

**REGULAR MEETING
OF BOARD OF EDUCATION**

MINUTES

November 13, 2013

The Regular meeting was called to order at 6:04 p.m. by President Hansen in the Boardroom at the District Office, 15110 California Avenue, Paramount, California.

Pledge of Allegiance Myrna Morales, Asst. Superintendent-Human Resources led the Pledge of Allegiance.

Roll Call Trustee Vivian Hansen Trustee Linda Garcia -6:16p.m.
Trustee Sonya Cuellar Trustee Tony Peña
Trustee Alicia Anderson

Administrators Present Herman Mendez, Superintendent
Michael Conroy, Assistant Superintendent-Business Services
Myrna Morales, Assistant Superintendent-Human Resources
Deborah Stark, Assistant Superintendent-Educational Services
Ranita Browning, Director-Fiscal Services
Kim Cole, Director-Special Education/ECE
Cindy DiPaola, Director-Maintenance & Operations
Randy Gray, Director-Curriculum & Instruction/Projects
Rosemary Green, Director-Human Resources
Jose Iniguez, Director-Secondary Education/CTE
Manuel San Miguel, Director-Student Services
Greg Buckner, Principal-Paramount High School
Morrie Kosareff, Principal-Paramount High School-West
Jean Law, Principal-Buena Vista High School
Richard Morgan, Principal-Paramount Adult School

Regular Meeting Trustee Cuellar moved, Trustee Anderson seconded and the
November 13, 2013 motion carried 4-0 to approve the Regular meeting agenda of
1.286 November 13, 2013.

Regular Minutes Trustee Anderson moved, Trustee Peña seconded and the
October 23, 2013 motion carried 4-0 to approve the Regular meeting minutes of
1.287 October 23, 2013.

REPORTS

Student Board Avery De La Cruz-Paramount High School, Ayline Alcaraz-
Representatives' Paramount High School-West Campus, and Ariel Waggener-
Buena Vista High School reported on school academic, athletic
and extra-curricular activities.

Employee Representatives' Reports

There was no CSEA representative.

TAP president Deb Meyers shared with the Board that the association and the District have come to a tentative agreement on health & welfare benefits and the association is looking to bargain for a possible increase in salaries. She added that with the Local Control Funding Formula, it is important to include students, parents, community and staff. She also shared that CTA recently celebrated its 150th Anniversary. She attended the SSC Workshop on Special Education. She also participated in a meeting at Paramount Petroleum and was struck by their commitment to the Paramount community. She thanked Board member Alicia Anderson for her continuous support of PTA.

Board Member Reports

Trustee Anderson attended the City of Lakewood's Lunch of Valor and the District's PTA meeting.

Trustee Cuellar wished everyone a Happy Thanksgiving holiday. She attended an Affordable Act meeting LACOE and a LACSTA meeting also at LACOE.

Trustee Garcia attended the Lincoln School Harvest festival and wished everyone a Happy Thanksgiving holiday.

Trustee Hansen attended the City's Annual Halloween Carnival and she wished everyone a Happy Thanksgiving holiday.

Trustee Peña attended PHS football games vs. Lynwood, Downey, and Warren High Schools. He attended the Adult Transition Class dance, the City's Halloween Carnival and had lunch with STAR Principals.

Superintendent's Report

Superintendent Mendez highlighted a variety of items:

- Superintendent Mendez shared with the Board that the William Wendt painting "The Brook" has returned to District Boardroom after its successful restoration.
- Mr. Mendez shared that both Alondra Middle School and Jackson school received phone call from Schools To Watch program informing them their applications have moved onto the second phase and are now scheduled to receive visitations in the month of December with Jackson scheduled on the 10th and Alondra on the 13th.
- He attended the ACSA 2013 Leadership Summit where he serves as the Chairperson for the ACSA Urban Education Committee.
- Superintendent Mendez shared that Hollydale School will be hosting its first Harvest Carnival on Thursday, November 14.
- He expressed his thanks to the Board for the opportunity to serve as Superintendent, to apply his passion, skills and knowledge in the service for our students.
- The District will be observing the National Holidays and there will be no school for teachers and students on Wednesday, November 27th through Friday, November 29th.

Affordable Health Care and Benefits Review

Mr. Ron Bennett, Chief Executive Officer and Mr. Jeff Bell, Director with School Services of California presented the Board with a review of the District's Health and Welfare Benefits Plan. Mr. Bennett shared that the District has a reputation for being well reserved.

Mr. Bennett added that given the changes in state revenues and the impending changes in health care resulting from passage of the Patient Protection and Affordable Care Act, the Superintendent commissioned the study to determine whether the employee benefits plan could be restructured to lower costs and improve efficiency while maintaining a competitive compensation package that includes comprehensive health and welfare benefits for employees. A review is a process designed to give the District a fair and independent assessment of the projected health and welfare benefit information.

Interviews were conducted with staff from Administration, Business, Personnel, and bargaining groups. There was a review of the range of plan options offered, their utilization, and their costs, salary and benefit expenditures from comparable school agencies in the region and throughout the state. A survey was also done of other plan providers and ACA requirements.

Based upon SSC's analysis of similar school districts in the state, the District offers a competitive benefits program to its employees when compared to other districts. The average contribution for health and welfare benefits in California school districts in 2011-12 was \$11,271, the District's contribution was \$10,895. Total statewide average compensation in California for a teacher in 2011-12 was \$55,300, the District's compensation for a teacher was \$57,529.

Given the ongoing need to maintain long-term fiscal solvency and adjust health plan coverages for changes in federal law, it is likely that the District will need to :

- Continue to carefully review plan coverages and utilization
- Compare those factors to find opportunities for savings in plan costs that could reduce employer and employee contributions while providing expanded tier coverage to comply with the ACA

By engaging in this analysis and discussion early, the District is continuing to be an informed consumer that can work collaboratively toward fully informed long-term decisions leading to responsible choices.

It is recommended that the District continue its well-established practice of periodically re-competing all major elements of the health care insurance plans. Any requests for proposals and the responses to the proposals be jointly reviewed by the District

insurance committee and the District and its bargaining units. The District should also request data from its major health carriers as to the commonality of physician panels and the District should continue its practice of reviewing its composite rate against that of most other districts with premium tiered rates.

It is also recommended that the District consider using a measurement period of 12 months, and administrative period of the District's choosing of up to 90 days, and a 12-month stability period for measuring the work hours for variable-hour employees as needed. The District should implement a method for tracking the work hours for variable-hour employees during each measurement period and also implement special measurement, administrative, and stability periods for any newly hired variable-hour employees.

Since the ACA will require employers to offer "minimum essential" and "affordable" medical coverage to every "full-time" employee or risk having to pay penalties, SSC recommends:

- The District work with its Alliance of Schools for Cooperative Insurance Program and negotiate language in the collective bargaining agreements to ensure that its medical insurance program will meet these new requirements, effective January 1, 2014.
- The District determine the employee contribution needed toward the premium for the lowest cost single-coverage plan to determine when it will meet the "affordable" test in relation to the salary schedules for each group of employees.

It is recommended that as plan configurations change, the District ensure that it continues to offer a plan of at least, "minimum value", if not, the District will have to determine if it is willing to risk the potential \$3,000 penalty per employee that goes to the Exchange. In additions, it is recommended that the District work with ASCIP as it monitors its plan premiums to determine whether they exceed the thresholds to incur an excise tax and then either make changes to the plans to stay below the thresholds or pay the excise tax.

The District has a history of begin well managed, providing excellent services to its students, and a tradition of providing enhanced health and welfare benefits to its employees as compared to other districts in the state. SSC believes there are opportunities for carefully managing costs in the area of health benefits while still maintaining excellent benefits plans. By acting early and together, all District stakeholders can benefit.

BOARD MEETING CALENDAR

There were no changes to the Board meeting calendar.

HEARING SECTION

There were no speakers during the hearing section.

CONSENT ITEMS

0.287

Trustee Cuellar moved, Trustee Garcia seconded and the motion carried 5-0 to approve the Consent Items.

Human Resources

Personnel Report
13-07
2.287

Accept Personnel Report 13-07, as submitted. The report includes details, assignments, terminations, and employment of personnel. Certain assignments listed in this report may be contingent upon allocation of funding in the 2013-14 State Budget Act and related legislation.

Educational Services

Consultant and Contract
Services
3.287

Approve the consultant and contract service request authorizing contracts with consultants or independent contractors who provide specialized services, as submitted.

Overnight and/or Out-of-
County Study Trips
3.287

Approve the overnight and/or out-of-county study trips for students consistent with the District policies and instructional programs.

Memorandum of
Understanding with the
University of California, Irvine
for 2013-14
3.287

Approve the Memorandum of Understanding with the University of California, Irvine's Early Academic Outreach Program for post-secondary education support at Paramount High School in 2013-14.

Business Services

Purchase Order Report
13-09
4.287

Approve Purchase Order Report 13-09 authorizing the purchase of supplies, equipment, and services for the District.

Warrants for the Month of
October 2013
4.287

Approve warrants for all funds through October with a total of \$11,134,597.84.

Donations
4.287

Accept the donations as presented on behalf of the District with any bequests or gifts of money or property for a purpose deemed to be suitable by the District.

Professional Activities Report
13-04
4.287

Approve the Professional Activities Report 13-04 for District employee's attendance at an out-of-state conference.

ACTION ITEMS

Educational Services

Contract for Spacial Temporal
Math Pilot at Collins, Tanner
and Wirtz Elementary Schools
3.288

Trustee Anderson moved, Trustee Garcia seconded and the motion carried 5-0 to approve the pilot of ST Math at Collins, Tanner and Wirtz Elementary Schools to support students' learning of foundational math skills.

Waiver of Physical Education Requirement for Graduation 3.289	Trustee Peña moved, Trustee Cuellar seconded and the motion carried 5-0 to approve waiver from physical education requirement for both high school students due to substantiated medical conditions.
Carl D. Perkins School Allocation Fiscal Year 2013-14 3.290	Trustee Anderson moved, Trustee Garcia seconded and the motion carried 5-0 to ratify and accept Carl D. Perkins Career and Technology Education Improvement Act funds in the amount of \$135,366 for the 2013-14 fiscal year.
K-12 Single Plans for Student Achievement for 2013-14 3.291	Trustee Cuellar moved, Trustee Peña seconded and the motion carried 5-0 to approve the K-12 Single Plans for Student Achievement which have been updated to authorize expenditure of the 2013-14 budget.
Recreational Reading Mini-Grant for PreK-5 Teachers 3.292	Trustee Garcia moved, Trustee Anderson seconded and the motion carried 5-0 to approve the submission of the application for the 2013-14 Recreational Reading Mini-Grant for Collins, Gaines, Hollydale, Jefferson, Keppel, Lincoln, Los Cerritos, Mokler, Roosevelt, Tanner and Wirtz Schools.
Resolution 13-15 to Establish Adult Education Consortium 3.293	Trustee Cuellar moved, Trustee Anderson seconded and the motion carried 5-0 to adopt Resolution 13-15 to support the planning and implementation to create local consortia for Adult Education.
Whittier Area Parents Association for the Developmentally Handicapped Consultation Services 3.294	Trustee Garcia moved, Trustee Peña seconded and the motion carried 5-0 to approve the ratification of Whittier Area Parents' Association for the Developmentally Handicapped to provide services in Speech and Language and Augmentative and Alternate Communication/Assistive Technology.
Participation in the Universal Preschool Child Outcomes Study conducted by The Los Angeles Universal Preschool and the Mathematica Policy Research 3.295	Trustee Cuellar moved, Trustee Peña seconded and the motion carried 5-0 to approve participation in the outcomes study by the The Los Angeles Universal Preschool and Mathematica Policy Research.

Business Services

Budget Adjustments as of October 31, 2013 4.296	Trustee Peña moved, Trustee Garcia seconded and the motion carried 5-0 to approve the 2013-14 Budget Adjustments for the General Funds, Unrestricted and Restricted, and Child Development Fund.
Change Order for Hollydale K-8 School Mini-Gymnasium Project 4.297	Trustee Anderson moved, Trustee Cuellar seconded and the motion carried 5-0 to accept the change order for no change in dollar value to the guaranteed maximum price of \$5,634,357 and authorize the Superintendent or designee to review and execute all necessary documents for payments.

INFORMATION ITEMS

Business Services

Monthly Financial Statements, October 2013	Staff presented in J-200 format a Financial Statement for each fund for the months of July to October 2013.
Monthly Financial Statements, October 2013 – Special Education	Staff presented in J-200 format a Financial Statement for Special Education for the months of July to October 2013.
Monthly Financial Statements, October 2013 – Self-Insurance Fund - Health and Welfare	Staff presented in J-200 format a Financial Statement for the Self-Insurance Fund – Health and Welfare for the months of July to October 2013.
Average Daily Attendance Summary Report Through September 13, 2013 and the First Monthly School Enrollment Report	Staff presented the monthly school attendance reports for 2013-14.
Average Daily Attendance Summary Report Through October 11, 2013 and the Second Monthly School Enrollment Report	Staff presented the monthly school attendance reports for 2013-14.

ANNOUNCEMENTS

President Hansen reported that the next Regular Meeting would be December 11, 2013, at 6:00 p.m. – Boardroom of the District Office.

CLOSED SESSION

The Board adjourned to Closed Session at 7:10 p.m. to discuss conference with real property negotiator, liability claims, conference with labor negotiator, student discipline and governance team items.

The following action was taken in Closed Session.

Educational Services

Student Discipline Student A-2 3.298	Trustee Anderson moved, Trustee Cuellar seconded, and the motion carried 5-0 to re-admit Student A-2 for the 2013-14 school year, attend Paramount Community Day School and complete stipulation of maintaining a 2.0 GPA.
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OPEN SESSION

The Board reconvened to Regular Session at 9:12 p.m. President Hansen reported that the Board had discussed conference with real property negotiator, liability claims, conference with labor negotiator, student discipline and governance team items.

ADJOURNMENT

Trustee Cuellar moved, Trustee Peña seconded and the motion carried 5-0 to adjourn the Regular Meeting of the Board of Education held on November 13, 2013 at 9:14 p.m.

Herman M. Mendez, Secretary
To the Board of Education

President

Vice President/Clerk