

**AGENDA FOR THE REGULAR MEETING OF THE BENNETT VALLEY UNION SCHOOL  
DISTRICT BOARD OF TRUSTEES ON  
WEDNESDAY, NOVEMBER 13 2019, 7:00 P.M. - 10:00 P.M.  
AT THE DISTRICT OFFICE BOARD ROOM  
2250 MESQUITE DRIVE, SANTA ROSA, CA 95405**

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Board meeting room, to access written documents being discussed at the board meeting, or to otherwise participate at Board meetings, please contact the Board Secretary, Superintendent Field, at 707-542-2201 for assistance. Notification at least 48 hours before the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids or services.

**Meetings of the Board are conducted for the purpose of carrying on the business of the schools and, therefore, are not public meetings, but meetings held in public.**

- I. OPEN SESSION: (6:30 p.m.)
  
- II. RECESS TO CLOSED SESSION:  
With respect to every item to be discussed in Closed Session Pursuant to Govt. Code Section 54957: Superintendent's Evaluation.  
Agency Designated Representative for the Superintendents' evaluation: Board President.  
Unrepresented Employee: Superintendent. The Board will discuss the evaluation first without the superintendent, and later call the superintendent in for the evaluation.  
  
Govt. Code Section 54957.6: Provide the District Negotiator, Dr. Field, direction for upcoming negotiations with BVTA.
  
- III. CLOSED SESSION: (Govt. Code Section 54957 & 54957.6)
  
- IV. RECONVENE TO OPEN SESSION: (7:00 p.m.) - Meeting called to order by Board President.
  
- V. ROLL CALL AND FLAG SALUTE:
  
- VI. AGENDA REORDERING: The Board may elect to consider items in a different order than they appear on the agenda.
  
- VII. REPORT FROM CLOSED SESSION:
  
- VIII. PUBLIC APPEARANCES/PUBLIC HEARING/CORRESPONDENCE:  
Before the district can negotiate with the employee unions, we are required to sunshine contract provisions to be discussed so that the public may comment on them prior to negotiations.

**Public Hearing/Sunshine Contract Openers:** BVTA and District Openers and Interests for 2019-20: The Bennett Valley Teachers Association and the District submitted joint openers for the following contract articles for 2019-20:

## **Article I: Agreement**

Interest:

Update 1.3 with the correct date

## **Article III Grievances:**

Interest:

To make a minor change in definition

3.2 change "filed by a unit members" to "filed by a grievant" given that the definition of "grievant" includes both unit members and the Association

## **Article V: Salary and Benefits:**

Interests:

Compensation increase

Combine articles V-A and V-B to avoid confusion and then state that part time employees get prorated shares of salary and benefits. Create a subsection to state any differences between part time and full time employees

5.1: Clarify that the salary schedule credit for new employees hired before July 1, 2019 was 5 years (so starting up to step 6) and now is 7 years (starting up to step 8)

5.2.8: Spelling Correction: "competed" to "Completed"

5.4 and 5.11 should have the same language about the prep time stipend

5.7.6.1: Needs update to reflect current law on interns: "One year as an intern will count toward permanent status if the employee obtains a regular credential and is subsequently reemployed in a probationary position"

## **Article VI: Leaves and Absences**

Joint Interests: Update to be consistent with current law

BVTA Interest: To explore combining some of the various leaves into one category entitled "paid time off"

Correct Board Policy references to be consistent with updated policy numbers

6.2.2.7 should not allow an employee to get a year of service credit during a year the teacher is on leave (we don't do this and it would be illegal if we did; the wording is just unclear)

6.2.3.1--change in law, should now read: "If the unit member does not have sufficient sick leave, the rate of pay is 'differential' pay as described in 6.1.2.1 or 50% of the unit member's regular rate of pay, whichever is greater."

3rd paragraph--change in eligibility for CFRA--employee must be employed at least 12 months and has provided at least 1,250 hours of service

6.2.3.2--add the differential language in this provision

6.3.1.3 and 6.3.1.6: Are identical, remove one. Add "These benefits may be recoverable by the employer if the employee does not return to work after the leave period ends."

6.3.1.4 and 6.3.1.7 are identical, remove one and the law requires that PDL and FMLA run concurrently. Remove this section

6.3.1.5 and 6.3.1.8 identical, remove one

6.5.2--add "probationary" in front of "teachers"--the ed code cited only applies to probationary employees

6.6.1: Change in law for bereavement--total mandated amount cannot be less than 3 or 5 days (for out of state travel). Remove bereavement leave from this subsection and creating a new subsection that complies with Ed Code

## **Article VIII: Class Size and Composition**

Interest:

Refine class placement procedure

Evaluation conference stipend

### **Article XI: Evaluation**

Interests:

Clarify 11.2 and 11.3 which are confusing currently

11.2: Complaints--some have different requirements. Add "unless otherwise prohibited by law"

Possibly amend "pop-in" form

Clarify Evaluation Options calendar and the role of UDL in Evaluation

### **Article XII A-B: Hours and Days for Full and Part time**

Interests:

Combine Articles XII A and XII B

Discuss Opportunities to Service: Committee assignments

Address Back to School Night options

Either remove this section and combine with XII or add "Probationary" before teachers as this ed code only applies to probationary

**Appendix--**Remove articles that are repeated in the appendix on pages 104-111 and she recommends deleting board policies as they get updated frequently.

### **Appendix 1: Grievance Forms**

Interests:

Summary of Preliminary Level Grievance "Occurrence is misspelled--missing an "r"

Level I, II, III Grievance Forms: Clarify who a "respondent" is in Article 3 or remove "respondent" from these forms

### **Appendix 6: Class Placement**

Interests: Revise parent input/request form

### **2019-20 Calendar**

BVTA Interest: Add calendar to bargain-able items. (Legally, calendar is a meet and confer item)

IX. **REPORTS:** All reports may be given orally or submitted in writing for the Board's information.

1. Principals/Superintendent
2. Certificated Association
3. Classified Association
4. Other:
  - a. District Monthly Report (written, Rich Parde)
  - b. School Site Council Update (oral, Josh Wilson)
5. Board Members
6. Standards Based Report Cards 2019-20 Revision

X. **ACTION:** These items need to be considered individually and acted upon as such by the Board.

1. **Review and Possible Action to Approve December 11, 2019 for the Annual Organizational Meeting:** December 11, 2019 is currently the date set for the Regular Board Meeting that will include the Organizational Meeting per Education Code 35143, the organizational meeting must be held within 15 days of the first Friday in December

(between December 6 and December 20 this year) and must be selected by the board at its regular meeting held immediately prior to December 1.

2. **Review and Possible Action to Approve Comprehensive School Safety Plan—Annual Update:** The Comprehensive School Safety Plan is a required plan and for us, one portion of the Emergency and Disaster Preparedness plan that addresses Title 4 and Safe and Drug Free Schools requirements as well as new requirements prohibiting firearms on our school campuses, our integrated pest management plan, and mandatory staff safety training. It is updated annually. Each school site will have two copies of the plan. The District Office will have a copy and following approval, it will be on our website. This plan was reviewed and approved by School Site Council in October. The Superintendent recommends Board approval. Following board approval it will go to our first responders (Police, Fire) for review and approval.
3. **Review and Possible Action to Approve Board Policy Manual Revisions per California School Boards Association (CSBA) Update Recommendations, October 2019 and E 9321:** The Board will consider updating its policies per CSBA's and our Board Policy Committee's recommendations, as well as any changes approved by the full board at the meeting. The Superintendent recommends approval.
4. **Review and Possible Action to Approve Resolution #19-003 Request for Allowance of Attendance Due to Emergency Conditions (Form J3A):** We are applying for a State waiver for the six instructional days missed due to the 2 days missed for the power safety shutoffs and the 4 days missed for the Kincadee fire. The state may approve the waiver for some or all of the 6 days and is considering options for making up instructional time for days not approved such as using the 2 emergency days we have added to the calendar (June 1,2), adding minutes to the remaining school days, or other options. The Superintendent recommends approval.

XI. DISCUSSION: Action is permissible on these items but not anticipated.

1. Call for Nominations for Representatives to the Sonoma County Committee on School District Organization: The Board will have the ability to nominate a trustee from our supervisorial district to this committee. (There are two representatives. The term of one is expiring. The other representative, Trustee Brott, still has 2 years left of his current term on the committee.)
2. CSBA's Delegate Assembly: Call for Nominations: The Board has the ability to nominate someone for our area.

XII. CONSENT AGENDA: Items listed under the Consent Agenda are considered to be routine and are acted on by the Board in one motion. No discussion of these items is necessary unless the Board requests specific items to be discussed and/or removed from the Consent Agenda. Each item on the Consent Agenda approved by the Board shall be deemed to have been considered in full and adopted as recommended.

1. Minutes: October 16, 2019 Regular Board Meeting

2. Warrants Payroll
3. Discard USI Laminator, Model 2700, Serial #56448-1207 (approximate original value \$1800)
4. Approve Routine Personnel Items (see separate sheet)

XIII. INFORMATION: No discussion of these items is necessary unless moved on the agenda.

1. Enrollment Report

XIV. ITEMS FOR NEXT AGENDA:

XV. RECESS TO CLOSED SESSION: (Continued from the beginning of the meeting if necessary):  
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XVI. CLOSED SESSION: (If needed)  
(Gov. Code Section 54957 & 54957.6)

XVII. RECONVENE TO PUBLIC SESSION:

XVIII. REPORT FROM CLOSED SESSION:

XIX. ADJOURN:

**Public Records**

In accordance with Government Code section 54957.5 and the Public Records Act, public records that are distributed to a majority of the Board of Trustees concerning the open session agenda will be made available upon request. Such records distributed less than 72 hours prior to a regular meeting are available for inspection at the district office located at 2250 Mesquite Dr., Santa Rosa, CA 95405.