

**CHICO UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION**

**Special Session**

**Wednesday, May 13, 2009**

**6:00 p.m.**

**District Office, Large Conference Room  
1163 East Seventh Street, Chico, CA 95928**

**AGENDA**

**1. CALL TO ORDER**

**Opportunity for Public Comment on Agenda Items**

*The Governing Board welcomes and encourages public comments. Members of the public may comment on items included on this agenda: however, we ask that you limit your comments to five (5) minutes so that as many as possible may be heard (Education Code §35145.5, Government Code §54954.3)*

**2. CONSENT CALENDAR**

**1. EDUCATIONAL SERVICES**

1. Consider approval of the Field Trip Request for the Civil War Camp-Out at Hooker Oak School from 5/14/09-5/15/09

**3. DISCUSSION/ACTION CALENDAR**

**1. HUMAN RESOURCES**

1. Discussion/Action: Amended Resolution #1066-09, Amendment to Resolution No. 1066-09 Elimination of Classified Services and Ordering Layoffs in the Classified Services for the 2008-2009 School Year (Bob Feaster)
2. Discussion/Action: Resolution #1077-09, Final Action: Certificated Reduction in Force for 2009-2010 (Education Code Sections 44949, 44955) (Bob Feaster)

**2. SCHOOL BOARD SELF-EVALUATION**

1. Discussion/Action: Review Board Evaluation Tools

**4. CLOSED SESSION**

**1. UPDATE ON LABOR NEGOTIATIONS**

Employee Organizations:

CUTA

CSEA, Chapter #110

Representatives:

Kelly Staley, Superintendent

Bob Feaster, Assistant Superintendent

Jan Combes, Assistant Superintendent

**2. Public Employee Appointments**

Per Government Code §54957

Title: Bidwell Jr. High School Principal

Title: Marsh Jr. High School Principal

Title: Citrus Elementary Principal

**3. Public Employee Performance Evaluation**

Per Government Code §54957

Title: Superintendent

**4. Public Employment: Terms of Contract**

Per Government Code §54957

Title: Superintendent

**5. ADJOURNMENT**

Jann Reed, President  
Board of Education  
Chico Unified School District

PROPOSED AGENDA ITEM: Civil War Camp-Out at Hooker Oak School May 14-15, 2009

Prepared by: Mike Brooks

☒ Consent

Board Date May 13, 2009

☐ Information Only

☐ Discussion/Action

### **Background Information**

The 7/8 classes at Hooker Oak K-8 Open Structured School are presenting a Living History Display simulating life during the Civil War. As part of that display, we will be constructing a Civil War era camp (in which students present information and insights to visitors from our school and from the general public) and hosting a Civil War style meal for students/reinactors and their families. We would like to complete the day with a camp-out on the Hooker Oak campus on Thursday, May 14. The camp-out will be held on the Hooker Oak playground, supervised by parents and teachers, and will include some students taking guard duty through the night.

### **Educational Implications**

8<sup>th</sup> grade Social Science Standards addressed by the event:

- **8.10.5** – Study the views and lives of leaders (e.g., Ulysses S. Grant, Jefferson Davis, Robert E. Lee) and soldiers on both sides of the war, including those of black soldiers and regiments. Throughout this unit we have been working to develop an understanding of the physical and personal hardships faced by the common soldier in the war. The camp-out would last only one night, but would give students a glimpse of what soldiers had to deal with for five years. These hardships had a profound effect on the attitudes and experiences of the Civil War soldier.
- **8.10.7** – Explain how the war affected combatants, civilians, the physical environment, and future warfare. Each student in the simulation has been researching and writing from the perspective of a civilian character and a field army character they were given at the beginning of the unit. The camp-out will tie into this standard by showing the students, on a small scale, the effort required to keep an army of soldiers in a camp.

### **Fiscal Implications**

This event is being put on by parent volunteers and the students. There should be no fiscal impact on the district.

FIELD TRIP REQUEST

FROM: \_\_\_\_\_ School/Dept.: Hooker Oak

SUBJECT: Field Trip Request

Request is for Mike Brooks / Denise Andray 7th/8th grade  
(grade/class/group) class  
Destination: Hooker Oak Activity: Civil War Days  
from May 14: 6:00pm to May 15: 7:30am  
(dates) / (times) (dates) / (times)  
Rationale for Trip: Living history simulation

Number of Students Attending: 52 Teachers Attending: 2 Parents Attending: 10  
Student/Adult Ratio: 5-1 + Student Teacher

Transportation: 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 \$ \_\_\_\_\_

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

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

Mike Brooks  
Requesting Party  
Lucy Hagan  
Site Principal  
5/8/09  
Date  
5-8-09  
Date  
☒ Approve/Minor ☐ Do not Approve/Minor  
or  
Recommend/Major Not Recommended/Major  
(If transporting by bus or Charter)  
\_\_\_\_\_  
Director of Transportation  
\_\_\_\_\_  
Date

Barbara Robinson  
Director of Educational Services  
5-8-09  
Date  
☒ Recommend ☐ Not Recommended  
☐ Approved ☐ Not Approved  
\_\_\_\_\_  
Board Action  
\_\_\_\_\_  
Date

PROPOSED AGENDA ITEM: **AMENDED RESOLUTION # 1066-09 Amendment to Resolution No. 1066-09 Elimination of Classified Services and Ordering Layoffs in the Classified Services for the 2008-2009 School Year.**

Prepared by: Bob Feaster, Assistant Superintendent, Human Resources

Consent:

Information Only:

Discussion/Action: X

Board Date: May 13, 2009

**Background Information:**

On March 25, 2009, Resolution #1066-09 was passed. This resolution provided for the layoff of a number of classified positions. The District and CSEA, Chapter 110 have been exploring options to find alternatives to the layoff of the Senior Custodians on that resolution. An agreement was reached between the parties to find such alternatives. As a result, it is recommended that the Board approve Amended Resolution #1066-09 so that the layoff notices to this group can be rescinded.

**Educational Implications:**

None

**Fiscal Implications:**

The District and CSEA, Chapter 110 have committed to identify appropriate, mutually agreed upon budget reductions that equate to the approximately \$143,000 of savings that are associated with the Senior Custodian layoff.

**Amendment to  
Resolution No. 1066-09**

**RESOLUTION OF THE GOVERNING BOARD  
OF THE CHICO UNIFIED SCHOOL DISTRICT**

**ELIMINATION OF CLASSIFIED SERVICES AND  
ORDERING LAYOFFS IN THE CLASSIFIED SERVICE  
FOR THE 2008-2009 SCHOOL YEAR**

**WHEREAS**, Section 45308 of the California Education Code provides for the layoff and re-employment of classified employees due to lack of work and/or lack of funds, and;

**WHEREAS**, due to lack of work and/or lack of funds, the Board of Education of the Chico Unified School District took action on March 25, 2009 to eliminate twenty-three (23) full-time SR CUSTODIAN classified positions.

**NOW, THEREFORE, BE IT RESOLVED**, by the Board that:

1. The elimination of SR CUSTODIAN classified positions shall be zero (0) instead of twenty-three (23);
2. Except as noted in #1 above, the remainder of Resolution No. 1066-09 shall remain unchanged

**THIS RESOLUTION** was passed and adopted by the Board at a special meeting held on the 13th day of May, 2009, by the following roll call vote:

AYES:

NOES:

ABSENT:

Signed and approved by me after its passage.

\_\_\_\_\_  
President of the Board

ATTEST:

\_\_\_\_\_  
Clerk of the Board

**RESOLUTION 1066-09  
RESOLUTION OF THE GOVERNING BOARD  
OF THE CHICO UNIFIED SCHOOL DISTRICT**

**ELIMINATION OF CLASSIFIED SERVICES AND  
ORDERING LAYOFFS IN THE CLASSIFIED SERVICE  
FOR THE 2008-2009 SCHOOL YEAR**

WHEREAS Education Code section 45308 provides for the layoff and reemployment of classified employees due to a lack of work and/or lack of funds, and,

WHEREAS the Superintendent of the Chico Unified School District (District) has advised the District's Governing Board (Board) that there is a lack of funds to maintain the following position(s) and that the Board should consider the elimination of the following position(s):

| Classification        | Full-Time Equivalent | Site/Program               |
|-----------------------|----------------------|----------------------------|
| ACCOUNTING TECHNICIAN | 1.0000               | FACILITIES/MAINTENANCE     |
| CAMPUS SUPERVISOR     | 0.1250               | BJHS/CATEGORICAL           |
| CAMPUS SUPERVISOR     | 1.0000               | PVHS/GENERAL               |
| IA-BILINGUAL          | 0.3750               | MCMANUS/CATEGORICAL        |
| IA-COMPUTERS          | 0.3750               | BJHS/CATEGORICAL           |
| IA-COMPUTERS          | 0.3750               | MCMANUS/CATEGORICAL        |
| INSTRUCTIONAL ASST    | 0.4375               | MCMANUS/CATEGORICAL        |
| MAINTENANCE WORKER    | 1.0000               | M & O/MAINTENANCE          |
| SR CUSTODIAN          | 1.0000               | SHASTA/GENERAL             |
| SR CUSTODIAN          | 1.0000               | HOOKER OAK/GENERAL         |
| SR CUSTODIAN          | 1.0000               | PVHS/GENERAL               |
| SR CUSTODIAN          | 1.0000               | SIERRA VIEW/GENERAL        |
| SR CUSTODIAN          | 1.0000               | LCC/GENERAL                |
| SR CUSTODIAN          | 1.0000               | CAL/FVHS/GENERAL           |
| SR CUSTODIAN          | 1.0000               | CHS/GENERAL                |
| SR CUSTODIAN          | 1.0000               | PARKVIEW/GENERAL           |
| SR CUSTODIAN          | 1.0000               | NEAL DOW/GENERAL           |
| SR CUSTODIAN          | 1.0000               | CHAPMAN/GENERAL            |
| SR CUSTODIAN          | 1.0000               | M & O/GENERAL              |
| SR CUSTODIAN          | 1.0000               | M & O/GENERAL              |
| SR CUSTODIAN          | 1.0000               | BJHS/GENERAL               |
| SR CUSTODIAN          | 1.0000               | MJHS/GENERAL               |
| SR CUSTODIAN          | 1.0000               | ACADEMY FOR CHANGE/GENERAL |
| SR CUSTODIAN          | 1.0000               | LOMA VISTA/GENERAL         |
| SR CUSTODIAN          | 1.0000               | MCMANUS/GENERAL            |
| SR CUSTODIAN          | 1.0000               | EMMA WILSON/GENERAL        |
| SR CUSTODIAN          | 1.0000               | CITRUS/GENERAL             |
| SR CUSTODIAN          | 1.0000               | ROSEDALE/GENERAL           |
| SR CUSTODIAN          | 1.0000               | MARIGOLD/GENERAL           |
| SR CUSTODIAN          | 1.0000               | CJHS/GENERAL               |
| SR CUSTODIAN          | 1.0000               | M & O/GENERAL              |
| SR OFFICE ASSISTANT   | 1.0000               | FACILITIES/MAINTENANCE     |

WHEREAS the District and the California School Employees Association, Chico Chapter 110 (CSEA) executed a Collective Bargaining Agreement (Agreement) effective July 1, 2004 through June 30, 2007. The CSEA's covered unit members, as defined in the Agreement, include those holding the positions described herein.

WHEREAS Article 1, Section 1.5.1 of the Agreement recognizes the authority of the District to make decisions to eliminate services and layoff therefrom.

WHEREAS Article 4 of the aforesaid Agreement covers layoff and reemployment and specifically provides that said Article includes all of the impact and effects of any layoff, demotion and/or reemployment for unit members and is thus a waiver to further bargain the effects of any specific decision to eliminate services and layoff therefrom, except as provided therein.

WHEREAS CSEA has been apprised of the contemplated elimination of services described herein in order to afford it the opportunity to exercise its rights under the Agreement.

NOW, therefore, be it resolved the Board has this date adopted the Superintendent's recommendations and ordered a reduction of classified services, and it appears to the Board that due to a lack of funds it is necessary to eliminate certain classified position(s) and to layoff affected employee(s) hereinabove set forth.

BE IT FURTHER RESOLVED that the Board authorizes the District Superintendent to give notice to the affected classified employee(s) of the layoff in accordance with Education Code Sections 45117 and 45308 and pursuant to Article 4 of the current collective bargaining agreement and pursuant to Merit System rules, such notice to be given at least forty-five (45) working days prior to the effective date of each layoff as set forth above.

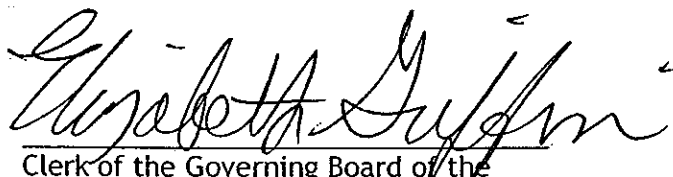
The Board authorizes and directs the Superintendent to carry forth all layoff proceedings resulting from the elimination of position(s) ordered herein above, including proceedings for layoff provided by the exercise of displacement rights and to service layoff notices to employees affected thereby. Where an employee displaces an employee holding a position in another class, the Superintendent is hereby authorized and directed to carry forth layoff proceedings resulting therefrom and to serve layoff notices to employees affected thereby. All such layoffs shall be as of the designated effective date, forty-five (45) working days from notices of layoff.

In the event that an employee affected by the layoff proceedings authorized by this resolution chooses to retire or resign from District service, or other appropriate resolution is made, the Superintendent is authorized to rescind the layoff.

PASSED AND ADOPTED at a meeting of the Governing Board of the Chico Unified School District of Butte County on March 25, 2009.

AYES: Reed, Kaiser, Thompson, Rees  
NOES: Griffin  
ABSTENTIONS: None  
ABSENT: None

DATED this 25<sup>th</sup> day of March, 2009.

  
Clerk of the Governing Board of the  
Chico Unified School District

**PROPOSED AGENDA ITEM: Resolution # 1077-09 Final Action: Certificated Reduction in Force for 2009-2010 (Educ. Code Section 44949, 44955).**

Prepared by: Bob Feaster, Assistant Superintendent, Human Resources

Consent:

Information Only:

Discussion/Action: X

Board Date: May 13, 2009

**Background Information:**

As a result of the budget crisis at both the Federal and State level the District was faced with massive budget cuts both mid year and for the 2009-10 school year. One way in which the District could make up for some of these cuts was a reduction in the workforce. For certificated staff this required that the District identify particular kinds of services that may not be needed for the next school year and from there identifying certificated staff who would receive layoff notices. Hearings were scheduled with an Administrative Law Judge (ALJ) to insure that all of the required procedures and processes were properly implemented in this process. The District and the Counsel for the staff involved reached a stipulated agreement that the process was correctly implemented. Out of this process changes were made to some seniority dates and the reclassification of a few as well. The agreement resulted in the recommendation that some of the notices be rescinded. The stipulated agreement was submitted to the ALJ. On Thursday, May 7 the ALJ informed both parties that he approved that agreement as written. The ALJ's decision noted that the approved agreement would serve as the basis for any rescissions and final notices. The District will send both rescission and final layoff notices to the affected staff members pending approval of the Resolution.

**Educational Implications:**

The District will lose many dedicated and talented certificated staff members.

**Fiscal Implications:**

This process and the judgment of the ALJ provide the District with needed flexibility to reduce certificated staff given the budget cuts incurred and forthcoming.



**Resolution No. 1077-09**

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

**Concerning Authorization and Direction That  
Certificated Services Be Reduced  
for the Coming 2009/2010 School Year  
Due to Reduction or Elimination of Particular Kinds of Service**

**WHEREAS**, Sections 44949 and 44955 of the California Education Code requires 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 for the ensuing school year;

**WHEREAS**, on February 25, 2009, the Board of Education of the Chico Unified School District adopted Resolution No. 1059-09, Concerning a Reduction in Certificated Staff Due to Reduction or Elimination of Particular Kinds of Service of the 2009/2010 School Year, a copy of which is attached as Exhibit A and hereby incorporated by reference as though fully set forth;

**WHEREAS**, pursuant to Resolution No. 1059-09, the Superintendent was authorized and directed to send notices of recommendation of non-reemployment pursuant to Sections 44949 and 44955 of the California Education Code to all employees whose services were to be terminated by virtue of Resolution No.1059-09;

**WHEREAS**, on March 10, 2009, the Superintendent served written Notice of Recommendation That Services Will Not Be Required for the 2009/2010 School Year was sent to certificated employees in the manner prescribed by law and that the Board of Education was advised that such notices were sent;

**WHEREAS**, within the time limit specified in Education Code section 44949(b), certain certificated employees initially noticed ("Respondents") requested a hearing to determine if there was cause for not reemploying them for the ensuing school year;

**WHEREAS**, in the manner provided by law, the District served Accusations upon all employees requesting a hearing;

**WHEREAS**, on April 20 & 21, 2009 a hearing was held, in the manner provided by law, before Administrative Law Judge Karl Engeman;

**WHEREAS**, pursuant to the Proposed Decision and Order of Judge Karl Engeman dated May 7, 2009, incorporating the Stipulations of the parties at hearing, the District has acted within its authority and lawful discretion in the manner in which it has implemented the reduction of particular kinds of service as set forth in Resolution No. 1059-09 (Exhibit B);

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

1. Pursuant to Section 44955 of the California Education Code, cause exists because of Reduction or Elimination of Particular Kinds of Service to give notice to teachers in 9.0 Full-Time Equivalent positions as authorized in Board of Education Resolution No. 1059-09 and the Proposed Decision and Order of Judge Engeman, which Proposed Decision and Order is hereby adopted by the Board as its Final Determination in this matter.
2. Cause for Reduction or Elimination of Particular Kinds of Service relates solely to the welfare of the schools and the pupils thereof within the meaning of California Education Code section 44949.
3. The Superintendent is authorized and directed to send Notices That Certificated Services Will Not Be Required for the 2009/2010 School Year Due to Reduction or Elimination of Particular Kinds of Service to all employees whose services are being terminated by virtue of Board Resolution No. 1059-09 and the instant Resolution. The Superintendent shall take any and all other action reasonable and necessary to implement this Resolution and the Decision and Order of Judge Engeman. (See Exhibit B).
4. Notices of Layoff shall be sent before May 15, 2009 by certified mail, return-receipt requested. The order of employee termination shall be the reverse order of employment.

**PASSED AND ADOPTED** by the Board of Education of the Chico Unified School District at a special meeting held on May 13, 2009, 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

Exhibit A  
**Resolution No. 1059-09**  
**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 governing board 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 that:

1. The services set forth in Attachment A shall be reduced or eliminated at the close of the 2008/2009 school year for the 2009/2010 school year.
2. The Board has considered anticipated certificated employee attrition (resignation, retirements, non-re-elections, temporary teacher releases, etc.). Nevertheless, it is still necessary to terminate certificated full-time equivalent positions as referenced in Attachment A.
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 2009/10 school year which are not possessed by more senior employees thereby subject to layoff.
4. The Superintendent, or 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.

THIS RESOLUTION was passed and adopted by the Board at a regular meeting held on the 25th day of February, 2009, by the following roll call vote:

AYES: Reed, Kaiser, Griffin, Thompson, Rees

NOES: None

ABSENT: None

Signed and approved by me after its passage.

  
\_\_\_\_\_  
President of the Board

ATTEST:

  
\_\_\_\_\_  
Clerk of the Board

Exhibit B  
**Attachment A**  
**to Resolution No. 1059-09**  
**PARTICULAR KINDS OF SERVICES (PKS) TO BE REDUCED**  
**OR ELIMINATED**  
**AT CLOSE OF 2008/2009 SCHOOL YEAR**

Administrators

FTE

|  |      |
|--|------|
| Coordinator (Tobacco Use Prevention Education) | 0.60 |
| School Psychologist                            | 1.00 |
| School Site Administrators                     | 4.00 |

5.60

Elementary Teachers

|                                  |       |
|----------------------------------|-------|
| Art and Music Block Grant        | 0.20  |
| Elementary Education             | 68.75 |
| Fine Art                         | 8.95  |
| Itinerant ELD                    | 1.80  |
| Music                            | 4.30  |
| PE Specialists                   | 4.20  |
| Pull Out GATE                    | 1.00  |
| School Based Coordinated Program | 3.55  |
| Two Way Immerssion               | 1.00  |

93.75

Secondary Teachers

| Continuation (Grades 9-12)         |      |
|------------------------------------|------|
| Art                                | 0.20 |
| Credit Recovery                    | 0.20 |
| English 12 grade                   | 0.40 |
| English 9th grade                  | 0.60 |
| Health                             | 0.40 |
| Life Skills                        | 0.50 |
| Math                               | 0.40 |
| Physical Education                 | 0.40 |
| Reading                            | 0.40 |
| Science, Life                      | 0.25 |
| Science, Physical                  | 0.25 |
| Community Day School (Grades 9-12) |      |
| English                            | 0.20 |
| Math                               | 0.20 |
| Physical Education                 | 0.40 |
| Science, Life                      | 0.20 |
| Science, Physical                  | 0.20 |
| Social Science                     | 0.20 |
| High School (Grades 9-12)          |      |
| Art                                | 0.40 |
| CASHEE                             | 0.40 |
| English                            | 1.60 |
| English Language Development - ELD | 0.80 |

4.00

1.40

|   |      |
|---|------|
| French  | 0.20 |
| Health  | 0.20 |
| Home Economics                                | 0.20 |
| Industrial Technology: Manufacturing & Design | 0.20 |
| Math  | 1.40 |
| Music   | 0.60 |
| Photography                                   | 0.20 |
| Physical Education                            | 0.40 |
| Pupil Retention and Promotion                 | 2.80 |
| School Based Coordinated Program              | 0.60 |
| Science, Physical                             | 0.20 |
| SDC: Mild/Mod.                                | 1.00 |
| Social Science                                | 1.40 |
| Spanish                                       | 0.80 |
| Yearbook                                      | 0.20 |

13.60

**Junior High (Grades 7-8)**

|                                    |      |
|------------------------------------|------|
| Activity Directors                 | 0.60 |
| Art                                | 0.20 |
| English                            | 0.40 |
| English Language Development - ELD | 1.60 |
| Music                              | 0.20 |
| Opportunity                        | 2.00 |
| Physical Education                 | 0.20 |
| SDC: Mild/Mod.                     | 1.00 |
| Social Science                     | 0.20 |
| Student Government                 | 0.60 |

7.00

**Secondary Counselors**

|                                       |      |
|---------------------------------------|------|
| School Counselors (staff to contract) | 1.30 |
| Supplemental School Counselors (1802) | 9.00 |

10.30

**135.65 GRAND TOTAL**