



On The Board

The Salinas Valley Federation of Teachers

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Board Highlights from August 2018

Reported By J.J. Campos

New Blood, Lots Of It.

Lots of New Blood this month throughout the District and our good Board took a moment to invite all new Administrative hires to take a moment and address the Board in their new capacities. Among the hires were Interim Vice Principal at Everett Alvarez High School, Yolanda Campos, Director of Human Resources, Becky Moore, AHS Assistant Principal Gerardo Zenteno, Assistant Principal at EAHS, Joe McDonald, Assistant Principal at NSHS, Sonia Gutierrez and finally, Virginia Boyce, Director of General Services. Superintendent Dan Burns quipped that Campos had received great training (didn't we 😊 all?), being that she previously worked under Burns' during his tenure at AHS. The atmosphere was positive and hopeful, and each thanked the Board for their selection while looking forward to the 2018-19 school year. Let's wish them all great success in their new positions!

If You Build It... They Will Give An Editorial On KSBW

We've talked about this, right? By now, we KNOW Rancho San Juan High School won't be ready in time. Yet, in case you forgot, Superintendent Dan Burns briefly reviewed twhy. You remember, right? The deluge...er I mean, the rain, unrealistic expectations and what amounted to some communication mishandlings were among some of the

culprits, and folks, we are where we are. He also gave a status report for the school and the breadth of work including, but not excluding fire sprinklers, electrical, interior/exterior painting etc... According to Burns, overall completion is slated for December of this year with an initial cost of \$79,500,000 plus Board approved add-ons standing at \$920,000, bringing the project total to \$80,496,000. Burns touted that "Things are coming together." He reminded that while there is desire by Teachers, Staff and the general public to visit the site, he cited lack of liability insurance as a reason for impeding regular on-site visits. "The site is still considered a construction site." For those who were wanting a closer look, he directed those in the audience to our District website where several links of drone footage are available which will show the progression of construction as Rancho San Juan gets completed. Trustee Padilla-Salsberg thanked Superintendent Burns for the update and added that as for the delay, "we're over that." The point is, it still isn't finished, but it's coming along, so be patient, and soooooon, very soooooon.



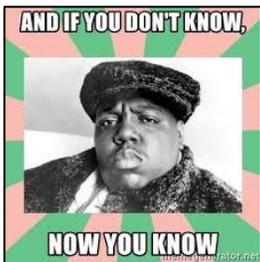
Professional Learning Communities.

SUHSD Director of Educational Services, Antonio Garcia addressed the Board regarding various training offerings throughout the District with specific emphasis on the importance of Collective Efficacy. According to Garcia, Collective Efficacy stands as a cornerstone of ensuring continuous learning among students, as well as teachers. “Teachers are best supported when they do the learning on campus.” He also cited the importance of constant communication with between Administrators and Teachers and Staff. Referring to training, Trustee Lila Cann asked Garcia which Classified employees were allowed to participate in Professional Development, with Garcia replying that trainings were not limited to a specific group within the Classified ranks, and are available to all. Interestingly,



he pointed to data which supports the notion that Professional Development is most effective when conducted in group

settings. Trustee Kathryn Ramirez stated she enjoyed PLCs and witnessing the dialogue among Staff and Teachers. Garcia added that the training was quite diverse, while Trustee Rubio wanted to know how he (Garcia) obtained his data with Garcia mentioning the data came from John Hattie. You know? John Hattie? No? Ok, you don't know. So, Hattie



hails from New Zealand and is an educational guru who, according to his site, “synthesized over 500,000+ studies related to student achievement in his book Visible Learning... In fact, Hattie found that most teachers have some degree of impact on their

students' learning. However, some teachers have far more impact than others.” Real deep stuff. So, you see, some of us have more impact than others, and it only took 500,000

studies to prove it! ☺ No, but seriously, the guy (Hattie) is well respected and apparently has the numbers to back it up. However, Trustee Rubio wasn't as convinced, and decided that most of that information was “not specific to our District. Is there a way to obtain more specific data?” Garcia referred to several places where we could obtain more specific data, such as asking students if they liked us. But I kid. Actually, Garcia gave plenty of resources the state currently offers, such as SBAC, California Dashboard, Eligibility rates etc...as well as the STAR reading assessment. Trustee Padilla-Salsberg asked if all school sites were participating in PLCs. Garcia responded there were a few holes to fill, such as getting non-core teachers or singleton teachers at sites that don't have an opportunity to collaborate weekly with teachers within their same department. Overall, the report was well received with Padilla-Salsberg thanking him for a “great presentation.”

Well, That's Encouraging

CSEA President Lucy Vega addressed the Board and gave a few quick remarks stating the opening of school had been great, and that encouragement was advantageous, “so we can continue to grow a positive atmosphere throughout the District. CSEA looks forward to communication with the District regarding reclassification.”

Buy Wholesale. Save Time, Calls.

SVFT President Steve McDougall opened his remarks by recognizing SVFT members, such as Sonia Gutierrez, and Gerardo Zenteno, who were in attendance. “We're all in it. The opening of school was great and while space is at a premium, it was used effectively. We needed to hire 86 folks. We haven't hired 100 yet, but we're off to the races and running. We had a wholesale number of admin changes, and yet, my phone's not ringing off



the hook, and that's a good thing. Well done to the Classified Staff who got facilities ready and to Teachers who hit the ground running. Let's have a championship type of year." ☺ Here's to a great start!

Board Comments

Speaking of welcome back, Trustee Padilla-Salsberg thanked everyone for their participation. "It was amazing! Thank you for the hard work and it was a wonderful opportunity to see everyone in the same room." Yeah, parking was a bit of a nightmare but how bad could it have been,



really? She asked that we not focus on parking, but rather... on the donuts. What a concept! Finally, somebody gets me! She continued, "We

wait for baseball games, concerts, etc... why wouldn't we do it for students?" She hoped the welcome back would happen again and that hopefully, we could address parking with shuttles or something similar. "It was a wonderful day." Trustee Rubio said he recently visited Harden, and La Paz Middle Schools. "Just good people everywhere you go, they're all good. Seeing the kids was great." Trustee Martinez also

loved participating in the welcome back event and lauded its dynamic nature. Superintendent Burns agreed and commented that the event was about simply "getting together." Kudos to Superintendent Burns who

despite not having a keynote speaker, kept a healthy pace and was pretty funny. Listen, if this Sup thing doesn't work out, you could always.....

Administration Frustration

Apparently, things aren't so cordial at El Puente. Evidence of that were three El Puente Staff members who took a few minutes to vent their Frustration with

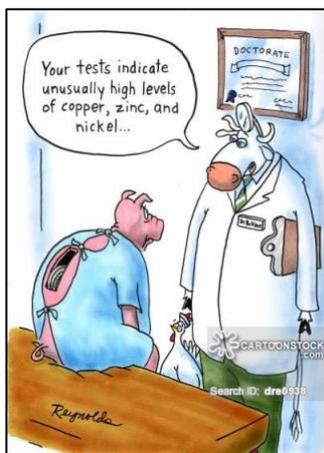
Administration...(that rhymes...cue Jay-Z). First up, El Puente Community Liaison and CSEA member Janie Torres, stated that an Administrator "that rules by force and intimidation creates a hostile working environment...and affects those around him psychologically and emotionally." Molly Amaro from El Puente also shared "concerns with the current Administration that has had a negative impact on staff and students." She cited lack of communication as a primary reason for the low morale and wanted to make the Board aware. Groundsman Arthur Barnes, who also works at El Puente and at Mt. Toro, felt that when it came to management, one Administrator "was happy with my work, while the other chooses to harass... it's constant harassment... This individual goes out of their way over my Supervisor's authority to get their agenda accomplished."

Consent Items

During Consent, Trustee Tabera had some furniture concerns related to Rancho San Juan High School. Specifically, he wanted to make sure that the expenditure not exceed \$5,000 per classroom and if did, to make sure it would come back for review with the Board. "I don't want us to be nickel and dimed by people after-the-fact." Ana Aguillon said that an inventory list would be provided to assure that wouldn't happen. "I don't think it will reach the \$5,000." Trustee Rubio asked for discussion with Items DD and EE with respect to stakeholder input. While he was satisfied with the proposed input for the forthcoming CTE Center at ROP, he wasn't convinced the proposed Wellness Center would get the same treatment. Rubio said lots of information was provided and cited it was all really nice, but he said stakeholder engagement by the community was missing and asked why we can't have presentations with all stakeholders for the Wellness Centers. Superintendent Burns clarified that what they had in front of them was a Master Plan, so stakeholder meetings could happen. According to Burns, the Wellness Center



didn't need stakeholder meetings in the same way because it involved a more comprehensive process and added there would be further conversations involving both projects. Rubio understood Burn's point but cited parallels between both projects and wanted to see more inclusiveness in the debate when it came to the Wellness Center. "I hear what you're saying, but it would be nice." Again, Burns pointed out that Staff had already had some input into the Wellness Center, and based on those ideas, Associate Superintendent Dr. Blanca Baltazar-Sabbah would bring back findings to the Board and the community. Hmm. Where have I seen this before? Trustee Martinez agreed with Rubio that the Board and the community were still stakeholders and needed to give further input on the forthcoming Wellness Center while Trustee Tabera also understood Superintendent Burns' points, but supported Rubio and Martinez. "If we're going to do this, let's do this right."



Evaluation? Not Bad Brah....

Trustee Tabera read a statement relating to Superintendent Dan Burns' recent evaluation and the results are in: He's terrib.....ly well liked ☺ It goes without saying (even though I'll say it anyway), our Board has been pleased with Burns' leadership. Tabera cited the incredible challenges he faced upon returning to our District and "acknowledged the large complex

organization, with a diverse population. We are happy to report he met the Board's expectations." In response, Burns asked for a raise. Ok, he really didn't, and as you may have guessed, he was "pleased with the Board's evaluation... I am proud of our work...a hallmark of our District are the amazing Teachers, Staff, and partners in the community...our students deserve no less." Wrong Burns...still excellent.



Graduation Requirement Committee

You know how they have a Census every 10 years? Well, the SUHSD is up for a "census" of sorts, with regards to Graduation Requirements. Associate Superintendent Blanca Baltazar-Sabbah shared the process for the State-mandated process, which is reviewed every 10 years. This process, as Baltazar-Sabbah put it, helps ensure, "all students are college or career ready." She explained the process in detail, which would involve forming a committee, examining comparative data and it should take about three months for an initial review. Trustee Rubio asked how this would be tied Common Core with Baltazar-Sabbah replying that inherently, it is tied to Common Core as it affects all requirements within every discipline our District offers. Noted.

A Thorn In Our Side

Interim Assistant Superintendent Alberto Verduzco gave an Opening of Schools Report which involved reporting on the Master Schedule, enrollment projections, trends etc. As you might expect, he outlined how enrollment continues to grow. As a result, said Verduzco, it has impacted extra period contracts, which are still worrisome. Now before we start pointin' fingers, Verduzco said that it IS getting better... relatively speaking.



He cited that last year we were still faced with hiring 13 teachers whereas this year, we only need 9. Alisal High School boasted the highest number of extra period contracts, but he explained how AHS' limited space had something to do with it. Verduzco cited continued teacher recruitment efforts by the SUHSD and data that indicated that when it attempted to hire out of state, it had yielded only 1 teacher hire. "It's better we focus in this county." It only makes sense, right? And it's a step in the right direction, but clearly, teacher retention continues to be a pebble in our shoe, a thorn in our side, aje ne sais pas. Trustee Rubio again requested that our District attempt to provide

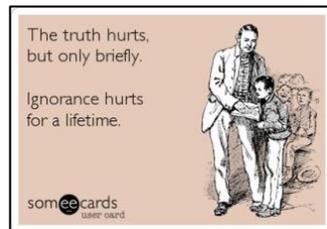


data for outgoing teachers specifically asking for the reasons they leave. This is the third time he's mentioned it and it sounds reasonable. If it's done right, we might find some painful truths we don't

want to hear? Hmmmm. Careful what we wish for?

SVFT

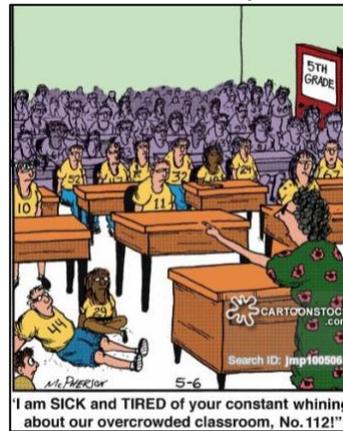
Addressing a sparsely attended dais (only four Board members showed up) at the meeting on August 28th, SVFT



President Steve

McDougall quipped, "We have a quorum eh?" He lovingly chided Verduzco for the slide-heavy presentation he gave earlier in the evening. "I'm disappointed. 32 slides? We don't have all night. I mean, no hazin' or bullying here, but please, only 10 slides." McDougall recognized the District and SVFT's collaborative efforts to keep class sizes in check. "I've run into folks from other places and by golly when I ask them, they are overjoyed about how well we do Staffing.

Sure, there's some bubbles we need to troubleshoot. North High, for example. But there is a difference from 10 years ago when we were given folding chairs" (to accommodate students). "Those days are gone thanks to the bargaining table and support. We do it well, we protect class size and we are vigilant. Class size does matter. It does matter." McDougall then lauded Superintendent Dan Burns for his performance thus far. "I am also in approval of Burns' evaluation. He's a good listener." He reminded those in attendance that the first marking period was here and thanked the board for their continued support. Finally, he recognized AHS Site Reps from AHS, Terri Johnson and Carolyn Cleaves, who he



mentioned happened to need another section of health. Anyone?

Board Comments

Trustee Ramirez mentioned she recently contacted Ana Caballero

regarding Senate Bill 328 and implored other members to contact her, as well. It involves a proposal to make school start times to be mandated by the state. "CSBA (California School Boards Association) is asking that start times be a local decision, not a state decision. The majority of parents can't change the time they have to go to the fields. The concern is if our parents are desperate they might be tempted to drop kids off early which could be problematic or even dangerous. Nobody wants a kid at a school an hour before school starts." Trustee Tabera shared he recently attended a conference on Latino Education at Stanford and shared materials with the Board. "It went over how Boards conducts themselves and how you evaluate a Board."



Trustee Cann attended open houses throughout the District and in particular, mentioned how happy the Transitions Program to see members of our Board and District Administration that showed up. "I was impressed with the amount of parents who came to those Open Houses." Burns agreed that Back to School Night attendance had risen and was pleased to see Principals spent money to feed staff, which is a big thing. He also met with Elementary Districts to discuss traffic safety and the City of Salinas' decision to approve to participate on the program Live PD, because you know how badly we could use the press. Sheesh. He mentioned privacy rights and how our District explicitly would NOT want to participate. "We've asked the Salinas PD to send a different unit or officer to respond to any incident at our schools." Here hear.

Better Late Than Never, Right?

Cupcake anyone? Or rather, CUPCCAA? CUPCCAA, the California Uniform Public Construction Cost Accounting Act, also known as the "you called it what?!" It was



brought up for discussion by SUHSD Director of General Services Virginia Boyce who mentioned it was lovingly called "Cupcake" and when it comes to bidding, it's really sweet. See what

I did there? It involves a new and improved way to bid projects that would make way for speedier completion of smaller projects. And by new and improved, I mean like, new and improved the way Classic Coke's formula was improved in the 80's, CUPCCAA's been around since 1983. The significance is pretty great though, as she explained that CUPCCAA "will help deliver projects to sites faster for smaller projects... It is a streamlined version for contracting with public agencies and it is audited by the State." She cited most local Districts have adopted CUPCCAA due

to its clear benefits. The way it stands, it would allow for a speedier process for projects under \$45,000, and projects from \$45,000-\$175,000 would fall under a special category, although still more streamlined. Currently, anything over \$15,000 involves the design, bid, build process, which is tantamount to having a better chance of seeing a comet than seeing a project completed in under 6 months. Anything for large projects over \$175,000 such as installing a window in Salinas or San Jose, would still have to go through the traditional bidding process. ☺ She urged the Board to adopt a resolution, and support this "new" system. Trustee Rubio asked if there was "any reason why we're at this point if it's been around since 1983?" CBO Ana Aguillon said the District "hadn't had a chance to look at it." Rubio's reply? "It's good... It's late, but good."

Real Quick

During Consent approval, Trustee Rubio had a question about the cost of a change order for Rancho San Juan High School. Superintendent Burns responded that, in general, change orders are routine with projects, and that we're still under 3% of project total in relation to change orders, which, according to Burns, is really low.

