

MINUTES OF THE REGULAR MEETING OF THE  
SIERRA COUNTY BOARD OF EDUCATION

May 14, 2013

Loyalton Middle School, Room 4, Loyalton, California

This meeting was audioconferenced to Downieville. (Videoconference unavailable)

**A. CALL TO ORDER**

President ALLEN WRIGHT called the meeting to order at 6:01 pm.

**B. ROLL CALL**

PRESENT: Mr. Allen Wright President  
Ms. Sharon Dryden, Vice President  
Ms. Patty Hall, Clerk  
Mr. Mike Moore, Member  
Mr. Tim Driscoll, Member

ABSENT: None

VACANT: None

STAFF: Mr. Stan Hardeman, Superintendent  
Ms. Rose Asquith, Business Manager  
Ms. Hannah Tomatis, Administrative Assistant  
Ms. Marla Stock, Site Administrator  
Mr. Derek Cooper, Site Administrator  
Ms. Marlene Mongolo/SELPA Director

**C. FLAG SALUTE**

**D. APPROVAL OF THE AGENDA**  
MSCU/HALL/DRISCOLL

**E. INFORMATION/DISCUSSION ITEMS**

1. Superintendent's Report
  - a. Employee Recognition: Karen Gress, Blaine Donnelly
  - b. Secure Rural Schools – website: <http://www.partnershipforruralamerica.org>
2. Business Report
  - a. Board Report-Expenditures by Object 07/01/12 to 4/30/13
  - b. Technology Equipment Expenditures

WRIGHT listed the technology expenditures for the following years:

YEAR	COUNTY	DISTRICT
2009/10	70,197	58,593
2010/11	90,000	30,000
2011/12	18,000	37,000
2012/13	0	47,700

3. Staff Reports  
CCSS/Smart Balanced Assessment Presentation (Mongolo) – Postponed until June due to video projector unavailability.

4. Board Members' Report

- a. Resolution 12-011, In Recognition of Outstanding Service DRYDEN read the Resolution in honor of Stanford J. Hardeman.

WRIGHT moved to adopt Resolution 12-011. HALL seconded.

DRISCOLL: AYE

DRYDEN: AYE

HALL: AYE

MOORE: AYE

WRIGHT: AYE

5/0

- b. DRISCOLL: Announced that he chaperoned prom and stated that we have a great group of kids.

**F. PUBLIC COMMENT**

President WRIGHT opened the meeting for public comment at 6:27 pm.

There was no comment.

President WRIGHT closed the meeting for public comment at 6:28 pm.

**G. CONSENT CALENDAR**

The following items were included in the consent calendar:

1. Approval of minutes of the Regular Board meeting held April 9, 2013
2. Approval of minutes of the Special Board meeting held April 24, 2013
3. Approval of bill warrants for month of April 2013

MSCU/MOORE/DRISCOLL

DRISCOLL: AYE

DRYDEN: AYE

HALL: AYE

MOORE: AYE

WRIGHT: AYE

5/0

**H. ACTION ITEMS**

1. NEW BUSINESS

- a. Presentation of the Initial Proposal from the Sierra-Plumas Teachers' Association for 2013-2014 Bargaining Unit Agreement presented by Pat Doyle, SPTA Co-President
- b. The public hearing to receive comment on the Initial Proposal from the Sierra-Plumas Teachers' Association for 2013-2014 Bargaining Unit Agreement was held at 6:30 pm. There was no comment.
- c. Presentation of the Initial Proposal from the Sierra-Plumas Classified Employees' Association for 2013-2014 Bargaining Unit Agreement presented by WRIGHT.

- d. The public hearing to receive comment on the Initial Proposal from the Sierra-Plumas Classified Employees' Association for 2013-2014 Bargaining Unit Agreement was held at 6:32 pm. There was no comment.
- e. Presentation of Confidential Employees Initial Proposal for 2013-2014 negotiations presented by Rose Asquith, Business Manager.

I. PUBLIC COMMENT

At this time the meeting opened for any public comments regarding the following Closed Session items:

- 1. Government Code §54957.6, Negotiations and Related Matters: Employer's Initial Response to Sierra-Plumas Teachers' Association's 2013-2014 Initial Proposal
- 2. Government Code §54957.6, Negotiations and Related Matters: Employer's Initial Response to the Sierra-Plumas Classified Employees' Association 2013-2014 Initial Proposal

There was no comment.

J. CLOSED SESSION commenced at 6:37 pm.

The Board of Trustees, Superintendent Stan Hardeman, Rose Asquith, Business Manager and Susan Roberts, Personnel, moved into Closed Session to consider the preceding items.

K. RETURN TO OPEN SESSION at 7:30 pm.

L. REPORT OUT (See Items "f" and "h")

OPEN SESSION ACTION ITEMS - CONTINUED

- f. Presentation of the Employer's Initial Response to the Sierra-Plumas Teachers' Association's Initial Proposal for 2013-2014 Bargaining Unit Agreement presented by WRIGHT.

MSCU/DRISCOLL/HALL

DRISCOLL: AYE  
DRYDEN: AYE  
HALL: AYE  
MOORE: AYE  
WRIGHT: AYE

5/0

- g. The public hearing to receive comment on the Employer's Initial Response to the Sierra-Plumas Teachers' Association's Initial Proposal for 2013-2014 Bargaining Unit Agreement was held at 7:39 pm.  
There was no comment.

- h. Presentation of the Employer's Initial Response to the Sierra-Plumas Classified Employees' Association for 2013-2014 Bargaining Unit Agreement presented by WRIGHT.

MSCU/MOORE/HALL (continued on page 3)

Sierra County Board of Education  
Regular Meeting Minutes  
May 14, 2013

DRISCOLL: AYE  
DRYDEN: AYE  
HALL: AYE  
MOORE: AYE  
WRIGHT: AYE  
5/0

- i. The public hearing to receive public comment on the Employer's Initial Response to the Sierra-Plumas Classified Employees' Association for 2013-2014 Bargaining Unit Agreement was held at 7:39 pm.  
There was no comment.
- j. The Public Hearing for California Department of Education Certification of the Sierra County SELPA Annual Service Plan was held at 7:40 pm.
- k. Sierra County SELPA Annual Service *and Budget Plan*  
MOORE/HALL motion for approval of the SELPA Annual Service Plan and to include Budget Plan, which was included in the backup packet to the board and the public.  
DRISCOLL: AYE  
DRYDEN: AYE  
HALL: AYE  
MOORE: AYE  
WRIGHT: AYE  
5/0
- l. Public Hearing for Testimony Regarding Acceptance of Tier III Categorical Funds and Proposed Uses for fiscal year 2013-2014 was held at 7:41pm.  
Programs closed subject to Tier III funding: None proposed  
Rose Asquith explained the expenditures and asked for questions. There were no questions.
- m. Resolution No. 12-010, Tier III Categorical Flexibility  
ADOPT/MOORE/DRISCOLL  
DRISCOLL: AYE  
DRYDEN: AYE  
HALL: AYE  
MOORE: AYE  
WRIGHT: AYE  
5/0
- n. Revised 2013-2014 School Calendar  
Pat Doyle requested in the case of any unused snow days, that the district use the May 23 date first and have the April 18 snow day available to attach to the spring break dates.  
APPROVAL/DRYDEN/MOORE/MSCU  
DRISCOLL: AYE  
DRYDEN: AYE  
HALL: AYE  
MOORE: AYE  
WRIGHT: AYE  
5/0

- o. Presentation of the 2013-2014 Preliminary Budget

BOARD POLICIES AND ADMINISTRATIVE REGULATIONS

MOORE motioned to adopt Items "p" through "u". HALL seconded.

- p. Board Policy 4030, Nondiscrimination in Employment, revision
- q. Administrative Regulation 4217.3, Layoff/Rehire, revision
- r. Board Policy 5116.1, Administrative Regulation 5116.1 and Exhibit E, Intradistrict Open Enrollment, mandated review
- s. Board Policy 7214, General Obligation Bonds, revision
- t. Administrative Regulation 7214, General Obligation Bonds, revision
- u. Board Bylaw, 9250, Remuneration, Reimbursement And Other Benefits

DRISCOLL: AYE

DRYDEN: AYE

HALL: AYE

MOORE: AYE

WRIGHT: AYE

5/0

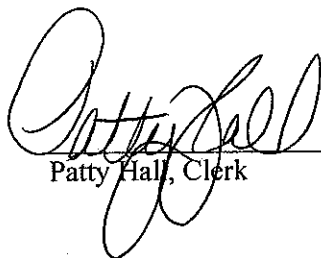
**M. ADVANCED PLANNING**

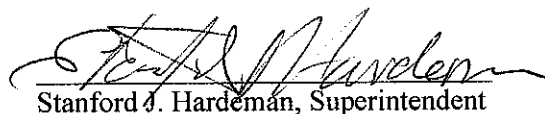
- 1. Next Regular Board Meeting will be held on Wednesday, June 19, 2013, at Downieville School, Downieville, California, at 6:00 pm.
- 2. Suggested Agenda Items
  - a. Adoption of 2013-2014 Budget and Criteria & Standards Report
  - b. Smart Balanced Assessment
  - c. Secure Rural Schools

**N. ADJOURNMENT**

MSCU/HALL/DRISCOLL

Adjourned at 7:56 pm.

  
Patty Hall, Clerk

  
Stanford J. Hardeman, Superintendent

**SIERRA COUNTY BOARD OF EDUCATION and  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT GOVERNING BOARD**

**EMPLOYER RESPONSE TO THE SIERRA-PLUMAS TEACHERS'  
ASSOCIATION (S-PTA) April 18, 2013, SUNSHINE PROPOSAL**

Presented May 14, 2013

**1. SALARY, Article 12**

- A. Sierra-Plumas Teachers Association will be negotiating for a 6.5% COLA

Employer Response: No increase in the certificated salary schedule

- B. Sierra-Plumas Teachers Association will be negotiating for fair and adequate compensation for preparation of ISPs (Independent Study Plans)

Employer Response: No compensation for ISP preparation.

**2. HEALTH BENEFITS Article 11**

Employer Proposes:

The Employer health insurance dollar contribution shall be prorated on an annual basis. An Employee who is employed less than a full fiscal year, shall be entitled only to the proportionate annual Employer dollar contribution towards health and welfare benefits.

**3. COMPLETION OF BARGAINING**

Employer Proposes:

In mutual agreement with the S-PTA, the Employer proposes that the 2013-2014 negotiations remain open until a determination of ongoing revenue for the current and future fiscal years can be more clearly defined. Once the state has determined how much funding and the manner in which the funding will be provided, will offer a clearer analysis of the financial health of the district.

SIERRA COUNTY SUPERINTENDENT OF SCHOOLS (SCOE) and SIERRA-PLUMAS JOINT  
UNIFIED SCHOOL DISTRICT GOVERNING BOARD (S-PJUSD)

EMPLOYER RESPONSE TO THE

SIERRA-PLUMAS CLASSIFIED EMPLOYEES ASSOCIATION (S-PCEA) April 9, 2013,  
INITIAL 2013-2014 PROPOSAL

Presented May 14, 2013

RESPONSE AS FOLLOWS:

**2013-2014 FISCAL YEAR:**

**1. SALARY Article VI**

No increase in the classified employee salary schedule

Employer Response: No increase in classified employee salary schedule

**2. HEALTH BENEFITS Article III**

The Employees propose that the Employer increase the Employers' 2013-2014 premium contribution cap for medical, dental, vision, and life insurance benefits. An Employer annual contribution increase of 8% per employee Composite rate Medical benefit premium, \$48.00 annual Composite rate Dental benefit premium, and \$24.00 annual Composite rate Vision benefit premium to accommodate for the increased premiums induced by Tri-County Schools Insurance Group effective July 1, 2013.

Employer Response: No increase in employer contribution toward health and welfare benefits.

**3. MOBILE/CELLULAR TELEPHONE REIMBURSEMENT**

The Employees propose a \$25.00 per month allowance when the Employee's responsibilities consistently require the Employee to use his/her personal mobile device to perform the duties and assignments of his/her position, as per Administrative Regulation AR3513.1.

Employer Response: The Employer agrees to reimburse Employees of the bargaining unit a telephone allowance of \$25.00 per month for an Employee's personal cellular telephone expense when it is necessary for the Employee to consistently use the communication device to perform the duties and assignments of his/her position. The telephone allowance is considered taxable income for the Employee.

4. **VACATION PAY Article IV**

Current Bargaining Unit Language, Article IV (4.1):

Annual vacation leave for classified Employees shall be on a monthly accrual method. Part-time positions shall receive a pro-rated portion of the following full-time entitlements:

<b><u>YEARS OF SERVICE</u></b>	<b><u>ANNUAL VACATION ENTITLEMENT</u></b>	<b><u>MONTHLY ACCRUAL</u></b>
A. One to Five Years	Ten working days (80) hours	6.667 hours
B. Six to Ten Years	Fifteen working days (120 hours)	10. hours
C. Eleven Plus Years	Twenty working days (160 hours)	13.334 hours

All vacation leave shall be taken at a time convenient to the Employer prior with prior approval of the employer. An Employee shall use his annual vacation entitlement in the year earned or in the following year.

Employer Proposes:

1. Earned vacation shall not become a vested right until completion of the initial six months of employment. (Ed Code 45197)

The Employee may be granted vacation during the school year even though not earned at the time the vacation is taken.

If an Employee is terminated and had been granted vacation which was not yet earned at the time of termination of his services, the employer shall deduct from the Employee's final pay- check the full amount of salary which was paid for such unearned days of vacation taken.

Upon separation from service, the Employee shall be entitled to lump-sum compensation for all earned and unused vacation, except that Employees who have not completed six months of employment in regular status shall not be entitled to such compensation.

All new Employees, effective July 1, 2013, shall be subject to the initial six month probationary period for earned vacation and restrictions as set forth above.

2. All 12-month Employees shall schedule with his/her supervisor to take sufficient vacation to bring his/her accrued vacation to the hours allowed for carry over by June 30. The Employer shall set a cap on the amount accrued vacation is earned by the Employee but not taken, and Employer shall set limits of "carry-over" hours allowable into the next fiscal year. **Open to further discussion/negotiations**

5. **SICK LEAVE , Article V**

Employer Proposes:

A new Employee of a district/county shall not be eligible to take more than six (6) days, or the proportionate amount to which he may be entitled, until the first day of the calendar month after completion of six months of active service with the district/county. (EC45191)



**6. HEALTH BENEFITS Article III**

Employer Proposes:

The Employer health insurance dollar contribution shall be prorated on an annual basis. An Employee who is employed less than a full fiscal year, shall be entitled only to the proportionate annual Employer dollar contribution towards health and welfare benefits.

**7. CLASSIFIED COLLECTIVE BARGAINING UNIT AGREEMENT**

Employer Proposes:

Employer and Classified Employees (S-PCEA) shall meet to discuss Classified Employee issues related to the Agreement document during the 2013-2014 school year by January 1, 2014.

**8. COMPLETION OF BARGAINING**

Employer Proposes:

By mutual agreement with the S-PCEA, the Employer proposes that the 2013-2014 negotiations remain open until a determination of ongoing revenue for the current and future fiscal years can be more clearly defined. Once the state has determined how much funding and the manner in which the funding will be provided, will offer a clearer analysis of the financial health of the district.