

DIXIE SCHOOL DISTRICT**Unadopted Board Minutes
February 14, 2017**

PLACE AND DATE	Vallecito School 50 Nova Albion Way San Rafael, CA 94903 Regular Meeting on Tuesday, February 14, 2017
CALL TO ORDER	The meeting was called to order by Board President Honsberger at 6:00 pm.
MEMBERS PRESENT	Brad Honsberger, President Marnie Glickman, Vice President Jennifer Taekman, Clerk Alissa Chacko, Trustee Mark Schott, Trustee
MEMBERS ABSENT	None
ADMINISTRATORS PRESENT FOR OPEN SESSION AGENDA	Judith Arrow, Assistant Superintendent, Ed. Services Robert Marical, Business Manager Rebecca Minnich, Special Ed. Coordinator Kristy Treewater, Principal Tracy Smith, Principal Jason Manviller, Principal Will Anderson, Principal
APPROVAL OF CLOSED SESSION AGENDA	On a motion by Mr. Schott, seconded by Ms. Glickman, the Trustees approved the closed session agenda. Vote: 5-0 (Schott, Glickman, Chacko, Taekman, Honsberger)
PUBLIC COMMENT ON ITEMS ON THE CLOSED SESSION AGENDA	None
RECESS TO CLOSED SESSION TO CONSIDER AND/OR TAKE ACTION UPON ANY ITEM ON THE CLOSED SESSION AGENDA	Gov. Code Section 54957.6: Conference with Labor Negotiators District Designated Representatives: Thomas J. Lohwasser, Superintendent, Robert Marical, Business Manager, and Noel J. Shumway, Legal Counsel. Organization: All Employee Groups
RECONVENE TO OPEN SESSION	Mr. Honsberger reconvened the meeting to open session at 7:00 pm. Mr. Honsberger welcomed all parents and teachers to the School Board meeting at Vallecito Elementary School. Mr. Honsberger asked for a moment of silence in remembrance of Richard Rotkel. Mr. Rotkel taught at the Dixie School District for 22 years and retired from the district in 2009.
PATRIOTIC SALUTE	The recitation of the Pledge of Allegiance was led by a Vallecito student.

ANNOUNCEMENTS OF ANY REPORTABLE ACTION TAKEN IN CLOSED SESSION	None
PUBLIC COMMENT ON ITEMS ON THE OPEN SESSIONS AGENDA	None
APPROVAL OF OPEN SESSION AGENDA	On a motion by Ms. Glickman, seconded by Ms. Chacko, the Trustees approved the open session agenda. Vote: 5-0 (Glickman, Chacko, Taekman, Schott, Honsberger)
CONSENT AGENDA APPROVAL BY A SINGLE MOTION	<p>On a motion by Ms. Glickman, seconded by Ms. Taekman, the Trustees approved the consent agenda items. Vote: 5-0 (Glickman, Taekman, Chacko, Schott, Honsberger)</p> <p>Items on the consent agenda:</p> <p>Minutes of Regular Board Meeting, January 17, 2017 and Special Meeting, February 1, 2017</p> <p>Certificated Personnel Actions: Retirement and Leaves</p> <p>Classified Personnel Actions: New Hires, Leaves and Resignation</p> <p>Notice of Completion for Multi-Purpose Room Addition and Modernization at Mary E. Silveira Elementary School</p> <p>Quarterly Report on Williams Uniform Complaints</p> <p>Acceptance of Gift and Authorization to Send Letter of Appreciation</p> <p>Certification by the Board of Monthly Payroll Order and Bills</p>
ANNOUNCEMENTS/SUPERINTENDENT'S REPORT	<p>The Life Skill for the month of February is Integrity.</p> <p>The maintenance crew and custodial staff continued to do an outstanding job of keeping the schools safe during last week's stormy weather. We had district staff checking campuses in the very early morning hours and we worked closely with MCOE and the Marin Office of Emergency Services. One day Marin had 13 school districts reporting school closures. DSD managed to stay open and experienced only one power outage at Dixie Elementary School.</p> <p>Miller Creek students competed in the Mathcounts Regional Chapter Competition along with 8 other schools and a total of 60 students. Annie Wang and Andersen Teoh were among the top 8 competitors in the entire competition and participated in the Countdown Round! Annie Wang took 3rd place in highest individual score during the Sprint & Target Rounds!</p> <p>Annie Wang, Anderson Teoh, Angel Mack, and Sean Hubert received a trophy for their score of 2nd place team. They will be advancing as a team to the State Competition at Stanford on March 18th!</p> <p>In observance of President's Day the District Office will be closed next Monday, February 20th.</p> <p>Midwinter Break takes place from February 20 – 24th.</p>

Spring Visitation Day is Tuesday, March 11th at 9:00 a.m. for Elementary Schools and 10:30 a.m. for Miller Creek Middle School. This Visitation Day is an opportunity for parents new to the district who are considering enrolling their children in one of the district schools for the 2017/18 school year.

The next Board meeting takes place on Tuesday, March 14th at Miller Creek Middle School.

HOST SCHOOL
PRESENTATION:
VALLECITO

Tracy Smith, Vallecito School Principal welcomed Board Members to Vallecito School. Ms. Smith highlighted what makes her proud, including dedicated teachers, high academics, supportive community and the redesigned drop off lane and chill zone. Ms. Smith gave a brief overview of the host school presentation that focused on Vallecito's Kindness Week. Ms. Smith explained that Kindness Week folds in a variety of school wide initiatives into the themes of Kindness and Empathy. Ms. Smith introduced Quin Cowmey, volunteer Mindfulness teacher. Students shared their experiences of Kindness Week that included Mindfulness Practice/Parent evening, a kindness chain where students wrote down acts of kindness on a paper chain, and a presentation by students from Miller Creek Middle School on mindfulness. Ms. Cowmey explained that mindfulness training reminds students and staff to be kind, generous, grateful, mindful, accepting and inclusive.

Board members thanked Ms. Smith, teachers and students for their contribution to the outstanding host school presentation.

FIRST READING OF
BOARD BYLAW 9270:
CONFLICT OF
INTEREST

Walt Buster, Consultant, explained that Board Bylaw 9270: Conflict of Interest is before the Trustees for a first reading. Superintendent Lohwasser noted that Mr. Buster is helping the district to review current policies and make the necessary revisions/rewrites to bring the policies up-to-date and in compliance with current Education Codes. Discussion followed and thereafter, on a motion by Ms. Taekman, seconded by Mr. Schott, the Trustees approved the first reading of Board Bylaw 9270: Conflict of Interest. Vote: 5-0 (Taekman, Schott, Glickman, Chacko, Honsberger) Mr. Buster noted that Board Bylaw 9270 will be presented for a second reading at the March 14 Board meeting.

DISCUSSION AND
POSSIBLE ACTION
REGARDING THE
PROCESS FOR
SELECTING A NEW
SUPERINTENDENT

Superintendent Lohwasser reported that at the February 1, 2017 meeting three options were presented regarding hiring a new superintendent; 1) Internal search using staff; (2) Contract with Marin County Office of Education; and 3) Hire a Search Consultant Firm.

Trustees discussed and agreed:

- a. A Search Consultant Firm should be hired to conduct the search.
- b. Form a subcommittee to assist in the screening and selection of potential search firms. Members of the subcommittee: Judith Arrow, Assistant Superintendent, Ed. Services, Noel Shumway, Attorney, and Trustees Jennifer Taekman and Mark Schott.
- c. Superintendent Lohwasser will send out letters to potential search firms

containing an introduction, background, proposal requirements and summary.

Mr. Schott discussed creating a spreadsheet that would house the search information and be updated as needed. Board members discussed holding additional special board meetings.

Thereafter on a motion by Mr. Schott, seconded by Ms. Chacko, the Board requested that Superintendent Lohwasser take the lead in sending out letters to potential search firms. Vote: 5-0 (Schott, Chacko, Taekman, Glickman, Honsberger)

DISCUSSION AND
POSSIBLE ACTION RE
RESOLUTION NO.
2016/17-06 CHANGE OF
ELECTION DAY OF THE
GOVERNING BOARD OF
THE DIXIE SCHOOL
DISTRICT AND
REQUESTING THE
BOARD OF SUPERISORS
FOR THE COUNTY OF
MARIN TO AUTHORIZE
CONSOLIDATION WITH
THE NOVEMBER
ELECTION DURING
EVEN-NUMBERED
YEARS

Dr. Lohwasser introduced Raquel Rose, Assistant Superintendent, MCOE. Ms. Rose gave background information on SB 415, noting that the law prohibits entities from holding an election in an odd-numbered year if that election results in a significant decrease in voter turnout. The election cycle change extends the terms for all Dixie School Board members by one year because the district is on the odd-year election cycle. Ms. Rose reviewed important dates, including the March 10, 2017 deadline to file a resolution with the Board of Supervisors to change the November 2017 election to 2018.

Extensive discussion followed by Board members regarding election costs and voter participation, The board requested more information from Ms. Rose. Mr. Schott requested costs from the County of Marin. Thereafter, Mr. Schott made a motion to table Resolution 2016/17-06, the motion was seconded by Ms. Chacko, the motion passed Vote 5-0 (Schott, Chacko, Taekman, Glickman, Honsberger)

Due to the timeframe of SB 415 a Special Board meeting will be held on February 7, 2017 at the District Office Boardroom at 5:00 pm.

LCAP ANNUAL UPDATE
AND OUTREACH PLAN

Judith Arrow, Assistant Superintendent, Ed. Services gave background information on the preliminary Budget and Local Control Accountability Plan (LCAP) calendar for 2017/18 that was approved by the Trustees at the December Board meeting. Ms. Arrow explained that the dates reflected in the calendar offer an opportunity for review and analysis as well as for comments and suggestions by teachers, principals, administrators, other school personnel, local bargaining units of the school district, parents, and pupils in developing the LCAP. Ms. Arrow reported that on January 30, 2017, the thirty-three members of the Dixie District LCAP Consultant Group reviewed and updated the goals by using the annual update template. The Consultant Group evaluated and approved the continued implementation of the three LCAP goals. In March the Annual Update and the review of measurable outcomes will be presented to the District English Learner Advisory Committee (DELAC) and School Site Councils (SSC) for review and comment. These meetings are open to all parents and dates and times will be published in school newsletters. After all suggestions and changes are incorporated into the preliminary 2017/2018 LCAP, the Parent Advisory Committee will convene to review and comment on the goals, new measurable outcomes, actions and services and budgeted expenditures. The

final step is to hold a public hearing on June 6, 2017, followed by a final report on June 27, 2017 which aligns with the requirement to adopt the budget prior to July 1, 2017. Board members thanked Ms. Arrow for the information provided in the report.

UPDATE ON DIXIE
SCHOOL DISTRICT
BUDGET AND IMPACT
OF GOVERNOR'S
PROPOSED BUDGET
FOR 2017-18

Business Manager, Robert Marical briefly reviewed the Governor's January Budget proposal for 2017-18 which was presented to the Board of Trustees at the January 17, 2017 meeting. He noted that this information will now be used to update the district's current year's budget for 2nd Interim and multiyear projections (MYPs). Prior to this the district's 2016-17 Adopted Budget and 1st Interim report were based on state revenues assumption provided in June 2016. Mr. Marical noted that key aspects of the proposal were discussed during the January presentation and it was reported that the change in LCFF funding for 2017-18 would have a significant impact on the district. Due to the significance of the Governor's January proposals administration felt it was important that the Trustees were aware of the impact LCFF revenue changes and projected enrollment for 2017-18 and 2018-19 will have on the district's finances. Mr. Marical followed by reviewing a chart outlining the change in LCFF revenues. He noted that the GAP funding percentage decreased from 72.99% in June to the current estimate of 23.67%. The change will further increase deficit spending in 2017-18 and 2018-19 and the district will fall below AB1200 reserve requirements for 2018-19. Mr. Marical will present the 2nd Interim report at the March 14, 2017 Board meeting.

TRANSPORTATION
REPORT: RIDERSHIP,
FLEET ANALYSIS AND
FINANCIAL UPDATE
FOR FY 2016-17

Mr. Marical explained that this is a semi-annual report with information as of January 2017 on the analysis of the district's bus fleet, history of average ridership, bus passes and tickets sold as well as a financial update. Mr. Marical reviewed key points of the report. The district has a fleet of fifteen buses: (7) Home to School and (8) Special Education. The majority of the fleet is over 10 years old.

Average ridership through January 2017 was 389 students. This is a +4.0% increase from last year's average of 374 riders. This is the seventh year in a row that ridership has increased from the 2009-10 count of 276 students. Total passes sold for the year increased by 18 from the final number sold from the previous year. The number of individual tickets sold through January is 4,563 and tickets will continue to be sold through the remainder of the school year.

Mr. Marical reported that the current budget for Home to School transportation is \$347,595. This is an increase from prior year's total expense of \$316,694. The final numbers for 2015-16 were substantially lower due to the driver shortage and savings that resulted from not being able to hire drivers.

The Home to School encroachment for the year is estimated at \$58,022. Special Education transportation expenditures are estimated at \$328,699, which is an increase of \$33,404 from the prior year. The estimated Special Education transportation encroachment is \$189,300.

FIRST READING OF
BOARD POLICY #3470:
DEBT ISSUANCE AND
MANAGEMENT

Mr. Marical reported that the department currently has 3 drivers out on medical leave. They have also had difficulty filling the open mechanic position. Administration will be reviewing the mechanic position and salary with CSEA. Mr. Marical emphasized that the district is fortunate to have quality staff who have stepped up in difficult circumstances to provide service to the students. Mr. Marical responded to questions by Board members.

Mr. Marical explained that on September 12, 2016 Governor Brown signed SB 1029 which requires local agencies, including school districts, to certify that they have adopted local debt policies and that each contemplated debt issuance is consistent with those adopted policies. The certification will be a required element of the Report of Proposed Debt Issuance that is filed with the California Debt & Investment Advisory Commission (CDIAC) prior to a bond issuance. Mr. Marical reviewed the legal requirements that the debt policy must address

Thereafter, on a motion by Mr. Schott, seconded by Ms. Taekman, the Trustees approved the first reading of Board Policy 3470: Debt Issuance and Management. Vote: 5-0 (Schott, Taekman, Glickman, Chacko, Honsberger)

PUBLIC COMMENT ON
ITEMS NOT SPECIFIED
ON THE AGENDA

Mr. Honsberger noted that the Board welcomed public comment but that discussion regarding employee personnel issues and individual employees is not allowed under Item 8.1.

Tara Costello, President of the Dixie Teachers Association addressed the Board and read a statement regarding the certificated salary schedule. Statements were also read by DTA leadership members. Statements made available are attached to and made part of the minutes of this meeting.

COMMUNITY
ACTIVITIES

Talent Show at MES
LCAP Annual Updates at School Sites

REPORTS BY BOARD
MEMBERS ON
MEETING ATTENDE

Alissa Chacko: Meeting w/Ms. Costello, DTA President, MES MPR Assembly, Masters in Governance Course 1 and 2, Meetings w/Mr. Honsberger, Meeting w/Mr. Honsberger and Superintendent, Coordinating Council Meeting, Weekly Volunteer at DX and MC, Meeting w/Ms. Madden, Meetings with Ms. Taekman (2), Meetings w/County Superintendent (2), Midori Ensemble Master Class, Brown Act Workshop, Assist w/Honor Orchestra Practice, Attend Honor Orchestra and Band Performance, Meeting w/Ms. Taekman and Superintendent, Meeting with Attorney Shumway, DX HSC meeting, MC HSC Meeting, DX 1st Grade Music Assembly, DX Variety Show, Meeting w/Parent (2), Special Meeting re: Superintendent Search at MCOE

Marnie Glickman: San Rafael Community Schools Planning Meeting (2), DLAC Meeting, Marin Symphony Reception w/Midori, MC Orchestra Workshop w/Midori, San Rafael Community Schools Partners Meeting, San Rafael Liaison Breakfast Meeting, MCSBA Workshop for Board Presidents and Vice Presidents, Special Meeting re: Superintendent Search at MCOE,

Marin Music Education Association Music Festival, Master in Governance Course 1 and 2, JLAC Meeting, Agenda Planning Meeting w/Superintendent and Mr. Honsberger, Meeting w/Mr. Anderson re Green Team

Brad Honsberger: JLAC Sacramento, Meeting w/Maintenance Director, MES MRP Assembly, Meeting w/Business Manager, Masters in Governance Welcome, Meeting w/Teacher, Meeting w/Ms. Chacko, MC Site Council Meeting, Coordinating Council Meeting, Parent Meeting, Family Life at DX, Meetings w/Assistant Superintendent (2), Meeting w/County Superintendent, Meeting w/Mr. Lippi, Liaison Breakfast Meeting, Ms. Kitty Last Day at VAL, MESHA, Special Meeting re: Superintendent Search at MCOE, Meeting w/Mr. Schott, New Office Panel MCSBA, Fact Finding CTA, Can Do! Zumba, Meeting w/Ms. Chacko and Superintendent, MC Boys Basketball, Bond Audit, Meeting w/Attorney Shumway and Superintendent, Education Committee Meeting, Meeting w/Ms. Taekman, TL Bond Committee, SR Chamber Meeting, Business Partner Meeting, Meeting w/Ms. Glickman, Meeting w/Superintendent

Mark Schott: Special Meeting re: Superintendent Search at MCOE, DEF Meeting, Meeting w/Attorney Shumway, Meeting w/Mr. Honsberger,

Jennifer Taekman: Meeting w/Ms. Costello, MES MRP Assembly, Meeting w/Ms. Madden, Meeting w/Business Manager re Budget, Meeting w/Mr. Honsberger (2), Volunteer in Classroom at VAL (2), Meeting w/County Superintendent and Ms. Chacko (2), TLHS Crab Feed Fundraiser, Special Meeting re: Superintendent Search at MCOE, SR Chamber's Excellence in Education Meeting, Prepare and Deliver Bake Sale Goods for VAL Event, Prepare and Deliver Fruit for VAL 4th Grade Valentine's Day Celebration

IDENTIFICATION OF ITEMS FOR FUTURE AGENDA

Host School Presentation – Miller Creek Middle School
Superintendent Search Firms
AB1200 2% Salary Increase
2nd Interim
Budget Revision
Bond Audit and COC Report

ADJOURNMENT

On a motion by Ms. Taekman, seconded by Ms. Glickman, the meeting was adjourned at 9:35 pm. Vote: 5-0 (Taekman, Glickman, Chacko, Schott, Honsberger)

Respectfully submitted by:

Thomas J. Lohwasser, Ed.D.
Superintendent

February 14 School Board Remarks

Good evening members of the Board and Dr. Lohwasser. I am Tara Costello, President of the Dixie Teachers Association. I wish that I was here this evening under different circumstances.

Over the past year and a half, Dixie teachers put in countless hours investigating, planning, bargaining, and working to fix the middle. Career earnings for our mid-career teachers rank among the lowest of all the school districts in Marin County. We have been struggling to address this problem for more than a year. It is why we were at an impasse in bargaining. It is why we were deadlocked at mediation. It is why we went to fact finding. It is still a problem today.

We worked together, with the Board's representatives, and we know what a new salary schedule can look like to accomplish our goal. The problem is not "what will it look like?" the problem is "does the Board have the will to live up to your own goals, to place Dixie teachers in the top quartile of Marin County schools?" We haven't seen that will materialize yet.

And this problem will continue to drive people from our schools until the Board gathers the will to truly fix it.

I have told you before, and we know you understand, that Dixie teachers are fully committed to doing whatever it may take to close this

ugly gap in the middle of our salary schedule, but we cannot wait forever. Justice delayed is justice denied.

You have repeatedly heard powerful testimony from and about the teachers most affected. You must act to keep these dedicated professionals here. We can ill afford to lose a single one of them.

If you truly care about what is best for our students, you must tell your Superintendent to fix the middle at the earliest possible moment, not years from now. You say, “The District is committed to reaching a fair and fiscally responsible resolution with the Association as we move forward.” Is it FAIR to ask teachers to wait four years for any sort of raise? Do any of you wait four years in your jobs?

I would like to repeat a notion you have heard me share already: any real solution will require you to re-examine some of your current priorities, both in terms of spending and budgeting. Only if you are willing to do that will our school community be able to come back together. Without that commitment, the seeds of rancor and disaffection you have sewn will bear bitter fruit soon.

As we prepare to head back to the bargaining table, as the Board gives direction to your representatives, we must find a way to fix the middle.

Thank you for your time and attention.

Statements Read by DTA Leadership at February 14th Board Meeting

You broke our hearts
You did not try to Fix the Middle

You broke our hearts
You did not look at the budget and prioritize

You broke our hearts
You did not compromise

You broke our hearts
You did not attempt to negotiate

You broke our hearts
You do not honor your board goal

You broke our hearts
Your actions show disrespect for the teachers

You broke our hearts
You didn't compare us to teachers in Marin and said we weren't broken

You broke our hearts
You say in public you so value your teachers, but you have not worked enough to make our salary schedule equitable for all teachers

You broke our hearts
You are not taking the "high moral ground" to do what is in the best interest of the district - fix the middle

You broke our hearts
You act as a "mirror" of what is happening in this country instead of standing for what is right and just

You broke our hearts
You fixed the salary schedule for classified and not for us

You broke our hearts

You told us to convene a committee of teachers to work with Robert to fix the middle. We did that and you had no intention of ever fixing the middle after all their hard work.

You broke our hearts

You publicly state on your LCAP goals you want the teachers in the upper quartile in Marin County. You need to take that goal off since you never intended to do that for the teachers in the middle.

You broke our hearts

You allow a principal to say teachers do not understand the budget and if they vote for fixing the middle we can say goodbye to our aides.

You broke our hearts

You did not try to Fix the Middle