

WILLITS UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

Regular Meeting

Baechtel Grove Middle School, Cafeteria
1150 Magnolia Street, Willits, California
Wednesday, April 5, 2017
Closed Session – 4:30 p.m.
Open Session – 5:30 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 Neary called the meeting to order at 4:30 p.m.

2. Agenda Approval

MSP (Bowlds/Croskey) to approve the agenda adding Closed Session Items D-F, Consideration of Stipulated Agreement, Case #'s 2016-3, 2016/17-6, 2016/17-8 and Information Item B, Presentation by Baechtel Grove Middle School

Ayes: Neary, Croskey, Bowlds

Noes: None

Absent: Carni, Harris

Abstain: None

3. Public Comments on Closed Session Items

No comments were received.

4. Recess to Closed Session

Board President Neary recessed to closed session at 4:31 p.m.

A. Consideration of Leave of Absence Request (1) Certificated (G.C. 54957)

B. Consideration of Request for Early Retirement Incentive (1) Classified (G.C. 54957)

C. Conference with Labor Negotiators: WTA, CSEA, Administration, Confidential Classified, District Representative: Superintendent (G.C. 54957.6)

D. Consideration of Stipulated Agreement Case 2016/17-3

E. Consideration of Stipulated Agreement Case 2016/17-6

F. Consideration of Stipulated Agreement Case 2016/17-8

5. Reconvene to Open Session

Board President Neary reconvened to open session at 5:30 p.m.

6. Report out of Closed Session

Superintendent Westerburg reported that all action items were approved (Items A, B, D, E and F). Item C was discussion only.

Board President Neary advised a special board meeting, closed session only will be held on 4/27/17 at Willits High School regarding negotiations.

A. Consideration of Leave of Absence Request (1) Certificated (G.C. 54957)

MSP (Bowlds/Croskey) to approve leave of absence request (1) certificated as presented.

Ayes: Neary, Croskey, Bowlds

Noes: None

Absent: Carni, Harris

Abstain: None

B. Consideration of Request for Early Retirement Incentive (1) Classified (G.C. 54957)

MSP (Bowlds/Croskey) to approve request for early retirement (1) classified as presented.

Ayes: Neary, Croskey, Bowlds

Noes: None

Absent: Carni, Harris

Abstain: None

D. Consideration of Stipulated Agreement Case 2016/17-3

MSP (Bowlds/Croskey) to approve stipulated agreement case 2016/17-3 as presented.

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

E. Consideration of Stipulated Agreement Case 2016/17-6

MSP (Bowlds/Croskey) to approve stipulated agreement case 2016/17-6 as presented.

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

F. Consideration of Stipulated Agreement Case 2016/17-8

MSP (Bowlds/Croskey) to approve stipulated agreement case 2016/17-8 as presented.

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

7. Flag Salute

Board Clerk Croskey led the flag salute.

8. Information

A. April is Child Abuse Prevention Month

Wristbands and buttons were provided to board members supporting child abuse prevention. Principal Mungia reported that discussions will be taken in advisory classes with students and a representative will be present at the College and Career Fair.

B. Presentation by Baechtel Grove Middle School

Principal Mungia and students presented a slide show on activities and events at Baechtel Grove Middle School throughout the school year.

9. WTA Comments

WTA President John Haschak requested that public comments for items not on the agenda be moved up before action items. President Neary responded that the public comments for items not on the agenda will stay as placed on the agenda adding that business/action items will take precedence. Haschak thanked the Willits News for the article regarding negotiations and honored the WTA teachers in attendance.

10. CSEA Comments

CSEA President Dan Green thanked the BGMS students for their presentation. Invited board members to the ACE (accompany classified employee) program May 20-27.

11. Superintendent Comments

Superintendent Westerburg, reported the portable classroom is being installed at Sherwood making it a K-8 school next year. The hiring of new teachers is occurring. San Hedrin's WASC visit went well. The Willits Unified School district will hold all high school graduations together this year and commended Mike Colvig for his hard work this year. Superintendent presented *ATTACHMENT A* concerning negotiations with WTA and advised they will be meeting again on April 26th.

12. Board Comments

Board President Neary commented that he was very disappointed in the negotiation process this year and they should either be private or public but not in between and he was not pleased with WTA's article in the Willits News.

Board Clerk Croskey thanked the students, staff and administration of Baechtel Grove Middle School for their great presentation.

Board Member Bowlds reported that he agrees with his fellow board members.

13. Action Discussion

A. Public Comments on Consent Agenda

No comments were received

B. Consent Agenda

The consent agenda included the following items: Approval of the Minutes from the Regular Meeting held on March 1, 2017, Approval of the Minutes from the Regular Fiscal Meeting held on March 15, 2017, Approval of Employee Status Changes (3), Warrant Registers February 23, 2017-March 23, 2017, Approval of Williams Quarterly Report-3rd Quarter,, Approval of Contract for Services-AVID 17/18, Approval of Amendment No.1 with Sonoma State University, Student Teaching Agreement.

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

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

- C. Approval to surplus textbooks, Algebra 2: ISBN 978-0-618-81181-6 qty. (82)

MSP (Bowlds/Croskey) to approve surplus textbooks, Algebra 2 as presented.

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

- D. Approval of Transitional Kindergarten Early Admittance Policy

MSP (Croskey/Bowlds) to approve Transitional Kindergarten Early Admittance Policy as presented.

Ayes: Neary, Croskey, Bowlds
Noes: None
Absent: Carni, Harris
Abstain: None

Discussion took place about state mandates, skills, social and academic abilities of potential TK students.

- E. Board Policy Revision First Read BP/AP 1312.3: Uniform Complain Procedures
- F. Board Policy Revision First Read BP/AR 3230: Federal Grant Funds
- G. Board Policy Revision First Read BP/AR 3270: Sale & Disposal of Books, Equipment and Supplies
- H. Board Policy Revision First Read AR 3440: Inventories
- I. Board Policy Revision First Read AR 3460: Financial Reports & Accountability
- J. Board Policy Revision First Read AR 3512: Equipment
- K. Board Policy Revision First Read BP/AR 5145.3: Nondiscrimination/Harassment
- L. Board Policy Revision First Read BP/AR 5145.7: Sexual Harassment

Board President Neary and members accepted the board policy revisions above (Items E-L) as a first read.

14. Public Comments for Items Not on the Agenda

Parent, Jose Leon spoke regarding an incident at Willits High School and was concerned about the safety and discipline of students. He thanked the Superintendent for meeting with his family earlier that day and appreciated the support from the Superintendent and school board.

Several teachers spoke about their concerns regarding negotiations, salary, benefits contract language, collaboration and moral.

Parent Saprina Rodriguez, expressed her concern and asked all parties to work together towards an agreement for the betterment of student moral.

15. Items for Future Agendas

- 4/27/17 Closed Session only re: negotiations

16. Adjournment

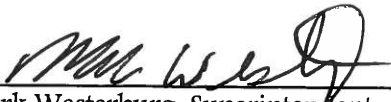
MSP (Bowlds/Croskey) to adjourn 7:13 p.m.

Ayes: Neary, Croskey, Bowlds

Noes: None

Absent: Carni, Harris

Abstain: None



Mark Westerburg, Superintendent



Georgeanne Croskey, Board Clerk

It appears that there is a serious need for transparency in the negotiations process. Negotiations is not about education, it is always about money and business. In every district you never pay a good teacher enough and always over pay a poor teacher. Our budget is in a better position by resetting priorities and management of expenses. I came into this year knowing the district had challenges needing to be addressed, including student achievement and finances. I am completely confident we can turn all these things around over time. However, the solutions to the issues are more complex than just teacher raises.

So let's get transparent.

1. 89 of the 97 WTA members will already be getting an average of 2.5% raise with a step increase (\$141,000) and a 1.85% increase paid to their STRS retirement (\$100,000). This will cost the district an additional \$241,000 just to take cover what the district is currently obligated to for next year.
2. Apparently, the current proposal is being characterized as a cut back. This proposal has a 3% raise on top of the two items above. The 3% is contingent on the unit moving on transfer and retirement benefits language.
3. WTA reports that there has only been an 8.5% increase to the base pay over the last ten years. However, if step and column increases are included in the % increase over ten years the reality is that the WTA President has received 25% more over the past 10 years, another negotiator 34% more, and another negotiator is at 59% more, after only 8 years, and it will be up to 64% in two more years. Contract Language 8.1.4 states: The Association recognizes and agrees that "compensation" shall be defined as across the board salary increases (including COLA), Health and Welfare benefits, and step and column increases.
4. The teachers are employed for 7.5 hours a day for 185 days. This year the average teacher earns \$57,000, with the district contributing \$11,000 towards STRS retirement, and \$13,000 for health care, for a total compensation package of \$81,000. Ukiah has an insurance cap of \$7200 instead of \$13,000 that's why they pay more on the salary schedule.
5. The last WTA salary schedule proposal had a step increase of \$6,000 and another one at \$5,000 that were strangely placed at the top of the pay scale where two of the current negotiators are placed.
6. It is the board's position that WTA is not bargaining in good faith over transfer language or retirement benefits when you refuse to talk about them or counter proposal.
7. As the employer we should have the basic right to determine where the work force is used. Surrounding districts have this involuntary transfer language in their contract, but Willits does not. PAR is not going to fix all situations, and change is needed. This is not shuffling the deck, we have about four situations where I believe it is needed.
8. \$400,000 per year is going to retiree's health care benefits. Of that \$235,000 is for insurance premiums, and \$125,000 for cash in lieu. Currently, if cash in lieu is chosen the district obligation is for 9 years of \$9,000 or \$81,000 per person. We have proposed in lieu language that provides a one-time payout of \$1,000 for each year of service after 20 years in the district. Retirees have the insurance paid as in the current contract and everyone would grandfather in who is currently on it, or who retires this academic year.
9. I'm sure you have heard we should just spend out the fund balance. Retirement rates, health care rates, and step increases continue to climb every year. Retiree Health Care benefits being paid are increasing as well. The increases are ongoing costs and are not sustainable (appx. \$250,000 more each and every year). The board is spending down the fund balance in a controlled fashion, the only issue is the rate of the spending. Please remember that on top of salaries, increases and statutory benefits, every board meeting has people asking for more staff to be hired, facilities to be fixed, buses to be purchased,

student vans to be updated, technology needs, furniture and curriculum materials to be purchased, all which have merit and need to be addressed.

10. The CSEA group meet for a day and half with the same district negotiating team and worked through 3 articles and completely recreated the salary schedule and dealt with health care benefits, created transfer language along with mutually agreeing to revise discipline and job descriptions. This demonstrates that the district team can be worked with and is not asking for unreasonable things. The people who make the least also have personal contribution to retirement increases and health care cost rising, just like the teachers.
- ~~11. The board is not being swayed by ambushing them when they get to a school site. In fact the opposite effect is being achieved. Sharing positive things that are happening instead of criticism would sway them far more. However, I would guess the same playbook will be used with choosing affiliation colors to wear, working to rule, and seeking parents to lobby on WTA's behalf.~~
12. Young teachers coming and going is far more complicated than the pay check. The average teacher now changes districts three times, and buildings more times than that. The need for a change, affordable/available housing, larger social opportunities, spouses or significant others, life outside of school, adventure also are huge factors in that decision. The current proposal also moves a newly hired certified teacher down to step 3.
13. In short, they want:
 - to keep the most lucrative retirement program in the area (\$400,000)
 - have 100% of health care paid like it is now (\$882) 1.5%
 - pay for any increase in health care costs (unknown amount) up to 10% according to WTA (2.1%)
 - have the district pay the employer increase to STRS (1.85%)
 - pay the annual contractual step increases (2.5% avg.)
 - give them more pay to cover the employee's additional cost of STRS (1%)
 - give them more pay for cost of living at 2.4% (COLA)
 - Total of 11.35%

and expect the board to ask for nothing in return.

Mark