



MINUTES

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.

ORDER OF BUSINESS

A. OPENING

A.1 **CALL TO ORDER** - **Mrs. Mae Thomas, Board President**, called the meeting to order, at 6:05 p.m., in the Education Service Center Board Room, 501 South Santa Fe Avenue, Compton, CA 90221.

A.2 **ROLL CALL**

The following Board members were present:

Micah Ali *ARRIVED - 6:12 p.m.*

Fred Easter

Margie Garrett

Emma Sharif

Marjorie Shipp

Mae Thomas

Satra Zurita *ARRIVED - 6:10 p.m.*

Kaye E. Burnside

Oseas Chavaque

Student Board Member

A.3 **PLEDGE OF ALLEGIANCE**

Dr. Janice Irving, LED the Pledge of Allegiance to the Flag in English; Dr. Rojas led the Pledge in Spanish.

A.4 **INVOCATION**

Minister Sinetta Farley rendered the invocation.

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B. PUBLIC COMMENTS - AGENDA & NON AGENDA ITEMS

ADRIAN CLEVELAND, *12501 South Wilmington, Compton .*

Re proposed layoffs

INGRID MEZA, *14532 South White Avenue, 90221*

General concerns

MARIA VILLAREAL, *609 West Peach, Compton 90222*

Representing union of "Parents of Compton" and their concerns about the schools; the need for equal representation of Latino teachers and board members, because the student population is 80% Latino.

JEFF YOCK, *333 South Santa Fe Avenue, Compton*

Expressed concern about a proposed 3% salary rollback; compared District salaries and benefits to those of surrounding school districts; and suggested that Superintendent and Cabinet roll their salaries back to what they were in 2002.

PATRICK SULLIVAN, *333 South Santa Fe Avenue, Compton*

Acknowledged the classified unions' exposing the administration's attempt to \deceive employees; questioned the need for a new ELAP program; requested that before a final decision is made (relative to ELAP) that Fiscal present the Board and unions with a printout of books and supplies and their funding sources to substantiate the need for an additional \$20 million for books and supplies.

SARAH McKERR, *350 Cedar Avenue, Los Angeles*

Voiced concern about the proposed 8 furlough days.

DONALD LOCKWOOD, *4600 Santa Anita Avenue, El Monte, C 91731*

Voiced concern about the proposed reduction of staff, and stated that furlough days and salary rollbacks are too much at one time.

ROSAURA AVILA, *5980 Myrtle Avenue, Long Beach 90805*

Representing Washington Elementary teachers who are concerned about the negative impact budgets cuts will have on students and families in Compton; stated that teachers are requesting that consultant contracts be cancelled, that there be an immediate hiring freeze, discontinue purchasing new programs without their input.

AMBER HOLLOWAY, *4067 Hardwick Street, #251, Lakewood 90712*

Shared concerns about the Swun Math Program, and asked if the Swun Math contract for next year can be bought out.. She stated that the ELD rotation is not working at many of the schools; that the "specialists" need to be returned to the classroom; that teacher morale is at an all-time low. She commented about the many tasks teachers have, and expressed concern about teachers not having their issues heard. She continued reading from a prepared presentation.

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(CONTINUED)

KIMBERLY JOHNSON, *554 West Grove Street, Rialto 92376*

Voiced agreement with comments made by previous speaker. She stated that the agenda is not posted on the website in a timely manner, and suggested that there be a change of venue because of the large number of individuals attending Board meetings.

DELE, *Compton College Pan African Student Collective*

Commented about the hallmark of the civil rights struggle, and stated that he was asked by the Liberals United International to conduct a survey among teachers in Compton to ascertain how intimately they are involved in the negotiations process. He reported that the findings were that most teachers did not feel they were being respectfully consulted and that they had enough information about what was going on. He implored the Board to hold a town hall meeting before any further steps are taken on the budget, reduction in salaries, and salary rollbacks, at which the community can be fully represented.

C. SPECIAL SESSION

MOTION by *Mr. Ali*, **SECOND** by **Ms. Sharif**, to open the Public Hearing on *Initial Bargaining Proposals from Compton Unified School District to the following organizations - time being 7:000 p.m.:*

- 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)*

MOTION CARRIED

Dr. John Tennant, HR Consultant, commented explained the purpose of the public hearing on the proposals, a requirement prior to negotiations.

There were comments from the following individuals regarding the bargaining proposals:

- **Rudolfo Ruvall**,
Stated that he is opposed to salary rollbacks.

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C. SPECIAL SESSION

(CONTINUED)

Audience comments regarding the bargaining proposals

(CONTINUED)

- **Donald Lockwood**

Stated that he is never opposed to negotiating; that he is not confident, however, that the administration looked at all options before employees are affected, and he commented about other options,

- **Rose Tapp**

Stated, "We need to start over." She continued that other areas should have been explored prior to any proposed cuts; that there has not been proper planning; that Cabinet should take a cut before anyone else is asked to; that no one knows where the supposed deficit was reached; that there is still the question as to how staff arrived at the deficit figure/how it was calculated; who decided that of the \$40 million deficit \$25 million had to be considered this school year. She read and expressed concern about the content of the "Safety & Security at Board Meetings" memorandum from Chief Taylor, adding that it was a deterrent to individuals planning to attend Board Meetings. She urged the Board to reconsider staff's recommendations, as unit leaders are not comfortable with taking this information to their memberships.

Board President Thomas Interjected that this is an important meeting to those facing cuts and, for that reason, her conscience will not let her do any way other than to allow those individuals to speak as long as they feel they need to.

- **Jeff York, 333 South Santa Fe Avenue, Compton**

Expressed concern that every week there is a different scenario, with the same information; that the Administration presenting last-minute budget recommendations puts the Board in a pressure situation; and asked why there weren't negotiations at the beginning the school year..

- **Ebonizer, 142 East Cambridge Street, Long Beach**

Expressed concern that positions are being deleted but given new titles with more, and pointed out such positions in the Business Services Division.

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C. SPECIAL SESSION

(CONTINUED)

Audience comments regarding the bargaining proposals

(CONTINUED)

- **Roshanda McCrunder**, 750 West 104th Place, Los Angeles
Asked who has responsibility for ensuring that only the funds allotted are utilized; when will a freeze on spending be implemented; where are expenditures details; why was Cabinet allowed to spend more money without approval from the Board, or did the Board approve such; how can there be approval to spend more money (double) on textbooks; who can afford to live on cut salaries and furlough days; how can the Board in good conscience/look themselves in the mirror decide to cut salaries of individuals on the front lines when Cabinet makes double and triple what the average employee makes.

- **Damon Fields**, 12106 South Wilmington, Compton
Stated this is not about administration; it's about money; and law makers and business people are making decisions about education, and are in the District for money not to help the District, then they bring in their friends who are losing their jobs in other districts and give them more money, so that when you lose your job you can go and work with them in the next district. He stated that there are former employees who are willing to share information about what's going on in the District. He urged Board Members to call him for any understanding they need: 324-447-8088

- **Kimberly McNude (?)**
Expressed concern about proposed budget cuts; thanked the Board for the "slice of bread and corn bread that sustained her until now - when crumbs are not on her table; stated that she has been praying for years for the District through her church; warned the Board that they should know "what these people" are doing because God is listening.

Board President Thomas stated, *"It is a concern besides the budget that bothers me deeply. No, I'm not a teacher. I never wanted to be. But I was born with common sense, given by God. You can create a job, that's true, but you can't give it to anyone until it's posted and they've been tested for it. If the (Personnel) Commission approves that, then I got a problem with the Commission. I know this Board, who were elected, should have a problem with it too. I'm not going to say anything else. I am full tonight; the sister says she's been praying; so have I. I understand cuts because I also was one of you. But, I can't see us cutting when the Budget is not presented right."*

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(CONTINUED)

Audience comments regarding the bargaining proposals

(CONTINUED)

- **Amy Lee Dupree**, 3922 Eighth Street, Long Beach 90804
Teacher at Washington ES - Sole provider for her family and, at his moment, does not know how she is going to manage (financially) this summer. Therefore, she is opposed to cuts over the next three years of between 5 & 8 furlough days and a 3% salary rollback. She suggested that the administration cease unnecessary spending, including the purchase of non mandatory tests.

- **John Trammell**, 2307 North Slater Avenue, Compton 90222
Commented that the past DAC President returned from Sacramento important news about the state budget - that the District is in dire trouble in that it won't be receiving the funding at the level it has in past years. He reported on his visit to a middle school site where students, Latinos and Blacks, working together in the cafeteria, stated to him that they did not care about what's going on; that they are here together to support each other to stay strong. He questioned the speaker who had a concern about racism in the District and asked, "Where is the racism?" He continued that if one can be specific about acts of discrimination, there are ways in which such can be handled. He commented about a TV show on which Medgar Evers' wife spoke about the importance of working together. He urged the Board, parents and community members to work together,

- **Maria Villareal**, 609 West Spruce, Compton 90222
Stated that teachers will be most affected by budget cuts, and asked how will this impact students because they are the ones who suffer the consequence; stated, "*If we were doing our jobs four years ago, we would not be in this mess right now.*" She wished the best for teachers as the Board deliberates on budget cuts, adding that she is hopeful speakers at this meeting speak the truth. She continued that teachers are not focused on what they are supposed to do in the classroom because they are thinking about budget cuts and what's going to happen to them. She suggested that teachers ask themselves if they are doing a good job, and that parents ask themselves if they are going to get involved and if they are doing a good job - before promoting what they want to see happen. She concluded that she is not involved to promote discrimination or to battle with Mr. Trammell, but stated that she has a right to her opinion and she is speaking from her heart.

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MOTION by *Mr. Ali*, **SECOND** by **Ms. Sharif**, to close the Public Hearing on *Initial Bargaining Proposals from Compton Unified School District to CEA, AFT, CSEA, SEIU, & POA.* (Time Being 8:15 p.m.)

MOTION CARRIED

B. PUBLIC COMMENTS - AGENDA & NON AGENDA ITEMS

(CONTINUED)

JOHN TRAMMELL, 2307 North Slater Avenue, Compton 90222

Expressed concern about conduct at Board meetings, the Superintendent having to sit down with the Executive Cabinet, the way in which the Superintendent is being treated; stated that union leadership need to take care of the people they service; urged the Board to take care of business so parents will keep their children in the District. He pleaded with Board Members, for the sake of students, to take care of business.

MOTION by *Mrs. Shipp*, **SECOND** by *Mr. Easter*, to approve the following item - No. 09/10-5033, as follows:

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.

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(CONTINUED)

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

(CONTINUED)

Ms. Deborah Willard, *Associate Superintendent, Business & Administrative Services*, commented about the state budget and the economic crisis that the District is facing due to declining enrollment, declining state revenues, and lack of reduction in expenditures. She, then introduced **Ms. Glinda Martin**, Senior Director of Fiscal Services, who will review with the Board a PowerPoint presentation on the proposed budget reductions to clarify any misconceptions and to address some of the comments made and concerns raised at an earlier meeting.

Board Vice President Ali asked for clarification on the content of the presentation - whether or not it is a new document - revised and point by point answering the mail delivered by union leadership at the previous meeting.

Ms. Deborah Willard responded that the presentations by union leadership last meeting comingled funds, showing all restricted revenues Tier III funds rolled in with the General Fund. She continued that tonight's presentation is slightly different, showing the trend - exactly how the \$40 million in reductions was reached.

Board Vice President Ali commented that Executive Cabinet is saying that the Board is capitulating and yielding to or taking direction from the union. He stated that he and his colleagues have their own minds and free wills in this regard, adding that he does not see employees as union or collective bargaining members - but as District employees who are utilized to carry out and further the goals & objectives of educating our children, and as strategic partners in moving the District forward. In this connection, he felt the administration (Deputy & Chief Business Official) would have met with the union representatives, continuously, in order to review all of this information. He emphasized that the Board is now pressed up against a timeline, which seems to be the way in which the District is managed - at a deadline, a firm, fixed hard stop, everything having to be done today or tomorrow would not come. Aside from the meeting held earlier this date, meetings should have been held the prior week. He stated that this is disheartening and clearly illustrates the type of management in place with respect to how we manage a layoff, reduction in force and information provided to the Board. This is ridiculous. He stated that he is disappointed, and that his vote will be one of disappointment and disregard and disrespect for Members of the Board of Trustees and employees - that the administration did not take the time to truly franchise our folks.

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(Fiscal Services)

(CONTINUED)

Board Member Shipp voiced disagreement with Mr. Ali's comments. She stated that a meeting did not transpire last week because union members not being in town or being unable to meet, which delayed the process. She continued that the Board has not given authority to staff to do what they have to do to put things in place, as is done in surrounding school districts. She added that all the talk will not result in the legislatures in Sacramento giving the District more money.

At the request of Board Member Shipp, **Ms. Willard** reported on the number of meetings held with union leadership, adding that the administration has been as transparent as possible regarding the need to make budget reductions. She commented about the number of budget reduction presentations that have been made, indicated that many of the suggested budget reductions have already been implemented. She stated that the recommendation tonight represents \$15 million+ in budget reductions, and that if additional reductions are approved, it will be necessary to lay off additional employees. She stressed that this budget situation/loss of revenue is not unique to Compton; it is state wide.

Board Member Shipp commented that it is not staff's fault that the timeline for the Board to act is so pressing; the Board has to take responsibility for this as well - for not giving staff the leeway to make necessary cuts, as has been done in other districts.

Board President Thomas stated that on January 9th, Board Member Easter asked the CBO Had been meeting with the union; that the letter she received from the County indicated that they did not believe the cash flow information provided them by the CBO was accurate; when the auditors spoke, they had reservations as well; that she believes the District did not, in good faith, bargain with the union.

Ms. Martin continued with the PowerPoint presentation.

Board President Thomas stated that this presentation does not show what Mr. Ali commented about as it relates to what was presented at the last Board meeting.

Ms. Willard explained that this presentation is a combination of the restricted, unrestricted and combined; that past presentations have addressed only the unrestricted General Fund. She continued that the unions presented what had already

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been presented to the Board - the combined. So, there is nothing new in this presentation; nothing has changed until the Governor's budget was announced, resulting in an additional \$5 million in reductions, which she never addressed; the administration is sticking with the \$40 million.

Board Member Ali asked why is the administration not freezing step/column as a way in which to save money. He stated that he wants it to be clear that staff has been afforded all the leeway that the Board can allow - until such time as the Board approves whatever recommendation is made. He added that he does not believe any Board Member has interfered with respect to the administration's ability to prepare recommendations for the Board's consideration.

Ms. Willard responded, "You're absolutely correct."

Board Member Ali added that he does not want it to be perceived that the Board did not allow administration to do whatever was necessary with respect to presenting proposals/scenarios; that the Board does have a right during open meetings to voice opinions and request that staff look at additional methods for resolution.

Ms. Willard commented that freezing steps/columns is a negotiable item, and it will be considered. She continued that it needs to be understood that additional recommendations must be made in the subsequent two years in order to reach the \$40 million.

Board Vice President Ali asked if consideration had been given to a 5% across the board cut in all professional services and/or vendors who perform work in the District.

Ms. Willard responded that the savings would not be very much because most of such services are paid for with restricted funds.

Board Member Ali asked what the percentage is of professional services and/or procurable goods that are paid from the General fund, and whether or not a cut could be levied across the board for such services.

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(CONTINUED)

Ms. Willard responded that the administration has looked at freezing those costs that are applicable to the General fund, but she would get that information. She emphasized that reducing professional consultant services would not amount to a significant dollar amount that would generate the type of reductions that the District needs in order to balance the budget.

In response to **Mr. Ali's** question about consultants attached to some of the Tier III funds, which could be utilized for general fund purposes, **Ms. Willard** stated that most of those funds are utilized for people (employees).

Board Member Ali asked s there, within the District's contract, is there a force majeure measure where the administration can look at levying a % cut.

Attorney Green responded that most consultant contracts have a termination for convenience clauses, so the contract could actually be terminated on notice. He continued that a reduction could be negotiated, but it seems that only a small subset of the overall amount of money, that even if applied that ... even though it would be an additional cost savings would be a cost savings and would help.

Ms. Martin continued with the PowerPoint presentation.

Board Member Sharif asked what type of plan is in place for utilizing ARRA monies, **Ms. Martin** responded that the District has yet to receive any of those funds, and Ms. Martin stated that a portion of ARRA funds would be used to defray such encroachment, reminding the Board that ARRA funding is one time only.

Board Member Sharif asked how, then, does the administration plan to handle Special Education's encroachment on the General Fund in the future. **Ms. Willard** stated that, unfortunately, there will never be revenues that will offset Special Education expenditures.. She added that staff will continue to look at Special Education costs, including staff reductions, looking at RTI (*Return to Intervention*) to reduce the number if students enrolling in Special Education, and bringing to the Board for consideration the recommendation to become a single district SELPA.

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(CONTINUED)

Mrs. Thomas stated (to Ms. Willard) that it was a slap in the face for her to say that “parents want their kids to be crazy or Special Ed or whatever; that’s not so.” She stated that what parents want is for their children identified appropriately for special education programs.

Ms. Martin concluded the PowerPoint presentation and responded to questions raised by Board Members.

There were general comments from Board Members regarding the budget reduction recommendations.

Ms. Willard noted, for the record, a calculation error: Under Maintenance/Facilities/Transportation Restructuring - the addition of one Senior Secretary - the total should have been \$55,790 (*as opposed to \$95,000*), which reduces reductions by \$39,969, bringing the revised total reductions to \$15,772,033 (*an increase of \$39,969*).

Board Member Easter commented that Board Members are a part and extension of District employees. He reminded the audience that the District is in a crisis situation, and the decision to be made is going to be a safety measure for the District. He commented about the volume of information Board Members have received from administration, CDE & LACOE regarding the State budget; and reminded those in attendance of the District’s deficit spending over the past several years; that if enrollment decreases, state income to public education is decreased/not increased, the District will be bankrupt if reductions don’t happen.

Ms. Willard responded in the affirmative to **Board Member Garrett’s inquiry as to whether or not** the PowerPoint had been presented to and discussed with the union leadership, adding that the union leadership still had questions - but need to understand that the \$40 million deficit is a result of deficit spending \$20 million every year, revenues have decreased, and enrollment has declined, yet expenditures have not decreased; thus, the District’s current fiscal situation.

Board Member Shipp interjected that based on information in this presentation, the Board should have been entertaining reductions four years ago.

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(Fiscal Services)**

(CONTINUED)

Board Vice President Ali asked if the same duties will be required of a Coordinator/Secondary reduced from a Director/Secondary. If so, if this would constitute an unfair labor practice.

Superintendent Burnside explained that the individual who assumed those duties was a director at the time, so the title did not change even though the position is technically a coordinator position,

With respect to the Lieutenant position, **Board Vice President Ali** asked if future plans include making that a captain position.

School Police Chief Taylor responded that this had not been a consideration, but that if/when funds are available, that would possibly be a consideration.

Board President Thomas stated that the staff recommendation budget does not reflect the three Police Department vacancies Chief said he had, but that Ms. Willard says she did know about these vacancies; therefore, she not add them into the budget. Ms. Willard responded that the three positions were not included because they were no longer in the budget; they had already been removed from the 2009/10 budget, and that including them in these reductions would be counting them as a savings twice.

Board President Thomas commented further that it appears the reductions are done by department rather than by position, and stated that this is illegal. Mrs. Thomas added that not including the three vacancies made no sense to her; that cutting a lieutenant when you have three vacancies should save the person's job. **Ms. Willard** interjected that the three vacancies do not exist in the budget, and she gave another example as to why.

Board President Thomas insisted that the three vacancies were reflected in a document given to the Board a few nights prior.

Chief Taylor interjected to explain the staffing in the School Police Department: There were 40 sworn police officer positions, including his position; earlier in the year, 37 of those positions were filled, and he asked that 40 be an unfunded authorization, but that the department would carry no more than 37.

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(Fiscal Services)**

(CONTINUED)

Board President Thomas reminded Chief that she brags on the Police Department more than any other Board Member, but that she's just about what is right: She stated that you don't take a person's job and do what you want to do with it, and she asked, Does an employee's seniority mean anything in the district and why, for so long, are things going this way? She commented about "all" the secretaries in HR, and asked what are they doing up there and why is it like it is in that department, adding that something is wrong, and when you make people made, things begin to disappear.

Board Vice President Ali stated that there is no way he can entertain this item considering the fact that he clearly stated that you cannot eliminate positions and add - all in one breath. He proposed that all additions be removed from the proposed Budget Reduction listing, especially those on the classified side. Further, that listing references a classified Coordinator, and asked if staff realizes what a coordinator is. That he will entertain the elimination of classified positions only after the Personnel Commission has conducted a classification study. Mr. Ali continued that employees cannot be demoted and be paid less for performing the same duties they had prior to the demotion, adding that such actions are a set up for unfair labor violations. Mr. Ali added that there is absolutely no justification for eliminating the Lieutenant position, and the proposed additional positions. He emphasized the time was wasted the past week running back and forth to the Personnel Commission- because the Personnel Commission has no jurisdiction with respect to the elimination of positions. He stated that he does not support the addition of Maintenance & Transportation Directors or the hiring of Facilities consultants; that, in his opinion, there is enough capacity within the administration to have a Chief Facilities Officer (CFO) and only one direct report and that direct report, ostensibly, running the entire department; it doesn't make good sense. He suggested that consideration be given to allowing the CFO to run the department, which he is capable of doing, adding that the CFO does not need the extra help. He concluded that he has to support the other recommendations because the Board is so pressed up against the wall that by not acting, in essence the Board will be acting - only in an adverse manner.

Board Member Zurita commented that she is saddened about the whole process; that she does not want to see anybody lose a job; but, more importantly, she does not want to see the District going into receivership. Given this, she stated that budget reductions are inevitable; that since the Board has been forced to make these decisions, it is incumbent upon the Board to ensure that the process is fair and equitable. She continued that her ongoing concern is that of adding positions when other positions are being deleted,

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(CONTINUED)

Board Member Zurita *(CONTINUED)*

Adding that it's important for the Board to have policies in place to ensure that employees are treated fairly. She continued that, specifically, she is concerned that the proposed reductions include the elimination of a Warehouse Manager (\$95,000 salary) and addition of a Warehouse Coordinator (same salary as Manager). She concluded that because the District needs a positive e certification, it is important that the Board approve a budget, adding that such approval does not mean that the budget can't be amended after it has been submitted to the County. Ms. Zurita added that the District has known that there were serious budget problems a long time, and that she recalled (staff and Board Members) identifying specific areas in the budget that posed serious problems. She continued that there should have been a coming together of all stakeholders sooner to ensure that collectively all were on the same page as it relates to doing what needed to be done. She stated that she was sorry about the proposed reductions, though some reductions are necessary because of the state of the global economy.

Board Member Sharif stated that Mr. Ali addressed the question she had, but asked Ms. Batey if it is true and that additional positions should not be proposed at this juncture - to which **Ms. Batey** responded affirmatively, adding that until such time as a position is abolished, the Personnel Commission has no duties/responsibilities to work with; that the work remaining has to be classified. She stated that making a decision about budget reductions is the hardest decision she has had to make since becoming a Board Member; that she was hopeful this would never happen, having to approve a layoff. She continued that she understands what has to be done - getting a stabilization plan to the County - in order to hold onto the District. She stated that she and her colleagues are committed to bringing people back to work when things change,, the time of which is uncertain.

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(Fiscal Services)**

(CONTINUED)

Board President Thomas stated to Ms. Batey, you cannot give a person another position; they can bump down to a position they held previously, but if the position is new, it has to be posed; the position cannot be created and given to an individual. Ms. Batey voiced agreement, adding one caveat: That in October 2008 there was a law passed (*The Tucker Rights Law*) providing for bumping into a classification previously not held by the individual. **Board President Thomas** suggested that she will be abiding by the provisions of the Merit System until such time as Ms. Batey brings that information, in writing, to the Board.

SUBSTITUTE MOTION by Mr. Ali, SECOND by Ms. Zurita, to approve Item 09/10-5033 with an amendment to delete all of the "added" positions, the reduction of the Lieutenant position, and elimination of the Warehouse Manager & Warehouse Supervisor positions, f as follows:

1. *Addition of 1 Sr. Director*
2. *Addition of 1 Technology & Curriculum Specialist*
3. *Addition of 1 Director of Budgeting & Accounting*
4. *Addition of 1 Payroll Supervisor*
5. *Addition of 1 Sr. Benefit & Workers' Comp Analyst*
6. *Addition of 1 EL Director*
7. *Elimination of 1 Warehouse Manager*
8. *Elimination of 1 Warehouse Supervisor*
9. *Addition of 1 Director - MOT*
10. *Addition of Facilities Coordinator*
11. *Addition of 1 Transportation Coordinator*
12. *Addition of 1 Warehouse Coordinator*
13. *Addition of 1 Contract Analyst -Maintenance*
14. *Addition of 1 Sr. Secretary - Maintenance*
15. *Addition of 1 Sr. Secretary (zero out-reverse entry)*
16. *Addition of 1 Sr. Secretary (revised amount as approved)*
17. *Addition of 1 Clerk Typist III - Facilities*
18. *Addition of 1 Clerk Typist III - Transportation*
19. *Reduction of 1 Lieutenant Position*

In response to a concern raised by **Mrs. Shipp** as to why the added positions were included, **Ms. Willard** explained that the intent was to show the total impact on budget, recognizing that the creation of the coordinator positions have to be approved by the Personnel Commission.

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

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

Mr. Ali stated that the Board does not operate in a vacuum, abdicating its authority to name positions to the Commission, adding that the system does not work that way. Further, he stated that the administration won't even know the re-organization until sometime after may because come March 15, issues and people may change.

Ms. Zurita stated that she understands that, perhaps, the administration was trying to show the Board what it *proposed* to do after breaking down existing positions; that she views it as a proposal, which should not be included in the budget reductions to be acted on at this meeting; and that she is not supporting any proposals to add staff while staff is being reduced.

In response to **Mrs. Shipp's** request for clarification, **Mr. Azcarraga**, Chief Facilities Officer, stated, with reference to the structure of the Facilities Department, that his recommendation to the Personnel Commission was that the manager and supervisor positions be reviewed and a recommendation made. He continued that including those positions in the budget reductions listing constitutes a proposal and it was appropriate to remove them from that listing.

ROLL CALL VOTE ON SUBSTITUTE MOTION

EASTER - Yes

(with the understanding that the added items will come back to the Board for approval)

SHARIF- Yes

(with the understanding that the added items will come back to the Board for approval)

SHIPP - Yes

(with the understanding that the added items will come back to the Board for approval)

GARRETT - Yes

(with the understanding that the added items will come back to the Board for approval)

ZURITA - Yes

(realizing that the added positions may not come back for approval with the same titles; that it will be based on what the Commission determines)

ALI - Yes

(for the same reasons as stated by everyone else)

THOMAS - No

MOTION CARRIED

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There was a 10 minute recess to allow technician to change the tape.

MOTION by Mrs. Shipp, SECOND by Mr. Easter, to approve No. 09/10-074, as follows:

E. BUSINESS/CONSENT ITEMS

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

Recommendation: *Adoption of Resolution.*

Fiscal Impact: *None*

Board Member Zurita read the Resolution.

VOTE N MOTION TO APPROVE ITEM No. 09/10-074

MOTION CARRIED

MOTION by Mr. Ali, SECOND by Ms. Zurita, to approve the following Item - No. 09/10-2127, as Amended on /2:

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*

Board Member Garrett read the Resolution.

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2127

Thomas - NO

MOTION CARRIED

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

**MOTION by Mr. Ali, SECOND by Mr. Easter, to approve the following Item -
No. 09/10-2128:**

**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*

Board Member Ali read the Resolution.

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2128

Thomas - NO

MOTION CARRIED

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

**MOTION by Mr. Ali, SECOND by Ms. Garrett, to approve the following Item -
No. 09/10-2130:**

**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.*

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2130

Thomas - NO

MOTION CARRIED

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

**MOTION by Mr. Easter, SECOND by Ms. Sharif, to approve the following Item -
No. 09/10-2132:**

**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.*

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2132

Thomas - NO

MOTION CARRIED

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

MOTION by Mr. Sharif, SECOND by Mr. Easter, to approve the following Item - No. 09/10-2134:

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.*

Board Vice President Ali suggested that the HR Associate Superintendent make a statement for the record relative to the reasons why the Board if voting to approve these bargaining proposals.

Dr. John Tennant, HR Consultant, responded that the Board's approval of the initial bargaining proposals only gives the administration authority to meet with the various organizations and discuss sunshine items, in an effort to come to some mutual resolution, if possible.

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2134

Thomas - NO

MOTION CARRIED

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

**MOTION by Mr. Sharif, SECOND by Mr. Ali, to approve the following Item -
No. 09/10-2136:**

**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.*

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2136

Thomas - NO

MOTION CARRIED

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

**MOTION by Mr. Sharif, SECOND by Mrs. Shipp, to approve the following Item -
No. 09/10-2138:**

**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.*

VOTE ON MOTION TO APPROVE ITEM No. 09/10-2138

Thomas - NO

MOTION CARRIED

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G. COMMENTS OF THE BOARD OF TRUSTEES AND SUPERINTENDENT

Board President Thomas stated that she cannot vote in favor of something she feels was not presented correctly to the Board. I'm very concerned about the budget. I do respect Mr. Ali for the good points he made, and Mrs. Shipp for the dynamic questions she raised.

Board Member Sharif thanked the viewing and sitting audiences for their attendance, and stated that the decisions the Board had to make were tough and not easy to make, but that sometimes the Board has to make such decisions, and that's what was done this evening.

Board Member Garrett stated that it is saddening moment for her, being the newest Board Member; that she has concerns about the lack of communication and transparency with the union leadership; that cuts are inevitable; that the Board did what it needed to do in order to move the District forward; she was happy to see the Superintendent raise her hand when the question was asked who had asked administration to take a cut. Adding that it is good effort to make a statement aloud to everyone that you're willing to feel the pain as much as others are feeling it.

Superintendent Burnside interjected that every member on Cabinet agreed to take a 3% salary reduction, including those administrators on contract, who would not have to do so - even though they did not get a 3% raise, which they traditionally would have gotten. Further, that Cabinet would also take the furlough days (*but will still work*).

Superintendent Burnside clarified for the **Board President Thomas** that the 3% salary reduction and furlough days are a part of the District's proposal - to be negotiated with the union leadership.

Board Member Zurita voiced her concerns regarding staff reductions: That her support of the item was because the District has to submit something to the County to maintain the District's solvency, and with the notion that the labor organizations and administration will continue working together to make any amendments possible to keep employees working. She continued that typos and grammatical errors in information coming from District staff are unacceptable, especially now because if there are typos in the numbers and figures,, the integrity of the document is impugned. She stressed the importance of staff reviewing and "spell checking" documents before they are released/published. She announced that her mother, Councilwoman Delores Zurita is being honored at Tibby Elementary School PTA for her pioneering work in after-school programs, starting with founding the Dickison Community Lighted School Program in 1968, and by the African American Legislative Caucus for her work with the non-profit Meals On Wheels Program. She added that she is proud of her mother, who has set a great example, and that she aspires to be like her mother.

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(CONTINUED)

Board Member Thomas interjected that CSEA and other legislators are also being honored on by the Tibby PTA.

Board Vice President Ali requested that the Board adjourn in memory of Diane McKinley's son, Sean McKinley. Mr. Ali reported on his meeting with Latino parents and community organizers - "Parents Joined By A New Compton" - on the past Saturday, adding that they were very receptive, responsive and open, and that they were concerned about the District general; that they were appreciative of the administration moving on a concern they had some time ago, but concerned that there was no sustainable follow-up; that their current concerns are: 1) over-all nutritional value of food students are being fed; 2) students being fed frozen foods (*chicken, milk, peas, pizza*), and students were present and testified to this fact; 3) condition of facilities at several schools; 4) students at Centennial don't have time enough to eat lunch because there is only one lunch period and lunch lines are long, and the bell rings before all are served; that they spoke to the principal about the possibility of having two lunch periods, but principal said no. He continued that individuals participating in this meeting did not express concern about their children being discriminated against, but they insisted that there should be more and greater academic rigor and what is being done to sustain EO & EL students. He stated, for the record, that he, as a Board Member, never takes concerns to principals. **Mr. Ali** reported on a meeting with another group of African American parents also on the past Saturday who presented to him ASB recommendations to WASC. He expressed concern that he had never seen (*in the past 2 years he's sat n the Board*) any such document presented to the Board. He emphasized the importance of the Board being privy to such documents (*this one detailing significant recommendations - from students - to improve student attendance, especially since the Board and administration are concerned about the loss of ADA*). With reference to the news about something transpiring at Chavez, he stressed the importance of the Board receiving a "comprehensive replay" on what exactly is going on at Chavez, including the planned administrative moves.

Board President Thomas reported on her visit to Davis Middle School, and stated that the concerns raised by parents about leaking boilers is true. She emphasized that it's imperative that there is running hot water, and asked that the matter be resolved as soon as possible.

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THE NEXT SCHEDULED BOARD OF TRUSTEES MEETING

February 23, 2010

09/10-9016

ADJOURNMENT

MOTION by *Mr. Ali*, **SECOND** by *MR. Zurita*, to adjourn the Special Meeting of the Board of Trustees in silent memory of Sean McKinley, son of Diane McKinley - *the time being 11:10 p.m.*

MOTION CARRIED

Respectfully submitted:

Kaye E. Burnside, Ed.D.
Superintendent

/lww