

**MONTECITO UNION SCHOOL DISTRICT
SPECIAL BOARD OF TRUSTEES MEETING**

Montecito Union School Auditorium
385 San Ysidro Road, Santa Barbara, CA 93108
3:30 p.m. Open Session – Auditorium

AGENDA

March 5, 2018

Agenda order is subject to change.

A1. Call to Order – 3:30 p.m.

A2. Roll Call

Mrs. Gwyn Lurie, President, Mr. Peter van Duinwyk, Clerk, Mrs. Marilyn Bachman, Member, Mr. Chad Chase, Member, and Mrs. Kate Murphy, Member.

A3. Public Comment (3:00 p.m.-3:15 p.m.)

Info/Discussion

During this time, the Board President may acknowledge requests to speak on a topic on the agenda. Persons wishing to address the Board should complete a “Speaker Card” prior to the agenda item. The “Speaker Card” must contain the speaker’s name, address, and subject to be addressed. **Public Comment regarding Agenda Items will be acknowledged as the item appears on the agenda.** A “Speaker Card” must be completed before the agenda item has been fully presented. Individuals will be limited to a maximum of three minutes and possibly less, depending on the number of speakers. If the speaker needs more time, he/she may submit written comments or request time on a future agenda. In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Superintendent’s Office at 969-3249 x 420.

B. Correspondence (3:15 p.m.-3:20 p.m.)

Info/Discussion

Individual board members may have received correspondence that they want to share with the Board, staff and public.

C. Approval of Agenda and Estimated Time Allocations (3:20 p.m.-3:25 p.m.)

Action

The Board reserves the right to change the order of the agenda items as necessary.

Strategic Initiative #6: *Financial Sustainability* (3:25 p.m.-4:30 p.m.)

D. Business and Finance

- | | | |
|-----|---|--------------------------|
| D-1 | Resolution to Establish Competency Criteria Due to a Reduction in Particular Kinds of Certificated Services, Resolution #2017/2018-13 | Discussion/Action |
| D-2 | First Amendment to Agreement for Services Montecito Union School District Superintendent | Discussion/Action |
| D-3 | Proposed Changes to the Principal’s, Assistant Principal’s, and Chief Business Official’s/Human Resources Work Year/Schedule | Discussion/Action |
| D-4 | Resolution to Decrease the Number of Certificated Employees Due to a Reduction or Elimination of Particular Kinds of Services, Resolution #2017/2018-15 | Discussion/Action |

E. Consent Agenda (4:30 p.m.-4:35 p.m.)

Action

All matter listed under consent Agenda are considered to be routine and will be enacted by one motion and vote. However, if the item needs further clarification and discussion, it may be removed from the consent Agenda at the request of the Board or staff and considered separately.

E-1 Personnel Action Items

X

F. Suggested Board Agenda Items for Next Regular Meeting (4:35 p.m.-4:40 p.m.)

Info/Discussion

G. Board Governance: Evaluation of Meeting (4:40 p.m.-4:45 p.m.)

Discussion

H. Adjournment (4:45 p.m.)

Action

Item A3. Public Comment

Explanation:

Info/Discussion

During this time, the Board President may acknowledge requests to speak on a topic not on the agenda. Persons wishing to address the Board should complete a "Speaker Card" prior to the agenda item. The "Speaker Card" must contain the speaker's name, address, and subject to be addressed.

Public Comment regarding Agenda Items will be acknowledged as the item appears on the agenda. A "Speaker Card" must be completed before the agenda item has been fully presented.

Individuals will be limited to a maximum of three minutes and possibly less, depending on the number of speakers. If the speaker needs more time, he/she may submit written comments or request time on a future agenda.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Superintendent's Office at 969-3249 x 420.

Recommendation: N/A

Attachments:

- None

Item B. Correspondence

Explanation:

Info/Discussion

Individual board members may have received correspondence that they want to share with the Board, staff and public.

Recommendation: Info/Discussion

Attachments:

- Letter from Carol E. Pattillo Weingartner

157 Santa Elena Ln.
Santa Barbara, CA 93108

Feb. 27, 2018

To: Mr. Anthony Ranii
Superintendent Montecito Union School District
Re: MUS Music program

Dear Mr. Ranii;

I am writing in support of music program and its two excellent teachers, Mrs. Herzog and Mr. Zecher. While there are many wonderful things about Montecito Union School, the current music program is one of the best.

I have been a taxpayer in this school district for 39 years, and I am currently the grandmother of three MUS students. My daughter attended MUS for 5 years from 1979-1985. Our family enjoyed the three annual "sings" as directed by Pam Mc McClendon, as well as the 6th grade musical. These were important aspects of my daughter's education.

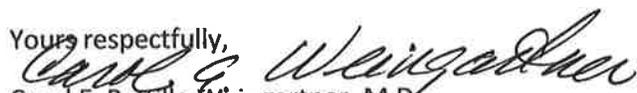
While one might think of music education as merely entertainment, there are copious studies showing that studying music, whether vocal or instrumental, has lasting effects on the brain that translate into improved academic and social performance many years down the road.

While I understand the need to make some cuts in the budget in view of declining revenues, I find the proposal to cut your current music department from 1.8 to 1.25 FTE's to be unfairly drastic. I hope that you and the board can explore other alternatives such as having a fee for before and after school programs such as orchestra, chorus, and band.

In addition to music study contributing to improved academic performance, it also fosters the habits of mind that your school community is working so hard to instill, such as persistence, striving for accuracy, and taking responsible risks. In addition, singing or playing instruments together promotes the firm bonding of your student body. As one of your students said at the string concert, "orchestra is a bright spot in a time of darkness."

I feel so strongly about the need to maintain the music program in something close to its current form, that I am willing to commit \$5000 towards the music program for the 2018-2019 school year, perhaps through the MEF. I know this is a small amount, but perhaps my gift would encourage others to follow suit.

Yours respectfully,


Carol E. Pattillo Weingartner, M.D.

Item C. Approval of Agenda and Estimated Time Allocations

Explanation:

Action

The Board reserves the right to change the order of the agenda times as necessary.

Recommendation: Action

Attachments:

- None

Item D-1. Resolution to Establish Competency Criteria Due to a Reduction in Particular Kinds of Certificated Services, Resolution #2017/2018-13

Explanation:

Discussion/Action

When certificated employees are decreased due to a reduction or elimination of particular services (commonly referred to as a “layoff”), a District may set forth competency criteria by approving a Resolution. We recommend that the Board adopt the competency criteria as defined in the included Resolution.

During the February 20, 2018 Board Meeting, the Board considered proposed language for competency criteria. The Board directed staff to determine whether changes could be made that would encourage staff members to continue to seek out leadership opportunities, such as a “teacher on special assignment” opportunity. Unfortunately, we cannot carve out an exemption for these types of assignments. However, the recommendation before the Board during this meeting is for a more generous timeline that would allow staff members to continue to take these professional risks.

Recommendation: Discussion/Action

Attachments:

- Resolution to Establish Competency Criteria Due to a Reduction in Particular Kinds of Certificated Services, Resolution #2017/2018-13

MONTECITO UNION SCHOOL DISTRICT

*Resolution to Establish Competency Criteria Due to
a Reduction in Particular Kinds of Certificated Services*

Resolution No. 2017/2018-13

WHEREAS, Education Code sections 44949 and 44955 permit the Governing Board to reduce or discontinue particular kinds of programs and services not later than the beginning of the following school year; and

WHEREAS, the Board of Trustees of the Montecito Union School District ("District") has determined that it shall be necessary to reduce or discontinue particular kinds of services of the District no later than the beginning of the 2018-2019 school year; and

WHEREAS, the California Education Code requires that no less senior employee be retained to render service for which an employee who is not retained is credentialed and competent to render, unless the less senior employee possesses competency in those areas of service in which the Board has determined not to reduce services.

NOW, THEREFORE, BE IT RESOLVED by the Board of Trustees of the Montecito Union School District that as to any certificated employee who seeks to move into a position requiring certification qualifications held by a less senior certificated employee, the employee must have teaching experience in the subject area and/or elementary grade level for at least one (1) year within the last ten (10) years.

PASSED AND ADOPTED at the regular meeting of the Board of Trustees of the Montecito Union School District on March 5, 2018 by the following vote:

AYES: _____
NOES: _____
ABSENT: _____
ABSTAIN: _____

Gwyn Lurie, President, Board of Trustees

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Board of Trustees of the Montecito Union School District of Santa Barbara County, California, adopted by said Board of Trustees at its meeting on March 5, 2018.

Anthony Ranii, Secretary, Board of Trustees

Item D-2. First Amendment to Agreement for Services Montecito Union
School District Superintendent

Explanation:

Discussion/Action

The District is faced with the challenges of 1) reduced student population and 2) an expected decrease in revenue. These challenges call for action and a reduction in expenditures. At the February 20, 2018 Board Meeting, the Board approved three types of reductions: 1) budget reductions which will reduce spending on various supplies and materials, 2) certificated staffing reductions including both teachers and administrative reductions, and 3) classified staffing reductions including both instructional assistants and office/support staff reductions.

The purpose of this agenda item is to eliminate the contractual raise for the superintendent for the 2018-2019 school year.

Recommendation: Discussion/Action

Attachments:

- First Amendment to Agreement for Services Montecito Union School District Superintendent



**FIRST AMENDMENT TO AGREEMENT FOR SERVICES MONTECITO UNION SCHOOL DISTRICT
SUPERINTENDENT**

This first Amendment to Agreement for Services is made effective the 5th day of March 2018, by and between the Board of Trustees of the Montecito Union School District (“Board”) and Anthony Ranii (“Superintendent”) in reference to the following facts:

WHEREAS, the Superintendent was originally employed by the Board pursuant to a written contract dated May 16, 2017; and

WHEREAS, the parties now wish to further modify certain terms of the May 16, 2017 Agreement;

NOW THEREFORE, the parties hereby agree as follows:

1. Except as expressly provided herein, all terms and conditions of the Agreement shall remain in full force and effect.
2. Paragraph 5.2 of the Agreement is amended to provide that the 3% salary increase, effective July 1, 2018, shall *not* take place per the Superintendent’s request, due to the potential decrease in the District’s property tax revenue as a result of the debris flow event of January 9, 2018 and its impact on property values.

SUPERINTENDENT

MONTECITO UNION SCHOOL DISTRICT

By: _____
Anthony Ranii

Gwyn Lurie, Board of Trustees President

Dated: _____

Dated: _____

Item D-3. Proposed Changes to the Principal's, Assistant Principal's, and Chief Business Official's/Human Resources Work Year/Schedule

Explanation:

Discussion/Action

The District is faced with the challenges of 1) reduced student population and 2) an expected decrease in revenue. These challenges call for action and a reduction in expenditures. At the February 20, 2018 Board Meeting, the Board approved three types of reductions: 1) budget reductions which will reduce spending on various supplies and materials, 2) certificated staffing reductions including both teachers and administrative reductions, and 3) classified staffing reductions including both instructional assistants and office/support staff reductions. This plan included reductions in the work year/schedule of the Principal, Assistant Principal, and Chief Business Official/Human Resources, effective July 1, 2018.

We recommend the Board approve these reductions as follows:

Principal:	10 Days
Assistant Principal:	10 Days
Chief Business Official/Human Resources:	5 Days

Recommendation: Authorize Superintendent to reduce work years/schedule as indicated above

Attachments:

- None

Item D-4. Resolution to Decrease the Number of Certificated Employees Due to a Reduction or Elimination of Particular Kinds of Services, Resolution #2017/2018-15

Explanation:

Discussion/Action

The District is faced with the challenges of 1) reduced student population and 2) an expected decrease in revenue. These challenges call for action and a reduction in expenditures. At the February 20, 2018 Board Meeting, the Board approved three types of reductions: 1) budget reductions which will reduce spending on various supplies and materials, 2) certificated staffing reductions including both teachers and administrative reductions, and 3) classified staffing reductions including both instructional assistants and office/support staff reductions.

Reductions of staff are always difficult. It is especially difficult this year when our staff has performed admirably and even courageously during one of the most challenging times in the history of Montecito Union School. Though none of these proposals are meant personally, these proposals can certainly feel very personal to those affected by them. Throughout the process of arriving at these proposals, I (Anthony Ranii) have worked to be transparent, establish open-communication, to truly listen to ideas, and to operate with as much kindness as possible. Staff members have had several opportunities to weigh in on these recommendations, and I was able to make a better recommendation after listening to their thoughts. That said, this recommendation is mine, and not a consensus statement of the staff.

The purpose of this agenda item is to approve the certificated particular kinds of service reductions that are detailed in the included Resolution. As was discussed during the February 20, 2018 Board Meeting, the Board must act to make these decisions before a March 15 deadline, and we ask that they do so tonight. That said, the Board will enact the final reduction at a later meeting, in advance of a May 15 deadline. If this Resolution 2017/18-15 is approved tonight, discussions will continue with various departments in order to present final recommendations. This final recommendation may be to enact the same level of reductions or a lower amount of reductions in some or all categories. It is not possible to increase the reductions for the 2018-2019 school year after March 15 notices are issued.

Recommendation: Discussion/Action

Attachments:

- Resolution to Decrease the Number of Certificated Employees Due to a Reduction or Elimination of Particular Kinds of Services, Resolution #2017/2018-15

MONTECITO UNION SCHOOL DISTRICT

*Resolution to Decrease the Number of Certificated Employees
Due to a Reduction or Elimination of Particular Kinds of Services*

Resolution No. 2017/2018-15

WHEREAS, Education Code sections 44949 and 44955 permit the Governing Board to reduce or discontinue particular kinds of programs and services not later than the beginning of the following school year; and

WHEREAS, the Governing Board of the Montecito Union School District ("District") has determined that it shall be necessary to reduce or discontinue the particular kinds of services of the District described herein no later than the beginning of the 2018-2019 school year; and

WHEREAS, it shall be necessary at the end of the 2017-2018 school year to terminate the employment of certain certificated employees of the District as a result of this reduction or discontinuance in particular kinds of services; and

WHEREAS, it is the opinion of the Board that it is in the best interest of the District to reduce the number of regular certificated employees of the District as hereinafter set forth;

NOW, THEREFORE, BE IT RESOLVED by the Governing Board of the Montecito Union School District as follows:

- A. That the following particular kinds of services be reduced or eliminated as indicated commencing with the 2018-2019 school year:

PARTICULAR KINDS OF SERVICE	FTE
K-6 Elementary Teacher	4.0
Music	.55
Art	.33
Physical Education	.25
Spanish	.30
Librarian	.20
FTE	5.63
Total Full Time Equivalent Reduction:	5.63

- B. That due to the reduction or elimination of particular kinds of services the number of certificated employees of the District be terminated pursuant to Education Code section 44955.
- C. That the District Superintendent or designee is directed to send appropriate notices to all employees whose services shall be terminated by virtue of this action pursuant to Education Code sections 44955 and 44949.

- D. Nothing herein shall be deemed to confer any status or rights upon any temporary or categorically funded project certificated employees in addition to those specifically granted to them by statute.
- E. **PASSED AND ADOPTED** at the regular meeting of the Governing Board of the Montecito Union School District on March 5, 2018 by the following vote:

AYES: _____

NOES: _____

ABSENT: _____

ABSTAIN: _____

Gwyn Lurie, President, Board of Trustees

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Governing Board of the Montecito Union School District of Santa Barbara County, California, adopted by said Governing Board at its meeting on March 5, 2018.

Anthony Ranii, Secretary, Board of Trustees

Item E. Consent Agenda

Explanation:

Action

All matters listed under the Consent Agenda are considered to be routine and will be enacted by one motion and vote. However, if the item needs further clarification and discussion, it may be removed from the Consent Agenda at the request of the Board or staff and considered separately.

Recommendation: Action

Attachments:

- Personnel Action Items

E-1 Consent Agenda: Personnel Action Items – March 5, 2018**Board Agenda**

The persons listed below are recommended to the Board for the action listed. Pre-employment process has been completed and the required documents have been submitted to the Human Resources Office.

EMPLOYMENT

Employee Name	Position	Action	Reason	Funding Source	Effective Date
McMahon, Laurie	Teacher	Personal Leave of Absence	Personal	N/A	November 26, 2018- June 6, 2019
Alvarez, Virginia	Chief Business Official/Human Resources	Extra Work Days NTE 35	Days above contract	Reimbursable/GF	2017/2018, 2018-2019 Fiscal Years

Recommendation: Approval of Personnel Action Items

Item F. Suggested Board Agenda Items for Next Regular Meeting

Info/Discussion

Suggested Board Agenda Items:

- Enrollment Report
- Community Newsletter
- Mid-Year Superintendent's Goals
- Superintendent Evaluation
- Approval: Accounting Developer Fees
- Independent Audit Report of previous year financial statements by 12/15
- Revised Budget-Savings
- CAASPP Results Follow-Up Plan
- Proposed classified staffing reductions
- **January:** Mathematics
- **February:** Child Study Teams, Response to Intervention, and Multi-Tiered Systems of Support
- **March:** Communication
- **April:** Homework
- **May and June:** LCAP and Budget

Important Dates:

March 6, 2018	MEF Meeting
March 7, 2018	Safety Drill
March 11, 2018	Daylight Saving Time Starts
March 12-16, 2018	Parent Conferences
March 14, 2018	Community Informational Meeting
March 15, 2018	6th Grade Activism Night
March 16, 2018	MUS Gala
March 19, 2018	Board Office Hours-Kate Murphy
March 20, 2018	Board Meeting
March 21, 2018	Spring Concert
March 21-22, 2018	SF2 Symposium @Sacramento
March 26-30, 2018	Spring Break
April 3, 2018	MEF Meeting
April 9, 2018	Night of Heroes

Recommendation: Info/Discussion

Attachments:

- None

Item G. Board Governance: Evaluation of Meeting

Explanation:

Discussion

The Superintendent and the Board will use this time to evaluate tonight's meeting.

Recommendation: Discussion

Attachments:

- None

Item H . Adjournment
