

ALBEM

Meeting Minutes with Superintendent

Semester 1, September-2019 to January -2020

1. **What is the late start status for high schools?** It is still happening 2022. 8:00 Middle Schools, 8:50 High Schools
2. **When giving out school admin assignments, does the committee take into consideration who has already been part of a remodel?** This is not taken into consideration. It is more likely to happen at High School given all their projects. It is not as likely at the Elementary level since there are not as many projects. Sometime projects timelines are changed based on need. We look at what would be a good match, strengths of the individual vs construction projects. We look at what the next step is for that school and decide what administrator is the best to move that campus forward. In addition, it is likely construction will be going on for the next 15 years.
3. **Renovations: is it possible to make sure that the phone lines and the technology is up and running when school starts so that parents can get in touch and staff has email?** This question has been sent to Alan for the specific information.
4. **Principal's and staff got paid 8 hours to move over the summer (both move in and out)....many people spent weeks moving on their off time. Is the expectation that schools are able to finish the move in one 8-hour day?** Some schools use their own money to supplement. They use gift or LCFF funds.
5. **Superintendent's Selection Committee:** ALBEM can have two representatives. There will not be a National search. Ruth Ashley is heading up the committee. Interested candidates will submit an application, and HR will conduct a paper screening. Also, two School Board members will sit on the committee. The Board will conduct their own interviews at the end. The Board must appoint in public. Every meeting will follow Brown Act regulations. Public can give input and then committee would go into closed session.
6. **How often are computers/desk tops updated for office staff? When is the next one?** It is a cycle. This year TK and K received new computers. It goes by grade level and office staff. Matt Woods will send us the schedule. We replace with the basic desktop unit. Schools can decide to upgrade if they want something different they can pay the difference.
7. **Personnel Commission feedback-We (secretaries) used to be able to get feedback from the Personnel Commission about where we can improve on our exams. Lately, people have been turned away. Has this practice changed? If so, do you know why?** The Personnel Commission continues to do exam reviews providing the individuals their scores and the pass point information. As an extra courtesy in the past, we did some exam coaching to help individuals understand what areas they might need to develop. Unfortunately, due to the number of recruitments we are working on we can no longer provide this service.
8. **On a personnel commission test recently given to secretaries, passing was 82%. Where did they come up with this number?** Pass points are determined using the exam statistic information. Review of examination scores, number of vacancies, and the number of candidates we can accommodate in an exam.
9. **Safety continues to be a concern for principals and staff. Why are elementary schools continuing to get their AP time cut? (Lafayette and Barton as examples). We understand**

enrollment is declining and those two schools are still in need of extra support. As an example, Lafayette has started to make great improvements and this cut could cause an academic decline. Is there a plan to keep current principal's in their jobs? The fear is that principal's will begin to quit and go back to the classroom as each year, the expectations of their job keep getting larger and larger with less staff support. These positions are based on enrollment. Some sites were funding extra time, when they decided to reduce or use the funds differently, the time/position would be reduced. Most High schools 500:1 for a counselor. Chris respects anyone's decision to go back to the classroom for whatever his or her reasons may be.

10. **What is the district doing about hiring more aides for special education SDC classes?** No more aides will be added. Currently looking at alternative ways to address the needs, since there is no data to support that aides make an academic difference. Currently spending 30 million on SDC aides.
11. **Full Day Kinder: Now that LBUSD may offer full day Kinder next year. We respectfully request that more recreation time is given to all schools in order to support Kindergarten particularly at lunch. Kindergarten students are already getting hurt on the playground because there is not enough recreation staff outside to supervise all the kids. Kindergarteners need to be walked to the lunch line and they also need help with their milk and opening forks and other packaging. They need to have multiple recreation staff at recess to make sure kids are playing games that are safe and entertaining. Moreover, while Kinder recess is going on, other recreation aides are needed to support older children in both the cafeteria and the lunch line. Please consider offering more recreation time for supporting our Kinder students.** There is no more money for rec aides, if schools want more rec aides we can take it out of their school allocation, or schools can determine on their own to use their funds in this way. Chris can sweep it and take care of it or schools can continue to have autonomy and decide how they want to use the funds.
12. **What is the process for a Counselor to get a permanent contract?** Chris shared that contracts are offered based on work performance, skills, etc. not on seniority.
13. **2022-2023 Late Start Bill, what's next?** For the most part, elementary schools will remain on the same schedule. Bussing schedules may need to be 1 hour apart to accommodate middle and high schools.
14. **Why the new policy on vehicles on campus?** Chris shared that all the vehicles (trunk or treat, game trucks, food trucks, etc.) that are on campus leak oil and damage the playgrounds. See further explanation below.
15. **Solar panels are being placed at some schools. These panels require over-sized pillars to be placed on playgrounds. This takes away from the play space for students. What can be done?** Chris explained that only the schools that have the facilities to accommodate them, will receive solar panels.

16. FYI:

- Poverty rate of the district has gone down from 70% to 67.2%, which means millions of dollars less received in the district. This year it is 4 million less, and it can go as high as 15 million.
- There will be a new process in the district for families to fill out meal applications or the alternate form application. It is important for all families to complete this document to support district funding.
- Next year we will start deficit spending based on the budget.
- Schools that didn't get their plans in on time, won't be able to spend money until after January.
- Fall 2021 or 2022 legislators are predicting a recession. We need to plan to get through to Fall 2022-2023. It is important to be strategic with staffing, especially with declining enrollment. Several of our neighboring Districts are not doing well financially.
- We will not qualify for basic aide because our poverty rate has to be under 10%.
- STRS contributions continue to increase so the district pays about 8 million, health care 5 million, special Ed is about 5 million and this doesn't include utilities. STRS will continue to go up as will PERS. This contributes to our deficit spending next year
- FYI: A 1% salary increase= 5 million.
- Bottom line we cannot add positions.
- 23 counselors on temporary contract, there will be at least 12 that continue.
- If counselors unionize, the number of days worked would be reduced, salaries would likely drop since they would not be responsible for the management piece of the positions. The union also would not drive how many contracts would be given because that is not their responsibility. They don't drive how many teachers receive contracts, that is solely a district decision based on funding.
- We have about 125 teachers that retire annually. We have to cut on average 55 positions a year due to declining enrollment.

Announcements:

Chris will not be attending the end of year meeting. The way he can be recognized is for everyone to do his or her jobs. New superintendent will be announced May 6th. LCAP and the budget will go to Board in June.

The District will begin 18M deficit spending next year. LCFF monies went down as well as the COLA, which is causing the downturn.

LCFF is a rolling number. The important piece is that everyone get the parents to complete the lunch forms. This is going to drive funding, if we do not make this a priority it is going to negatively affect our funds received.

Chris is leaving a list for the Board and new Sup of things that can be reduced in the event additional cuts are required.

Retirement benefits pay about 8M a year, we have not had to pay this, but it is coming back to District to pay.

45M is our monthly payroll. Chris recommended an ongoing reserve of 10% to be able to pay salaries for two months.

We want to expand the CCT programs as long as it is not costing the district money. We have had a lot of district visiting this program.

Looking at WRAP possibly providing supervision during Saturday school so children can play after.

Summer SEAL will continue this summer.

There is a Late Start bill beginning: 2022-2023

Middle schools – 8am start

High schools- 9am start

Elementary schools will remain on same schedule for the most part.

Bussing schedules need to be 1 hour apart to accommodate middle and high schools.

Parking on the playgrounds clarification: No parking on playgrounds (no trunk or treat, game trucks, food trucks), Cars leak oil and damage playgrounds. No loading/unloading cars on campus. Some district positions are required to drive vehicles on campus but not teachers or school staff.

Candidates for Board Member Interviews

ALBEM board members have interviewed several candidates running for Board of Education. ALBEM has decided to abstain from support for this election