

LA HABRA CITY SCHOOL DISTRICT
 Minutes of the Regular Board of Education Meeting
 500 N. Walnut St.
 La Habra, CA 90631
 December 9, 2010

Call to Order Regular Meeting	The formal call to order of the Board of Education Meeting of the La Habra City School District was called by Board President, Susan M. Hango, at 5:00 p.m. Trustees adjourned to Closed Session for an Expulsion Hearing.
Board Members	Board Members Present: Susan M. Hango, President Sharon H. Brown, Vice President Linda Navarro Edwards, Clerk Paul S. Rodriguez, Member Sandi Baltes, Member
Administrators	Administrators Present: Susan Belenardo, Superintendent
Public Comment on Closed Session Items	<p>Upon returning from the Expulsion Hearing, Board President, Susan M. Hango, recognized members of the audience who had submitted white request cards to address the Board:</p> <ul style="list-style-type: none"> • Ken Johnson – Father – Mr. Johnson shared his background as having run his own company for 40 years as well as being a parent to six children. Most of that time he was a Teamster so he knows about strikes. “There is nothing good about a Strike, nothing!” He stated that it means both parties are not paying attention to what the problem is. “What the basic focus should be is our children.” Substitute teachers are nice, but they are not what our children need. We need the regular teachers back in the classroom, the teachers our students know. He believes there is hypocrisy of leadership, on both sides. It seems a travesty that our children are not put first. “Is it about winning the battle? rather than really getting down to figure out what’s best for our children? because there is a solution. To stand up to this, don’t have private agendas, on either side! After 40 years of being a Teamster, and the owner, I have the experience to say, there is nothing good about a Strike!” • Victoria Ramirez – Mother – wished to make points to the Board that she didn’t feel the work her son and daughter were bringing home is right, just papers, no homework. She was emotional with her feelings that her children are not being taught to their level and indicated she is very much on the teacher’s side and angry about this. She went to the classroom and indicated she felt what she saw was very bad. She pleaded “just do what you are supposed to do!” • Michelle Majancsik – Mother – “The teacher’s union and the district are at war with one another, and our children have become casualties of this war. This is too much on our kids, you must get back to the negotiating table and get this resolved quickly.” She voiced that the Superintendent has too much power and must be taken under control. Parents are doing everything they can, signing petitions, attending meetings, and making phone calls. She has gone so far as to request a student transfer, the word is out, people are coming in and asking for transfers. It is time for both sides to get back together and actually negotiate, not just stand there telling each other what they want, negotiate! All are acting like two-year olds and it needs to stop. She expressed her utmost respect for Paul Rodriguez as he is the only one that stays after meetings and takes comments, criticism and everything else. He should be applauded and has earned respect. Get back to the table and get this resolved! • Maria Araceli Felix – Parent – Spoke in Spanish with translation by Monica Mora. She is an El Cerrito parent and questioned how much money is wasted on substitutes who teach nothing at all. The students are coloring and having fun. \$250. A day? The teachers have experience and treat the kids better and give parents an opportunity to learn as well. She told parents to not send their kids to school, they are not learning. • Susan Edwards – Parent – Shared her experience with parents not being allowed to pick up their children from school during the Strike. This took place at two separate schools. Office staff insisted they strongly suggested that children not be kept home during the Strike, but did eventually allow parents to withdraw their children. Principals insisted that the schools are safe and the children should remain there. Ms. Edwards intervened as these were Spanish speaking parents and in asking them if they wanted their children, they answered yes. The parents were thankful for her stepping in and helping them have their children released, as they were intimidated by the school staff. • Betty Bidwell – 37-year employee of LHCS, retired Principal – First, congratulated Sandi Baltes. She wished to speak in the interest of reason. She indicated there has been an erosion of trust in this District since she had left that she finds very disturbing. Trust was once a hallmark in this District and people worked together for the benefit of kids. Both sides have issues, both have to compromise. Money is tight, in all districts, but the teachers of this district should not have to bear

**Public Comment on
Closed Session Items
(Cont.)**

the brunt of the failed school budget on their own backs. Administrators and teachers working together make good schools for kids, let's get back to that model, let's reinstitute trust and negotiate with each other and get this thing settled.

- Rosalba Leon – Parent – She questioned the claim that the substitutes were very well qualified. She feels that by kids coloring and being hurt, that is not qualified. She emotionally pleaded to get her child's teacher back, this has been very hard. Substitutes are speeding to leave early from the school to go home while the teachers have to stay and even take work home. "Think about our children, don't just sit your butts there and do nothing about it!"
- Daniel Holguin – Parent – Addressed Dr. Belenardo regarding an interview she had on TV where she said that it's not that the District won't budge, it's that they can't budge. As a parent, there are certain things he can't budge for either, and that's being lied to. He said he had called the District Office the day before and asked if there had been any incidents with Substitutes and was laughed at and told no, that was a story a teacher created or someone who was out after the District. That evening, he learned that was false. He won't and can't be lied to as a parent. He described an incident with a substitute at IMS today where the substitute was asked what the teaching standards were. His answer was "I don't have to explain nothing to you, you little F'r, I did my four years of college." "I can't and won't budge having my kids or anyone's kids treated like this. The definition of a Superintendent is 'has executive rights and is in charge of administration'. Well Ma'm, in my eyes, and hundreds of parents, you have failed. You are not doing your job by providing a safe educational environment by handing out packets that are not conducive to learning. Please look at me Ma'm! (audience outburst). So with grades coming out next week, I give you an F. (outburst) and, I don't feel you should be paid until this is resolved." He indicated he is not a union advocate or an advocate for the Board, that he is a student advocate and he recommended the Superintendent be the same. "The students do not understand the contracts or all this talk, that is your guy's job, so, everyone, put aside your egos, put aside the politics and work this out now. If not, your legacy here will be known as a failure. On your way home tonight to your gated community, ok, think about this, John F. Kennedy said 'do not bring fear to negotiations, but do not fear negotiations'. I recommend you take his advice."
- Consuelo Mendoza – Parent of children at Las Lomas and Las Positas – Spanish Speaking, translation by Monica Mora. She is here requesting justice, she doesn't understand how it is that she and the other parents can love her teachers so much and she doesn't understand why you guys don't. She wants the teachers to be treated fairly. Her son at IMS had a festival of some sort scheduled for today, that's a tragedy to have to cancel things like that. Teachers don't do that because they want to, they do it because of what you're imposing. She's requesting justice, a fair contract.
- Celso Rodriguez – Teacher – Congratulations to Sandi Baltés. He asked Ms. Baltés to check on a particular question he has, why are the meetings like we're having tonight held in such a small space, because there are so many of us that would like to participate, thank you. The second question, and he's not asking because he thinks the Board spends too much money, but could you find out what it's costing for Security Guards, and why we are now so involved with attendance issues when we haven't been in the past. In every situation, good or bad, we learn something. He has learned after these past two days, he loves this District, has always respected the Board and loves his administrators, especially Mr. Klewer. The people he loves most right now are his fellow teachers. Excellence in education, from instruction, doesn't come from our District, or our administrators, it comes from the people he works with every day. He's realized in the last two days, the District packaged for our parents what is supposedly an excellent education similar to what teachers provide, and that's not true. He asked for what the substitutes are getting right now, Security Guards, he feels teachers need guards and students need guards. He's concerned with how we deal with attendance and the lack of follow through with children with excessive absences. He asked for the teams to come back to the negotiating table as that is the only way this will be solved.

Work/Study Session

Director of Fiscal Services, Karen Kinney, was present to review the First Interim Budget Report with Trustees. She explained that this report does indicate that the District will meet its current fiscal responsibilities this year and the next. The District experienced a decrease of \$2.8 million in funding this year. The \$1.3 million in reserve for economic uncertainties does not cover a month's payroll. Some expenditure reductions have been realized with the settlements of the administrative group as well as the classified employees association. The multi-year projections at First Interim indicate deficit spending of \$2.9 million next year with deficit spending of \$3.6 million the following year. By 2013, the budget could be at a negative \$2 million. Discussion was held as to what the news will be for possible mid-year reductions from the State. Karen explained that June is a critical month in that 25% of funding could be deferred to July and August leaving the District without cash in June.

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Public Comment on Closed Session Items (Cont.)	Following the Work/Study Session, Board President, Susan M. Hango, continued acknowledging members of the audience wishing to comment on Closed Session Items, including students. Due to many disruptions, interruptions, and the noise level created by the audience, transcription for many of the speakers is not possible. However, the comments from earlier in the evening represent the comments of all speakers.														
Superintendent's and Trustees' Report	The Superintendent announced how pleased she was to introduce Pam Cunningham, Principal of El Cerrito School who was present with students to highlight the ASES (After School Education and Safety) Program at El Cerrito. These enthusiastic young students delighted the audience with their version of many holiday songs they had rehearsed as part of their after school activities. The Board of Trustees adjourned to Closed Session at 7:20p.m.														
Second Call to Order Regular Meeting	Board President, Susan M. Hango, called the Regular Meeting of the Board of Education to order at 8:40 p.m.														
Pledge to the Flag	Board President, Susan M. Hango, asked Sandi Baltes to lead the Pledge to the Flag.														
Report from Closed Session	Board President, Susan M. Hango, reported that following an expulsion hearing in Closed Session, on a motion made by Linda Navarro Edwards, and a second to the motion by Sharon H. Brown, Student #1204444 will be under a suspended expulsion order from the La Habra City School District for the remainder of this semester and the next for violation of Education Code 48915(C)(2), brandishing a knife at another person. During the period of the suspension of the expulsion order, the pupil is deemed to be on probationary status and is required to complete the governing board's Recommended Rehabilitation Plan and complete all recommendations as a stipulation to registering in the La Habra City School District in the 2011-2012 school year maintaining at least a 2.0 grade point average with at least 97% attendance arriving at school on time each day.														
Call to Order of the Organizational Meeting	Board President, Susan M. Hango, called to order the Organizational Meeting for the year 2011.														
Oath of Office	Board President, Susan M. Hango, administered the Oath of Office to three newly elected Board Members, Sandi Baltes, Incumbent – Sharon H. Brown and Incumbent – Linda Navarro Edwards.														
President of the Board 2011	Board President, Susan M. Hango, called for nominations for President for the ensuing year. Linda Navarro Edwards was nominated to be Board President for the period December 2010 through December 2011 by Sharon H. Brown and a second to the motion was made by Paul S. Rodriguez. There were no further nominations and the nominations for President were closed. Trustees unanimously approved Linda Navarro Edwards as President of the Board of Education for LHCSD for 2011.														
Clerk of the Board 2011	The Board President, Linda Navarro Edwards, called for nominations for Clerk of the Board. Sharon H. Brown, nominated Paul S. Rodriguez as Clerk of the Board for 2011; Susan M. Hango made a second to the motion, which was unanimously approved by Trustees.														
Committee Appointments: 2011	The Board President, Linda Navarro Edwards, made the following Board position/committee appointments for 2011: <table style="width: 100%; border: none;"> <tr> <td style="width: 60%;">Vice President</td> <td>- Susan M. Hango</td> </tr> <tr> <td>Certificated Rep.</td> <td>- Paul S. Rodriguez / Susan M. Hango</td> </tr> <tr> <td>Classified Rep.</td> <td>- Linda Navarro Edwards / Sharon H. Brown</td> </tr> <tr> <td>Budget and Salaries</td> <td>- Paul S. Rodriguez / Susan M. Hango / Sandi Baltes</td> </tr> <tr> <td>Equal Opportunity</td> <td>- Sharon Brown / Sandi Baltes</td> </tr> <tr> <td>Political Action Representative</td> <td>- Sharon Brown / Paul S. Rodriguez</td> </tr> <tr> <td>Nominating Committee (School District Rep.)</td> <td>- Sandi Baltes / Susan M. Hango</td> </tr> </table>	Vice President	- Susan M. Hango	Certificated Rep.	- Paul S. Rodriguez / Susan M. Hango	Classified Rep.	- Linda Navarro Edwards / Sharon H. Brown	Budget and Salaries	- Paul S. Rodriguez / Susan M. Hango / Sandi Baltes	Equal Opportunity	- Sharon Brown / Sandi Baltes	Political Action Representative	- Sharon Brown / Paul S. Rodriguez	Nominating Committee (School District Rep.)	- Sandi Baltes / Susan M. Hango
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Action Item: Proposed 2011 Board Meeting Calendar	On a motion made by Susan M. Hango, and a second to the motion by Paul S. Rodriguez, Trustees unanimously approved the proposed 2011 Board Meeting Calendar as attached to these minutes. ¹														

<p>LHCSD Board Minutes 12-09-10 Page 4</p> <p>Adjournment of Organizational Meeting</p>	<p>Board President, Linda Navarro Edwards, adjourned the Organizational Meeting.</p>
<p>Second Call to Order Regular Meeting</p>	<p>Board President, Linda Navarro Edwards, called the Regular Meeting of the Board of Education to order at 8:40 p.m.</p>
<p>Minutes of the Regular Board Meeting of: November 18, 2010 & December 1, 2010</p>	<p>The minutes of the Regular Meeting of November 18, 2010 and the corrected minutes of the Special Meeting of December 1, 2010 were unanimously approved by Trustees on a motion made by Sharon H. Brown, and a second to the motion by Susan M. Hango.²</p>
<p>Correspondence</p>	<p>A Certificate of Recognition had been presented by Assemblyman Chris Norby's Office to Cindy Frisbie Hecklau for her service on the Board of Trustees and was read by Board Clerk, Paul S. Rodriguez.</p>
<p>Addressing the Board</p>	<p>On a motion made by Paul S. Rodriguez, and a second to the motion by Sharon H. Brown, Trustees unanimously extended the time for open comments to 40 minutes total. Members of the audience were recognized and addressed the Board, including students. Due to many disruptions, interruptions, and the noise level created by the audience, transcription is not complete.</p> <p>Following is a summary of points shared by the speakers:</p> <ul style="list-style-type: none"> ➤ Student – “We need our teachers back, the substitutes let us do whatever we want. ➤ Brenda Gomez – Teacher IMS – Thanked the Board of Trustees and the parents of the community for sharing their children. She was recognized last evening at a special dinner and recognition ceremony for being selected as the CLMS Region #9 Teacher of the Year. She had been nominated by her peer and expressed how appreciative she is and how good it feels to come back and give to the community she grew up in. Her teachers created her sanctuary as she grew up and she credits them with her success. ➤ 6th grade student – He feels the substitutes have been rude and disrespectful. He is in 6th grade Honors classes and needs his teachers back. ➤ President Linda Nararro Edwards invited Aurelia Martinez to the podium to speak, accompanied by Monica Mora as a translator. Ms. Edwards requested of Ms. Mora to please translate what the parent is actually stating and to not embellish upon their comments. <p>Monica Mora – “Respectfully Navarro-Edwards, would you like to translate?” (Audience disruption – Meeting called back to order)</p> <p>Monica Mora – Stated it is difficult to translate when it is a full paragraph or story rather than a little bit here and there. “With all due respect, here is the basic jest.” Her son has never missed a day in school since kindergarten, and you’ve heard these stories before, perfect attendance!, and guess where he was today? He was on the line! La Habra has the best teachers she says and asks the school board members to put themselves in her shoes and come to an end with this contract negotiations. Do the right thing is basically what she is asking you to do.</p> <ul style="list-style-type: none"> ➤ Concern was expressed for students with special needs and how the substitutes could not possibly know all accommodations necessary. ➤ Many congratulatory comments were expressed to Sandi Baltes as a new Board Member and the pleasure of the audience for her being here. ➤ Concern for safety. ➤ Concern for substitute’s qualifications ➤ Concern for qualifications of the Security Guards. ➤ Disappointment and anger over the volume of information presented over a long period of time and yet no resolution or settlement.
<p>General Matters: Action Item: Consent Calendar</p>	<p>Trustees unanimously approved the Consent Calendar as presented on a motion by Sharon H. Brown, and a second to the motion by Susan M. Hango:</p> <ul style="list-style-type: none"> ➤ Approval of Staff Development for designated employees to attend conferences/workshops as attached to these minutes.³ ➤ Approval of Independent Contractor Agreements as attached to these minutes.⁴ ➤ Approval of Extra Pay to select employees as attached to these minutes.⁵ ➤ Approval of select State and County memberships as attached to these minutes.⁶ ➤ Approval of Changes in Status of select personnel as attached to these minutes.⁷

Action Item:
 Resolution #43-2010 /
 AB3632 / Mental Health
 Services

On a motion made by Susan M. Hango, and a second to the motion by Sharon H. Brown, this agenda item was tabled.

Enrollment Report

The Superintendent reported that enrollment numbers show a decrease of 8 students over the prior month. Class sizes remain stable.

Instruction and Personnel:
Action Item:
 Resignations, Terminations,
 and New Hires

Superintendent, Susan Belenardo, apprised Trustees of classified new hires. On a motion made by Susan M. Hango, and a second to the motion by Sharon H. Brown, Trustees unanimously ratified the employment of new hires as attached to these minutes.⁸

Action Item:
 2010-11 Operations
 Application K-3 Class Size
 Reduction Program

Superintendent, Susan Belenardo, explained that the District intends to maintain the current class size reduction program for the following school year. On a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously certified the 2010-11 operations application for K-3 Class Size Reduction Program funding as attached to these minutes.⁹

Action Item:
 Title I Supplemental
 Educational Service
 Providers – 2010/11

Superintendent, Susan Belenardo, explained that as part of Title I Program Improvement, the District must provide tutoring services for students of identified schools. On a motion made by Sandi Baltes, and a second to the motion by Paul S. Rodriguez, Trustees unanimously approved a list of Title I Supplemental Educational Service Providers to provide tutoring to qualified students from El Cerrito, Sierra Vista, Imperial Middle School, Washington Middle School and Walnut School for the 2010-11 school year as attached to these minutes.¹⁰

Action Item:
 Student Teaching
 Agreement

On a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously approved a Student Teaching Agreement with the University of Redlands as attached to these minutes.¹¹

Business Matters:
Action Item:
 Expenditure's Report

Trustee Sharon H. Brown, reported Expenditures dated December 3, 2010 authorized by Susan M. Hango, beginning with check #30-058622 and ending with check #30-058688 totaling \$214,250.26 from the General Fund, \$29.73 from Child Development, \$6,387.29 from Deferred Maintenance and \$46,392.94 from Capital Facilities with a Grand Total of \$267,060.22 and Expenditures dated December 9, 2010 beginning with check 30-058689 and ending with check #30-058745 totaling \$118,908.80 from the General Fund and \$1,913.98 from Child Development for a Grand Total of \$120,822.78. Trustees unanimously approved the Expenditures' payments as presented with a second by Susan M. Hango.

Action Item:
 Certification of First Interim
 Financial Report

On a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously certified the First Interim Financial Report per State criteria/requirements committing to fiscal solvency as attached to these minutes.¹²

Action Item:
 Bid for Technology
 Upgrade

On a motion made by Susan M. Hango, and a second to the motion by Sandi Baltes, Trustees unanimously approved to go to bid for a re-wire project for the Imperial and Washington Middle School campuses in their entirety as attached to these minutes.¹³

**Other Business from the
 Board**

**Sharon Brown stated the following: "At the last board meeting, we, as a board, made a statement reiterating our commitment to resolve our contract negotiations with our teacher's bargaining unit. We remain unanimously committed to directing our negotiating team to meet with the LHEA team at any time when the District receives a proposal."

Interrupting, Monica Mora yelled out "Liar, that's a lie! How many times has La Habra . . . I do not . . . I am not a teacher guys, I'm not a teacher, just like the parents here, read the fact finder report." The Board President informed Ms. Mora she had not been recognized to speak and it was not appropriate for her to comment at this time. Ms. Mora continued by stating "the teachers have asked you to come back to the table!" At this time the audience began a chant "set a date! set a date! Again Ms. Mora continued stating "I know for a fact, they would come here at 6:00 a.m., at 6:00 a.m. tomorrow morning! My phone number is 310-686-4742. I will give you my professional promise, I'm an advocate, I'm an advocate for the teachers and the parents in this District. I don't live here, I work in Huntington Beach. I came here as an offer to help my Mom out because she has friends here that teach and they . . . so, you know, I mean, you guys, really, I plead with you, you know what? if you want begging, (falling to knees) I beg of you, my name

Other Business from the
Board (Cont.)

is Monica Mora, Monica Mora, if you want pleading, you've got pleading! OK? We need you to come back (a statement was made that she is a CTA Rep) . . . NO! I'm not, I'm a teacher's advocate, I do not, I do not work for the California Teachers Association! It's just unfortunate guys, it really is! It's really disappointing." Board Member, Paul Rodriguez, stated to Ms. Mora, "if they want to meet tomorrow at 6:00", (Ms. Mora interrupted with "be here!" as she yelled across the room "Michelle, are you still here?") Mr. Rodriguez tried again to regain her attention to explain to her that what the Board is saying is "any time, we will meet, if you said 6:00, then we'll direct our team to be here at 6:00" She interrupted prior to him finishing his statement yelling "OK, where? Where?" Again, he tried to regain her attention as she continued yelling "Where? Here?" Paul Rodriguez then stated that they would need to have a proposal ready. She continued screaming "you just heard the parents! The framework of the FactFinding!" At this time, the audience engaged in many comments and interruptions as Ms. Navarro Edwards called the meeting back to order explaining the Board of Trustees requests a proposal from the La Habra Education Association in order to resume negotiations. Many in the audience continued speaking and arguing out of order.

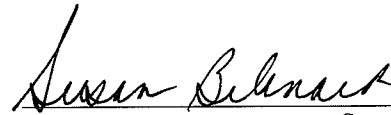
Mayor Jim Gomez spoke in an attempt to obtain order. Dr. Belenardo requested to speak and presented a summary of the District's frustration with the negotiation process. Mr. Gomez quieted the audience to allow her to speak. Marie Brown came to the floor and asked Sandi Baltes to sit in on negotiations. Mrs. Baltes agreed to defer to the experts for a decision on that request. Richel Nash asked that no one go away until this is resolved tonight. Celso Rodriguez came to the floor, asked Mrs. Baltes for a summary of the cost of the strike. He then asked who would write a proposal for LHEA. Mrs. Baltes suggested LHEA bring in their expert Angela Su and the District would bring in their expert. This being decided the meeting was adjourned.

Adjournment

There being no further business meeting items before the board, Board President, Linda Navarro Edwards, adjourned the meeting at 10:32 p.m.

Board Minutes Approved:

January 13, 2011



Susan Belenardo, Ed.D.
Secretary to the Board

- ¹ 2011 Board Meeting Calendar
- ² Minutes of the Regular Board Meeting of November 18, 2010 & December 1, 2010
- ³ Staff Development
- ⁴ Independent Contractors Agreements
- ⁵ Extra Pay Approval
- ⁶ Memberships
- ⁷ Personnel Change of Status
- ⁸ Resignations/Terminations/New Hires
- ⁹ 2010-2011 Operations Application K-3 Class Size Reduction Program
- ¹⁰ Title I Supplemental Educational Service Providers
- ¹¹ Student Teaching Agreement
- ¹² First Interim Financial Report
- ¹³ Bid for Technology Upgrade