

WILLITS UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
Regular Meeting
Willits High School Media Center
299 North Main Street, Willits, California
Wednesday, November 6, 2013
Closed Session – 3:30 p.m.
Open Session - 4:30 p.m.

Public Comments- Individuals may address the Board on regular session agenda items at the time they are under consideration.

MINUTES

1. Call Meeting to Order

Board President Carni called the meeting to order at 3:30 p.m.

2. Closed Session Agenda Approval

MSP (Rodriguez/Carni) to approve the closed session agenda.

Ayes: Harper, Carni, Bowlds, Rodriguez

Noes: None

Absent: Neary

Abstain: None

3. Public Comments on the Closed Session Items

No comments were received.

4. Recess to Closed Session

Board President Carni recessed to closed session at 3:35 p.m.

A. Existing Litigation, (1) Caldwell, Flores, Winters Napa Superior Court Case Number

B. Conference with Labor Negotiators; WTA, CSEA, Administration, Confidential Classified

5. Reconvene to Open Session

Board President Carni reconvened to open session at 4:40 p.m.

6. Report out of Closed Session

Superintendent Johnson reported that no action was taken during closed session.

7. Flag Salute

Board President Carni led the flag salute.

8. Agenda Approval

MSP (Bowlds/Harper) to approve the agenda as presented.

Ayes: Harper, Carni, Bowlds, Rodriguez

Noes: None

Absent: Neary

Abstain: None

9. Public Comments for Items Not on the Agenda

Mackenzie Erickson Baechtel Grove Teacher, mother of five and master's student shared that the cost of her masters program is \$20,000. She encouraged the board to maintain the master's stipend for teachers, who essentially fund their own pay increases by earning a master's. She shared that she was disheartened to learn that she qualifies for reduced lunches for her children, though she works full time and has a formal education.

Joan Thomas shared her concerns about the statements made about Willits teachers being the highest paid compared to other like districts. She shared her findings which included salary only comparisons, noting Willits teachers are not the highest paid. She encouraged the board to increase the salary schedule at the lower steps, rather than just at the very end of the schedule, so that Willits teacher salaries are equitable. *See Attachment A.*

The board asked if Ms. Thomas also had the amount paid for the master's stipend at those districts, or what the employee contribution for benefits are for the districts mentioned.

Board members requested a total compensation comparison report be presented to the board at a future meeting.

Yvonne Winter asked all the WTA supporters and members present to stand, and noted the level of support the WTA negotiators and association.

Carolyn Bakewell shared her concerns about the way the senior prank was dealt with earlier this year. Ms. Bakewell stated that the senior prank is something that happens year after year, and that washable paint was used. She felt that threatening expulsion, suspension, and charges of vandalism was not appropriate. She stated that school spirit has plummeted, and the relationships that Tanja Ramming developed are important, and that the students miss and need Tanja to be available to them.

Mike Harrison noted an error in the minutes of the meeting held on October 2, 2013. The necessary edits were made to the minutes to correct the error.

Paula Nunez stated that the senior prank was done on a school night, and a couple of employees were on campus. The large number of students who participated could have been a safety issue for the employee who was working. She noted the cost of the cleanup, and man hours used for the cleanup, as well as the blatant disrespect of the actions by the students. She stated that it is important to hold students accountable. She requested a closed session item be placed on the December board agenda for WTA to address an unresolved grievance.

10. Informational

A. Unaudited Actuals

Director of Fiscal Services Cynthia Brown reported that the 1st interim will be presented in December, and the presentation will explain the restricted and unrestricted funds, and how they interact with one another. She stated that she is pursuing a reimbursement for \$107,000 that has been paid out of the construction funds, and was previously booked to the general fund. She stated that she is scrubbing through all resources, making sure that indirect costs are being billed to appropriate grant funds. She added that there have been changes in the LCFF and there are new expenditures that will be addressed in the 1st interim Report. She stated that there is an ending fund balance of \$241,000 rolling over to 2013/14, and that the working budget is in progress. She stated that she is verifying expenditures and investigating which funds can pay for the expense, utilizing restricted dollars first. She thanked the Willits Education Foundation for the generous donation of \$16,000.

Paula Nunez stated that she appreciates the work that Cynthia Brown is doing. She noted that the Association has asked to be a priority in the district's budgeting, and that any carryover beyond the required reserve be considered in negotiations for WTA members. She encouraged the board look at the unaudited actuals as the main idea, instead of the 1st interim, when making financial decisions.

11. WTA President Report, Requests, and Comments

Paula Nunez congratulated Laurie Harris and the other board members who won the election. She reported that WTA was in mediation over a grievance today, that ended unresolved, and that WTA would need a closed session item on the December meeting to discuss it with the board. She stated that WTA is preparing for fact finding, and hopes to meet with the Superintendent soon to discuss some questions WTA has.

12. CSEA Comments

Dany Laurent reported that she is concerned about favoritism being shown to some classified members, and hopes that this can be addressed soon. She stated that she looks forward to moving ahead with a positive future for employees and students.

13. Administrator Comments

Tawny Fernandez reported that she will be talking to the board at the December meeting about Sherwood staffing and enrollment.

14. Superintendents Comments

Superintendent Johnson reported that she attended the Willits Charter Board meeting and that they will be seeking a director for next year.

15. Board Comments

Board Member Harper stated that he appreciates Joan Thomas's comments and that he would like everyone to consider the salaries of classified employees as well.

16. Action Discussion

A. Public Comments on Consent Agenda Items

Paula Nunez stated that she finds some of the Governance Handbook offensive, and would like it to be removed from the consent agenda.

MSP (Harper/Rodriguez) to remove Item 9. Approval of the 13/14 Governance Handbook, to have it reviewed and revised by the Student Achievement Committee.

Ayes: Harper, Carni, Bowlds, Rodriguez
Noes: None
Absent: Neary
Abstain: None

B. Consent Agenda

MSP (Harper/Rodriguez) to approve the consent agenda the removal of Item 9.

Ayes: Harper, Bowlds, Rodriguez
Noes: None
Absent: Neary
Abstain: Carni

The consent agenda included the following items: Approval of Minutes of the Regular Meeting held on October 2, 2013, Approval of Minutes of the Special Meeting held on October 10, 2013, Approval of Warrant Registers from September 26, 2013 through October 31, 2013, Approval of Employee Status Changes (9), Approval of Board Meeting Calendar 2014, Approval of Investment Report, CBEDS Report, Approval of Annual Organizational Meeting Date, Report of Solar Savings, Classified Salary Study, Appointment of 7-11 Committee Members, Program Improvement LEA Evidence of Progress: Report.

C. *Approval of Unaudited Actuals 2012/13 Report

Administration recommends the approval of the Unaudited Actuals 2012/13 Report.
MSP (Rodriguez/Bowlds) to approve the Unaudited Actuals as presented.

Ayes: Harper, Carni, Bowlds, Rodriguez
Noes: None
Absent: Neary
Abstain: None

D. *Approval of Resolution 2013/14-9-Bright Schools

Director of Fiscal Services reported that the Willits Unified School District has been awarded \$100,000 for 2013-14 of Proposition 39 Clean Energy Act funds. The planning for use of the funds must be done in accordance with guidelines and priorities set by the commission. An energy audit would facilitate the required planning. The Bright Schools program provides additional funds for implementation assistance, including an audit of up to \$20,000 on a first-come first serve basis. She noted that she hopes to send in information that has been collected with the plan, and will get approval, but that a consultant may be needed if the plan is not approved as is. She stated that the \$20,000 will cover the invoices for this service.

MSP (Harper/Bowlds) to approve Resolution Number 2013/14-9-Bright Schools.

Ayes: Harper, Carni, Bowlds, Rodriguez
Noes: None
Absent: Neary
Abstain: None

17. Adjournment

MSP (Rodriguez/Harper) to adjourn at 5:37 p.m.

Ayes: Harper, Carni, Bowlds, Rodriguez
Noes: None
Absent: Neary
Abstain: None

Patricia Johnson, Superintendent

Saprina Rodriguez, Board Clerk



Certificated Salary Comparison

For years I've been told Willits teachers are the highest paid in the area. This has never seemed possible to me. Recently I was sent a stack of papers containing information about salaries for other Districts. Here's what I noticed. We are not the highest paid teachers. In fact, only Ft Bragg pays less. However, their salary schedule contains a column for BA+105 units, which means their teachers can out pace us in salary by year 19. Yes, Willits teachers make a higher yearly salary than some in the last years of their careers, but making a greater salary earlier and for more years increases career earnings and retirement potential far more than making a higher wage for a few years at the end of your career. I hope you will look at this information and acknowledge that, compared to our colleagues in other Districts, we are not so highly paid as you might think.

YEAR	NON CLEAR	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1	26339	33,065		33,826	36,814	40,110	41,115	42,144
2	26339	33,777		35,062	37,466	41,115	42,144	43,195
3	26784	35,011		36,869	37,520	42,144	43,195	44,275
4		36,814		37,520	42,144	43,195	44,275	45,383
5		37,466		37,577	43,195	44,275	45,383	46,516
6		37,520		43,195	44,275	45,383	46,516	47,678
7		42,144		44,275	45,383	46,516	47,678	48,870
8				45,383	46,516	47,678	48,870	50,093
9				46,516	47,678	48,870	50,093	51,344
10					48,870	50,093	51,344	52,629
11					50,093	51,344	52,629	53,944
12						52,629	53,944	55,293
13							54,539	55,902
14							55,139	56,516
15							55,743	57,139
16							56,357	57,766
17							56,978	58,403
18							57,605	59,044
19							58,237	59,695
20							58,879	60,350
21							59,525	61,014
22							60,182	61,686
23							60,844	62,362
24							61,513	63,049
25							62,189	63,743
26								64,444
27								65,154
28								65,869
29								66,596
30								67,325
31								68,067
32								68,818
33								69,575
34	willits							70,340
35								71,112
36								71,896
37								72,685
38								73,420
39								74,161

willits

YEAR	NON CLEAR	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105
1		38,000	38,000	38,000	38,000	39,000	40,000	41,000	42,000
2		39,000	39,000	39,000	39,000	40,000	41,000	42,000	43,000
3		40,000	40,000	40,000	40,000	41,000	42,000	43,000	44,000
4		41,000	41,000	41,000	41,000	42,000	43,000	44,000	45,000
5		42,000	42,000	42,000	42,000	43,000	44,000	45,000	46,000
6		42,000	42,000	42,000	42,000	44,000	45,000	46,000	47,000
7		42,000	42,000	42,000	42,000	45,000	46,000	47,000	48,000
8		42,000	42,000	42,000	42,000	46,000	47,000	48,000	49,000
9		42,000	42,000	42,000	42,000	47,000	48,000	49,000	50,000
10		42,000	42,000	42,000	42,000	48,000	49,000	50,000	51,000
11		42,000	42,000	42,000	42,000	49,000	50,000	51,000	52,000
12		42,000	42,000	42,000	42,000	50,000	51,000	52,000	53,000
13		42,000	42,000	42,000	42,000	51,000	52,000	53,000	54,000
14		42,000	42,000	42,000	42,000	51,000	53,000	54,000	55,000
15		42,000	42,000	42,000	42,000	51,000	54,000	55,000	56,000
16		42,000	42,000	42,000	42,000	51,000	55,000	56,000	57,000
17		42,000	42,000	42,000	42,000	51,000	56,000	57,000	58,000
18		42,000	42,000	42,000	42,000	51,000	56,000	58,000	59,000
19		42,000	42,000	42,000	42,000	51,000	56,000	59,000	60,000
20		42,000	42,000	42,000	42,000	51,000	56,000	59,000	61,000
21		42,000	42,000	42,000	42,000	51,000	56,000	59,000	62,000
22		42,000	42,000	42,000	42,000	51,000	56,000	59,000	63,000
23		42,000	42,000	42,000	42,000	51,000	56,000	59,000	64,000
24		42,000	42,000	42,000	42,000	51,000	56,000	59,000	65,000
25		42,000	42,000	42,000	42,000	51,000	56,000	59,000	66,000
26		42,000	42,000	42,000	42,000	51,000	56,000	59,000	67,000
27		42,000	42,000	42,000	42,000	51,000	56,000	59,000	68,000
	ft bragg								

YEAR	NON CLEAR	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1			41,196	41,196	42,020	42,860	43,718	44,591
2				42,020	42,860	43,718	44,591	45,483
3				42,860	43,718	44,591	45,483	46,394
4				43,718	44,591	45,483	46,394	47,322
5				44,591	45,483	46,394	47,322	48,267
6				45,483	46,394	47,322	48,267	49,233
7				46,394	47,322	48,267	49,233	50,217
8					48,267	49,233	50,217	51,221
9					49,233	50,217	51,221	52,245
10						51,221	52,245	53,292
11						52,245	53,292	54,357
12							54,357	55,443
13							55,443	56,552
14							56,552	57,685
15							57,685	58,839
16							58,839	60,013
17							60,013	61,215
18							61,215	62,440
19							62,440	63,688
20							63,688	64,962
21							64,962	66,260
22							66,260	67,585
23							67,585	68,936
24	laytonville						68,936	70,316
MAX							70,316	71,723

MASTERS = \$2500

YEAR	NON CLEAR	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90	BA+105
1		39,014		39,600	40,195	40,799	41,412	42,035	43,086
2		40,090		40,693	41,305	41,925	42,555	43,195	44,275
3		41,197		41,816	42,445	43,082	43,730	44,387	45,497
4		42,334		42,970	43,616	44,272	44,937	45,612	46,753
5		43,502		44,156	44,820	45,493	46,177	46,871	48,043
6		44,703		45,375	46,057	46,749	47,452	48,165	49,369
7		45,937		46,627	47,328	48,039	48,761	49,494	50,731
8		47,205		47,914	48,634	49,365	50,107	50,860	52,132
9		48,508		49,237	49,977	50,728	51,490	52,264	53,570
10		48,508		49,237	51,356	52,128	52,911	53,706	55,049
11		48,508		49,237	52,075	52,858	53,652	54,458	55,820
12		48,508		49,237	52,804	53,598	54,403	55,221	56,601
13		48,508		49,237	53,543	54,348	55,165	55,994	57,394
14		48,508		49,237	53,543	55,109	55,937	56,778	58,197
15		48,508		49,237	53,543	55,880	56,720	57,573	59,012
16		48,508		49,237	53,543	56,663	57,514	58,379	59,838
17		48,508		49,237	53,543	57,456	58,319	59,196	60,676
18		48,508		49,237	53,543	57,456	59,136	60,025	61,525
19		48,508		49,237	53,543	57,456	59,964	60,865	62,387
20		48,508		49,237	53,543	57,456	60,803	61,717	63,260
21		48,508		49,237	53,543	57,456	61,655	62,581	64,146
22		48,508		49,237	53,543	57,456	62,518	63,457	65,044
23		48,508		49,237	53,543	57,456	63,393	64,346	65,954
24		48,508		49,237	53,543	57,456	64,280	65,246	66,878
25		48,508		49,237	53,543	57,456	65,180	66,160	67,814
26		48,508		49,237	53,543	57,456	66,510	67,510	69,197
27		48,508		49,237	53,543	57,456	67,867	68,887	70,609
28		48,508		49,237	53,543	57,456	69,251	70,292	72,049
29		48,508		49,237	53,543	57,456	70,664	71,726	73,519
30	mendo	48,508		49,237	53,543	57,456	70,664	71,726	75,019

STEP	NON CLEAR	BA	BA+15	BA+30	BA+45	BA+60	BA+75	BA+90
1				36,001	37,110	38,700	40,287	
2				37,110	38,700	40,287	41,876	
3				38,700	40,287	41,876	43,466	
4				40,287	41,876	43,466	45,054	
5				41,876	43,466	45,054	46,644	
6				43,466	45,054	46,644	48,233	
7				45,054	46,644	48,233	49,821	53,001
8				46,644	48,233	49,821	51,411	54,588
9					49,821	51,411	53,001	56,178
10					51,411	53,001	54,588	57,767
11						54,588	56,178	59,355
12						56,178	57,767	60,944
13						56,178	59,355	62,533
14						56,178	60,944	64,124
15						56,178	60,944	65,712
16						56,178	60,944	67,301
17						56,178	60,944	67,301
18						56,178	60,944	67,301
19						56,178	60,944	67,301
20						60,944	64,124	68,890
21						60,944	64,124	68,890
22						60,944	64,124	68,890
23	ukiah					60,944	64,124	68,890
24						60,944	64,124	68,890
25						62,590	65,712	70,479

MASTERS = \$707
LONGEVITY STEPS 20 & 25

3/3