

PLACE AND DATE	Dixie School District 380 Nova Albion Way San Rafael, CA 94903 Regular Meeting on Tuesday, November 8, 2016
CALL TO ORDER	The meeting was called to order by Board President Schott at 4:00 pm.
MEMBERS PRESENT	Mark Schott, Board President Brad Honsberger, Vice President Alissa Chacko, Clerk Marnie Glickman, Trustee Jennifer Taekman, Trustee
MEMBERS ABSENT	None
ADMINISTRATORS PRESENT FOR OPEN SESSION AGENDA	Judith Arrow, Assistant Superintendent, Ed. Services Robert Marical, Business Manager Kristy Treewater, Principal Derek Lecy, Assistant Principal Tracy Smith, Principal Will Anderson, Principal Jason Manviller, Principal
APPROVAL OF CLOSED SESSION AGENDA	On a motion by Mr. Honsberger, seconded by Ms. Chacko, the Trustees approved the closed session agenda. Vote: 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)
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: Public Employee Performance Evaluation: Superintendent Conference with Labor Negotiators Agency Designated Representatives: Thomas J. Lohwasser, Superintendent and Noel J. Shumway, Legal Counsel Employee Organization: Dixie District Teachers Association (DTA)
RECONVENE TO OPEN SESSION	Mr. Schott reconvened the meeting to open session at 6:00 pm.
PATRIOTIC SALUTE	The recitation of the Pledge of Allegiance was led by an 8th grade Miller Creek Student.
ANNOUNCEMENTS OF ANY REPORTABLE ACTION TAKEN IN CLOSED SESSION	None

APPROVAL OF OPEN
SESSION AGENDA

On a motion by Mr. Honsberger, seconded by Ms. Glickman, the Trustees approved the open session agenda. Vote: 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

PUBLIC COMMENT ON
ITEMS NOT SPECIFIED
ON THE AGENDA

None

CONSENT AGENDA
APPROVAL BY A SINGLE
MOTION

On a motion by Mr. Honsberger, seconded by Ms. Taekman, the Trustees approved the consent agenda items.

Items on the consent agenda:

Minutes of Regular Board Meeting, October 4, 2016

Classified Personnel Actions: Dismissal, Resignation/Retirement & Changes
Deductive Change Order #1 for the Lucas Valley Roof Replacement Project

Quarterly Report of Investments

Quarterly Report on Williams Uniform Complaints

Acceptance of Gift and Authorization to Send Letter of Appreciation

Certification by the Board of Monthly Payroll Order and Bills

PERFORMANCE BY
ORCHESTRA STUDENTS

Orchestra Director Shahrazad Vakharia introduced members of the Miller Creek School 7th and 8th grade orchestra. Mr. Schott thanked Ms. Vakharia and students for the excellent performance.

ANNOUNCEMENTS/
SUPERINTENDENT'S
REPORT

- The Lifeskill for the month of November is **Teamwork**.
- Today was Fall Visitation Day for all four schools. Tours began at 9:00 am for all Elementary Schools and 10:30 am for Miller Creek Middle School. Visitation Day is an opportunity for parents new to the district to tour the schools. Number of parents attended:-
 - DX: 6 Families
 - MES: 6 Families
 - VAL: 5 Families
 - MC: 8 Families
- Schools and the district office will be closed Friday (11/11) in observance of Veteran's Day.
- This is followed by the Thanksgiving recess from November 23 – 25.
- The first Liaison Committee Meeting of the year takes place Wednesday, November 30 @ 7:30 am. This meeting is attended by representatives from the City of San Rafael, San Rafael City Schools and Dixie Elementary School District.
- The next Board meeting is the organizational meeting and takes place on Tuesday, December 6 (the first Tuesday of the month) at the Dixie School District Boardroom.

PARCEL TAX
OVERSIGHT
COMMITTEE REPORT –
FY 2015/16

Business Manager Robert Marical introduced Carmen McHugh, Rachel Knopf and Scott Geller, members of the Parcel Tax Oversight Committee. Mr. Marical reported that the citizen's oversight committee was formed to ensure that the Measure A special tax proceeds are spent for their authorized purposes. Mr. Marical explained that the committee met on September 15,

2016 to review the final parcel tax revenue and expenditure numbers for 2015/16. Ms. Knopf reported that the committee reviewed the following information:

- ~ Committee charge and actual parcel tax ballot language;
- ~ Final revenue numbers with comparison to revenues received since 2012/13;
- ~ Graph on actual spending percentages by specific category;
- ~ Chart on actual spending by dollar by specific category; and
- ~ Chart on how expenditures are allocated by site.

After reviewing the information the committee unanimously agreed that the parcel tax dollar proceeds were spent for their authorized purposes as approved by the voters. Board members thanked committee members for volunteering their time to be part of this important committee.

INFORMATION ON STUDENT DATA TO INFORM INSTRUCTION

Judith Arrow, Assistant Superintendent, Ed Services gave background information on the results of the California Assessment of Student Performance and Progress (CAASPP) and the September 13th presentation to the Board of Education. She went on to note that the district reflects on student data throughout the year to guide instruction. In October, all sites, TK-8, engaged in a data exploration led by the principals who are the instructional leaders. Will Anderson, Principal at Mary E. Silveira and Jason Manviller, Principal at Dixie School reported on the day's structure and their role in observing the different grade levels. Principals and teachers had the opportunity to look at the totality of the data, look at each grade level as a group, discover patterns and trends, as well as look at results and create measureable action plans for all groups of students. Board discussion followed.

REVIEW OF PROFESSIONAL DEVELOPMENT

Ms. Arrow reported that the district is continuing to support teachers' individual growth and has created resources to supplement their existing expertise with best educational practices. The district's approach to professional development is the ongoing learning opportunity for teachers on Learning Wednesdays as well as to release a teacher from their classroom and allow them to experience a full day of professional development. Ms. Arrow together with Ms. Treewater, Principal at Miller Creek and Ms. Smith, Principal at Vallecito School reviewed the many professional development opportunities, including investigation of Miller Creek adoptive materials for ELA, WestEd presentation on Leadership Skills to the district TK-5 Curriculum Council, and instructional technology classes. Administrators responded to questions by Board members. Mr. Schott thanked administrators for the informative presentations.

BOARD OF EDUCATION 2016-2017 DRAFT GOALS

Ms. Arrow explained that at the October 4th board meeting the draft goals were presented for discussion. At that time the Trustees asked that they have an opportunity to work with Ms. Arrow and draft their suggestions/changes to the 2016-2017 Board Goals. The Board Goals presented include edits, changes and the inclusion of the LCAP Goals. Board discussion followed on

the use of the word “engagement” versus “communication”, in regards to measurability. Ms. Taekman requested that LCAP Goal #2 be embedded in Board Goal, Academic Success for All Students. Thereafter on a motion by Mr. Honsberger, seconded by Ms. Glickman, the Trustees approved the Board of Education 2016-2017 Draft Goals with the change noted above. Vote: 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

PUBLIC HEARING
REGARDING 2014-15
CALIFORNIA
ASSESSMENT OF
STUDENT
PERFORMANCE AND
PROGRESS
APPORTIONMENT
INFORMATION REPORT
WAIVER

Mr. Schott opened the public hearing regarding 2014-15 California Assessment of student Performance and Progress Apportionment Information Report Waiver at 7:00 pm.

There was no public comment and the hearing was closed at 7:03 pm.

Ms. Arrow explained that the district did not meet the submission deadline of March 1, 2016 to submit the CAASPP 2014-15 Apportionment Information Report. As instructed by the California Department of Education, a waiver to request approval by the State Board of Education is now required.

Thereafter, on a motion by Mr. Honsberger, seconded by Ms. Taekman, the Trustees approved the 2014-15 California Assessment of Student Performance and Progress Apportionment Information Report. Vote 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

ANNUAL SOLAR
PROGRAM UPDATE

Business Manager Robert Marical gave background information on the district’s solar program that went live in March 2011. The district’s solar project was funded through no interest Clean Renewable Energy Bonds (CREBS) and with a \$400,000 grant from the Marin Community Fund. Mr. Marical noted that now six years into the program the district can see the environmental and financial benefits to having its own solar program in place. Mr. Marical reviewed the Kilowatts generated by year and for each school site and the estimated financial savings per school site per year. He explained that using a base line cost the district has estimated a savings of \$579,508. The savings is used to repay the CREB’s bond which basically keeps the solar energy program cost neutral for the district. The district website shows a Solar Energy Production report for each of the school sites.

AB1200 PUBLIC
DISCLOSURE FORM:
HEALTH BENEFIT
INCREASE – F/Y 2016/17

Mr. Marical explained that local educational agencies are required to publicly disclose the provision of all collective bargaining agreements. In general, the cost of health and dental benefits increase annually. As part of the adopted budget, the board approved establishing a special reserve in the general fund to use to fund the expected increase to the district’s health benefit cap for 2016-17. Mr. Marical advised that the new rates went into effect on October 1, 2016 and the total estimated cost for the increase is \$21,396, which is equivalent to a .14% salary increase. Thereafter, on a motion by Mr. Honsberger, seconded by Ms. Glickman, the Trustees approved AB1200 Public Disclosure Form: Health Benefit Increase – F/Y 2016/17. Vote 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

PUBLIC COMMENT ON

Tara Costello, Teacher and DTA President addressed the Board regarding

ITEMS NOT SPECIFIED
ON THE AGENDA

the DTA impasse. Ms. Costello's statement is attached in its entirety and is part of the November 8, 2016 minutes.

Mr. Robert Graham, district parent, addressed the board regarding more active public engagement at board meetings.

DISCUSSION ON JOINT
LEGISLATIVE
ADVISORY COMMITTEE
(JLAC) ANNUAL
PRIORITIES 2016

Trustee Glickman advised that the Joint Legislative Advisory Committee (JLAC) meet in November to discuss next year's priorities. Discussion followed regarding important issues, including transportation, small class sizes and fully funded special education.

DISCUSSION RE:
FUTURE BOARD
WORKSHOP DATES

Superintendent Lohwasser and Trustees discussed future board workshop dates. Mr. Schott recommended looking at the fourth Tuesdays that are reserved on the board meeting calendar for special meetings.

DISCUSSION AND
POSSIBLE ACTION RE:
CHANGING THE
JANUARY 10, 2017
BOARD MEETING DATE

Dr. Lohwasser advised that due to the January 10, 2017 meeting taking place on the first day students return to school after winter recess he is recommending changing the meeting date to January 17, 2017. Thereafter, on a motion by Mr. Honsberger, seconded by Ms. Chacko, the Trustees approved Changing the Date of the January 10, 2017 to January 17, 2017. Vote 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

COMMUNITY
ACTIVITIES

Liaison Meeting, November 30, 2016
CSBA Annual Education Conference and Trade Show, December 1-3, 2016

REPORTS BY BOARD
MEMBERS ON MEETING
ATTENDED

Ms. Glickman acknowledged and welcomed audience members. She also noted that she looks forward to more conversations with DTA.

Ms. Glickman gave brief updates on the District Green Committee, Ad Hoc Communications Committee and the San Rafael Community Schools Initiative Partnership.

Mr. Schott: Property Committee Meeting, Board Workshop, Mark Day School, Meeting w/Ms. Chacko, Meeting w/Ms. Taekman

Mr. Honsberger: MCSBA Rep Election, New Teacher Welcome, SR Chamber of Commerce, Board Workshop, Screenagers, Congress. Huffman Event, Meeting w/Rachel Kertz, Meeting w/Ms. Chacko, MCOE IPSO, Marin Community United Event, CanDo! Auction Donate, SchoolsRule Distribution, SRCS Bond Committee Meeting, DTA Meeting, MC H&SC Meeting, Meeting w/Katy Dunlap, Kevin Kerr, IPSO

Ms. Chacko: Weekly Volunteer at Dixie Elementary and Miller Creek, Miller Creek H&SC Meeting, Assist with Dixie H&SC Operational Matters, Meeting w/Mr. Schott, Meeting w/Mr. Honsberger, Meeting w/Ms. Taekman (2), Property Committee Meeting, Board Workshop

Ms. Glickman: Dixie Site Council Meeting, Dixie Book Fair and Pizza Party, MC H&SC Meeting, JLAC Meeting, Meeting w/Superintendent and Ms. Taekman, Green Committee Meeting, Meeting w/Ms. Mathieson of Marin Promise re: Equity, SR Community Schools Initiative Meeting (2), Meeting w/Superintendent, Meeting w/Marin County Supervisor Damon

Connolly, Volunteered for MC Orchestra, DTA Bowling Party, Volunteered at Dixie Community Garden Work Party, Meeting w/Ms. Taekman
Ms. Taekman: Volunteer in Classroom at VAL(2), Golden Bell Committee Meeting(2), New Teacher Welcome, SR Chamber of Commerce, Chaperone Sonoma 4th Grade VAL Field Trip, Meeting w/Mr. Schott; Volunteer to Assist Student Led Tours of MarinSEL Program at TL, Collaborative Meeting w/Trustees from Three Other Districts(2), Meeting w/Superintendent and Ms. Glickman, Academic Excellence Committee Meeting at TLHS, Attend Book Faire at VAL, Prepare Food for 4th Grade Teacher Luncheon at VAL, Attend Parent MarinSEL Meeting, TL Scholarship Foundation Committee Meeting, MCOE Board Meeting re: IPSO Charter School, Opera a la Carte at VAL, Prepare Food for 4th Grade Movie Night at VAL, Marin Community United Event, SchoolsRule Distribution, Meeting w/Ms. Arrow re Board Goals, TLHS Play, Halloween Parade at VAL; Prepare Food for TL Teacher Appreciation, Meeting w/Mr. Anderson and Tour MPR, Meeting w/Ms. Chacko, Prepare Food and Attend MarinSEL Fundraiser, MC H&SC Meeting, Meeting w/Ms. Smith, Meeting w/Superintendent(2), Volunteer at Drop Off Lane at VAL, Assist w/Visitation Day at VAL, Meeting w/Ms. Glickman;

IDENTIFICATION OF
ITEMS FOR FUTURE
AGENDA

Second Interim Report
Construction Overview
Board Organization

ADJOURNMENT

On a motion by Mr. Honsberger, seconded by Ms. Chacko, the meeting was adjourned at 7:35 pm. Vote: 5-0 (Honsberger, Chacko, Glickman, Taekman, Schott)

Respectfully submitted by:

Thomas J. Lohwasser, Ed.D.
Superintendent

November 8 School Board Remarks

Good evening members of the Board, Dr. Lohwasser, and community members. As you know, my name is Tara Costello, and I am the President of the Dixie Teachers Association. It pains me to have to stand before you tonight to talk about the impasse in negotiations between my Association and this District. I am saddened that it has come to this.

You all know that we have worked together over the years to set teacher salaries at a level that allows us to compete for the best teachers out there and that, in terms of starting and maximum salaries, we have succeeded fairly well. You all know that career earnings for our mid-career teachers rank among the lowest of all the school districts in Marin County. You all know that last year a District task force worked together to solve a problem with our teacher salary schedule that has bedeviled this district for a decade. And, you all know that our joint task force came up with a new structure for our teacher salary schedule that will solve this problem once and for all.

Reaching consensus on an approach that necessarily benefits some teachers more than others was not easy, and DTA went through a strenuous consensus-building process with our members before getting to nearly-unanimous support. With that done, we were proud to embrace the task force recommendations, and to adopt it as the DTA proposal in negotiations. We do recognize the District must maintain its ability to pay its bills, and that is why we finally proposed that the new teacher pay system be phased in. At this

point, we are approximately 1% apart. The only reason we are at impasse is the District's inability to work with us to accomplish a goal that we have spent the better part of a decade trying to accomplish.

That goal is that ALL of our Dixie teachers should be compensated in a way that keeps them in the top quartile in Marin County. Let's be very clear: This is an opportunity that is not likely to come again anytime soon.

That is why we are at impasse, and that is why we are moving on to Fact Finding.

In the coming weeks, DTA members will be reaching out to you Board members, as well as to the larger school community. We will make it clear how high the stakes are. We will be addressing you at Board meetings; we will be working to bring public attention to our concerns; and, we will be directly approaching parents to encourage them to join us in our effort to persuade you to solve this serious problem.

We are facing a difficult and challenging time, and the teachers of the Dixie School District will not concede failure without making a maximum effort to bring the members of this Board around to our way of thinking.

We have always treated one another with respect in this District, but the failure to recognize that we have a strategic opportunity here is deeply disappointing. So, stay tuned; we will have a lot more to say.