

U N A D O P T E D M I N U T E S  
Of the Board of Trustees  
Regular Board Meeting  
May 16, 2017

**1. PRELIMINARY**

**1. Call to Order. Roll call:**

Minutes:

The meeting was called to order by President Santana at 6:00 PM

Board Members present at time of roll call:

Francisco 'Javi' Santana, President

Deborah Pacheco, Clerk

Sylvia Macias, Member

Elias Alvarado, Member

Trustee Baird, Vice President (arrived at 6:05 PM after roll call was taken)

All Administrators present at time of roll call as listed.

Administrators:

Gail Baxter, Superintendent

Cecilia Laidemitt, Associate Superintendent of Personnel & Administrative Services

Martha Mestanza-Rojas, Associate Superintendent of Educational Services

Mark Keriakous, Associate Superintendent of Business Services

**2. Flag salute.**

Minutes:

Pledge of Allegiance was led by Cintia Mejia-Stergious

**2. Approval of Agenda**

**Motion Passed:** Superintendent recommends approval of the May 16, 2017 Agenda as presented.

Motion: \_\_\_ Seconded: \_\_\_ VOTE: YES 4 NO 0 Abstain 0 Absent 0 Passed with a motion by Sylvia Macias and a second by Deborah Pacheco.

Yes Elias Alvarado

Absent Jan Baird (arrived at 6:05 PM after Action was taken by the Board)

Yes Sylvia Macias

Yes Deborah Pacheco

Yes Francisco "Javi" Santana

**3. PUBLIC COMMENTS ON CLOSED SESSION ITEMS**

Minutes:

There were no Public comments on Closed Session items.

#### **4. CLOSED SESSION**

Minutes:

By general consent of the Board of Trustees, the Board adjourned to Close Session at 6:06 PM

**1. Conference with Agency Labor Negotiators: South Whittier Teachers Association and California School Employees Association. Agency Negotiators:Gail Baxter, Cecilia Laidemitt, Martha Mestanza-Rojas,Mark Keriakous,James C. Romo, Tina L.Kannarr**

**2. Classified -Public Employee Appointment/Employment/Evaluation**

**3. Classified - Public Employee  
Dismissal/Release/Discipline/Transfers/Reassignments/Retirement**

**4. Certificated - Public Employee Appointment/Employment/Evaluation**

**5. Certificated - Public Employee  
Dismissal/Release/Discipline/Transfers/Reassignments/Retirement**

**6. Appointment of District Superintendent (Effective July 1, 2017)**

#### **5. OPEN SESSION**

By general consent of the Board of Trustees, the Board reconvened to Open Session at 6:40 PM

Minutes:

Board President Santana announced the Boards vote 5-yes 0-No on the appointment of new Superintendent Dr. Gary Gonzales.

On behalf of the SWSD Board of Trustees, president Santana announced the selection of Dr. Gary Gonzales as the new Superintendent. Dr. Gonzales is a 30-year educator who joins us from the Alhambra USD. Where he has spent the last 26 years as a teacher, director and an administrator. Most recently serving as the Associate superintendent of educational services. This has been an extensive search process where we carefully considered candidates and comments from our community taking in their feedback and the characteristics, qualities and background that they would like to see in the next South Whittier School Districts leader. We met many qualified candidates but, Dr. Gonzales stood out from the rest from being a collaborative leader and having a proven track record in raising student achievement at all levels as well as empowering students and teachers alike. He has been an educational leader at Alhambra unified always keeping in mind the individual needs of students and doing everything he can to support teachers and staff as they guide and educate the students. We are ecstatic to have him join our district and we are confident that he will augment the successes our District has experienced thus far under Superintendent Gail Baxter who has been a champion of student equity with the leadership we have put into place the programs instructional strategies and cultural excellence to ensure our students have the foundational support to succeed as they advance towards the middle school, high school and ultimately college. It has been a lengthy and rigorous process to find Dr. Gonzales and we feel that we have found the right fit for our school and community to continue to thrive. On behalf of the Board of Trustees, President Santana congratulated Dr. Gonzales on being selected as the South Whittier School District Superintendent.

Dr. Gonzales was accompanied by his wife, Brenda. He thanked everyone for attending the Board meeting tonight and is excited about being given the opportunity in becoming the Superintendent. He has had the opportunity to meet Principals, Teachers, and a number of staff.

Dr. Gonzales is looking forward to utilizing all of the work that has been done as a "spring board" to move the District forward.

## 6. PERSONNEL SERVICES

### 1. Classified Personnel Report No.# 05-16-17-11 (Supplement)

**Motion Passed:** The Superintendent recommends approval of the Classified Personnel Report No. 05-16-17-11

Motion: \_\_\_\_ Seconded: \_\_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Deborah Pacheco and a second by Sylvia Macias.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

### 2. Certificated Personnel Report No.# 05-16-17-11 (Supplement)

**Motion Passed:** The Superintendent recommends approval of the Certificated Personnel Report No. 05-16-17-11

Motion: \_\_\_\_ Seconded: \_\_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Jan Baird and a second by Deborah Pacheco.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

### 3. Job Description: Director of Human Resources (Supplement)

**Motion Passed:** The Superintendent recommends the Board approve Job Description: Director of Human Resources as presented

Motion: \_\_\_\_ Seconded: \_\_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Sylvia Macias and a second by Jan Baird.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

Minutes:

Trustee Alvarado commented that the Board should consider utilizing the same process used to select the superintendent in selecting the Director of HR and the same expectations that are expected of the Superintendent should also apply to the Director of HR.

#### **4. Job Description: Custodian (Supplement)**

**Motion Passed:** The Superintendent recommends approval of Job Description: Custodian  
Motion: \_\_\_ Seconded: \_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Sylvia Macias and a second by Jan Baird.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

#### **7. Introduction of District Superintendent (Effective July 1, 2017)**

Minutes:

Board President Santana introduced the newly appointed Superintendent and the meeting recessed to a brief interlude for a reception to welcome new Superintendent Dr. Gary Gonzales who was accompanied by his wife.

By General consent of the Board, the meeting reconvened at 7:03 PM

#### **8. COMMENTS BY TRUSTEES**

Trustee Alvarado visited Mrs. Elia Aldanto's 2<sup>nd</sup> grade classroom. The theme of the classroom learning and projects or images displayed on student's desk were renditions of who they considered to be their hero's. As Trustee Alvarado observed how seamlessly the teacher and students interacted all while the learning was not disrupted. Students displayed their learned skills of reading, writing and collaborated with one another and with their families to work on these projects. Mrs. Aldanto encourages a warm, dynamic and transformative learning environment in her classroom that creates an environment where children can experience the joy of learning. Trustee Alvarado stated that just as the students have items that display who their heroes are, Mrs. Aldanto is his hero.

Trustee Pacheco also visited some of the classrooms and was impressed with the projects that students displayed. Trustee Pacheco as she interacted with the teachers, and students she understood that the learning process is not just an academic progression but life-long learning. Skills that will allow the students to achieve success in their lives. What the students are learning now will be something that prepares them for what life may bring, meaning that the learning environment allows the students to look within themselves to formulate a sense of thought and a sense of ethics, balance a sense of where they thought they may want their life to go and a pattern to follow, wich will afford them wonderful experiences throughout their lives and the capability of accomplishing their life-long goals.

Trustee Macias stated that this is a busy time of the year. She with several Board members attended the LACSTA meeting and it was informative. This meeting provided an attorney's perspective on the current immigration issues. They reviewed the steps that should be taken and how to educate the community. The meeting was very informative and reconfirmed the information that was provided earlier from the Congresswoman's symposium on the current issues of immigration that many families are facing today. As a District we will be doing all that we can to provide the information and support to the community. The resource fair will have many resources and valuable information to continue to educate the community.

Trustee Macias attended the Open houses at Loma Vista and GMS and they were well attended. At Loma Vista, she walked into Mrs. Garcia's classroom and she asked if she would like to return at a later date as well to get a first-hand look at what the students are working on with their chrome books. Trustee Macias was impressed when she visited the classroom and was able to get a "bigger idea of what our teachers go through on a daily basis". She recognized that our District has a lot of heroes. Just like Mrs. Garcia. She thanked everyone for all of their hard work, classified and teachers. She appreciates that students that are at the high school level are achieving academic success because of the hard work that the teachers and staff put into when the students are at our District. She attended the Wellness Committee meeting and there was very valuable information on all of the new programs and resources. The mental health resources provided to our schools are a valuable resource.

Trustee Macias, along with Trustee Baird attended the May Delegate assembly in Sacramento. This is also the reason she was not able to attend the Community Resources Fair.

Trustee Baird attended two open houses that have taken place so far. She finds them phenomenal and appreciates all the displays of the work that the students have done. Trustee Baird is pleased with the Superintendent selection of Dr. Gary Gonzales. The search process was a great deal of work. In light of the current immigration issues, she attended the LACSTA meeting and the symposium coordinated by Congresswoman Sánchez highlighting the immigration issues and steps to take and how to educate the community. She is glad our district is on top of this issue.

Trustee Santana reported that the superintendent search was a long process and as a Board due diligence was done to find the right candidate that meets all of the criteria that the District is seeking and the community was looking for in a new Superintendent. Trustee Santana is looking forward to working with Dr. Gary Gonzales.

## **9. PUBLIC COMMENTS**

### **Minutes:**

Ivan Sulic, Field Deputy for Supervisor Janice Hahn has been working in the Supervisors office for 4 months. He is happy to partner up at the upcoming resource fair this Saturday. South Whittier is an unincorporated area of Whittier, and Supervisor Hahn's office is the one who will oversee the needs of the South Whittier community. Needs such as the repaving of the roads and the like. Mr. Sulic stated that it is important to Supervisor Hahn to identify the needs of the children and families in the community and is happy to help in any way that she can. In comparison to the surrounding cities, Supervisor Hahn had been able to see that not all cities are receiving the same attention needed and therefore, throughout this partnership she will be addressing issues of concern and will help work on improving the South Whittier unincorporated area.

Josie Tafoya - (CSEA) President of CSEA addressed the Board of Trustees reminding that we are entering the CSEA employee week in celebration of our everyday heroes. Josie mentioned the 150 heroes that put in hard work at the district for the kids. Classified staff demonstrates their worth every day. She pointed out that a good example is Mrs. Garcia who is now a teacher but started as a classified staff member. With our efforts and work we raise heroes. Josie is grateful to have been invited to attend the validation meeting during the selection process of the new Superintendent and meet Dr. Gonzales, this demonstrates the continued collaboration that CSEA continues to develop with Administrators. In the brief meeting with Dr. Gonzales it seems that this inclusion will continue. A Custodian at Dr. Gonzales District stated that "he makes you feel like part of the team". "He will come and pat you on the back and tell you that you are doing a good job". Those statements have powerful meanings. It has such value and a greater meaning when your administrator or manager pats you on the back and gives the staff recognition for doing a great job. Those small jesters go a long way with the staff. As staff we understand that the main focus is what is happening in the classroom.

However, classified wholeheartedly works side-by-side as part of the team. We all have the choice to go elsewhere for better or higher wages, but due to this continued growing relationship with administration, the staff comes to work daily and feel a part of a close knit community because we know the impact that our work has on the lives of the students. This week we are celebrating our everyday heroes at the district celebrating "Classified employee week". This is the opportunity to let the classified staff know that they are doing a great job. Josie thanked the Board and administrators for collaborating with them.

Lorraine Lake (SWSD Staff) -RE: Positive Feedback of Principal - addressed the Board and addressed Mrs. Baxter and commended her for being such a great superintendent. Totally appreciate the classified staff. Special day class at Los Altos and have three classified staff aides and work very hard. All that work done by the classified staff without them things would not run. Mrs. Lake addressed the Board in support of Dr. Ayala. She expressed her to be a "true and kind woman who has come to earn the highest of respect from her and all of the staff that encounters her". She is a "sincere, kind, fair and a conscientious leader". Dr. Ayala holds the utmost respect for her staff, students and parents. She keeps everyone's best interest at heart treating everyone with all fairness and impartiality. She finds ways to help others improve and draw their best selves out. As employees under her leadership, she is willing to help point out your strengths and areas of weakness that can be improved to do better, not just for ones' self but students. She works tirelessly to help everyone do well. She is the best leader that she has worked for.

Melody Gonzales - (SWSD Staff) Acknowledged Teachers and School District for the great support. She is thankful for the teachers who helped her with her son to excel academically from elementary school to high school despite his disability. Her son was diagnosed with ADHD and as a mother understood that her son could be a handful in the classroom, but the teachers demonstrated understanding, patience and worked on providing the support that he needed to grow. We worked as a team. My daughter, with the help and support of the teachers and staff her daughter had the opportunity to choose which four-year university she wants to attend. This couldn't of happen without the hard work, support and dedication of the District. Mrs. Gonzales praised Dr. Ayala for treating her as a peer and not just a boss. She is thankful and appreciative for mentoring her and supporting her which has helped her professionally and personally.

Steve Martin addressed the Board of Trustees on behalf of his wife Patti Martin, one of the SWSD teachers. In light of the recent happening Mr. Martin asked the Board of Trustees to reconsider their decision on dismissing Patti Martin. He read a poem by General George Patton that describes how good leaders may potentially be blocked from others of all the good that they do in the world. He read this poem as he proceeded to explain all of the good that his wife has done for the students, families and the community and that a clash in egos or personality should not impede her from doing what she enjoys doing, which is teaching and helping students to do well academically and the desire for them to succeed.

Elena Munoz addressed the Board of Trustees in support of teacher Patti Martin. Ms. Munoz thanked Dr. Martin for helping her with her sister a few years ago. Her sister was mean spirited and was constantly fighting and she was at a loss on how to help her. During the time that she was in Dr. Martin's classroom she taught her techniques that helped her turn her life around. Now her sister is a junior at Cal High who is academically achieving and becoming a better person.

Maggie Ventura is addressing the Board of Trustees this evening in support of Mrs. Patti Martin. She is here in the capacity of a parent. Maggie Ventura spoke off-hand of incidents of how Mrs. Martin has helped her and her kids. She is speaking up today in the best interest of her kids and claims that the District doesn't demonstrate any interest or accountability in the students and parents wellbeing. She spoke of several incidents' that were brought to the Principal, Dr. Ayala and District's attention

without resolution. She asks the Board to reconsider their decision in dismissing Mrs. Martin as she has been the only person demonstrating an interest in her students wellbeing. She feels that the wrong person is fighting for their job.

Board meeting was interrupted by a fire alarm that was pulled and building needed to evacuate as a precaution. Board meeting reconvened once it was cleared to enter the building.

Aaron Ramos is a student here to support teacher Mrs. Martin. He spoke off-hand of an incident involving his sister and how Mrs. Martin helped. He has observed Mrs. Martin's classroom first-hand and feels that she is a good teacher and her class does really well.

## **10. REPORTS**

### **1. The Superintendent will report to the Board about various matters involving the District.**

Minutes:

Superintendent Baxter congratulated Dr. Gary Gonzales as the newly appointed Superintendent for our District. She is confident that with his guidance, leadership and mentor ship, our talented pool of teachers and staff will continue to what they do best - educating our students and preparing them for their future endeavors.

Superintendent Baxter opened her report by thanking Ray Wong, Field Representative from Senator Tony Mendoza's office and Ivan Sulic, Field Representative from L.A. County Supervisor Janice Hahn's office for attending this board meeting in support of the introduction of the newly appointed South Whittier School District Superintendent.

Superintendent Baxter reported that the Governor will be releasing information on the budget at his upcoming May Revision Budget Workshop that some administrators, SWTA President and CSEA President will attend later. According to some of the information released revenues come in higher for the state, unsure of what this will mean there are many warnings about attempting to implement anything new. Although there are still many warning to be cautious as a precaution.

In light of our Bond measure, there are bid openings for jobs throughout the district and the summer is scheduled with projects. There will be 5 wall marquis throughout our school sites. Marquis for McKibben Elementary requires DSA approval to place in front of the school not against the building and possibly to put one on the corner of Carmela. Repaving on parking and playgrounds, roofing and resurfacing. There is a lot of competition to get bids making it difficult to get vendors for the projects.

On Saturday, 63 of our teachers attended a training that will help them continue to improve on their craft.

The Community Resource Fair will be held this Saturday and will provide many resources and valuable information to our parents and community.

Lastly, she and Board president Santana or Representative from the Board will participate in the Cal High Graduation June 6th.

## 11. CONSENT

**Motion Passed:** The Superintendent recommends the Board approve Consent items: 11.1-11.10  
Motion: \_\_\_ Seconded: \_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Sylvia Macias and a second by Jan Baird.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

1. **Approval of Minutes April 18, 2017 Regular Board Meeting (Supplement)**
2. **Approval of Minutes April 22, 2017 Special Board Meeting (Supplement)**
3. **Approval of Minutes April 29, 2017 Special Board Meeting (Supplement)**
4. **Approval of Minutes April 30, 2017 Special Board Meeting (Supplement)**
5. **Purchase Order List No. # 11 (Supplement)**
6. **Contract/Memorandum of Understanding (MoU) List No. # 15 FY 16-17 (Supplement)**

Minutes:

14-15-101A - CONTRACTOR:ROSE MATTHEWS; SERVICE: EARLY RETIREE  
CONTRACT; DURATION:12/01/2014-12/01/2019; COST TO THE DISTRICT:ORIGINAL  
AMOUNT: \$7,000.00, ADDED AMOUNT: \$8,000.00; TOTAL AMOUNT: \$15,000.00

16-17-025A-CONTRACTOR: OLIVE CREST ACADEMY; SERVICE: ADDENDUM TO  
INDIVIDUAL SERVICE AGREEMENT FOR STUDENT #1192148493;  
DURATION:07/01/2016-06/30/2017; COST TO THE DISTRICT: NOT TO EXCEED  
\$49,200.00 (NO ADDITIONAL COSTS)

16-17-037A-CONTRACTOR: PROFESSIONAL TUTORS OF AMERICA; SERVICE: NON-  
PUBLIC AGENCY WILL PROVIDE SPECIALIZED SERVICES TO A STUDENT IN THE  
HOME SETTING; DURATION: 08/17/2016-06/30/2017; COST TO THE DISTRICT: NOT TO  
EXCEED \$17,400.00 (NO ADDITIONAL COSTS)

16-17-072A - CONTRACTOR: WENDY LOPEZ; SERVICE: AFTERSCHOOL SPORTS  
COACH; DURATION:03/14/2017-04/27/2017; COST TO THE DISTRICT: NOT TO EXCEED  
\$832.00

16-17-094- CONTRACTOR: TARA HERNANDEZ, LMFT; SERVICE: CONSULTANT TO  
PROVIDE MENTAL HEALTH SERVICES TO MEDI-CAL ELIGIBLE CHILDREN AT  
CARMELA ELEMENTARY; DURATION: 05/17/2017-06/30/2018; COST TO THE  
DISTRICT: NO COST TO THE DISTRICT

16-17-095 - CONTRACTOR: LOS ANGELES COUNTY OFFICE OF EDUCATION/LACOE;  
SERVICE:6TH GRADE OUTDOOR SCIENCE CAMP; DURATION: 09/01/2016-06/30/2017;  
COST TO THE DISTRICT: NOT TO EXCEED \$58,000.00



16-17-097 - CONTRACTOR: ORANGE COUNTY SUPERINTENDENT OF SCHOOLS;  
SERVICE:"INSIDE THE OUTDOORS" PROGRAM FOR 4TH GRADERS AT MONTE  
VISTA; DURATION: 05/17/2017-06/30/2017; COST TO THE DISTRICT:NO COST TO  
DISTRICT-MONTE VISTA PTA TO PAY FOR PROGRAM

**7. Travel and Conference Report No.# 13 (Supplement)**

**8. Acceptance of Donations**

**9. Sale of Surplus/Obsolete Items (Supplement)**

**10. COMMUNICATION TO THE BOARD OF TRUSTEES**

Minutes:

There was no communication to the Board of Trustees received for this Board agenda.

**12. REVIEW AND ADOPTION OF BOARD POLICIES, ADMINISTRATIVE  
REGULATIONS, AND BOARD BYLAWS**

Minutes:

First reading and discussion was conducted to Board Policy 6116 - Classroom Interruptions,  
Administrative Regulation 6116 - Classroom Interruptions, Board Policy 3230 - Federal Grant Funds  
and Administrative Regulation 3230 - Federal Grant Funds. Board Policies and Administrative  
Regulations will return to the June 20, 2017 Regular Board meeting for a second reading and possible  
approval. Any questions or suggestions should be directed to the Superintendent.

**1. BP 6116 - Classroom Interruptions - (FIRST READING) (Supplement)**

**2. AR 6116 - Classroom Interruptions - (FIRST READING) (Supplement)**

**3. BP 3230 Federal Grant Funds - (FIRST READING)(Supplement)**

**4. AR 3230 Federal Grant Funds - (FIRST READING) (Supplement)**

**13. BUSINESS SERVICES**

**1. Resolution No.#16-17-35: Resolution Delegating Authority to the Associate  
Superintendent of Business Services to Award a Contract or Reject all Bids for Upcoming  
Bond Projects (Supplement)**

**Motion Passed:** The Superintendent recommends approval of Resolution No. # 16-17-35 as  
presented.

Motion: \_\_\_\_ Seconded: \_\_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Deborah Pacheco and a second by Sylvia Macias.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

**2. Resolution No.# 16-17-036: Resolution Approving Assignment of Delinquent Tax Receivables (Supplement)**

**Motion Passed:** The Superintendent recommends approval of Resolution No.# 16-17-036 Approving Assignment of Delinquent Tax Receivables.

Motion: \_\_\_\_ Seconded: \_\_\_\_ VOTE: YES 5 NO 0 Abstain 0 Absent 0

Passed with a motion by Sylvia Macias and a second by Deborah Pacheco.

Yes Elias Alvarado  
Yes Jan Baird  
Yes Sylvia Macias  
Yes Deborah Pacheco  
Yes Francisco "Javi" Santana

**14. ADJOURNMENT**

Minutes:

By general consent of the Board of Trustees, the Board adjourned at 8:10 PM to the next regularly posted meeting on June 20, 2017 at 6:00 PM at the District Office Board Room, unless otherwise posted.