

LA HABRA CITY SCHOOL DISTRICT  
 Minutes of the Special Board of Education Meeting  
 500 N. Walnut St.  
 La Habra, CA 90631  
 December 1, 2010

<b>Call to Order Regular Meeting</b>	The formal call to order of the Board of Education Special Meeting of the La Habra City School District was called by Board President, Susan M. Hango, at 6:00 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 Board Members Absent: Cindy Frisbie Hecklau, Member
Administrators	Administrators Present: Susan Belenardo, Ed.D., Superintendent
<b>Second Call to Order Special Meeting</b>	Board President, Susan M. Hango, called the Special Meeting of the Board of Education to order at 7:08 p.m.
<b>Statement from the Board of Trustees</b>	Board Vice President, Sharon H. Brown, read the following statement on behalf of the Board of Trustees: ➤ “Negotiations have been a process whereby each side, the District and LHEA, present alternate proposals. The last proposal, in the form of a unilateral contract, was implemented by the District. LHEA can request a return to the table and present a proposal to the District. The Board and Superintendent are willing to direct the District bargaining team to meet with the LHEA team if the request is received and a proposal drafted.”
<b>Public Comment</b>	Board President, Susan M. Hango, recognized those who had submitted a card to speak: ➤ Ramon Alejandro – Addressed Board Members recently elected and reminded them they have promised change to the people who elected them but change has not happened. He indicated he would try to be at the City Council meeting this Monday and encouraged others to attend as well. He is also trying to schedule an appointment with one of the City Council Members. The community has the power to give these wonderful teachers the feeling of being respected. The teachers have said it clearly; talking is part of the solution. He compared it to the family dinner table where every member has an opportunity to express their feelings and share their emotions. Our military family members are fighting for our American rights. One of those is freedom of speech. Our community has voiced their wish. Doing the right thing is never easy, he pleaded with the Board, do the right thing, remember, the people who elected you, can recall you. It might be a long process, even to the next election. If you do the right thing, I can guarantee you the people will stand by you, even in bad times. What will it be, will you stand by your promises? I really hope so.” ➤ Valerie Hartman – Teacher – IMS – Questioned Dr. Belenardo, “Do you use the word ‘furlough’ when you communicate with the Press?” She asked that Dr. Belenardo define the word, the response was it is a ‘non-work day’. Ms. Hartman gave the definition as usually being ‘a temporary layoff from work’ and asked if it accurately reflects what is on the imposed contract for the teachers. Discussion ensued as to the standard meaning of ‘furlough’ and an implied meaning and what is interpreted by the Press. Board Member Paul S. Rodriguez stated that he had a conversation with the Orange County Register today and was asked for clarification on furlough days. While the common phrase used is ‘furlough days’, you could say ‘permanent reduction in the work year’, it is all dependent on a follow up explanation and he believes the general public refers to it as one less day that you go to work. Ms. Hartman asked if it is permanent or temporary and Mr. Rodriguez explained that’s the point, it’s in the follow up that says, be a little more specific. Ms. Hartman believes the term is misleading. Mr. Rodriguez indicated that he wished if people had questions about that, he would welcome them to ask those questions so they can get clarification. Ms. Hartman indicated it was confusing because administration used ‘reduced work year calendar’ in communication to the teachers and doesn’t understand why one term is used with teachers that is permanent and the word ‘furlough’ is used in press releases. She stated, “so the word permanent, we know what that means, the word furlough, we do not.” She just hopes that the press releases are accurate. ➤ Patrick Hanna – indicated he has spent 27 years in education, one way or the other, he is 28 years old. Mostly through family, friends, community, has watched his father go from teacher to administrator and has seen many people go through that transition. His livelihood depends on this

as his family works here. What he has experienced in watching those going through that transition, his father, his mother, his aunt, no matter what was facing them, it was about the kids, and he doesn't want to lose that. He supports the teachers 100%. He doesn't know how this is going to work, but the one thing he wants to stress is, don't let this strike be about those little things, whether it's furlough days, a cut, whatever, make it be about the kids. He someday wants to get back into education and in the 3 strikes he's been through, watching his Dad strike, the only people it really affected were the kids.

- Mary Gomez – has worked for the district for 27 years and volunteered for 10 years before that, she expressed that she had been warned to not come to speak to the board because she could get in trouble or black-balled. Her answer was that she thanks God that she lives in a country where we can say our opinions and not get arrested for it, and she hopes she works for a district that will hear her opinions and not get fired for it. She shared how hard recent times have been. She sees her daughter-in-law and how much time she spends planning lessons and doing everything. But today, she witnessed the sight of a large security officer standing in what she believed to be a very intimidating presence to the children, “the kids were crying, they didn't want to go to school; the parents are making them go to school. He was intimidating everybody, even the parents were walking with their head down. The district doesn't have money, and they have money to pay and go and intimidate parents and students? I have walked in front of policemen, and they don't intimidate me, but the way that guy was standing, he was intimidating everybody.” She wanted to see his name tag, he did not have one; officers always have name tags. She feels the security should be at night, not during the day intimidating everyone. As she walked by later, they were smoking; they needed to go around the other way so the kids would not get that second hand smoke “What is this, we are supposed to protect our kids!”. She respectfully reminded Trustees that they are elected by the citizens of La Habra and they need to help the community and stop this.
- Jim Rogers – Teacher and CTA Representative – Expressed how he was baffled when Mrs. Brown read the statement of the Board, he felt the need to address the Board. He has been involved in LHEA and District negotiations for 15 years and definitely knows the process very well. He had hand delivered letters to each of the Board Members and Dr. Belenardo prior to the last meeting. The letter indicated that LHEA was willing and ready to be at the table and would bring in Angela Su who the District had asked for on November 29<sup>th</sup> and your answer was to impose a contract. Tonight you want the teachers to send a letter asking to negotiate. Again, he personally brought the letters to Dr. Belenardo's office asking to negotiate and he doesn't want to be called a “beggar” again. When he delivered the letters, Dr. Belenardo was at her desk and she said very loudly, “well there he is dropping off the letters, begging at the last minute. You have the letters, we're more than happy to get to the table, so if that is what you would like to do, please, let's do it, but please, don't expect another letter!”
- Arlyn Beck – She is very upset about how people are being intimidated with receiving robo calls that they will be prosecuted if they keep their children from school. It is not criminal not to cross a picket line. People have a right not to cross a picket line. People should have the right to protest something that they believe in. You need to allow them to negotiate and talk to them, it is the will of the people.
- Dolores - indicated that the day before the Thanksgiving holiday she saw the teachers moving their stuff and that was very painful. She picked her son up at 4:00 and saw a few teachers and some children, the girls very upset and crying that they wouldn't see their teacher and that broke her heart. Her son had a substitute that week and told his mother he didn't learn anything and didn't have any homework, just needs to read every day. She believes subs should have lessons already planned no matter what. It worries her that this could happen if there is a strike. What about the conferences? How will the sub know what her son has learned over the past few months. She would like her son's teacher to be the one she talks with. As a parent, she begs you, to please hurry up and find a solution because her son's future is at stake. She came from Mexico and wants her son to have a good education here, it is expensive in Mexico, education is not free. She asked that one more time, please, look at those papers, take care of this. She thanked the teachers for loving her son like they do. “Parents, we need to support our teachers!”

**General Matters**  
**Action Item:**  
 Ratification of the Tentative Agreement with CSEA, Chapter #135

Following notification from CSEA (California Schools Employee Association), Chapter #135, of membership approval of the Tentative Agreement between their association and the district, on a motion made by Sharon H. Brown, and a second to the motion by Linda Navarro Edwards, Trustees unanimously ratified the Tentative Agreement between the District and CSEA, Chapter #135 as attached to these minutes.<sup>1</sup>

**Action Item:**  
 Approval of Revis3ed Salary Schedule and

On a motion made by Linda Navarro Edwards, and a second to the motion by Sharon H. Brown, Trustees unanimously approved a revision to all salary schedules for all Certificated and Classified Administrative and Supervisory Personnel, including the Superintendent, that shall provide for an across-the-board salary

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Reduced Work Year  
Calendar for all Certificated  
and Classified  
Administrative and  
Supervisory Personnel,  
Including the  
Superintendent

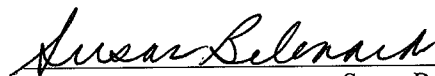
decrease of 2 percent effective November 1, 2010, and a revised work year calendar with two less work days, commencing with the 2010-11 school year. Step and Column salary movement shall be implemented effective February 1, 2010 and February 1, 2011. Longevity increments, if applicable, shall also be implemented effective February 1, 2010 and February 1, 2011. Commencing January 1, 2011, the District will contribute towards the cost of medical benefits at the following 10<sup>th</sup>ly premium contribution rates: Single: \$485.68; Two-party: \$1,002.44; and Family: \$1,423.50. Any premium costs that exceed the maximum contribution shall be paid by the employee through equal monthly payroll deductions.

Adjournment

There being no further business meeting items before the board, Board President, Susan M. Brown, adjourned the meeting at 8:12 p.m.

Board Minutes Approved:

December 9, 2010



Susan Belenardo, Ed.D.  
Secretary to the Board

<sup>1</sup> Tentative Agreement with CSEA, Chapter #135 and the District