
MINUTES

1. CALL TO ORDER

At 5:00 p.m. Board President Griffin called the meeting to order at the Chico City Council Chambers, East Fourth and Main Streets and announced the Board was moving into Closed Session.

Present: Griffin, Kaiser, Thompson, Robinson

Absent: Hovey

1.1. Public comment on closed session items

There were no public comments.

2. CLOSED SESSION**2.1 Update on Labor Negotiations**

Employee Organizations:

Representatives:

CUTA

CSEA, Chapter #110

Kelly Staley, Superintendent

Bob Feaster, Asst. Superintendent

Dave Scott, Asst. Superintendent

Kevin Bultema, Asst. Superintendent

David Koll, Director, Classified Personnel

Dusty Copper, Supervisor

Dave McKay, Principal

JoAnn Bettencourt, Principal

Erica Sheridan, Assistant Principal

Damon Whittaker, Assistant Principal

3. RECONVENE TO REGULAR SESSION**3.1 Call to Order**

At 6:00 p.m. Board President Griffin called the Regular Meeting to Order.

3.2 Report Action Taken in Closed Session

Board President Griffin announced there was nothing to report from Closed Session.

3.3 Flag Salute

At 6:02 p.m. Board President Griffin led the salute to the Flag.

Board President Griffin announced a change in the agenda and noted that members of the Chico High School Band were going to play before Item 4., the Organizational Meeting. Band Director Todd Filpula lead students Nathan Love, Kyle Lehfeldt, Brian Stone, Willis Silliman, Melissa Pimentel-Ramos, Anna Conley, Meredith Welsh, and Asem Berkaliev in three selections.

4. ORGANIZATIONAL MEETING

4.1 Dr. Kathleen Kaiser was unanimously elected President. *MSC Griffin/Thompson*

4.2 Dr. Andrea Lerner Thompson was unanimously elected Vice President. *MSC Kaiser/Robinson*

4.3 Eileen Robinson was unanimously elected Clerk. *MSC Thompson/Kaiser*

Newly Elected Officers took their seats.

4.4 The Board unanimously agreed to appoint Kelly Staley as Secretary to the Board.

4.5 At 6:15 p.m. the Board unanimously agreed to continue the meeting schedule with the first Wednesday of the month as a Workshop and the third Wednesday of the month as the Regular Board meeting with exceptions in January and March (the fourth Wednesday of the month). Closed session will begin at 5:00 p.m. and open session will begin at 6:00 p.m. The Regular Board meetings will be held at the Chico City Council Chambers and the Workshops will be held at the Chico Unified District Office in the Large Conference Room.

4.6 There were no changes to the Agenda Layout.

5. STUDENT REPORTS

At 6:18 p.m. CHS Teacher Ronnie Cockrell and students Maddi Cowan and Mikayla On presented information on the Chico High School Girls Ag Welding Team.

MINUTES**6. SUPERINTENDENT'S REPORT**

At 6:24 p.m. Superintendent's Awards were presented by Principals Jim Hanlon and John Shepherd, and Athletic Directors Pam Jackson and Chip Carton to: Brian Bowen, Chico Nissan Hyundai; Pam Nelson, Dr. Alan Azevedo and staff at Butte Glenn Medical Society; Byron Parsons and Jim Clark, Butte County EMS; Kathleen Makel and Barrie Scheid, PVHS Sports Boosters; and Jane Dolan, CHS Sports Boosters, for their ongoing support of CUSD Athletics. Principal John Shepherd also presented Superintendent's Awards to Reta Rickmers, PVHS Art Teacher and David Cerrato, PVHS Campus Supervisor. Director Michael Weissenborn introduced Tino Navo with PG&E, who presented information on how CUSD would be used in a pilot program for PG&E to do an online program analysis of usage and compare to other school districts with the goal to design a plan to cut back energy use.

7. ANNOUNCEMENTS

At 6:53 p.m. Board President Kaiser encouraged attendance at the PVHS and BJHS concerts occurring tomorrow night and announced the PVHS girls soccer team with eight wins and one tie are headed to Fresno.

8. ITEMS FROM THE FLOOR

At 6:54 p.m. There were no items from the floor.

9. REPORTS FROM EMPLOYEE GROUPS REGARDING NEGOTIATIONS

At 6:54 p.m. The Board received employee reports from Susie Cox for CSEA, Kevin Moretti for CUTA, and Bob Feaster for the District.

10. CONSENT CALENDAR

At 7:00 p.m. Board President Kaiser asked if anyone would like to pull a Consent Item for further discussion. No items were pulled. Board Member Griffin moved to approve the Consent Items; seconded by Board Vice President Thompson.

10.1. GENERAL

10.1.1. The Board approved the Minutes of Regular Session on November 20, 2013, and Special Session on December 11, 2013.

10.1.2. The Board approved Items Donated to the Chico Unified School District.

Donor	Item	Recipient
Brenda Peeples	\$50.00	Henshaw Farms
Kimmelshue Orchards	Harvesting Services @ \$458.58	Henshaw Farms
Bruce Dillman	Miscellaneous Items @ \$4,762.00	Chico High
Joseph Ernandes	\$250.00	Emma Wilson Elementary
Mom's Restaurant	\$1,622.00	Hooker Oak School
Alana Dannenberg	Tickets to Laxson @ \$144.00	Hooker Oak School
Keith & Elizabeth Augustin	\$500.00	Marigold Elementary
B. Scott Hood	\$100.00	Rosedale Elementary
Yoyo Factory	\$161.92	Sierra View Elementary
B. Scott Hood	\$500.00	Chico Jr. High
Westgate Hardwoods	Multi-Dimensional Hardwoods	Chico Jr. High
Chico Rugby Club	\$300.00	Pleasant Valley High
		Athletics
Morrison - Fort Family	Team Bench @ \$75.00	Pleasant Valley High
Rae Morrison & Nancy Fort		Athletics
Soroptimist International of Bidwell	\$720.00	Alternative Education
Rancho		
Anthony Cardenas	\$500.00	Fair View High
Omni-Swing, LLC		

10.2. EDUCATIONAL SERVICES

10.2.1. The Board approved the Expulsion of Students with the following IDs: 51917, 52594, 53757, 54003, 57584, 58154, 58265, 61138, 65421

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- 10.2.2. The Board approved the Field Trip Request for Chapman Sixth Graders to Attend Shady Creek Environmental Camp in Nevada City, CA from 5/5/14 to 5/8/14
- 10.2.3. The Board approved the Field Trip Request for Hooker Oak Sixth Graders to Attend Shady Creek Environmental Camp in Nevada City, CA from 5/5/14 to 5/8/14
- 10.2.4. The Board approved the Field Trip Request for Neal Dow Sixth Graders to Attend Shady Creek Environmental Camp in Nevada City, CA from 4/28/14 to 5/1/14
- 10.2.5. The Board approved the Field Trip Request for Parkview Sixth Graders to Attend Shady Creek Environmental Camp in Nevada City, CA from 5/5/14 to 5/9/14
- 10.2.6. The Board approved the Field Trip Request for Rosedale Sixth Graders to Attend Butte Meadow's Outdoor School in Butte Meadows, CA from 5/27/14 to 5/30/14
- 10.2.7. The Board approved the Field Trip Request for Shasta and Marigold Sixth Graders to Attend Shady Creek Environmental Camp in Nevada City, CA from 1/21/14 to 1/24/14
- 10.2.8. The Board approved the Field Trip Request for Sierra View Sixth Graders to Attend Butte Meadow's Outdoor School in Butte Meadows, CA from 5/14/14 to 5/16/14
- 10.2.9. The Board approved the Field Trip Request for PVHS English Class to Attend the Shakespeare Festival in Ashland, Oregon from 4/3/14 to 4/4/14
- 10.2.10. The Board approved the Field Trip Request for PVHS Baseball Team to Participate in the 7th Annual Tucson Lancer Baseball Tournament in Tucson, Arizona from 3/17/14 to 3/24/14
- 10.2.11. The Board approved the Field Trip Request for PVHS Jazz Band to Attend the Santa Cruz Jazz Festival in Santa Cruz, CA from 3/14/14 to 3/15/14
- 10.2.12. The Board approved the Field Trip Request for CHS FFA/AG Class to Attend the Made for Excellence/Advanced Leadership Academy FFA Conference in Redding, CA from 1/17/14 to 1/18/14
- 10.2.13. The Board approved the CHS Yearbook Agreement with Herff Jones
- 10.2.14. The Board approved the PVHS Yearbook Agreement with Herff Jones
- 10.2.15. The Board approved the New Course Proposal – Production Journalism Online
- 10.2.16. The Board approved the CHS and PVHS Foreign Language Department Title Change to World Language Department
- 10.2.17. The Board approved the CAHSEE Waivers for Students with Disabilities

10.3 BUSINESS SERVICES

- 10.3.1. The Board approved the Accounts Payable Warrants
- 10.3.2. The Board approved the Notice of Completion – Chico High School Library Rooftop HVAC Replacement
- 10.3.3. The Board approved the Facility Master Plan – Phase II Programming – Consultant Agreement with Tim Haley, RA Planning and Programming (Featuring Ellen Mejia-Hooper)

10.4 HUMAN RESOURCES

- 10.4.1. The Board approved the Certificated Human Resources Actions

<u>Employee</u>	<u>Assignment</u>	<u>Effective</u>	<u>Comment</u>
<u>Temporary Appointments 2013/14</u>			
Friend, Kim	Elementary	12/2/13-6/5/14	0.2 FTE (in addition to current 0.2 FTE assignment)
Morine, Lindsay	Secondary	1/6/14-6/5/14	0.4 FTE (in addition to current 0.6 FTE assignment)
Phelps, Amanda	Elementary	12/2/13-6/5/14	0.6 FTE
Privett, Kristen	Elementary	12/2/13-6/5/14	0.4 FTE

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Leave Requests 2013/14

Hudson, Erica	Elementary	12/2/13-6/5/14	0.1 FTE Child Care Leave
Pitsker, Stacy	Elementary	12/13/13-12/20/13	1.0 FTE Child Care Leave

Status Changes 2013/14

Scott, Erica	Secondary	2013/14	Change from Temporary to Probationary 2 (1.0 FTE)
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Administrative Appointments 2013/14

Holderman, Brian	Elementary Principal	12/2/13	0.6 FTE
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Coaching Appointments 2013/14

Keating, Tim	Boys Tennis Coach	Pleasant Valley	Spring
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10.4.2. The Board approved the Classified Human Resources Actions

ACTION NAME	CLASS/LOCATION/ ASSIGNED HOURS	EFFECTIVE	COMMENTS/PRF #/ FUND/RESOURCE
APPOINTMENTS			
BELLA, MARA	IA-SPECIAL EDUCATION/ BLUE OAK/5.0	12/2/2013	VACATED POSITION/126/ SPECIAL ED/6500
COX, SUSAN	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/5.8	11/12/2013	EXISTING POSITION/ TRANSPORTATION/7240
DECKER, TAMALA	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/7.6	11/12/2013	EXISTING POSITION/ TRANSPORTATION/7240
ENGLISH, TAMMIE	IPS-HEALTHCARE/HEAD START/3.2	11/26/2013	IN LIEU OF LAYOFF/ REDUCTION IN WORK CALENDAR
FILIPPI, JANICE	LT CAFETERIA ASSISTANT/ NEAL DOW/2.0	11/14/2013- 2/1/2014	DURING ABSENCE OF INCUMBENT/ 132/NUTRITION/5310
GAGNON, RHONDA	LT SR LIBRARY MEDIA ASSISTANT/CJHS/4.0	12/3/2013- 3/21/2014	DURING ABSENCE OF INCUMBENT/ 137/LIBRARY/1100
GLASS, JO ANN	INSTRUCTIONAL ASSISTANT/ SIERRA VIEW/2.0	11/26/2013	IN LIEU OF LAYOFF
KAVANAGH, COLLEEN	INSTRUCTIONAL ASSISTANT/ MCMANUS/3.3	12/3/2013	NEW POSITION/8/ GRANT/9117
KELLY, MARY	INSTRUCTIONAL ASSISTANT/ CITRUS/3.3	11/26/2013	IN LIEU OF LAYOFF/7/ GRANT/9117
LEDESMA, MARISOL	LT IA-BILINGUAL/CJHS/4.0 & 1.0	1/11/2014- 6/5/2014	DURING ABSENCE OF INCUMBENT/ CATEGORICAL/7090
MATTHEWS, AMBER	CAFETERIA COOK SMALL SCHOOL/ FOREST RANCH/4.3	12/2/2013	VACATED POSITION/48/ NUTRITION/5310
MITCHEL, CAROL	IA-SPECIAL EDUCATION/ NEAL DOW/5.0	12/3/2013	VACATED POSITION/133/ SPECIAL ED/6500
OATES, ASHLEY	INSTRUCTIONAL ASSISTANT/ CHAPMAN/3.3	12/2/2013	NEW POSITION/6/ GRANT/9117

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PHILLIPS, LESLIE	LIBRARY MEDIA ASSISTANT/ ROSEDALE/3.6	11/21/2013	EXISTING POSITION/136/ CATEGORICAL & LIBRARY/3010, 9024, 1100
POE, C. RENEE	LT CAFETERIA SATELLITE MANAGER/EMMA WILSON/6.9	10/1/2013- 11/6/2013	DURING ABSENCE OF INCUMBENT/ NUTRITION/5310
REISE, MARCY	IA-SPECIAL EDUCATION/ PVHS/3.0	11/19/2013	NEW POSITION/109/ SPECIAL ED/6500
SLOAN, DOUGLAS	LT SR CUSTODIAN/ PARKVIEW/8.0	11/18/2013- 2/19/2014	DURING ABSENCE OF INCUMBENT/ 114/MAINTENANCE/0000
SMYZER, ELLIOTT	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/6.8	11/12/2013	EXISTING POSITION/ TRANSPORTATION/7240
STRATTON, MARIN	CAFETERIA ASSISTANT/ EMMA WILSON/2.5	12/2/2013	EXISTING POSITION/121/ NUTRITION/5310
THOMAS, KRISTEN	PARENT CLASSROOM AIDE- RESTR/SIERRA VIEW/2.0	11/18/2013	VACATED POSITION/95/ CATEGORICAL/7090
WHITMAN-HALL, BRITTANY	IPS-CLASSROOM/LOMA VISTA/4.0	12/3/2013	NEW POSITION/115/ SPECIAL ED/6500
WONG, SHELLEY	LT CAFETERIA ASSISTANT/ PVHS/6.0	11/14/2013- 2/1/2014	DURING ABSENCE OF INCUMBENT/ 131/NUTRITION/5310

LAYOFFS TO RE-EMPLOYMENT

ENGLISH, TAMMIE	IPS-HEALTHCARE/HEAD START/3.2	11/26/2013	LACK OF FUNDS
GLASS, JO ANN	INSTRUCTIONAL ASSISTANT/CITRUS/3.4	11/26/2013	LACK OF FUNDS
GREMINGER, LUCRETIA	IA-SPECIAL EDUCATION/ CITRUS/3.0	11/26/2013	LACK OF FUNDS
KELLY, MARY	INSTRUCTIONAL ASSISTANT/LCC/4.0	11/26/2013	LACK OF FUNDS

LEAVES OF ABSENCE

GALLAWAY, SHERRI	TRANSPORTATION SPECIAL ED AIDE/ TRANSPORTATION/5.3	10/24/2013- 12/5/2013	PER CBA 5.1
JACKSON, CHARLES	SR CUSTODIAN/CORP YARD/DISTRICT/8.0	11/23/2013- 12/03/2013	PER CBA 5.3.3
PANG, NICOLE	IPS-CLASSROOM/ CHAPMAN/6.0	10/7/2013- 11/17/2013	PER CBA 5.11
SIMMONS, ELIZABETH	IPS-CLASSROOM/HEAD START/3.2	11/30/2013- 12/20/2013	PER CBA 5.12
SMITH, AARON	CUSTODIAN/PVHS/8.0	10/31/2013- 1/29/2014	PER CBA 5.3.3
WONG ESPINAL, MARLIA	IA-BILINGUAL/CJHS/4.0 & 1.0	1/13/2014- 6/5/2014	PER CBA 5.12

MINUTES**RESIGNATION/TERMINATION**

CLARK, KARYL	INSTRUCTIONAL ASSISTANT/NEAL DOW/4.0	12/30/2013	PERS RETIREMENT
CLARK, KARYL	CHIEF EXAMINER-GED/ EDUCATIONAL SVCS/4.0	12/30/2013	PERS RETIREMENT
MICHAEL, ROBERT	FACILITIES PLANNER- CONSTRUCTION SUPR/ FACILITIES/8.0	12/27/2013	PERS RETIREMENT
MORGAN, JENNILEE	IA-SPECIAL EDUCATION/ HOOKER OAK/3.0	6/6/2013	VOLUNTARY RESIGNATION
PHELPS, AMANDA	IA-SPECIAL EDUCATION/ PARKVIEW/5.0	12/01/2013	VOLUNTARY RESIGNATION

RESIGNED ONLY POSITION LISTED

BELLA, MARA	IA-SPECIAL EDUCATION/ BLUE OAK/4.0	12/1/2013	INCREASE IN HOURS
COX, SUSAN	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/6.0	11/11/2013	VOLUNTARY REDUCTION IN HOURS
DECKER, TAMALA	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/7.5	11/11/2013	INCREASE IN HOURS
MITCHEL, CAROL	IA-SPECIAL EDUCATION/ MARIGOLD/2.5	12/2/2013	INCREASE IN HOURS
MITCHEL, CAROL	IA-SPECIAL EDUCATION/ NEAL DOW/2.0	12/2/2013	VOLUNTARY RESIGNATION
OATES, ASHLEY	INSTRUCTIONAL ASSISTANT/SIERRA VIEW/2.0	12/1/2013	INCREASE IN HOURS
REISE, MARCY	IA-SPECIAL EDUCATION/ HOOKER OAK/2.0	11/18/2013	INCREASE IN HOURS
SMYZER, ELLIOTT	SCHOOL BUS DRIVER-TYPE 2/TRANSPORTATION/6.0	11/11/2013	INCREASE IN HOURS
STRATTON, MARIN	CAFETERIA ASSISTANT/ EMMA WILSON/2.3	12/1/2013	INCREASE IN HOURS

(Consent Vote)

AYES: Kaiser, Thompson, Robinson, Griffin

NOES: None

ABSENT: Hovey

11. DISCUSSION/ACTION CALENDAR**11.1. EDUCATIONAL SERVICES****11.1.1. Discussion/Action: Common Core State Standards Implementation Funds**

At 7:03 p.m. Assistant Superintendent Dave Scott explained how the district, with input from the sites, was proposing a plan delineating how the one-time CCSS implementation funds should be split with 85 percent going to technology and 15 percent going to staff development. Board Member Griffin made a motion to spend the implementation funds as recommended; seconded by Board President Kaiser

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AYES: Kaiser, Griffin
NOES: Robinson, Thompson
ABSENT: Hovey

Board Clerk Robinson added a friendly amendment to approve the recommendation with the provision that staff be allowed to begin spending the money, but be required to present an overview of the spending plan at the upcoming February meeting. Board Vice President Thompson asked to make an additional friendly amendment to approve the recommendation, but with the percentages changed to 80/20. Board Clerk Robinson stated this changed the recommendation and did not accept the friendly amendment. Board Member Griffin seconded Board Clerk Robinson's friendly amendment. Board President Kaiser clarified that the overview of progress will be presented at the February 19 meeting.

AYES: Kaiser, Griffin, Robinson
NOES: Thompson
ABSENT: Hovey

11.2. BUSINESS SERVICES

11.2.1. Discussion/Action: 2013 Solar RFP – Results and Recommendations – Newcomb Anderson McCormick

At 7:49 p.m. Director Michael Weissenborn explained that Agenda Items 11.2.1., 11.2.2., and 11.2.3. were related and provided an introduction to each one. Agenda Item 11.2.1. is a recommendation from Newcomb Anderson McCormick regarding the RFP that was issued in July for design-build services for solar electric systems at: Bidwell Jr. High, Chico Jr. High, Emma Wilson, Hooker Oak, Marigold, Neal Dow, Parkview, Rosedale and Sierra View schools. Agenda Item 11.2.2. regards the financing approaches/options for these solar energy projects; and Agenda Item 11.2.3. is a Resolution that would allow CUSD to apply for a California Energy Commission's Energy Conservation Assistance Act (ECAA) low interest loan. He then introduced Russell Driver, with Newcomb Anderson McCormick, who presented a PowerPoint showing background information, methodology, proposal evaluation, and their recommendation to work with SolarCity.

When Board President Kaiser called for a motion on Item 11.2.1., Board Clerk Robinson stated because Agenda Item 11.2.2. discusses how to secure appropriate financing, she would prefer to hear that information before voting on Agenda Item 11.2.1. Director Weissenborn stated that would be fine and all Board members agreed.

11.2.2. Discussion/Action: 2013 Solar RFP – Financial Advisory Services – Government Financial Strategies, Inc.

At 8:03 p.m. Keith Weaver, with Government Financial Strategies, Inc., presented a PowerPoint on the Financing Approaches for Solar Energy Projects. At 8:15 p.m. Director Weissenborn suggested addressing Agenda Item 11.2.3. and then voting on all three agenda items. All Board members agreed.

11.2.3. Discussion/Action: Resolution No. 1236-13, California Energy Commission's Energy Conservation Assistance Act (ECAA) Loan

At 8:15 p.m. Director Michael Weissenborn presented information on Resolution No. 1236-13, which would allow the district to apply for a California Energy Commission loan to fund the installation of photovoltaic solar systems at nine additional school sites within the District. Rather than voting on all three items at one time, Board Clerk Robinson suggested voting on each agenda item separately.

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The votes on Agenda Items 11.2.1., 11.2.2., and 11.2.3. were as follows:

11.2.1. Discussion/Action: 2013 Solar RFP – Results and Recommendations – Newcomb Anderson McCormick

Board Clerk Robinson moved to authorize the Superintendent or designee to negotiate a design build contract with SolarCity to construct, maintain and operate, to be owned by the District, photovoltaic solar installations as per the 2013 Solar RFP with the agreement contingent upon the District securing appropriate financing; seconded by Board Member Griffin.

AYES: Kaiser, Thompson, Robinson, Griffin

NOES: None

ABSENT: Hovey

11.2.2. Discussion/Action: 2013 Solar RFP – Financial Advisory Services – Government Financial Strategies, Inc.

Board Clerk Robinson moved to authorize the Superintendent or designee to enter into a Financial Advisory Services Agreement with Government Financial Strategies, Inc.; seconded by Board Member Griffin.

AYES: Kaiser, Thompson, Robinson, Griffin

NOES: None

ABSENT: Hovey

11.2.3. Discussion/Action: Resolution No. 1236-13, California Energy Commission's Energy Conservation Assistance Act (ECAA) Loan

Board Clerk Robinson moved to authorize the Superintendent or designee to apply for the California Energy Commission's ECAA Loan; seconded by Board Member Griffin.

AYES: Kaiser, Thompson, Robinson, Griffin

NOES: None

ABSENT: Hovey

11.3 HUMAN RESOURCES

11.3.1. Information: Announcement of the Appointee to the Personnel Commission by the Appointee of Chico Unified School District Board of Education and the Appointee of the Classified School Employees Association of the Chico Unified School District

At 8:20 p.m. Assistant Superintendent Bob Feaster stated the Personnel Commission Appointee of CUSD and Appointee of the Classified School Employees Association of CUSD had appointed and were publicly announcing the appointment of Scott Jones as the third member of the Personnel Commission.

11.3.2. Discussion/Action: Public Disclosure Document and Approval of a Tentative Agreement between CUSD and CUTA

At 8:25 p.m. Assistant Superintendent Bob Feaster explained that in accordance with Assembly Bill 1200 Statutes of 1991, Assembly Bill 2756 Statutes of 2007, Chapter 1213 and with Government Code Sections 3547.5 and 3540.2, the District is required to disclose the financial implications of collective bargaining agreements. The Board is also required to approve the tentative agreement, as is the Chapter, prior to the agreement being implemented. Board Clerk Robinson moved to approve the Tentative Agreement; seconded by Board Member Griffin.

AYES: Kaiser, Thompson, Robinson, Griffin

NOES: None

ABSENT: Hovey

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12. ITEMS FROM THE FLOOR

At 8:26 p.m. Kevin Moretti, CUTA President, stated there were several issues with Substitutes that should be addressed with a multi-prong approach including looking at rate of pay, reducing sub use (like at Little Chico Creek), and perhaps adding permanent substitutes at each site. Assistant Superintendent Bob Feaster said discussions were taking place at Cabinet and Senior Cabinet and there were plans to bring a discussion regarding pay to the Board in spring. He stated the District is also looking at ways to reduce substitute time for both Certificated and Classified in certain areas.

13. ANNOUNCEMENTS

At 8:29 p.m. Board President Kaiser wished everyone a safe holiday and hopes for students to finish with finals well.

14. ADJOURNMENT

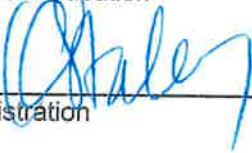
At 8:30 p.m. Board President Kaiser adjourned the meeting.

:mm

APPROVED



Board of Education



Administration