ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S): student raised funds
Name ASB Acct. #: 01-0000-0-1232 1000-058 10,300.-
Name _____ Acct. #: _____ \$ _____

Marjorie Kueich May 16/08
Requesting Party Date
Jan. Rudez 1-16-08 ☒ Approve/Minor ☐ Do not Approve/Minor
Site Principal Date or
R. Martinez 1/22/08 ☐ Recommend/Major ☐ Not Recommended/Major
Director of Transportation Date (If transporting by bus or Charter)
IF MAJOR FIELD TRIP
Carolyn Adkinson 1/23/07 ☒ Recommend ☐ Not Recommended
Director of Educational Services Date
☐ Approved ☐ Not Approved
Board Action Date

Title: State Mock Trial Finals

Action: _____
Consent: X
Information: _____

Board Date: 02/20/08

Prepared by: Charles Copeland
Pleasant Valley High School

Background Information

If the Pleasant Valley Mock Trial team wins the Butte County competition on March 1, it will be eligible to compete in the State competition in Riverside the last weekend of March.

Educational Implications

Mock Trial activity provides 20 students with speech and debate skills plus an introduction to criminal law procedure. Each school fields two 9-student teams: prosecution and defense. Each team contains attorneys, witnesses, and support personnel. Teams play against a fixed-set, imaginary scenario; a new case is written each year. In competition, students present before Superior Court judges or Law School professors.

Fiscal Implications

At Pleasant Valley High School, the team has been funded by coaches and parents. Students may participate with no financial obligation. Parent generosity has carried us as far as Riverside about five years ago. The team seeks no financial support from district or student body.

Additional Information

Mock Trial is a service of the Constitutional Rights Foundation. Approximately 30 schools from throughout California compete in the State finals; there is also a national competition. The Butte County competition is coordinated by the Community Legal Information Center at Chico State.

The Pleasant Valley students have practiced every Wednesday night since September. They have scrimmaged against Ukiah High School, Redwood Academy in Ukiah, and Shasta High School.

Recommendation

CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street
Chico, CA 95928-5999
(530) 891-3000

6.B.4

Page 2 of 2

FIELD TRIP REQUEST**TO: CUSD Board of Education****Date: January 31, 2008****FROM: Charles Copeland****School/Dept.: Pleasant Valley HS****SUBJECT: Field Trip Request**

Request is for Mock Trial team to travel to Riverside for State competition. Trip tentative, subject to winning Butte County Competition on March 1.

Destination: Riverside**Activity: State Finals, Mock Trial
Constitutional Rights Foundation.****From: Thursday, March 27 – leave Chico mid-day to: Sunday, March 30 – evening****Rationale for Trip: Students earned right to compete at state level.****Number of Students Attending: 21 Teachers Attending: 1 Parents Attending: 5****Student/Adult Ratio: about 4 to 1****Transportation: Private Cars ✓****All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.**

ESTIMATED EXPENSES: Many parents will support the trip. Others funded through private generosity. Possible unplanned fund raising activities. No district funds requested or expected.

Fees estimate \$500**Substitute Costs None****Meals \$ - estimate \$1,200****Lodging estimate \$3,500****Transportation estimate \$1,200****Other Costs unknown****ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):****Name Acct. #: \$****Name Acct. #: \$**

Ch/ Copeland
Requesting Party

Jan 31, 2008
Date

(See attachment
for signatures.)

[Signature]
Site Principal

1/31/08
Date



Approve/Minor
or
Recommend/Major



Do not Approve/Minor
or
Not Recommended/Major

(If transporting by bus or Charter)

Director of Transportation

Date

IF MAJOR FIELD TRIP

[Signature]
Director of Educational Services

2-4-08
Date

**Recommend****Not Recommended****Approved****Not Approved**

Board Action

Date

PROPOSED AGENDA ITEM: Field Trip Request –FVHS/Leadership

Prepared by: _____

XXX Consent
_____ Information Only
_____ Discussion/Action

Board Date: 02/20/08

Background Information

The Reach for the Future Leadership Conference is based on a youth development framework, providing leadership training, mentoring and challenging opportunities for young people.

Education Implications

Students will be participating in group activities to develop their leadership skills, and work on teambuilding for the coming year. They are encouraged to share their “Reach” experience with other high school students.

Fiscal ImplicationsAdditional Information

RECEIVED CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street
Chico, CA 95928-5999
(530) 891-3000

6.B.5
Page 2 of 2

JAN 31 2008

FIELD TRIP REQUEST

SUPERINTENDENT'S OFFICE
CHICO UNIFIED SCHOOL DISTRICT
TO: CUSD Board of Education

Date: 1-28-08

FROM: SHERRI BOONE

School/Dept.: FVHS / LEADERSHIP

SUBJECT: Field Trip Request

Request is for LEADERSHIP / FNL CLASS
(grade/class/group)

Destination: RICHARDSON SPRINGS Activity: REACH CONFERENCE

from 3-6 / 9:00 am to 3-8 / 1:00 pm
(dates) / (times) (dates) / (times)

Rationale for Trip: BUILD SKILLS FOR REINFORCING SCHOOL
CULTURE AND PROVIDING LEADERSHIP
TO SCHOOL AND COMMUNITY

Number of Students Attending: Teachers Attending: 2 Parents Attending: 0

Student/Adult Ratio: 10:1

Transportation: Private Cars X CUSD Bus Charter Bus Name
Other: DAYCARE VAN

All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ Scholarships Substitute Costs \$ () Meals \$ 0
Lodging \$ 0 Transportation \$ 0 Other Costs \$ 0

ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):

Name Acct. #: \$
Name Acct. #: \$

Requesting Party S. Boone
Site Principal
Director of Transportation

Date 1-28-08
Date 1/29/08 ☐ Approve/Minor ☐ Do not Approve/Minor
or
Recommend/Major Not Recommended/Major
(If transporting by bus or Charter)
Date

IF MAJOR FIELD TRIP

Director of Educational Services K. Staley

Date 1-31-08 ☒ Recommend ☐ Not Recommended
☐ Approved ☐ Not Approved
Date

Board Action

Action: _____
Consent: XX

Board Date: 02/20/08

Information: _____

Prepared by: Brent Campfield
Pleasant Valley High School

Background Information

This conference has been held for a number of years, bringing together students from various surrounding school districts. Students explore the impact of alcohol and drugs, and develop skills for dealing with these issues throughout their high school years.

Educational Implications

Students will be participating in group activities to develop their leadership skills, and work on teambuilding for the coming year. They will learn more about the implications of drinking and driving, and how to be positive influences with their peers.

Fiscal Implications

Costs are being paid through existing grants, and transportation is being provided by parents, so there is no cost to the district.

Additional Information

This is a worthwhile event, where students are going to be allowed the opportunity to explore the implications of underage drinking, drug use, respecting yourself and others. Students will then bring what they have learned back to their respective campuses to share with others.

RECEIVED

FEB 8 2008

CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street

Chico, CA 95928-5999

(530) 891-3000

6.B.6

Page 2 of 2

SUPERINTENDENT'S OFFICE
CHICO UNIFIED SCHOOL DISTRICT

FIELD TRIP REQUEST

TO: CUSD Board of Education

Date: 2/6/08

FROM: Brent Campfield

School/Dept.: Pleasant Valley High School

SUBJECT: Field Trip Request

Request is for Friday Night Live

(grade/class/group)

Destination: Richardson Springs

Activity: Youth Development Conference

"Reach 4 Life"

from 3/6/08 / 12:00 pm

to 3/8/08 / 5:30pm

(dates) / (times)

(dates) / (times)

Rationale for Trip: To develop leadership skills and build teamwork.

Number of Students Attending: 10 Teachers Attending: 1 Parents Attending: 0

Student/Adult Ratio: 10:1

Transportation: Private Cars X CUSD Bus _____ Charter Bus Name _____

Other: _____

All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ 0 Substitute Costs \$ 0 Meals \$ 0

Lodging \$ 0 Transportation \$ 0 Other Costs \$ 0

ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):

Name _____ Acct. #: _____ \$ _____

Name _____ Acct. #: _____ \$ _____

Requesting Party

Date

Site Principal

Date



Approve/Minor
or
Recommend/Major



Do not Approve/Minor
or
Not Recommended/Major

Director of Transportation

Date

(If transporting by bus or Charter)

IF MAJOR FIELD TRIP

Director of Educational Services

Date



Recommend



Not Recommended



Approved



Not Approved

Board Action

Date

Agenda Item #: _____
(DO Use Only)

PROPOSED AGENDA ITEM: Reach for the Future Leadership Conference

Prepared by: Sue Baber

- ☒ Consent
☐ Information Only
☐ Discussion/Action

Board Date: 2-20-08

Background Information

The Reach for the Future Leadership Conference is based on a youth development framework, providing leadership training, mentoring and challenging opportunities for young people.

Education Implications

There will be youth led leadership workshops presented to the participants. When participants return to their schools, they are encouraged to share their "Reach" experience with other high school students.

Fiscal Implications

No costs to school or district.

Additional Information

Overall Agenda:

Odyssey Ropes Course
Youth Led Workshops
Challenge Day
Talent Show

DO Recommendation: _____

CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street

Chico, CA 95928-5999

(530) 891-3000

6.B.7

Page 2 of 2

FIELD TRIP REQUEST

TO: CUSD Board of Education

Date: January 28, 2008FROM: Susan H. BaberSchool/Dept.: Chico High School

SUBJECT: Field Trip Request

Request is for Chico High School students
(grade/class/group)Destination: Richardson SpringsActivity: Reach for The Future
Leadership Conferencefrom March 6, 2008 / 1pm
(dates) / (times)to March 8, 2008 / 5pm
(dates) / (times)Rationale for Trip: This conference is based on a Youth Development
Framework, providing skills, support and opportunities
for young people.Number of Students Attending: 10 Teachers Attending: 1 Parents Attending: 0Student/Adult Ratio: 10 - 1Transportation: Private Cars ☒ CUSD Bus _____ Charter Bus Name _____
Other: _____All requests for bus or charter transportation must go through the transportation department - NO
EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ 0 Substitute Costs \$ _____ Meals \$ _____Lodging \$ _____ Transportation \$ _____ Other Costs \$ 0

ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):

Name _____ Acct. #: _____ \$ _____

Name _____ Acct. #: _____ \$ _____

Susan H. Baber
Requesting Party1/28/08
DateJ. Hank
Site Principal2/5/08
Date

Approve/Minor



Do not Approve/Minor

or

or

Recommend/Major

Not Recommended/Major

(If transporting by bus or Charter)

Director of Transportation

Date

IF MAJOR FIELD TRIP

M. Hall
Director of Educational Services2-6-08
Date

Recommend



Not Recommended



Approved



Not Approved

Board Action

Date

TITLE: Proposed Agenda Item - Field Trip Request - BJHS

Action: _____
Consent: X
Information: _____

Board Date: 02/20/08

Prepared by: Lisa Winslow, Bidwell Junior High School Counselor

Background Information

This summit provides a forum for teen discussion of drug and alcohol use and promotes leadership skills.

Educational Implications

Student representatives bring back a wealth of information and provide positive influence to their peers.

Fiscal Implications

None

Additional Information

Approximately 20 students will attend from Bidwell Junior High School.

Recommendation

I recommend approval of the proposed field trip.

CHICO UNIFIED SCHOOL DISTRICT

1163 East Seventh Street

Chico, CA 95928-5999

(530) 891-3000

6.B.8

Page 2 of 2

FIELD TRIP REQUEST

TO: CUSD Board of Education

Date: 1-30-08FROM: CLUB LIVE / COUNSELINGSchool/Dept.: BIDWELL JR.SUBJECT: Field Trip Request DEPT.Request is for CLUB LIVE

(grade/class/group)

Destination: Richardson SpringsActivity: REACH Conferencefrom 3-27-08 12:00 pm

(dates) / (times)

to 3-29-08 5:30 pm

(dates) / (times)

Rationale for Trip: Leadership ConferenceNumber of Students Attending: 20 Teachers Attending: 2 Parents Attending: _____Student/Adult Ratio: 10:1Transportation: Private Cars ☒ CUSD Bus _____ Charter Bus Name _____
Other: _____

All requests for bus or charter transportation must go through the transportation department - NO EXCEPTIONS.

ESTIMATED EXPENSES:

Fees \$ 0 Substitute Costs \$ 0 Meals \$ 0
Lodging \$ 0 Transportation \$ 0 Other Costs \$ 0

ACCOUNT NAME(S), NUMBER(S) and AMOUNT(S):

Name N/A Acct. #: _____ \$ _____

Name _____ Acct. #: _____ \$ _____

Requesting Party

Site Principal

Date

Date



Approve/Minor



Do not Approve/Minor

or

Recommend/Major

or

Not Recommended/Major

(If transporting by bus or Charter)

Director of Transportation

Date

IF MAJOR FIELD TRIP

Director of Educational Services

Date



Recommend



Not Recommended



Approved



Not Approved

Board Action

Date

Revised 8/04

White Copy: Ed Services

Yellow Copy: Transportation

Pink Copy: Returned to Site after approval

CHICO UNIFIED SCHOOL DISTRICT
1163 EAST SEVENTH STREET
CHICO, CALIFORNIA 95928

6.C.1
Page 1 of 1

February 20, 2008

MEMORANDUM TO: Board of Education
FROM: Kelly Staley, Interim Superintendent
SUBJECT: Certificated Human Resources Actions

Name/Employee Number	Assignment	Effective	Comment
<u>Temporary Appointments 2007/08</u>			
Isern, Antonio	0.4 FTE Secondary	2007/08 (Effective 2/19/08)	Temporary Appointment
Lee, Amy	0.4 FTE Speech Therapist	2007/08 (Effective 1/29/08)	Temporary Appointment
jm-2/14/08			

**CHICO UNIFIED SCHOOL DISTRICT
1163 EAST SEVENTH STREET
CHICO, CA 95928-5999**

6.C.2
Page 1 of 3

February 20, 2008

MEMORANDUM TO: Board of Education

FROM: Kelly Staley, Interim Superintendent

SUBJECT: Classified Human Resources Actions

<u>NAME</u>	<u>CLASS/LOCATION/ASSIGNED HOURS</u>	<u>EFFECTIVE</u>	<u>COMMENTS/ FUND</u>
<u>APPOINTMENTS</u>			
Campbell, Laurie	Instructional Assistant/Citrus/1.0	01/28/08	New Position/ Grant Fund
Casey, Leticia	Cafeteria Assistant/PVHS/3.1	02/19/08	Vacated Position
Crljenica, Carol	LT Cafeteria Assistant/CHS/.9	02/01/08- 04/28/08	New LT Position/ Categorical Fund
DeLey, Thora	Instructional Asst/McManus/2.8	01/14/08	New Position/ Grant Fund
Dutra, Deborah	LT IA-Special Ed/CJHS/1.0	01/30/08- 06/05/08	Extend LT Position/ Special Education
Filippi, Janice	Cafeteria Assistant/MJHS/2.5	02/20/08	Vacated Position
Greer, Christina	Parent Classroom Aide-Restr/Cohasset/1.3	02/05/08	Vacated Position/ Categorical Fund
Harter, Tanya	Interim Director-Nutrition Services/ Nutrition Services/8.0	01/24/08- 07/23/08	During Absence of Incumbent
Hassett, Debra	Cafeteria Assistant/CHS/2.0	02/07/08	Vacated Position
Lee, Yee	LT Grounds Worker/M & O/8.0	01/30/08- 07/30/08	New LT Position
Pulgarin, Alma	IA-Bilingual/PVHS/4.0	02/19/08	Vacated Position/ Categorical Fund
Ravetz, Angela	IA-Special Ed/BJHS/.2	01/24/08	New Position/ Grant Fund
Renwick, Beth	LT IA-Special Ed/PVHS/2.9	01/12/08- 06/05/08	Extend LT Position/ Special Education
Vincent, John	Computer Technician/Sierra View/.5	01/25/08	New Position/ Categorical Fund
Wiik, Julie	Parent Liaison Aide-Restr/Emma Wilson/2.0	01/21/08	Vacated Position/ Categorical Fund
Williamson, Andrea	LT Parent Classroom Aide-Restr/ Sierra View/.4	02/19/08- 05/29/08	New LT Position/ Categorical Fund
Wycoff, Larissa	IPS-Classroom/Loma Vista/4.0	01/15/08	Vacated Position/ Special Education
<u>Transfer w/Increase in Hours</u>			
Bell-Corona, Denise	Cafeteria Satellite Manager/ Emma Wilson/4.7	02/05/08	New Position
Peters, Suzanne	Sr Office Assistant/CHS/8.0	01/25/08	Vacated Position
<u>Increase in Hours</u>			
Allsup, Jason	Delivery Worker/ Nutrition Services/8.0	02/06/08	Vacated Position
Collado, Josh	Campus Supervisor/CJHS/1.5	02/04/08	Vacated Position
Goode, Judith	Cafeteria Assistant/McManus/4.0	02/19/08	Vacated Position
O'Kelley, Maryann	Trans Special Ed Aide/ Transportation/2.0	01/17/08	Existing Position/ Special Education
<u>Voluntary Reduction in Hours</u>			
Jessen, Kerry	IA-Special Education/Rosedale/3.0	02/19/08	Vacated Position/ Special Education

Re-employ from Layoff

Bell-Corona, Denise	Cafeteria Assistant/CHS/2.0	02/05/08	Existing Position
Bell-Corona, Denise	Cafeteria Assistant/CJHS/1.0	02/05/08	New Position
Carson, Kerry	Cafeteria Assistant/MJHS/2.0	02/05/08	Vacated Position
Eiben, Tracy	Cafeteria Satellite Manager/ Neal Dow/4.0	01/07/08	Vacated Position
Hall, Kathy	Cafeteria Satellite Manager/ Hooker Oak/4.7	01/07/08	Vacated Position

Reinstatement

Nhan, Johnny	IPS-Classroom/PVHS/6.0	01/28/08	Vacated Position
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Promotion

Crljenica, Carol	Cafeteria Cook Manager 1/AFC/4.0	02/06/08	New Position
Ramos, Tamera	Transportation Coordinator/ Transportation/8.0	01/23/08	Vacated Position

Voluntary Demotion

Jones, Polly	Cafeteria Satellite Manager/ Chapman/6.0	02/05/08	Vacated Position
Jones, Polly	Cafeteria Assistant/Chapman/2.0	02/05/08	New Position
Lemos, Mario	Custodian/Parkview/8.0	02/05/08	Vacated Position
Mathiesen, Becki	Office Asst Elementary Attendance/ Marigold/4.0	01/25/08	Vacated Position

Layoff to Re-employment

Bell-Corona, Denise	Cafeteria Assistant/Chapman/4.0	02/05/08	Lack of Work
Carson, Kerry	Cafeteria Assistant/MJHS/1.0	02/05/08	Lack of Work
Jones, Polly	Cafeteria Assistant Cook Manager/ Emma Wilson/8.0	02/05/08	Lack of Work
Lemos, Mario	Delivery Worker/ Nutrition Services/8.0	02/05/08	Lack of Work

Leave of Absence

Dean, Sandra	Custodian/MJHS/8.0	01/29/08- 07/11/08	Per CBA 5.1
Forbes, Stephanie	IPS-Classroom/PVHS/6.0	04/19/08- 05/06/08	Per CBA 5.2.9
Forbes, Stephanie	Trans Special Ed Aide/ Transportation/1.5	04/19/08- 05/06/08	Per CBA 5.2.9
Koehly-Ownby, Karen	Health Care Asst Specialized/ Loma Vista/6.5	02/29/08- 03/31/08	Per CBA 5.3.3
McKinzie, Monica	IPS-Healthcare/Citrus/1.0	01/29/08- 05/23/08	Per CBA 5.12
McKinzie, Monica	IA-Special Education/Citrus/1.0	01/29/08- 05/23/08	Per CBA 5.12
Nottingham, Gail	Registrar/MJHS/8.0	05/16/08- 10/15/08	Per CBA 5.3.3
Padilla, Brenda	Director-Nutrition Services/ Nutrition Services/8.0	01/24/08- 07/23/08	Per Board of Education
Tatom, Judy	IPS-Classroom/Loma Vista/2.5	01/28/08- 05/23/08	Per CBA 5.12

RESIGNATIONS**Resigned Only Position Listed**

Allsup, Jason	Delivery Worker/ Nutrition Services/7.6	02/05/08	Increase in Hours
Bell-Corona, Denise	Cafeteria Cashier/CJHS/4.0	02/04/08	Transfer w/Increased Hours
Collado, Josh	Campus Supervisor/MJHS/1.0	02/03/08	Increase in Hours
Crljenica, Carol	Cafeteria Cashier/PVHS/4.0	02/05/08	Promotion
Eiben, Tracy	Cafeteria Assistant/McManus/4.0	01/06/08	Re-employment
Fisher, Paul	School Bus Driver-Type 1/ Transportation/6.0	01/22/08	Voluntary Resignation
Goode, Judith	Cafeteria Assistant/Chapman/3.7	02/18/08	Increase in Hours
Hall, Kathy	Cafeteria Satellite Manager/ Neal Dow/4.0	01/06/08	Re-employment
Jessen, Kerry	IA-Special Education/Neal Dow/3.5	02/18/08	Voluntary Reduction in Hours
Mathiesen, Becki	Sr Office Assistant/CHS/8.0	01/24/08	Voluntary Resignation
O'Brien, Casey	Campus Supervisor/CJHS/.2	12/19/07	Voluntary Resignation
O'Kelley, Maryann	Trans Special Ed Aide/ Transportation/1.5	01/16/08	Increase in Hours
Peters, Suzanne	Small School Office Manager/Cohasset/7.9	01/24/08	Transfer w/Increased Hours
Phipps, Colleen	Parent Classroom Aide-Restr/ Citrus/1.0	01/14/08	Voluntary Resignation
Ramos, Tamera	School Bus Driver-Type 2/ Transportation/7.8	01/22/08	Promotion
<u>Resignation/Termination</u>			
Barber, Angela	Parent Classroom Aide-Rest/McManus/6.0	02/04/08	Voluntary Resignation
Cooper, Tiffany	Parent Liaison Aide-Restr/ Emma Wilson/2.0	01/21/08	Voluntary Resignation
Employee holding Position #260025	Sr Grounds Worker/M & O/8.0	01/08/08	Released During Probationary Period
Merlo, Vicki	Cafeteria Assistant/Citrus/3.1	02/15/08	Voluntary Resignation
Merlo, Vicki	Cafeteria Assistant/BJHS/1.5	02/15/08	Voluntary Resignation
Phillips, Mark	IPS-Healthcare/BJHS/6.0	01/21/08	Voluntary Resignation
Schmidt, Lisa	Cafeteria Assistant/CHS/2.0	01/22/08	Voluntary Resignation

TITLE: Proposed Agenda Item - Consultant Agreement with Center for Evaluation and Research, LCC

Action: _____
Consent: X
Information: _____

Board Date: 02/20/08

Prepared by: Cynthia Kampf, Ed.D.

Background Information

The Chico Unified School District received a federally funded Teaching American History grant in 2004. An annual evaluation report is required. The Center for Evaluation and Research, LCC is the external evaluator for this grant. This is the final year of the No Paine, No Gain Teaching American History Grant in the Chico Unified School District.

Educational Implications

The Teaching American History grant provides staff development for teachers in grades 5, 8 and 11. Many Chico Unified School District teachers attend the summer institute and follow-up meetings during the school year. The purpose of the grant is to increase student achievement and teacher content knowledge in the area of American History.

Fiscal Implications

There is no impact to district general funds. All expenses are paid by the federal grant.

Recommendation

Recommend approval of the consultant agreement with the Center for Evaluation and Research, LCC, the external evaluator for the Teaching American History grant.

CONSULTANT AGREEMENT

1. A completed BS10a. "Certificate of Independent Consultant Agreement" guideline is:

☒ On File (click to view) ☐ Attached

2. A completed W9 "Request for Taxpayer Identification Number and Certification" form is:

☒ On File (click to view) ☐ Attached

This Agreement to furnish certain consulting services is made by and between Chico Unified School District and:

Name: Center for Evaluation and Research, LCC
Street Address/POB: P.O. Box 990063
City, State, Zip Code: Redding, CA 96099
Phone: 530-224-7704
Taxpayer ID/SSN: _____

This agreement will be in effect from: 03/01/08

to 09/30/08

Location(s) of Services: (site) Center for Evaluation and Research, LCC and selected CUSD Schools

3. Scope of Work to be performed: (attach separate sheet if necessary)

Support evaluation management plan; conduct and report teacher surveys; analyze assessments; participate in teacher workshops; meet with project staff. Provide data for annual evaluation report.

4. Goal (Strategic Plan, Site Plan, Other) to be achieved as a result of Consultant services:

Comprehensive evaluation of Teaching American History Grant

5. Funding/Programs Affected: (corresponding to accounts below)

- 1) Teaching American History Grant
2)
3)

6. Account(s) to be Charged:

	Pct (%)	Fund	Resource	Proj/Yr	Goal	Function	Object	Expense	Sch/Dept
1)	100.00	01	5818	0	1110	1000	5800	14	674
2)							5800	14	
3)							5800	14	

7. Is there an impact to General Fund, Unrestricted funding? ☐ Yes ☒ No

8. Payment to Consultant: (for the above services, District will pay Consultant as follows)

\$ 12,500.00 Per Unit, times 1.00 # Units = \$ 12,500.00 Total for Services

(Unit: ☐ Per Hour ☐ Per Day ☐ Per Activity)

9. Additional Expenses:

\$ _____
\$ _____
\$ _____ Total for Addit'l Expenses

\$ 12,500.00 Grand Total

10. Amounts of \$1,001.00 or more require Board Approval: (date to Board)

(to be completed by Business Services)

CONSULTANT TERMS AND CONDITIONS(Applicable, unless determined to be Contract Employee – See BS10a)

Business Services Use Only

CA# _____

V# _____

RCF# _____

1. The Consultant will perform said services independently, not as an employee of the District; therefore, the District is not liable for worker's compensation or unemployment benefits in connection with this Consultant Agreement. Consultant shall assume full responsibility for payment of all Federal, State and Local taxes or contributions, including Unemployment Insurance, Social Security, and Income Taxes with respect to Consultant's employees.
2. Consultant shall furnish, at his/her own expense, all labor, materials, equipment and other items necessary to carry out the terms of this Agreement, unless agreed upon under Additional Expenses on page 1 of this Agreement.
3. In the performance of the work herein contemplated, Consultant is an independent contractor, with the authority to control and direct the performance of the details of the work, the District being interested in the results obtained.
4. If applicable, the Consultant will certify in writing, using Administration Form #3515.6, that criminal background checks have been completed as per Board Policy #3515.6 prior to commencement of services. This requirement also applies to any subcontractors or employees utilized by the Consultant.
5. Consultant agrees to defend, indemnify and hold harmless the District, its Board of Trustees, employees and agents from any and all liability or loss arising in any way out of Consultant's negligence in the performance of this Agreement, including, but not limited to, any claim due to injury and/or damage sustained by Consultant, and/or the Consultant's employee or agents.
6. Consultant will provide to Assistant Superintendent, Business Services, upon request, a Certificate of Insurance showing a minimum \$1,000,000 combined single limits of general liability and automobile coverage as required by the District.
7. Neither party shall assign nor delegate any part of this Agreement without the written consent of the other party.
8. The work completed herein must meet the approval of the District and shall be subject to the District's general right of inspection to secure the satisfactory completion thereof. Consultant agrees to comply with all Federal, State, Municipal and District laws, rules and regulations that are now, or may in the future become, applicable to Consultant, Consultant's business, equipment and personnel engaged in operations covered by this Agreement or occurring out of the performance of such operations.
9. The District will determine whether the Consultant will be paid by vendor check as a Consultant or payroll check as a Contract Employee (with taxes withheld) by reviewing the completed Certificate of Independent Consultant Agreement (a blank sample may be viewed at http://www.chicousd.org/_dept/business/documents/Consultant_Agreement.pdf). IRS publication SWR 40 and IRS Ruling 87-41 will assist the District in determining the payment method applied to this Consultant Agreement.

11. AGREED TO AND ACCEPTED: (If determined to be a Contract Employee, a payroll check will be issued with applicable taxes withheld.)

Matthew Russell (Signature of Consultant) Matthew Russell (Print Name) 1/15/08 (Date)

12. RECOMMENDED:

Cynthia A. Kampf (Signature of Originating Administrator) Cynthia A. Kampf (Print Name) 1/18/08 (Date)

13. APPROVED:

Janet L. Brinson (Signature of District Administrator, or Director of Categorical Programs) Janet L. Brinson (Print Name) 1/18/08 (Date)

APPROVED:

☒ Consultant ☐ Contract Employee
Scott Jones (Signature of Asst. Supt. – Business Services) Scott Jones (Print Name) 1/31/08 (Date)

14. Authorization for Payment:**CHECK REQUIRED (Invoice to accompany payment request):**

- ☐ Partial Payment thru: _____ (Date)
- ☐ Full or Final Payment

DISPOSITION OF CHECK by Accounts Payable:
(check released upon completion of services)

- ☐ Send to Site Administrator: _____ (Date check required)
- ☐ Mail to Consultant

\$ _____ (Amount) _____ (Originating Administrator Signature – Use Blue Ink) _____ (Date)

Agenda Item: _____

PROPOSED AGENDA ITEM: Consultant Agreement: Math/Science Partnership Grants

Prepared by: Janet Brinson

☒ Consent
☐ Information Only
☐ Discussion/Action

Board Date: 02/20/08

Background Information

The Chico Unified School District has received two of the eleven grants awarded by the California Department of Education through the California Mathematics and Science Partnership program (CaMSP). Statewide, the CaMSP model pairs school districts with universities for high-quality, extended professional development to improve the teaching of math and science, with a focus on grades 3-7 in math and grades 5-8 in science.

CUSD will be the lead partner for both of these three-year grants, collaborating closely with CSUC's Center for Mathematics and Science Education. Central to the projects in both mathematics and science will be summer institutes for the teachers involved, and a focus on sustaining the institute's work and learning through professional learning communities during the year. For the CaMSP in math, additional partners will include the Butte County Office of Education and the California Math Project. In science, additional partners will include WestEd/K-12 Alliance, Lawrence Livermore Labs, Durham Unified School District, and Feather Falls Union Elementary School District.

Education Implications

This project should have a positive impact on teaching and learning in both science and mathematics within the CUSD. As participating teachers strengthen their own pedagogical knowledge and confidence in these areas, they will improve the quality of their teaching. Given the growth of collaboration through professional learning communities within our district, we anticipate that the knowledge these project teachers acquire will also be shared with their colleagues, thus impacting even more students.

Fiscal Implications

None. The consultant costs will be entirely covered by the grants (which total \$1.6 million for mathematics and \$1.1 million for science).

Additional Information

JB 2/13/08

Mandatory Instructions
(click to view)

CHICO UNIFIED SCHOOL DISTRICT
Business Services
1163 E. 7th Street, Chico, CA 95928
(530) 891-3000

Business Services Use Only
CA# _____
V# _____
RCF# _____

CONSULTANT AGREEMENT

1. A completed BS10a. "Certificate of Independent Consultant Agreement" guideline is:

☒ On File (click to view) ☐ Attached

2. A completed W9 "Request for Taxpayer Identification Number and Certification" form is:

☒ On File (click to view) ☐ Attached

This Agreement to furnish certain consulting services is made by and between Chico Unified School District and:

Name: CSU Chico Research Foundation
Street Address/POB: Building 25
City, State, Zip Code: Chico CA 95929-0870
Phone: (530)898-4322
Taxpayer ID/SSN: NA

This agreement will be in effect from: 01/01/08 to 09/30/09

Location(s) of Services: (site) Chico State University

3. Scope of Work to be performed: (attach separate sheet if necessary)

As a subcontract of the federally funded "NCLB CaMSP Science Grant", the CSU Chico Research Foundation will oversee the work of the Math and Science Project, the administrative services, related funding requirements, institute stipends and other services as described in the approved grant application.

4. Goal (Strategic Plan, Site Plan, Other) to be achieved as a result of Consultant services:

Students - Increased student achievement in Science

Teacher - Increased content knowledge and application of appropriate teaching strategies.

5. Funding/Programs Affected: (corresponding to accounts below)

- 1) NCLB CaMSP Science Grant
- 2)
- 3)

6. Account(s) to be Charged:

	Pct (%)	Fund	Resource	Proj/Yr	Goal	Function	Object	Expense	Sch/Dept
1)	100.00	01	4051	0	1110	1000	5800	14	670
2)							5800	14	
3)							5800	14	

7. Is there an impact to General Fund, Unrestricted funding? ☐ Yes ☒ No

8. Payment to Consultant: (for the above services, District will pay Consultant as follows)

\$ 136,171.00 Per Unit, times 1.00 # Units = \$ 136,171.00 Total for Services

(Unit: ☐ Per Hour ☐ Per Day ☐ Per Activity)

9. Additional Expenses:

\$
\$
\$

Total for
0.00 Addit'l Expenses

\$ 136,171.00 Grand Total

10. Amounts of \$5,001.00 or more require Board Approval: (date to Board)

(to be completed by Business Services)

CONSULTANT TERMS AND CONDITIONS(Applicable, unless determined to be Contract Employee - See BS10a)Business Services Use Only
CA# _____
V# _____
RCF# _____

1. The Consultant will perform said services independently, not as an employee of the District; therefore, the District is not liable for worker's compensation or unemployment benefits in connection with this Consultant Agreement. Consultant shall assume full responsibility for payment of all Federal, State and Local taxes or contributions, including Unemployment Insurance, Social Security, and Income Taxes with respect to Consultant's employees.
2. Consultant shall furnish, at his/her own expense, all labor, materials, equipment and other items necessary to carry out the terms of this Agreement, unless agreed upon under Additional Expenses on page 1 of this Agreement.
3. In the performance of the work herein contemplated, Consultant is an independent contractor, with the authority to control and direct the performance of the details of the work, the District being interested in the results obtained.
4. If applicable, the Consultant will certify in writing, using Administration Form #3515.6, that criminal background checks have been completed as per Board Policy #3515.6 prior to commencement of services. This requirement also applies to any subcontractors or employees utilized by the Consultant.
5. Consultant agrees to defend, indemnify and hold harmless the District, its Board of Trustees, employees and agents from any and all liability or loss arising in any way out of Consultant's negligence in the performance of this Agreement, including, but not limited to, any claim due to injury and/or damage sustained by Consultant, and/or the Consultant's employee or agents.
6. Consultant will provide to Assistant Superintendent, Business Services, upon request, a Certificate of Insurance showing a minimum \$1,000,000 combined single limits of general liability and automobile coverage as required by the District.
7. Neither party shall assign nor delegate any part of this Agreement without the written consent of the other party.
8. The work completed herein must meet the approval of the District and shall be subject to the District's general right of inspection to secure the satisfactory completion thereof. Consultant agrees to comply with all Federal, State, Municipal and District laws, rules and regulations that are now, or may in the future become, applicable to Consultant, Consultant's business, equipment and personnel engaged in operations covered by this Agreement or occurring out of the performance of such operations.
9. The District will determine whether the Consultant will be paid by vendor check as a Consultant or payroll check as a Contract Employee (with taxes withheld) by reviewing the completed Certificate of Independent Consultant Agreement (a blank sample may be viewed at http://www.chicousd.org/_dept/business/documents/Consultant_Agreement.pdf). IRS publication SWR 40 and IRS Ruling 87-41 will assist the District in determining the payment method applied to this Consultant Agreement.

11. **AGREED TO AND ACCEPTED:** (If determined to be a Contract Employee, a payroll check will be issued with applicable taxes withheld.)

[Signature] CAROL SAGE, DIRECTOR 2/14/08
(Signature of Consultant) (Print Name) (Date)

12. **RECOMMENDED:**

[Signature] Janet Brinson, Director 2/14/08
(Signature of Originating Administrator) (Print Name) (Date)

13. **APPROVED:**

[Signature] Janet Brinson, Director 2/14/08
(Signature of District Administrator, or Director of Categorical Programs) (Print Name) (Date)

APPROVED:

[Signature] Assistant Superintendent 2/14/08
(Signature of Asst. Supt. - Business Services) (Print Name) (Date)



Consultant



Contract Employee

14. **Authorization for Payment:****CHECK REQUIRED** (Invoice to accompany payment request):

- ☐ Partial Payment thru: _____ (Date) _____
☐ Full or Final Payment

DISPOSITION OF CHECK by Accounts Payable:
(check released upon completion of services)

- ☐ Send to Site Administrator: _____ (Date check required) _____
☐ Mail to Consultant

\$

(Amount)

(Originating Administrator Signature - Use Blue Ink)

(Date)

Mandatory Instructions
(click to view)

CHICO UNIFIED SCHOOL DISTRICT
Business Services
1163 E. 7th Street, Chico, CA 95928
(530) 891-3000

Business Services Use Only
CA# _____
V# _____
RCF# _____

CONSULTANT AGREEMENT

1. A completed BS10a. "Certificate of Independent Consultant Agreement" guideline is:

☒ On File (click to view) ☐ Attached

2. A completed W9 "Request for Taxpayer Identification Number and Certification" form is:

☒ On File (click to view) ☐ Attached

This Agreement to furnish certain consulting services is made by and between Chico Unified School District and:

Name: CSU Chico Research Foundation
Street Address/POB: Building 25
City, State, Zip Code: Chico CA 95929-0870
Phone: (530)898-4322
Taxpayer ID/SSN: NA

This agreement will be in effect from: 01/01/08 to 09/30/09

Location(s) of Services: (site) Chico State University

3. Scope of Work to be performed: (attach separate sheet if necessary)

As a subcontract of the federally funded "NCLB CaMSP Science Grant", the CSU Chico Research Foundation will oversee the work of the Math and Science Project, the administrative services, related funding requirements, institute stipends and other services as described in the approved grant application.

4. Goal (Strategic Plan, Site Plan, Other) to be achieved as a result of Consultant services:

Students - Increased student achievement in Math

Teacher - Increased content knowledge and application of appropriate teaching strategies.

5. Funding/Programs Affected: (corresponding to accounts below)

- 1) NCLB CaMSP Math Grant
- 2)
- 3)

6. Account(s) to be Charged:

	Pct (%)	Fund	Resource	Proj/Yr	Goal	Function	Object	Expense	Sch/Dept
1)	100.00	01	4050	0	1110	1000	5800	14	670
2)							5800	14	
3)							5800	14	

7. Is there an impact to General Fund, Unrestricted funding? ☐ Yes ☒ No

8. Payment to Consultant: (for the above services, District will pay Consultant as follows)

\$ 299,408.00 Per Unit, times 1.00 # Units = \$ 299,408.00 Total for Services

(Unit: ☐ Per Hour ☐ Per Day ☐ Per Activity)

9. Additional Expenses:

\$
\$
\$

Total for
0.00 Addit'l Expenses

\$ 299,408.00 Grand Total

10. Amounts of \$5,001.00 or more require Board Approval: (date to Board)

(to be completed by Business Services)

CONSULTANT TERMS AND CONDITIONS

(Applicable, unless determined to be Contract Employee - See BS10a)

Business Services Use Only
CA# _____
V# _____
RCF# _____

1. The Consultant will perform said services independently, not as an employee of the District; therefore, the District is not liable for worker's compensation or unemployment benefits in connection with this Consultant Agreement. Consultant shall assume full responsibility for payment of all Federal, State and Local taxes or contributions, including Unemployment Insurance, Social Security, and Income Taxes with respect to Consultant's employees.
2. Consultant shall furnish, at his/her own expense, all labor, materials, equipment and other items necessary to carry out the terms of this Agreement, unless agreed upon under Additional Expenses on page 1 of this Agreement.
3. In the performance of the work herein contemplated, Consultant is an independent contractor, with the authority to control and direct the performance of the details of the work, the District being interested in the results obtained.
4. If applicable, the Consultant will certify in writing, using Administration Form #3515.6, that criminal background checks have been completed as per Board Policy #3515.6 prior to commencement of services. This requirement also applies to any subcontractors or employees utilized by the Consultant.
5. Consultant agrees to defend, indemnify and hold harmless the District, its Board of Trustees, employees and agents from any and all liability or loss arising in any way out of Consultant's negligence in the performance of this Agreement, including, but not limited to, any claim due to injury and/or damage sustained by Consultant, and/or the Consultant's employees or agents.
6. Consultant will provide to Assistant Superintendent, Business Services, upon request, a Certificate of Insurance showing a minimum \$1,000,000 combined single limits of general liability and automobile coverage as required by the District.
7. Neither party shall assign nor delegate any part of this Agreement without the written consent of the other party.
8. The work completed herein must meet the approval of the District and shall be subject to the District's general right of inspection to assure the satisfactory completion thereof. Consultant agrees to comply with all Federal, State, Municipal and District laws, rules and regulations that are now, or may in the future become, applicable to Consultant, Consultant's business, equipment and personnel engaged in operations covered by this Agreement or occurring out of the performance of such operations.
9. The District will determine whether the Consultant will be paid by vendor check as a Consultant or payroll check as a Contract Employee (with taxes withheld) by reviewing the completed Certificate of Independent Consultant Agreement (a blank sample may be viewed at http://www.chicoued.org/dept/business/documents/Consultant_Agreement.pdf). IRS publication SWR 40 and IRS Ruling 87-41 will assist the District in determining the payment method applied to this Consultant Agreement.

11. **AGREED TO AND ACCEPTED:** (If determined to be a Contract Employee, a payroll check will be issued with applicable taxes withheld.)

<u><i>[Signature]</i></u> (Signature of Consultant)	<u>CAROL SACRE</u> (Print Name)	<u>2/14/08</u> (Date)
--	------------------------------------	--------------------------

12. **RECOMMENDED:**

<u><i>Janet Brinson</i></u> <i>mm</i> (Signature of Originating Administrator)	Janet Brinson, Director (Print Name)	<u>2/14/08</u> (Date)
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13. **APPROVED:**

<u><i>Janet Brinson</i></u> <i>mm</i> (Signature of District Administrator, or Director of Categorical Programs)	Janet Brinson, Director (Print Name)	<u>2/14/08</u> (Date)
--	---	--------------------------

APPROVED:

<u><i>Jan Combes</i></u> <i>dm</i> (Signature of Asst. Supt. - Business Services)	<input checked="" type="checkbox"/> Consultant <input type="checkbox"/> Contract Employee <u>Jan Combes</u> (Print Name)	<u>2/14/08</u> (Date)
--	--	--------------------------

14. **Authorization for Payment:**

CHECK REQUIRED (Invoice to accompany payment request): <input type="checkbox"/> Partial Payment thru: _____ (Date) <input type="checkbox"/> Full or Final Payment	DISPOSITION OF CHECK by Accounts Payable: (check released upon completion of services) <input type="checkbox"/> Send to Site Administrator: _____ (Date check required) <input type="checkbox"/> Mail to Consultant			
<table border="1"><tr><td>\$ _____ (Amount)</td><td>_____ (Originating Administrator Signature - Use Blue Ink)</td><td>_____ (Date)</td></tr></table>		\$ _____ (Amount)	_____ (Originating Administrator Signature - Use Blue Ink)	_____ (Date)
\$ _____ (Amount)	_____ (Originating Administrator Signature - Use Blue Ink)	_____ (Date)		

Agenda Item #: _____

PROPOSED AGENDA ITEM: Student Personnel Accountability Report Card

Prepared by: David Scott, Director, Student Support Services

 Consent

 Information Only

Board Date: 02/20/08

XXX Discussion/Action

Background Information

Modeled after the School Accountability Report Card, the Student Personnel Accountability Report Card (AKA: SPARC) is a continuous improvement document sponsored by the California Department of Education that is designed to effectively communicate the goals and outcomes of school counseling and student support programs. The School Counselors from Bidwell Junior High School, Chico Junior High School and Marsh Junior High School have worked in a collaborative manner to compose the SPARCs for each junior high school in the District. Additionally, a workshop regarding the SPARC presented by Dr. Ed Chioso from the California Counselor Leadership Academy was hosted by Marsh Junior High on February 1st. The SPARCs will be submitted for professional review and possible award recognition at the California Association of School Counselors Conference which will be held on March 28th in San Ramon. The SPARCs must be reviewed and approved by the Board of Trustees prior to their submission for possible recognition at the CASC Conference.

Education Implications

Providing school counseling and student support services in a manner which is consistent with evidenced based practices positively impacts students by improving student attendance, improving student achievement, decreasing discipline referrals, increasing graduation rates, improving school climate and increasing the number of students who are "college ready".

Fiscal Implications

No additional costs to the General Fund for this program.

Additional Information

None

DO Recommendation: Approval



Bidwell Junior High School

2008 Support Personnel Accountability Report Card

A continuous improvement document sponsored by the California Department of Education and the Los Angeles County Office of Education



7.A.1

Page 2 of 7

PRINCIPAL'S COMMENTS

Welcome to Bidwell Junior High School – Home of the Pioneers. As principal of a diverse student body, I am proud to give my support to the Student Support Personnel Team (SSPT) as they play a vital role in academic success and school safety for all of Bidwell's students. Our SSPT collaborates with administrative and teaching staff to develop programs and services designed to provide the best learning environment for each student. I strongly support the National Standards for School Counseling which provides guidance

for establishing goals that will meet the academic, personal/social and career needs of our students. The implementation of Assembly Bill 1802 (AB 1802) has allowed us to hire an additional full time counselor to provide guidance services to seventh and eighth grade students. Our SSPT is instrumental in providing programs and services to help prepare students prepare for the future.

Address: 2376 North Avenue
Chico, CA 95926
Principal: Joanne Parsley
Phone: (530) 891-3080
Fax: (530) 891-3082
County: Butte

Enrollment: 787
School Year: Traditional
Grade Levels: 6, 7, 8
Established: 1959
Setting: Rural

STUDENT SUPPORT PERSONNEL TEAM

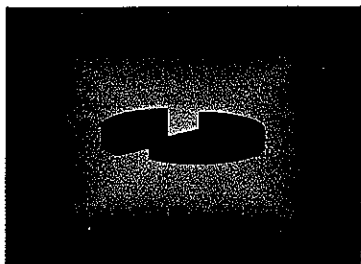
Students at Bidwell Junior High are served by a comprehensive and cohesive Student Support Personnel Team dedicated to the implementation of the National Standards of School Counseling. The SSPT at Bidwell Junior High assist administrators in designing, coordinating, implementing, and evaluating programs to ensure academic success, social/emotional development, and career guidance for all students. The SSPT includes members from administration, counseling, special education, and the office staff. Several of our SSPT members serve on our School Site Guidance Committee (SSGC) which collaborates with teachers and staff to discuss and prioritize referrals. The SSGC is comprised of administrators, counselors, special education staff, bi-lingual targeted case manager and a representative from Butte County Behavioral Health Department. The SSGC addresses student, staff and parent concerns by developing a plan of action and updating progress on a weekly basis. In addition to the weekly SSGC meetings, our counselors serve in leadership roles in coordinating Student Study Team (SST) meetings, 504 Rehabilitation Plan meetings, individual and group counseling sessions, academic progress meetings and behavior management meetings as well as chairing one of our many extracurricular clubs. Many of the SSPT members belong to their professional organizations such as the California Association of School Counselors, California School Nurses Organization, California Association of School Psychologists and the Association of California School Administrators.

Support Team Staff	Years of Experience	Credentials and Education
Principal	26	Teaching Credential, Bachelor of Science (BS), Master of Arts (MA), Administrative Credential
Vice-Principal	11	Teaching Credential, Bachelor of Arts (BA), MA, Administrative Credential
Three Full-time School Counselors One part-time counselor	67	BA, MA, Pupil Personnel Services (PPS) Credentials in School Counseling and School Psychology, Licensed in Clinical Social Work
School Psychologist	27	BA, MA, PPS in School Counseling and School Psychology, Licensed Educational Psychologist (LEP)
Speech Pathologist	2	BA, MA Speech and Language
Targeted Case Manager-Bilingual	10	High School Diploma
School Nurse	25	Public Health Certificate, Registered Nurse, Certificated School Nurse, BS, Respiratory Therapist Certificate
Health Technician	30	High School Diploma, First Aid and CPR Certificates
Registrar	35	High School Diploma, School Administration Student Information (SASI) training
Office Manager	7	Bachelor or Arts
Attendance/Administrative	6	Associate of Arts (AA)
Social Work Intern	1	High School Diploma
Four Special Education Teachers	34	BA, Teaching Credential, Learning Handicaps Specialist Credential, Resource Specialist Credential, Moderate/Severe Credential, Mild/Moderate Special Education
Senior Mental Health Counselor	33	Bachelor of Arts
Special Education Aide	6	Associate of Arts
Opportunity Class Teacher	8	BA, Teaching Credential
Century 21 Grant Coordinator	3	BS, Teaching Credential
Resource Officer	25	Bachelor of Arts

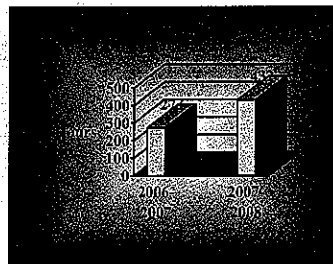
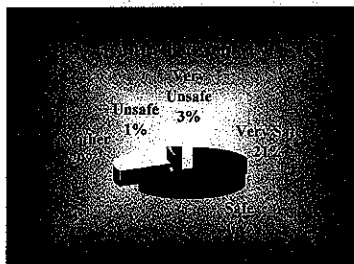
SCHOOL CLIMATE AND SAFETY

Bidwell Junior High School takes pride in our School Safety plan. SSPT members serve on the School Site Council (SSC). The School Site Council (SSC) plays an integral part by helping to implement the plan. The Chico Unified School District Board of Education has reviewed and approved our school safety plan. The SSPT works with Butte County Behavioral Health Department to sponsor Friday Night Live, a mentoring program, and Club Live, an alcohol and drug prevention program. The SSPT members also collaborate with personnel from the School Ties and the Homeless Emergency Runaway Effort (HERE) programs to ensure academic success and safety for at-risk youth. The SSPT members designed, implemented and monitor the zero and seventh period and Power Hour tutorial programs. These intervention programs focus on helping students to be successful and feel positive about their school progress. SSPT members encourage participation in clubs to create a positive climate and take pride in our school.

Academic Domain: Our SSPT developed and implemented a Power Hour tutorial program during lunch to make-up deficient credits from the previous semester, and pass the same class the next semester. Of the 79 students that attended Power Hour, 50 successfully passed that class the following semester.



Personal/Social Domain: SSPT promotes participation in school clubs and activities to foster a sense of belonging and safety. The Healthy Kids Survey graph in the left demonstrates that the majority of students feel safe on campus. Students volunteer in the community through the California Junior Scholarship Federation (CJSF). CJSF members partner with school and community organizations to create a positive sense of giving and pride in our school. The graph on the right demonstrates increased participation in volunteer hours through the CJSF club.

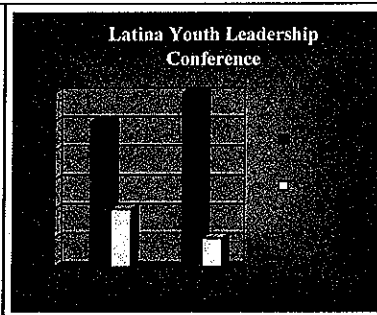
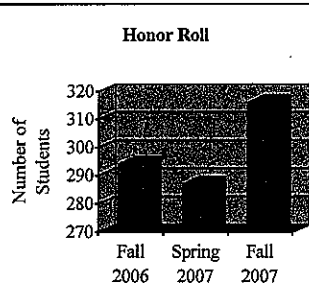
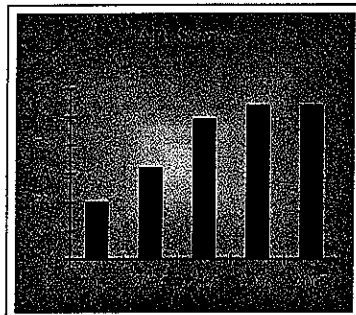


STUDENT RESULTS

Our SSPT aligns with the National Standards and supports student success by offering programs to address the academic, personal/social and career needs of our students. Our team collaborates with teachers and parents on intervention and enrichment activities. Student results are vital in creating new programs and evaluating their effectiveness.

ACADEMIC DEVELOPMENT DOMAIN STANDARD A: Students will acquire the attitudes, knowledge and skills that contribute of effective learning in school and across life span. The SSPT team members are responsible for placing students in intervention programs. The counselors schedule and attend parent/teacher conferences, 1802 individual conferences and Student Study Team meetings. Counselors participate in Special Education Individual Educational Plan (IEP) meetings to assist in providing the most appropriate program students with identified needs. API scores and the total number of students who qualify for the honor roll continue to increase with academic support.

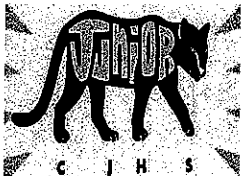
CAREER DOMAIN STANDARD A: Students will acquire the skills to investigate the world of work in relation to knowledge of self and to make informed career decisions. SSPT members attended the Latina Youth conference with student participants. Information presented at the conference and the knowledge gained led to their decision to attend college. All participants reported that the information and workshops helped set educational goals for the future.



KEEPING YOU INFORMED

The SSPT is committed to providing effective communication with the school community. Information is shared via personal, print and electronic methods. For families where English is not the primary language, all essential information is translated to the student's primary language. Translators are available for meetings. The SPARC will be shared with families, staff, faculty, and district office staff via the school web site. In addition, the SPARC was presented to the Chico Unified School District Board of Education at the February meeting.

Personal Contact	Print	Electronic Contact
<ul style="list-style-type: none"> • Parent/Teacher Conferences • Student Study Team Meetings • AB 1802 Meetings for ALL Students • 504 conferences • Parent Nights: Back to School, Open House, Bidwell Showcase and Honor Roll • Parent Teacher Association • New Student Registration • Transition Meetings to Junior and Senior High Schools • Home Visits • IEP Meetings 	<ul style="list-style-type: none"> • Direct Mailings: Counselor Column in Parent Newsletters • Credit Deficiency and Possible Retention/Remediation Plan Letter • Progress Reports and Report Cards • School Calendar (approved by the faculty and parents) • Student Planners • School Marquee • Parent/Student Handbook • SPARC 	<ul style="list-style-type: none"> • Phone Contact • Voice Mail • Email and School Website: www.chicousd.org/dna/bidwell_jr/ • Parent Connect • Local Media • FAX



SUPPORT PERSONNEL ACCOUNTABILITY REPORT CARD



A continuous improvement document supported by the California Department of Education
STUDENT SUCCESS IS OUR FOCUS

PRINCIPAL'S COMMENTS:

Welcome to Chico Junior High School (CJHS), home of the Cougars. CJHS has a strong Student Support Personnel Team (SSPT) that focuses on individual student accomplishment, growth and support for each and every student. The Chico Unified School District (CUSD) has always recognized the need for counselors and is responding to Assembly Bill 1802 (AB) by hiring additional counselors. Our counseling staff strongly endorses the American School Counseling Standards (ASCS) by implementing a Guidance Curriculum program designed to assist students with academic success, social/emotional development and career awareness. The counseling staff plays a vital role in identifying the need for programs that are designed to prevent school/community violence and support student academic and social success. We plan on including the SPARC in our School Improvement Plan (SIP).

Address: 280 Memorial Way
Chico, CA 95926
Principal: Joyce Burdette
Phone: (530) 891-3066
Fax: (530) 895-2677
Website: <http://www.chicousd.org>

Enrollment: 682
School Year: Traditional
Grade Levels: 6, 7, 8
Established: 1953
Setting: Rural
County: Butte

STUDENT SUPPORT PERSONNEL TEAM (SSPT):

The CJHS SSPT is committed to serving all students by supporting the teaching and learning of the whole child. In this respect, every effort is made to formulate our goals and subsequent activities to accommodate each student's unique learning style and personality. With the counselors' guidance, the SSPT works collaboratively to design, coordinate, and implement equitable programs for our students and to evaluate the student support team and student progress on an ongoing basis. The counselors serve in a leadership role to coordinate Student Study Teams (SST), 504 rehabilitation plans, daily attendance counseling, academic progress meetings, behavioral guidance and conflict management programs, and meet with at-risk students and parents under the guidelines of Assembly Bill AB 1802. The school psychologist provides leadership in coordinating our Special Education services and Individualized Educational Plans (IEP). The principal and vice principal, together with the counselors, campus supervisors, teachers, and parents, coordinate and oversee campus safety and behavior management. Our parent liaison and community case manager provide leadership in coordinating low-cost community services for our families. The principal and school psychologist provide leadership for our Response to Intervention Team (RTI).

The SSPT has experience in counseling, behavioral management, student health services, educational assessment, migrant education, English language development, special education, administration, and classroom teaching. Memberships are held in the Chico Unified Teacher Association (CUTA), California School Employees Association (CSEA), Christian Business Alliance (CBA), Renaissance Scholarship Organization and the National Society of Leadership and Success (NSLS). The SSPT certificated staff are fully credentialed in their specific field.

CERTIFICATED years of experience

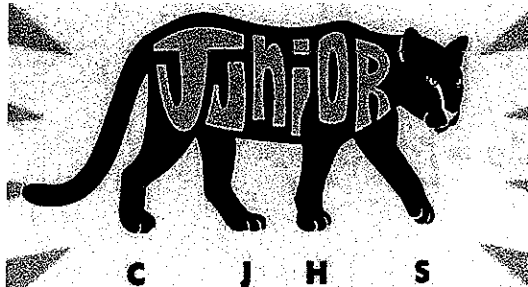
Principal	30
Vice Principal	13
5 Counselors	58
School Psychologist	16
Speech Pathologist	29
School Nurse	35
3 Special Education Teachers	44
Special Day Class Teacher	8
2 Opportunity Class Teachers	3
5 After School Program Teachers	73
Social Work Intern	2
English Language Development Teacher	28
Counseling Intern	39
21 st Century Site Coordinator	2
English Language Development Aide	7

Student Support Personnel Facts

17 Bachelors Degrees
6 Masters Degrees
5 Pupil Personnel Services Credentials
2 School Psychology Credential
12 Teaching Credentials
2 Administrative Credentials
Bilingual in Spanish, Hmong & Lao

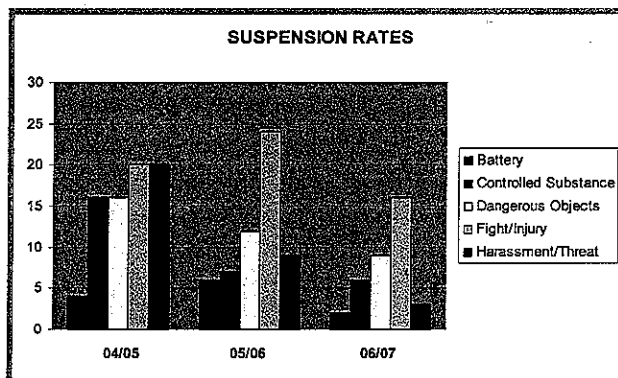
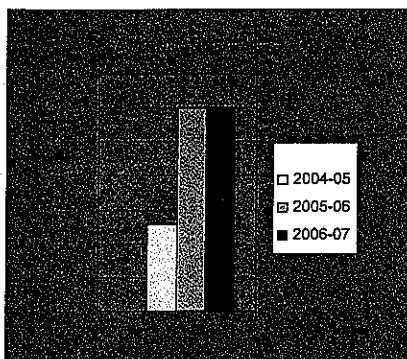
CLASSIFIED years of experience

Senior Library Media Assistant	25
Instructional Assistant Special Education	19
Health Technician	34
Parent Liaison Bilingual	23
Case Manager Bilingual	10
Migrant Education Advisor	12
Registrar	23
Office Manager	23
Senior Office Assistant	7
Attendance Secretary	15
3 Campus Supervisors	9
Title One Aide	20



SCHOOL CLIMATE AND SAFETY:

Leadership at CJHS is a shared process. Our faculty and staff work hard as a cohesive team along with the SSPT to provide an atmosphere where students and staff feel safe, supported, and connected within the school community. Our team provides proactive education aimed at maintaining school safety and a positive school climate. We are committed to developing CJHS toward excellence in the areas of academic, social/emotional development, and career exploration. Our team believes that high academic success and student involvement in school activities will have a positive impact on the whole school climate, and result in higher attendance rates and lower suspension rates. The graphs below show improvements in the area of average attendance rate and the suspension rates for various offenses. Our SSPT contributes to this improvement by providing individual counseling interventions, Cougar Paw Awards, AB 1802 parent/student conferences, parent/teacher/student conferences, before and after-school academic support, and social and career exploration activities.

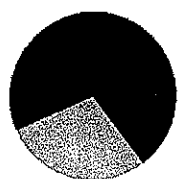


STUDENT RESULTS:

Evaluating student results is an important component of measuring the success of our student support program and its alignment with the American School Counselors Association (ASCA) National Standards. All of the graphs below are related to the National Standards for Academic Success, Standard A, which states *Students will acquire the attitudes, knowledge and skills that contribute to effective learning in school and across the lifespan.*

The first two graphs illustrate the growth in Average Yearly Progress (AYP) for our 8th graders who graduated in 2007. The graphs demonstrate the academic growth of those students after their two years at CJHS. This growth can be attributed to the collective efforts of the staff, including after school homework assistance, teacher collaboration, parent-teacher conferences, individual and group counseling and the array of clubs and organizations that students can choose to participate in before, during, or after school.

The third chart illustrates the impact of our Opportunity Program by comparing the spring semester Grade Point Average (GPA) of a group of students, who participated in the regular education program in the seventh grade, with their fall semester GPA in the Opportunity Program in the eighth grade.



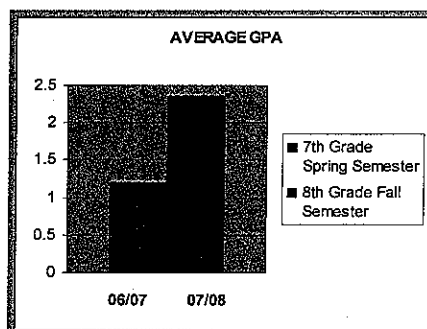
Color	Description	Value	Percent
Gain	Gain	143	56.30
Same	Same	74	29.13
Loss	Loss	37	14.57
Total	Total	254	

AYP Gain/Loss Math
CST 2006 & 2007



Color	Description	Value	Percent
Gain	Gain	159	63.10
Same	Same	68	26.98
Loss	Loss	25	9.92
Total	Total	252	

AYP Gain/Loss ELA
CST 2006 & 2007



KEEPING YOU INFORMED:

CJHS is committed to ongoing, effective communication. The SSPT utilizes a variety of tools to keep the school community informed and they share such information at weekly and monthly meetings with the faculty and administrators. The principal attends weekly Secondary Council Meetings at the district office where our information is shared with the superintendent. The SPARC will be presented to our local school board during their February 2008 meeting. The SPARC will be included in our SARC, and distributed to parents and our community. CJHS provides essential materials and information in Spanish, Hmong, and Lao.

Personal Contact

Staff Meetings	AB 1802 Meetings
Packet Pick-up Day	School Site Council
Parent Workshops	Health Screenings
SST/504/IEP Meetings	ELD Aide
Eighth Grade Awards Night	Classroom Visitations
Parent Teacher Conference	Home Visits
Open Door Policy	
Bi-Lingual Targeted Case Manager	
Orientations/Back to School Nights	
Learning Communities Team Meetings	
Bilingual/Bicultural Parent Liaison	
Parent Advisory Committees	
Parent, Teacher, Student Association Professional	

Electronic

Daily Morning
Announcements
Voicemail
Teacher/School
Websites
Auto Attendance Calls
Mass Email Updates
Parent connect
SPARC
School Accountability
Report Card (SARC)

Print

Newspaper
Mailed Academic Report
Mailed Progress Reports
Newsletter
Attendance/Tuency
Letters
Local Media
Retention/Remediation
Letters
Bulletin
Parent Teacher Handbook
SPARC
SARC



SUPPORT PERSONNEL ACCOUNTABILITY REPORT CARD

A continuous improvement document sponsored by the California Department of Education and
the Los Angeles County Office of Education



PRINCIPAL'S COMMENTS:

Marsh Junior High School (MJHS) has a diverse Student Support Personnel Team (SSPT) that strongly supports the student's right to receive a quality education in a safe, nurturing and stimulating environment. An integral part of this team is our Student Outreach Services (SOS) program that plays a vital role in implementing the prevention and intervention strategies leading to academic success and school safety for our students. The Chico Unified School District (CUSD) has recently acknowledged the impact school counselors have on student success by hiring additional counselors through Assembly Bill (AB) 1802. Our counseling staff strongly endorses the American School Counseling Standards (ASCS) by implementing a Guidance Curriculum program designed to assist students with academic success, personal/social development and career awareness. Our counselors were instrumental in identifying the need for the Peer Mediator Program, Student Support Groups, Multicultural Awareness and After School Success classes.

Address:	2253 Humboldt Rd Chico, CA 95928	Enrollment:	695
Principal:	Stephen J. Piluso	School Year:	Traditional
Phone:	(530) 895-4115	Grade Levels:	6, 7, 8
Fax:	(530) 895-4111	Established:	1999
Website:	http://www.chicousd.org/dna/marsh_ir/	Setting:	Rural
		County:	Butte

STUDENT SUPPORT PERSONNEL TEAM: ◀ *Certificated Student Support Personnel* / ◊ *Classified Student Support Personnel*

SUPPORT PERSONNEL	POSITION	EDUCATION/EXPERIENCE
Pam Bodnar ◀	Head Counselor	Master of Arts (MA)/Pupil Personnel Services Credential (PPS)-17 Years
Sandra Villaseñor ◀	Counselor	MA/PPS-7 Years
Jada Correa ◀	AB 1802 Counselor	MA/PPS-1 Year
Stephen J. Piluso ◀	Principal	Bachelor of Arts (BA)-35 Years
Jay Marchant ◀	Assistant Principal	MA-19 Years
Julie Parker ◀	School Nurse	Public Health Nurse/Bachelor of Science (BS) in Nursing-8 Yrs
Ann Brodsky ◀	Psychologist	Licensed in Educational Psychology (LEP)/PPS/MA-18 Years
Amy Berens ◀	Speech Therapist	MA-5 Years
Sue Campbell ◀	Teacher Mentor	BS-28 Years
Susan Moretti ◀	Teacher Mentor	BA-7 Years
Korey Williams ◀	Teacher Mentor	BS-4 Years
Tanette Butler ◀	Teacher Mentor	BA- Years
Kamala Puri ◀	Teacher Mentor	BA-4 Years
Roy Bishop ◀	Teacher Mentor	BA-12 Years
Liesl Jones ◀	Library Media Teacher	MA-10 Years
Alana Meline ◊	School Office Manager	Some College-19 Years
Kathy Folan ◊	Senior Office Assistant	Some College-25 Years
Diana Burdine ◊	Account Technician	Some College-5 Years
Gail Nottingham ◊	Registrar	BA-23 Years
Ken Fisher ◊	Senior Custodian	Associate of Arts (AA)-14 Years
Matt Coogan ◊	Lead Campus Supervisor	Some College-18 Years
Carol Forayter ◊	Campus Supervisor	Some College-8 Years
Sandi Marsicola ◊	Health Assistant	Some College-15 Years
Stephanie Tarragó ◊	Bilingual English Language Development Aide	BA-3 Years
Norma Abrego ◊	Target Intervention Specialist	Some College-3 Years
Kevin Coulombe ◊	School Resource Officer (SRO)	BA-5 Years
Barrie Scheid ◊	Parent Teacher Student Organization (PTSO) Co-President	BA-3 Years
Mollie Openshaw ◊	PTSO Co-President/Parent Liaison	AA-19 Years

The primary focus of the Marsh Junior High's SSPT is the successful transition of sixth, seventh, and eighth grade students from elementary school into a comprehensive secondary school setting. Counselors work with administration in designing, coordinating, implementing and evaluating every student's academic success, personal/social development and career needs at MJHS. Through our SOS team's weekly meetings, the counselors take the lead role in identifying targeted interventions to further the success of all our students. We are proud to have a 98% parent participation rate in our AB1802 counseling meetings that builds a healthy bridge of involvement in their student's academic success, career awareness and development. As a result of these meetings, we have met with all students achieving below and far below basic levels. Both parents and students have been informed of promotional requirements for junior high and for high school and are aware of the importance of passing the California High School Exit Exam (CAHSEE). Our members belong to professional and community volunteer organizations, such as American School Counselor Association (ASCA), California Association of School Counselors (CASC), Chico Unified Teacher's Association (CUTA), California School Employee Association (CSEA), California Activities Directors Association (CADA), American Speech and Hearing Association (ASHA), Association of California School Administrators (ACSA) and some hold positions in advisory and executive boards.

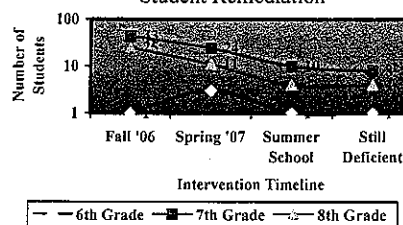
SCHOOL CLIMATE AND SAFETY:

All support staff at MJHS work to foster an atmosphere where students, parents/guardians and staff feel safe, supported, welcomed and connected within the school community. The Teacher Mentors in our support team choose to work with 3 to 4 identified students to guide them academically, socially and emotionally. Teacher Mentors follow-up with these students on a daily or weekly basis and offer incentives for personal goals that are set. Our support team, student government and campus clubs take an active role in keeping the school clean, offering healthy alternatives for school involvement and for positive student recognition. Students are recognized weekly and monthly through some of our programs listed under our Academic Domain section.

Academic Domain Standard A: Students will acquire the attitudes, knowledge, and skills that contribute to effective learning in school and across life span. In the 2006-2007 school year we began with 69 students in danger of failing after the Fall Semester. As a result of the SSPT's comprehensive remedial intervention program 81% (56 students) met promotional requirements by the end of Summer School.

- Student Awards Program
- Marquee Recognition
- Atta Gator Awards
- Gator in the Spotlight
- After School Success Class
- Academic Planning Guides
- Opportunity Class-Credit Recovery
- Honor Roll
- CA Jr. Scholarship Federation Program
- AB 1802 Conferences

Student Remediation



School Climate and Safety Continued:

7.A.1

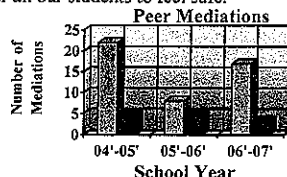
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Career Domain Standard A: *Students will acquire the skills to investigate the world of work in relation to knowledge of self and to make informed career decisions.* Our counselors and members of our SSPT identify and send students to leadership conferences to encourage them to apply to high school programs that will help them reach their goals of attending a 4 year university after high school.

- Upward Bound
- All Stars Program
- Tech Trek
- Community Service Volunteer Program
- Project Wisdom-Goals for the future
- Latina Youth Leadership Conference
- CSU, Chico Leadership Conference
- "Getting Ready for High School" Planning Guides
- Students in Free Enterprise (SIFE)

Personal/Social Domain Standards A, B & C: *Students will acquire the attitudes, knowledge, and interpersonal skills to help them understand and respect self and others; make decisions, set goals, and take necessary action to achieve goals; understand safety and survival skills.* The School Site Council, PTSO and SOS Team routinely provide input relative to student safety issues and distribute information at their monthly meeting for parents, teachers and students to take back to the school community. MJHS is currently updating the Code Red procedures for the School Safety Plan to be reviewed by the School Safety Committee and adopted by the district's Board of Education. Our support team works with all certificated staff to provide numerous avenues for all our students to feel safe.

- Teacher Mentor Program
- School Resource Officer
- Red Ribbon Week Events
- Campus Supervisors
- Bully Hotline
- Club Advisors
- SOS Team
- Ca Healthy Kids Survey
- Peer Mediators Program
- School Wide Bully Prevention
- Suicide Violence Prevention Presentations
- Individual/Group support programs
- Late Start Wednesday Activities
- Chaperones for Dances/Field Trips
- New Student Social/6th Grade BBQ
- Administrator Rapid Response
- Team Social Justice Advocacy
- REACH for the Future Conference



Through our counselor driven, student run, Peer Mediator program, our students' peers have consistently assisted each other in resolving adolescent conflict.

STUDENT RESULTS: To ensure student success, it is critical to evaluate programs to determine their effectiveness. By collecting and compiling data, the results show the SSPT is an important aspect of the school culture. This process validates that the students' needs are being met according to the National Counseling Standards and provides feedback necessary for program adjustment. Below are three examples of student results in the counseling domains of academic, personal/social and career:

Academic Domain Standard A:

Students will acquire the attitudes, knowledge, and skills that contribute to effective learning in school and across the life span. After numerous interventions with students through parent meetings, before and after school teacher assistance, after school Success class and our AB 1802 meetings, MJHS showed an overall Gain of over 60% in Math and English Language Arts in comparison to the previous school year.

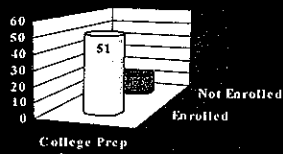
STAR AYP Gain/Loss Math 2 Year Comparison (2006-2007)



STAR AYP Gain/Loss for English Language Arts-2 Year Comparison (2006-2007)



Latina Youth Leadership Conference Results from 2002-2007



Career Domain Standard B: *Students will employ strategies to achieve future career success and satisfaction.* The Latina Youth Leadership Conference takes place at Chico State. For the last six years our counseling department has identified a total of 65 7th and 8th grade Latina girls to attend. This presented them with an opportunity to visit a 4 year university. The conference provided these young ladies information about financial aid, goal planning and setting to help them decide that they want to go to college. As a result all made an informed decision that they want to attend college after high school and currently 78% are enrolled in college prep courses.

Student Attendance 2006-2007



Personal/Social Standard C: *Students will understand safety and survival skills.* Direct Interventions including individual and group counseling, parent letters and conferences, SRO, administrative support, and teacher mentoring were provided for at risk students. Our support team's efforts assisted parents and students in coping with the personal and social issues that impacted their progress and attendance in school. In our 2006-2007 school year, of those students who received these interventions, 9% didn't have any change in their attendance, 39% decreased in attendance and 52% of our students had an increase in their attendance.

KEEPING YOU INFORMED: MJHS is committed to ongoing, effective communication. The SSPT utilizes a variety of tools to keep the school and community informed by sharing information with faculty, administration, and the Board of Education. All essential information is translated into all languages. Translators for Spanish and Hmong are available for meetings as needed. Our SPARC was presented to the Board of Education on February 20, 2008 for their approval.

Personal Contact:

- Staff meetings
- Parent Workshops
- PTSO
- ELD Aide
- Student Success Team (SST) Meetings
- AB1802 Meetings
- Registration Days
- School Site Council
- Classroom Visitations
- Orientations/Back to School Nights
- Health Screening Referrals
- 504 Accommodation Plan Meetings
- Individual Education Plan (IEP) Meetings
- Professional Learning Community Team Meetings
- Parent Teacher Conference
- Bilingual Targeted Case Manager
- High School Orientations
- SPARC (available upon request)

Electronic/Print:

- Marquee
- SPARC (via website)
- Auto Attendance Calls
- Retention Warning Letters
- Newsletter/School Newspaper
- Mass email updates
- Morning Announcements
- Attendance/Tuancy Letters
- Bulletin/Weekly Broadcast
- Mailed Academic Reports
- Parent/Student Handbook
- Teacher/School Websites
- Parent Connect
- Voicemail
- Local Media

**PROPOSED AGENDA ITEM: Board Policies 6802, Off-Campus Instruction and 6803,
Medically Necessary Instruction**

Consent:
Information Only
Discussion/Action

Board Date: 02/20/08

Background Information

In order to govern effectively, Districts are required to have accurate and up-to-date Board Policies. Bylaw, Districts are mandated to adopt many policies to ensure legal compliance. Working in conjunction with California School Boards Association (CSBA) Policy Services, CUSD continues to update and revise Board Policies to ensure CUSD is legally compliant.

Educational Implications

Up-to-date policies provide clarity to the expectations for students, parents, and staff.

Fiscal Implications

CUSD is required to have up-to-date and legally compliant policies. Failure to have such policies in place jeopardizes funding opportunities, especially in regards to Categorical dollars.

Recommendation

This is the first reading of Policies 6802 and 6803. No action is required at this time.



Chico Unified School District
1163 East Seventh Street, Chico, CA 95928-5999
(530) 891-3000

7.A.2
Page 2 of 3

Board Policy: #6802

Section: 6000 **Instruction**
Page 1 of 1

OFF-CAMPUS INSTRUCTION

Students disabled by severe emotional illness and/or severe behavioral problems may receive individual instruction at home, in a public facility, or in a hospital or residential health facility within the District. Such instruction may be given from one to five hours per week, to be determined by the Director of Pupil Personnel Services or the Director of Alternative Education.

Instruction for the Off-Campus Instruction will be provided only when a student is deemed to be unable to attend school on a regular basis. Recommendation for instruction may come from an IEP team, an Administrative Hearing Panel, Child Welfare and Attendance, the School Attendance Review Board or from either the Director of Pupil Personnel Services or the Director of Alternative Education. Final approval of the request for Off-Campus Instruction will be given by either the Director of Pupil Personnel Services or the Director of Alternative Education.

Off-Campus Instruction will be provided only by teachers with valid California teaching credentials.

The principal of each school shall maintain procedures to implement the Off-Campus Instruction.



Chico Unified School District
1163 East Seventh Street, Chico, CA 95928-5999
(530) 891-3000

Board Policy: #6803

Section: Instruction
Page 1 of 1

MEDICALLY NECESSARY INSTRUCTION

Students temporarily disabled by accident, mental, or emotional illness may receive individual instruction at home, in a public facility, or in a hospital or residential health facility within the District. Such instruction may be given from one to five hours per week, to be determined by the site administrator of the student's school of residence and/or attendance.

Medically Necessary Instruction will be provided only when a student is projected to be out of school for four weeks or longer. A clinical psychologist, physician, physician's assistant, or family nurse practitioner who is under the direct supervision of a physician, shall have determined that the student is unable to attend school and will not expose the Medically Necessary teacher to any contagious disease that can be transmitted by casual contact.

Medically Necessary Instruction will be provided only by teachers with valid California teaching credentials.

As required by law, the District shall notify parents annually that (1) individual instruction is available for temporarily disabled students and (2) when a student becomes temporarily disabled, it is the responsibility of the parent/guardian to notify the District in which the student is receiving care.

An out-of-district student temporarily disabled and confined to a hospital or health facility within the District shall receive individual instruction when the District is notified by the student's parent/guardian.

Each school will maintain procedures to implement the Medically Necessary Instruction Program.

TITLE: Approval of a subsequent Variable Term Waiver Request for a Clinical Rehabilitative Services: Language, Speech & Hearing Credential for Certificated Special Education Employee Nancy Roper

Action: ☒
Consent: ☐
Information: ☐

Agenda Item:
February 20, 2007
Page 1

Prepared by: Bob Feaster, Assistant Superintendent-Human Resources

Background Information

Request approval of a subsequent Variable Term Waiver Request for a Clinical Rehabilitative Services: Language, Speech & Hearing Credential to cover the assignment of a Certificated employee (Nancy Roper) in the position of Speech Therapist during the 2007/08 school year.

Educational Implications

Approval of this subsequent Variable Term Waiver Request will allow Ms. Roper to teach while completing requirements for the Credential.

Fiscal Implications

None

Additional Information

Recommendation

It is recommended that the Board of Education approve the subsequent Variable Term Waiver Request for Nancy Roper.



State Of California
Commission On Teacher Credentialing
Certification, Assignment and Waivers Division
Box 1559
Sacramento, CA 95812-1559

Telephone: (916) 323-7136
E-mail: waivers@ctc.ca.gov

VARIABLE TERM WAIVER REQUEST

Requests must be prepared by the employing agency, not the applicant. All materials must be clear enough to photocopy.

1. EMPLOYING AGENCY (include mailing address) Chico Unified School District 1163 E. 7th Street Chico, CA 95928	County/District CDS Code 04-61424	Contact Person: Heather Deaver Telephone #: (530) 891-3000 FAX #: (530) 891-3211 E-Mail: hdeaver@chicousd.org
	<input type="checkbox"/> NPS/NPA (list county code _____)	

2. APPLICANT INFORMATION

Social Security Number --

If fingerprint clearance is not on file at CTC, include a completed application (form 41-4) and LiveScan receipt (41-LS).
If needed, a review by the Division of Professional Practices will be concluded before a waiver approval letter will be issued.

Full Legal Name Roper, Nancy L.
Last First Middle

Former Name(s) _____ Birth Date _____

Applicant's Mailing Address _____

Credential Needed for Waiver Clinical Rehab Services: Language, Speech & Hearing
(Specific title and subject area of the credential that authorizes the assignment. Note that the subject must be one that is available under current regulations.)

Assignment Speech Therapist
Specific position and grade level (e.g. chemistry teacher, grades 11-12)

For bilingual assignment list LANGUAGE: _____

Is this a full time position? Yes ☐ No ☒

If not, indicate how many periods a day the individual will be teaching the waiver assignment(s) 2

Is this a subsequent waiver? (see #9 for additional information) Yes ☐ No ☒

3. EDUCATION CODE OR TITLE 5 SECTION TO BE WAIVED

Specific section(s) covering the assignment: 44265.3

4. EFFECTIVE DATES

02 / 01 / 08 to 06 / 30 / 08

Waivers are dated effective the beginning date of service. Provide the ending date of your school term, track or year below. A justification MUST be included if the expiration date extends beyond the term, track or year.

Ending date of school term, track, or year: 06 / 30 / 08

5. STATEWIDE HIGH INCIDENCE AREA WAIVER REQUESTS:

a. INDICATE THE HIGH INCIDENCE AREA FOR THE ASSIGNMENT

- ☐ Special Education
- ☐ Clinical or Rehabilitative Services
- ☒ Speech-Language Pathology Services
- ☐ Driver Education and Training
- ☐ 30-Day Substitute

b. INDICATE WHAT WAS DONE THIS YEAR TO LOCATE AND RECRUIT INDIVIDUALS TO FILL THIS POSITION

No copies are necessary if this is a recognized high incidence area.

- ☐ Advertised in local/national newspapers
- ☐ Advertised in professional journals
- ☐ Attended job fairs in California
- ☐ Attended recruitment out-of-state
- ☒ Contacted IHE placement centers
- ☒ Distributed job announcements
- ☒ Internet
- ☒ Other Speech Therapist is a recognized statewide high incidence area

c. IF THIS IS AN INITIAL WAIVER REQUEST, EXPLAIN WHAT MAKES THE APPLICANT THE BEST CANDIDATE

Include detailed information about the individual's professional preparation and expertise in the subject/area requested and attach appropriate documentation including transcripts, examination score reports, and verification of experience.

(see attached)



Administrative Offices
1163 E. Seventh Street
Chico, CA 95928-5999

530/898-3000
fax 891-3220
www.cusd.chico.k12.ca.us

February 4, 2008

To Whom It May Concern:

We would like to request a Speech and Language waiver for Nancy Roper for the remaining of the 07-08 school year. She would be working a long term substitute position for 3 days a week.

Nancy was interviewed by our interview committee on January 14th and did an exemplary job on her interview. Her experiences and references have indicated she would be an excellent match for this position. Recently this position became open and would appreciate your consideration in granting the waiver to give Nancy the opportunity to fill this position.

Thank you very much for your consideration.

**Jeaner Kassel
Asst. Principal CUSD Loma Vista
530 879-7400
jkassel@chicousd.org**

6. NON STATEWIDE LOW INCIDENCE AREA WAIVER REQUESTS:

a. INDICATE THE LOW INCIDENCE AREA FOR THE ASSIGNMENT

- ☐ Administrative Services
- ☐ Single Subject Teaching (all subject areas)
- ☐ Designated Subjects – except driver education and training
- ☐ Library Media Services
- ☐ Multiple Subject Teaching
- ☐ Pupil Personnel Services: Counseling, Psychology, Social Work
- ☐ Reading Specialist/Certificate
- ☐ Teacher of English Learner Students

b. INDICATE WHAT WAS DONE THIS YEAR TO LOCATE AND RECRUIT INDIVIDUALS TO FILL THIS POSITION

Copies of announcements, advertisements, web site registration, etc. **must** be attached.

The employer must verify **all** of the following:

- ☐ Distributed job announcements
- ☐ Contacted IHE placement centers
- ☐ Internet (i.e. www.edjoin.org)

Optional recruitment methods:

- ☐ Advertised in local/national newspaper
- ☐ Attended job fairs in California
- ☐ Attended recruitment out-of-state
- ☐ Advertised in professional journals
- ☐ Other _____

c. PROVIDE DETAILED INFORMATION ABOUT THE RESULTS OF RECRUITMENT EFFORTS. BE SURE TO ANSWER EACH OF THE FOLLOWING QUESTIONS:

How many individuals credentialed in the authorization of the waiver request applied for the position? _____

How many individuals credentialed in the authorization of the waiver request were interviewed? _____

What were the results of those interviews? (Please indicate answers in numbers)

- _____ Applicant(s) withdrew
- _____ Candidate(s) declined job offer
- _____ Candidate(s) found unsuitable for the assignment

d. PROVIDE THE SPECIFIC EMPLOYMENT CRITERIA FOR THE POSITION

What special skills and knowledge are needed to successfully perform in this position? These should also be described in your recruitment advertisements and announcements.

e. IF THIS IS AN INITIAL WAIVER REQUEST, EXPLAIN WHAT MAKES THE APPLICANT THE BEST CANDIDATE

Include detailed information about the individual's professional preparation and expertise in the subject/area requested and attach appropriate documentation including transcripts, examination score reports, and verification of experience.

Section 6 a., b., c., d., and e, are not applicable to Speech-Language Pathology Services. Speech -Language Pathology Services is a statewide High Incidence Area Waiver request covered under Section 5.

7. REQUIREMENTS AND TARGET COMPLETION DATES FOR REACHING CREDENTIAL GOAL

List the requirements that the applicant must complete to be eligible for the document named above as the credential goal and a target date by which he or she plans to complete those requirements

PROGRAM, COURSE, EXAMINATION, EXPERIENCE	TARGET COMPLETION DATE
Speech-Language Pathology Services	May 31, 2008

8. LIST THE NAME AND POSITION OF THE PERSON ASSIGNED TO PROVIDE SUPPORT AND ASSISTANCE TO THE APPLICANT DURING THE TERM OF THIS WAIVER

By assigning this individual, the employing agency makes a commitment to support and assist the applicant, as feasible, in completing the requirement(s) listed above.

Name Dee Ann Iseyama Position Speech Therapist

9. SUBSEQUENT WAIVER REQUESTS

☐ Attached is a copy of a personnel evaluation that verifies the applicant served satisfactorily in the position authorized by the previous waiver.

10. IS THIS EMPLOYING AGENCY GEOGRAPHICALLY ISOLATED?

Would the applicant have to travel more than 1 1/2 hours one-way to attend an institution with an approved program to meet the credential goal?

☐ Yes ☒ No ☐ Not applicable (program completion is not a requirement)

11. PUBLIC NOTICE -- CHECK THE BOX THAT APPLIES

- ☒ **Public School District:** Attached is a copy of the agenda item presented to the governing board of the school district in a public meeting showing the name of the applicant, the specific assignment including subject and grade level, and the fact that employment will be on the basis of a credential waiver. With the signature of the superintendent or his or her designee in item #13 below, the person signing verifies that the board acted upon the item favorably.

By submitting this waiver request the district is certifying that reasonable efforts to recruit a fully prepared teacher for the assignment(s) were made in the following order:

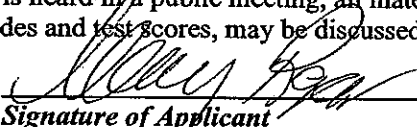
1. an individual who is scheduled to complete initial preparation requirements within six months
2. a candidate who is qualified to participate in an approved internship program in the region of the school district

- ☐ **County Office of Education, State Agency, or Nonpublic, Nonsectarian School or Agency:** Attached is a dated copy of the notice that was posted at least 72 hours before the position was filled showing the name of the applicant, the specific assignment including subject and grade level, and the fact that employment will be on the basis of a credential waiver. With the signature of the superintendent or administrator or his or her designee in item #13 below, the person signing verifies that there were no objections to this waiver request.

12. APPLICANT'S CERTIFICATION

I understand that in order to receive a subsequent waiver for this assignment I must pursue the completion of requirements to obtain full certification in the subject or area covered by this waiver request as specified in #7 above.

I understand that if my case is heard in a public meeting, all materials submitted to the Commission regarding my suitability, including grades and test scores, may be discussed.


Signature of Applicant

(Sign full legal name as listed in #2)

2/13/08
Date

13. EMPLOYING AGENCY CERTIFICATION

The person for whom this waiver is requested will not be employed until he or she has been cleared by the Department of Justice under the provisions of Education Code Section 44332.6 and Section 44830.1 (AB1612). The employer acknowledges that the Commission's final approval of this individual's waiver will be determined by a fitness review covering, in part, criminal activity, including certain in-state and/or out-of-state convictions.

If this waiver request is for service to special education children, the Special Education Local Planning Area (SELPA) has been notified of our intent to request this waiver.

I certify under penalty of perjury that the information provided in this report is accurate and complete.

District/County Superintendent, Personnel Administrator, NPS/NPA Administrator, or Designee:

Signature: 

Title: Assistant Superintendent-Human Resources

Date: 2/13/08

PROPOSED AGENDA ITEM: Resolution #1011-08 / Reduction in Certificated Staff Due To Reduction or Elimination of Particular Kinds of Service

Prepared by: Bob Feaster, Assistant Superintendent, Human Resources

- ☐ Consent
☐ Information Only
☒ Discussion/Action

Board Date: February 20, 2008

Background Information:

The District is currently facing a fiscal crisis. Approximately 91% of the District's unrestricted budget is dedicated to staff (including salary and health & welfare costs). In order to become fiscally solvent the district must make significant reductions in staffing. This process requires that the Board pass a resolution to determine which particular kinds of services or programs may be reduced or eliminated. In order to provide the necessary flexibility, this resolution lists a very large number of programs, many of which, ultimately, may not be reduced or eliminated. The actual programs/services that are eliminated or reduced will be based on a variety of factors including but not limited to student enrollment and State and Federal funding guidelines/reductions, State requirements, Board policies.

The process is bound by timelines that lead up to formal written notification to affected staff no later than March 15th.

A separate process will be implemented later to address possible reductions of Classified staff.

Educational Implications:

Administrative positions may be consolidated or eliminated.

There will be fewer classroom teachers at all levels and fewer course offerings at the secondary level (grades 7-12). As a result, many classrooms in the District may have more students for the 2008-2009 school year than in the past. Classes will be loaded as closely as possible to contractual limits. Staffing adjustments will be made throughout the year as necessary.

Fiscal Implications:

Significant fiscal savings will occur. The district must reduce overall expenditures by \$8.5 million dollars. The savings from staffing reductions cannot be accurately calculated until the reductions are implemented and it is determined which specific certificated employees are to be released.

Recommendation:

Approval.

Resolution No. 1011-08

**BEFORE THE BOARD OF EDUCATION
of the
CHICO UNIFIED SCHOOL DISTRICT**

**Reduction in Certificated Staff Due
To Reduction or Elimination of Particular
Kinds of Service**

WHEREAS, Sections 44949 and 44955 of the California Education Code require action by the Board of Education if the services of certificated staff are to be reduced or eliminated in order to permit the layoff of certificated employees;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Education of the Chico Unified School District that:

1. The services in Exhibit A shall be reduced or eliminated at the close of the 2007/08 school year.
2. The Board of Education has considered anticipated certificated employee attrition (resignation, retirements, performance based non-relections and temporary teacher releases, etc.). Nevertheless, it is still necessary to terminate 221.0055 certificated full-time equivalent positions;
3. It will be necessary to retain the services of certificated employees, regardless of seniority, who possess qualifications and competencies needed in the projected educational program for the 2008/09 school year as indicated in Exhibit B (attached to this Resolution and incorporated by reference) which are not possessed by more senior employees thereby subject to layoff;
4. The Superintendent, or his/her designee, is authorized and directed to send notice(s) of recommendation of non-reemployment pursuant to sections 44949 and 44955 of the California Education Code to any employee whose services shall be terminated by virtue of this resolution.

THE FOREGOING RESOLUTION was duly passed and adopted by the Board of Education of the Chico Unified School District at a *regular* meeting held on the ____ day of _____, 2008, by the following roll call vote:

AYES:

NOES:

ABSENT:

Signed and approved by me after its passage.

President of the Board of Education

ATTEST:

Clerk of the Board of Education

Chico Unified School District
1163. E. Seventh Street
Chico, CA 95928-5999

Exhibit "A"

February 20, 2008

Reduction/Elimination of Particular Kinds of Certificated Services

<u>Administrators</u>	<u>FTE Reduction</u>
District Level Administrators	9.0000
School Site Administrators	29.0000
	38.0000
<u>Elementary Education</u>	
Teachers (classes/sections, K-6)	28.0000
Music/PE/Arts Elementary Teachers- Regular Education Teachers	0.9000
Title I Elementary Teachers	11.5700
21st Century Elementary Teachers	3.6212
Title III Elementary Teachers	1.0000
After School ES Elementary Teachers	2.4088
Healthy Start Elementary Teachers	0.4000
English Language Acquisition Elementary Teachers	0.5200
Arts & Music Block Grant Elementary Teachers	0.6000
GATE Elementary Teachers	1.0000
School Base Coordinated Program Elementary Teachers	5.0000
Professional Development Block Grant Elementary Teachers	1.0000
Quality Education Investment Act Elementary Teachers	2.0000
Elementary Physical Education Teacher	0.2000
Elementary Music	3.0000
	61.2200
<u>Junior High School</u>	
Math	3.0000
English	3.0000
Physical Science	2.0000
Life Science	2.0000
Social Science	3.0000
Physical Education	3.0000
Middle School Activities Advisor (release time)	1.2000
Resource Specialist Teacher (special education)	2.0000
Business	1.6000
Spanish	0.8000
Art	2.8000
Journalism/Yearbook	0.6000
Music	2.0000
Drama	0.6000
Home Economics	2.0000
Student Government	0.6000
Outdoor Adventure	1.2000
Title I Jr High Teachers	0.8000
21st Century Jr High Teachers	2.0000
Physical Education Incentive Jr High Teachers	0.5000
PE Jr High Teachers (categorically funded)	0.2000
Opportunity Jr High Teachers	4.4000
	39.3000

High School

Math	4.0000
English	4.0000
Physical Science	2.0000
Life Science	2.0000
Social Science	4.0000
Physical Education	4.0000
Senior High School Student Activities Advisor (release time)	0.8000
High School Athletic Directors	0.8000
Alternative Education Teachers	4.0000
Agriculture	3.0000
Business	5.0000
Spanish	10.2000
French	1.6000
Japanese	0.4000
Art	2.0000
Photography	1.6000
Journalism/Yearbook	0.6000
Music	3.4000
Dance	0.2000
Drama	0.4000
Home Economics	2.8000
Industrial Technology	3.2000
AVID (Advancement Via Individual Determination)	0.4000
Physical Education (sports conditioning/personal fitness)	1.2000
Student Government	0.4000
Psychology	1.2000
Theory of Knowledge	0.2000
Work Experience	1.0000
Perkins High School Teachers	0.2000
21st Century High School Teachers	0.8000
Smaller Learning Community High School Teachers	3.1200
CAHSEE High School Teachers	0.5200
Partnership High School Teachers	0.6000
School Base Coordinated Program High School Teachers	0.7200
Special Second Program High School Teachers	0.4000
Opportunity High School Teachers	1.4000
Professional Development High School Teachers	0.5000

72.6600

Nurse/Speech Therapist

MediCal Nurse	1.0000
MediCal Speech Therapist	0.8000
	1.8000

Counselors

Supplemental Counseling (1802) Counselors	7.0000
	7.0000

School Psychologists (grant funded)

1.0255
1.0255

TOTAL FULL TIME EQUIVALENT (FTE) REDUCTION

221.0055

**EXHIBIT B to
RESOLUTION NO. 1011-08**

RETAINED SERVICES REGARDLESS OF SENIORITY

Superintendent

PROPOSED AGENDA ITEM: **Resolution #1012-08 / Release/Non-Reelection of Temporary
Certificated Employees**

Prepared by: Bob Feaster, Assistant Superintendent, Human Resources

- ☐ Consent
☐ Information Only
☒ Discussion/Action

Board Date: February 20, 2008

Background Information:

Each year the District employs "temporary" certificated staff. Certificated staff members can be employed under this "temporary" status for various reasons per Education Code including short term positions, long term positions based on the need for additional employees because of leave or illness of another employee and for categorically funded programs. The District is required to notify such "temporary" certificated staff members on or before March 15th if they are to be released or non-reelected at the end of the current school year. Approving this resolution will initiate the process of notifying all such "temporary" certificate staff members that their services will not be needed after the end of the current school year.

Educational Implications:

The District needs to reduce staff due to the current budget deficit while meeting contractual class sizes and ratios. The goal is to staff classes more closely to the contractual limits. Releasing the "temporary" certificated staff is a step toward this goal and provides the District some of the needed flexibility for staffing for the 2008-09 school year. The District will continue to offer required classes along with a quality array of other educational options.

Fiscal Implications:

Significant fiscal savings will occur. The district must reduce overall expenditures by up to \$8.5 for million dollars the 2008-09 school year at this time. The release/non-reelection of "temporary" certificated staff provides the District with needed flexibility to work toward alleviating the projected budget deficit as we downsize our staff and is necessary prior to considering any layoffs of permanent/probationary staff.

Recommendation:

Approval of Resolution # 1102-08

CHICO UNIFIED SCHOOL DISTRICT

RESOLUTION NO. 1012-08

Release/Non-Reelection of Temporary Certificated Employees

WHEREAS, Education Code Section 44954(b) requires that the Board of Education shall notify a temporary employee, in a position requiring certification qualifications, of the decision to release/not reelect the employee from such a position for the next succeeding school year; and

WHEREAS, the employees listed in Attachment "A" (herein "employees") are temporary employees of the District and are employed in a position requiring certification qualifications; and

WHEREAS, the Board of Education of the Chico Unified School District has decided to release/not reelect the employees listed in Attachment "A" for the 2008/2009 school year;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Education of the Chico Unified School District hereby directs that a notice of release/non-re-election be sent by the Superintendent to the certificated employees listed in Attachment "A" before June 30, 2008.

THE FOREGOING RESOLUTION was duly passed and adopted by the Board of Education of the Chico Unified School District at a Regular Meeting held on the ____ day of _____, 2008, by the following call vote:

AYES:

NOES:

ABSENT:

Signed and approved by me after its passage.

President of the Board of Education

ATTEST:

Clerk of the Board of Education

**EXHIBIT A to
RESOLUTION NO. 1012-08**

RELEASE/NON-REELECTION OF TEMPORARY CERTIFICATED EMPLOYEES

Employee Number	Assignment	Employee Number	Assignment
3535	0.86 FTE Elementary	10818	1.0 FTE Secondary
3632	1.0 FTE Secondary	2863	0.7 FTE Elementary
1106	0.07 FTE Elementary	10782	0.8 FTE Secondary
10468	1.0 FTE Elementary	10605	0.6 FTE Secondary
2540	1.0 FTE Secondary	2524	1.0 FTE Secondary
10801	0.8 FTE Secondary	10603	0.5 FTE Secondary
3617	0.21 FTE Elementary	10272	1.0 FTE Secondary
3836	1.0 FTE Elementary	10699	0.2 FTE Special Education
1311	0.2 FTE Secondary	3522	0.85 FTE Elementary
10795	1.0 FTE Counselor	3870	0.4 FTE Elementary
1336	0.2 FTE Secondary	1996	0.2 FTE Secondary
3519	1.0 FTE Secondary	3355	1.0 FTE Elementary
1202	1.0 FTE Elementary	2031	0.6 FTE Secondary
1394	0.4 FTE Elementary	10640	0.4 FTE Secondary
10410	1.0 FTE Secondary	2063	0.7 FTE Elementary
1465	0.17 FTE Elementary	10765	0.4 FTE Speech Therapist
10800	1.0 FTE Counselor	10775	1.0 FTE Secondary
1498	0.5 FTE Elementary	3919	1.0 FTE Elementary
10792	0.21 FTE Elementary	3877	0.2 FTE Elementary
3938	1.0 FTE Elementary	3945	0.61 FTE Elementary
10161	1.0 FTE Secondary	2193	0.95 FTE Elementary
1839	0.2 FTE Secondary	2216	0.8 FTE Secondary
10497	0.6 FTE Secondary	6980	1.0 FTE Secondary
10858	0.6 FTE Counselor	10794	1.0 FTE Secondary
3878	1.0 FTE Elementary	11034	0.4 FTE Speech Therapist
10113	0.8 FTE Secondary	2664	0.2 FTE Secondary
1711	1.0 FTE Elementary	7456	1.0 FTE Secondary
10517	0.6 FTE Secondary	3789	0.8 FTE Secondary
3557	0.6 FTE Elementary	10628	0.4 FTE School Nurse
3904	0.2 FTE Secondary	10766	0.4 FTE Speech Therapist
3624	0.2 FTE Elementary	2506	0.8 FTE Secondary

EXHIBIT A to
RESOLUTION NO. 1012-08
Page 2

Employee Number	Assignment	Employee Number	Assignment
4012	1.0 FTE Secondary	3039	0.21 FTE Elementary
10477	0.2 FTE Elementary	10543	1.0 FTE Elementary
10398	1.0 FTE Secondary	3117	0.4 FTE Elementary
10400	0.6 FTE Secondary	3696	1.0 FTE Secondary
2591	1.0 FTE Counselor	3792	1.0 FTE Secondary
10313	1.0 FTE Secondary	3162	0.36 FTE Elementary
3796	1.0 FTE Elementary	1482	0.90 FTE Elementary
2699	0.6 FTE Elementary	10574	1.0 FTE Secondary
3577	1.0 FTE Elementary	3207	0.10 FTE Elementary
10724	0.21 FTE Elementary	4015	1.0 FTE Elementary
2774	0.8 FTE Secondary	3231	0.10 FTE Special Education
8517	1.0 FTE Elementary	1285	0.2 FTE Secondary
10781	1.0 FTE Elementary	3232	0.4 FTE Elementary
10877	0.3 FTE Speech Therapist	10494	0.7 FTE Elementary
10599	1.0 FTE Counselor	3494	1.0 FTE Secondary
3588	1.0 FTE Secondary	3581	1.0 FTE Secondary
10156	1.0 FTE Elementary	10141	0.57 FTE Elementary
2963	0.15 FTE Elementary	3326	0.65 FTE Elementary
10137	1.0 FTE Secondary	10596	1.0 FTE Counselor
2990	1.0 FTE Secondary	10790	1.0 FTE Secondary
2997	0.2 FTE Elementary		

PROPOSED AGENDA ITEM: **Resolution #1013-08 / Concerning Order of Seniority of
Certificated Employees First Rendering Paid Probationary
Service on the Same Day and Adopting Seniority List**

Prepared by: Bob Feaster, Assistant Superintendent, Human Resources

- ☐ Consent
☐ Information Only
☒ Discussion/Action

Board Date: February 20, 2008

Background Information:

The District maintains seniority lists for certificated staff member who are in the Chico Unified Teachers Association (CUTA). One important function of this list is that it is used in determining the order of layoff should they become necessary. Given that the District needs to reduce the workforce for the upcoming year due to the current fiscal crisis this list is currently very important.

Education Code 44955 requires that the Board determine how ties will be broken between those employees on the list who have the same seniority date. This resolution provides criteria to be applied in breaking those seniority ties.

Educational Implications:

The method proposed provides sound thoughtful educational reasons to break such ties. This will help to insure that the District is retaining the most qualified certificated employees for our students.

Fiscal Implications:

None

Recommendation:

Approve Resolution #1013-08

Resolution No. 1013-08

**BEFORE THE BOARD of EDUCATION
of the
CHICO UNIFIED SCHOOL DISTRICT**

**Concerning Order of Seniority of Certificated Employees
First Rendering Paid Probationary Service on the Same Day
and Adopting Seniority List**

WHEREAS, Section 44955 of the California Education Code provides that the relative seniority for layoff purposes of certificated employees first rendering paid probationary service to the District on the same date shall be determined by the Superintendent on the basis of needs of the District and the students thereof;

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Chico Unified School District that:

1. The following criteria are authorized and directed to be applied, in the order listed, to determine the relative seniority of those certificated employees who first rendered paid probationary service on the same day:
 - a. Possession of a credential which is needed by the school program;
 - b. Breadth of credentials possessed (including BCLAD/CLAD and other certificates);
 - c. Bilingual certification or skills where need for language exists;
 - d. Subject matter experience which reflects district need and may include practice area emphasis;
 - e. All other factors deemed equal, by lot.
2. The attached DRAFT seniority list (Exhibit A), prepared by the District, does not reflect the application of the above-referenced criteria to the certificated employees of the Chico Unified School District.
3. This Board of Education hereby approves the exercise of judgment of the District Superintendent, or his/her designee, in applying the criteria set forth above.

THE FOREGOING RESOLUTION was duly passed and adopted by the Board of Education of the Chico Unified School District at a regular meeting held on the ____ day of February, 2008, by the following call vote:

AYES:

NOES:

ABSENT:

Signed and approved by me after its passage.

President of the Board of Education

ATTEST:

Clerk of the Board of Education

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	FRENCH	NILES SARA A	9/1/1963	GENERAL SECONDARY 7-14
21	ELEM	HAUER PRISCILLA	9/1/1968	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
20	ELEM	LANDO CHRISTINE A	9/1/1971	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE
1	PE	SIMMONS WILLIAM T	9/4/1973	STANDARD SECONDARY 7-12 PHYSICAL EDUCATION SPEECH
15	ELEM	WRIGHT LYNNE	8/27/1975	STANDARD ELEMENTARY/K-9 ANTHROPOLOGY *SB 1969 AUTHORIZATION
1	SPEC ED	MUSGRAVE KAY	8/30/1976	SPECIALIST:SEVERE HANDICAPPED STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 395 CERTIFICATE
2	MATH	CANNON LYNN	9/2/1976	STANDARD SECONDARY 7-12 CHEMISTRY MATHEMATICS *SB 1969 AUTHORIZATION
57	ELEM MUSIC	LONG JOHN S	9/2/1976	STANDARD ELEMENTARY/K-9 MUSIC *SB 395 CERTIFICATE
6	PE	BICOCCA BRUNO	9/2/1976	STANDARD SECONDARY 7-12 PHYSICAL EDUCATION HISTORY MATHEMATICS STANDARD DESIGNATED SUBJECT DRIV ED/TRNG-PUB SAF/ACC PREV
2	PE	PITSKER RICHARD A	2/2/1977	STANDARD SECONDARY 7-12 PHYSICAL EDUCATION BIOLOGICAL SCIENCE

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
25	SPEECH	ZAKRZEWSKI BETHLI	8/29/1977	CLINICAL/REHABILITATIVE LANGUAGE,SPEECH & HEARING
27	SPEECH	MCGETTRICK-KIRKLAND PEGGY	8/29/1977	CLINICAL/REHABILITATIVE LANGUAGE,SPEECH & HEARING
19	SPEC ED	KENNEY-STUTZ CHRISTINE	8/29/1977	SPECIALIST: PHYSICAL HANDICAP STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT STANDARD EARLY CHILDHOOD CHILD DEVELOPMENT *SB 395 CERTIFICATE
27	ELEM	GOBBA CHRISTINE	9/1/1977	STANDARD ELEMENTARY/K-9 GEOGRAPHY *SB 395 CERTIFICATE
13	ELEM	BAXTER KAREN M	9/1/1977	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 ENGLISH
25	ELEM	LISA MONA	9/1/1977	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 AMERICAN STUDIES
2	MATH	CHRISTENSEN MICHAEL	9/1/1977	STANDARD SECONDARY 7-12 MATHEMATICS HEALTH SCIENCE *SB 395 CERTIFICATE
20	ELEM	MOORE GWENDOLYN	9/1/1977	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
19	SPEC ED	DEITZ MAUREEN	10/6/1977	SPECIALIST:SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE
2	SPEC ED	CARLTON LORENDA	1/30/1978	SPECIALIST:SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
16	ELEM	STORZ JOYCE A	8/16/1978	STANDARD ELEMENTARY/K-9 HUMANITIES *SB 1969 AUTHORIZATION
19	SPEECH	REED BARBARA	8/30/1978	CLINICAL/REHABILITATIVE LANGUAGE, SPEECH & HEARING
27	SPEC ED	KELLY KATHRYN	8/30/1978	CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION
27	ELEM	ARTHUR DEBORAH L	8/31/1978	MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE
3	READING	ZENO SHERI	8/31/1978	SPECIALIST: LEARN HANDICAPPED SPECIALIST: READING READING RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-CLEAR SOCIAL SCIENCE
6	SOC SCI	PARISOTTO KATHERINE	8/31/1978	SPECIALIST: READING READING SPECIALIST:BILING CROSS/CULT BILINGUAL: SPANISH STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE SINGLE SUBJECT-CLEAR SPANISH (EXAMINATION)
28	SPEC ED	HOWELL JAMES	11/20/1978	SPECIALIST:SEVERE HANDICAPPED STANDARD SECONDARY 7-12 GEOGRAPHY HISTORY *SB 395 CERTIFICATE
19	SPEC ED	KASSEL JEANER M	8/29/1979	MULTIPLE SUBJECT-CLEAR SPECIALIST:SEVERE HANDICAPPED *SB 395 CERTIFICATE WAIVER: ADMINISTRATION

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
20	SPEECH	BONAVITO SALLY	8/29/1979	RESTRICTED SPEECH & HEARING THERAPY
27	ELEM	FORREST MARLA	8/30/1979	STANDARD ELEMENTARY/K-9 MUSIC *SB 395 CERTIFICATE
57	FINE ARTS	RESENDEZ ROLAND	8/30/1979	BOARD RESOLUTION 6/12 ART STANDARD ELEMENTARY/K-9 PSYCHOLOGY SUPPLEMENTARY AUTHORIZATION HEALTH SCIENCE *SB 395 CERTIFICATE
26	ELEM	DAVIS JANICE K	8/30/1979	SPECIALIST: READING STANDARD ELEMENTARY/K-9 ENGLISH *SB 1969 AUTHORIZATION
18	ELEM	PEERY ROBBYN L	8/30/1979	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 ENGLISH
21	ELEM	KINGMAN WENDY	8/30/1979	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
27	ELEM	ALDRIDGE DIANA	9/11/1979	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
21	ELEM	KEMPER BARBARA J	9/13/1979	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
2	SPEC ED	BROWN MARY J	10/1/1979	SPECIALIST:SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP DEVELOPMENT CENTER PERMIT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) ART *SB 1969 AUTHORIZATION

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	SPEC ED	WILSON SUSAN	1/9/1980	SPECIALIST:SEVERE HANDICAPPED STANDARD SECONDARY 7-12 PHYSICAL EDUCATION *SB 395 CERTIFICATE
12	SPEC ED	BERG PAULA	8/27/1980	SPECIALIST:SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
2	SPEECH	ROBINSON DELBERT	8/27/1980	CLINICAL/REHABILITATIVE LANGUAGE,SPEECH & HEARING
2	SCIENCE	BEADLE DANIEL R	8/28/1980	SINGLE SUBJECT-CLEAR AGRICULTURE *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR LIFE SCIENCE (EXAMINATION)
1	MATH	HOUSER STEVEN C	8/28/1980	SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION MATHEMATICS (BASIC)
1	ITECH	POPE RONALD E	8/28/1980	DESIGNATED SUBJECTS/VOCATIONAL ELECTRONICS *SB 395 CERTIFICATE
1	ENGLISH	KINCHELOE ZACHARIAH	8/28/1980	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR ENGLISH MATHEMATICS (BASIC)
16	ELEM	TOASPERN DIANNE R	8/28/1980	STANDARD ELEMENTARY/K-9 HUMANITIES PHYSICAL EDUCATION *SB 1969 AUTHORIZATION
13	ELEM	WING GEORGE C	8/28/1980	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	MATH	HENKEL ANNE N	8/28/1980	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS BASIC ENGLISH
27	ELEM	GULBRANDSEN PATRICIA	8/28/1980	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 395 CERTIFICATE
28	ELEM	MARX KATHERINE C	8/28/1980	STANDARD ELEMENTARY/K-9 BIOLOGICAL SCIENCE PHYSICAL SCIENCE MATHEMATICS *SB 395 CERTIFICATE
16	ELEM	HOLM LINDA K	8/28/1980	MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE
1	SCIENCE	DE CEW RONALD D	9/9/1980	STANDARD SECONDARY 7-12 INDUSTRIAL ARTS GEOLOGY DESIGNATED SUBJECTS/VOCATIONAL GRAPHIC ARTS WAIVER FROM COMMISSION (CTC) DRIV ED/TRNG-PUB SAF/ACC PREV
19	SPEC ED	BRIGGS THERESA	10/20/1980	SPECIALIST:SEVERE HANDICAPPED SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION *SB 1969 AUTHORIZATION
5	COUNSELING	APPLEGATE BARBARA E	9/2/1981	SERVICES: PUPIL PERSONNEL PUPIL PERSONNEL SERVICES
20	ELEM	KRAUSE MARY E	9/3/1981	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
16	ELEM	MILLER SUANNE D	9/3/1981	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT DEAF & SEVERELY HARD/HEARING *SB 1969 AUTHORIZATION
13	ELEM	SCHOOLER KATHERINE E	9/3/1981	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
2	SPEC ED	GAILEY MARK S	9/3/1981	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
1	MATH	VAN DER HEIDEN JILL K	9/3/1981	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS
25	ELEM	LOY MELINDA L	9/3/1981	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
19	SPEC ED	HANLEY DAVID	10/31/1981	SPECIALIST:SEVERE HANDICAPPED SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION *SB 395 CERTIFICATE
13	ELEM	AGUILERA RICHARD L	8/18/1982	SERVICES: ADMINISTRATION STANDARD ELEMENTARY/K-9 HISTORY *SB 395 CERTIFICATE
19	SPEC ED	DURNIAK DALE	8/30/1982	SPECIALIST:SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
6	MUSIC	DELGARDO SUSAN M	9/2/1982	SINGLE SUBJECT-CLEAR MUSIC BASIC ENGLISH

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
25	ELEM	TEBO MARGARET C	9/2/1982	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-CLEAR MUSIC
7	HOME EC	CAMPBELL SUZANNE L	9/2/1982	BOARD RESOLUTION ELECTIVES *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR HOME ECONOMICS/HOMEMAKING BASIC ENGLISH
2	MATH	HEMMINGSEN JEFFREY	9/2/1982	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR MATHEMATICS SPORTS AND GAMES
2	SOC SCI	COPELAND CHARLES	9/2/1982	BOARD RESOLUTION 9/18 HISTORY STANDARD SECONDARY 7-12 ENGLISH POLITICAL SCIENCE
2	ENGLISH	VETRANO SALVATORE	9/2/1982	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR ENGLISH
27	ELEM	BEAN JUDITH A	9/2/1982	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
21	ELEM	SINATRA CAROL E	9/2/1982	STANDARD ELEMENTARY/K-9 ART *SB 1969 AUTHORIZATION
1	PE	CARTON ROBERT E	8/1/1983	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION MATHEMATICS (BASIC)
25	ELEM	LUCHESSA BRUCE	9/1/1983	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
57	ELEM PE	FANUCCHI GARY	9/1/1983	BOARD RESOLUTION 6/12 PHYSICAL EDUCATION HEALTH EDUCATION STANDARD ELEMENTARY/K-9 ART
12	ELEM	LIEBERMAN KIM M	9/1/1983	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
1	MATH	JONES TODD B	9/1/1983	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS
28	ELEM	BARNUM DAVID E	9/1/1983	STANDARD ELEMENTARY/K-9 PSYCHOLOGY SOCIOLOGY *SB 1969 AUTHORIZATION
52	CSUC	EARLY KATHRYN T	9/2/1983	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) MATHEMATICS
27	ELEM	GRANSKOG ELIZABETH	9/12/1983	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SOCIAL SCIENCE *SB 395 CERTIFICATE
57	ELEM MUSIC	JOHNSON JUDY L	8/23/1984	SERVICES: ADMINISTRATION *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MUSIC
26	ELEM	NAAS KATHLEEN M	8/23/1984	BOARD RESOLUTION 6/12 ART MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
24	ELEM	ZOLLER KAREN S	8/23/1984	*BILINGUAL/CROSS CULTURAL COC BILINGUAL: SPANISH MULTIPLE SUBJECT-CLEAR READING CERTIFICATE

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
12	ELEM	MARKEY PATRICIA	8/23/1984	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
5	PE	LEACH MARK D	8/23/1984	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS SPORTS INTRO PHYSICAL EDUCATION
1	SPANISH	WINDSOR MARY J	8/23/1984	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR FOREIGN LANGUAGE: SPANISH HUMANITIES INTRODUCTORY MATHEMATICS
2	HISTORY	GILZEAN RANDALL E	8/23/1984	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR HISTORY GEOGRAPHY SPORTS AND GAMES
7	SCIENCE	MCDONALD STEPHEN	8/23/1984	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR PHYSICAL SCIENCE
13	ELEM	BARRETT ELIZABETH	8/23/1984	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
2	ENGLISH	MILLER KAREN G	8/23/1984	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR ENGLISH
27	ELEM	JOHNSON BONNIE J	8/23/1984	STANDARD ELEMENTARY/K-9 FINE ARTS *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	FOR LANG	CHRYSLER-ANDERSON CONSTAN	8/23/1984	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR FOREIGN LANGUAGE: FRENCH FOREIGN LANGUAGE: SPANISH
26	ELEM	HARRIS MICHAEL A	8/23/1984	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS BILINGUAL: SPANISH
24	SPEECH	ISEYAMA DEE ANN	8/30/1984	CLINICAL OR REHABIL SERVICES LANGUAGE,SPEECH & HEARING
19	SPEC ED	SORENSEN BRENDA	8/30/1984	CLINICAL/REHABILITATIVE LANG, SPCH & HEAR, INCL SPC CL *SB 395 CERTIFICATE
19	SPEC ED	KATSIKAS DENISE	8/30/1984	SPECIALIST:SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
19	ADPT. PE	BOWER RICHARD J	8/31/1984	SPECIALIST:SEVERE HANDICAPPED *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
25	ELEM	SMITH SUSAN H	9/6/1984	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
23	ELEM	ELLNER JANET	8/22/1985	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH GENERAL SUBJECTS (EXAMINATION)
20	ELEM	ANDERSON LINDA A	8/22/1985	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
57	FINE ARTS	AVILES WENDY L	8/22/1985	BOARD RESOLUTION 6/12 ART STANDARD ELEMENTARY/K-9 ANTHROPOLOGY *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	WALDSMITH PAMELA A	8/22/1985	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
52	ELEM	PRATT TONI C	8/22/1985	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
26	ELEM	TADEO ROY	8/22/1985	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH
18	SPEECH	HEMMINGSSEN GAIL	8/25/1985	CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL
20	ELEM	ADAMS CONNIE L	8/28/1986	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
6	ART	BAUMGARTNER JAMES R	8/28/1986	SERVICES: ADMINISTRATION STANDARD SECONDARY 7-12 ART INDUSTRIAL ARTS *SB 1969 AUTHORIZATION
6	COUNSELING	HALEY PATRICIA S	8/28/1986	SERVICES: PUPIL PERSONNEL BASIC PUPIL PERSONNEL SERVICES *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE
3	ELEM	MILLON ALAIN M	8/28/1986	*MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL FRENCH (EXAMINATION)
2	ENGLISH	SCULLY PATRICIA L	8/28/1986	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	ENGLISH	GOLDMANN CHRISTINE G	8/28/1986	STANDARD SECONDARY 7-12 ENGLISH HISTORY *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR ENGLISH
1	HISTORY	WARD WILLIAM E	8/28/1986	SERVICES: ADMINISTRATION SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD ELEMENTARY/K-9 HISTORY POLITICAL SCIENCE STANDARD SECONDARY 7-14 HISTORY POLITICAL SCIENCE
18	ELEM	SIGEL DAVID J	8/28/1986	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
27	ELEM	FOSTER DAVID R	8/28/1986	MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE
12	ELEM	STEEL SUZANNE S	8/28/1986	*LANGUAGE DEVELOPMNT SPECIALIST STANDARD ELEMENTARY/K-9 ART
28	ELEM	FRANK GREGORY K	8/28/1986	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT STANDARD SECONDARY 7-12 PSYCHOLOGY POLITICAL SCIENCE MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
23	SPEECH	TALLEY JUDITH	8/28/1986	RESTRICTED SPECIAL EDUCATION
13	ELEM	WONZONG JANICE M	9/22/1986	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 DIVERSIFIED

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
20	ELEM	CHELL CAROL L	9/26/1986	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
26	ELEM	LOWE SHERRI L	10/1/1986	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
7	SOC SCI	SULLIVAN MICHAEL L	11/3/1986	SERVICES: ADMINISTRATION *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR SOCIAL SCIENCE (EXAMINATION) PHYSICAL EDUCATION
2	SOC SCI	KOHEN KAY L	8/27/1987	SERVICES: ADMINISTRATION *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR SOCIAL SCIENCE
1	ITECH	PHELAN THOMAS J	8/27/1987	SINGLE SUBJECT-PROFESSIONAL INDUSTRIAL & TECHNOLOGY EDUC
18	ELEM	BUEHLER CAROL S	8/27/1987	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
18	ELEM	BARNUM MOLLY L	8/27/1987	*CROSS/CULT LANG&ACAD DEV CERT STANDARD SECONDARY 7-12 SOCIOLOGY PSYCHOLOGY PHYSICAL EDUCATION MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
25	ELEM	STARKEY JUDITH W	8/27/1987	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
28	ELEM	BEATON PATRICIA R	8/27/1987	STANDARD ELEMENTARY/K-9 PSYCHOLOGY

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
18	ELEM	GIAMPAOLI ELIZABETH C	8/27/1987	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
1	ENGLISH	QUIST ROBERT L	8/27/1987	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION)
21	ELEM	O'CONNELL JEANNE A	8/27/1987	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
20	ELEM	BOWMAN DAYNA K	8/27/1987	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
1	SCIENCE	BALL JENELLE L	8/27/1987	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL SCIENCE (EXAMINATION) INTRODUCTORY MATHEMATICS
28	ELEM	DANIELSON HEIDI L	8/27/1987	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE
2	SOC SCI	WIGGINS JOHN L	8/27/1987	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
7	ENGLISH	MARSHALL DARREN L	8/27/1987	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ENGLISH SPORTS AND GAMES
20	ELEM	CHERGOSKY LORI B	8/27/1987	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	SCIENCE	DILLMAN BRUCE V	8/27/1987	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR LIFE SCIENCE MATHEMATICS (EXAMINATION) PHYSICAL SCIENCE (EXAMINATION) ENGLISH (EXAMINATION)
1	SCIENCE	LAMPKIN THOMAS E	8/27/1987	SINGLE SUBJECT-CLEAR PHYSICAL SCIENCE (EXAMINATION) BIOLOGY INTRODUCTORY MATHEMATICS
25	ELEM	CLARK DIANE L	8/27/1987	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
1	MATH	SOURS DANIEL M	8/27/1987	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS (EXAMINATION) PLASTICS (INDUSTRIAL ARTS)
2	MUSIC	HOLMES DANIEL J W	8/27/1987	SINGLE SUBJECT-PROFESSIONAL MUSIC
2	FOR LANG	CALHOON LEE-ANNE	8/27/1987	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH
28	ELEM	WALLACE BARBARA J	8/27/1987	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE
27	ELEM	JONES KATHLEEN A	8/27/1987	STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
6	ELEM	LARSEN JANET L	8/27/1987	ED CODE 44258.1 "CORE" SPECIALIST:BILING CROSS/CULT BILINGUAL: SPANISH STANDARD ELEMENTARY/K-9 PSYCHOLOGY SOCIOLOGY SUPPLEMENTARY AUTHORIZATION FOREIGN LANGUAGE: SPANISH
26	ISP-ELEM	CARDINET JULIE S	8/31/1987	BOARD RESOLUTION 6/12 ART MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
19	SPEC ED	WALDO-BARR KELLY	9/17/1987	CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL *SB 395 CERTIFICATE
1	ART	SCHULZ KATHLEEN C	10/12/1987	STANDARD SECONDARY 7-12 ART INDUSTRIAL ARTS CLAD - EMERGENCY
18	ELEM	HARRINGTON LINDSAY L	10/27/1987	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
12	SPEECH	CARLTON GREG	11/30/1987	CLINICAL/REHABILITATIVE LANGUAGE,SPEECH & HEARING
19	SPEECH	NISSAN KATHLEEN	12/15/1987	CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL *SB 395 CERTIFICATE
28	ELEM	SCHAEFER PEGGY A	8/24/1988	STANDARD ELEMENTARY/K-9 HUMANITIES *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	SPEC ED	MCCAFFREY ELAINE T	8/24/1988	SPECIALIST: LEARN HANDICAPPED SPECIALIST: READING RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR ENGLISH
5	HISTORY	WILLIAMS JAMES J	8/24/1988	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR SOCIAL SCIENCE
2	MATH	BARBER VALERIE A	8/24/1988	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
20	ELEM	ACAIN JANET J	8/24/1988	STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT (ACADEMIC) *SB 1969 AUTHORIZATION
26	ELEM	GUALOTUNA SERENA H	8/24/1988	*BILINGUAL/CROSS CULTURAL COC BILINGUAL: SPANISH STANDARD ELEMENTARY/K-9 ENGLISH FOREIGN LANGUAGE: SPANISH
16	ELEM	FINDLAY DENISE M	8/24/1988	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
2	ART	CHRISTENSEN SUSAN M	8/24/1988	STANDARD SECONDARY 7-12 PHYSICAL EDUCATION ART *SB 1969 AUTHORIZATION
23	ELEM	LOUSTALE DIANE E	8/24/1988	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS ENGLISH *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
24	ELEM	HOLLINGSWORTH PETER	8/24/1988	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH
12	ELEM	PULLIAM GLENN R	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) INDUSTRIAL ARTS *SB 1969 AUTHORIZATION
23	ELEM	SPEAR LAURA J	8/24/1988	SPECIALIST: READING MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
18	ELEM	IMES MARY D	8/24/1988	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
16	ELEM	WAINWRIGHT KATHLEEN M	8/24/1988	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
16	ELEM	GOLDSMITH CHARLOTTE Q	8/24/1988	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 ART
14	ELEM	PEAKE CAROL A	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
25	ELEM	MALNAR PEGGY A	8/24/1988	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
23	ELEM	GRAHAM SANDRA L	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	BENDER DARYL W	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL BUSINESS (EXAMINATION) INTRODUCTORY SOCIAL SCIENCE INTRODUCTORY PHYSICAL EDUC
23	ELEM	PANEK BARTON K	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
26	ELEM	KRAATZ DAVID B	8/24/1988	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH *SS+BILIN C/C LANG & ACAD DEV FOREIGN LANGUAGE: SPANISH
18	ELEM	KESSLER EILEEN P	8/24/1988	SPECIALIST: READING STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT ENGLISH *SB 1969 AUTHORIZATION
24	ELEM	ANDERSON-NILSSON JULIA	8/24/1988	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
23	ELEM	VELASCO SEANA M	8/24/1988	SPECIALIST: READING READING *MS+BILING CROSS/CULT EMPHASIS BILINGUAL: SPANISH GENERAL SUBJECTS
28	ELEM	HOLLISTER JEAN E	8/24/1988	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ART *SB 1969 AUTHORIZATION
14	ELEM	RENDALL ANTONIA	8/24/1988	*BILINGUAL/CROSS CULTURAL COC BILINGUAL: SPANISH MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	DAVID MARJORIE M	8/25/1988	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
25	ELEM	MCMAHON JANET	8/25/1988	SPECIALIST: LEARN HANDICAPPED SPECIALIST: PHYSICAL HANDICAP RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
28	ELEM	MORGAN GLORIA C	8/25/1988	STANDARD ELEMENTARY/K-9 AMERICAN STUDIES *SB 1969 AUTHORIZATION
5	PE	DIXON WILLIAM	8/25/1988	SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION INTRODUCTORY MATHEMATICS
20	ELEM	HAYES JANET E	8/25/1988	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 AMERICAN STUDIES
16	ELEM	LECHNER VERONICA A	8/25/1988	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
74	NURSE	MOON ELLI M	8/25/1988	SERVICES: SCHOOL NURSE SCH AUDIOMETRIST CERTIFICATE RN LICENSE STATE OF CALIFORNIA
28	SPEECH	BIRTIL SUSAN	9/19/1988	CLINICAL/REHABILITATIVE LANGUAGE,SPEECH & HEARING CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL
27	ELEM	LARSON GAYLE A	10/31/1988	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
27	ELEM	HENLEY CATHERINE	3/1/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
3	MATH	RIOS ALBERT D	8/3/1989	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL PHYSICAL SCIENCE (EXAMINATION) MATHEMATICS (EXAMINATION) SOCIOLOGY
6	SPEC ED	MCCAFFREY J. NOEL	8/23/1989	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR HISTORY BASIC ENGLISH
16	ELEM	GOEDL RITA J	8/23/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH *SB 395 CERTIFICATE
25	ELEM	CALLAHAN ROBERT R	8/23/1989	SPECIALIST:COMMUNICATION HDGP *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-CLEAR ENGLISH
6	ENGLISH	CHRISTOPHER MEREDITH J	8/23/1989	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-CLEAR ENGLISH
7	SOC SCI	REYNOLDS LISA C	8/23/1989	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUC (EXAMINATION) SOCIAL SCIENCE
20	ELEM	DONEY JANICE L	8/23/1989	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS MUSIC

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
25	ELEM	ROY LISA C	8/23/1989	*LANGUAGE DEVELOPMNT SPECIALIST MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
16	ELEM	BARRY KEVIN R	8/23/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
12	ELEM	JOHNSON KAREN A	8/23/1989	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
2	SOC SCI	SILVA BRETT N	8/23/1989	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
5	ELEM	DUCHALA ROBERT J	8/23/1989	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH
1	SCIENCE	GARVEY MICHAEL E	8/23/1989	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-CLEAR LIFE SCIENCE PHYSICAL SCIENCE (EXAMINATION)
20	ELEM	RODRIGUEZ MARK	8/23/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ART SOCIAL SCIENCE (EXAMINATION)
2	ENGLISH	GULBRANDSEN CHRIS R	8/23/1989	STANDARD SECONDARY 7-12 ENGLISH *SB 395 CERTIFICATE
20	ELEM	SLOAN SHARON A	8/23/1989	SPECIALIST: LEARN HANDICAPPED STANDARD ELEMENTARY/K-9 PSYCHOLOGY *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	ENGLISH	MARSHALL-WELTON STEPHANIE	8/23/1989	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ENGLISH
5	MATH	REINBOLD STEPHEN J	8/23/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL MATHEMATICS (EXAMINATION) IND & TECH EDUC (EXAMINATION) INTRODUCTORY GENERAL SCIENCE
52	BUSINESS	BAILEY CYNTHIA L	8/23/1989	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR ENGLISH COMPUTER CONCEPTS/APPLICATION
1	SPEC ED	MOORE DENNIS L	8/23/1989	SERVICES: ADMINISTRATION SPECIALIST: LEARN HANDICAPPED SPECIALIST: SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP JUNIOR COLLEGE STANDARD SECONDARY 7-12 HISTORY PHYSICAL EDUCATION DESIGNATED SUBJECTS/DRIVERS ED *SB 395 CERTIFICATE
24	ELEM	STERLING LYNDIA V	8/23/1989	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
26	ELEM	HERNANDEZ ISABEL	8/23/1989	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS BILINGUAL: SPANISH
1	PE	CATALANO LINDA D	8/23/1989	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION PAINTING & DRAWING

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	SPANISH	TRIFFO LUCINDA J	8/23/1989	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) *SS+BILING CROSS/CULT EMPHASIS SPANISH (EXAMINATION) BILINGUAL: SPANISH
6	ELEM	DUCHALA CYNTHIA J	8/23/1989	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH
16	ELEM	ROSSOVICH JENNIFER L	8/23/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH *SB 1969 AUTHORIZATION
13	ELEM	RUSH PHYLLIS A	8/23/1989	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE LIBRARY *SB 1969 AUTHORIZATION
25	SPEC ED	QUACKENBUSH DARELYNN	8/23/1989	CLINICAL OR REHABIL SERVICES LANG, SPCH & HEAR, INCL SPC CL *CROSS/CULT LANG&ACAD DEV CERT
20	ELEM	HENRY DEBBIE H	8/24/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
15	ELEM	SMITH MARGARET A	8/24/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
2	COUNSELING	OLBERG KAREN R	8/24/1989	SERVICES: PUPIL PERSONNEL COUNSELING *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR FOREIGN LANGUAGE: SPANISH
14	ELEM	VANDEWATER DIANE M	8/28/1989	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP GENERAL ELEMENTARY *SB 395 CERTIFICATE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
20	ELEM	DALTON MARY M	9/7/1989	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
27	ELEM	STUENKEL SUSAN A	9/11/1989	MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE
18	ELEM	WEIS PEGGY A	10/5/1989	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
57	ELEM MUSIC	FINLEY JANET R	11/1/1989	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MUSIC
23	ELEM	DI GRAZIA TEENA	1/17/1990	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE
24	ELEM	WOODWARD NEIL T	7/6/1990	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH
25	ELEM	WRIGHT BARBARA A	7/6/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
6	PE	FOSTER KRISTIN V	7/6/1990	SPECIALIST: LEARN HANDICAPPED SPECIALIST: ADAPTED P.E. MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
23	ELEM	PLYMESSER JAN	7/6/1990	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS GENERAL SCIENCE PHYSICAL SCIENCE READING CERTIFICATE *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	MURAD LOUISE R	7/6/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
25	ELEM	MURGIA DAVID M	7/6/1990	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS MATHEMATICS BILINGUAL: SPANISH
27	ELEM	HOWIE LARRY K	7/6/1990	STANDARD ELEMENTARY/K-9 ANTHROPOLOGY
26	ELEM	TARESH MARGIE M	7/6/1990	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) FOREIGN LANGUAGE: SPANISH
21	ELEM	BARRY NANCY M	7/6/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
25	ELEM	KNECHT M.JAN	7/6/1990	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) HOME ECONOMICS/HOMEMAKING
24	ELEM	LAUTERIO RUDY	8/6/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
18	ELEM	DETMER SUSAN B	8/23/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE
1	ENGLISH	STARMER STEPHANIE B	8/23/1990	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION)
5	SCIENCE	TIPPETS SUSAN A	8/23/1990	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE INTRODUCTORY AGRICULTURE CHEMISTRY ANIMAL SCIENCE/PRODUCTION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	SCIENCE	GEORGE THOMAS A	8/23/1990	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL MATHEMATICS (EXAMINATION) PHYSICAL SCIENCE LIFE SCIENCE (EXAMINATION) GEOGRAPHY FORESTRY & HORTICULTURE
57	ELEM PE	KELLY KERRY N	8/23/1990	BOARD RESOLUTION 6/12 PHYSICAL EDUCATION HEALTH EDUCATION *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH MATHEMATICS
26	SPEC ED	GRIGG CAROL L	8/23/1990	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD SECONDARY 7-12 SOCIOLOGY PHYSICAL EDUCATION *SB 1969 AUTHORIZATION
20	ELEM	REGALL DARCI E L	8/23/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
13	ELEM	CROWLIE MARY J	8/23/1990	CLAD - EMERGENCY MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
1	SCIENCE	STEPHENS ANNE K	8/23/1990	BOARD RESOLUTION 9/18 CHEMISTRY MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE
1	COUNSELING	BICOCCA ROBIN B	8/23/1990	SERVICES: PUPIL PERSONNEL BASIC PUPIL PERSONNEL SERVICES

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
13	ELEM	PRONSOLINO CYNTHIA A	8/23/1990	RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS READING CERTIFICATE *SB 1969 AUTHORIZATION
2	PE	SOUZA RONALD E	8/23/1990	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
28	ELEM	PASSANISI DEAN A	8/23/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE
28	ELEM	MOSELEY ANDREA L	8/24/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
23	ELEM	EDWARDS MARY B	9/4/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
7	COUNSELING	BODNAR PAMELA	9/17/1990	SERVICES: PPS + PSYCHOLOGY
23	ELEM	ALLDRIN MARY B	9/17/1990	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
16	SPEECH	KENDALL COLLEEN N	7/1/1991	RESTRICTED SPEECH & HEARING THERAPY
25	ELEM	DE BOCK LAURIE E	7/8/1991	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
18	ELEM	GEORGE BEVERLY A	7/8/1991	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
13	ELEM	RABUT, JR STANLEY P	7/8/1991	MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
21	SPEC ED	HILDENBRAND KATHLEEN R	7/8/1991	SPECIALIST: LEARN HANDICAPPED STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT *SB 1969 AUTHORIZATION
27	ELEM	HILL MONTE C	7/8/1991	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS SOCIAL SCIENCE
27	ELEM	GRANICHER SANDY A	8/5/1991	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
1	COUNSELING	WION DOUGLAS A	8/7/1991	SERVICES: PUPIL PERSONNEL *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR INDUSTRIAL ARTS INTRODUCTORY MATHEMATICS
2	COUNSELING	MIESKE SUSAN L	8/12/1991	SERVICES: PUPIL PERSONNEL STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE FOREIGN LANGUAGE: SPANISH SUPPLEMENTARY AUTHORIZATION FOREIGN LANGUAGE: FRENCH *SB 1969 AUTHORIZATION
1	ART	STEPHENS PAUL G	8/22/1991	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ART SPORTS AND GAMES
1	ENGLISH	PERSSON CHRISTINE G	8/22/1991	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
7	MATH	HOFFMAN GINA R	8/22/1991	SINGLE SUBJECT-PROFESSIONAL MATHEMATICS INTRODUCTORY ENGLISH
7	MATH	SMITH JULIA A	8/22/1991	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
15	ELEM	GALLER DAVID C	8/22/1991	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
16	ELEM	KNAVER JAMES T	8/22/1991	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS MATHEMATICS
1	ENGLISH	CRAIG JOHN J	8/22/1991	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH
1	SOC SCI	BRUCHLER KIRK C	8/22/1991	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
18	SPEC ED	WILSON SHARON J	8/22/1991	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
24	ELEM	TADEO RACHEL A	8/22/1991	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS BILINGUAL: SPANISH
3	SCIENCE	COWAN JOHN H	8/22/1991	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE (EXAMINATION) CHEMISTRY
2	SPANISH	TOPETE-TALLERICO JANET M	8/22/1991	*SS+BILIN C/C LANG & ACAD DEV FOREIGN LANGUAGE: SPANISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	MATH	HANSON ROBERT K	8/22/1991	SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
24	ELEM	SARCONA LISBETH J	8/23/1991	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) GENERAL SCIENCE LIFE SCIENCE PHYSICAL SCIENCE *SB 1969 AUTHORIZATION
12	SPEC ED	SPASBO KELLY L	11/21/1991	SPECIALIST: VISUALLY HANDICAPP *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE INTRODUCTORY PHYSICAL SCIENCE
21	ELEM	FORD JANET M	7/6/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
57	FINE ARTS	SLATTERY LORRAINE C	8/20/1992	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) ART SINGLE SUBJECT-PROFESSIONAL ART
20	ELEM	HOLDERMAN BRIAN	8/20/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) BUSINESS *SB 1969 AUTHORIZATION
18	ELEM	DEADMOND DIANE E	8/20/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
2	ART	RICKMERS RETA M	8/20/1992	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ART ENGLISH (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
7	PE	REYNOLDS ROBERT J	8/20/1992	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE COM&FAM HEALTH W/DRUGUSE&ABUSE
1	SPANISH	APPLEBEE TIMOTHY P	8/20/1992	SINGLE SUBJECT-PROFESSIONAL SPANISH (EXAMINATION)
28	ELEM	STEIN CAROL P	8/20/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 395 CERTIFICATE
52	ENGLISH	YOUNG GEORGE A	8/20/1992	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH INTRODUCTORY SPANISH
23	ELEM	GALLI MICHELE D	8/20/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) ART *SB 1969 AUTHORIZATION
25	ELEM	SCHRADER SUSAN E	8/24/1992	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
5	SOC SCI	NASH JIMMY M	8/26/1992	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR SOCIAL SCIENCE (EXAMINATION)
52	ELEM	SOUTHAM KIRSTEN L	8/28/1992	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH
23	ELEM	METZGER LINDA A	9/8/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
23	ELEM	KESSLER PATTI J	9/15/1992	STANDARD ELEMENTARY/K-9 ANTHROPOLOGY *SB 1969 AUTHORIZATION
11	ISP	JOHNSON JANET L	9/21/1992	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS COMPUTER CONCEPTS/APPLICATION PHYSICAL SCIENCE GENERAL SCIENCE
23	ELEM	KINCHELOE LOUISE A	9/23/1992	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
21	ELEM	WAKEFIELD DEBRA A	9/25/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH *SB 1969 AUTHORIZATION
26	ART	DIPASQUA PAUL E	10/5/1992	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL ART
2	SPEC ED	REGAS JANEAN S	10/27/1992	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD ELEMENTARY/K-9 PSYCHOLOGY *SB 1969 AUTHORIZATION
16	ELEM	RUCKER MARJORIE E	7/6/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
25	ELEM	KELLOGG JILLYEAN M	7/6/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
12	ELEM	SCHMIDT S. LYNN	7/6/1993	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
25	ELEM	MCCORMICK JOAN A	7/6/1993	SPECIALIST: COMMUNICATION HDCP MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
24	ELEM	CUCCIO STEPHANIE	7/6/1993	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) FOREIGN LANGUAGE: SPANISH
57	ELEM PE	CROSS RICHARD A	7/6/1993	BOARD RESOLUTION 6/12 PHYSICAL EDUCATION HEALTH EDUCATION MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS SOCIAL SCIENCE *SB 395 CERTIFICATE
23	ELEM	ROSS SONYA E	7/6/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
21	ELEM	DILLMAN JOLONDA M	7/6/1993	SPECIALIST: LEARN HANDICAPPED MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
25	ELEM	ALBERT KARLA S	8/2/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
16	ELEM	IRICK DEBRA J	8/2/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH *SB 1969 AUTHORIZATION
26	ELEM	MANNING LAURA R	8/3/1993	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) LIFE SCIENCE AGRICULTURE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
18	ELEM	BARNEY RENAI L	8/26/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
18	ELEM	BARNETT TAMMY P	8/26/1993	*LANGUAGE DEVELOPMNT SPECIALIST MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SOCIAL SCIENCE
23	ELEM	ENNS MICHELLE R	8/26/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
7	PE	DOCKENDORF MARTY L	8/26/1993	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION ENGLISH COMPOSITION
28	ELEM	GLICK MELANIE A	8/26/1993	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) BUSINESS
2	SPEC ED	OLSON KAREN K	8/26/1993	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED SPECIALIST: ADAPTED P.E. RESOURCE SPECIALIST CERT/COMP *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
21	ELEM	SPROTTE KAREN S	8/26/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
27	ELEM	KOSTELEC JOHN F	8/26/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) ART *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
27	ELEM	LISMAN KATHRYN P	8/26/1993	*LANGUAGE DEVELOPMNT SPECIALIST MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
6	SPEC ED	JENSEN SARAH A	8/26/1993	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL AGRICULTURE LIFE SCIENCE (EXAMINATION)
2	MATH	HUYCK MICHAEL W	8/26/1993	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
1	MATH	TEAGUE JENNIFER L	8/26/1993	*SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR MATHEMATICS
24	ELEM	CHANG CYNTHIA G	8/26/1993	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-CLEAR SOCIAL SCIENCE
20	ELEM	FOSTER ANN J	8/26/1993	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
1	MATH	COX CYNTHIA M	8/26/1993	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
5	MATH	KUCICH MARJORIE J	8/26/1993	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL MATHEMATICS INTRODUCTORY HEALTH SCIENCE COM&FAM HEALTH W/DRUGUSE&ABUSE

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SITE ASSIGN		NAME	SENIORITY DATE	CREDENTIAL
24	ELEM	KINSLOW DONALD N	8/26/1993	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH
2	SCIENCE	BERTAPELLE BARBARA J	8/26/1993	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE MATHEMATICS (EXAMINATION) CHEMISTRY PSYCHOLOGY
57	ELEM PE	CARLISLE LINDA K	8/26/1993	BOARD RESOLUTION 6/12 PHYSICAL EDUCATION HEALTH EDUCATION *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS MATHEMATICS
1	SPEC ED	CHRISCO SUSAN W	8/26/1993	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 395 CERTIFICATE
21	ELEM	NOBLE KELLY M	8/30/1993	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
27	ELEM	FINNEY MARGARET ANN	9/1/1993	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD ELEMENTARY/K-9 ENGLISH *SB 395 CERTIFICATE
12	ELEM	LOVE JOHNICA F	7/6/1994	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) ART FOREIGN LANGUAGE: SPANISH
26	ELEM	RAMIREZ MARIA ELENA	7/6/1994	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS BILINGUAL: SPANISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
12	ELEM	RICKETTS MARGARET A	7/6/1994	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH
1	COUNSELING	SANCHEZ ROCHELLE R	7/26/1994	SERVICES: PUPIL PERSONNEL COUNSELING
20	ELEM	MCGRILL STEPHEN M	8/8/1994	STANDARD ELEMENTARY/K-9 GEOGRAPHY HISTORY
5	SCIENCE	WIRT JOHN C	8/24/1994	BOARD RESOLUTION 6/12 PHYSICAL SCIENCE *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE
6	HISTORY	RIEHLMAN MARK A	8/24/1994	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION LITERATURE INTRODUCTORY ENGLISH INTRODUCTORY SOCIAL SCIENCE INTRODUCTORY HEALTH SCIENCE
11	ELEM	CROSS DEIDRA J	8/24/1994	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) MATHEMATICS SINGLE SUBJECT-PROFESSIONAL BUSINESS ECONOMICS
28	ELEM	WESLEY LORI F	8/24/1994	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
57	FINE ARTS	OSTER PENNY P	8/24/1994	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) GENERAL SCIENCE PHYSICAL SCIENCE ART ENGLISH *SB 395 CERTIFICATE
5	SPEC ED	JENSWOLD CATHY V.J.	8/24/1994	SPECIALIST:SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR ENGLISH
2	SPEC ED	DIAMOND MONICA A	8/24/1994	SERVICES: ADMINISTRATION RESTRICTED DEAF & SEVERELY HARD/HEARING SPECIALIST:COMMUNICATION HDCP RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION
12	ELEM	BACON TRUDY A	8/24/1994	SERVICES: CERT OF ELIGIBILITY ADMINISTRATION SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
6	MATH	SEID CRISTINE	8/25/1994	SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
1	ENGLISH	ASNAULT JOSEPH R	8/26/1994	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH
57	FINE ARTS	SMITH LUCILLE A	9/24/1994	BOARD RESOLUTION 6/12 ART MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) MUSIC

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	PE	JACKSON STERLING S	1/23/1995	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
21	ELEM	POTTER-JONES BARBARA E	7/5/1995	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
5	ELEM	DION DAVID P	7/10/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) LIFE SCIENCE
25	ELEM	CALLAHAN MARYJO R	7/10/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
21	SPEC ED	JOHNSON ELLEN A	7/10/1995	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
18	ELEM	GASKILL ELIZABETH C	7/10/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH MATHEMATICS
12	ELEM	BEEBE MARY F	7/10/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
6	ELEM	MONTGOMERY CHRISTINE A	7/10/1995	SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION) *MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS ENGLISH FOREIGN LANGUAGE: SPANISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
3	ENGLISH	PEET CHERYL A	7/31/1995	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR ENGLISH (EXAMINATION)
18	ELEM	BRENNAN-SMITH LISA A	7/31/1995	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
8	SOC SCI	GAMBLE ROBERT S	8/2/1995	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
23	ELEM	ALBRIGHT ELIZABETH L	8/4/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR
13	ELEM	LAVEZZI ELIZABETH A	8/23/1995	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE STANDARD SECONDARY 7-12 SOCIOLOGY HISTORY *SB 1969 AUTHORIZATION
74	NURSE	SCOTT ANN E	8/23/1995	SERVICES: SCHOOL NURSE RN LICENSE STATE OF CALIFORNIA
1	GERMAN	HOLLIE KARIN	8/23/1995	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL GERMAN (EXAMINATION) ENGLISH AS A SECOND LANGUAGE ENGLISH (EXAMINATION)
12	ELEM	CRAWFORD THERESA B	8/23/1995	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
2	BUSINESS	MINSART DANIEL J	8/23/1995	SINGLE SUBJECT-PROFESSIONAL CLAD - EMERGENCY BUSINESS INTRODUCTORY MATHEMATICS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	SCIENCE	BARBER RAYMOND L	8/23/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE (EXAMINATION) CHEMISTRY INSTRUMENTAL MUSIC
2	ENGLISH	LAUTEN TERRY D	8/23/1995	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ENGLISH
1	MATH	COLWES CURTIS D	8/23/1995	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE INTRODUCTORY MATHEMATICS COM&FAM HEALTH W/DRUGUSE&ABUSE
18	ELEM	SIPHER CAROL A	8/23/1995	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 SOCIOLOGY
2	PE	TALLERICO MARIO A	8/23/1995	SPECIALIST: ADAPTED P.E. DESIGNATED SUBJECTS/DRIVERS ED DRIV ED/TRNG-PUB SAF/ACC PREV *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE COM&FAM HEALTH W/DRUGUSE&ABUSE INTRODUCTORY SOCIAL SCIENCE
7	HEALTH	CAMY LOYCE M	8/23/1995	STANDARD SECONDARY 7-12 PHYSICAL EDUCATION BIOLOGICAL SCIENCE SUPPLEMENTARY AUTHORIZATION INTRODUCTORY HEALTH SCIENCE *SB 1969 AUTHORIZATION
24	ELEM	SOTO TERESITA	8/23/1995	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
7	SOC SCI	HAGUE III WILLIAM E	8/23/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
52	ELEM	O'DONOGHUE INGRID S	8/23/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
14	ELEM	OLIVER GRANT F	8/23/1995	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
28	ELEM	FOURNIER JANET M	8/23/1995	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS MATHEMATICS
2	SPANISH	HOLEN DEANNA L	8/23/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH SPORTS AND GAMES
2	SCIENCE	BROGDEN J. LANCE	8/23/1995	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION BIOLOGY INTRODUCTORY LIFE SCIENCE
2	PE	CLAVERIE MONIQUE M	8/23/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION BIOLOGY
1	SOC SCI	CHRISTOPHER JOHN M	8/23/1995	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE ENGLISH COMPOSITION INTRODUCTORY ENGLISH LITERATURE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
7	SOC SCI	BISHOP ROY H	8/23/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
2	LIBRARIAN	ELLIOTT LINDA E	8/23/1995	SERVICES: LIBRARIAN LIBRARY MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR FOREIGN LANGUAGE: GERMAN
1	SCIENCE	GRIPENSTRAW BRADLEY D	8/23/1995	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE (EXAMINATION)
1	FOR LANG	WATSON CARRIE B	8/23/1995	SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH
1	SOC SCI	SNIDER GINA M	8/23/1995	SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
24	SPEC ED	JORDAN JONATHAN D	8/24/1995	SPECIALIST: SEVERE HANDICAPPED MULTIPLE SUBJECT-CLEAR *SB 395 CERTIFICATE
2	HOME EC	TITTLE LAURA L	8/28/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR HOME ECONOMICS/HOMEMAKING INTRODUCTORY ENGLISH
23	ELEM	WEAVER KAREN S	8/28/1995	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
5	HISTORY	HOPPER KARI A	9/11/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE VOCAL MUSIC

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
52	SOC SCI	DANIELS LANCE	10/9/1995	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION) INTRODUCTORY MATHEMATICS LITERATURE INTRODUCTORY SCIENCE
6	COUNSELING	MURPHY ANN E	10/23/1995	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING
1	ENGLISH	MATHEWS CRAIG L	10/23/1995	SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION)
57	ELEM MUSIC	TRIPLETT VICKIE R	11/1/1995	*CROSS/CULT LANG&ACAD DEV CERT STANDARD SECONDARY 7-12 MUSIC
23	ELEM	EANDI DIANE L	7/8/1996	STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE *SB 1969 AUTHORIZATION
18	ELEM	SEHORN BEATRIZ	7/8/1996	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) *SS+BILIN C/C LANG & ACAD DEV SPANISH (EXAMINATION) GEOGRAPHY WORLD HISTORY
26	ELEM	WARD TERESA A	7/8/1996	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
25	ELEM	SHOCKLEY AMY E	7/8/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
25	ELEM	TURNER MICHELLE A	7/8/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
26	ELEM	MIRANDA LINNEA M	7/15/1996	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) BUSINESS FOREIGN LANGUAGE: SPANISH
3	ART	MORIARTY PATRICIA J	8/1/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ART PSYCHOLOGY
7	ENGLISH	RIX KURT E	8/1/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE INTRODUCTORY ENGLISH
8	MATH	SHOCKLEY DAVID L	8/1/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUC (EXAMINATION)
3	PE	LOVE EDWARD B	8/1/1996	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR SOCIAL SCIENCE (EXAMINATION) PHYSICAL EDUCATION INSTRUMENTAL MUSIC
5	COUNSELING	WINSLOW LISA M	8/19/1996	SERVICES: PUPIL PERSONNEL SOCIAL WORK
28	ELEM	WAGNER PATRICIA A	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
2	ENGLISH	MORRISSEY STACIA M	8/22/1996	SINGLE SUBJECT-PROFESSIONAL ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	HEFFREN CINDY W	8/22/1996	STANDARD ELEMENTARY/K-9 BIOLOGICAL SCIENCE PHYSICAL SCIENCE MATHEMATICS *SB 395 CERTIFICATE
24	ELEM	VICKERS LARK L	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) BUSINESS
13	ELEM	RAITT-ZWALD CYNTHIA A	8/22/1996	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS (EXAMINATION) BILINGUAL: SPANISH
5	SPEC ED	HOFFMANN DEBRA L	8/22/1996	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD ELEMENTARY/K-9 DIVERSIFIED MULTIPLE SUBJECT-CLEAR *SB 1969 AUTHORIZATION
1	ENGLISH	DOLAN J. KEVIN	8/22/1996	SINGLE SUBJECT-PROFESSIONAL ENGLISH
27	ELEM	BORQUEZ KIMBERLY A	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS HOME ECONOMICS/HOMEMAKING
18	ELEM	JENSWOLD, III JOHN D	8/22/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) BUSINESS MATHEMATICS PHYSICAL EDUCATION *SB 1969 AUTHORIZATION
16	ELEM	ELKINS DONNA M	8/22/1996	SPECIALIST:READING & LANG ARTS *CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
5	ENGLISH	BRYSON OLETA M	8/22/1996	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ENGLISH
6	SCIENCE	CHINCHAY MARCO A	8/22/1996	*SS+BILIN C/C LANG & ACAD DEV LIFE SCIENCE SPANISH (EXAMINATION) CHEMISTRY
1	ESL	LARSON-CANNELL KAREN S	8/22/1996	*SS+BILIN C/C LANG & ACAD DEV LIFE SCIENCE
2	HEALTH	CRAWFORD DAVID W	8/22/1996	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL HEALTH SCIENCE INTRODUCTORY LIFE SCIENCE BIOLOGICAL SCIENCE
13	ELEM	CAHOON ANNETTE G	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
1	SOC SCI	HAHN KRISTINA J	8/22/1996	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
2	SOC SCI	TRAVERS DEBORAH D	8/22/1996	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
16	ELEM	HUMBLE JAMES W	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT STANDARD SECONDARY 7-12 ART ENGLISH MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
2	SCIENCE	FLORY WILLIAM B	8/22/1996	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE CHEMISTRY INTRODUCTORY SCIENCE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
6	SPEC ED	HELMAN PATRICIA A	8/22/1996	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP STANDARD SECONDARY 7-12 PHYSICAL EDUCATION GOVERNMENT *SB 1969 AUTHORIZATION
2	HOME EC	BURNS PRISCILLA J	8/22/1996	SINGLE SUBJECT-CLEAR HOME ECONOMICS/HOMEMAKING BIOLOGY *SB 1969 AUTHORIZATION
27	ELEM	ANZALONE MERRILEE R	8/22/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL BUSINESS (EXAMINATION) INTRODUCTORY ITALIAN
6	SCIENCE	PELLA-DONNELLY MARY ANNE	8/22/1996	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE PHYSICAL SCIENCE INTRODUCTORY MATHEMATICS GEOGRAPHY
23	ELEM	NICHOLS JANELLE R	8/29/1996	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
21	ELEM	MCLEAN ANNE M	8/29/1996	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
20	ELEM	ANDERSON JAY F	8/29/1996	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION
23	ELEM	HARRIS CATHERINE E	8/30/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
25	ELEM	MCGRATH VIRGINITA M	8/30/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-CLEAR ENGLISH
25	ELEM	HANF SHARI L	8/30/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
25	ELEM	TOWNZEN MICHAEL D	8/30/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH
23	ELEM	PRESTON ROBERT D	9/3/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
21	ELEM	PENMAN SHEILA F	9/3/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
12	ELEM	FOREMAN JEANNE P	9/3/1996	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 ENGLISH
57	ELEM MUSIC	BEILKE STEVEN E	9/9/1996	SINGLE SUBJECT-PROFESSIONAL MUSIC INTRODUCTORY SOCIAL SCIENCE INTRODUCTORY BUSINESS
57	FINE ARTS	MOSHER ELIZABETH B	9/19/1996	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR ART
57	FINE ARTS	PARKIN BONNIE J	9/26/1996	BOARD RESOLUTION 6/12 ART MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
23	ELEM	WREN LINDA M	9/27/1996	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION
23	ELEM	WEST DANA T	9/27/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
18	ELEM	LININGER KATHLEEN M	9/30/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
25	ELEM	STEINDORF CYNTHIA M	9/30/1996	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
1	SOC SCI	MORETTI KEVIN M	10/3/1996	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL BUSINESS (EXAMINATION) HOME ECONOMICS (EXAMINATION) SOCIAL SCIENCE (EXAMINATION) LIFE SCIENCE (EXAMINATION) ANIMAL SCIENCE/PRODUCTION PLANT PRODUCTION/SCIENCE
1	SPEC ED	CHUDY K. THERESE	10/25/1996	SPECIALIST:SEVERE HANDICAPPED CLAD - EMERGENCY RESOURCE SPECIALIST CERT/COMP STANDARD SECONDARY 7-12 ENGLISH MUSIC
1	COUNSELING	ZERTUCHE JUAN A	1/21/1997	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING
21	ELEM	OBERLANDER STEVEN L	7/7/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
23	ELEM	WERNER MARJORIE L	7/7/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
21	ELEM	GODBOLD VANESSA L	7/7/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
21	ELEM	STEIN MAUREEN H	7/7/1997	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS SOCIAL SCIENCE ENGLISH *SB 1969 AUTHORIZATION
12	ELEM	JANKE SYBIL E	7/7/1997	SERVICES: ADMINISTRATION SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 PSYCHOLOGY MUSIC
25	ELEM	YORK STAYCE E	7/7/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
27	ELEM	KINDOPP HEATHER R	7/7/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH
25	ELEM	TINDILL TERESA L	7/7/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
23	ELEM	NIEPOTH ANDREA E	7/7/1997	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) FOREIGN LANGUAGE: SPANISH
25	ELEM	SKADAL-HAMM NANCY A	7/18/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) PHYSICAL EDUCATION SINGLE SUBJECT-PROFESSIONAL ART INTRODUCTORY PHYSICAL EDUC

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
3	COUNSELING	HARDESTY MARK L	7/28/1997	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING
13	ELEM	CANFIELD ROXANE	8/4/1997	*CROSS/CULT LANG&ACAD DEV CERT GENERAL ELEMENTARY
3	SOC SCI	BOONE SHERRI K	8/8/1997	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
6	COUNSELING	SALAS JORGE E	8/13/1997	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING
28	ELEM	HOWELL VICKY E	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
5	HISTORY	BATTAGLIA WILLIAM J	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT BOARD RESOLUTION ELECTIVES MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE ENGLISH COMPOSITION
13	ELEM	CRUM JULIE A	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL AGRICULTURE (EXAMINATION)
16	ELEM	CANNON MARILYN J	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
5	ELEM	DANE RITA H	8/21/1997	BOARD RESOLUTION 6/12 ENGLISH MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	ROMIG MARK R	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
18	ELEM	CARLISLE ANTHONY P	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
6	SCIENCE	EMMONS MICHAEL R	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT BOARD RESOLUTION ELECTIVES SINGLE SUBJECT-PROFESSIONAL INDUSTRIAL & TECHNOLOGY EDUC INTRODUCTORY SCIENCE
27	ELEM	BALDWIN JUDY A	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 PSYCHOLOGY MENTALLY RETARDED
24	ELEM	TERAMOTO NANCY E	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS
2	MATH	EGBERT MONICA S	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL MATHEMATICS INTRODUCTORY HEALTH SCIENCE COM&FAM HEALTH W/DRUGUSE&ABUSE
16	ELEM	GEISE ELIZABETH M	8/21/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)
2	ENGLISH	HOPKINS CYNTHIA C	8/21/1997	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION) INTRODUCTORY BUSINESS INTRODUCTORY AGRICULTURE INTRODUCTORY ART

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
27	ELEM	WEAGANT DARCY L	8/21/1997	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
27	ELEM	KENYON MELINDA K	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 PSYCHOLOGY
18	ELEM	BRIGGS KRISTEN L	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
7	PE	ALVISTUR JASON C	8/21/1997	BOARD RESOLUTION 6/12 PHYSICAL EDUCATION *CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE SPORTS AND GAMES
16	ELEM	RUTHERFORD BRIDGET L	8/21/1997	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS SCIENCE
2	SPEC ED	HALEY WILLIAM T	8/21/1997	SPECIALIST: SEVERE HANDICAPPED SPECIALIST: ADAPTED P.E. RESOURCE SPECIALIST CERT/COMP *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION PSYCHOLOGY
1	ENGLISH	METZGER ELIZABETH J	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) ENGLISH SINGLE SUBJECT-PROFESSIONAL ENGLISH
12	ELEM	CARROLL JANET R	8/21/1997	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) PHYSICAL EDUCATION BUSINESS *SB 1969 AUTHORIZATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	JAPANESE	MARTIN MICHELLE L.S	8/21/1997	*BILINGUAL/CROSS CULTURAL COC FOREIGN LANGUAGE: SPANISH SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH ENGLISH (EXAMINATION) JAPANESE (EXAMINATION)
1	SPEC ED	NICKERSON JON A	8/21/1997	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED SPECIALIST: ADAPTED P.E. DESIGNATED SUBJECTS/VOCATIONAL PROPERTY MAINTENANCE *SB 395 CERTIFICATE SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
1	MATH	KEMP RICHARD L	8/21/1997	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY MATHEMATICS
2	SOC SCI	VOUGHT MICHAEL J	8/21/1997	SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE AUTO MAINTENANCE/REPAIRS
5	HOME EC	WELLS BETTY J	8/21/1997	STANDARD SECONDARY 7-14 HOME ECONOMICS/HOMEMAKING JOURNALISM *SB 1969 AUTHORIZATION
28	ELEM	WHITE CLIFFORD L	8/21/1997	*BILINGUAL/CROSS CULTURAL COC MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
13	ELEM	BONIFACINO-RANDALL BERNAD	8/21/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
26	ELEM	HAIGHT KELLY H	9/4/1997	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH ENGLISH
25	ELEM	WALLACE JENNIFER E	9/5/1997	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
3	ENGLISH	KORTIE JILL R	10/31/1997	*CROSS/CULT LANG&ACAD DEV CERT STANDARD SECONDARY 7-12 ENGLISH HOME ECONOMICS/HOMEMAKING DESIGNATED SUBJECTS/DRIVERS ED MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION)
5	PE	BROWN C. DUANE	7/1/1998	SERVICES: ADMINISTRATION SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION
25	ELEM	WIEGERT KRISTEN J	7/6/1998	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
1	ENGLISH	CAREY LAURA E	8/3/1998	MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-CLEAR ENGLISH
26	ELEM	MORRISON KATHLEEN E	8/4/1998	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH
23	ELEM	ARN JENNIFER F	8/20/1998	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS LIFE SCIENCE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
5	PE	JONES LYNETTE L	8/20/1998	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
23	ELEM	BUNCH MICHELLE L	8/20/1998	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) HEALTH SCIENCE
2	MATH	KEATING TIMOTHY J	8/20/1998	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL MATHEMATICS SPORTS AND GAMES
1	ENGLISH	GIRT KEVIN C	8/20/1998	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH SOCIAL SCIENCE (EXAMINATION)
2	SOC SCI	ELLSMORE ELAINE M	8/20/1998	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION)
5	ESL	SMITH JENNIFER L	8/20/1998	*SS+CROSS/CULT LANG & ACAD DEV FOREIGN LANGUAGE: FRENCH FOREIGN LANGUAGE: SPANISH
6	SOC SCI	DUNCAN BRUCE R	8/20/1998	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE INTRODUCTORY ENGLISH
1	ENGLISH	GINNO CATHELIN G	8/20/1998	SPECIALIST: READING *SS+CROSS/CULT LANG & ACAD DEV ENGLISH
2	ENGLISH	FISHER CHRISTINA N	8/20/1998	BOARD RESOLUTION 9/18 PHYSICAL EDUCATION *SS+CROSS/CULT LANG & ACAD DEV ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	ENGLISH	TUCKER MACHELL R	8/20/1998	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE INTRODUCTORY ENGLISH
1	SCIENCE	REYNA SALVADOR	8/20/1998	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR LIFE SCIENCE CHEMISTRY
1	MATH	CALVERT HALDEN B	8/20/1998	*SS+CROSS/CULT LANG & ACAD DEV MATHEMATICS
2	MATH	ROSENOW DEBORAH E	8/20/1998	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
2	ENGLISH	BESNARD AMY M	8/20/1998	*SS+CROSS/CULT LANG & ACAD DEV ENGLISH
1	SPEC ED	TEJA DAVID L	8/20/1998	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
1	ITECH	BRUGGEMAN MICHAEL A	8/20/1998	*SB 1969 AUTHORIZATION SINGLE SUBJECT-CLEAR INDUSTRIAL ARTS
1	SPANISH	BUSTAMANTE RUDY N	8/20/1998	SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: SPANISH
5	MATH	BATTAGLIA KIMBERLY L	8/20/1998	*SS+CROSS/CULT LANG & ACAD DEV MATHEMATICS
1	MATH	FLYNN MARY L	9/28/1998	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) MATHEMATICS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	SPEC ED	MCCREARY KATHRYN E	11/19/1998	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
1	SPANISH	SALAS JENNIFER P	1/19/1999	*SS+BILING CROSS/CULT EMPHASIS FOREIGN LANGUAGE: SPANISH BILINGUAL: SPANISH
23	ELEM	MORGAN PATRICIA A	1/25/1999	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
1	SPEC ED	SCHULTZ DENNIS E	4/6/1999	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED SPECIALIST: ADAPTED P.E. RESOURCE SPECIALIST CERT/COMP *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
13	ELEM	CHRISTENSEN JOYCE M	8/2/1999	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
1	MUSIC	FORREST KAROL G	8/26/1999	STANDARD SECONDARY 7-12 MUSIC
2	PE	ROBINSON JEANNINE F	8/26/1999	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION CLAD - EMERGENCY
5	PE	PERUZZI CORINA K	8/26/1999	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION BIOLOGY
2	PE	JACKSON PAMELA J	8/26/1999	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION LITERATURE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	SPEC ED	BOYER SUSAN L	8/26/1999	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
6	SPEC ED	IPPISCH DIANE M	8/26/1999	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) MATHEMATICS
7	MATH	PASILLAS AMBER M	8/26/1999	*MS+CROSS/CULT LANG & ACAD DEV ENGLISH MATHEMATICS
2	MATH	PADDOCK ROBERT A	8/26/1999	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
1	ENGLISH	NILSSON ERIC M	8/26/1999	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH
6	MATH	JENSEN VALLARIE K	8/26/1999	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL HEALTH SCIENCE INTRODUCTORY MATHEMATICS
1	MATH	JOHNSON ELIZABETH P	8/26/1999	*LANGUAGE DEVELOPMNT SPECIALIST SINGLE SUBJECT-CLEAR LIFE SCIENCE (EXAMINATION) MATHEMATICS (EXAMINATION)
2	ENGLISH	RIX JULIE C	7/31/2000	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ENGLISH SINGLE SUBJECT-PROFESSIONAL ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
3	SPEC ED	ST. CLAIR JANNELLE L	7/31/2000	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
3	LIFESKILLS	HIAN NANCY L	7/31/2000	CLAD - EMERGENCY MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
26	ELEM	SALAS STEPHEN E	8/4/2000	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) ENGLISH
13	SPEC ED	LARRANCE PAMELA A	8/4/2000	SPECIALIST: LEARN HANDICAPPED SPECIALIST:SEVERE HANDICAPPED SPECIALIST: ADAPTED P.E. RESOURCE SPECIALIST CERT/COMP *SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
2	SPEC ED	OLSEN GAYLE M	8/4/2000	SPECIALIST:COMMUNICATION HDGP EDUC SPECIALIST LEVEL II MILD/MODERATE RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
18	SPEC ED	BROWN PATRICIA E	8/4/2000	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP *CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 CHILD DEVELOPMENT (ACADEMIC)
1	COUNSELING	CAREY JENNIFER M	8/10/2000	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING
13	ELEM	QUEVEDO KERRY V	8/17/2000	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
2	SOC SCI	DICKMAN MARK C	8/21/2000	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE (EXAMINATION) BUSINESS
2	ENGLISH	JENSEN TAMARA L	8/21/2000	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION)
7	SPEC ED	PHELAN SHERRI L	8/23/2000	SPECIALIST: LEARN HANDICAPPED RESOURCE SPECIALIST CERT/COMP MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
1	PE	MITCHELL JOHN J	8/23/2000	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
24	ELEM	CALLAHAN MEGHAN L	8/23/2000	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
12	ELEM	CARISS JENNIFER M	8/23/2000	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) BUSINESS
24	ELEM	CASTANEDA JENNIFER M	8/23/2000	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) FOREIGN LANGUAGE: SPANISH ENGLISH
6	MATH	PETERS MARK E	8/23/2000	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) SINGLE SUBJECT-PROFESSIONAL MATHEMATICS (EXAMINATION) LIFE SCIENCE CHEMISTRY
6	PE	ALLEN CHAD J	8/23/2000	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
6	SCIENCE	WAHL ANDREW D	8/23/2000	*CROSS/CULT LANG&ACAD DEV CERT BOARD RESOLUTION ELECTIVES SINGLE SUBJECT-PROFESSIONAL LIFE SCIENCE CHEMISTRY
24	ELEM	KRAATZ MARIA M	8/23/2000	*MS+BILING CROSS/CULT EMPHASIS GENERAL SUBJECTS BILINGUAL: SPANISH
1	PE	ALLEN LINDA S	8/23/2000	SINGLE SUBJECT-CLEAR PHYSICAL EDUCATION INTRODUCTORY MATHEMATICS
2	MUSIC	ALLSPAUGH TAMARA P	8/23/2000	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL MUSIC DRAMA
2	HEALTH	TAYLOR NATALIE A	8/23/2000	*SS+CROSS/CULT LANG & ACAD DEV HEALTH SCIENCE (EXAMINATION) PHYSICAL EDUCATION HOME ECONOMICS (EXAMINATION)
2	SCIENCE	GUNDERSON SCOTT B	8/23/2000	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL MATHEMATICS (EXAMINATION) PHYSICAL SCIENCE COMPUTER CONCEPTS/APPLICATION WORLD HISTORY
5	SCIENCE	RILEY MICHAEL H	9/11/2000	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY SCIENCE
1	AG	MENDEZ QUINN D	8/1/2001	SPECIALIST: AGRICULTURE AGRICULTURE SINGLE SUBJECT-PROFESSIONAL AGRICULTURE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
26	ELEM	THOMPSON, JR. FRANK M	8/8/2001	SERVICES: ADMINISTRATION *CROSS/CULT LANG&ACAD DEV CERT STANDARD ELEMENTARY/K-9 SOCIAL SCIENCE
2	BUSINESS	PECK MICHAEL R	8/15/2001	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) *SS+CROSS/CULT LANG & ACAD DEV BUSINESS COM&FAM HEALTH W/DRUGUSE&ABUSE
18	ELEM	LEWIS CONSTANCE	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS
74	NURSE	ERICKSON BONNIE C	8/17/2001	SERVICES: SCHOOL NURSE RN LICENSE STATE OF CALIFORNIA
27	ELEM	VOSS KELLI F	8/17/2001	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) SOCIAL SCIENCE
1	ENGLISH	PRICE MAYA I	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ENGLISH
7	MATH	HORNE BRIAN C	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL MATHEMATICS US HISTORY & HISTORY OF CALIF
27	ELEM	WILLIAMS AMY B	8/17/2001	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
3	MATH	STADTMILLER RHONDA L	8/17/2001	CLAD - EMERGENCY SINGLE SUBJECT-PROFESSIONAL MATHEMATICS (EXAMINATION) INTRODUCTORY BUSINESS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	SPEC ED	SCHROLL ALLISON L	8/17/2001	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS ENGLISH
1	ART	BAXTER PENNIE L	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL ART
1	PE	COOPER MICHAEL W	8/17/2001	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
7	SCIENCE	HOBBS LARRY R	8/17/2001	*SB 1969 AUTHORIZATION SINGLE SUBJECT-PROFESSIONAL PHYSICS INTRODUCTORY MATHEMATICS INTRODUCTORY SCIENCE
5	SCIENCE	ADAMIAN ANNIE S	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL GEOSCIENCES
7	ENGLISH	LOWER KRISTIN J	8/17/2001	*SS+CROSS/CULT LANG & ACAD DEV ENGLISH INTRO PHYSICAL EDUCATION
6	MATH	GIRT KERRIE S	8/17/2001	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
13	ELEM	SHERIDAN ERICA R	8/17/2001	SPECIALIST: READING & LANG ARTS *MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH
24	ELEM	CASSETTA LOURDES B	8/17/2001	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
28	ELEM	LEEN LINDA J	8/22/2001	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS
7	COUNSELING	VILLASENOR SANDRA G	8/23/2001	SERVICES: PUPIL PERSONNEL SOCIAL WORK
1	COUNSELING	JOHNSON MARGARET C	9/10/2001	SERVICES: PUPIL PERSONNEL COUNSELING
3	ALT ED	KEHOE BRIAN R	9/17/2001	CLAD - EMERGENCY MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
1	ENGLISH	KLEIN JOHN G	10/31/2001	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL ENGLISH
5	LIBRARIAN	JONES LIESL K	11/1/2001	LIBRARY MEDIA TEACHER SERVICES MULTIPLE SUBJECT-PRELIMINARY GENERAL SUBJECTS
26	ELEM	BALL CYNTHIA J	1/7/2002	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) HOME ECONOMICS/HOMEMAKING
21	ELEM	BARNES LAURIE M	1/21/2002	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
18	SPEC ED	GENASCI TIFFANY F	2/7/2002	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)
18	ELEM	HENDERSON DONNA L	8/2/2002	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
57	FINE ARTS	SMALL CATHY E	8/2/2002	BOARD RESOLUTION 6/12 ART *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
26	ELEM	SERRATO LINDA M	8/8/2002	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS
2	SPEC ED	ANDERSON GALEN T	8/15/2002	EDUC SPECIALIST LEVEL II MILD/MODERATE *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
2	SOC SCI	GREGOIRE MARCELLE M	8/15/2002	SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE FOREIGN LANGUAGE: SPANISH
57	ELEM PE	CONNOLLY CHERYL A	8/16/2002	BOARD RESOLUTION 6/12 HEALTH SCIENCE *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) PHYSICAL EDUCATION
7	SPEC ED	CARISS DANIEL A	8/16/2002	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) SOCIAL SCIENCE
28	ELEM	VAN BUSKIRK KIMBERLY A	8/16/2002	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS
20	ELEM	CHRISTIENSEN STEVEN D	8/16/2002	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
1	SOC SCI	LARSON KRISTINA D	8/16/2002	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
20	SPEC ED	HOLMAN LAURA J	8/16/2002	EDUC SPECIALIST LEVEL II MILD/MODERATE *CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
27	ELEM	STOFFEL LAURI K	8/16/2002	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-CLEAR GENERAL SUBJECTS
1	AG	PAYNE KEVIN R	8/26/2002	SPECIALIST: AGRICULTURE SINGLE SUBJECT-PROFESSIONAL AGRICULTURE
6	PE	WISDOM KEVIN T	8/29/2002	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE COM&FAM HEALTH W/DRUGUSE&ABUSE
16	ELEM	JACKSON JENNIE M	9/3/2002	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) BUSINESS ENGLISH
2	COUNSELING	ELLIS AMANDA S	10/29/2002	SERVICES: PUPIL PERSONNEL PUPIL PERSONNEL SERVICES
24	ELEM	APEL DEBRA K	1/6/2003	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
57	ELEM MUSIC	GIMBAL KIM C	8/4/2003	SINGLE SUBJECT-CLEAR MUSIC HISTORY
12	ELEM	ELLIS TISHA N	8/4/2003	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
12	SPEC ED	FEINGOLD DANA L	8/4/2003	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
21	ELEM	BISHOP GREGORY K	8/4/2003	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH MATHEMATICS
28	SPEC ED	WITT ERNEST P	8/4/2003	EDUC SPECIALIST LEVEL II MODERATE/SEVERE *CROSS/CULT LANG&ACAD DEV CERT
25	ELEM	BRANSKY RAYMOND N	8/18/2003	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
24	ELEM	COLLINS DON A	8/18/2003	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) ENGLISH
20	ELEM	SCHOENTHALER MARY A	8/18/2003	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)
24	ELEM	BETTENCOURT JOANN F	8/18/2003	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS FOREIGN LANGUAGE: SPANISH
2	SPEC ED	DAVIS CATEENA D	8/18/2003	EDUC SPECIALIST LEVEL I MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
2	SPEC ED	UTTERBACK RICHARD E	8/18/2003	EDUC SPECIALIST LEVEL I MILD/MODERATE
24	ELEM	MOTA ADAN	8/18/2003	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS ENGLISH MATHEMATICS
1	SPEC ED	HEALD CAROL G	8/18/2003	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
6	ENGLISH	DENNEY ROCHELLE A	9/8/2003	*SS+CROSS/CULT LANG & ACAD DEV ENGLISH
6	PE	COCKRELL RONNIE J	9/11/2003	*CROSS/CULT LANG&ACAD DEV CERT DESIGNATED SUBJECTS/VOCATIONAL BUILDING TRADES & CONSTRUCTION BOARD RESOLUTION ELECTIVES SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
5	ENGLISH	HAMMOND PAULA C	9/19/2003	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH
3	SOC SCI	FRISBEE III KEN L	7/26/2004	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
11	ISP	COOK LORI L	7/26/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
12	ELEM	LINVILLE DANIEL S	8/2/2004	*MULTIPLE SUBJECT: AB1059 GENERAL SUBJECTS (EXAMINATION)
12	ELEM	GERVASI KATY C	8/16/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH
6	ELEM	DUNSMOOR JEANINE L	8/16/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) ENGLISH
7	ENGLISH	HISLOP APRIL L	8/16/2004	*SINGLE SUBJECT: AB1059 ENGLISH
20	ELEM	ANDES STEPHEN E	8/16/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
5	HISTORY	BROOKS MICHAEL G	8/16/2004	*SS+CROSS/CULT LANG & ACAD DEV SOCIAL SCIENCE INTRODUCTORY MATHEMATICS INTRODUCTORY ENGLISH ENGLISH (EXAMINATION)
5	HISTORY	BURTON BETH A	8/16/2004	*SS+CROSS/CULT LANG & ACAD DEV SOCIAL SCIENCE
2	ART	RITCHER NANCY C	8/16/2004	*SS+CROSS/CULT LANG & ACAD DEV ART
19	SPEC ED	CHILDS JENNIFER R	8/16/2004	EDUC SPECIALIST LEVEL II MODERATE/SEVERE EARLY CHILDHOOD SPEC ED CERT EARLY CHILDHOOD SPECIAL EDUC *MULTIPLE SUBJECT: 2042 GENERAL SUBJECTS (EXAMINATION)
2	SPEC ED	PARKER RYAN E	8/16/2004	BOARD RESOLUTION 9/18 HISTORY READING EDUC SPECIALIST LEVEL II MILD/MODERATE
7	BUSINESS	WILLIAMS KOREY J	8/16/2004	*SS+CROSS/CULT LANG & ACAD DEV BUSINESS INTRODUCTORY INDUSTRIAL ARTS
1	HEALTH	LOURENCO VICKIE L	8/16/2004	*SINGLE SUBJECT: AB1059 PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE INTRODUCTORY ENGLISH
5	SPEC ED	DAUGHERTY MAGGIE E	8/16/2004	EDUC SPEC LEVEL I R359 (SDAIE) MILD/MODERATE
12	SPEC ED	CARR CHRISTINA R	8/16/2004	EDUC SPECIALIST LEVEL I MODERATE/SEVERE *CROSS/CULT LANG&ACAD DEV CERT

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
6	ENGLISH	FLORY JENNIFER B	8/16/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION) ENGLISH SINGLE SUBJECT-PROFESSIONAL ENGLISH (EXAMINATION)
24	ELEM	PHILLIPS KATHERINE M	8/16/2004	*MULTIPLE SUBJECT: AB1059 GENERAL SUBJECTS
27	ELEM	PALMER LISA T	8/16/2004	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH MATHEMATICS
1	LIBRARIAN	MORGAN GALE L	8/16/2004	SERVICES: LIBRARIAN *CROSS/CULT LAND&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS ART ENGLISH
5	ART	GALE SAMANTHA T	8/30/2004	SINGLE SUBJECT-PROFESSIONAL ART
7	MUSIC	BUTLER JANETTE A	8/31/2004	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION) MUSIC
12	ELEM	LEEN CANDAS E	9/7/2004	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
8	ALT ED	WILLIAMS DONELD	7/25/2005	*BILING CROSSCUL LANG & ACAD MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS (EXAMINATION)
8	SPEC ED	ODLUM RHONDA	7/25/2005	EDUC SPECIALIST LEVEL I MILD/MODERATE *MULTIPLE SUBJECT: AB1059 GENERAL SUBJECTS (EXAMINATION)

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
8	ALT ED	MCGUIRE MATTHEW G	7/25/2005	SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
74	NURSE	KOCH LYNN C	7/28/2005	SERVICES: SCHOOL NURSE SCH AUDIOMETRIST CERTIFICATE RN LICENSE STATE OF CALIFORNIA
23	SPEC ED	MARTINI MICHAEL T	7/29/2005	EDUC SPECIALIST LEVEL I MODERATE/SEVERE
20	ELEM	WOLFSBERGER JANELLE M	8/15/2005	*CROSS/CULT LANG&ACAD DEV CERT MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS
13	ELEM	BROWN MARY S	8/15/2005	MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 1969 AUTHORIZATION
24	ELEM	SANFORD JESSICA A	8/15/2005	*MULTIPLE SUBJECT: AB1059 GENERAL SUBJECTS
2	ITECH	PEACOCK MILES D	8/15/2005	*SINGLE SUBJECT: 2042 INDUSTRIAL & TECHNOLOGY EDUC
21	ELEM	SYLVESTER CAROL S	8/15/2005	*MULTIPLE SUBJECT: AB1059 GENERAL SUBJECTS (EXAMINATION) BUSINESS ENGLISH
5	SCIENCE	VANDOVER-BRUCH MARY P	8/15/2005	*SS+CROSS/CULT LANG & ACAD DEV SCIENCE: BIOLOGICAL SCIENCES INTRODUCTORY ENGLISH PSYCHOLOGY
7	SPEC ED	BLIZMAN TARYN M	8/15/2005	EDUC SPECIALIST LEVEL I MODERATE/SEVERE *CROSS/CULT LANG&ACAD DEV CERT
2	ENGLISH	GULBRANDSEN ERINN T	8/15/2005	*SINGLE SUBJECT: 2042 BIOLOGICAL SCIENCES (EXAM) ENGLISH

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SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
1	BUSINESS	WEBB DANIEL J	8/15/2005	*SS+CROSS/CULT LANG & ACAD DEV BUSINESS SOCIAL SCIENCE (EXAMINATION)
1	ART	FRAIN MARY S	8/15/2005	*SINGLE SUBJECT: 2042 ART
6	SOC SCI	KIDD DEBRA K	8/15/2005	*CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE
7	ENGLISH	PURL KAMALA D	9/15/2005	*SINGLE SUBJECT PRELIM SB2042 ENGLISH (EXAMINATION)
8	ALT ED	CASTALDO LORI J	9/19/2005	SPECIALIST: ADAPTED P.E. MULTIPLE SUBJECT-PROFESSIONAL GENERAL SUBJECTS *SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL PHYSICAL EDUCATION
6	SPEC ED	PAYTON KAREN B	11/28/2005	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
74	NURSE	PARKER JULIE L	8/14/2006	SERVICES: SCHOOL NURSE RN LICENSE STATE OF CALIFORNIA
3	SOC SCI	ALLEN MICHAEL A	8/14/2006	*SS+CROSS/CULT LANG & ACAD DEV SOCIAL SCIENCE
18	ELEM	LAFIX LEANNA J	8/14/2006	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS
26	ELEM	KINSLOW LETICIA	8/14/2006	*MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS
18	ELEM	FRIEDMAN MARK R	8/14/2006	PRELIM MUL SUB: 2042 GENERAL SUBJECTS (EXAMINATION) MUSIC

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
19	SPEC ED	HILTON JILL M	8/14/2006	EDUC SPECIALIST LEVEL II MODERATE/SEVERE *SB 1969 AUTHORIZATION
16	SPEC ED	MORRISON JEANA L	8/14/2006	EDUC SPECIALIST LEVEL I MODERATE/SEVERE WAIVER FROM COMMISSION (CTC) EARLY CHILDHOOD SPECIAL EDUC
2	MATH	ROLLINS RAHLNA R	8/14/2006	*SB 395 CERTIFICATE SINGLE SUBJECT-PROFESSIONAL MATHEMATICS
1	MUSIC	LIM MARY LOU	8/14/2006	BOARD RESOLUTION 9/18 MUSIC STANDARD ELEMENTARY/K-9 MUSIC
16	ELEM	CALDERON STACY L	8/14/2006	*MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)
2	SPEC ED	CARR JEFFREY M	8/14/2006	EDUC SPECIALIST LEVEL I MODERATE/SEVERE
2	SOC SCI	CALLAS CHRISTINE L	8/14/2006	*SINGLE SUBJECT PRELIM SB2042 SOCIAL SCIENCE
2	FRENCH	BECKER JASON E	8/14/2006	BOARD RESOLUTION 9/18 FOREIGN LANGUAGE: SPANISH *CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-PROFESSIONAL FOREIGN LANGUAGE: FRENCH INTRODUCTORY ENGLISH
1	SPEC ED	ROLLINS KEITH R	8/14/2006	EDUC SPECIALIST LEVEL I MILD/MODERATE *MULTIPLE SUBJECT: 2042 GENERAL SUBJECTS (EXAMINATION)

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
26	SPEC ED	MONTGOMERY ANNE M	8/14/2006	EDUC SPECIALIST LEVEL I MILD/MODERATE *MULTIPLE SUBJECT: 2042 GENERAL SUBJECTS (EXAMINATION) ENGLISH
2	BUSINESS	MANUEL BRENT E	8/28/2006	*SINGLE SUBJECT: 2042 SOCIAL SCIENCE (EXAMINATION) BUSINESS JOURNALISM
6	MATH	O'LAUGHLIN ZANE P	8/30/2006	*SINGLE SUBJECT: 2042 PHYSICAL EDUCATION INTRODUCTORY MATHEMATICS INTRODUCTORY ENGLISH INTRODUCTORY HEALTH SCIENCE
2	COUNSELING	ISERN JESSICA I	7/31/2007	SERVICES: PUPIL PERSONNEL COUNSELING
13	ELEM	GILLIAM AMANDA M	8/10/2007	PRELIM MUL SUB: 2042 GENERAL SUBJECTS (EXAMINATION)
5	SPEC ED	FRANZELLA-CHIEM EVELYN A	8/10/2007	EDUC SPECIALIST LEVEL II MODERATE/SEVERE *CROSS/CULT LANG&ACAD DEV CERT
19	SPEC ED	SAUBERAN AARON T	8/10/2007	SPECIALIST:SEVERE HANDICAPPED *CROSS/CULT LANG&ACAD DEV CERT SINGLE SUBJECT-CLEAR ART
19	SPEC ED	HOLDEN CHRISTINE E	8/10/2007	EDUC SPECIALIST LEVEL I MILD/MODERATE EDUC SPECIALIST INTERNSHIP MODERATE/SEVERE PRELIM MUL SUB: 2042 GENERAL SUBJECTS (EXAMINATION)

Seniority List

As of Friday, February 15, 2008

SITE	ASSIGN	NAME	SENIORITY DATE	CREDENTIAL
26	ELEM	TELLECHEA ULISES F	8/10/2007	SERVICES: PUPIL PERSONNEL SCHOOL COUNSELING *MS+BILIN C/C LANG & ACAD DEV GENERAL SUBJECTS (EXAMINATION)
18	SPEC ED	SPINELLI JIMETTE	8/10/2007	EDUC SPECIALIST LEVEL I MODERATE/SEVERE MILD/MODERATE
26	SPEC ED	SMITH JULIA C	8/10/2007	EDUC SPECIALIST LEVEL II MILD/MODERATE *MS+CROSS/CULT LANG & ACAD DEV GENERAL SUBJECTS ENGLISH
19	SPEECH	BERENS AMY D	8/10/2007	CLINICAL OR REHABIL SERVICES LANGUAGE,SPEECH & HEARING
7	SPEC ED	HAPP JAIME L	8/10/2007	EDUC SPECIALIST LEVEL I MILD/MODERATE PRELIM MUL SUB: 2042 GENERAL SUBJECTS (EXAMINATION)
1	PE	SALADO RANDI M	8/10/2007	*SS+CROSS/CULT LANG & ACAD DEV PHYSICAL EDUCATION INTRODUCTORY HEALTH SCIENCE INTRODUCTORY MATHEMATICS
19	SPEECH	BIELIK REBECCA K	8/10/2007	CLINICAL OR REHABIL SERVICES LANGUAGE,SPEECH & HEARING
23	LIBRARIAN	SPECCHIERLA MICHAEL F	12/20/2007	SINGLE SUBJECT-PROFESSIONAL SOCIAL SCIENCE ENGLISH (EXAMINATION) LIBRARY MEDIA TEACHER SERVICES

PROPOSED AGENDA ITEM: Chico Unified School District Foundation

Prepared by: Jan Combes
Business Services

_____ Consent
_____ Information Only
XXX Discussion/Action

Board Date: 02/20/2008

Background Information

The district approached the North Valley Community Foundation (NVCF) to establish a fund for the receipt of donations from district employees and others in the Chico community who might wish to participate. The NVCF is already the caretaker of two foundation funds that support the high schools. Expenses from the new foundation fund would be authorized by the District Board of Trustees. The sole purpose of the new foundation fund will be to support the success of Chico Unified School District students via a K-12 sequence of teaching, learning, assessment and support. It is recommended that annually in May the Assistant Superintendent of Business provide the Board with the amount available in the fund. The Board of Trustees will then assess if the fund will be used to provide any school expenditures in the subsequent fiscal year and direct the Assistant Superintendent of Business to build in these dollars for the upcoming budget.

The agreement that establishes the fund is attached for the Board's discussion and approval.

Fiscal Implications

\$1,000.00 to establish the fund.

Receipts from donations: unknown at this time – has the possibility to help retain reserves.

Educational Implications

Unknown at this time – has the possibility to help retain programs and services.

Staff Recommendation:

Approve agreement as presented and establish the Chico Unified School District Foundation.

AGENCY NON-ENDOWMENT FUND AGREEMENT
For
Chico Unified School District Foundation

THIS AGREEMENT is made and entered into on February 20, 2008, by and between THE NORTH VALLEY COMMUNITY FOUNDATION ("NVCF") and Organization name: Chico Unified School District ("Agency").

1. NAME OF THE FUND

Agency transfers to NVCF the sum of: One Thousand Dollars (\$1,000.00) to establish in NVCF the Chico Unified School District Foundation (the "Fund"). NVCF may receive additional gifts of property acceptable to NVCF from time to time from Agency and from any other source to be added to the Fund, all subject to the provisions hereof.

2. PURPOSE

Subject to the limitations of paragraph 4 below, the primary purpose of the Fund shall be to support the Chico Unified School District in furthering the mission of the district, which is to support individual student success via a K-12 sequence of teaching, learning, assessment and support. In the event that Chico Unified School District should (i) no longer be described in Sections 170(c)(1) or (2) of the Internal Revenue Code (ii) become subject to bankruptcy proceedings under state or federal law or (iii) liquidate and dissolve or otherwise cease to exist, then the assets of the Fund shall be applied as described in paragraph 6 below.

3. INVESTMENT OF FUNDS

NVCF shall have all powers necessary or desirable to carry out the purposes of the Fund, including, but not limited to, the power to retain, invest and reinvest the Fund in any manner within the "prudent person" standard and the power to commingle the assets of the Fund with those of other funds for investment purposes, subject however, to the requirements of Sections 5231 and 5240 of the California Corporation's Code.

4. DISTRIBUTEES

Subject to paragraph 6, principal and/or earnings allocated by NVCF to the Fund shall be distributed exclusively for charitable, scientific, literary or educational purposes or to organizations of the type to which an individual taxpayer may make deductible charitable contributions, gifts, and bequests under the income, gift and estate tax provisions of the Internal Revenue Code of 1986, as amended, and of the Revenue and Taxation Code of California. It is intended by the foregoing that at the time a distribution is made from the Fund, the distribution must be made for a charitable, scientific, literary or educational purpose as described in, or to an organization which is described in, Sections 170(c)(1) or (2), of the Internal Revenue Code of 1986, as amended, and Section 17201 of the Revenue and Taxation Code of California. Distributions from the Fund shall be within

the purposes and procedures of NVCF as contained in its Articles of Incorporation and its Bylaws.

5. RECOMMENDATIONS FOR DISTRIBUTION

- a. The Fund shall have an Advisory Committee, consisting of the District Board of Trustees, who will designate Co-Chairs (CUSD Board President and Assistant Superintendent of Business for the CUSD). The Co-Chairs shall be the only persons who have the authority to communicate the desires of the Fund Advisory Committee to NVCF, and shall be the "Fund Advisors." Upon the death or incapacity of any member of the Fund Advisory Committee, the remaining member(s) shall serve as the Fund Advisory Committee. Upon the death or incapacity of the last surviving member of the Fund Advisory Committee, the Board of Governors of NVCF itself shall serve as the Fund Advisory Committee.
- b. Distributions from the Fund may be made from income and/or principal and shall be made at such times and in such amounts as may be determined by the Board of Governors. There shall be no requirement that income be distributed each year; income may be accumulated and added to principal. Consistent with the foregoing, distributions shall be made to such distributees of the type described in paragraph 4 as may be designated by NVCF; provided, however, that the Fund Advisor may from time to time submit to NVCF the names of distributees to which it is recommended that distributions be made, which distributees shall not be other than those described in paragraph 4. All recommendations from the Fund Advisors shall be solely advisory, and NVCF may accept or reject them, applying reasonable standards and guidelines with regard thereto.

6. CONTINUITY OF THE FUND

The Fund shall continue so long as assets are available in the Fund and the purposes in the Fund can be served by its continuation. If the Fund is terminated for either of the above reasons, NVCF shall devote any remaining assets in the Fund exclusively for charitable purposes that: a. are within the scope of the charitable purposes of NVCF Articles of Incorporation; and, b. most nearly approximate, in the good faith opinion of the Board of Governors, the original purpose of the Fund.

7. NOT A SEPARATE TRUST

The Fund shall be subject to the Articles of Incorporation and Bylaws of SDF. All money and property in the Fund shall be assets of NVCF, and not a separate trust, and shall be subject only to the control of NVCF. Pursuant to Treasury Regulations, the Board of Governors of NVCF has the power "to modify any restriction or condition on the distribution of funds for any specified charitable purpose or to any specified organization if, in the sole discretion of the Board of Governors, such restriction or condition becomes unnecessary, incapable of fulfillment, or inconsistent with the charitable needs of the community or area served." Treas. Reg. §1.170A-9(e)(11)(v)(B) and (E).

8. COSTS OF THE FUND

It is understood and agreed that the Fund shall share a fair portion of the total administrative costs of NVCF. The administrative cost annually charged against the Fund shall be a one-time two percent (2%) of all gifts made to the fund during that year. Any costs to NVCF in accepting, transferring or managing property donated to NVCF for the Fund shall also be paid from the Fund.

9. ACCOUNTING

This Fund shall be accounted for separately and apart from other gifts to NVCF.

10. CHARITABLE DEDUCTIONS

It is intended by Agency and by NVCF that federal gift, income and estate tax charitable deductions shall be allowed to Donors and to Donors' estate and that NVCF shall continue to qualify as an organization described in Sections 170(b)(1)(A)(vi), 170(c), 2055(a), and 2522(a) of the Internal Revenue Code of 1986.

This entire Agreement shall be construed and applied so as to comply with the requirements of federal tax law for allowance of such charitable deductions and for such qualifications.

IN WITNESS WHEREOF, we execute this agreement on February 20, 2008.

Agency: _____
CUSD Board President

Agency: _____
Assistant Superintendent of Business for the CUSD

Alexa Valavanis: _____
CEO, NVCF

Agenda Item #: _____

PROPOSED AGENDA ITEM: Fiscal Recovery Plan

Prepared by: Jan Combes
Business Services

_____ Consent
_____ Information Only
XXX Discussion/Action

Board Date: 02/20/2008

Background Information

The Butte County Office of Education required the hiring of a fiscal expert as a part of the conditional approval of the district's July 1 budget. Sheila Vickers of School Services of California, Inc. agreed to serve in that capacity and began an in depth look into the district's budget. In December the budget took a turn for the worst when the Board self-certified a Negative First Interim Report. Subsequently, Sheila Vickers was appointed by Butte County Office of Education as a fiscal advisor. In this capacity she has the authority to direct the financial decisions of the district.

Sheila Vickers has now prepared a Fiscal Recovery Plan that was developed based upon her review of various financial documents provided by the District, such as budget reports, collective bargaining agreements, and audit reports, as well as from information provided through interviews with various District staff members.

It is the District's responsibility to implement the necessary actions as identified in this Plan, to work with the fiscal advisor to develop additional plans, and to take actions in order to achieve fiscal health. If the District does not take the necessary actions, or if the District's financial condition does not improve or deteriorates further, the County Office will reevaluate the District's financial condition and may invoke some of the additional interventions provided by law in order to help ensure the District's ability to meet its financial obligations.

Fiscal and Educational Implications

The district cannot continue to operate in the same manner that it always has. The plan covers a broad scope of issues including hiring practices, budgeting practices, prioritization of educational programs and services and collective bargaining practices.

Staff Recommendation:

Approve Fiscal Recovery Plan as presented and direct staff to provide a proposed timeline for implementing the recommendations at the March 5 Board meeting.

Chico Unified School District

Fiscal Recovery Plan

February 20, 2008

Prepared By:

**Sheila Vickers
Vice President**

Chico Unified School District

Fiscal Recovery Plan

February 20, 2008

Prepared By:

Sheila Vickers
Vice President

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Background

In August 2007, the Butte County Office of Education (County Office) reviewed the adopted 2007-08 budget as submitted by the Chico Unified School District (District) in accordance with Education Code Section 42127. The County Office accepted the budget as submitted; however, the District's budget indicated that it would fall short of meeting the minimum reserve requirement of 3% of expenditures in the unrestricted portion of its General Fund for the budget year by approximately \$1.1 million, with a continued shortfall in the years to follow. The County Office elected to invoke the provisions of Education Code Section 42127.6(a)(1)(A) to assign me, Sheila G. Vickers of School Services of California, Inc., (SSC) as a fiscal expert to advise the District on its financial problems.

Since that time, the District has submitted its Unaudited Actuals report for 2006-07 and its First Interim budget report for the period ended October 31, 2007. Various adjustments were made to the budget to record the 2006-07 actual results and to reflect changes in assumptions for the budget year and future years. These actions resulted in the District's budget reflecting the ability to barely meet its obligations in 2007-08. The multiyear projections accompanying the First Interim budget report project that the District will fall significantly short of its reserve requirement in 2008-09—by \$3 million—and double that by 2009-10 because of an ongoing deficit-spending trend. The District's First Interim budget report, approved by the governing board on December 5, 2007, reflects that the District chose to self-certify its budget as "negative," meaning that the District will be unable to meet its financial obligations for the remainder of the fiscal year or for the subsequent fiscal year.

As a result, the County Office has invoked the provisions of Education Code Section 42127.6(e)(5) by appointing a fiscal advisor to assist the District in developing plans and taking actions to enable the District to meet its financial obligations.

This Fiscal Recovery Plan was developed based upon my review of various financial documents provided by the District, such as budget reports, collective bargaining agreements, and audit reports, as well as from information provided through interviews with various District staff members. This document is being submitted for acceptance by the District's Board of Education on February 20, 2008.

The Education Code provides County Offices of Education with a graduated series of interventions that can be taken to assist a school district with its financial issues. The County Office has chosen to first assign a fiscal expert and then to appoint a fiscal advisor who assumes the Board's power over the fiscal affairs of the District. It is the District's responsibility to implement the necessary actions as identified in this Plan, to work with the fiscal advisor to

develop additional plans, and to take actions in order to achieve fiscal health. If the District does not take the necessary actions, or if the District's financial condition does not improve or deteriorates further, the County Office will reevaluate the District's financial condition and may invoke some of the additional interventions provided by law in order to help ensure the District's ability to meet its financial obligations.

Current Financial Status

Fiscal prudence dictates that the District prepare its budget and multiyear projections on a conservative basis, but not overly so. Assumptions for the District's budget and multiyear projections are provided from several reliable sources, including the County Office and SSC. The conservative approach to the District's budget and multiyear projections is intended to result in future updates to these estimates that are an improvement in, and not a detriment to, the District's financial picture. The earlier the District becomes aware of an impending financial problem, the earlier it can take steps to stave off the problem, and the less drastic will be the actions required.

The District's size, in terms of average daily attendance (ADA), requires that the District maintain at least 3% of total General Fund expenditures as a reserve on the unrestricted side of the General Fund. The District's recent financial history shows that the District has been deficit spending for three of the last four years. However, adequate reserve levels have been maintained, and the budget for 2007-08 as of the First Interim reporting period reflects that this will still be the case—but, by only \$23,000. Ongoing commitments made by the District are projected to exceed its increases in revenues by almost \$3 million per year in 2008-09 and 2009-10, resulting in the District falling short of its reserve requirement in those years by \$3.1 million and \$6 million, respectively. The District's budget reserves and its cash reserves are expected to be completely depleted during the 2008-09 fiscal year unless corrective action is taken.

After the District filed its First Interim budget report reflecting these trends, the Governor proposed his State Budget for 2008-09, which includes some mid-year cuts to education for 2007-08, as well as across-the-board cuts for 2008-09. The District has not yet fully analyzed the effect this will have on its current-year budget and its projections for future years, but the latest estimate is that the \$3 million per year ongoing deficit spending problem estimated at the First Interim reporting period will increase to \$8.5 million, and the District will run out of cash earlier in 2008-09.

And, although these estimates should be conservative in nature, the multiyear projections do assume that staffing reductions will be made because of the decline in student population—reductions that the Board of Education has not yet taken action to effect.

The current state of the District's budget reflects a structural imbalance, which means that, on the natural, expenditures exceed revenues each year. This structural imbalance needs to be corrected in order to prevent the District from depleting its reserves and cash. If these are depleted, then the District would lose local control—a state loan and takeover would be required in order to recover.

There are many causes for the current financial dilemma that the District faces, but the root of the problem stems from everyday practices and procedures that, because of the District's changing environment and characteristics, must be adjusted to the current reality. In other words, the District can no longer afford to continue to do business the way it has in the past. This document proposes a number of procedural and structural changes to help the District (1) adapt to the new and challenging environment in which it now finds itself, (2) provide for a full fiscal recovery, and (3) position itself to face the challenges of the future.

Specific Findings

These are characteristics of the way the District currently operates that need to be modified in order to improve the District's financial position—as well as to avoid an impending financial disaster if appropriate actions are not taken. These findings are grouped into four major categories below.

Enrollment and Attendance Practices

During the 1990s, the District enjoyed growth in its student population in terms of enrollment and ADA. Over the last five years, the district has been experiencing a decline in regular education students, but growth in the number of special education students. Overall, enrollment has dropped by almost 500 students—a decline of 3.47%. Based upon extrapolation from recent trends, for 2008-09, the District is expecting to decline by another 138 regular education students, while the special education student population is expected to increase by 33 students. This trend, exacerbated by prospective and currently operating charter schools in the area, is expected to continue in the future.

The declining student population places continuous pressure on the District to reduce expenditures each year. Typically, a district with declining enrollment is unable to reduce expenditures quickly enough to keep pace with the drop in revenues based on enrollment and ADA. This is why districts have the choice of using current-year or prior-year ADA for the bulk of their state funding, which in essence provides an additional year for a district declining in ADA to adjust expenditures downward. Even with this one-year abeyance of revenue reduction, it is still very challenging for districts in a declining enrollment situation to ratchet down expenditures because enrollment declines are typically spread throughout the schools and grade

levels of a district. Reducing staff and eliminating facilities can only occur when enough of a decline in enrollment occurs at a particular location or in a specific program. Indeed, because of declining enrollment, the District has closed two school sites in recent years.

In 2006-07, the District projected that it would improve its ratio of student attendance to enrollment, which resulted in a higher estimation of revenues for that year. However, the improved ratio did not come to fruition, which resulted in a significant reduction in revenues and in the projected ending balance for 2006-07.

As the District has declined in enrollment, its special education population has grown to be a higher percentage of its student population, and there is a higher incidence of severe cases. This places severe cost pressures on the District's budget, and results in significant increases in contributions of unrestricted funds to special education programs each year.

Position Control and Hiring Practices

Most of the District's unrestricted General Fund expenditures—91%, to be exact—are for personnel. This is a combination of the cost of salaries and benefits for the District's employees. A position control system is the method by which a school district can integrate information from budget, human resources, and payroll to appropriately manage this significant portion of the budget.

The District uses an automated financial system for its position control processes, and has dedicated a part-time position—a Fiscal Services Manager—in Business Services for position control. While the system offers full integration of human resources, budgeting, and payroll functions, the human resources functions do not automatically feed the payroll process. The District has chosen not to implement this interface because other districts have experienced issues that resulted in payroll errors. The position control database is used to drive the budget development and amendment processes, but does not directly drive payroll. Having these databases separate can work as long as the data is reconciled on a regular basis, which is one of the functions of the Fiscal Services Manager.

The certificated hiring process consists of the requesting administrator or manager filling out a Position Request Form (PRF) and submitting it to Educational Services, Business Services, and Human Resources for approval. Once the PRF has been approved, clerical support enters it into the position control system and assigns the position a number. The classified hiring process follows a similar path, although PRF's are electronically approved.

The District determines its baseline staffing needs for certificated staff based upon the requirements of the collective bargaining contract. Then additional positions are added based upon identified programmatic needs. Staffing formulas exist for other positions in the District as

well. The consensus of District staff is that these formulas are not adhered to and that the District is consistently overstaffed. The District was able to take action mid-year this year to reduce some of these extra positions.

In preparation for 2007-08, the District developed its enrollment projections and staffing needs and determined that it would be overstaffed by 14.4 full-time equivalent (FTE) staff members in the coming year. No Board action was initiated to eliminate the positions because there were a sufficient number of retirements, due to the early retirement incentive, to more than offset the reduction in positions. However, the District has now been able to identify that only 2.4 FTE were actually eliminated, resulting in an unexpected increase to ongoing costs starting with the current year.

Position control is a key connection between human resources, budget, and payroll. The position control function in the District is a mechanism that ensures that all positions hired and being paid are accurately reflected in the budget, but it is done after the hiring process. This resulted in more positions being hired than originally budgeted for the 2007-08 school year, a problem that contributed to the financial insolvency of the district.

The hiring process and management of employee positions is even more challenging in the District's special education programs. There is a higher turnover rate in special education positions, and there are frequent staffing changes coming from the Individualized Education Plan (IEP) process—as well as the fact that the special education student population has continued to increase. For example, the number of one-on-one instructional assistants has almost tripled in the last four years. Attempts to keep up with the frequent vacancies—which ones should be eliminated and which ones are valid—have resulted in limited success.

Budgeting Practices

Historically, the District has presented budget revisions to the Board of Education as required by statute each year:

- | | |
|-----------------------------------|---------------------------------|
| ✦ Tentative budget (June) | ✦ Second Interim Report (March) |
| ✦ Adopted Budget (September) | ✦ Estimated Actuals (June) |
| ✦ First Interim Report (December) | ✦ Unaudited Actuals (September) |

In addition, once the enrollment figures are available for the 10th day of school, the District has been updating its enrollment projections, as well as its estimated revenue for future years in its multiyear financial projection (current-year revenues are not affected as long as the District is claiming prior-year ADA for current-year revenues because of declining ADA).

With the onset of significant declining enrollment and the District's projected deficit spending and projected decline in reserves, the District's budget and multiyear projections should be updated more frequently. Each budget update should reflect an evaluation of each area of the budget in light of current factors that can affect it. If the Board of Education is provided with updated reports on the District's enrollment, ADA, budget, and multiyear projections on a more regular basis, then, if any financial issues are indicated, the Board can take early action to mitigate the effects and help keep the District on solid financial footing.

The District's financial system does not encumber salaries and benefits, which results in inaccurate estimates of remaining funds in the salary and benefits line items—the lion's share—of the budget. In addition, not all special programs and funds are charged directly for salaries and benefits as the payroll system generates the payments. Instead, the expenditures are transferred in through the use of monthly journal entries. Both of these conditions make it difficult and time-consuming to adequately manage the District's budget for salaries and benefits.

With the District's limited resources, in order to offer student programs that are important in meeting accountability requirements and that are important to the community, the District must consider both restricted and unrestricted sources of funding each year in light of its overall goals and priorities. The most restricted funds should be leveraged first, as the funding requirements allow, toward these goals and priorities. The District has taken steps to focus its categorical funding sources and utilize flexibility provisions toward meeting the District's educational goals, thereby leveraging the use of these funds to minimize the impact on its unrestricted funds. This should be a continual effort in order to help ensure that financial and educational goals are met.

The District has a significant future liability for benefits that it provides to employees who retire. The District uses the pay-as-you-go method for recognizing the costs of paying for the benefits as current retirees need them, and this cost is increasing each year. The cost of these benefits is not allocated to all sources of funding to which employee salaries and benefits are charged. A plan for funding the future liability has not yet been developed.

Collective Bargaining Practices

There are two bargaining units that represent the District's employees: a California School Employees Association (CSEA) chapter represents the classified nonmanagement staff members and the Chico Unified Teachers Association (CUTA) represents the certificated nonmanagement staff members.

The District has settled all open items with its bargaining units for the 2007-08 year. For 2008-09, an agreement has been reached with the CUTA for the health benefits article, with one reopener still available to each party. The collective bargaining process with CSEA typically results in piecemeal settlements that are individually brought to the Board and the union

membership for ratification. Especially given the new collective bargaining disclosure requirements for school districts, this process can be cumbersome and time consuming. For each item brought forward, a full disclosure document with financial projections and impact statements must be prepared, and a time frame allowed for public disclosure, review, and analysis. In addition, the full impact of that year's negotiations is not clearly known—the cumulative effect of all of the individual settlements must be collected and assessed.

The District offered an early retirement incentive for its certificated staff in 2006-07, which was estimated to result in 60 retirements. A total of 41.55 FTE accepted the incentive and retired, at which time the offering was shown to result in a net savings to the District. The District has an obligation to pay the State Teachers' Retirement System (STRS) for the cost of this early retirement incentive over the next eight years.

There are several provisions in the collective bargaining contracts that severely limit the District's flexibility in maintaining fiscal stability, some of which are not typically seen in other contractual agreements. The most significant of these provisions are noted below.

CUTA Agreement

- ✦ Parameters for class sizes, staffing ratios, and caseloads for both regular education and special education staff members are imposed. These serve to limit the District's flexibility and have not been adjusted in response to the District's current environment of declining enrollment and the struggle to optimize the size of its schools. And the parameters that are specified in the contract are lower than those in the Education Code, or are not specified in the Education Code, resulting in a higher cost to the District.
- ✦ The contract requires that the District maintain a certain number of positions for counselors, library media teachers, and nurses, based upon the number of students. This limits the District's flexibility to meet students' needs with other types of positions and programs that can still be effective but at a lower cost.
- ✦ The District's contribution toward the cost of the medical plan is approximately 20% higher than the statewide average for school districts. This contribution is also a soft cap, meaning that the District is subject to picking up 50% of the increased cost of the plan for 2008-09, which is as yet unknown but is expected to be significant. The covered plan, referred to as the "Silver Plan," is a relatively high-cost plan and there is no provision or incentive for employees to select a lower-cost plan.

CSEA Agreement

- ✦ Provisions for various types of compensation are beyond those required by the Education Code or are beyond what is normally found in collective bargaining contracts for classified employees. These provisions increase the District's expenses, and include such items as:
 - The number of hours for minimum call-in and call-back time
 - The number of days required to work out-of-class in order to be compensated at the higher rate
 - Vacation time accrued for part-time employees
 - The ability of the employee to elect to receive pay for unused vacation rather than using the vacation time
 - The District's contribution to medical benefits, which, as for certificated employees, is higher than the statewide average for school districts. Unlike the contributions for certificated employees, there are several plan choices of varying cost and there is an incentive for employees to choose a lower-cost plan because the employee receives the savings (no savings accrue to the District, however).
- ✦ There is a provision in the contract that requires some positions to be increased from 3.9 hours a day to 4.0 hours per day, thereby making the incumbents in these positions eligible for health and welfare benefits. Typically, setting the number of positions, the hours per day, the days per year, and other staffing parameters is the right of the District.
- ✦ The agreement requires that an early retirement incentive be offered every year, and the premise is that the District has been able to garner a savings from this program each year. Conventional wisdom is that, because there is not a significant difference between the bottom and top steps of any salary range on the classified salary schedule, early retirement incentives can only garner a net savings if retirees are not replaced. In addition, offering an early retirement incentive each year amounts to severance pay and not an incentive because employees know that it will be offered every year and do not need to retire earlier than planned in order to receive the incentive.
- ✦ The three-year agreement for 2005-06 through 2007-08 specifies that, for 2005-06 and 2006-07, the District's monthly contribution for medical premiums was set to be a specified amount tied to the Silver Plan premiums. For 2007-08, the language does not specify an amount because the premium was not yet known. The District indicates that there was common understanding that this was intended to be what turned out to be \$807 per month as a cap. Based upon this common understanding, the District did not include a

projected increase in the contribution to medical premiums in the future years of its multiyear projection.

Both Agreements

✚ Medical benefits after retirement are paid by the District for:

- Up to ten years—from age 55 to 65. In most districts that provide postemployment benefits, eligibility does not begin until age 60.
- Employees who have served the District at least five years full time, which is a much lower length of service requirement than what is typically seen—ten to 15 years or more.
- Up to a certain amount for the retiree only, which is relatively close to the amount paid for active employees, and up to another amount for the retiree and dependents, which is 35% higher than for the retiree only.
- Certificated retirees only, age 65 or older who do not have Medicare coverage, up to \$2,400 per year for life. For most districts that provide postemployment benefits, eligibility ends at age 65, or, for some, age 70.

While it is an important strategy to ensure that the District's compensation package can attract and retain qualified staff, in the District's current environment, the District needs to be able to better manage its personnel costs—91 % of its budget—to help reduce its deficit spending.

Recommendations for Fiscal Recovery

What follows are specific recommendations that help address the findings as discussed above, as well as other conditions encountered through the review of financial documents and discussions with District staff. The recommendations are arranged in the following categories:

Enrollment and Attendance Practices

1. Introduce additional student attendance incentive programs.

The District can exercise more control over attendance than it can over enrollment, and there are myriad methods that can be used to provide incentives to students and staff in order to improve attendance (the California Department of Education has prepared examples and helpful information at <http://www.cde.ca.gov/ls/ai/cw/>). The District should select a few particular activities that it believes will have the most effect on attendance and implement them at school sites—with incentives provided to the school sites that make improvements.

Once attendance has actually been improved, recorded, and reported, then and only then should the District update its revenue budget accordingly. Since the District is in declining enrollment and therefore is claiming the prior year's ADA for revenue purposes, an improvement in attendance affects the out years only—that is, unless the improvement brings attendance beyond the prior-year ADA level.

2. Introduce or revitalize cost-effective programs to attract students to the District.

While enrollment in a school district is largely driven by student residency, students and families do have choices when enrolling—most often these choices include transferring to a nearby district or a charter school. A focus on the needs of the children in the community and the programs that are available to serve their needs can help the District identify new programs or configurations that would better meet the needs of the community. The cost effectiveness of these programs should be reviewed before implementation, and then each year thereafter to ensure that the District's scarce resources are applied most effectively.

3. Monitor enrollment and attendance patterns each year to develop school calendars to maximize attendance.

Historical patterns of enrollment and attendance from the start of school through the rest of the year are already tracked by the District, and can provide valuable information for planning school calendars in order to maximize attendance and for preparing staffing needs for the coming year, understanding that coordination between the elementary, middle, and high schools is important. For example, given that this year's calendar included a week-long break in February, how did it affect ADA? How is ADA affected if school were to start after Labor Day?

4. Continuously monitor the special education program.

It is critical to appropriately manage the IEP process to ensure that less costly alternatives for serving students are appropriately considered, including regular education options. This means that a staff member who is familiar with all options—through regular education and special education—is present at all IEP meetings, and that there is due consideration of all options before making a financial commitment for services to the student.

Another critical area to continuously monitor is staffing. As students move in and out of programs, staffing must be adjusted accordingly to ensure that the District is not staffing programs beyond legal and IEP requirements. Most often, this occurs with instructional assistant hours and FTE, where they are left in the program after students move on. This also includes monitoring class sizes and caseloads to ensure the most efficient use of staff time.

It is also critical to continuously evaluate the cost effectiveness of serving students internally versus externally. Combining services with other districts or bringing external services in-house may result in serving students at a lower cost. The District has already moved programs in-house, which has resulted in cost savings. Reviewing the cost/benefit of moving programs in-house should be an ongoing process so that all programs are reviewed for this possibility.

Position Control and Hiring Practices

1. Fully integrate position control with human resources and payroll as soon as practical.

While the current process of manually reconciling position control to human resources and payroll appears to be working to verify the position control database and the budget, it relies on the commitment and communication of current staff. For a successful position control process in the long run, as much of the process as possible should be automated and systematic rather than reliant on manual processes.

2. Implement a position control process where all staffing decisions are required to start with the position control database before going any further in the process.

The position control database should be kept up to date with the District's decisions, and should be the first checkpoint in making staffing decisions in order to ensure that the "position" really exists in the District.

First, only Board action can update the position control database. If the Board takes action to add, change, or eliminate positions, then the position control database must be updated before those positions are filled or assigned.

Second, all requests to hire personnel (PRFs), after being authorized by the hiring manager or administrator, must be routed to position control to ensure that there is a vacant position in the database. Once the additional authorizations—such as for categorical funding—occur, then and only then should the position be advertised and filled. As well, all other changes to personnel assignments (PRFs), including transfers, promotions, retirements, and resignations, must first be routed to position control to update the assignment of employees in those positions, and then routed to the rest of the appropriate parties for authorization and action.

This helps to ensure that human resources hires or moves employees into vacant, authorized positions, and that payroll only pays employees who have officially been hired. When the District takes the difficult action to make a reduction in force, the position control process should help to ensure that the implementation of that reduction actually occurs so that the District's expenditures are reduced as expected—rather than the surprise that occurred going into this current year, where positions were eliminated but most of them ended up getting filled.

Successful implementation of this position control process can only be ensured if all managers are appropriately trained on and held accountable for following the appropriate procedures.

3. Tighten up the staffing process.

The initial staffing of classrooms for the coming year should be determined based upon the maximum ratio allowed by law and/or the collective bargaining agreement, and temporary personnel should be assigned where allowable. The staffing process should involve Human Resources, Business Services, and Educational Services staff together agreeing to the staffing levels before meeting with each principal. This initial staffing may be tighter than required, with the understanding that the District must, within the time frames required, become compliant with class sizes and staffing levels once school starts and the number of students are known.

The enrollment projections that form the basis for initial staffing for the coming year should be the lowest number of students that the District reasonably expects to see in each grade level. Then, once school starts and student enrollment is better known, staffing adjustments can be made. In order to be able to serve additional students that may show up, the District should set aside a reserve for providing additional staffing as needed. That way, there isn't an unexpected increase in expenditures once school starts. This is because there will be no increase in revenues to offset it—the District is claiming prior-year ADA for its revenues because it is in declining enrollment.

All activities determining the certificated staffing levels for the next year must be completed by mid-February in order to be able to meet the timelines for the Board to enact staffing reductions in case it is necessary for the coming year. Once school starts, staffing should be continuously monitored and realigned wherever possible.

For other positions in the District, staffing formulas should be reviewed and updated to reflect current conditions. Such formulas should drive the determination of not only the types of positions and the full-time equivalency, but also the number of days or months per year for each position. These staffing formulas should form the basis for annually reviewing staffing and then ratcheting the staffing levels upward or downward as the drivers of these formulas—student enrollment and square footage of facilities, for example—change.

4. Implement a hiring freeze, with exceptions for the most critical needs.

This would entail holding vacant positions open, with exceptions for only the most critical of needs or for positions driven by law or collective bargaining contract requirements. Any exceptions should be approved by the Cabinet, and these procedures should apply to positions and personnel supported by both unrestricted and restricted funds. This hiring slowdown should remain in effect until the District is back on solid financial footing.

5. Continuously evaluate nonclassroom positions.

Certificated staff members occupying positions that are not in classrooms should be evaluated each year to determine if the position is still critical in supporting the priorities of the District, even if it is supported with categorical funds. The District should ensure that its limited resources are focused on the most critical needs of its student population.

In addition, classified positions that are not part of the staffing formulas should be reviewed periodically to ensure that, as legal requirements, technology, best practices, and other aspects change, the appropriate positions and methods are in place. Methods for providing services with classified staff have been changing in school districts—using mobile maintenance teams that perform work districtwide, revisiting walking distances for transportation services, and further decentralizing the receiving and warehousing functions through online ordering and direct delivery, are all examples of how school districts have streamlined their classified services.

Budgeting Practices

1. Monthly enrollment, ADA, and budget updates should be prepared, discussed by the Cabinet, and provided to the Board.

Monthly updates help to ensure continual review of enrollment and ADA, and the effect on the budget throughout the year. For example, right after school starts, it is critical to update enrollment and ADA and then revise revenue estimates for the current and

subsequent years to reflect this. It is important for the monthly updates of this information to separate the unrestricted and restricted portions of the General Fund within the budget and within the multiyear projections, since the activity in the unrestricted portion of the General Fund is most indicative of fiscal solvency. In addition, the District needs to be able to indicate and track separately one-time sources from ongoing sources of revenues to ensure that one-time sources are not directed to ongoing expenditures. All of these reports, updated and provided on a monthly basis, will allow for early intervention, if needed, to avoid significant financial issues in the future.

2. Implement an additional review process for certain nonpersonnel expenditures.

For every dollar in expense that the District can put off or forego, the District's reserves will increase. Therefore, an additional review process for certain types of expenditures can be implemented in order to verify that the expenditure constitutes a critical use of funds. This should be applied to both restricted and unrestricted sources. For example, a travel and conference request or a requisition to purchase equipment can trigger an additional review to ensure that it is a priority need at the time. Only if delaying or forgoing the expenditure will have a detrimental effect on the program should the expenditure be allowed. Legal expenses are another area that must be monitored closely to determine if internal staff can address the situation and avoid additional legal costs.

3. Pursue options for local cash borrowing.

According to the latest estimates, the District's General Fund is projected to run out of cash early in 2008-09. There are local options available for borrowing, beginning with the option of borrowing from other funds within the district that have sufficient cash—restricted programs and facilities funds, for example. There is also the possibility of borrowing from the County Office of Education or the County Treasurer. However, all of these options require that the District pay back the funds within a year, at the longest. The District needs to make expenditure reductions (see other recommendations in this report) sufficient to demonstrate that it can pay back local borrowing and get prepared to implement one or more of these local borrowing options to address its expected cash deficit.

4. Manage, plan for, and begin funding the postemployment benefits liability.

The District will be required to begin recognizing a portion of its future liability for postemployment benefits on its financial statements beginning in 2008-09. A plan should be developed that would specify items, such as: the time frame over which the liability will be funded, how much funding would be provided each year, the source of the funds, and the manner in which the funds will be held and invested. Funds should be set aside in the District's multiyear projections in accordance with the plan, and all programs and funds should bear the appropriate portion of the cost.

In addition, the District should consider modifying medical plan configurations, implementing additional eligibility requirements and other cost-containment methods to rein in the looming liability for postemployment benefits.

5. Overall, plan for and implement modifications to the District's staffing and programs in order to eliminate the structural imbalance between revenues and expenditures.

The District needs to keep fiscal solvency in the forefront of its decision making so that the structural imbalance is resolved and an adequate level of reserves is maintained. Any deficit spending incurred in the future should be purposeful and according to a plan that includes restoring necessary reserves.

6. Develop a method to encumber salaries and benefits in each line item of the budget.

Encumbrances are deducted from available budget in order to provide a true picture of the amount left in each budget line item. Without encumbrances, it appears that there is a significant amount left in the budget that, in reality, is already committed to salaries and benefits. Having encumbrances set up in the system is critical to effectively manage the budget during the year.

7. Continue to ensure that categorical/restricted resources are leveraged toward the District's goals and priorities.

The District should ensure that there is an annual process to:

- a. Determine how its categorical funding sources are used, both at the District level and by each school site.
- b. Determine what the goals and priorities of the District are, now and in the future.
- c. Compare the two to evaluate whether the resources are being leveraged to support overall District goals and student needs.
- d. Make adjustments as necessary to funnel resources to the highest priority needs.

For example, for the District's hourly intervention programs that are run on a site-by-site basis, are all of the hours claimed for which the District is eligible? Is the District maximizing its usage of the uncapped program? Are the categorical resources intended for specific student populations applied as appropriate to reduce hourly program deficits? Are funds directed to the students who most need them?

This type of analysis will continue to be important to ensure that the District is using its categorical resources in support of its most critical needs for student achievement and support. While the purpose of these funds is to use them to support current students, there may be some situations where funds are carried over into future years for an anticipated significant expenditure, such as for textbook adoptions.

8. Continue controls on site and departmental allocations of unrestricted funds.

Allocations of funding to school sites should be used for the current year's students, and to departments for current-year needs, except in the rare instance where a plan has been approved for saving up funds over time for a large expenditure. School sites also receive restricted funds in order to provide additional operational and student support. The District's current financial situation calls for belt-tightening Districtwide, and, indeed, the District has taken steps to significantly ratchet back allocations of unrestricted funds to sites and departments. The District should continue to monitor and control the allocations in light of its fiscal solvency plan.

9. Continue to focus on streamlining special education services to students.

As with all school districts in California, the District does not receive enough revenues to cover the expenses of its special education program, requiring a significant contribution from the unrestricted portion of the District's General Fund in order to provide the services needed for special education students. The District's higher percentage of special education students as compared to the statewide average makes it more challenging to meet the financial needs of the program. (See "Enrollment and Attendance Practices" above for additional recommendations.)

10. Streamline cafeteria operations to eliminate the deficit.

The Cafeteria Fund requires significant contributions from the unrestricted portion of the General Fund to support its operations. This is because there is a natural deficit in its operations, indicated by greater expenditures than revenues each year, that is covered by a transfer from the General Fund. Not only is there a transfer of funds, but also the Cafeteria Fund has not been bearing its fair share of costs, such as postemployment benefits and indirect costs. The District has already made some reductions in expenditures for this program, and should continue to focus on determining the reasons for the inability of this operation to be self-sustaining and make corrections to minimize the adverse impact on the General Fund.

Collective Bargaining Practices

1. Negotiate total compensation.

Collective bargaining practices should address an appropriate balance between student programs, fiscal stability, and employee compensation that reflects the Board's priorities. "Employee compensation" should include all components:

- a. Salary schedule configurations, across-the-board salary increases, and other cash compensation.
- b. Benefits, including postemployment benefits.

- c. Step and column increases.
- d. Working conditions that have a financial effect.

All of these components should be discussed and negotiated as a package so that the cost of tentative agreements made at the table, and the effect on the District's finances, can more adequately be estimated and projected into the future. This is always important, but especially so with the District's current financial picture. This also means that the past practice with the CSEA unit—to bring piecemeal tentative agreements forward for ratification—should be changed to become a comprehensive proposal that is tentatively agreed to. This would also help to ensure compliance with the requirement of law that the Superintendent and the Assistant Superintendent, Business Services, both certify that the District can afford the cost of the agreement before the Board approves it.

- 2. Reconfigure medical plans to offer lower-cost options, employee incentives, and savings for the District.

The District should pursue providing additional medical plan options to certificated employees and providing an incentive to enroll in lower-cost options. An incentive is already in place for classified employees, but the District garners no savings as a result. Instead, the reduced cost of the plan chosen by an employee should be shared by the District and the employee.

- 3. Eliminate the early retirement incentive for classified employees.

Such incentives for classified employees typically do not result in a savings to the District unless positions are eliminated as a result. And, because this incentive has been required by the classified bargaining unit agreement for a number of years, it has come to be relied upon by employees and no longer functions as a true incentive. Therefore, it is questionable whether this program is truly working as intended.

4. Consider additional parameters if considering an early retirement incentive for certificated employees in the future.

These incentives can only work as true incentives if offered at least three to five years apart. The true cost of the program includes not only the cost of the incentive but also the cost of postemployment benefits for those who retire early, the cost of step and column increases for the replacement employees over time, and the actual starting salary of the replacement employees, which typically is not the lowest salary on the schedule.

Additional costs that may be more obscure, but are very real, are the losses due to reduced natural attrition in the out years, and the District also needs to be careful not to double-count the savings from current year attrition—once for its net step and column costs and then again as a part of the justification of the early retirement incentive.

In addition, considering that the incentive is paid to all retirees—even the ones who would have retired anyway—the minimum number of retirees required to provide the savings needed by the District should be established as the minimum number of retirements required in order for the program to be a “go.”

5. Pursue flexibility in class sizes, staffing ratios, and caseloads to reflect the current environment of declining enrollment.

As the District declines in enrollment, it is not feasible to reduce costs as quickly as revenues decrease, so a natural deficit occurs. Some flexibility in the class-size and staffing level requirements would provide an opportunity to reduce this deficit and its effect on the District’s overall finances, and could reduce the amount of expenditure reductions that have to occur in other areas in order to maintain fiscal solvency.

Summary and Conclusions

In summary, the District faces serious fiscal challenges stemming from declining enrollment and deficit spending. The District must take action to stem the deficit spending cycle in order to regain its fiscal health and avoid the need for a state bailout loan. The sooner action is taken, the better the chances the District has for a full financial recovery without the need for state-level interventions.

Specific recommendations are identified throughout this report, and it is recommended that the District consider implementation of all recommendations. It is neither feasible nor advisable to immediately implement all recommendations; however, they should be prioritized in terms of the financial improvement and/or gains in efficiency that should result. The responsible person(s) and a timeline should be established for the implementation of each item.

TITLE: Adoption of Resolution No. 1009-08 Regarding Establishing an Impact Fee on Residential Development

Action X
Consent
Information

Agenda Item
February 20, 2008
Page 1 of 1

Prepared by: Jan Combes, Assistant Superintendent, Business Services

Background information

At the January 30, 2008, State Allocation Board (SAB) meeting, the SAB approved increases of the developer fee rates per Government Code Section 65995 (b) to \$2.97 per square foot for residential construction of 500 square feet or more and \$0.47 per square foot for commercial/industrial construction.

Periodically, the District has its consultant, Government Financial Strategies, Inc. update the District's Developer Fee Justification Study. The purpose of the Study is to examine the relationship between projected student enrollment attributable to new development and the need for increased school facilities to house these students.

Educational Implications

The District has a statutory responsibility to provide an education for all students within its boundaries but has a limited capacity to house these students. As the community grows, the District must find ways of housing the additional students.

Fiscal Implications

Adoption of these fees allows the District to assist in funding facilities for students attributable to new development.

Additional Information

Prior to the Governing Board approving a recommendation to change residential developer fees, the Board must conduct a public hearing to receive input from the public. After consideration of public input, the Board may by majority vote increase residential developer fees to the maximum allowed by Government Code 65995 (b)(3).

Recommendation

It is recommended that the Board of Education adopt Resolution No. 1009-08 authorizing the District to increase the amount of Developer Fees to \$2.97 per square foot of new residential development and additions to existing residential development in excess of 500 square feet.

RESOLUTION NO. 1009-08

A RESOLUTION OF THE GOVERNING BOARD OF THE
CHICO UNIFIED SCHOOL DISTRICT ESTABLISHING AN
IMPACT FEE ON RESIDENTIAL DEVELOPMENT

WHEREAS, the Chico Unified School District (hereinafter "District") has adopted and implemented Resolution No. 959-06, establishing development fees to partially mitigate the impacts of new development on school facilities;

WHEREAS, the Developer Fee Justification Study, dated January 2008, and attached hereto as Exhibit A, quantifies the impacts of residential development on school facilities at \$4.99 per square foot of new residential development;

WHEREAS, the residential impact fees established by Resolution No. 959-06 do not fully mitigate the impacts of residential development on school facilities;

WHEREAS, the District, through adoption of Resolution No. 486-92, has adopted a policy calling for full mitigation of the impacts of growth on school facilities; and

WHEREAS, the State Allocation Board, in accordance with Government Code §65995(b)(3), has increased the amount of the fee that the District may directly impose on residential development to the rate of \$2.97 per square foot of new residential development along with certain residential expansion projects.

NOW THEREFORE, be it resolved by the Board as follows:

1. Procedure and Public Hearing. The Board has conducted a duly noticed public hearing at which it has received and examined the written evidence attached hereto as Exhibit A and incorporated herein by reference. At the hearing, additional oral and written evidence and testimony have been considered. The evidence and testimony support the findings herein.

2. Overcrowding of School Facilities. Conditions of overcrowding exist in one or more attendance areas within the District, which will impair the normal functioning of educational programs. These conditions are due to new residential development that has increased, and is anticipated to continue to increase enrollment beyond the capacity of the District's facilities.

3. Establishment of Residential Fee. Based upon the findings contained herein, the Board hereby establishes a fee, charge, dedication or other requirement in the amount of Two Dollars and Ninety-Seven Cents (\$2.97) per square foot of assessable space of residential construction, as described in Education Code 17620, to partially mitigate the impact of new residential development on the District's school facilities. This fee shall replace the residential

development fee established by Resolution No. 959-06. Resolution 959-06 is rescinded on the effective date of this Resolution.

4. Purpose and Use of Fee. The purpose of the fees, charges, dedications or other requirements established herein, and the use to which the proceeds thereof will be put, are to finance the construction and/or reconstruction of school facilities. The proceeds shall also be used for reimbursement of the administrative costs incurring in collecting and repaying fees, charges, dedications, and other requirements and for the costs of performing any study and otherwise making the findings and determinations required by law related to the adoption of this Resolution, as well as any other use permitted by the law. The public facilities to be financed hereby are identified in Exhibit A, and in the documents listed in and/or referred to in Exhibit A.

5. Nexus Findings. Based upon the written and oral evidence and testimony, including but not limited to, the documents contained, listed and/or referred to in Exhibit A hereof, the Board finds as follows:

A. There is a reasonable relationship between the use of the fees, charges, dedications, and other requirements established herein and the type of development project on which they are imposed;

B. There is a reasonable relationship between the need for the above described public facilities and the type of development project on which the fees, charges, dedications, and other requirements established herein are imposed.

C. There is a reasonable relationship between the amount of the fees, charges, dedications, and other requirements established herein and the cost of the public facilities or portion of the public facilities attributable to the development on which they are imposed; and

D. The fees, charges, dedications, and other requirements established herein do not exceed the estimated reasonable cost of providing the service or facility for which they are imposed.

6. Notification of Local Agencies. A copy of this Resolution shall be transmitted after its effective date, to the County of Butte and the City of Chico, accompanied by all relevant supporting documentation and a map clearly indicating the boundaries of the area subject to the fees, charges, dedications and other requirements established herein. The fees, charges, dedications, or other requirements levied hereunder are not subject to the restrictions set forth in Government Code Section 66007(a), and the transmittal shall include notice to that effect.

7. Condition to Issuance of Building Permit. No city or county may issue a building permit for any residential development project, as defined by law, absent certification by the Assistant Superintendent, Business Services or his/her designee of (1) compliance by that project with any fee, charge, dedication, or other requirement under this Resolution or (2) his/her

determination that the fee, charge, dedication, or other requirement does not apply to the development project.

8. Payment of Fee. In order to obtain the Certificate of Compliance for a building permit, the development project shall pay to the District the applicable fee, charge, dedication, or other requirement as defined by law and in the regulations adopted pursuant to this Resolution. Pending further review, no fee will be levied on senior citizen housing as defined in Government Code Section 65995.1 and subject to the conditions set forth therein.

9. Validity of Certificate of Compliance. Any Certificate of Compliance in compliance with the requirements of this Resolution, issued based upon a representation to the District of the square footage of the development project in question, shall be automatically canceled in the event that the representation is not accurate for any reason. Also, in the event the fee, charge, dedication, or other requirement paid pursuant to Paragraph No. 8 of this Resolution fails to compensate the District for the amount required therein, e.g., a check presented for payment is not honored or is returned by the payer's bank for any reason, the related Certificate of Compliance shall be automatically canceled.

10. Form of Payment. Nothing herein shall preclude satisfaction of the requirement of payment of the amounts set forth herein by dedication of land on terms acceptable to the Board; or preclude acceptance by the Board of fees, charges, or land whose value exceeds that required by this Resolution. In the absence of any such agreement to accept a dedication of land, the above amounts shall be collected in the form of fees, charges, or other requirements.

11. Negotiation with Development Projects. The Assistant Superintendent, Business Services or his/her designee is authorized to enter into negotiations with representatives of residential development projects, subject to Board acceptance, regarding the substitution of charges, dedications, or other requirements in lieu of the payment of fees as described herein; provided, however, that the value of such charges, dedications, or other requirements shall be at least comparable to the amounts specified herein.

12. Time for Payment of Fee. The fees, charges, dedications, or other requirements shall be paid or granted directly to the District prior to issuance of the Certificate of Compliance, unless the District and the developer mutually agree otherwise in writing, or unless the District enters into a contract with the appropriate city or county to collect and otherwise administer the fees, charges, dedications and other requirements established herein in which case the developer shall adhere to the terms of the contract.

13. Collection by Other Government Agencies. The Assistant Superintendent, Business Services or his/her designee is authorized to promptly enter into negotiations, subject to Board acceptance, for such agreements as may be necessary and appropriate with any other government agency to implement the collection and acceptance of fees, charges, dedications and other requirements established herein; the issuance and revocation of Certificate of Compliance; the deposit of fees and charges; and any matter related thereto. Nothing herein shall be

construed to authorize any delay beyond the date specified here-in-below in levying the fees, charges, dedications or other requirements provided for herein.

14. Payment Contract. The Assistant Superintendent, Business Services or his/her designee is directed to request that each city and county require the contract, recordation, and notification provided for in Government Code Section 66007(c).

15. Maintenance of Separate Account. All fees and charges, along with any interest income earned thereon, shall be deposited in a separate capital facilities account or fund in a manner to avoid any co-mingling of the fees and charges with other revenues and funds of the District, except to temporary investments, and shall be expended solely for the purposes for which the fees and charges are collected. For each separate account or fund, the Assistant Superintendent, Business Services or his/her designee shall, within one hundred eighty (180) days of the close of each fiscal year, make available to the public the beginning and ending balance for the fiscal year; the fee, interest, and other income to the account or fund; the amount of expenditure listed by public facility; and the amount of any refunds made under Paragraphs 17 and 18 of this Resolution. The Board shall review this information at the next regularly scheduled public meeting, held not less than fifteen (15) days after the availability of this information. Notice of the time and place of the meeting, including the address where this information may be reviewed, shall be mailed, at least fifteen (15) days prior to the meeting, to any interested party who files a written request with the District for mailed notice of the meeting. Any written request for mailed notices shall be valid for one year from the date on which it is filed unless a renewal request is filed. Renewal requests shall be filed on or before April 1 of each year.

16. School Facilities Account Established. The fees, charges, dedications, or other requirements established herein will be collected for public improvements or facilities for which an account has been established. Funds have been appropriated from this account as described in the documents listed in and/or referred to in Exhibit A. The District has adopted a proposed construction schedule or plan as of the date of this Resolution, as is described in the documents listed in and/or referred to in Exhibit A. Therefore the District shall require the payment of fees, charges, dedications, and other requirements at or before the time of issuance of building permits, as set forth above.

17. Refund of Fees. In the event that a project qualifies for refund of the fee, charge, dedication, or other requirement under Education Code Section 17624 (i.e. refund after expiration of building permit without construction), repayment shall be made, less the amount of the administrative costs incurred in collecting and repaying the fee, charge, dedication, or other requirement. The Assistant Superintendent, Business Services or his/her designee shall determine said administrative costs. Regulations governing the calculation of said administrative costs shall be made available by the Assistant Superintendent, Business Services or his/her designee to members of the public no later than sixty (60) days from the date of this Resolution.

18. Funds Unexpended After Five Years. As required by law, once each fiscal year the Board shall make findings with respect to any portion of the fee or charge remaining unexpended or uncommitted in its account five (5) or more years after deposit of the fee or

charge to identify the purpose to which the fee or charge is to be put and to demonstrate a reasonable relationship between the fee and the purpose for which it was charged. The District shall refund to the then-current record owner or owners of lots or units of the development project, on a pro-rated basis, the unexpended or uncommitted portion of the fee and any interest accrued thereon, for which need cannot be demonstrated by making the findings described above. If the administrative costs exceed the amount to be refunded, the District may, after holding a public hearing in accordance with Government Code Section 66001(f), allocate the funds as authorized by law.

19. Procedure for Protest of Residential Development Fees.

A. Developers of projects wishing to protest payment of developer fees on a specific project shall do each of the following:

1. Tender the required payment in full or provide evidence satisfactory to the Assistant Superintendent, Business Services or his/her designee of arrangements to ensure performance of the conditions necessary to meet the requirements of the imposition; and

2. Serve written notice on the Assistant Superintendent, Business Services or his/her designee stating (a) that the required payment is tendered in full, or that any conditions which have been imposed are provided for or satisfied, under protest; and (b) informing the District of the factual elements of the dispute and the legal theory forming the basis of the protest.

B. The burden of establishing the basis for the protest shall be on the party pursuing it.

C. The written protest must be filed with the Assistant Superintendent, Business Services or his/her designee within ninety (90) days after the imposition of the fee on the particular project.

D. Upon receipt of an acceptable written protest, the Assistant Superintendent, Business Services or his/her designee will, within thirty (30) days, provide a written response to the developer which shall either:

1. Grant the protest in whole or in part; or
2. Deny the protest in whole or in part and provide the basis for denial; or
3. Request additional information for further consideration of the protest.

E. If the developer is not satisfied with the response, the developer must request an appeal hearing on the protest before the Board. Said request must be filed with

the Assistant Superintendent, Business Services or his/her designee within thirty (30) days of the date of the protest response.

F. Notice of the date and time of the Board hearing shall be sent to the developer within fifteen (15) days of receipt for hearing. The Board shall be provided copies of the written protest and the response of the Assistant Superintendent, Business Services or his/her designee prior to the hearing.

G. The developer and District staff may present additional information and statements at the hearing, and the Board may question the developer and staff.

H. The decision of the Board shall be made at the conclusion of the hearing and shall be final. The decision of the Board is reviewable by a court under Code of Civil Procedure Section 1094.5.

20. Administrative Regulation. The Assistant Superintendent, Business Services is authorized to promulgate and publish administrative regulations defining and implementing the provisions of this Resolution. The regulations shall describe all legal exemptions from and limitations on, the fees, charges, dedications and other requirements established herein. The regulations shall provide a procedure for claiming an exemption. The regulations shall also include relevant legal definitions where appropriate.

21. Other Requirements Not Precluded. Except as expressly provided by applicable law, nothing herein shall be interpreted to preclude the District from taking any other action including, but not limited to, levying any other fee, charge or requirement of dedication of land which the Board determines to be necessary in order to obtain and provide school facilities which meet the needs of the District, its students, and the community.

22. Effective Date. This Resolution becomes effective on the 60th day following the date of its adoption as set forth below.

23. Severability. If any provision of the Resolution is held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining portions shall not in any way be affected or impaired thereby.

This Resolution is adopted this 20th day of February 2008, by the following vote:

AYES: _____

NAYS: _____

ABSTENTIONS: _____

ABSENT: _____

BOARD OF EDUCATION
CHICO UNIFIED SCHOOL DISTRICT

By: _____
Kelly Staley, Interim Superintendent

EXHIBIT A
RESOLUTION NO. 1009-08

COPY OF ENTIRE STUDY INCLUDED HEREIN

**Chico Unified
School District**

Developer Fee Justification Study

January 2008



TITLE: Adoption of Resolution No. 1010-08 Regarding Establishing an Impact Fee on Commercial and Industrial Development

Action X
Consent
Information

Agenda Item
February 20, 2008
Page 1 of 1

Prepared by: Jan Combes, Assistant Superintendent, Business Services

Background information

Education Code section 17620 authorizes school districts to levy a fee, charge, dedication, or other form of requirement against any development project (including commercial, industrial and residential) for the construction and reconstruction of school facilities. The District has not collected fees on commercial and industrial development since 1988. This proposed resolution would implement commercial and industrial developer fees.

At the January 30, 2008, State Allocation Board (SAB) meeting, the SAB approved increases of the developer fee rates per Government Code Section 65995 (b) to \$2.97 per square foot for residential construction of 500 square feet or more and \$0.47 per square foot for commercial/industrial construction.

Educational Implications

The District has a statutory responsibility to provide an education for all students within its boundaries but has a limited capacity to house these students. As the community grows, the District must find ways of housing the additional students.

Fiscal Implications

Adoption of these fees allows the District to assist in funding facilities for students attributable to new development.

Additional Information

Prior to the Governing Board approving a recommendation to adopt commercial/industrial developer fees, the Board must conduct a public hearing to receive input from the public. After consideration of public input, the Board may by majority vote adopt commercial/industrial developer fees as allowed by Government Code 65995 (b)(3).

Recommendation

It is recommended that the Board of Education adopt Resolution No. 1010-08 authorizing the District to establish a fee on new commercial and industrial construction at \$0.47 per square foot other than rental self-storage development and further establish a fee on rental self-storage development in the amount of \$0.16 per square foot.

RESOLUTION NO. 1010-08
A RESOLUTION OF THE GOVERNING BOARD OF THE
CHICO UNIFIED SCHOOL DISTRICT
ESTABLISHING AN IMPACT FEE ON COMMERCIAL AND
INDUSTRIAL DEVELOPMENT

WHEREAS, the Chico Unified School District (hereinafter "District") has adopted and implemented Resolution No. 1009-08, establishing development fees to partially mitigate the impacts of new development on school facilities;

WHEREAS, the Developer Fee Justification Study, dated January 2008, and attached hereto as Exhibit A, quantifies the impacts of commercial and industrial development on school facilities as identified in Column 7 of Table 8 found on Page 10 of Exhibit A;

WHEREAS, the residential impact fees established by Resolution No. 1009-08 does not fully mitigate the impacts of residential development on school facilities;

WHEREAS, the District, through adoption of Resolution No. 486-92, has adopted a policy calling for full mitigation of the impacts of growth on school facilities;

WHEREAS, the State Allocation Board, in accordance with Government Code §65995(b)(3), has authorized the amount of the fee that the District may directly impose for new commercial and industrial development at the rate of \$0.47 per square foot of new commercial and industrial development; and

WHEREAS, the District's Board of Education (hereinafter "Board") intends to establish a fee on new commercial and industrial construction at \$0.47 per square foot other than rental self-storage development and further intends to establish a fee on rental self-storage development in the amount of \$0.16 per square foot.

NOW THEREFORE, be it resolved by the Board as follows:

1. Procedure and Public Hearing. The Board has conducted a duly noticed public hearing at which it has received and examined the written evidence attached hereto as Exhibit A and incorporated herein by reference. At the hearing, additional oral and written evidence and testimony have been considered. The evidence and testimony support the findings herein.

2. Overcrowding of School Facilities. Conditions of overcrowding exist in one or more attendance areas within the District, which will impair the normal functioning of educational programs. These conditions are due to new residential development that has increased, and is anticipated to continue to increase enrollment beyond the capacity of the District's facilities.

3. Establishment of Commercial and Industrial Fee; Effective Date.

A. Based upon the findings contained herein, the Board hereby establishes a fee, charge, dedication or other requirement in the amount of Forty-Seven Cents (\$0.47) per square foot of space of commercial and industrial construction as described in Education Code Section 17620, other than "rental self-storage" as described in Exhibit A hereto, to partially mitigate the impact of such development on the District's school facilities. This fee shall supplement the residential development fee established by Resolution 1009-08 and shall be effective on the 60th day following the effective date of this Resolution.

B. Based upon the findings contained herein, the Board hereby establishes a fee, charge, dedication or other requirement in the amount of Sixteen Cents (\$0.16) per square foot of space of "rental self-storage" commercial and industrial construction, as described in Exhibit A hereto, to partially mitigate the impact of such development on the District's school facilities. This fee shall supplement the residential development fee established by Resolution 1009-08 and shall be effective on the 60th day following the effective date of this Resolution.

4. Purpose and Use of Fee. The purpose of the fees, charges, dedications or other requirements established herein, and the use to which the proceeds thereof will be put, are to finance the construction and/or reconstruction of school facilities. The proceeds shall also be used for reimbursement of the administrative costs incurring in collecting and repaying fees, charges, dedications, and other requirements and for the costs of performing any study and otherwise making the findings and determinations required by law related to the adoption of this Resolution, as well as any other use permitted by the law. The public facilities to be financed hereby are identified in Exhibit A, and in the documents listed in and/or referred to in Exhibit A.

5. Nexus Findings. Based upon the written and oral evidence and testimony, including but not limited to, the documents contained, listed and/or referred to in Exhibit A hereof, the Board finds as follows:

A. There is a reasonable relationship between the use of the fees, charges, dedications, and other requirements established herein and the type of development project on which they are imposed;

B. There is a reasonable relationship between the need for the above described public facilities and the type of development project on which the fees, charges, dedications, and other requirements established herein are imposed.

C. There is a reasonable relationship between the amount of the fees, charges, dedications, and other requirements established herein and the cost of the public facilities or portion of the public facilities attributable to the development on which they are imposed; and

D. The fees, charges, dedications, and other requirements established herein do not exceed the estimated reasonable cost of providing the service or facility for which they are imposed.

6. Notification of Local Agencies. A copy of this Resolution shall be transmitted after its effective date, to the County of Butte and the City of Chico, accompanied by all relevant supporting documentation and a map clearly indicating the boundaries of the area subject to the fees, charges, dedications and other requirements established herein. The fees, charges, dedications, or other requirements levied hereunder are not subject to the restrictions set forth in Government Code Section 66007(a), and the transmittal shall include notice to that effect.

7. Condition to Issuance of Building Permit. No city or county may issue a building permit for any commercial or industrial development project, as defined by law, absent certification by the Assistant Superintendent, Business Services or his/her designee of (1) compliance by that project with any fee, charge, dedication, or other requirement under this Resolution or (2) his/her determination that the fee, charge, dedication, or other requirement does not apply to the development project.

8. Payment of Fee. In order to obtain the Certificate of Compliance for a building permit, the development project shall pay to the District the applicable fee, charge, dedication, or other requirement as defined by law and in the regulations adopted pursuant to this Resolution. Pending further review, no fee will be levied on senior citizen housing as defined in Government Code Section 65995.1 and subject to the conditions set forth therein.

9. Validity of Certificate of Compliance. Any Certificate of Compliance in compliance with the requirements of this Resolution, issued based upon a representation to the District of the square footage of the development project in question, shall be automatically canceled in the event that the representation is not accurate for any reason. Also, in the event the fee, charge, dedication, or other requirement paid pursuant to Paragraph No. 8 of this Resolution fails to compensate the District for the amount required therein, e.g., a check presented for payment is not honored or is returned by the payer's bank for any reason, the related Certificate of Compliance shall be automatically canceled.

10. Form of Payment. Nothing herein shall preclude satisfaction of the requirement of payment of the amounts set forth herein by dedication of land on terms acceptable to the Board; or preclude acceptance by the Board of fees, charges, or land whose value exceeds that required by this Resolution. In the absence of any such agreement to accept a dedication of land, the above amounts shall be collected in the form of fees, charges, or other requirements.

11. Negotiation with Development Projects. The Assistant Superintendent, Business Services or his/her designee is authorized to enter into negotiations with representatives of commercial and/or industrial development projects, subject to Board acceptance, regarding the substitution of charges, dedications, or other requirements in lieu of the payment of fees as

described herein; provided, however, that the value of such charges, dedications, or other requirements shall be at least comparable to the amounts specified herein.

12. Time for Payment of Fee. The fees, charges, dedications, or other requirements shall be paid or granted directly to the District prior to issuance of the Certificate of Compliance, unless the District and the developer mutually agree otherwise in writing, or unless the District enters into a contract with the appropriate city or county to collect and otherwise administer the fees, charges, dedications and other requirements established herein in which case the developer shall adhere to the terms of the contract.

13. Collection by Other Government Agencies. The Assistant Superintendent, Business Services or his/her designee is authorized to promptly enter into negotiations, subject to Board acceptance, for such agreements as may be necessary and appropriate with any other government agency to implement the collection and acceptance of fees, charges, dedications and other requirements established herein; the issuance and revocation of Certificate of Compliance; the deposit of fees and charges; and any matter related thereto. Nothing herein shall be construed to authorize any delay beyond the date specified here-in-below in levying the fees, charges, dedications or other requirements provided for herein.

14. Payment Contract. The Assistant Superintendent, Business Services or his/her designee is directed to request that each city and county require the contract, recordation, and notification provided for in Government Code Section 66007(c).

15. Maintenance of Separate Account. All fees and charges, along with any interest income earned thereon, shall be deposited in a separate capital facilities account or fund in a manner to avoid any co-mingling of the fees and charges with other revenues and funds of the District, except to temporary investments, and shall be expected solely for the purposes for which the fees and charges are collected. For each separate account or fund, the Assistant Superintendent, Business Services or his/her designee shall, within one hundred eighty (180) days of the close of each fiscal year, make available to the public the beginning and ending balance for the fiscal year; the fee, interest, and other income to the account or fund; the amount of expenditure listed by public facility; and the amount of any refunds made under Paragraphs 17 and 18 of this Resolution. The Board shall review this information at the next regularly scheduled public meeting, held not less than fifteen (15) days after the availability of this information. Notice of the time and place of the meeting, including the address where this information may be reviewed, shall be mailed, at least fifteen (15) days prior to the meeting, to any interested party who files a written request with the District for mailed notice of the meeting. Any written request for mailed notices shall be valid for one year from the date on which it is filed unless a renewal request is filed. Renewal requests shall be filed on or before April 1 of each year.

16. School Facilities Account Established. The fees, charges, dedications, or other requirements established herein will be collected for public improvements or facilities for which an account has been established. Funds have been appropriated from this account as described in the documents listed in and/or referred to in Exhibit A. The District has adopted a proposed construction schedule or plan as of the date of this Resolution, as is described in the

documents listed in and/or referred to in Exhibit A. Therefore the District shall require the payment of fees, charges, dedications, and other requirements at or before the time of issuance of building permits, as set forth above.

17. Refund of Fees. In the event that a project qualifies for refund of the fee, charge, dedication, or other requirement under Education Code Section 17624 (i.e. refund after expiration of building permit without construction), repayment shall be made, less the amount of the administrative costs incurred in collecting and repaying the fee, charge, dedication, or other requirement. The Assistant Superintendent, Business Services or his/her designee shall determine said administrative costs. Regulations governing the calculation of said administrative costs shall be made available by the Assistant Superintendent, Business Services or his/her designee to members of the public no later than sixty (60) days from the date of this Resolution.

18. Funds Unexpended After Five Years. As required by law, once each fiscal year the Board shall make findings with respect to any portion of the fee or charge remaining unexpended or uncommitted in its account five (5) or more years after deposit of the fee or charge to identify the purpose to which the fee or charge is to be put and to demonstrate a reasonable relationship between the fee and the purpose for which it was charged. The District shall refund to the then-current record owner or owners of lots or units of the development project, on a pro-rated basis, the unexpended or uncommitted portion of the fee and any interest accrued thereon, for which need cannot be demonstrated by making the findings described above. If the administrative costs exceed the amount to be refunded, the District may, after holding a public hearing in accordance with Government Code Section 66001(f), allocate the funds as authorized by law.

19. Procedure for Protest of Commercial and Industrial Development Fees.

A. Developers of projects wishing to protest payment of developer fees on a specific project shall do each of the following:

1. Tender the required payment in full or provide evidence satisfactory to the Assistant Superintendent, Business Services or his/her designee of arrangements to ensure performance of the conditions necessary to meet the requirements of the imposition; and

2. Serve written notice on the Assistant Superintendent, Business Services or his/her designee stating (a) that the required payment is tendered in full, or that any conditions which have been imposed are provided for or satisfied, under protest; and (b) informing the District of the factual elements of the dispute and the legal theory forming the basis of the protest.

B. The burden of establishing the basis for the protest shall be on the party pursuing it.

C. The written protest must be filed with the Assistant Superintendent, Business Services or his/her designee within ninety (90) days after the imposition of the fee on the particular project.

D. Upon receipt of an acceptable written protest, the Assistant Superintendent, Business Services or his/her designee will, within thirty (30) days, provide a written response to the developer which shall either:

1. Grant the protest in whole or in part; or
2. Deny the protest in whole or in part and provide the basis for denial; or
3. Request additional information for further consideration of the protest.

E. If the developer is not satisfied with the response, the developer must request an appeal hearing on the protest before the Board. Said request must be filed with the Assistant Superintendent, Business Services or his/her designee within thirty (30) days of the date of the protest response.

F. Notice of the date and time of the Board hearing shall be sent to the developer within fifteen (15) days of receipt for hearing. The Board shall be provided copies of the written protest and the response of the Assistant Superintendent, Business Services or his/her designee prior to the hearing.

G. The developer and District staff may present additional information and statements at the hearing, and the Board may question the developer and staff.

H. The decision of the Board shall be made at the conclusion of the hearing and shall be final. The decision of the Board is reviewable by a court under Code of Civil Procedure Section 1094.5.

20. Administrative Regulation. The Assistant Superintendent, Business Services is authorized to promulgate and publish administrative regulations defining and implementing the provisions of this Resolution. The regulations shall describe all legal exemptions from and limitations on, the fees, charges, dedications and other requirements established herein. The regulations shall provide a procedure for claiming an exemption. The regulations shall also include relevant legal definitions where appropriate.

21. Other Requirements Not Precluded. Except as expressly provided by applicable law, nothing herein shall be interpreted to preclude the District from taking any other action including, but not limited to, levying any other fee, charge or requirement of dedication of land which the Board determines to be necessary in order to obtain and provide school facilities which meet the needs of the District, its students, and the community.

22. Effective Date. The effective date of this Resolution is the date of its adoption as set forth below. The fees on commercial and industrial development established herein shall become effective on the 60th day following the effective date of this Resolution.

23. Severability. If any provision of the Resolution is held to be invalid, illegal or unenforceable, the validity, legality and enforceability of the remaining portions shall not in any way be affected or impaired thereby.

This Resolution is adopted this 20th day of February 2008, by the following vote:

AYES: _____

NAYS: _____

ABSTENTIONS: _____

ABSENT: _____

BOARD OF EDUCATION
CHICO UNIFIED SCHOOL DISTRICT

By: _____
Superintendent

EXHIBIT A
RESOLUTION NOS. 1009-08 AND 1010-08

**Chico Unified
School District**

Developer Fee Justification Study

January 2008





Chico Unified School District

Developer Fee Justification Study

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EXECUTIVE SUMMARY

Pursuant to Government Code Section 65995 et. seq. and Education Code Section 17620 et. seq., school districts are authorized to levy fees on new residential and commercial-industrial development to fund the "construction or reconstruction of school facilities" necessary to accommodate the students from new development. Currently, the maximum K - 12 developer fees allowed by law are \$2.97 per square foot of residential development and 47¢ per square foot of commercial-industrial development.

New residential development in the Chico Unified School District ("District") will increase the number of students in the District. The District's schools do not have the capacity to accommodate all of these additional students. Consequently, a developer fee is needed to fund the acquisition and construction of school facilities to serve this increase in enrollment.

Presently, the District has 6,242 elementary school students, 783 below its elementary capacity of 7,025. Therefore, the District's existing capacity can accommodate 783 of the 2,250 elementary students projected to result from new development.

With respect to junior high school students, the District's current enrollment of 2,211 leaves 522 available spaces. Therefore, the District's existing capacity can accommodate 522 of the 875 junior high students projected to result from new development.

At the high school level, the District's current enrollment of 4,374 is 76 students above the permanent high school capacity of 4,298. As a result, all 1,500 of the high school students projected to be yielded by new development will contribute to the need for and cost of new high school capacity.

Based upon the analyses and findings contained in this *Developer Fee Justification Study* ("Study"), each new home constructed within the boundaries of the District will cause \$9,713 in school facilities costs, which equates to \$4.99 per square foot for the expected average size (1,948 square feet) new home. Although this cost impact was calculated based on new homes, for the purposes of this *Study* it is assumed that new residential construction, demolition and replacement, as well as additions of more than 500 square feet, are all the same type of development - residential - and will have the same, or substantially similar, fiscal impact. Since the impact per square foot exceeds the statutory fee (\$2.97), the District is justified in imposing the maximum statutory residential fee of \$2.97 per square foot on all new residential development (e.g. new construction, demolition and replacement, additions of more than 500 square feet to existing homes, etc.) to the extent allowed by law.

Education Code Section 17620 authorizes the imposition of developer fees on commercial-industrial development. Commercial-Industrial development generates school facility needs because the new jobs created bring new families, and consequently new school-aged children, into the District. This *Study* shows that even after accounting for projected residential developer fee revenues, the fiscal impact of various types of commercial-industrial development in the District exceeds 47¢ per square foot for every business type except "rental self-storage". Therefore, the District is justified in charging a developer fee of 47¢ per square foot on all new commercial-industrial construction except "rental self-storage", in which case 16¢ per square foot is the justified charge.



INTRODUCTION

On January 30, 2008, the State Allocation Board made its biennial adjustment to the square footage-based developer fees (authorized by Government Code Section 65995 et. seq. and Education Code Section 17620 et. seq.) to offset inflation in the cost of construction of school facilities. Accordingly, the developer fees authorized by Government Code Section 65995 et. seq. are now as follows:

Residential Development.....	\$2.97 per square foot
Commercial-Industrial Development.....	47¢ per square foot

A school district must make a number of findings before establishing new developer fees. When "establishing, increasing, or imposing" developer fees, the District must (Government Code Section 66001(a)):

1. Identify the purpose of the fee,
2. Identify the use to which the fee is to be put,
3. Determine how there is a reasonable relationship between the use of the fee and the type of development on which the fee is imposed,
4. Determine how there is a reasonable relationship between the need for the fee and the type of development on which the fee is imposed, and
5. Determine how there is a reasonable relationship between the amount of the fee and the cost of the public facility.

This *Study* has been prepared to assist the District with making the findings necessary to justify charging developer fees.



AVAILABLE CAPACITY

Table 1 (below) identifies the District's elementary, junior high and high school capacities, and compares them with their respective enrollments.

Table 1: Capacities Versus Enrollments

<i>Grade Levels</i>	<i>Capacity(1)</i>	<i>Current Student Enrollment(2)</i>	<i>Excess (Shortfall) of Capacity Over Enrollment</i>	<i>Capacity Available for New Development</i>
Elementary (K - 6)	7,025	6,242	783	783
Junior High (6 - 8)	2,733	2,211	522	522
High (9 - 12)	4,298	4,374	(76)	0
Total K - 12	14,056	12,827		

(1) Includes current capacity plus 24 permanent classrooms (loaded at 35 students per classroom) to be added to Chico HS and 2 permanent classrooms to be added to Pleasant Valley HS (information provided by Chico Unified School District - May 2007 and January 2008). Although the District has suspended the class size reduction program for 8th grade Math and 9th grade English & Math classes, the capacity shown assumes that the class size reduction program is in effect for these classes, because it is the District's long-term goal to re-implement these programs. Capacity shown does not include Chico Country Day and Nord Country Charter Schools. Capacity also excludes relocatable classrooms at the junior high schools and high schools, because it is the District's goal to remove these classrooms when and if feasible.

(2) Enrollment as of the end of Month Two, 2008 (information provided by Chico Unified School District). Enrollment shown does not include Chico Country Day and Nord Country Charter Schools.

Table 1 shows that enrollment exceeds capacity at the high school level. However, there are 783 spaces available at the elementary level and 522 spaces available at the junior high schools.



ADDITIONAL CAPACITY REQUIRED TO SERVE NEW DEVELOPMENT

Projecting the additional capacity required to serve new development requires comparing the number of students expected to result from new development with the capacity available for these students.

The first step in this process is to determine the number of elementary, junior high and high school students that each new home will yield. Table 2, below, shows the District's student yield rates based on 1999-00 enrollment data and the 2000 U.S. Census count of the total number of occupied homes within the District. The elementary enrollment shown includes the actual K - 5 enrollment in 1999-00 plus a 6th grade count equal to the total number of 6th graders enrolled in 1999-00 (1,060) multiplied by the percentage (approximately 80.45%) of 6th graders enrolled at elementary schools in 2007-08. The junior high enrollment shown includes the actual number of seventh and eighth graders enrolled in 1999-00 plus a 6th grade count equal to the total number of 6th graders enrolled in 1999-00 (1,060) multiplied by the percentage (approximately 19.55%) of 6th graders enrolled at junior high schools in 2007-08. This adjustment is necessary because, unlike today, in 1999-00 there were no 6th graders at the junior high schools.

Table 2 shows that, after accounting for the adjustment described above, for the purposes of this *Study*, it is assumed that each new home in the District will yield 0.18 elementary (K - 6) students, 0.07 junior high (6 - 8) students and 0.12 high (9-12) school students.

Table 2: Student Yield Rates

<i>Grade Levels</i>	<i>1999-00 District Enrollment(1)</i>	<i>Occupied Housing Units(2)</i>	<i>Students Per Occupied Housing Unit</i>
Elementary (K - 6)	7,034	38,186	0.18
Junior High (6 - 8)	2,488	38,186	0.07
High (9 - 12)	4,456	38,186	0.12
Total K - 12	13,978		0.37

(1) Enrollment data from California Department of Education, Educational Demographics Unit, District and School Enrollment by Grade-1999-00, Chico Unified School District. For the purposes of this *Study* only, 6th grade enrollment was divided amongst the elementary and middle schools based on approximately the same ratio of 6th graders attending elementary (80.45%) and junior high (19.55%) schools as existed for the 2007-08 school year.
(2) National Center for Education Statistics, *School District Demographic System*, Chico Unified School District (2000 U.S. Census Data).

The second step is to project the number of new homes that could be constructed in the District. Based on information provided by the City of Chico Community Services Department, it is projected that 8,125 single-family and 4,375 multi-family homes could be constructed within the City of Chico Planning Area. Therefore, as shown in Table 3 (next page), it is projected that a total of 12,500 new homes could be constructed within the District.



ADDITIONAL CAPACITY REQUIRED TO SERVE NEW DEVELOPMENT (CONT.)

Table 3: Projected New Residential Development

<u>Home Type</u>	<u>Potential New Homes in the Chico Unified School District(1)</u>
Single-Family	8,125
Multi-Family	4,375
	<u>12,500</u>

(1) Information provided by Ms. Meredith Williams, Associate Planner, City of Chico Planning Services Department (January 2008).

As shown in Table 4, below, the third step is to project the number of students from new development by applying the per-home student yield rates to the projected number of new homes.

Table 4: Students From New Development

<u>Grades Levels:</u>	<u>Elementary</u>	<u>Junior High</u>	<u>High</u>	<u>K - 12</u>
Projected New Homes:	12,500	12,500	12,500	
Student Yield Rate:	$\times 0.18$	$\times 0.07$	$\times 0.12$	
Students from New Homes:	2,250	+	875	+
				1,500 = 4,625

Table 4 shows that the 12,500 new homes are projected to yield 2,250 elementary students, 875 junior high students, and 1,500 high school students.

The number of new classroom spaces needed to accommodate the students from new homes equals the number of such students that cannot be accommodated with existing facilities. Table 5, below, compares the number of projected students (derived in Table 4) with the number of available spaces (derived in Table 1) to determine the number of students from new development in excess of current capacity. It is projected that the District will need to provide additional classroom capacity for 1,467 elementary school students, 353 junior high students and 1,500 high school students.

Table 5: Additional Spaces Needed for Students From New Development

<u>Grades Levels:</u>	<u>Elementary</u>	<u>Junior High</u>	<u>High</u>
Students from New Homes:	2,250	875	1,500
Capacity Available:	- 783	- 522	- 0
Students from New Homes Over Capacity:	1,467	+	353
			+
			1,500 = 3,320



FACILITY COST PER STUDENT SPACE ADDED

As mentioned previously, additional facilities will be required to accommodate the elementary, junior high and high school students from new residential development. Table 6 [next page] summarizes the estimated cost to the District of providing additional classroom space for these students.

The cost of providing elementary school facilities for each student from new development is based on the estimated cost per student of constructing three 550-student elementary schools, which is the number of new elementary schools that would be required to accommodate the 1,467 projected elementary students over capacity. The District currently owns the land required for one of the three required new schools. Therefore, the District will need to acquire two additional elementary school sites and the estimated cost of these sites is reflected in the cost per student. The total cost of completing these projects per student served is \$26,564.

At the junior high school level, the District's current long-term plan to accommodate enrollment growth is to add permanent classrooms to existing school sites as needed. In the past, Marsh Junior High School has been considered a potential site designated for additional permanent classrooms. The construction cost per student for new classrooms is based on doubling the State new construction grant per student, because the state grant amount is intended to equate to 50% of the cost of classroom construction. Added to the construction cost per student is the estimated cost of site development per student, based on 12% of the construction cost. After accounting for construction and site development costs, the total cost per student of adding additional permanent classrooms is estimated to be \$20,182.

In the long run, the District plans to accommodate additional high school students by constructing a new high school. The cost of this facility for each of the 1,800 students served is \$50,215. Although 1,500 additional spaces are projected to be required, the cost per student for a school to serve this number of students is estimated to be at least as much as for an 1,800 student school.

The developer fee law requires that the District account for other funds available for these projects. The District has committed bond proceeds towards constructing 24 new permanent classrooms at Chico High School (replacing 20 relocatables). The additional capacity has been accounted for in Table 1. The District plans to spend all other bond proceeds on other facilities projects that would not increase capacity (e.g. improvements to existing schools).

Therefore, the unfunded cost to accommodate each new elementary school student is \$26,564, each new junior high student is \$20,182 and each new high school student is \$50,215.



FACILITY COST PER STUDENT SPACE ADDED (CONT.)

Table 6: Facility Cost Per Student Space Added

Facilities Projects Costs	Elementary (K - 5)	Junior High School (6 - 8)	High School (9 - 12)
Cost of Constructing 3 Elem. Schools(1)	\$41,309,790		
Cost of Land Acquisition(2)	<u>+ \$2,520,000</u>		
Total Cost of 3 New Elem. Schools	\$43,829,790		
 New School Construction(1)	\$43,829,790		\$90,386,354
Students Served(3)	<u>+ 1,650</u>		<u>+ 1,800</u>
Cost Per Student	\$26,564		\$50,215
 Construction Cost Per Student(4)		\$18,020	
Site Development Cost Per Student(5)		<u>+ \$2,162</u>	
Total Cost Per Student		\$20,182	
<hr/>			
Funds Available for Facilities Projects(6)			
Bond Proceeds(7)	\$0	\$0	\$0
State Funds On-Hand	\$0	\$0	\$0
Other Funds	<u>+ \$0</u>	<u>+ \$0</u>	<u>+ \$0</u>
Total Funds Available	\$0	\$0	\$0
 Total Funds Available	\$0	\$0	\$0
Students Served	<u>+ 1,650</u>	<u>+ 353</u>	<u>+ 1,800</u>
Funds Per Student	\$0	\$0	\$0
<hr/>			
Unfunded Cost Per Student	\$26,564	\$20,182	\$50,215

- (1) Cost estimate for each new elementary school based on May 2002 estimate of \$10,150,000 (information provided by Chico Unified School District) increased by 35.66% increase in Class B Construction Cost Index from May 2002 through December 2007. Cost estimate for new high school based on March 2006 estimate of \$82,000,000 (information provided by Chico Unified School District) increased by 10.23% increase in Class B Construction Cost Index from March 2006 through December 2007. Due to rounding, the numbers shown in Table 6 may differ from the results of the formulas described in this footnote.
- (2) Based on the number of additional elementary spaces needed, the District will require three new elementary schools. The District currently owns the land required for one of these schools (12 acres in the Bell-Muir area). However, the District will need to acquire two additional sites, and therefore the estimated cost of two additional elementary school sites is included in this Study. The estimated cost of the two additional new elementary school sites is based on 12 acres per site and a cost of \$105,000 per acre, which is the price per acre the District paid in 2004 to acquire the site for Canyon View High School.
- (3) Information provided by Chico Unified School District (January 2008). Capacity for three new elementary schools based on single-track calendar.
- (4) Based on doubling the State new construction grant per student. The State new construction grant amount is doubled because the State grant amount is only intended to fund 50% of the cost per student.
- (5) Estimate equal to 12% of the sum of construction costs (information provided by Vanir Construction Management - November 2006).
- (6) Funds available information provided by Chico Unified School District (May 2007 and January 2008).
- (7) The District has committed bond proceeds towards constructing 24 new permanent classrooms at Chico HS (replacing 20 relocatables) (information provided by Chico Unified School District - January 2008). The additional capacity has been accounted for in Table 1. The District plans to spend all other bond proceeds on other facilities projects that would not increase capacity (e.g. improvements to existing schools).



RESIDENTIAL DEVELOPER FEE JUSTIFIED

In Table 5 [page 5], this *Study* identified the number of additional spaces needed to accommodate the elementary, junior high and high school students from new residential development. And Table 6 [page 7] identified the cost of the facilities needed to accommodate each of these students. Based on this information, Table 7, below, calculates the cost of providing these facilities for each square foot of new residential development.

Table 7 shows that the elementary, junior high and high school students from each new home constructed in the District will cost \$9,713 to accommodate. However, the developer fee law requires developer fees to be justified on a per square foot basis, which requires an estimate regarding the size of the average new home. This *Study* assumes the average new home (single-family and multi-family) to be 1,948 square feet, which means that the \$9,713 cost per home equates to a fiscal impact of \$4.99 per square foot. Although this cost impact was calculated based on new homes, for the purposes of this *Study* it is assumed that new residential construction, demolition and replacement, as well as additions of more than 500 square feet, are all the same type of development - residential - and will have the same, or substantially similar, fiscal impact. Therefore, the District is justified in charging the maximum residential developer fees of \$2.97 per square foot on all new residential development (e.g. new construction, demolition and replacement, additions of more than 500 square feet to existing homes, etc.) to the extent allowed by law.

Table 7: Residential Developer Fee Justified

Cost Per Elementary Student:	\$26,564	
Elementary Students Over Capacity:	<u>x 1.467</u>	
Total Cost of Elementary Students from New Homes:		\$38,969,388
Cost Per Junior-High Student:	\$20,182	
Junior High Students Over Capacity:	<u>x 353</u>	
Total Cost of Junior High Students from New Homes:		\$7,124,246
Cost Per High School Student:	\$50,215	
High School Students Over Capacity:	<u>x 1,500</u>	
Total Cost of High School Students from New Homes:		\$75,322,500
Total Cost of K - 12 Students from New Homes:	\$121,416,134	
Projected New Homes:	<u>÷ 12,500</u>	
Total K - 12 Cost Per New Home:		\$9,713
Total K - 12 Cost Per New Home:	\$9,713	
Average Size New Home(1):	÷ 1,948 sq. ft.	
Total K - 12 Cost Per Square Foot:		\$4.99

(1) Average of the projected average size of the new single-family homes (2,350 square feet) and new multi-family homes (1,200 square feet) weighted by the number of projected single-family homes (8,125) and multi-family homes (4,375) (Information provided by Mr. Cliff Sellers, Special Project Consulting Planner, City of Chico Planning Services Department (January 2008)).



COMMERCIAL-INDUSTRIAL FEES

As commercial-industrial properties develop, new jobs are created. Many of the people hired into these new jobs move into the community and bring families with them. The children from these families will increase the need for additional school facilities. Consequently, commercial-industrial development will impact the District.

The cost of accommodating these students is lessened by the amount of residential developer fees paid for new homes. Therefore, subject to statutory limits, commercial-industrial fees are justified to the extent that the residential developer fees paid fall short of mitigating the total financial impact of each new home.

The methodology used to analyze the impact of commercial-industrial development on the District must quantify the relationship between the creation of new jobs and the fiscal impact on the District of new employees moving into the community. The results of this analysis for the District are summarized in Table 8 (next page).

Education Code Section 17621 allows for the use of employee generation figures from a report produced by the San Diego Association of Governments (SANDAG). This report provides estimates for the average number of employees per square foot of space for various types of businesses. Column 1 of Table 8 shows the number of employees per 1,000 square feet for each of twelve types of businesses.

Column 2 of Table 8 represents the estimated number of employees who will live in the District per 1,000 square feet of commercial-industrial development. These figures were derived by multiplying each business' employees per 1,000 square feet by 61%, the estimated percentage of these employees who also live in the District. Although this percentage is an estimate, the actual percentage of jobs held by residents would have to be less than 15% before the justified amount would be less than 47¢ per square foot for every business category (except rental self-storage).

Column 3 represents the number of District households per 1,000 square feet. These numbers were derived by multiplying each business type's District employees per 1,000 square feet by 0.93, the estimated number of households per employee. Although this figure is an estimate, the actual number of households per employee would have to be less than 0.20 before the justified amount would be less than 47¢ per square foot for every business category (except rental self-storage).

The projected school facility costs per 1,000 square feet for each business type (column 4) were calculated by multiplying each business' District households per 1,000 square feet by the average cost per household (\$9,713). These costs range from \$389 to \$26,419. The developer fees paid per 1,000 square feet (column 5) were derived by multiplying the households per 1,000 square feet by the fees expected to be paid for the average household (\$5,786). The fees paid range from \$231 to \$15,738 per 1,000 square feet.

Column 6, the net unfunded costs per 1,000 square feet, represents the amount by which the projected costs per 1,000 square feet exceed the projected developer fees paid per 1,000 square feet. Division of this figure by 1,000 square feet yields the net unfunded costs per square foot (column 7). It can be seen that the net unfunded costs per square foot exceeds 47¢ per square foot for every business type except "rental self-storage". Therefore, the District is justified in charging a developer fee of 47¢ per square foot on all new commercial-industrial construction except "rental self-storage", in which case 16¢ per square foot is the justified charge.



COMMERCIAL-INDUSTRIAL FEES (CONT.)

Table 8: Impact Analysis of Commercial-Industrial Development

Column #:	1	2	3	4	5	6	7
		Chico	Chico	Projected	Developer	Net	Net
	Employees	Employees	Households	School Facilities	Fees	Unfunded	Unfunded
	Per 1,000	Per 1,000	Per 1,000	Costs Per	Paid Per	Costs Per	Costs Per
Type of Business	Sq. Ft.(1)	Sq. Ft.	Sq. Ft.	1,000 Sq. Ft.	1,000 Sq. Ft.	1,000 Sq. Ft.	Sq. Ft.
Banks	2.83	1.73	1.61	\$15,638	\$9,315	\$6,323	\$6.32
Restaurant	2.54	1.55	1.44	\$13,987	\$8,332	\$5,655	\$5.66
Commercial Offices	4.79	2.92	2.72	\$26,419	\$15,738	\$10,681	\$10.68
Community Shopping Centers	1.73	1.06	0.99	\$9,616	\$5,728	\$3,888	\$3.89
Corporate Offices	2.68	1.63	1.52	\$14,764	\$8,795	\$5,969	\$5.97
Industrial Business Parks	3.73	2.28	2.12	\$20,592	\$12,266	\$8,326	\$8.33
Industrial Parks	1.68	1.02	0.95	\$9,227	\$5,497	\$3,730	\$3.73
Lodging	1.13	0.69	0.64	\$6,216	\$3,703	\$2,513	\$2.51
Medical Offices	4.27	2.60	2.42	\$23,505	\$14,002	\$9,503	\$9.50
Neighborhood Shopping Ctrs	2.80	1.71	1.59	\$15,444	\$9,200	\$6,244	\$6.24
Scientific R & D	3.04	1.85	1.72	\$16,706	\$9,952	\$6,754	\$6.75
Rental Self-Storage	0.06	0.04	0.04	\$389	\$231	\$158	\$0.16

Assumptions/Data:

- 61% of workers who both work and live within boundaries of District(2)
- 0.93 households per employee(3)
- \$2.97 Statutory Maximum Residential Developer Fee
- x 1,948 square feet: estimated average size of new home in District
- \$5,786 Average Developer Fees Paid Per Home
- \$9,713 School Facilities Costs Per Home(4)

(1) Based on San Diego Traffic Generators, San Diego Association of Governments.
 (2) Based on data from the 2000 U.S. Census, 61% of workers (who did not work from home) who lived in the City of Chico had a commute time to work of less than 15 minutes (U.S. Census Bureau, Census 2000 Summary File 4). For the purposes of this Study, it is assumed that this percentage is reasonably reflective of the percentage of employees of new businesses in the District who will also live within the District.
 (3) It is estimated that there are approximately 88,494 occupied housing units located in and 94,900 employed people living in Butte County (State Department of Finance, Demographic Research Unit, City/County Population and Housing Estimates - January 2007; State of California Employment Development Department, Labor Market Information Division - January 2007). This equates to 0.93 occupied homes per employee (88,494 ÷ 94,900). For the purposes of this Study, it is assumed that this ratio is reasonably reflective of the ratio of homes to employees for people who both live and work within the boundaries of the Chico Unified School District.
 (4) See Table 7.



NEXUS FINDINGS

Purpose of Fee

The purpose of the fees is to assist with paying for legal capital expenditures related to accommodating students from new development.

Use of Fee

The District plans to use the fees to assist with paying any and all expenses related to providing school facilities needed to accommodate students from new development.

Reasonable Relationship Between Fee's Use and Development on Which Fee is Imposed

New residential space (e.g. new homes, additions of more than 500 square feet, etc.) provides capacity for additional school-aged children to live within the District's boundaries. To the extent that they cannot be accommodated with existing school facilities, these school-aged children will require additional school facilities. The fees to be imposed by the District pursuant to this *Study* will be used to help fund these additional facilities. Therefore, there is a reasonable relationship between residential development and the use of the fees.

As commercial-industrial properties develop, new jobs are created. Many of the people hired into these new jobs will move into the community, bringing families with them. The children from these families will require school facilities. The fees to be imposed by the District pursuant to this *Study* will be used to help fund these facilities. Therefore, there is a reasonable relationship between commercial-industrial development and the use of the fees.

Reasonable Relationship Between Fee's Need and Development on Which Fee is Imposed

As described above, to the extent that school-aged children from new residential development cannot be accommodated with existing school facilities, these school-aged children will require additional school facilities. Therefore, the District needs to charge the residential developer fee authorized pursuant to law and this *Study* in order to provide additional school facilities for the children produced by new residential development.

Similarly, to the extent that school-aged children drawn into the community from commercial-industrial development cannot be accommodated with existing facilities, these students will increase the need for additional school facilities. Therefore, the District needs to charge the commercial-industrial developer fees authorized pursuant to law and this *Study* in order to provide additional school facilities for the children produced by new commercial-industrial development.

Reasonable Relationship Between Amount of Fee and Cost of Public Facility

As shown in this *Study*, the cost of providing school facilities to accommodate new development equates to \$4.99 per square foot of residential development. Since the District will not seek to charge more than this amount, there is a reasonable relationship between the amount of the fee for residential development and the cost of the required school facilities.

As further shown in this *Study*, after accounting for the residential developer fees expected to be paid by the average new home, the additional cost of providing school facilities to accommodate students from new commercial-industrial development ranges from 16¢ to \$10.68 per square foot. Since the District will not charge any type of commercial-industrial development more than the lesser of the applicable fiscal impact or 47¢, there is a reasonable relationship between the amount of the fee for commercial-industrial development and the cost of the required school facilities.



ACCOUNTING PROCEDURES

Deposit and Accounting of Fee Revenue

Revenue derived from development fees shall be deposited, invested, accounted for, and expended in accordance with Government Code Section 66006.

Funds are being deposited in a separate capital facilities account so that there will be no commingling of fees with other revenue, except for temporary investments. The fees will be expended solely for the purpose for which they were collected. Any interest earned by such an account will be deposited in that account and expended solely for the purpose for which it was originally collected.

Within 180 days after the last day of each fiscal year, the information specified in Government Code Section 66006(b) shall be made available to the public.

Unexpended or Uncommitted Fee Revenue

Pursuant to Government Code Section 66001(d), findings will be made once each fiscal year with respect to any portion of the fees unexpended five or more years after collection and deposit. Any unexpended funds and accrued interest may be subject to return to the "then current record owner or owners of the development project."

The findings will identify the purpose to which the fee will be put, demonstrate a reasonable relationship between the fee and the purpose for which it was charged, identify all sources and amounts of funding anticipated to complete financing in incomplete improvements, and designate the approximate dates on which this funding is expected to be deposited into the appropriate account or fund. Findings will not be made with respect to letters of credit, bonds, or other instruments taken to secure payment of the fee at a future date.

Pursuant to Government Code Section 66001(e), within 180 days of the determination that sufficient funds have been collected to complete financing on incomplete projects, an approximate date by which construction may commence will be identified or the unspent funds and any interest thereon may be refunded to the then current record owner(s).



CONCLUSION

This *Study* demonstrates that each square foot of new residential development creates a fiscal impact of \$4.99 upon the Chico Unified School District. Although this cost impact was calculated based on new homes, for the purposes of this *Study* it is assumed that new residential construction, demolition and replacement, as well as additions of more than 500 square feet, are all the same type of development - residential - and will have the same, or substantially similar, fiscal impact. Therefore, the District is justified in imposing the statutory residential developer fee of \$2.97 per square foot on all new residential development (e.g. new construction, demolition and replacement, additions of more than 500 square feet to existing homes, etc.) to the extent allowed by law.

Further, this *Study* shows that even after accounting for projected residential developer fee revenues, the fiscal impact of various types of commercial-industrial development in the District exceeds 47¢ per square foot for every business type except "rental self-storage". Therefore, the District is justified in charging a developer fee of 47¢ per square foot on all new commercial-industrial construction except "rental self-storage", in which case 16¢ per square foot is the justified charge.