

Board Highlights

NMCUSD Agenda Online

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July 2, 2018

Approved the Negotiated Settlement Agreement between the North Monterey County Federation of Teachers, Local 4008 and the North Monterey County Unified School District and AB 1200 Public Disclosure of Collective Bargaining Agreement:

The settlement agreement closes negotiations with NMCFT, Local 4008, for the 2018-2019 school year and for the balance of the 3-year term, until June 30, 2019. Through this settlement agreement, the parties have agreed to a compensation package and contract language that honors certificated staff members and improves or increases services to students and parents served by the district. Salary increases will be implemented in August 2018.

Public Hearing and Approved Local Control Accountability Plan for 2017-2018, 2018-2019, and 2019-2020, including the Annual Update Report for 2017-2018: The Local Control and Accountability Plan (LCAP) and the Annual Update shall provide details regarding local educational agencies actions and expenditures to support pupil outcomes and overall performance pursuant to Education Code sections 52060, 52066, 47605, 47605.5, and 4706.5. The LCAP and Annual Update must be completed each year.

The LCAP must describe goals and specific actions to achieve those goals for pupils and each subgroup of pupils identified in Education Code section 52052, including pupils with disabilities, for each of the state priorities and any locally identified priorities. The LCAP is intended to be a comprehensive planning tool. School plans must be aligned with the LCAP. Data referenced in the school plans and LCAP must be consistent with the school accountability system. The eight state priorities must be addressed in the LCAP to include:

A. Conditions of Learning

Basic: Teachers are appropriately credentialed and assigned. Pupils have standards-aligned instructional materials. School facilities are maintained in good repair pursuant to Education Code 17002(d).

Implementation of State Standards: Implementation of academic content and performance standards and English Language Development standards.

Course Access: Pupils are enrolled in a broad course of study that includes subject areas described in Education Code section 51210.

B. Pupil Outcomes

Pupil Achievement: Performance on standardized tests, share of pupils that are college and career ready,

Superintendent Reports:

- ❖ Fri. May 25 - **Congratulations!** Educational Options (Central Bay, Independent Studies and Adult Ed./GED) Graduation Ceremony was held NMCHS – Forum
- ❖ Thurs. May 31 - **Congratulations!** NMC Middle School Promotion Ceremony was held at NMCHS new Athletic Stadium
- ❖ Fri. June 1 – **Congratulations!** NMC High School graduation was held at Rabobank Stadium
- ❖ Thurs. June 14 - **Conducted Guest Teacher Training** (preferred substitutes) full day - 10 participants in total who reported it was very helpful
- ❖ Fri. June 15 - **Summer Feeding Program** Kick-off BBQ Event at North County Rec Center
- ❖ **Summer School** programs include: *Migrant* for elementary, middle/high school students, *Summer Bridge* for incoming kindergarten without school experience, *Credit Recovery* for High School, UCSC College Readiness *Senior Odyssey Program*, *Transition to College Math* at CSUMB, *Coder Dojo* coding classes, *Extended Year Special Ed Program*, *Adult Education* classes, *Preschool* and *Extended Day Kid Zone* programs.
- ❖ **Curriculum Council** ELA on June 18 and **Math** on June 19 worked on common interim assessments and learning progressions
- ❖ NMCUSD receives competitive **grant for Tobacco Prevention and Enforcement**

share of English learners that become English proficient, English Learner reclassification rate, share of pupils that pass the Advanced Placement exams with a 3 or higher, share of pupils determined prepared for college by Early Assessment Program

Other pupil outcomes: Pupil outcomes in subject areas described in Education Code 51210.

C. Engagement

Parental Involvement: Efforts to seek parent input in decision making at the district and school site, promotion of parent participation in programs for unduplicated pupils and special needs subgroups.

Pupil Engagement: School attendance rates, chronic absenteeism rates, middle school dropout rates, high school dropout rates, and high school graduation rates.

School Climate: Pupil suspension rates, pupil expulsion rates, other local measures including surveys of pupils, parents and teachers on the sense of safety and school connectedness.

Info graphic documents for the updated LCAP are under development and will be made available at the beginning of the next school year in English and Spanish. ([A full copy of the approved LCAP is available on the website, click here.](#))

Public Hearing and Approved on the Proposed 2018-19 Adoption Budget: The 2018-19 budget for North Monterey County Unified School District has been developed based upon guidelines from the Monterey County Office of Education Common Message, information received from the Governor's May Revise Budget, the School Services of California planning document "Dartboard", assumptions approved previously by the Board, and LCAP goals and related proposed expenditures.

A copy of the proposed 2018-19 budget for North Monterey County Unified School District was made available June 11, 2018 for public review at the District Office. Two public hearings were held on June 14, 2018; the first for the Local Control Accountability Plan (LCAP) and the second for the 2018-19 proposed Adopted Budget. The 2018-19 budget was adopted as presented at the June 28, 2018 Board Meeting. After the State adopts its budget and is signed into law, the District has 45 days to revise the 2018-19 Adopted Budget for any material changes.

([Presentation regarding assumptions for the Adopted Budget for 2018-2019 click here](#); [2018-2019 budget book click here](#))

Approved Resolution #2017-1827 for the 2018-19 Education Protection Account (EPA) Public

Disclosure of Funding and Disbursement: In 2012, Proposition 30 guaranteed flat funding to the prior years' revenue limit to avoid additional cuts to education. As a result, and pursuant to Article XIII, Section 36 of the California Constitution, school districts are now required to publicly disclose the amount of money received and how these monies are spent. The Education Protection Account (EPA) was created to enable Districts to fulfill their requirement to separately account for these dollars. Proposition 30 expired in its entirety on December 31, 2017. However, with the passage of Proposition 55, which extends the higher income tax component of Proposition 30, all of the same reporting requirements remain in place. Proposition 55 took effect January 1, 2018. For the District to remain in compliance with Article XIII, Section 36 of the California Constitution, the Board approves EPA funds available for 2018-19 to be spent on Instructional Salaries.

Approve 2.40625 FTE Increase to Classified Child Development/Infant-Toddler Assistant Positions, 2.6875 FTE Increase to Certificated Preschool Teacher Positions, and Increase Work Calendar Days:

In previous years, reducing employee work calendars to 177 days cut operating costs. Since funding and services have increased to include the number of calendar days of service and there have been expanded services that begin at 6:00 a.m., the work calendar needs to increase to 185 work calendar days, to include staff development days. Coverage for the increased service days has been paid out of supplemental hourly pay and now that increased funding is ongoing, staffing positions are needed to fulfill program services to ensure adequate supervision at Castroville (a site that operates 6 a.m. to 6 p.m. year round and additional work days for the continuity of the program services to children.

Approved the Reorganized Classified Staffing Plan for the District Office - Associated Positions and Job Description as Presented:

The District Classified staffing plan involves: (1) the reduction of 1.0 FTE Program Evaluation & Assessment Technician replaced with 1.0 FTE Data and Assessment Analyst (new job description and classification), (2) restoring 1.0 FTE Network and Systems Analyst position, and (3) the update of a vacant position from Administrative Assistant 1 to Administrative Assistant 3.

The Program Evaluation & Assessment Technician position is currently vacant due to retirement. The District has a need to expand the services of the position to include support of the District's data and assessment program and reporting. The new job description addresses the needs of the District and the support needed in the area of data and assessment and can therefore be funded by the supplemental/concentration grant funding as part of the LCAP actions/services. The Network and Systems Analyst position and job description were previously approved and the District attempted to fill the position multiple times. After being unable to hire a qualified candidate, the District has worked with an outside vendor for the needed services. The services are still needed and the District is still interested in hiring a qualified candidate.

The Educational Services division has been restructured due to reductions of the Assistant Superintendent and Confidential Administrative Assistant positions. The Superintendent has evaluated the administrative support services needed and has identified the need for an Administrative Assistant 3 position to handle the various tasks that occur within the Educational Services and Superintendent's offices. This Administrative Assistant 3 position would replace a vacant Administrative Assistant 1 position. Clerical tasks and duties within both offices will be distributed appropriately under the direction of the Superintendent.

Discussed and Approved the Board Policy and Administrative Regulation 6112.1 Modified School Day (Parent Conferences & Collaboration Time):

When a regular school day is "modified" the student instructional day has less instructional time. A modified schedule for a designated day has an early release time or a late start time, which requires parents to make arrangements for alternative childcare plans and/or pick up/drop off time. Whenever a modified school day is proposed, it is important to ensure that the time is used effectively and that parents/guardians and the community understand the reason and purpose of the modified schedule.

School instructional schedules may be modified, without compromising the total minutes within the instructional year, to allow time for parent teacher conferences and to establish designated time for educators to collaborate for the purpose of improving student achievement.

Parent/guardians conference with teachers, and as appropriate with students, to review student academic progress and in partnership, develop strategies to ensure all aspects of student learning are addressed and supported.

Collaboration is an essential ingredient for continuous school improvement and staff professional growth. When focused on results and outcomes, effective collaboration, which contributes to the alignment of instructional practices, will have the greatest impact on student achievement. Educators who are committed to working collaboratively in ongoing processes of structured collective inquiry and action planning will achieve better results for students.

An annual plan will be developed, implemented and evaluated for the use of collaboration time which will be based upon:

- The District's shared mission, vision, belief statement and the Local Control Accountability Plan (LCAP) goals, actions and services.
- The school's annual goals and measurable outcomes as outlined in the school's Single Plan for Student Achievement (SPSA)

- The focus areas defined within the LCAP and SPSA and facilitated by the school administrators with input from the school site's Instructional Leadership Team
- School's Teacher Teams will work collectively to ensure articulation of learning progressions and implementation of common assessments and grading practices.
- Related professional development and professional growth opportunities to ensure effective ongoing school alignment of instructional practices to address students' learning needs.

The administrative regulation provides guidelines on how the annual plan should ensure time for grade level/departments to meet for dedicated collaborative planning. Site administrators, Instructional Leaders, and Curriculum Council members will be meeting in late July/early August to review an annual plan for the use of collaboration time for 2018-2019 at each school site.

[\(View the Approved Modified Day BP and AR 6112.1 here\)](#)

Approved the New Board Policy: Response to Immigration Enforcement BP 5145.13 and AR 5145.13: [\(View the BP 5145.13 response to Immigration Enforcement here\)](#).

There are several other BP/ARs and Exhibits that are also being updated to reflect new language regarding immigration status, specifically non-discrimination or disclosure or information regarding immigration status.

Approved Updated Board Policy and Administrative Regulation 5145.3(a) Students

Nondiscrimination/Harassment: This board policy and related administrative regulation includes language regarding discrimination regarding immigration status to be included in the nondiscrimination statement. [\(View Students BP 5145.3 here\)](#)

Approved Updated Administrative Regulation (AR) 4161.8/4261.8/4361.8 - Family Care and Medical

Leave: The regulation is updated to reflect new law (AB 1556) which deletes gender-specific references with regard to pregnancy disability leave and clarifies that all employees are protected against pregnancy discrimination regardless of their gender identity. The regulation also reflects new law (SB 63), which extends the requirement to grant parental leave to any district that employs 20-49 employees within 75 miles of the worksite where the employee requesting the leave is employed. [\(View the Family Care and Medical Leave Administrative Regulation 4161.8/4261.8/4361.8 here\)](#)

Approved Updated Administrative Regulation (AR) 4161.1/4361.1 - Personal Illness/Injury Leave:

The regulation is updated to reflect new law (SB 63) which extends the requirement to grant parental leave to an eligible employee for the purpose of bonding with a child after the birth, adoption, or foster care placement of the child to any district that employs 20-49 employees within 75 miles of the worksite where the employee requesting the leave is employed. The regulation also updated to reflect new law (SB 731) which entitles an employee who is a military veteran or current member of the California National Guard or federal reserve component to 10 days of additional sick leave for the purpose of undergoing medical treatment for a qualifying military service-connected disability, effective on either the date the U.S. Department of Veterans Affairs rates the employee's disability or on the first day the employee begins or returns to employment after active duty, whichever is later. [\(View Personal Illness/Injury Leave administrative Regulation 4261.1 here\)](#)

Approved Updated Board Policy (BP) 5145.9 - Hate-Motivated Behavior: The policy is updated to define hate-motivated behavior and expand material related to collaboration, staff training, and enforcement of rules regarding student conduct. The policy also provides for the use of uniform complaint procedures when the behavior is determined to be based on unlawful discrimination. This policy has been updated to reflect wording regarding immigration status. [\(View BP 5145.9 Hate Motivated Behavior here\)](#)

Approved Updated Board Policy (BP) and Exhibit (E) 5145.6 - Parental Notifications: The policy is updated to reflect federal law applicable to districts participating in certain federal programs which requires that parental notifications be presented in an understandable and uniform format and, to the extent practicable, in a language that parents/guardians can understand. The policy is also revised to reflect state law requiring that parental notifications be written in the primary language, in addition to English, whenever 15 percent or more of the students enrolled in a school speak a single primary language other than English.

The exhibit is updated to reflect notices required by new law, including notices related to students' right to a free public education regardless of immigration status or religious beliefs (AB 699), the employee code of conduct related to employee interactions with students (AB 500), the district's meal payment policy (USDA Memorandum SP-23-2017), a student's identification as a long-term English learner (AB 81), a negative balance in a student's meal account (SB 250), educational rights of children of military families (AB 365), and any excessive level of lead found in drinking water (AB 746). Two legal cites are renumbered pursuant to federal law and regulations. ([View BP 5145.6 Parental Notifications here](#))

Approved Updated Board Policy (BP) and Administrative Regulation (AR) 5022 - Student and Family Privacy Rights: The policy is updated to add options formerly in the AR regarding the disclosure of students' personal information for marketing purposes. The policy also reflects state law which prohibits the collection of social security numbers or the last four digits of social security numbers for such purposes and new law - AB 699, which prohibits the collection of information regarding the citizenship or immigration status of students or their families.

The regulation reflects new law - AB 677, which prohibits the removal of questions pertaining to sexual orientation and/or gender identity from a voluntary survey that already contains such questions. ([View BP 5022 Students and Family Privacy Rights](#))

Approved Updated Board Policy (BP) 5131.2 - Bullying: The policy updated to reflect new law - AB 699, which requires districts to educate students about the negative impact of bullying based on actual or perceived immigration status or religious beliefs and customs. Policy also reflects the California Attorney General's model policy developed pursuant to AB 699, which requires staff training with specified components related to bullying prevention and response. ([View BP 5131.2 Bullying here](#))

Approved Updated Administrative Regulation (AR) and Exhibit (E) 5125.1 - Release of Directory Information: The regulation and exhibit updated to reflect the California Attorney General's model policy, developed pursuant to new law - AB 699, which requires that the annual parental notification include a statement that directory information does not include citizenship status, immigration status, place of birth, or national origin. ([View the AR 5125.1 Release of Directory Information here](#))

Approved Updated Board Policy (BP) 5125 - Student Records: The policy is updated to reflect the California Attorney General's model policy, developed pursuant to new law - AB 699, which (1) prohibits districts from collecting information regarding students' citizenship or immigration status, and (2) requires district staff to receive training in the gathering and handling of sensitive student information. The policy also reflects state law limiting the collection of students' social security numbers or the last four digits of the social security numbers, and new law - SB 31, which prohibits districts from assisting in the compilation of a list, registry, or database based on students' national origin, ethnicity, or religion.

The regulation is updated to reflect new law - SB 233, which expands the types of records related to foster youth that must be made accessible to specified agencies, and a requirement of the Attorney General's model policy that the annual parental notification include a statement that a student's citizenship, place of birth, or national origin will not be released without parental consent or a court order. ([View BP 5125 Student Records here](#))

Approved Updated Board Policy (BP) and Administrative Regulation (AR) 5111.1 - District Residency: The policy and regulation are updated to reflect new law - AB 699, which prohibits districts from collecting information or documents regarding the citizenship or immigration status of students or their

family members. The regulation is also updated to reflect new laws providing that a student meets district residency requirements if the student's parent/guardian is transferring or pending transfer to a military installation within the state (SB 455), or the student's parent/guardian was a resident of California who departed the state against his/her will pursuant to a transfer by a government agency, a court order, or the federal Immigration and Nationality Act (SB 257). ([View BP 5111.1 District Residency here](#))

Approved Updated Board Policy (BP) and Administrative Regulation (AR) 5111 - Admission: The policy is updated to reflect state law prohibiting the collection of social security numbers or the last four digits of the social security numbers of students or their parents/guardians, unless otherwise required by law. The policy also reflects new law - AB 699, which prohibits districts from inquiring into students' citizenship or immigration status and the California Attorney General's model policy which provides that, under the limited circumstances when such information must be collected to comply with eligibility requirements for special state or federal programs, such information should be collected separately from the school enrollment process.

The regulation is updated to reflect a requirement of the Attorney General's model policy that prohibits districts from requiring documentation that may indicate a student's national origin or immigration status, such as a passport, to the exclusion of other permissible documentation. The regulation also reflects the authority to accept a parent/guardian affidavit as evidence of a child's age when other documentation is not available. ([View BP 5111 Admission here](#))

Approved Updated Board Policy (BP) 0410 - Nondiscrimination in District Programs and Activities:

The policy is updated to reflect new law - AB 699, which (1) adds immigration status to the categories of characteristics that are protected against discrimination, (2) requires parent/guardian notification of their child's right to a free public education regardless of immigration status or religious beliefs, and (3) mandates that districts adopt policy consistent with a model policy developed by the California Attorney General, which includes a statement regarding equitable services. The policy also reflects provisions of the Attorney General's model policy and new law - SB 31, which prohibit districts from compiling or assisting in the compilation of a registry based on immigration status, religion, or other specified characteristics. ([View BP 0410 Nondiscrimination in District Programs and Activities here](#))

Discussed the 2017-2018 Monterey County Civil Grand Jury Final Report-"School Boards Make a Difference, Improving Education: The Role of Local School Boards:" ([view Civil Grand Jury Report here](#))

Recognitions, Presentations and Bulletin Board Displays

❖ **Presentation on North Monterey County Community Alliance “Cradle to Career” Strategic Plan:**

To develop a shared community vision, the North Monterey County Community Alliance convened quarterly meetings with a broad range of community stakeholders for community engagement around progress toward achieving goals in supporting the whole child from cradle to career. There are three Community Action Teams in the following areas to support the North Monterey County Community Action Team's Strategic Plan.

Early Childhood Success (Birth to Grade 3): The Early Childhood Success Collaborative Action Team is organized to build on strengths of the community to improve on early childhood educational opportunities, school readiness, and success to support reading at 3rd grade level. Learning begins at birth. The foundation for life-long learning and success begin to develop by the age of 3. Early Literacy is vital.

Middle Years (Grades 4-8): The Middle Years Collaborative Team works with community and district resources to increase academic mastery and character development through exposure to career readiness and college bound opportunities with an aim to increase problem solving and awareness of career opportunities. Students are exposed to careers and experiences to introduce and broaden their awareness and interest with a focus on collaboration, communication, critical thinking, and creativity.

College and Career Readiness (Grades 9-Adult): The College and Career Readiness Collaborative Action Team will improve articulation between secondary and post-secondary institutions, establish new and expand current high school career pathways programs, connect career pathways to local employers, and expand adult education and workforce training opportunities. ([View presentation here](#))

❖ **Presentation on Highlights of the District's Communication Plan: Website, Social Media, District App, and Automatic Notification System:** In April of 2017, the District began work in implementation of a new website, social media and district application integrated communication system as a part of the District's Communication Plan. The launch of the new websites occurred in July 2017 and initial training of staff in July and August 2017. There was a project plan developed with desired goals regarding the following:

1. Updates to each school (weekly) and department's (monthly) website pages would include new information to encourage more "traffic" or "hits" to the website-indicating users were actively seeking information.
2. District app would be downloaded by users.
3. Social Media: Facebook pages and Twitter accounts would be implemented mid-year and tracked by views and followers.
4. Messages and information to parents/guardians would be available and sent out via phone, text and email depending upon their selected preferences.
5. School Sites and departments would build capacity in their own abilities to keep information updated and current using all methods of the communication system. ([View presentation here](#))

❖ **Educational Technology Plan and Committee Overview:** An overview presentation was shared regarding the work of the Educational Technology Committee in developing a Plan with specific goals and focus areas. ([View presentation here](#)).

❖ **Report on Maintenance and Facilities Summer Projects for 2018:** Presentation on summer maintenance, facilities and construction projects underway for the summer of 2018. Presented by Rick Diaz, Director of Facilities Planning & Construction ([View presentation here](#))