

SEQUOIA UNION HIGH SCHOOL DISTRICT
BACKGROUND INFORMATION FOR
AGENDA ITEMS FOR 11/19/14, BOARD MEETING

1. CALL TO ORDER

Anyone wishing to address the Board on closed session matters may do so at this time.

2. CLOSED SESSION

a. CONSIDERATION OF STUDENT DISCIPLINES/EXPULSIONS

b. CONFERENCE WITH LABOR NEGOTIATORS, Agency Designated Representative: James Lianides;
Employee Organizations: Sequoia District Teachers Association (SDTA); Sequoia Adult School
Federation of Teachers, and American Federation of State, Local, County and Municipal Employees
(AFSCME)

c. CONFERENCE WITH REAL PROPERTY NEGOTIATORS

Agency Negotiator: James Lianides; terms and conditions; APN 046-112-530, 055-243-030, 046-112-950

d. PUBLIC EMPLOYEE APPOINTMENT—CHIEF FACILITIES OFFICER

3. ROLL CALL

4. WELCOME AND EXPLANATION TO AUDIENCE

5. PLEDGE OF ALLEGIANCE

6. APPROVAL OF AGENDA

7. REPORT OUT ON CLOSED SESSION

8. APPROVAL OF CONSENT CALENDAR

Board action to approve the following items is taken simultaneously with one motion which is not debatable and requires an unanimous roll call vote for passage. The action indicated on each item is deemed to have been considered in full and action taken as worded therein. If a member of this Board, the Superintendent, or the Public so requests, any item shall be removed from this section and placed on the regular order of business.

MOTION: *waive reading of the Consent Calendar, accept the reports, adopt the resolutions, and approve other items.*

a. APPROVAL OF MINUTES FOR NOVEMBER 5, 2014, BOARD MEETING (consent)

SITUATION

Enclosed with the background materials are the minutes for the November 5, 2014, Board meeting.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees approves the minutes for the November 5, 2014, Board meeting.

b. APPROVAL OF PERSONNEL RECOMMENDATIONS (consent)

SITUATION

Enclosed with the background materials are the Personnel Recommendations for certificated and classified employees.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees approves the Personnel Recommendations as indicated.

c. APPROVAL OF FIELD TRIPS (consent)

SITUATION

Carlmont High School

10 Cross Country Team members will travel to Fresno on November 28-29, 2014, and participate in the Central Coast Section (CCS) Cross Country State Championship.

Menlo-Atherton High School

50 Jazz Band members will travel to Stockton on December 6, 2014, to attend the Delta College Jazz Festival.

Sequoia High School

166 Art students will travel to San Francisco on December 2, 2014. Students will attend the Ai Wei Wei (Contemporary Chinese Artist) exhibition/installation on Alcatraz.

16 members of the Boys' Varsity Basketball Team will compete in Salinas on December 5-7, 2014. The Eagle Classic Basketball Tournament will be held at Everett Alvarez High School.

21 members of the Boys' Varsity Basketball team will compete at the Kaley Scholarship Association (KSA) Events National High School Tournament in Florida on December 26, 2014- January 2, 2015. The tournament will be held at the ESPN Wide World of Sports Complex.

FISCAL IMPACT

No fiscal impact on General Fund. No student will be denied the opportunity to participate in these field trips due to finances.

RECOMMENDATION

That the Board of Trustees approves the field trip requests for Carlmont High School's Cross Country team to Fresno on November 28-29, 2014; Menlo-Atherton's Jazz Band to Stockton on December 6, 2014; Sequoia High School's Art students to San Francisco on December 2, 2014; Boys' Varsity Basketball Team to Salinas on December 5-7, 2014, and Boys' Varsity Basketball Team to Florida on December 26, 2014-January 2, 2015.

d. AUTHORIZATION TO DECLARE TEXTBOOKS OBSOLETE/NON-ACCOUNTABLE (consent)

SITUATION

Attached with the background materials is an itemized list of obsolete/non-accountable textbooks from Carlmont High School and Middle College. These items are either obsolete and/or will be transferred to another school. Therefore, staff recommends that the Board declare these items as obsolete/non-accountable textbooks per Education Code Sections 60500 - 60510. (See attached list)

FISCAL IMPACT

No impact to the General Fund.

RECOMMENDATION

That the Board of Trustees declares the listed items as obsolete and unsuitable for use, and authorizes the Superintendent to dispose or transfer of the listed items in accordance with Education Code provisions.

e. APPROVAL OF WARRANTS (consent)

SITUATION

The Warrants for October 2014 are enclosed with the background materials.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees approves the Warrants for October 2014, totaling \$5,176,453.60

f. APPROVAL OF RATIFIED AGREEMENT WITH AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFSCME, LOCAL 829, OT&P, M&O, AND SUPERVISORS' UNITS FOR 2014-16 (consent)

SITUATION

The current contract between the Sequoia Union High School District (District) and the American Federation of State, County and Municipal Employees, AFSCME, Local 829, OT&P, M&O, and Supervisors' Units expired on June 30, 2014. The District has tentative agreements on the following terms related to salary and benefits:

1. The District shall continue to absorb Health and Welfare Benefits premium costs for the 2014-15 school year estimated to cost the District 0.88%.
2. For the 2014-15 school year, the District shall increase the 2013-14 salary schedules of the collective bargaining agreements by 2.0% retroactive to July 1, 2014.
3. The District shall provide a 2.0% increase based on the 2013-2014 salary schedules of the collective bargaining agreement as a one-time off schedule payment. [Note that the 2.0% is not compounded on the 2% described in section 2 above. The 2.0% one-time increase shall be prorated for less than full time unit members.] Employees must be in a paid status as of October 1, 2014, to receive this one-time off schedule payment.
4. The Agreement between the parties will be for a two-year term with re-openers on salary and benefits and one (1) article of the parties' collective bargaining agreement per party for the 2015-16 school year.
5. The Agreement between the parties will be effective July 1, 2014, and shall remain in full force and effect up to and including June 30, 2016.

FISCAL IMPACT

The tentative agreement contains the following additional cost items:

1. The District shall continue to absorb Health and Welfare Benefits premium costs for the 2014-15 school year estimated to cost the District 0.88%. This has an estimated cost increase of \$198,000 for 2014-15 specific to the AFSCME bargaining units, and \$655,000 total for all bargaining units for 2014-15.
2. For the 2014-15 school year, the District shall increase the 2013-14 salary schedules of the collective bargaining agreement by 2.0% retroactive to July 1, 2014. This has an estimated cost increase of \$226,000 per 1% increase specific to the AFSCME, for a total of \$452,000. District-wide, the cost of a 1% salary increase to all bargaining units is \$748,000, for a total cost increase of \$1,496,000.

3. The District shall provide a 2.0% increase based on the 2013-2014 salary schedules of the collective bargaining agreement as a one-time off schedule payment. (Note that the 2.0% is not compounded on the 2% described in section 2 above. The 2.0% one-time increase shall be prorated for less than full time unit members.) For an estimated cost increase, please see figures delineated in #2.

RECOMMENDATION

That the Board of Trustees approves the AFSCME-ratified agreement for 2014-2016 between Sequoia Union High School District and the American Federation of State, County and Municipal Employees, AFSCME, Local 829, OT&P, M&O, and Supervisors' units.

- g. APPROVAL FOR REMOVAL OF ADMINISTRATIVE REGULATION 5145.3 (consent)

SITUATION

At the public meeting of the Board of Trustees on November 5, 2014, the Trustees reviewed and discussed proposed revisions to BP/AR 1312.3, AR 5117.1, BP/AR 5131.2, BP 5137, AR 5144.1, and BP 5145.3, as well as the addition of BP 5145.4. At this current meeting, the Board will be considering the approval of these changes and additions.

Upon review with legal counsel, the District has determined that Administrative Regulation AR 5145.3, Anti-Bullying/Anti-Harassment approved on May 2, 2012, is superfluous, in that the contents of this AR are entirely redundant and contained in the following: BP/AR 1312.3, AR 5117.1, BP/AR 5131.2, BP 5137, AR 5144.1, and BP 5145.3, as well as the addition of BP 5145.4.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees approves the removal of AR 5145.3, Anti-Bullying/Anti-Harassment approved on May 2, 2012.

- h. ADOPTION OF REVISED BOARD POLICIES AND APPROVAL OF ADMINISTRATIVE REGULATIONS BP/AR 1312.3, AR 5117.1, BP/AR 5131.2, BP 5137, AR 5144.1, BP 5145.3, AND NEW POLICY BP 5145.4 (consent)

SITUATION

California's Assembly Bill (AB) 1266 gives students in public K-12 schools the right "to participate in sex-segregated programs, activities and facilities" based on their self-perception, regardless of their birth gender. The following revisions and additions to Board Policy (BP) and Administrative Regulations (AR) include a proposed new board policy regarding Transgender and Gender Variant Students. The following revisions are the result of the implications of AB 1266 and this new board policy.

BP/AR 1312.3—Uniform Complaint Procedures (UCP)

Pursuant to recent legislation and guidance from the California Department of Education, the proposed revisions to the District's UCP entail an expansion of language to include complaints regarding harassment, intimidation, or bullying, in addition to complaints regarding impermissible student fees.

AR 5117.1—Interdistrict Attendance Agreement

The proposed changes include statutorily required language regarding interdistrict transfer consideration for bullying victims, in addition to the new provisions regarding students in grades 11 and 12.

BP/AR 5131.2—Anti-Bullying/Anti-Harassment

In the BP, language has been added to clarify the scope and application of the recent anti-bullying legislation. Also added are statements required by statute, including moving the statement of responsible District employee from the AR to the BP. In the AR, language has been added to clarify the scope and application of the recent anti-bullying legislation. Additionally, the proposed changes replaced and removed various statements regarding the District's jurisdiction with regard to this policy.

BP 5137—Positive School Climate

Additional language has been added regarding staff contributions to school climate, and an expanded statement regarding enforcement of discipline, including bullying and cyberbullying. Please note that per Board discussion on November 5, 2014, the following statement was modified: “All staff are expected to serve as role models for students by demonstrating positive, professional attitudes and respect toward each student and other staff members.” The new language now reads: “All staff are expected to serve as role models for students by demonstrating a positive, professional demeanor and respect toward each student and other staff members.”

BP/AR 5144.1—Suspension And Expulsion/Due Process

In the BP, revisions include a few minor changes for statutory compliance. In the AR, the list of “Grounds for Suspension and Expulsion” has been renumbered/reordered for clarity and precision, and to conform with the most recent conventions regarding the Section 48900 list. Throughout the suspension and expulsion provisions, language has been added to comply with the most recent legislation in this area, including special provisions for foster youth.

BP 5145.3—Nondiscrimination/Harassment

The recent statutory bullying changes also impact nondiscrimination and harassment. The BP has been updated to include these new statutory requirements. Additionally, as with bullying, the UCP complaint process is the explicit pathway for complaints and investigations under this policy, making the position of Assistant Superintendent of Human Resources responsible for compliance with this policy.

BP 5145.4—Transgender and Gender Variant Students

AB 1266 provides an additional component to Education Code section 221.5, by adding new subdivision (f) that reads: “A pupil shall be permitted to participate in sex-segregated school programs and activities, including athletic teams and competitions, and use facilities consistent with his or her gender identity, irrespective of the gender listed on the pupil’s records.” Now that this amendment to Section 221.5 is effective, transgender students will expressly have the right to participate in school programs and activities, and use facilities, based upon their gender identity regardless of their biological sex.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees adopts revised Board Policies and approves Administrative Regulations BP/AR 1312.3, AR 5117.1, BP/AR 5131.2, BP 5137, AR 5144.1, BP 5145.3, and new policy BP 5145.4.

- i. AUTHORIZATION TO DECLARE SURPLUS PROPERTY (consent)

SITUATION

Enclosed with the background materials is a list of district surplus equipment, which has been declared either obsolete or beyond repair. Staff recommends that the Board declares these items as surplus/obsolete property per Education Code Sections 17545 - 17555.

FISCAL IMPACT

No impact on the General Fund

RECOMMENDATION

That the Board of Trustees declares the listed items as surplus property, obsolete and unsuitable for use, and authorizes the Superintendent to dispose of these surplus items in accordance with Education Code provisions.

- j. APPROVAL OF DESIGNATION OF 2014-15 CALIFORNIA INTERSCHOLASTIC FEDERATION REPRESENTATIVES TO LEAGUE (consent)

SITUATION

Each year the Board is asked to ratify its representatives to the California Interscholastic Federation (CIF). This was done at the May 28, 2014, meeting.

After receiving the Board's designation of the school principals for each site, CIF has responded recommending that along with the principals, the Board must also approve the Administrative Vice-Principals and the Athletic Directors for each site as CIF representatives so they can vote in the absence of the principal attending. CIF stated that it is appropriate to designate the "position" and not include the name of the person who holds that position, should there be a change in personnel during the year.

FISCAL IMPACT

None

RECOMMENDATION

That the Board of Trustees designates the principals, vice-principals, and athletic directors at Carlmont, Menlo-Atherton, Sequoia, and Woodside high schools as its representative to the California Interscholastic Federation for 2014-15.

9. SPECIAL RECOGNITIONS

- a. Superintendent's Commendations

10. PUBLIC COMMENT

- a. This period is for speakers whose items are not on the agenda. Speakers are customarily limited to two minutes. Speaker slips are available at the agenda table.
- b. Correspondence

11. INFORMATION ITEMS

- a. REPORT ON PROGRESS OF REDWOOD TASK FORCE

SITUATION

The Redwood Task Force has been meeting regularly since its kick off at the September 10, 2014, Board study session to discuss how the instructional program at the school might be revamped to better meet the needs of its students. The discussions have been grounded in a review and analysis of student data and the meetings have fostered positive, in depth conversations around student needs and interests. It is expected that the Board will receive the final report and recommendation concerning the program at Redwood High School at the January 14, 2015, Board meeting. The participants on the task force are as follows:

Ralph Crame (Carlmont High School Instructional Vice Principal)
Lionel de Maine (Adult School Chief Operations Officer)
Jacqueline Dixon (Redwood campus aide)
Tina Dress (Independent Study teacher)
Carrie Du Bois (Board member)
Chris Hagler (Redwood teacher)
Elana Henderson (Redwood teacher)
Fred Kessler (Redwood counselor)
James Lianides (Superintendent)
Donald Milhaupt (Director of Student Services)
Miguel Rodriguez (Redwood High School Principal)
Gregory Stein (Career Technical Education [CTE] Resource Teacher & Sequoia Academy Teacher)
Jeffrey Watkins (Redwood teacher)
Allen Weiner (Board member)

The discussions of the task force, although not yet final, have been moving toward a recommendation of a full academic day for Redwood students (six periods) with exemptions in specific situations due to employment obligations. Students would take part in small learning communities (similar to academies) that would be structured around a CTE or other theme and result in teachers working with a smaller group of students and staying with them through graduation. The task force has also been discussing strategies to reduce the number of students needing a fifth year to graduate that will include an earlier referral process to Redwood and Adult School playing a more active role.

Even though the work of the task force is still underway, given the possible significant program changes that are under consideration, it is important to provide the Board with an update at this time.

Members of the task force have been invited to provide additional information and perspectives to this informational item.

b. REPORT ON STRATEGIC PLANNING PROCESS

SITUATION

Under direction from the Board, this fall the District has undertaken the development of a new Strategic Plan. At the last Strategic Plan Committee meeting, the committee agreed it would be best to survey a broad section of the community.

A decision was made to slow down the process in order to gather more comprehensive input. A subcommittee was then charged to write the survey and decide on a format. Taking advantage of a plan to maximize client feedback, the subcommittee added to the survey the ability for the community to give input on small schools.

The plan is for the survey to go out early next week and for it to close on December 1. Because the format is on Survey Monkey, results will be instantaneous, allowing the committee to analyze results at the December 2 committee meeting. Staff anticipates presenting a draft of the Strategic Plan for Board discussion on February 4, 2015; a final plan will go to the Board for approval on February 18, 2015.

The survey, along with a more detailed report of the process to date, will be shared with the Board at Wednesday's meeting.

c. REPORT ON FOUR CORNERS TRAFFIC IMPROVEMENT PROJECT ON ALAMEDA DE LAS PULGAS BY CARLMONT HIGH SCHOOL

SITUATION

The Four Corners group (including representatives from the City of Belmont, City of San Carlos, San Carlos School District, and Sequoia Union High School District) has been meeting to discuss possible improvements to the portion of Alameda de las Pulgas that passes by Carlmont High School.

A report from the traffic engineer studying the traffic issue is attached. It includes a number of possible options for changes to Alameda de las Pulgas that include possible new access points to enter the south side of the Carlmont High School campus as well as the Tierra Linda Middle School campus.

Each agency is now bringing these options forward to their respective Boards / Councils as an information item. The group will be meeting again in December to further refine the options; in the new year community input meetings will be scheduled to receive broader input to the specific options. One of the options the traffic consultant is recommending is constructing a parking structure at Carlmont where the tennis courts are currently located and then placing the tennis courts on top of the parking structure.

There have not yet been any discussions regarding financing and the timeline for construction, but there is a commitment from all four agencies to continue to work cooperatively together to find a solution that will result in improved traffic flow along Alameda de las Pulgas. Trustees Sarver, DuBois, and Superintendent Lianides are members of the Four Corners group.

a. None

13. PUBLIC HEARING

a. None

14. ACTION ITEMS

a. None

15. BOARD OF TRUSTEES'/SUPERINTENDENT'S COMMENTS AND COMMITTEE REPORTS

16. ADJOURNMENT

POSSIBLE AGENDA ITEMS FOR THE DECEMBER 10, 2014, BOARD MEETING, AND CONSIDERATION OF ANY
ITEM GOVERNING BOARD MEMBERS WISH TO PLACE ON THE NEXT AGENDA