



*Call and Notice of SPECIAL MEETING/STUDY SESSION*

**Board of Trustees**  
**EDUCATION SERVICE CENTER BOARD ROOM**  
501 South Santa Fe Avenue  
Compton, CA 90221

*Tuesday, February 16, 2010*  
*6:00 p.m.*

# **A G E N D A**

## ORDER OF BUSINESS

**A. OPENING**

**A.1 *CALL TO ORDER***

**Mrs. Mae P. Thomas**  
**Board President**

**A.2 *ROLL CALL***

Micah Ali	( )
Fred Easter	( )
Margie Garrett	( )
Emma Sharif	( )
Marjorie Shipp	( )
Mae Thomas	( )
Satra Zurita	( )
Kaye E. Burnside	( )
Oseas Chavaque	( )
<i>Student Board Member</i>	( )

**A.3 *PLEDGE OF ALLEGIANCE***

**A.4 *INVOCATION***

**B. PUBLIC COMMENTS - AGENDA & NON AGENDA ITEMS**  
(Education Code 35145.5; Government Code 54950 et seq.)

All persons wishing to speak on Agenda & Non-Agenda items may do so at this point in the agenda. To be recognized to speak, the speaker must sign the sign-in sheet on the back table. Comments will be limited to 3 minutes per individual.

All persons who wish to speak during meetings of the Board of Trustees of the Compton Unified School District are expected to be courteous and respectful to other people and abide by the directions of the President of the Board in terms of when and how long they may speak. Further, no individual is to engage in making remarks demeaning or related to attacks on personnel. Failure to abide by the directions of the Board President may be disruptive to the meeting and may result in the person being ejected from the meeting. Disruption of a school board meeting is also unlawful and may result in criminal prosecution. (See Education Code Section 32210: Penal Code Sections 403, 415, and 416).

Members of the Board of Trustees, staff and community who participate in Board meetings are requested to discuss only matters directly related to District business and, thus, to focus their statements on the general subject matter of the issues.

**Any criticism, comment, evaluation or observation regarding staff, including members of this administration, should be addressed exclusively in Closed Session. Anyone who makes defamatory remarks or makes personal attacks does so without the knowledge, authority, or approval of the District's Board of Trustees as a whole, the Administration, or the Superintendent.**

**If you wish to ask questions, please address them to the President and not to individual members of the Board of Trustees or to the staff. The Board and employees will listen to your questions and concerns, and the superintendent will direct follow-up as appropriate. Public comment is not intended for dialogue with Board Members or the superintendent. No disrespect is intended as this is a matter of protocol only.**

**C. SPECIAL SESSION**

***Public Hearing (7:00 p.m.)***

- *Initial Bargaining Proposal from Compton Unified School District to:*
  - 1) *Compton Education Association (CEA)*
  - 2) *American Federation of Teachers (AFT)*
  - 3) *California School Employees Association (CSEA)*
  - 4) *Service Employees International Union (SEIU)*
  - 5) *Police Officers Association (POA)*

**D. UNFINISHED BUSINESS - ACTION ITEMS (Non-Consent)**

**09/10-5033 Proposed Budget Reductions FY 2010/2011  
(Fiscal Services)**

**Comment:** In order to meet LACOE's request to make necessary Board approved adjustments to the budget and the multi-year projections, the reductions presented dealt with salary savings through attritions and bringing staffing ratios in alignment with the site needs. In addition, staff also considered the governor's offer to increase K-3 class size for the 2010/11 and 2011/2012 school years. All of these reductions can be fully implemented without negotiations; however, required employee notifications must be adhered.

**Recommendation:** Approve the budget reductions for fiscal year 2010/2011 for the purpose of balancing the budget and maintaining fiscal solvency.

**Fiscal Impact:** A savings to the District, in the amount of \$15,732,064.

**E. BUSINESS/CONSENT ITEMS**

\*CI

**09/10-074 Resolution No. 09/10-18 Proclaiming February 2020 African American History  
(E) Month (Superintendent's Office)**

**Recommendation:** *Adoption of Resolution.*

**Fiscal Impact:** *None*

**F. ACTION ITEMS (Non-Consent)**

**09/10-2127 Resolution No. 09/10-20, Reduction or Elimination of Particular Kinds of Services**

**(E) Comment:** The Superintendent of the Compton Unified School District School District has recommended to the Board of Trustees that the District reduce or eliminate particular kinds of services no later than the beginning of the 2010-2011 school year.

**Recommendation:** *Adoption of Resolution*

**Fiscal Impact:** *None*

**09/10-2128 Resolution No. 09/10-21 Establishment of Criteria for Order of Layoff and Reemployment Following Layoff for Employees with Equal Seniority**

**(E) Comment:** The Board of Trustees of the Compton Unified School District has determined to reduce or eliminate particular kinds of services, resulting in a reduction of the number of certificated employees for the 2010-2011 school year.

**Recommendation:** *Adoption of Resolution*

**Fiscal Impact:** *None*

**F. ACTION ITEMS (Non-Consent)**  
*(CONTINUED)*

**09/10-2130 Initial Bargaining Proposal from Compton Unified School District to Compton Education Association (CEA)**

**Comment:** *Government Code Section 3547 requires all initial bargaining proposals relating to matters within the scope of representation be presented at a public hearing and that the Board adopt the District's initial proposal. The District is proposing to open articles relating to salary and work year as part of its budget reduction process. The proposals are necessary to help the District meet its financial commitments based upon the fiscal crisis it is currently facing. Specifically, the District is proposing: (1) a reduction of the work year for bargaining unit employees with a corresponding reduction in salary; (2) a reduction of instructional days; and (3) a reduction in salary for bargaining unit employees. The Board's adoption of the proposal allows the parties to begin bargaining over these issues, but does not implement the District's proposal.*

**Recommendation:** Adoption of the District's initial bargaining proposal to the CEA.

**Fiscal Impact:** *The total cost savings will be \$3,857,647.00 for eight furlough days and \$3,033,547.00 for a 3% rollback.*

**09/10-2132 Initial Bargaining Proposal from Compton Unified School District to California School Employees Association (CSEA)**

**Comment:** *Government Code Section 3547 requires all initial bargaining proposals relating to matters within the scope of representation be presented at a public hearing and that the Board adopt the District's initial proposal. The District is proposing to open articles relating to salary and work year as part of its budget reduction process. The proposals are necessary to help the District meet its financial commitments based upon the fiscal crisis it is currently facing. Specifically, the District is proposing: (1) a reduction of the work year for bargaining unit employees with a corresponding reduction in salary; (2) a reduction of instructional days; and (3) a reduction in salary for bargaining unit employees. The Board's adoption of the proposal allows the parties to begin bargaining over these issues, but does not implement the District's proposal.*

**Recommendation:** Adoption of the District's initial bargaining proposal to the CSEA.

**Fiscal Impact:** *The total cost savings will be \$362,547.00 for up to eight furlough days and \$285,097.00 for a 3% rollback.*

**F. ACTION ITEMS (Non-Consent)**  
*(CONTINUED)*

**09/10-2134 Initial Bargaining Proposal from Compton Unified School District to Police Officers Association (POA)**

**Comment:** *Government Code Section 3547 requires all initial bargaining proposals relating to matters within the scope of representation be presented at a public hearing and that the Board adopt the District's initial proposal. The District is proposing to open articles relating to salary and work year as part of its budget reduction process. The proposals are necessary to help the District meet its financial commitments based upon the fiscal crisis it is currently facing. Specifically, the District is proposing: (1) a reduction of the work year for bargaining unit employees with a corresponding reduction in salary; (2) a reduction of instructional days; and (3) a reduction in salary for bargaining unit employees. The Board's adoption of the proposal allows the parties to begin bargaining over these issues, but does not implement the District's proposal.*

**Recommendation:** Adoption of the District's initial bargaining proposal to the POA.

**Fiscal Impact:** *The total cost savings will be \$69,699.00 for eight furlough days and \$54,809.00 for a 3% rollback.*

**09/10-2136 Initial Bargaining Proposal from Compton Unified School District to American Federation of Teachers (AFT)**

**Comment:** *Government Code Section 3547 requires all initial bargaining proposals relating to matters within the scope of representation be presented at a public hearing and that the Board adopt the District's initial proposal. The District is proposing to open articles relating to salary and work year as part of its budget reduction process. The proposals are necessary to help the District meet its financial commitments based upon the fiscal crisis it is currently facing. Specifically, the District is proposing: (1) a reduction of the work year for bargaining unit employees with a corresponding reduction in salary; (2) a reduction of instructional days; and (3) a reduction in salary for bargaining unit employees. The Board's adoption of the proposal allows the parties to begin bargaining over these issues, but does not implement the District's proposal*

**Recommendation:** Adoption of the District's initial bargaining proposal to the AFT.

**Fiscal Impact:** *The total cost savings will be \$1,284,487.00 for eight furlough days and \$1,010,085.00 for a 3% rollback.*

**F. ACTION ITEMS (Non-Consent)**  
*(CONTINUED)*

**09/10-2138 Initial Bargaining Proposal from Compton Unified School District to Service Employees International Union (SEIU) Local 99**

**Comment:** *Government Code Section 3547 requires all initial bargaining proposals relating to matters within the scope of representation be presented at a public hearing and that the Board adopt the District's initial proposal. The District is proposing to open articles relating to salary and work year as part of its budget reduction process. The proposals are necessary to help the District meet its financial commitments based upon the fiscal crisis it is currently facing. Specifically, the District is proposing: (1) a reduction of the work year for bargaining unit employees with a corresponding reduction in salary; (2) a reduction of instructional days; and (3) a reduction in salary for bargaining unit employees. The Board's adoption of the proposal allows the parties to begin bargaining over these issues, but does not implement the District's proposal.*

**Recommendation:** Adoption of the District's initial bargaining proposal to the SEIU Local 99

**Fiscal Impact:** *The total cost savings for will be \$175,679.00 for eight furlough days and \$138,149.00 for a 3% rollback.*

**G. COMMENTS OF THE BOARD OF TRUSTEES AND SUPERINTENDENT**

**H. THE NEXT SCHEDULED BOARD OF TRUSTEES MEETING**  
Education Service Center Board Room - February 23, 2010

**09/10-9016 ADJOURNMENT**

The meeting will adjourn at 10:30 p.m. The meeting may be extended by a majority vote of the Board of Trustees.

*Approved:*

*Kaye E. Burnside, Ed.D.*  
*Superintendent*