

1. President Thomas Robertson called the meeting to order at 6:20 p.m., and welcomed those in attendance.
2. President Thomas Robertson led those in attendance in the flag salute.
3. Members of the Governing Board in attendance were: Thomas Robertson, Marie Thomas, Susan Short, Richard Wulbern, and Walter Hancock.

Others present were: Dr. Jacqueline Dolar, Amy Nore, Kathy Ray, Heather Scott, Jeannee' Neville, and Kathy Andoe

4. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the agenda be approved. Motion unanimously carried.

**CLOSED SESSION**

The Board recessed into closed session at 6:22 p.m. for the purpose of discussing Student Matters/Discipline, in accordance with Education Code Sections 49073 and 49076, regarding Expulsion Case No. 07/19/05, I.D. No. 191077.

**OPEN SESSION**

The Board reconvened into open session at 6:42 p.m.

**REPORT ON ACTION(S) TAKEN IN CLOSED SESSION**

No action was taken in closed session.

5. Action on Expulsion Case No. 07/19/05, ID No. 191077.
  - a. Action No. 1 - Finding of Fact.

A motion was made by Walter Hancock, seconded by Marie Thomas, to suspend the expulsion of Student No.07/19/05, I.D. No. 191077. The student may be enrolled in Helen Wilcox School under a Behavior Contract developed by the Principal, through the end of the 2013/2014 school year. Motion unanimously carried.

6. **Business Items**

- a. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Public Disclosure of Proposed Collective Bargaining Agreement reflecting the cost of the Agreement with the Palermo Teachers Association CTA/NEA, which includes a Certification of the District's Ability to Meet the Cost of the Collective Bargaining Agreement be approved. Motion unanimously carried.
- b. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Collective Bargaining Agreement between the Palermo Union School District and the Palermo Teachers Association CTA/NEA dated January 28, 2014, and the Certification of Acceptance by the Board of the Proposed Collective Bargaining Agreement be approved. The agreement is effective July 1, 2012 through June 30, 2015. Motion unanimously carried.

For 2012/2013 the agreement includes a one-time, off-schedule payment to each full-time unit member employed by the District as of the date of the tentative agreement, in an amount equivalent to 1% of each full-time member's current step of the salary schedule. Part-time employees shall receive a pro-rated amount.

For 2013/2014 the agreement includes a 4.25% salary schedule adjustment retroactive to July 1, 2013, an increase to the maximum district contribution toward medical benefits of 4.25% (\$32/month) effective February 2014, and changes to the stipend schedule as follows: The "7-8 Boys and Girls Basketball" stipend amount is increased from \$1,321 to \$1,500. The "Student Body Advisor 4-5" stipend in the amount of \$599 is revised to "Student Body Advisor 4-5 or Yearbook Advisor 4-5" at the rate of \$600.

- c. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Public Disclosure of Proposed Collective Bargaining Agreement reflecting the cost of the Agreement with the California School Employees Association, Chapter 366, which includes a Certification of the District's Ability to Meet the Cost of the Collective Bargaining Agreement be approved. Motion unanimously carried.

**6. Business Items (continued)**

- d. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Collective Bargaining Agreement between the Palermo Union School District and the California School Employees Association Chapter 366 dated January 29, 2014, and Certification of Acceptance by the Board of the Proposed Collective Bargaining Agreement be approved. The agreement is effective July 1, 2011 through June 30, 2014. Motion unanimously carried.

For 2013/2014 the agreement includes a one-time, off-schedule payment to each full-time unit member employed by the District as of the date of the tentative agreement, in an amount equivalent to 1% of each full-time member's current step of the salary schedule. Part-time employees shall receive a pro-rated amount based on FTE. An on-going 4.25% salary schedule adjustment retroactive to July 1, 2013; and an on-going increase to the maximum district contribution toward medical benefits of 4.25% (\$34/month) effective February 2014.

Also included are a reclassification of the Library Technician position from Class 4 to Class 5 and a reclassification of the Cafeteria Manager position from Class 10 to Class 11, retroactive to July 1, 2013.

**7. Staff Reports/Business Items.**

- a. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the revised job description for Business Manager be approved. Motion unanimously carried.
- b. A motion was made by Marie Thomas, seconded by Susan Short, recommending that effective July 1, 2014, the position of Business Manager be removed from the Classified Management/Confidential Salary Schedule. Instead the position will be a contracted position. Motion unanimously carried.

**8. Personnel – Recommendation: Approval****Certificated Management:**

- a. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Certificated Management employees each receive a one-time, off-schedule payment of 1% of current salary. That the Certificate Management salary schedule be adjusted by 4.25%, retroactive to July 1, 2013 and there be an increase to the district contribution toward medical benefits of 4.25% (\$32/month) effective February 2014. Motion unanimously carried.

8. **Personnel – Recommendation: Approval**

**Certificated Management:**

- b. A motion was made by Susan Short, seconded by Marie Thomas, recommending that the Classified Management/Confidential employees each receive a one-time, off-schedule payment of 1% of current salary. That the Classified Management/Confidential salary schedule be adjusted by 4.25%, retroactive to July 1, 2013 and there be an increase to the district contribution toward medical benefits of 4.25% (\$32/month) effective February 2014. Motion unanimously carried.

9. **Board Items.**

**CLOSED SESSION**

The Board recessed into closed session at 7:10 p.m. regarding matters of personnel/employment (interview candidate for new Superintendent) all in accordance with Government Code Section 54957; matters of negotiations with the Palermo Teachers Association (PTA/CTA/NEA) and Classified School Employees Association, Bargaining Unit 366, in accordance with Government Code Section 54957.6; and matters of negotiations with unrepresented groups, certificated management and classified management/confidential, in accordance with Government Code Section 54957.6.

**OPEN SESSION**

The Board reconvened into open session at 9:47 p.m.

**REPORT ON ACTION(S) TAKEN IN CLOSED SESSION**

No action was taken in closed session.

**ADJOURNMENT**

President Thomas Robertson declared the meeting adjourned at 9:48 p.m.

Respectfully submitted,

Jacqueline Dolar, PhD  
Secretary to the Governing Board

