

## MINUTES

1. CALL TO ORDER

At 6:30 p.m. the Board convened and announced they would recess into closed session to discuss Items 2.1, 2.2, 2.3 and 2.4.

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

2. CLOSED SESSION2.1 Public Employee Performance Evaluation

Pursuant to Government Code §54957

Title: Superintendent

2.2 Public Employment: Terms of Contract

Pursuant to Government Code §54957

Title: Superintendent

## 2.3 Updates on Existing Litigation

Pursuant to subdivision (a) of §54956.9

Name of Cases: Black vs. CUSD and Crews vs. CUSD

Attending:

Kelly Staley, Superintendent

Bob Feaster, Assistant Superintendent

Jan Combes, Assistant Superintendent

## 2.4 Conference with Labor Negotiator

Attending:

Kelly Staley, Superintendent

Bob Feaster, Assistant Superintendent

Jan Combes, Assistant Superintendent

3. RECONVENE TO REGULAR SESSION

At 7:35 p.m., Board President Reed reconvened regular session and indicated there were no announcements from Closed Session.

4. CONSENT

Board President Reed asked if anyone wanted to pull any items for further discussion. There being none, a motion was made by Board Member Thompson to approve the consent items, seconded by Board Member Rees.

## 4.1 The Board approved the Field Trip Request from Hooker Oak to attend the Shakespeare Plays/Festival in Ashland, Oregon from 4/3/08-4/4/08.

4.2 The Board approved the Field Trip Request from Marigold, Chapman and Shasta 6<sup>th</sup> grade classes to attend Environmental Education at the Woodleaf Outdoor School from 3/25/08-3/28/08

(Consent Vote)

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

5. DISCUSSION/ACTIONA.1. 2<sup>nd</sup> Reading of Board Policies 6802, Off-Campus Instruction and 6803, Medically Necessary Instruction

A motion was made by Board Member Thompson to approve the Board Policies 6802 and 6803, seconded by Board Member Rees

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

B.1. Consider Approval of Format of Monthly ADA and Enrollment Reports

Assistant Superintendent Jan Combes explained the format of the new monthly budget and ADA reports. She explained there would be no additional work for staff to create these reports. The new format will give an overall look at enrollment and will become a monthly report to the Board. Board Member Thompson moved to approve, seconded by Board Member Anderson.

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

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**B.2. Consider Approval of Request for Allowance of Attendance**

Assistant Superintendent Jan Combes presented the Request for allowance of attendance for the school closure of Cohasset Elementary January 7 through January 11, 2008, and Forest Ranch Elementary on January 7, 2008, because schools were without power, and of Cohasset Elementary on January 31, 2008, due to hazardous condition on impassable and icy roads. Board Member Anderson moved to approve, seconded by Board Member Thompson.

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

**C.1. 2<sup>nd</sup> Reading of Board Policies, 4000 Series**

Board President Reed noted that the cover sheet should state this is the second reading of this series and the Board will be taking action. Bob Feaster clarified that the Board Policies beginning with "41" were for Certificated Staff, "42" were for Classified staff and "43" were for Management. Board Member Rees asked that a motion be placed on the table to approve, with amendments as so voted by the Board. Board Member Anderson seconded the motion.

BP 4000 Concepts And Roles (no amendment);

BP 4020 Drug And Alcohol-Free Workplace (no amendment);

BP 4030 Nondiscrimination In Employment (no amendment);

BP 4040 Employee Use Of Technology (no amendment);

BP 4100 Certificated Personnel (no amendment);

BP 4111 Recruitment And Selection (no amendment);

BP 4111.2 Legal Status Requirement (no amendment);

BP 4112.2 Certification (no amendment);

BP 4112.21 Interns (no amendment);

BP 4112.24 Teacher Qualifications Under The No Child Left Behind Act (no amendment);

BP 4112.41 Employee Drug Testing; Board President Reed made a motion, seconded by Board member Anderson to approve as is, but bring back clarification why the first sentence in the second paragraph refers to a driver as opposed to an employee;

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

BP 4112.42 Drug And Alcohol Testing For School Bus Drivers (discussion, no amendment);

BP 4112.61 Employment References; Board Clerk Thompson made a motion, seconded by Board Member Rees to amend this policy so the second sentence in the second paragraph reads: *Any recommendation he/she gives shall provide a careful and truthful account of the employee's job performance and qualifications*;

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

BP 4112.8 Employment Of Relatives (no amendment);

BP 4113 Assignment (no amendment);

BP 4113.4 Temporary Modified/Light-Duty Assignment (no amendment);

BP 4115 Evaluation/Supervision (discussion, no amendment);

BP 4116 Probationary/Permanent Status (no amendment);

BP 4117.11 Preretirement Part-time Employment (no amendment);

BP 4117.13 Early Retirement Option (no amendment);

BP 4117.2 Resignation (no amendment);

BP 4117.3 Personnel Reduction; George Young, CTA president asked for a review. Board Clerk Thompson made a motion, seconded by Board Member Rees to change the third paragraph to read: *To be considered competent, an employee must have academic training in the specialized area to which the district would be able to assign him/her. The district may also consider the recency and length of time of the employee's experience.*;

AYES: Reed, Anderson, Thompson, Rees

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NOES: None

ABSENT: Kaiser

- BP 4118 Suspension/Disciplinary Action (no amendment);
- BP 4119.1 Civil And Legal Rights (no amendment);
- BP 4119.11 Sexual Harassment (no amendment);
- BP 4119.21 Professional Standards (no amendment);
- BP 4119.22 Dress And Grooming (no amendment);
- BP 4119.23 Unauthorized Release Of Confidential/Privileged Information (no amendment);
- BP 4119.25 Political Activities Of Employees (no amendment);
- BP 4119.41 Employees With Infectious Disease (no amendment);
- BP 4119.42 Exposure Control Plan For Bloodborne Pathogens (no amendment);
- BP 4119.43 Universal Precautions (no amendment);
- BP 4127 Temporary Athletic Team Coaches (no amendment);
- BP 4131 Staff Development (discussion, no amendment);
- BP 4131.1 Beginning Teacher Support/Induction (no amendment);
- BP 4132 Publication or Creation of Materials (no amendment);
- BP 4135 Soliciting And Selling (no amendment);
- BP 4136 Nonschool Employment (no amendment);
- BP 4137 Tutoring (no amendment);
- BP 4139 Peer Assistance And Review (no amendment);
- BP 4140 Bargaining Units (no amendment);
- BP 4141 Collective Bargaining Agreement (no amendment);
- BP 4141.6 Concerted Action/Work Stoppage (no amendment);
- BP 4143 Negotiations/Consultation (no amendment);
- BP 4143.1 Public Notice - Personnel Negotiations (no amendment);
- BP 4144 Complaints (no amendment);
- BP 4151 Employee Compensation (no amendment);
- BP 4154 Health And Welfare Benefits (no amendment);
- BP 4156.2 Awards and Recognition (no amendment);
- BP 4156.3 Employee Property Reimbursement (no amendment);
- BP 4157 Employee Safety (no amendment);
- BP 4157.1 Work-Related Injuries (no amendment);
- BP 4158 Employee Security (discussion, no amendment); *Kelly will take the suggestion that School Board meetings are incorporated in the District Safe Schools Plan.*
- BP 4159 Employee Assistance Programs (no amendment);
- BP 4161 Leaves (no amendment);
- BP 4161.9 Catastrophic Leave Program (no amendment);
- BP 4200 Classified Personnel (no amendment);
- BP 4211.2 Legal Status Requirement (no amendment);
- BP 4212.41 Employee Drug Testing (no amendment);
- BP 4212.42 Drug And Alcohol Testing For School Bus Drivers (no amendment);
- BP 4212.61 Employment References (no amendment);
- BP 4212.8 Employment Of Relatives (no amendment);
- BP 4213.4 Temporary Modified/Light-Duty Assignment (no amendment);
- BP 4215 Evaluation/Supervision (no amendment);
- BP 4216 Probationary/Permanent Status (no amendment);
- BP 4217.2 Resignation (no amendment);
- BP 4219.1 Civil And Legal Rights (no amendment);
- BP 4219.11 Sexual Harassment (no amendment);
- BP 4219.21 Professional Standards (no amendment);
- BP 4219.23 Unauthorized Release Of Confidential/Privileged Information (no amendment);
- BP 4219.25 Political Activities Of Employees (no amendment);
- BP 4219.41 Employees With Infectious Disease (no amendment);

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- BP 4219.42 Exposure Control Plan for Bloodborne Pathogens (no amendment);  
BP 4219.43 Universal Precautions (no amendment);  
BP 4222 Teacher Aides/Paraprofessionals (no amendment);  
BP 4227 Temporary Athletic Team Coaches (no amendment);  
BP 4231 Staff Development (no amendment);  
BP 4232 Publication or Creation of Materials (no amendment);  
BP 4235 Soliciting And Selling (no amendment);  
BP 4236 Nonschool Employment (no amendment);  
BP 4240 Bargaining Units (no amendment);  
BP 4241 Collective Bargaining Agreement (no amendment);  
BP 4241.6 Concerted Action/Work Stoppage (no amendment);  
BP 4243 Negotiations/Consultation (no amendment);  
BP 4243.1 Public Notice - Personnel Negotiations (no amendment);  
BP 4244 Complaints (no amendment);  
BP 4251 Employee Compensation (no amendment);  
BP 4254 Health And Welfare Benefits (no amendment);  
BP 4256.2 Awards and Recognition (no amendment);  
BP 4256.3 Employee Property Reimbursement (no amendment);  
BP 4257 Employee Safety (no amendment);  
BP 4257.1 Work-Related Injuries (no amendment);  
BP 4258 Employee Security (no amendment);  
BP 4259 Employee Assistance Programs (no amendment);  
BP 4261 Leaves (no amendment);  
BP 4261.9 Catastrophic Leave Program (no amendment);  
BP 4300 Administrative and Supervisory Personnel (no amendment);  
BP 4311 Recruitment And Selection (no amendment);  
BP 4311.2 Legal Status Requirement (no amendment);  
BP 4312.1 Contracts (no amendment);  
BP 4312.41 Employee Drug Testing (no amendment);  
BP 4312.42 Drug And Alcohol Testing For School Bus Drivers (no amendment);  
BP 4312.61 Employment References (no amendment);  
BP 4312.8 Employment Of Relatives (no amendment);  
BP 4313.2 Demotion//Reassignment (no amendment);  
BP 4313.4 Temporary Modified/Light-Duty Assignment (no amendment);  
BP 4314 Transfers (no amendment);  
BP 4315 Evaluation/Supervision; Board Clerk Thompson made a motion, seconded by Board Member Rees to amend the third paragraph, first sentence to read: *Each administrator shall be evaluated formally at least once every third year following a positive evaluation.*  
AYES: Reed, Anderson, Thompson, Rees  
NOES: None  
ABSENT: Kaiser  
BP 4315.1 Staff Evaluating Teachers (no amendment);  
BP 4317.11 Preretirement Part-time Employment (no amendment);  
BP 4317.13 Early Retirement Option (no amendment);  
BP 4317.2 Resignation (no amendment);  
BP 4319.1 Civil And Legal Rights (no amendment);  
BP 4319.11 Sexual Harassment (no amendment);  
BP 4319.21 Professional Standards (no amendment);  
BP 4319.22 Dress And Grooming (no amendment);  
BP 4319.23 Unauthorized Release Of Confidential/Privileged Information (no amendment);  
BP 4319.25 Political Activities Of Employees (no amendment);  
BP 4319.41 Employees With Infectious Disease (no amendment);  
BP 4319.42 Exposure Control Plan for Bloodborne Pathogens (no amendment);

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- BP 4319.43 Universal Precautions (no amendment);  
BP 4327 Temporary Athletic Team Coaches (no amendment);  
BP 4331 Staff Development (no amendment);  
BP 4332 Publication or Creation of Materials (no amendment);  
BP 4335 Soliciting And Selling (no amendment);  
BP 4336 Nonschool Employment (no amendment);  
BP 4344 Complaints (no amendment);  
BP 4351 Employee Compensation (no amendment);  
BP 4354 Health And Welfare Benefits (no amendment);  
BP 4356.2 Awards and Recognition (no amendment);  
BP 4356.3 Employee Property Reimbursement (no amendment);  
BP 4357 Employee Safety (no amendment);  
BP 4357.1 Work-Related Injuries (no amendment);  
BP 4358 Employee Security (no amendment);  
BP 4359 Employee Assistance Programs (no amendment);  
BP 4361 Leaves (no amendment);  
BP 4361.9 Catastrophic Leave Program (no amendment);  
BP 4740 Medical Benefits for Retired Personnel (no amendment);

Vote on the Policies with Amendments

AYES: Reed, Anderson, Thompson, Rees

NOES: None

ABSENT: Kaiser

9. ADJOURNMENT

At 9:55 p.m. Board President Reed stated that Agenda Items 6. BOARD DEVELOPMENT; 6.1 Reaffirm CSBA Governance Standards; 6.2 Establish CSBA Governance Handbook, including Norms and Protocols, and 7. Calendar Development be moved to another meeting. She also noted that items 6.1 and 6.2 should read CUSD Governance, not CSBA Governance. The meeting was adjourned.

Posted:  
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APPROVED:

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Board of Education

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Administration