



A CALIFORNIA DISTINGUISHED SCHOOL

**SPECIAL MEETING MINUTES
BOARD OF DIRECTORS
Tuesday, June 8, 2010
4:00 PM, LIBRARY**

I. PRELIMINARY

- A. Call to order 4:05 PM
- B. Roll call

Members Present:

Julia O'Grady James Paleno
Jason Cutler Susan Frank
Karen Perkins Alex Shuhgalter
John Riley Patrice Fisher
Amy Held John Callas (arrived 6:15 PM)
Carol Osborne (arrived 6:45 PM)

Officers/Non-Voting Members:

Greg Wood
Marcia Haskin
Shahin Mohamadi

II. PUBLIC COMMENTS:

Non-agenda items: No individual presentation shall be for more than two (2) minutes and the total time for this purpose shall not exceed sixteen (16) minutes. Board members will not respond to presentations and no action can be taken. However, the Board may give direction to staff following a presentation. Use of names of individuals should be avoided when referring to accusations or wrongdoing (names should be presented to the Executive Director for follow-up action). Speakers may choose to speak during the public comment segment and/or at the time an agenda item is presented.

Linda Burgess, teacher, urged the board to continue the UCLA process to determine what kind of leader, and leadership structure, stakeholders decide is best for Pali. She also urged the Board to continue to proceed with a 1 year Interim Executive Director Position.

Olivia Castro, teacher, said that she thinks the UCLA School Management Program (SMP) team process already begun is bringing consensus among faculty on what kind of school leader they want and hopes the Board decides to continue with the UCLA SMP team for the next school year.

Leslie Woolley, parent, thought the Board should have used a temp agency in the hiring of a 1 year Interim Executive Director position if it were truly only looking for a 1-year Interim Executive Director. Ms. Woolley said that she spent several months talking to individuals in the education field trying to find a long term visionary leader for Pali and had recommended several candidates. She urged the Board to continue to negotiate with Mr. Stekol.

George Savage, parent, wondered why Board members were not in attendance at the Pali Spirit Awards fundraiser on Sunday. Mr. Savage faulted this Board, and prior Boards, for micromanaging. He urged the Board to refrain from getting hung up on the technicality of the word "interim" in its negotiations with Mr. Stekol regarding the Interim Executive Director position.

Nancy Babcock, parent, (who spoke after agenda item III) applauded Amy Held's efforts to consolidate the fundraising of the Booster Club and Pali Fund regarding the two annual giving campaigns. Ms. Babcock also stated that the lack of an Executive Director will significantly undercut fundraising efforts.

Dan Kelly, teacher, (who spoke after agenda item III) wanted to acknowledge the tremendous efforts made by Greg Wood and Kevin Olson in the financial data and spreadsheets prepared for the Budget and Finance Committee. Mr. Kelly also urged the Board to continue with the UCLA process including the hiring of an Interim Executive Director.

III. DISCUSSION and/or ACTION ITEMS

A. 2010-2011 Budget Approval (see handouts)

Robert King, Budget and Finance Committee Chair, discussed the assumptions behind the committee's recommendation for a \$337,000 projected budget deficit for fiscal year 2010-2011. The Budget and Finance Committee expects State educational funding to improve in fiscal years 2011- 2012 and 2012-2013, and projects a cost of living adjustment (COLA) increase of 2.5% in both years. The COLA for fiscal year 2010-2011 is negative .38%. The committee thought with a return to COLA increases in 2011-2012 and beyond, it would be a prudent decision to dip into reserves. Mr. King also detailed a prioritized list of additional areas of the budget that could be reassessed should the Board decide not to dip into the reserve fund for the 2010-2011 school year.

Greg Wood, Chief Budget Officer, went into some detail on the proposed budget. He projected an increase in ADA (from 2,693 in 2009-2010 to 2,743 in 2011-2012) based on an additional 25 students at Temescal Academy, and 25 students in the new distance learning program.

Mr. Wood is projecting traveling pupil transportation costs of \$600,000 in fiscal year 2010-2011. This will be partially offset by the \$120,000 pledged from traveling parents to cover transportation costs.

Susan Frank questioned the ability of the Civic Center Permit fees to pay the expenses, interest and loan payments of the pool, track, gym, etc. Greg Wood

responded that the Civic Center Permit fee account will run a deficit for the next several years, but over a 10 year period would be neutral to the general fund.

Alex Shuhgalter moved to reduce expenses in the highest priority category, expenses from additional personnel efficiencies, and to develop plans to increase ADA. Jason Cutler seconded the motion.

BOARD ACTION: MOTION FAILED

Yes – 3 (Karen Perkins, Alex Shuhgalter, Jason Culter)

No – 6 (James Paleno, Julia O’Grady, Amy Held, Patrice Fisher, John Riley, Susan Frank)

Abstain – 0

John Riley moved to accept the recommendation of the Budget Committee. Julia O’Grady seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 5 (James Paleno, Julia O’Grady, Amy Held, John Riley, Patrice Fisher)

No – 4 (Susan Frank, Jason Cutler, Alex Shuhgalter, Karen Perkins)

Abstain – 0

B. UCLA School Management Program (SMP)- review work completed and consideration of new contract (see handouts)

Pat Martinez- Miller, one of the UCLA SMP team leaders, gave an oral review of the work completed so far with the PCHS stakeholders.

Ms. Martinez-Miller discussed 6 themes common to all of the stakeholder groups:

- There is a generalized understanding that leadership selection in the past has not been successful in bringing to the campus leaders who have lasted for the long run.
- There is recognition of the need to develop clear leadership job descriptions of the Executive Director and the Principal, without overlap of duties.
- There is a belief that PCHS lacks a well defined and commonly understood vision. There needs to be consensus of what that vision is, and how it will be manifested in the students’ education.
- There has been a general admission that the failure of former leaders is in part due to the perception at Pali that “Pali doesn’t trust leadership” and there is a “gotcha” mentality that exists on campus. There is a desire to build a different kind of culture.
- There was a generalized call for better communication among stakeholders, how meetings are agendized and how actions taken and information gathered at meetings are communicated back to stakeholders. PCHS lacks agreed upon processes and protocols that everyone follows, as well as the inability to determine what is a successful outcome.
- A generalized desire for a singular leader who has demonstrated successful teacher and secondary principal experiences, as well as having some business experience.

Ms. Martinez-Miller went over the UCLA SMP contract proposal for the 2010-2011 school year. The proposal will cost between \$24,500 - \$33,000 for the work outlined.

John Callas moved that we accept the proposal as presented, with the proviso that the Board is updated regularly on where we are on the financial continuum laid out in the proposal. Julia O'Grady seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 8 (James Paleno, Julia O'Grady, Karen Perkins, Jason Cutler, Amy Held, John Riley, Susan Frank, John Callas)

No – 2 (Carol Osborne, Alex Shuhgalter)

Abstain – 1 (Patrice Fisher)

Board chair to announce items for closed session

IV. CLOSED SESSION 7:50 PM

A. Interim Executive Director Position

Board Chair will report publicly on any closed session action items for which a vote occurred.

V. OPEN SESSION 8:43 PM

A. Interim Executive Director Position

John Callas moved that we give Jennifer Eustice authority to hire Mike Smith as Interim Executive Director. Susan Frank seconded the motion.

BOARD ACTION: MOTION PASSED

Yes – 7 (James Paleno, Karen Perkins, Jason Cutler, Alex Shuhgalter, Susan Frank, John Callas, Carol Osborne)

No – 3 (Julia O'Grady, John Riley, Patrice Fisher)

Abstain – 1 (Amy Held)

VI. ADJOURNMENT 8:45 PM

(Meeting materials can be found on the Pali High website, www.palihigh.org, under About Pali, Governance, Board of Trustees, Agendas and Minutes, Material for Board Meetings)