

LA HABRA CITY SCHOOL DISTRICT
 Minutes of the Regular Board of Education Meeting
 500 N. Walnut St.
 La Habra, CA 90631
 November 18, 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 5:30 p.m. There being no Public Comment, Trustees adjourned to Closed Session.
Board Members	Board Members Present: Susan M. Hango, President Sharon H. Brown, Vice President Linda Navarro Edwards, Clerk Paul S. Rodriguez, Member Cindy Frisbie Hecklau, Member
Administrators	Administrators Present: Susan Belenardo, Superintendent
Second Call to Order Regular Meeting	Board President, Susan M. Hango, called the Regular Meeting of the Board of Education to order at 7:07 p.m.
Pledge of Allegiance to the Flag	Board President, Susan M. Hango, asked Cindy Frisbie Hecklau to lead the pledge of allegiance to the flag.
Minutes of the Regular Board Meeting of: October 28, 2010, and the Special Board Meeting of: November 10, 2010	The minutes of the Regular Meeting of October 28, 2010 and the Special Meeting of November 10, 2010 were unanimously approved by Trustees on a motion made by Paul S. Rodriguez, and a second to the motion by Linda Navarro Edwards. ¹
Correspondence	None
Superintendent's and Trustees' Report	Dr. Belenardo announced congratulations are in order to Brenda Gomez, teacher at Imperial Middle School for being named as the CLMS Region #9 Teacher of the Year and will be honored on December 8 th . She was then pleased to introduce the Leadership Team from Washington Middle School, Mario Carlos and George Lopez who presented their "HERO" (Helping Everyone Respect Ourselves and Our schools) presentation. They explained that more than 200,000 students every year are bullied or targets of bullies, 10-15% say they are bullied on a regular basis mainly on school campuses and grounds. Bullying is a factor in school related deaths. At WMS, staff is taking a stand to educate students on bullying and to be a voice for those who cannot stand up to bullying on their own. Weekly middle school meetings are held including support staff such as the psychologists, counselors and the School Resource Officer. It was determined that WMS should become proactive in helping students and educating them in this very tragic event that is occurring throughout the country. WMS cannot turn a blind eye to these events. The "Code of Conduct" was reviewed and discussions held with the students. Two "HERO" boxes are available for students to report incidents of concern and remain anonymous. It has been determined that this process has led to resolving 32 incidents or the possibility of an incident and preventing it from happening. The boxes also provide students the opportunity to make suggestions and take a role in actively keeping the campus Bully free. An assembly at each grade level was held to educate the students and put the message out there that bullying is not acceptable. WMS PALs students are actively involved in helping both staff and students achieve this goal. The Video shared with the students at the assemblies was then shown for the Board of Trustees and audience.
Addressing the Board	Many members of the audience filled out a card to address the Board. Board President, Susan M. Hango acknowledged: <ul style="list-style-type: none"> ➤ Morgan Brown – stated he was a little alarmed at the number of people that are outside shut out of the meeting. He represents the teachers in Pomona and the Board there has a plan when large numbers of people come to a Board Meeting. A satellite room where they can have some audio and sometimes video so they can participate in the meeting. He feels that locking people out just seems wrong. ➤ Ramon Alejandro – asked the Superintendent to act as an example when asking teachers to take the same pay cuts that are proposed to them. He asked how the school district can afford to increase her pay to nearly a quarter million dollars, but can't afford to give our teachers a fair contract. She said she would honor the fact finding report but when the report became public, she did not. He asked what this action said about her character, her word, her trust and stated these are not actions of a leader, but a dictator. He reminded her that leaders are judged by their actions and he feels her

Addressing the Board
(Cont.)

- actions are atrocious. He stated that the community and the people are giving her the opportunity to do the right thing and honor the fact finding report, as the district states, this is where children count. He added that the school board members share the blame as they have allowed Dr. Belenardo to conduct herself with a lack of leadership and have not done anything to solve it. He asked why they allow the superintendent to continue to drive our schools and our teachers through the mud. Her actions have demonstrated that she is not the person for our Superintendent. He challenged the Board to take action as she chooses not to resign and that change is staring them in the face. He asked, "Are you going to make the children count?" If not, the community will hold a special election to get Board Members in there that will get the task of removing her done. The most powerful words in a democracy are, "we the people". Please listen, the people are speaking!
- Kathy Godbout – A teacher in this district for 28 years, and an employee for 33 years. She has been here through declining enrollment, the county's bankruptcy and the district's 100th anniversary. She has been proud of a district that has maintained their integrity, honesty and respectfulness through good times and bad until now. It is not reasonable that our district, who has always been fiscally prudent, finds it necessary to ask our teachers to take cuts bigger than teachers in surrounding districts. She understands that these have been trying times and it is difficult to negotiate a fair contract during these difficult times. The FactFinding report outlined many recommendations as we are all aware and are being ignored. This sends a message that teachers are not worthy or as respected as our peers in other districts. Why are we being asked to take cuts that are way beyond what is happening in any other Orange County district? She expressed that she does not feel valued or respected for the first time in 33 years. Teachers are all willing to sacrifice and do their fair share but what the district is proposing is unreasonable and unfair. In the classroom, teachers constantly monitor and adjust instruction if an approach isn't working. It is time for a new approach. Imposing the District's offer is not the answer. We can succeed without such a drastic measure. "We are all on the same team, please take the first step in getting us back to where we once were, honor the FactFinding report, help us to reach a fair settlement."
 - Leanne Bannon – 1st grade teacher at Las Lomas School – Ms. Bannon stated she is here to respond to the half page Ad that Superintendent Belenardo presented at the Board Meeting on October 28th. Since she presented this Ad, teachers are under the assumption that she wrote it herself or at least approved it before going to print. The Ad listed 5 bullet points on the report. If anyone actually read the report in its entirety, you will see that she listed a portion of the report, or, part of the truth. However, the bullet points don't give all the truth, just the part of the truth that the Superintendent wants you to read. Giving half truths is the same as lying by omission or having intent to deceive. The teachers are here to report the facts in their entirety as they are in the report, so as not to "trick" or lie to the public. 76% of LHCSD teachers have a Master's Degree and are not a deterrent to our district as her Ad suggests. She pleaded with the Board not to rely on the truths given by Dr. Belenardo, but the truths that are actually found in the Fact Finding report, we are asking for a fair settlement.
 - Candice Alejandre – deferred to her husband, Ramon – "as she (Ms. Bannon) stated, the Superintendent is manipulating, not telling the truth, and why do we need her?" He wants a leader that is going to be in charge of his children's future to give me the facts. She is not treating the teachers or anyone in this community fairly and the Board is the voice, "the community has elected you." Not just the teachers, the community, the people. Have we not learned anything by this election this year? People are speaking, we want change! Not only different, but change! It's simple, no tricks, no lavish wording, all we're looking for is yes, honor the report! We will take further action, we will start a petition to get this done, get her removed. "You are our Board; you are our elected officials, listen, that's all I'm asking. Do what we say, we are your boss, not her"
 - Dolores Jorge – has a son at Imperial Middle School, doesn't understand why this is such a small place, there are people waiting outside wanting to come in which, she is sure they would let us borrow the community center. She loves the district and her kid's teachers; they are her kids' parents. She works from 4:30 to sometimes 6:00, so they are her kids' parents and they deserve the best, the most, because they are working, not for the Board, they are working for my kids' education. In Mexico, parents have to pay for education, thank God here, we don't. Listen to these teachers, they know more, they are in the classes. I only have to deal with two kids; I don't know how they do what they do! She has been in the classes and knows how hard they work.

**At his time, the 20 minute time limit for speakers had expired. Due to much opposition from the audience, on a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously extended the time for speakers and Board President; Susan M. Hango continued to acknowledge those who had filled out cards.

Addressing the Board
(Cont.)

- Celso Rodriguez – Teacher – Walnut School – stated he had the opportunity this summer to get to know Paul Rodriguez in a different way than teachers normally see their school board members. He had met with teachers to discuss issues. He was able to talk about a variety of things without being able to discuss the actual negotiations. One important thing that he said that has made his year easier is, “this will all end, how do we want it to end?” We will have to put our district back together, what kind of district do we want? A good start was last week when the Board tabled the imposing of rules, rights and regulations for teachers and said let’s talk about it a little bit more. When he is asked this week how negotiations are going, he answers, “I don’t care as long as they are talking.” He hopes that will continue knowing it’s not easy and we all understand the difficulties of the issues that are at hand. He doesn’t know how we got here, but knows where he would like for us to go as he is very proud of this district and the administrators, peer, parents and students he works with on a daily basis and couldn’t be any prouder than when the Board tabled that decision. I hope tonight you do the same thing and keep going back to the table until we come to a resolution and begin to think how we put this district back together. It is worth it!
- Toni Crowley – has lived in the school district for 29 years. She has children who have attended these schools and now has grandchildren that attend these schools. She knows times are tough, but never in 29 years in this district has she seen such turmoil. Negotiations have gone on for over a year and a half and the neutral fact finder has issued a report based on the information she was provided and the district had agreed to use the report as framework for settlement. After the report was furnished, the district changed its mind and now says it is only one person’s opinion and not really fact. Why did the district go through the expense of the factfinding process if they were not going to comply with the recommendations? It seems like the district does not keep its word. Negotiations are a process of give and take on both sides. It appears the district wants to do all the taking while teachers do all the giving. She knows the district has much more in the reserves than is required. Where did the money go that the district received in the recent State budget? Other districts have been through hard times without reducing teacher wages with such a vast amount. Only one was forced to go out on strike, and that was down in South County. She thinks the teachers should go out on strike if the district doesn’t give a little, but if they do, families will suffer and the big losers will be our children and grandchildren. If they go out on strike, she will keep her grandchildren out of school and will organize the rest of the students and parents in this district to not cross the picket line. “Everyone knows I am a person of her word and I will do it you need to negotiate a fair and equitable settlement for these wonderful teachers we have here!”
- Ashley Birakos – sophomore at Sonora High School enrolled in the IB Program – Student in the La Habra District Kinder – 8th grade – She received an excellent education which made her the student she is today. She has personally witnessed the hard work put in by the teachers. They continue to work hard through all the difficulties to support their students and she hopes the school board will give that support and respect back to the teachers. Her two sisters are students in the district and she wants them to have the same positive experience so they can achieve great things in their future.
- Arlyn Buck – Parent and Vice President of one of the largest public employee unions in Orange County – She brings a message for all: “The Orange County Employees Association will stand behind you in any action, in anything that you need, and we are willing to come down and strike and support everything that you need.” She is also here as a parent and thanks the La Habra City School District for the wonderful education that her children have received. One is in the process of receiving a Master’s Degree and another receiving a degree as a massage therapist and her oldest child is starting a non-profit in conjunction with the Catholic Church. This wouldn’t be possible without the staff that has been hired by the district. She is here because she wants the best teacher for her children’s grandchildren! They deserve the best. She is a taxpayer and should not have to justify her salary and neither should you. She is also a voter, and she will vote, and requested the Board settle, “the teachers are worth every penny!”
- Shannon Belknap – Teacher at Washington Middle School – LHEA has designed their own Ad following Leanne speaking to the earlier Ad published. It contains bullet points they would like the public to see. They are complete quotes from the FactFinding report. We do not wish to paraphrase our bullet points or give half truths to the public. We do not have to manipulate any words to have them say what we want them to say. They already do say what we want. The members of LHEA wanted them to say and we hope the Board Members will say as well. At this time the Ad is presented so you can see what the truths are in the FactFinding report.
- John Dobson – He is saddened that progress has not been made in the crisis the schools are facing. He stated “I don’t get it.” This is frustrating. You have not been listening! Practice SSL. He has had students tell him SSL is not Silent Sustained Reading, it is sit down, shut up, and listen! He stated to the Board that if they were to learn from him, they would have to listen. He dares not hold

out hope that the Board passes his class, and frankly indicated the Superintendent had little hope of passing his class, but there is always hope. "Follow the path that the FactFinder laid out!" The teachers are willing to accept her report; you should also accept that report. It is absurd that this has not been settled, accept the report, settle now! Our children are having to go through a Strike which is dumb. The community wants a settlement, the teachers want a settlement, it is time for this Board to want a settlement.

- Michelle Atkinson – Teacher – LHEA Negotiations Chair – Yesterday’s negotiations began at 9:00a.m. and lasted until 1:20a.m. We negotiated over 23 hours the past two days. She indicated they were pleased that the district and teacher negotiating teams stayed well into the night. However, it did get late and a recess was necessary. While they still have some differences, they feel the differences have definitely narrowed and that a settlement through negotiations is very much possible. There are still issues that the parties need to meet and discuss to make clarifications. She indicated that in her letter she highlighted the areas still needing to be worked on and that they would like to meet with the district again on Monday, November 29th. In order to reach a fair settlement, we are accommodating your request to have CTA financial specialist, Angela Su, here to work on agreeable restoration language. Although we are prepared and willing to strike in the case of an imposition, we still believe a bargained settlement is the best way to go for all parties.
- Melissa Rivera – Parent of Kayla Hanna – Ms Rivera indicated how much both she and her daughter love her teachers, and even though her daughter hasn’t had all the teachers, they still love all of them, they mean everything to them! To the Board: "It’s not fair for to take away the future for my child, she’s only in second grade, she will miss her teachers, I will transfer her. I will still fight for the teachers. I will still be at the Strike line telling parents not to take their kids to school. I won’t have those kids having second rate teachers. It’s not fair, it’s not right. If the kids don’t go to school, you are losing money, OK? Negotiate now, settle now!" Her daughter then read a statement, "If my teacher’s go on Strike, I will be very sad, my parents will have to take me to another school."

Action Item:
 Consent Calendar

Trustees unanimously approved the Consent Calendar as presented on a motion by Linda Navarro Edwards, and a second to the motion by Sharon H. Brown:

- Approval of Staff Development for designated employees to attend conferences/workshops as attached to these minutes.²
- Approval of Independent Contractor Agreements as attached to these minutes.³
- Approval of extra pay requests per employee contract’s provisions and Education Code requirements as attached to these minutes.⁴
- Approval of Personnel Change of Status as attached to these minutes.⁵

General Matters
Action Item:
 Resolution #41-2010 /
 Implementation of
 Revisions to the Prior
 Contract Between the La
 Habra City School District
 and the La Habra Education
 Association

On a motion made by Linda Navarro Edwards, and a second to the motion by Cindy Frisbie Hecklau, Trustees unanimously adopted Resolution #41-2010 / Implementation of Revisions to the Prior Contract Between the La Habra City School District and the La Habra Education Association as attached to these minutes.⁶

Action Item:
 Resolution #42-2010 in the
 Event of a Concerted
 Refusal to Work by
 Employees

On a motion made by Linda Navarro Edwards, and a second to the motion by Cindy Frisbie Hecklau, Trustees unanimously adopted Resolution #42-2010 in the Event of a Concerted Refusal to Work by Employees as attached to these minutes.⁷

Information/Action Item:
 Settlement Agreement for
 Purchase and Return of in-
 Place Portable Buildings

Superintendent, Susan Belenardo, explained that the piggy back lease for portables has expired. The district now has the opportunity to purchase 6 (six) of the portable buildings and return three (3). On a motion made by Sharon H. Brown, and a second to the motion by Linda Navarro Edwards, Trustees unanimously approved of a settlement agreement with Mobile Modular Management Corporation for the purchase of six (6) in-place portable buildings and the return of three (3) in-place portable buildings as attached to these minutes.⁸

Information Item:
 Enrollment Report

Superintendent, Susan Belenardo, reported that the enrollment has declined by 21 students over the past month. Class sizes are holding at the 30 – 1 ratio.

Action Item:
Annual Organizational Meeting

On a motion made by Linda Navarro Edwards, and a second to the motion by Paul S. Rodriguez, Trustees unanimously set the time and date for the annual Board of Education Organizational Meeting for Thursday, December 9, 2010.

Information Item:
Board Committee Assignments for 2011

Trustees were provided the list of Board Committee assignments to consider for the next year and advised to review the list prior to the next meeting when they will have the opportunity to express their interest in a particular assignment and accept assignment.

Instruction and Personnel Information /Action Item:
Certificated and Classified Resignations and New Hires

Superintendent, Susan Belenardo, reviewed resignations and new hires with Trustees. On a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously ratified new hires as attached to these minutes.⁹

Information Item:
Special Education Program Update

The Director of Student Support Services, Marcia Baumfeld, was present and provided a presentation reviewing the data over the past five (5) years in the District's Special Education programs. The number of students identified for special programs has steadily increased by 10.7% over the five (5) years. Services are provided at 0 – 3 years of age as well as pre-school – 8th grade throughout the SELPA (Special Education Local Plan Area). Eligibility under Autism has grown considerably. Discussion was held as to programs in place within the District to accommodate specific disabilities and identify those students that benefit from the uniqueness of these programs. This reduces the number of out of district placements. With out of district placement being down, a cost savings is realized. Ms. Baumfeld explained that the trend for LHCSD special programs is the same in districts throughout the county. Numbers for students qualifying for special programs will more than likely continue to grow.

Business Matters:
Action Item:
Expenditure's Report

Trustee, Paul S. Rodriguez, reported Expenditures dated November 8, 2010 signed by Linda Navarro Edwards, beginning with check #30-058471 and ending with check #30-058545 totaling \$214,341.75 from the General Fund, \$47.92 from Child Development, \$2,846.03 from Deferred Maintenance, and \$1,408.37 from Capital Facilities with a Grand Total of \$218,950.19 and Expenditures dated November 18, 2010 beginning with check #30-058546 and ending with check #30-058621 totaling \$588,966.70 from the General Fund, \$1,863.95 from Child Development, \$4,513.40 from Deferred Maintenance, \$1,250.00 from Building Fund (GOB) and \$9,403.50 from Capital Facilities with a Grand Total of \$605,997.55. Trustees unanimously approved the Expenditures' payments as presented with a second by Sharon H. Brown.

Information Item:
Developer Fee Report

Director of Fiscal Services, Karen Kinney, reviewed the 2009-10 Annual Capital Facilities Fund Report for the La Habra City School District which has been available for Public Notice as of November 2, 2010.

Action Item:
Budget Transfers

Director of Fiscal Services, Karen Kinney, explained that with the State adopting its budget late, there is a need to for budget transfers in certain categories to adjust the District's budget adopted in June. On a motion made by Linda Navarro Edwards, and a second to the motion by Paul S. Rodriguez, Trustees unanimously ratified Budget Transfers for select budget categories adjusting the 2010/11 budget to reflect the State budget recently approved by the Governor as attached to these minutes.¹⁰

Action Item:
Declaration of Surplus

Superintendent, Susan Belenardo, stated that once again Manuel Tafoya is providing a list of obsolete items to be either disposed of, or sold when possible and requests the Board declare these items as surplus. On a motion made by Sharon H. Brown, and a second to the motion by Paul S. Rodriguez, Trustees unanimously declared obsolete and non-repairable equipment as surplus for the purpose of disposal as attached to these minutes.¹¹

Other Business from the Board

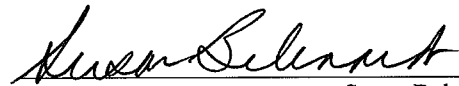
Board President, Susan M. Hango, announced how Trustees will miss Cindy Frisbie Hecklau and wished her well. Ms. Hecklau stated she was saddened for her tenure to end this way and encouraged all to do all they can to heal.

Adjournment

There being no further business meeting items before the board, Board President, Susan M. Hango, adjourned the meeting at 9:25 p.m.

Board Minutes Approved:

December 9, 2010



Susan Belenardo, Ed.D.
Secretary to the Board

-
- ¹ Minutes of the Regular Board Meeting of November 18, 2010
 - ² Staff Development
 - ³ Independent Contractor Agreements
 - ⁴ Extra Pay Approval
 - ⁵ Personnel Change of Status
 - ⁶ Resolution #41-2010 / Implementation of Revisions to the Prior Contract Between the La Habra City School District and the La Habra Education Association
 - ⁷ Resolution #42-2010 in the Event of a Concerted Refusal to Work by Employees
 - ⁸ Settlement Agreement for Purchase and Return of in-Place Portable Buildings
 - ⁹ Certificated and Classified Resignations and New Hires
 - ¹⁰ Budget Transfers
 - ¹¹ Declaration of Surplus