UNADOPTED

Minutes of
Madera County Board of Education
February 12, 2019

Present: Cathie Bustos, Nancy Prosperi, Alfred Soares, Jr., Grant Sturm, Bobby Thatcher, Joe Vived, Sara Wilkins, Dr. Cecilia A. Massetti

Also Present: Steve Carney, Jessica Drake, Julie DeWall, Dennis Lingo, Jennifer Pascale, Dianna Marsh, Leslie Neumeier

1.0 Call to Order

1.1 Flag Salute

President Sara Wilkins called the meeting to order at 3:31 p.m., followed by the flag salute.

2.0 Consideration of Minutes

2.1 Regular Meeting January 8, 2019

Alfred Soares, Jr., moved to approve the minutes of January 8, 2019, seconded by Cathie Bustos and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

3.0 Adoption of Board Agenda

Dr. Massetti asked to replace Steve Carney with Julie DeWall in presenting agenda item 5.1. She also asked to present agenda item 8.1 for Tricia Protzman who could not attend the meeting.

Grant Sturm moved to adopt the agenda as amended, seconded by Alfred Soares, Jr., and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

4.0 Information

4.1 Public Comment

President Wilkins stated that this time is offered to members of the public wishing to address the Board on matters not listed on the agenda. Board members may listen to, but not discuss matters not on the agenda (G.C. 54954.2). No one came forward to address the Board.

4.2 Letter and Communications

Dr. Massetti reported and provided copies on the following:

- A letter was received from the Madera County Government's office thanking Madera County Superintendent of Schools for assisting them in helping families from the Gould Educational Center and Early Start Program with gifts of clothing, household items, toys, blankets, and food.
- Yosemite High won the Mock Trial on January 26th.
- Chowchilla High school won the Academic Decathlon on February 2nd.
- The Martin Luther King, Jr., event took place last month.
- The retirement celebration for Cheryl Mohr was held on January 25th.
- The Camarena Center will be hosting a scholarship luncheon in April.

4.3 Non-School Sources

None

4.4 Madera County School Boards Association (MCSBA) Executive Committee Meeting Report

Grant Sturm reported the next meeting will be held on March 6th at Hillside Elementary. Matthew Balzarini will be the guest speaker. The topic will be on school safety. Grant Sturm and Nancy Prosperi plan to attend.

4.5 Communications Committee Report

Nancy Prosperi provided the minutes of the January 23rd meeting and highlighted that Spring Fling will be on May 2nd. Dr. Massetti announced that Bobby Thatcher and Sara Wilkins will be honored for their years of service. The theme of the event is MCSOS: Paving the Way to Future Adventures. The next meeting will be held on March 6th.

4.6 Madera County Foundation Board Report

Cathie Bustos reported the Foundation met earlier in the day. New brochures have been created. The Foundation is doing community outreach to gain members from Eastern Madera and Chowchilla. They may be going to the Coarsegold Rodeo for outreach purposes. Banners will be displayed throughout Madera County.

Norma Maston bequeathed money to MCSOS for academic events and MUSD for science scholarships.

A $150 Costco card was received by the Foundation. It was used to purchase snacks for the Academic Decathlon. Pitman Scholarship applications will be read tomorrow.

4.7 Member Report(s)

Joe Vived reported he has been attending SIGMA meetings. They are developing plans for underground water systems and water quality in Madera. He would like to see educators get involved. Right now, only engineers and farmers attend the meetings. Mr. Vived will provide a list of dates for future SIGMA meetings.

5.0 Information from the Superintendent and Staff

5.1 Financial Report

Julie DeWall reported the general fund ending balance is around $14 million, which compares favorably to last year at this time by about $6 million. Much of that is due to MAA funds that have come in to MCSOS and will go out to districts. The working budget shows deficit spending for the year, but does not take into consideration spending down the beginning balance or the possible bill back to the districts for Special Education.

President Wilkins asked if bill backs will begin this year. Dr. Massetti explained MCSOS currently has enough funds to cover costs because of the lag in finding staff for those hard to fill positions in Special Education. Therefore, MCSOS will not likely bill back to districts at the end of this year. She also stated MCSOS and the SELPA are currently studying speech services to determine if the program should be transferred.

5.2 MCSOS Williams Quarterly Report

Dr. Massetti reported there were no findings.

5.3 Information Technology Services (ITS)

Mr. Lingo provided information on the services offered through the MCSOS Information Technology Services division. The key service is providing safe computing opportunities for students. Technology in classrooms included: computers, mobile devices, smart boards, and books on mobile devices.

IT has 13 staff members to assist school districts with servers and network problems. They provide training to staff. Mr. Lingo meets quarterly with district IT leaders to collaborate and solve problems.

Direct contracted services to districts include: 2.5 days at Sherman Thomas, ½ a day at Raymond, and on-call services to Yosemite.

MCSOS hosts two K12HSN nodes for internet access (Chowchilla and Madera). Yosemite, Sherman Thomas, Raymond, and Alview have received internet connection grants this year.

Mr. Lingo is in charge of reviewing federal and state laws that protect students from explicit sites and ensures that student personal data remains private.

Mr. Lingo and his team are working to develop major and minor disaster recovery plans. MCSOS currently hosts two redundant sites (MCSOS & MCIA). There is a third location in Chowchilla. They are working on a fourth backup in the Cloud.

6.0 Old Business

None

7.0 Closed Session
None

8.0 New Business
8.1 Consideration Issuance of Temporary County Certificates
Dr. Massetti asked the Board to ratify the issuance of Temporary County Certificates (TCCs) from January 1-31, 2019. TCCs are issued in order to authorize the individual to work while the California Commission on Teacher Credentialing reviews his/her waiver request, emergency permit, initial and/or renewal credential application packet.

Joe Vived moved to ratify the TCCs, seconded by Cathie Bustos and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

8.2 Consideration Disposition of Surplus/Obsolete Equipment
Mr. Carney provided the Board with a list of equipment declared obsolete. Items included: computers, laptops, printers, scanners, and monitors.

Mrs. Prosperi asked why many of the items did not have asset tags. Mr. Lingo explained items less than $500 are not assigned an asset tag.

Alfred Soares, Jr., moved to approve the list of surplus/obsolete equipment as submitted, seconded by Joe Vived and approved by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

8.3 Quarterly Report of Investments
Mr. Carney reported the interest rate continues to increase. The current effective rate of return is 1.76% and favorable to last year's rate of return of 1.43% due to the strong financial market.

Bobby Thatcher moved to approve the Quarterly Report of Investments as presented, seconded by Grant Sturm and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

8.4 Consideration Superintendents Compensation

President Wilkins explained that a Board sub-committee comprised of Bobby Thatcher and Alfred Soares, Jr., reviewed the salary and compensation proposal for the superintendent. They found the terms agreeable. President Wilkins requested the salary and compensation packet be retroactive to December 1, 2018, rather than Dr. Massetti's request of January 1, 2019.

The approved proposal is as follows:

The Board of Education last set the Superintendent's Salary and compensation on September 9, 2014. The Superintendents base salary was set on the 2013-2014 mean average of the Class V County Superintendent of Schools Salaries ($187,937.40).

The following schedule was created in 2014:

Step 1	$190, 937.40
Step 2	$193, 937.40
Step 3	$196, 937.40
Step 4	$199, 937.40

Since 2014, the employees of the Madera County Superintendent of Schools have received the following:

- Cost of Living increases: 2014-2015 (2%); 2016-2017 (2 %); 2017-2018 (1.5%); 2018-2019 (3%) totaling 8.5%.
- CSEA and CTA groups also added two additional days to their contracts in this period
- The percentage between steps for the employees are: CSEA 5%; Internal Classified and Confidential 5%; Administrative staff 5%; (CTA percentages vary between steps based on prior negotiated settlements)

The superintendent has not received these cost of living salary adjustments and the percentage between steps for the superintendent has been approximately 1.5%

<u>Proposal for Superintendent of Schools Compensation</u>

1. To add 4 additional steps for the superintendent's term of office
2. To add a calculation of 2.5% for the years of service as the county superintendent for each completed term of office. (2.5% for term of office completed in 2014 and 2.5% for term of office completed in 2018, compounding method)
3. Steps remain at $3,000 between steps which is approximately 1.5%

Step 5	$202,937.40	x .025 = $208,010.84	x .025 = $213,211.12
Step 6	$205,937.40	x .025 = $211,085.84	x .025 = $216,362.99
Step 7	$208,937.40	x .025 = $214,160.84	x .025 = $219,514.87
Step 8	$211,937.40	x .025 = $217,235.84	x .025 = $222,666.74

STRS Calculation
The annual work year is to be 220 days for the purpose of the State Teachers' Retirement System (STRS) Formula. Since the 2009-2010 year, Superintendent Cabinet members' calendars for STRS and PERS purposes have been at a 220 day year.

Health and Welfare
The Superintendent of Schools shall be provided with the same health and welfare benefit plan options as provided to the Administrative Staff ($11,672.76) not to exceed a cap of $12,000 annually.

Sick Leave
The Superintendent of Schools shall be provided with the same Sick Leave accrual as all regular twelve (12) month employees of 12 days per year.

Educational Increment
The payment of Master's degree and Doctorate degree are to be commensurate with the payments afforded to the Superintendent's Cabinet and Administrative Staff, Master Degree $1000, and Doctorate degree $1000 or both at $2000. The payments shall be considered salary for tax purposes and treated as creditable compensation under the CalSTRS guidelines.

Longevity Increment
The employee longevity increment is commensurate with the longevity afforded to the Superintendent's Cabinet and Staff and would be at over 25 years of service or $2,500 annually. The payments shall be considered salary for tax purposes and treated as creditable compensation under the CalSTRS guidelines. Dr. Massetti years of service with the Madera County Superintendent of Schools organization is currently 40 years.

Telecommunications
The payment for telecommunications is commensurate with other designated members of the Superintendent's Cabinet and Administrative staff at $40.00 per month.

Mileage
Actual mileage reimbursement at the IRS rate for business travel within and outside of the county.

Professional Dues
Professional dues are to be paid, not to exceed $2000.

Effective date
December 1, 2018, the Superintendents base salary to be at step 5. The annual salary will be to be prorated for the 2018-2019 school year starting December 1, 2018.

Step 5 $202,937.40 x .025 = 208,010.84 x .025 = $213,211.12

In summary, the Superintendent's salary had not been reviewed since 2014. The employees have received an 8.5% Cost of Living increases during that time period, which the superintendent has not received. This proposal provides the superintendent with a 5% cost of living increase (determined by 2.5% for each completed term of office or a total of 5.06%), step increases of $3000 (or approximately 1.5%) and all health and welfare and payments as noted above.

Grant Sturm moved to approve the superintendent's compensation package, seconded by Bobby Thatcher and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

9.0 Other

9.1 Consideration Excusing Member from Absence at a Meeting for Purposes of Member Participation in Conference(s)

All members of the Board were present.

10.0 Adjournment

Alfred Soares, Jr., moved to adjourn the meeting, seconded by Cathie Bustos and carried by unanimous vote.

Ayes: Bustos, Prosperi, Soares, Jr., Sturm, Thatcher, Vived, Wilkins
Noes: None
Abstain: None
Absent: None

The meeting adjourned at 4:24 p.m.

Respectfully submitted,

Cecilia A. Massetti, Ed.D.
Executive Secretary

CAM/jep