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.)  
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  

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:

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
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. Pattullo Weingartner, M.D.
Item C. Approval of Agenda and Estimated Time Allocations

Explanation:

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:

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

By: ____________________________

Anthony Ranii

MONTECITO UNION SCHOOL DISTRICT

By: ____________________________

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:
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:

<table>
<thead>
<tr>
<th>PARTICULAR KINDS OF SERVICE</th>
<th>FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>K-6 Elementary Teacher</td>
<td>4.0</td>
</tr>
<tr>
<td>Music</td>
<td>0.55</td>
</tr>
<tr>
<td>Art</td>
<td>0.33</td>
</tr>
<tr>
<td>Physical Education</td>
<td>0.25</td>
</tr>
<tr>
<td>Spanish</td>
<td>0.30</td>
</tr>
<tr>
<td>Librarian</td>
<td>0.20</td>
</tr>
<tr>
<td>FTE</td>
<td></td>
</tr>
<tr>
<td>Total Full Time Equivalent Reduction:</td>
<td>5.63</td>
</tr>
</tbody>
</table>

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:

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
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**

<table>
<thead>
<tr>
<th>Employee Name</th>
<th>Position</th>
<th>Action</th>
<th>Reason</th>
<th>Funding Source</th>
<th>Effective Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>McMahon, Laurie</td>
<td>Teacher</td>
<td>Personal Leave of Absence</td>
<td>Personal</td>
<td>N/A</td>
<td>November 26, 2018-June 6, 2019</td>
</tr>
</tbody>
</table>

Recommendation: Approval of Personnel Action Items
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:**

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

**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