

# MERCED CITY SCHOOL DISTRICT

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## SCHOOL BOARD AGENDA

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March 1, 2011

# MERCED CITY SCHOOL DISTRICT

## *Our Mission...*

The mission of the Merced City School District, a community of diverse learners striving for higher achievement, is to ensure that every student excels academically, builds character, and is a productive member of our community; we will do this by delivering exceptional instruction of a well-rounded and relevant curriculum that incorporates innovative practices and partnerships with family and community in a safe learning environment.

## *Beliefs*

### **We believe that:**

- Every human being is unique with unlimited potential;
- Treating individuals with respect and dignity elevates the human spirit;
- Everyone has inherent value and purpose;
- Mutual trust is essential to productive relationships;
- A challenging environment balanced with support enables individuals to thrive;
- Embracing diversity strengthens our community;
- Individuals have responsibility for their actions;
- Service to others strengthens the character of the individual, and the vitality of community.

## *Strategies*

1. “Fully implement a district-wide user friendly system that monitors student performance and corresponding interventions to measure their effectiveness.”
2. “We will design, implement and monitor ongoing, innovative targeted professional learning approaches in order to achieve our objectives.”
3. “We will, in partnership with our community, develop a facilities plan that incorporates innovative design and common education specifications to optimize utilization of space and community resources, and provide exceptional learning environments district-wide.”
4. “We will, in partnership with family and community, identify core character traits and develop action plans to teach and assess whether students demonstrate those traits.”
5. “We will form a mutually beneficial academic partnership focusing on UC Merced and Merced College that will enable students to achieve academic excellence.”

## *Objectives*

1. “Each student will meet, or exceed established academic performance standards.”
2. “Each student will demonstrate identified character traits that enrich the individual and community.”



MERCED CITY SCHOOL DISTRICT  
444 West 23rd Street, Merced, California 95340 (209) 385-6600

## SPECIAL MEETING OF THE BOARD OF EDUCATION

**Tuesday, March 1, 2011**  
Cruickshank Middle School  
601 Mercy Avenue  
Merced, California

**CLOSED SESSION - 6:00 P.M.**  
**OPEN SESSION - 7:00 P.M.**

### AGENDA

**In compliance with the Americans with Disabilities Act**, if you need special assistance to access the meeting room or to otherwise participate in this meeting, including auxiliary aids or services, please contact the Office of the Superintendent at (209) 385-6640. Notification at least 48 hours prior to the meeting will enable the Governing Board to make reasonable arrangements to ensure accessibility to the meeting.

**Any writings or documents that are public records** and are provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office located at 444 West 23<sup>rd</sup> Street, Merced, California, during normal business hours.

The District welcomes Spanish and other language speakers to Board meetings. Anyone planning to attend and needing an interpreter should call (209) 385-6753, 48 hours in advance of the meeting, so arrangements can be made for an interpreter. *El Distrito da la bienvenida a las personas de habla hispana a las juntas de la Mesa Directiva. Si planea asistir y necesita interpretacion llame al (209) 385-6752, 48 horas antes de la junta, para poder hacer arreglos de intepretacion.*

**Community members have two opportunities to address the Board of Education.**

If you wish to address the Board on an agenda item, please do so when that item is called. Some agenda items are designated a specific start time and the Board will consider that item at the designated time or as soon as practical thereafter. ***The start times are only an estimate.*** Presentations will be limited to a maximum of three (3) minutes. Time limitations are at the discretion of the President of the Board.

Individuals have an opportunity to address the Board during the Period for Public Discussion on topics within the subject matter jurisdiction of the Board not listed on this agenda. Presentations will be limited to a maximum of three (3) minutes, with a total of thirty (30) minutes designated for this portion of the agenda. Individuals with questions on school district issues may submit them in writing. The Board will automatically refer requests to the Superintendent.

- I. **OPENING BUSINESS - 6:00 P.M.**
  - A. Call Public Session to Order
  - B. Roll Call
  
- II. **PUBLIC COMMENT PRIOR TO CLOSED SESSION**
  - A. Identification of Closed Session Topics
  - B. Comments And/Or Questions From The Audience
  - C. Adjourn To Closed Session

(These proceedings are being recorded.)

**III. CLOSED SESSION**

A. CONFERENCE WITH LABOR NEGOTIATOR, Mr. Greg Spicer, pursuant to Education Code Section 54957.6 regarding negotiations with Certificated and Classified Employees

**IV. OPEN SESSION - 7:00 P.M.**

A. Call to Order  
B. Roll Call

**V. FLAG SALUTE**

**VI. APPROVAL OF AGENDA**

**VII. BOARD ACTION**

*Members of the public may address the Board on an agenda item when that agenda item is being discussed by the Board.*

**a. Administrative Services**

**A-84-10-11      Resolution No. A-84-2010-2011      Mr. Spicer**  
**Reduction Or Elimination Of Particular Kinds Of**  
**Certificated Services**

It is recommended that the Board of Education adopt Resolution No. A-84-2010-2011 to reduce, or eliminate, particular kinds of certificated positions.

**VIII. BOARD MEMBER ROUNDTABLE**

**IX. ADJOURNMENT**

**EQUAL OPPORTUNITY EMPLOYER  
DRUG FREE WORK PLACE EMPLOYER**

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**POSTED: February 28, 2011**

### Board of Education Meeting Schedule 2010-2011 School Year

<u>Date Of Meeting</u>	<u>Time</u>	<u>Location</u>
Tuesday, August 10, 2010	7:00 p.m.	Board Room
Tuesday, August 24, 2010	7:00 p.m.	Board Room
First day of school - (August 16)		
Tuesday, September 14, 2010	7:00 p.m.	Board Room
Tuesday, September 28, 2010	7:00 p.m.	<b>Givens School</b>
Tuesday, October 12, 2010	7:00 p.m.	Board Room
Tuesday, October 26, 2010	7:00 p.m.	<b>Stefani School</b>
Tuesday, November 9, 2010	7:00 p.m.	<b>Rivera School</b>
Nov. 2 – Election Day *Thanksgiving Week - (November 22-26)		
Tuesday, December 14, 2010	7:00 p.m.	Board Room
*Winter Break - (December 20-December 31)		
Tuesday, January 11, 2011	7:00 p.m.	Board Room
Tuesday, February 1, 2011	7:00 p.m.	<b>Peterson School</b>
Tuesday, February 15, 2011	7:00 p.m.	<b>Tenaya School</b>
*Presidents' Week - (February 21-25)		
Tuesday, March 8, 2011	7:00 p.m.	Board Room
Tuesday, March 22, 2011	7:00 p.m.	<b>Franklin School</b>
Tuesday, April 12, 2011	7:00 p.m.	Board Room
Tuesday, April 26, 2011	7:00 p.m.	<b>Burbank School</b>
*Spring Break - (April 18 - 25)		
Tuesday, May 10, 2011	7:00 p.m.	<b>Muir School</b>
Tuesday, May 24, 2011	7:00 p.m.	Board Room
Graduation - (June 1)		
Tuesday, June 14, 2011	7:00 p.m.	Board Room
Tuesday, June 28, 2011	7:00 p.m.	Board Room

Meeting dates may change.  
 (\*Local Recess) - No School

Merced City School District Board Room: 444 West 23<sup>rd</sup> Street

Budget Open Forums: January 13, 20 and February 10  
**Special Meetings:** January 25, February 23, March 1

ACTION ITEMS

**ADMINISTRATIVE  
SERVICES**

# MERCED CITY SCHOOL DISTRICT

TO: RoseMary Parga Duran, Ed.D.  
District Superintendent

FROM: Greg Spicer  
Associate Superintendent, Administrative Services

DATE: March 1, 2011

SUBJECT: **RESOLUTION NO. A-84-2010-2011 - REDUCTION OR ELIMINATION OF PARTICULAR KINDS OF CERTIFICATED SERVICES**

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## **Recommendation**

It is recommended that the Board of Education adopt Resolution No. A-84-2010-2011 to reduce or eliminate particular kinds of certificated positions.

## **Background**

This resolution addresses the need to reduce or eliminate particular kinds of services. The reduction would be eliminating two (2) Community Day School Teachers, ten (10) Classroom Teachers, five (5) English Learner-Intervention Support Core Teachers, seventeen (17) Intervention Teacher/Coaches, four (4) Library Media Teachers, three (3) Teachers on Special Assignment: Early Reading First, one (1) Teacher on Special Assignment: Even Start, four (4) Teachers on Special Assignment: Language Intervention (RtI), two (2) Teachers on Special Assignment: Preschool Instructional Coach, and two (2) Assistant Principals/Learning Directors.

## **Fiscal Impact**

Revenue: None

Expenditure: \$4,470,650

Budget Category: Various

# MERCED CITY SCHOOL DISTRICT

## RESOLUTION OF THE MERCED CITY SCHOOL DISTRICT BOARD OF EDUCATION RELATING TO THE REDUCTION OR ELIMINATION OF PARTICULAR KINDS OF CERTIFICATED SERVICES

### RESOLUTION NO. A-84-2010-2011

**WHEREAS**, the Superintendent has recommended to the Board of Education of the Merced City School District that it shall be necessary to reduce or eliminate the particular kinds of services of the District described below not later than the beginning of the 2011-2012 school year; and

**WHEREAS**, Education Code sections 44949 and 44955 require action by the Board of Education to reduce or eliminate particular kinds of services of the District not later than the beginning of the next school year; and

**WHEREAS**, the Board of Education has determined it shall be necessary and in the best interest of the District to reduce or eliminate the particular kinds of services described below and to decrease a corresponding number of certificated employees in the District not later than the beginning of the 2011-2012 school year; and

**WHEREAS**, the Board of Education is required by law to give written notice to all certificated employees to be laid off as a result of a decision to reduce or eliminate particular kinds of certificated services prior to March 15; and

**WHEREAS**, the Board of Education has considered all positively assured attrition, including deaths, resignations, retirements and other permanent vacancies, for 2011-2012 which has occurred to March 2, 2011 in determining the needed services to be reduced or eliminated; and

**WHEREAS**, the Board of Education is authorized by the Education Code section 44955 to establish criteria based upon the needs of the District and the students thereof for determining the order of termination between certificated employees who first rendered paid service to the District on the same date; and

**WHEREAS**, Education Code section 44955 provides that the services of no permanent employee may be terminated while any probationary or any other employee with less seniority is retained to render a service which the permanent employee is certificated and competent to render; and

**WHEREAS**, the Board of Education is authorized by Education Code section 44955 to deviate from terminating certificated employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or courses of study or to provide a service for which the certificated employee has special training and experience.

# MERCED CITY SCHOOL DISTRICT

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of the Merced City School District:

1. That all of the foregoing recitals are true and correct.

2. That the following particular kinds of certificated services shall be reduced or eliminated not later than the beginning of the 2011-2012 school year, as follows:

A. K-8 Instructional Services:

<b>A.1</b>	<b>Community Day School Teacher</b>	<b>2.00 FTE</b>
<b>A.2</b>	<b>Grade K-5 Self-Contained Classroom Teacher</b>	<b>10.00 FTE</b>
<b>A.3</b>	<b>English Learner-Intervention Support Core Teacher</b>	<b>5.00 FTE</b>
<b>A.4</b>	<b>Intervention Teacher/Coach</b>	<b>17.00 FTE</b>
<b>A.5</b>	<b>Library Media Teacher</b>	<b>4.00 FTE</b>
<b>A.6</b>	<b>Teacher on Special Assignment: Early Reading First</b>	<b>3.00 FTE</b>
<b>A.7</b>	<b>Teacher on Special Assignment: Even Start</b>	<b>1.00 FTE</b>
<b>A.8</b>	<b>Teacher on Special Assignment: Language Intervention (RtI)</b>	<b>4.00 FTE</b>
<b>A.9</b>	<b>Teacher on Special Assignment: Preschool Instructional Coach</b>	<b><u>2.00 FTE</u></b>

***TOTAL* 48.00 FTE**

B. Administrative Services

<b>B.1</b>	<b>Assistant Principal/Learning Director</b>	<b><u>2.00 FTE</u></b>
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***TOTAL* 50.00 FTE**

3. That as a result of the foregoing elimination or reduction of particular kinds of certificated services it is necessary to terminate at the end of the 2010-2011 school year the employment of a corresponding number of full time equivalent probationary and/or permanent certificated employees of the District.

4. That "competency" for the purposes of Education Code section 44955 shall be determined solely upon current possession of a preliminary or clear credential for the subject matter or grade level to which the employee will be assigned at the beginning of the 2011-2012 school year.

5. That as between employees who first rendered paid service on the same date, the order of termination shall be based solely on the needs of the District and the students thereof, as determined by the point system described herein. This system shall be applied only where the implementation of layoffs or rehires actually impacts two or more employees with the same first date of paid service and is applied only to those employees. In the case of each tie, points shall be granted to each affected employee based upon all the following criteria:

**MERCED CITY SCHOOL DISTRICT**

- a. Possession of a currently valid preliminary or clear California teaching credential - *1 point*;
- b. Possession of multiple valid preliminary or clear California teaching credentials - *1 point*;
- c. Possession of one or more English Language Development certifications (*e.g.*, LDS, CLAD, SB 1969, SB 395, BCC, BCLAD) or other ELD qualifying credential - *1 point*;
- d. Possession of one or more non-provisional supplemental authorization, permit, certification or other document issued by the Commission on Teacher Credentialing - *1 point*;
- e. Possession of an undergraduate major in: math, science, or special education - *1 point*;
- f. Possession of one or more post graduate degree(s) - *1 point*;
- g. Highest current placement on the certificated salary schedule - *1 point*;
- h. Bilingual competency - *1 point*;
- i. In any case where a tie results after calculating the cumulative points for each the above criteria, then the tie shall be resolved by lottery.

6. That the Superintendent and/or his designee is directed to send appropriate notices to all employees to be affected by virtue of this action in accordance with the provisions of the California Education Code and to afford all such employees all rights to which they are entitled under law.

7. That the Superintendent and/or his designee is directed to make such assignments and reassignments in such manner that certificated employees are retained to render any service which their seniority and qualifications entitle them to render.

**PASSED AND ADOPTED** by the Board of Education of the Merced City School District on March 1, 2011 by the following vote:

AYES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSENTS: \_\_\_\_\_

ABSTENTIONS: \_\_\_\_\_

**MERCED CITY SCHOOL DISTRICT**

CERTIFICATION

STATE OF CALIFORNIA            )  
  )  
COUNTY OF MERCED            )        ss.

I certify the above is a true copy of a resolution adopted by the Board of Education of the Merced City School District at a meeting held on March 1, 2011.

DATED: March 1, 2011

BOARD OF EDUCATION OF THE MERCED  
CITY SCHOOL DISTRICT, COUNTY OF MERCED, STATE OF  
CALIFORNIA

BY: \_\_\_\_\_  
          ROSEMARY PARGA DURAN  
          District Superintendent