



Minutes of the ACSA Region XI Board

Region XI Board Meeting
Location: Hodel's of Bakersfield
March 10, 2015

Time: 8:35am – 11:15am

Minutes

I. Call to Order @ 8:35

Blanca Cavazos

a. Review/Additions/Deletions and Approval of Agenda

Additions to the Agenda:

- *Bill Black was added to 8c to speak on retirement*
- *KAPEA Report was added as 8e*
- *CTE – Added to 8f*

Tom Addington motioned approval of the agenda and a second was received from John Snavelly – The agenda was approved unanimously.

b. Review of Minutes from February

Dave Bowling

c. Approval of Minutes

The minutes were reviewed by the group. A motion for approval of the minutes came from John Snavelly and it was seconded by Bill Black. The minutes were approved unanimously.

II. The Vergara Case

Frank Fekete

Mr. Frank Fekete was introduced by Dr. Cavazos. Mr. Fekete discussed his background with school legal issues and stated that he still works as a consultant on educational matters around the state. He received a call from one of the largest law firms in the state to become an expert witness on the Vergara case. This case involves matter that relates the California constitution more so than the US Constitution. The Serrano II case was the foundation of a denial of equal protection of students and one of the foundations of Vergara. Keeping incompetent teachers and laying off junior superior teachers is the basis of Vergara. Prior to 1983 the probationary period was three years. The probationary period was changed from three years to two at the request of district administrations because for a three year dismissal, there had to be an actual case to present to the board, and districts found it cumbersome and costly. The bad news of switching to a two year probationary period was that administrators were left with only 16 months to make an informed decision on whether a teacher has what it takes. A district's own bargaining agreements= can also hamper the need to make appropriate decisions on these matters. The layoff statute essentially says that, with very few exceptions, layoffs must be made by seniority rather than professional proficiency. The third set of statutes was the permanent teacher dismissal statute. There are 17 steps to firing a permanent certificated employee. The judge called this "Due Process on Steroids, or Uber Due Process". Mr. Fekete stated that \$50,000 to \$400,000 is the current range of the cost of dismissing a teacher. By comparison, the costs comparison for classified permanent employee was \$3,400. The consequence is, "The teachers don't get fired". Only 2.3% of teachers in

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning

California cases of teachers determined to be incompetent to teach end in a dismissal. Over a 10 year period there were only 120 actual decisions made with districts only winning 60 of the cases which is 0.008% of teachers per year were dismissed. The judge ultimately didn't resolve any significant language in his decisions on the case other than some damaging comments that made national media headlines. The case has currently gone to the court of appeal and we can expect the case to move forward slowly unless there is legislation that intervenes on the matter. There is much more pressure on the site administrators to have solid evaluations that will create the case needed to actually dismiss a teacher. Most California administrators are currently not trained to conduct effective evaluations and most evaluations done today will not be enough. There needs to be more pressure from the outside, and Mr. Fekete doesn't believe the courts will come to a decision. He felt that the legislature will be the ones that will actually make any effective and lasting change in the law.

III. President's Report

Blanca Cavazos

a. 60 Second Networking – Achieving Equity

Dr. Cavazos asked table groups to think about one thing they learned from Frank Fekete's presentation and share for 60 seconds.

b. Delegate Assembly

- i. Equity and Diversity
- ii. Governance Task Force

- *Craig Wheaton discussed a proposed new governance structure from an ACSA task force. The changes are "significant" in how ACSA will make decisions in the future. Two handouts were provided to the members present.*
- *State ACSA "studied" effective governance and sound principals of good governance and a task force looked at the vision of ACSA and made recommendations that would streamline ACSA's services. All aspects of ACSA systems were reviewed.*
- *Recommendations were directed at ACSA Board Composition and Election, Delegate Assembly Role and Composition, and Role of Regions and Charters.*

ACSA Board Composition and Election: Recommend smaller, more nimble, and efficient Board. Set clear qualifications for the selection of board members to ensure the proper skill set to ensure they meet the needs of the group. Also considered were "geographical" representation of board members – creating 6 instead of 19 board members.

Concerns: Group comments: Understand the need for a nimble board. Concern: adequate representation without strongholds of power. The top layer of ACSA governance could take the place of major changes in structure by giving that group more power to make decisions.

Delegate Assembly Role and Composition: Renamed ACSA Leadership Council. The president and president-elect of each region, committee and council chairs, the ACSA Board of Directors would be the members. The focus of the group would be to elect the ACSA Board as well as the usual continued work of the assembly.

Concerns: If other regions don't align as we align then it encourages Regions to expand their number of charters. Delegate assembly is a place where ACSA members feel that they have a voice. Three times a year, the voice of members is heard at the State level.

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning

Role of Regions and Charters: Some regions have charters that are completely independent of the Region. Region XI is actually the “model” of how an ACSA Region should be structured. Structures and governance vary widely across the State. It appears that the proposed changes in this area will not impact our Region because many of the proposed changes are already in place here.

Concerns: Who determines the plan? Are rebates effected by the plan’s development?

- *Terri and Craig asked the members to meet as a group and write down concerns, likes, and dislikes of these proposed changes to take back to the task force and State ACSA. The group spent 10 minutes on the topic and all groups were provided feedback.*
- *At the delegate assembly in May, final recommendations will be called for to allow top-level leaders to meet over the summer to finalize the changes. Regions can expect changes in the by-laws in the coming years on these topics. Craig Wheaton is the voice for our region, so if members have questions or concerns, they need to contact him directly.*

IV. Legislative Action VP Report and Website Update

Tom Addington

- a. Board candidates for 2015-16
- b. Leg Action on March 15-16

- *The slate of candidates went out to all Region presidents. Within the Region, the alignment of the members on the executive board is off. Tom will work to look at numbers to get us back on track.*
- *Tom asked for members attending Leg Action to review the talking points in order for the Region to gather our stories to share with legislators. Leg Action members are to arrive at 2:00pm on Sunday, March 14.*
- *Jose Morales has been asked by State ACSA to attend as well. Tom recommends that the Region funds his travel as this was an unexpected expense. Terri Rufert motioned to have Jose’s expenses be paid by the Region and Terry Wolfe seconded, the motion was approved unanimously.*
- *Tom also announced that Senator Jean Fuller was awarded the “Friends of Education Award”*

V. State Directors’ Report
Terri Rufert

Craig Wheaton &

The report was already given – Minutes above

VI. Region XI Campaign Committee Update

Dave Tonini

- a. Candidate Reception at May Delegate Assembly

David Tonini reported that Terri Rufert has done an excellent job of travelling across the State to get her name out as a candidate for State VP of Leg Action. The last newsletter was also a great tool for campaigning. The Region will also have campaign efforts and events planned for Legislative Action Day to promote her for office.

VII. Treasurer’s Report

Kirsti Smith

- a. 2014-15 Budget

Dave Tonini

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning

The Region XI Treasurer's Report was provided by Kirsti Smith. Shares Balance was \$91,922.70 and Drafts Balance was \$13,003.80. The total of all accounts was \$104,926.20. A motion was made by Bill Black to approve the treasurer's report, and the motion was second by John Snavely. The motion was unanimously approved.

VIII. Membership

Jeff VanderNoor

a. Charter Rosters

b. \$500 Grant for Student Charters

Dave Tonini

Current Membership Totals

- *Kings County 119*
- *East Kern 69*
- *Tulare County 444*
- *West Kern 316*
- *Total 982*

IX. Executive Director Report

Dave Tonini

a. Charter Membership & Networking Activities

b. Ambassador Program

c. ACSA TV

d. CISCO PD Roadshow to County Offices of Education

e. Region Planning Meeting in June

f. AXA Award Sponsorship

- *Efforts for networking activities are increasing around the Region. \$2,000 is available to each charter for these types of activities.*
- *An ambassador's program was tried over the years to do some peer partners to make contact with new ACSA members. The State is looking to try this with their influence to make this a more successful program.*
- *Members that serve as a Region Representative aren't coming to the meeting regularly. It is the expectations that if they can't attend, they will send a representative in their place.*
- *David mentioned ACSA TV as a place for great information.*
- *The Region planning committee will be in Visalia this year on June 15th and 16th. The executive committee meets on the 15th, and charter presidents will attend on the 16th and are invited to dinner on the night of the 15th.*

X. Newsletter

Dick Schlager

a. Region XI App Update

Dave Bowling

- *The next "Reporter" will be out in April. Dick is working with the personnel in EdCal to get more feature articles.*
- *David Bowling reported that work toward a comprehensive app for our Region is still in the works and will have further information during the April board meeting.*

XI. Old Business

a. Administrator of the Year Awards

Valerie Brown

b. Every Student Succeeding

c. Itzenhauser/Schlager Retiree Scholarship

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning

d. Student Scholarships

e. Regions IX, X, XI and XIII Joint Conference – Spring 2016

Dave Bowling

f. Council and Committee Representatives for 2015-16

Blanca Cavazos

i. Retirement Committee – Dave Francis

- *April 15th is the deadline to get a count of attendees to the awards luncheon in May to plan for cost with Hodel's. Scholarship information is due as well and charters are asked to get that information in as soon as possible.*
- *Val stated that criterion for scholarships are different from charter to charter when it comes to Region scholarship awards. Blanca shared that we should look at the rules and regulations for the scholarships are in line and make sense.*
- *Every Student Succeeding has been chosen.*

XII. Charter Reports

a. Charter Activity

i. East Kern

Melissa Christman

Randy Delling attended the last meeting to talk about his time of service with ACSA. Kirsty reported that her district received the "Gold Ribbon" visitation phone call bringing them one step closer to the award.

ii. Kings

Greg Henry

There was a winter social that was widely attended. The administrative professional luncheon will be held on April 22nd. The Kings board is seeking nominations for new members to their board.

iii. Inyo/Mono

Don Clark

The next meeting is in April.

iv. Tulare

Donya Wheeler

Tulare's next meeting is next Friday. The annual Spring Conference is this Week. April 19th is the golf tournament fund raiser.

v. West Kern

Matt Diggle

West Kern held its meeting this morning Dick presented on the All American The West Kern mixer was two weeks ago and was attended with Dr. Kevin Silberburg presenting on educational apps.

XIII. State Council & Committee Reports

a. Classified Education Leaders

Jeanette McDonald

b. Co-Administrator Committee

Courtney Kirchman

- *The Classified Ed. Leaders meeting focused on classified evaluations. Jeanette was named to serve on the planning committee for the 2016 CEL. Over 200 attendees showed great interest in 2015 CEL, and Jeanette urged our leaders to send their classified employees to the event next year.*
- *Tom Addington reported for Courtney. They had a phone conversation and chose to do a book study with Michael Fullan on the book, The Principal.*
- *Bill Black reported that the Ambassadors Program is about to be rolled out. Further information can be found on the DropBox.*

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning

- *Philomena Hall gave the KAPEA Report - Attendance at conferences for the KAPEA Committee members is encouraged. Information is in the DropBox. If anyone has contact with college and universities, they are looking for representation from the Central Valley to increase our representation.*
- *John Snavelly reported on the CTE – There seems to be a real divide in what CTE actually is focusing upon. It is dominated by an ROP mindset.*
- *Don Clark reported on the Small Schools Committee 72% of districts are considered small school districts. This was surprising. The teacher shortage will likely impact rural school districts more so than large districts. Don was up to chair the Small Schools Committee.*

XIV. Upcoming Events

- a. ACSA Legislation Action Day – March 15-16 at the State Capitol

Carpooling is encouraged.

XV. Next Region Meeting – April 9, 2015

XVI. AXA Advisors, LLC

Leonard Ruggiero

Len Ruggiero picked up the cost of this meeting and is interested in assisting in supporting ACSA in other ways if asked.

XVII. Brandman University

Alex Elliott

XVIII. Announcements

XIX. Drawing

XX. Adjournment @ 11:15

The mission of the Association of California School Administrators, the driving force of education in California and beyond, is to ensure the creation of communities of learning and teaching that serve both the aspirations of individual students and the greater good of society, through this unique and indispensable coalition distinguished by: bold and authoritative advocacy; dedication to the highest personal and professional ethics; inspirational networks of discovery and sharing of knowledge; mutual commitment to excellence; and universal accessibility to learning