



A CALIFORNIA DISTINGUISHED SCHOOL

## SPECIAL BOARD MEETING MINUTES BOARD OF DIRECTORS

Tuesday, March, 9, 2010

5:00 PM, LIBRARY

### I. PRELIMINARY:

A. CALL TO ORDER 5:02 PM

B. ROLL CALL

Members Present:

Amy Dresser Held

Carol Osborne

Karen Perkins

James Paleno

Julia O'Grady

Patrice Fisher

Susan Frank

Alex Shuhgalter

Jason Cutler (arrived 5:51 PM)

John Callas (arrived 5:47 PM)

Officers/Non-Voting Members

Greg Wood

Marcia Haskin

Members Absent:

John Riley

### II. PUBLIC COMMENTS:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Use of names of individuals should be avoided when referring to accusations or wrongdoing (names should be presented to the Executive Director for follow-up action). Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

Eli Shavalian, student, discussed the busing situation, and asked the board to avoid firing teachers. He asked that if teachers needed to be eliminated, that it be done fairly.

Paul Mittelbach, teacher, recommended that the board reject Proposal C on the agenda. He said that the proposal does not create buy-in, and was put forth with a lack of transparency. Paul asked that the board dissolve the Ad-Hoc Long Range Planning Committee if they voted to proceed with the plan outlined in Proposal C.

Monica Iannessa, administrator, asked the board to schedule a definite date to meet with the administrators. She said it was important to not alienate administrators, and that administrators would like to develop a relationship with the board.

Stephen Messer, parent, said he was disappointed with the resignation of drama teacher Lisa Morford Kraus. He felt this was an enormous loss, and he wanted to encourage the board to work to keep her at Pali.

Lisa Saxon, teacher, said that many teachers are fearful of the lay-off notices to come. She asked the board to make the choices that are best for Pali. She also thanked Marcia Haskin for her work.

Leslie Woolley, parent, representing a group of parents, said that they strongly supported Amy Held, and urged the Board to ask her to reconsider. She asked that the hiring process, to find a replacement, be professional and begin immediately. Leslie said the person selected should be a strong, visionary leader.

### III. **ACTION ITEMS:**

#### A. **ORGANIZATIONAL RESTRUCTURING AND PRINCIPAL/EXECUTIVE DIRECTOR SEARCH-** Amy Held and Marcia Haskin

Marcia Haskin presented a proposal to use faculty from the UCLA School of Management Program (SMP). This organization was highly recommended by Mr. Price, a former principal at PCHS. Marcia said that a team of three professionals, led by Patrice Martinez Miller, would guide the process of discerning what stakeholders want in top leadership, and build school staff capacity to successfully engage in a search process that results in hiring effective school leaders. This program will involve all stakeholder groups. Cost \$5,000.

Carol Osborne expressed that the full process, and time table through hiring, be clearly laid out.

Alex Shuhgalter felt that the cost of \$5,000 was too high.

Patrice Fisher questioned how the Board was integrated into the process.

*Julia O'Grady moved that we approve Marcia Haskin's proposal to hire the UCLA School of Management Program (SMP) for a cost of \$5,000. James Paleno seconded the motion.*

#### **BOARD ACTION: Motion Passed**

**6 – yes (Carol Osborne, Julia O'Grady, Susan Frank, Amy Held, Karen Perkins, and James Paleno)**

**1 – no (Alex Shuhgalter)**

**1 – abstain (Patrice Fisher)**

There was a discussion regarding the resignation of Amy Held, which was sent by e-mail to all stakeholders on Monday, March 8, 2010.

*Carol Osborne moved that the Board accept the resignation of the Executive Director, effective June 30, 2010. Susan Frank seconded the motion.*

#### **BOARD ACTION: Motion Passed**

**6 – yes (Carol Osborne, Julia O'Grady, Susan Frank, Alex Shuhgalter, Karen Perkins, and James Paleno)**

**1 – no (Patrice Fisher)**

**1 – abstain (Amy Held)**

Alex Shuhgalter expressed his opinion that the Board should appoint Karen Perkins as Interim Executive Director.

Karen Perkins said that she felt it was premature to consider an Interim Executive Director.

*Alex Shuhgalter moved to nominate Karen Perkins as Interim Executive Director starting June 30, 2010. The motion died, lacking a second.*

**B. CHARTER RENEWAL, TRANSPORTATION AND THE BOARD'S ROLE- Amy Held and Karen Perkins**

Amy Held said that the LAUSD Board should vote on Pali's Charter Renewal on either March 23<sup>rd</sup>, or April 6<sup>th</sup>.

Negotiations with LAUSD are continuing regarding the transportation of Magnet, School Choice, and Permit With Transfer (PWT) students attending Pali. Amy said that an internal deadline of April 1<sup>st</sup> has been set.

Richard Thomas displayed a Powerpoint presentation of various transportation scenarios, including contracting out on our own, cost sharing with LAUSD, and an arrangement with MTA to transport Pali students.

John Callas suggested we consider all options, including buying a fleet of buses.

Amy recommended that she receive authorization to negotiate with LAUSD within a given cost range. She also said that the cost of transportation, at least partially, should be shouldered by parents.

More detailed proposals will be presented at the March 16<sup>th</sup> Board Meeting.

**C. BOARD ADOPTION OF RESOLUTION TO AUTHORIZE A REDUCTION OR ELIMINATION OF PARTICULAR KINDS OF CERTIFICATED SERVICES- Amy Held**

Amy Held discussed the projected \$1.1 million budget deficit next year, and the uncertainty of student enrollment caused by the LAUSD busing issues. She felt that it was prudent for the school to issue these notices to certificated staff, and that they must be delivered by March 15<sup>th</sup> to the affected employees. The deadline to notify classified staff is 45 days before the end of the school year.

Amy presented Resolution 2010-02 Exhibit A, which included the elimination of positions by department. This list follows the UTLA seniority list.

Reductions by department from Resolution 2010-02 Exhibit A are: English 5; Mathematics 3; Science 3.5; Social Studies 3.5; Foreign Language 2; Physical Education 2; Special Education 2; Temescal Academy 2; Visual & Performing Arts 1; Certificated Administrators 3. This is a total of 27 Full Time Equivalent Positions.

*Julia O'Grady moved that we accept the proposal to authorize a reduction or elimination of particular kinds of certificated services with 27 positions affected (24 teachers and 3 certificated administrators) as laid out in Resolution 2010-02 Exhibit A. Susan Frank seconded the motion.*

**BOARD ACTION: Motion Passed**

**10 – yes (Carol Osborne, Julia O'Grady, Susan Frank, Amy Held, Karen Perkins, Patrice Fisher, Alex Shuhgalter, Jason Cutler, John Callas and James Paleno)**

**0 – no**

**0 – abstain**

**D. AUDITOR SELECTION COMMITTEE CONVERSION INTO AUDIT COMMITTEE- Susan Frank**

Susan Frank discussed some of the new regulations required of Boards after Sarbanes-Oxley, and recommended that the Board convert the Auditor Selection Committee into a Standing

Board Audit Committee.

Greg Wood asked to be a non-voting member of the committee.

A question arose as to the make-up of the committee.

The issue was tabled, as we review Element 4 of the Charter.

E. **STRATEGIC PLANNING/LONG RANGE PLANNING COMMITTEE**- Susan Frank

Susan Frank discussed the Ad-Hoc Long Range Planning Committee's difficulties in reaching a consensus vision for the permanent committee. She recommended that the board itself develop the strategic plan for the school, with broad stakeholder input and buy-in.

There was concern among Board members regarding Paul Mittelbach's earlier public comment.

*Patrice Fischer moved that Amy Held direct the Ad-Hoc Long Range Planning Committee Chair, Paul Mittelbach, to have the committee meet again and come back to the Board with a proposal. The motion was seconded by John Callas.*

**BOARD ACTION: Motion Passed**

**10 – yes (Carol Osborne, Julia O'Grady, Susan Frank, Amy Held, Karen Perkins, Patrice Fisher, Alex Shuhgalter, Jason Cutler, John Callas and James Paleno)**

**0 – no**

**0 – abstain**

IV. **DISCUSSION ITEMS:**

A. **TRUSTEE RESPONSES TO EMAILS/LETTERS DIRECTED TO THE BOARD**- Karen Perkins

Karen Perkins asked that stakeholder correspondence received by the full board get directed to her, and that she replies for the Board.

John Callas commented that stakeholders who contact the Board, or the Board Chair, should be given a reply in a timely manner.

B. **NEXT BOARD TRAINING- APRIL 10<sup>TH</sup> SATURDAY, 9-11 A.M., LIBRARY: REVIEW OF CHARTER SCHOOL CONFERENCE.**

Karen Perkins suggested that the highlights of the California Charter School Conference be presented by the people who attended.

It was suggested that particular emphasis be placed on roles and responsibilities.

There was broad consensus among Board members that this was a good idea for the next Board training.

V. **OUTSTANDING BUSINESS:**

A. **CAFETERIA INFORMATION- SODEXO DETAILED FINANCIALS OF CAFETERIA OPERATIONS-**  
Greg Wood

*This item was tabled until the March 16<sup>th</sup> Board Meeting.*

B. **FINANCING OPTIONS FOR SECOND POOL LOAN, AND TRACK AND FIELD REFINANCING-** Greg Wood

*This item was tabled until the March 16<sup>th</sup> Board Meeting.*

- C. PRO-FORMA PCHS BALANCE SHEET AFTER COMPLETION OF THE POOL- Greg Wood  
*This item was tabled until the March 16<sup>th</sup> Board Meeting.*
- D. STATUS OF LOAN CONTRACT WITH ROSE GILBERT- Amy Held  
*This item was tabled until the March 16<sup>th</sup> Board Meeting.*
- E. SALARY SCHEDULES FOR ADMINISTRATORS, COMPARISONS VERSUS OTHER SCHOOLS, AND JOB DESCRIPTIONS- Amy Held  
*This item was tabled until the April 20<sup>th</sup> Board Meeting.*
- F. RETIREE BENEFIT TRUST: PREVIOUS BOARD REQUESTS FOR ACTUARIAL STATEMENTS, INVESTMENT PLANNING POLICY AND TRUST DOCUMENTS- Amy Held  
*This item was tabled until the April 20<sup>th</sup> Board Meeting.*
- G. LIST OF CRITICAL FUNCTIONS, AND NAMES OF PERSONNEL WHO ARE TRAINED IN EACH CRITICAL FUNCTION- Amy Held  
*This item was tabled until the April 20<sup>th</sup> Board Meeting.*

**VI. NEW BUSINESS:**

- A. EXECUTIVE LIMITATIONS-FINANCE- Susan Frank  
*This item will be discussed at the March 16<sup>th</sup> Board Meeting.*

**OPEN SESSION ADJOURNED 7:16 PM**

*Board Chair to announce agenda items for closed session.*

**VII. CLOSED SESSION: 7:35 PM**

- A. CONFERENCE WITH LEGAL COUNSEL- ANTICIPATED LITIGATION SIGNIFICANT EXPOSURE TO LITIGATION PURSUANT TO SUBDIVISION b OF SECTION 54956.9.
  - B. PUBLIC EMPLOYMENT
    - Title: Executive Director
    - Title: Teacher- Amy Held
    - Title: Principal- Amy Held
    - Title: Director of Academic Planning and Guidance Services- Amy Held
    - Title: Director of Human Resources- Amy Held
  - C. PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE- Amy Held
  - D. CONFERENCE WITH LABOR NEGOTIATOR
    - PCHS Negotiator: Amy Held, Executive Director
    - Employee Organizations: UTLA, PESPU
- Closed session ended 8:31 PM**

**VII. PUBLIC SESSION: 8:32 PM**

**IF REQUIRED, PUBLIC REPORT ON ACTION TAKEN IN CLOSED SESSION** (includes the vote or abstention of every member present).

A. **PUBLIC EMPLOYMENT**  
Title: Teacher (100041752010)

*John Callas moved that we accept the resignation of teacher number 100041752010.  
Julia O'Grady seconded the motion.*

**BOARD ACTION: Motion Passed**

**10 – yes (Alex Shuhgalter, Amy Held, Carol Osborne, Julia O'Grady, Patrice Fisher, Karen Perkins, Jason Cutler, James Paleno, John Callas, Susan Frank)**

**0 – no**

**0 – abstain**

**VIII. ADJOURNMENT: 8:33 PM**