

La Mesa-Spring Valley School District

Board of Education

August 19, 2014

Our Purpose

To Inspire Learning and Respect

Our Vision

**La Mesa-Spring Valley School District is a
community of life-long learners who engage in
continuous improvement and contribute positively to
a global society, within a safe learning environment**

**4750 Date Avenue
La Mesa, California 91941-5293
Phone: (619) 668-5700
FAX: (619) 668-4619**

AGENDA
BOARD OF EDUCATION MEETING
LA MESA-SPRING VALLEY SCHOOL DISTRICT
REGULAR SESSION: Tuesday, August 19, 2014 - 7:00 P.M.
PLACE: Education Service Center, 4750 Date Avenue, La Mesa, CA

OPENING PROCEDURE

1. Call to Order
2. Pledge of Allegiance
3. Establishment of Quorum

MINUTES OF PREVIOUS MEETING(S)

Action

COMMUNICATIONS

APPROVAL OF AGENDA

Action

HEARING

1. Public Hearing – General Matters Regarding Education

REPORTS OF OFFICERS OF THE BOARD

1. Technology Update

Information

NEW BUSINESS

SUPERINTENDENT

1. Adoption of Board Policy Updates
2. Nominations for California School Boards Association (CSBA)
Board of Directors, Directors-at-Large, Asian/Pacific Islander and
Hispanic
3. Acknowledgment of La Mesa Arts Academy New York Trip

Action

Action

Action

BUSINESS SERVICES

1. Consent Calendar*
 - a. Ratification of Purchase Orders, Warrants, and Revolving
Cash Fund Reimbursements
 - b. Acceptance of SB 564 Financial Disclosure
2. Approval of Auction Sale of Surplus Items

Action

Action

- | | | |
|----|---|--------|
| 3. | Approval of Sale of Surplus Items (E-Waste) | Action |
| 4. | Approval of Sale of Surplus Phones | Action |

LEARNING SUPPORT

- | | | |
|----|--|--------|
| 1. | Authorization to Enter into a Memorandum of Understanding with Home Start, Inc. | Action |
| 2. | Authorization to Enter into Contracts with State-Approved Supplemental Educational Service Providers | Action |
| 3. | Authorization to Enter into a Special Education Master Contract with Center for Autism Research Evaluation and Services and an Expanded Special Education Master Contract with Aseltine School for the 2014-15 School Year | Action |

HUMAN RESOURCES RECOMMENDATIONS

- | | | |
|----|---|-------------------|
| 1. | Standard Human Resources Recommendations | Action |
| 2. | Authorization to Establish Salary Schedules | Action |
| 3. | Authorization to Contract with Colleges, Universities, and Local High School Districts for Student Teaching and Professional Training Programs, Including Work-Study Programs | Action |
| 4. | Certification of Managers as Competent to Evaluate Teachers | Action |
| 5. | Resolution 14-15-01, Elimination and/or Reduction of Classified Positions | Roll Call
Vote |

ANNOUNCEMENTS, REPORTS, COMMUNICATIONS FROM THE BOARD

RECESS

CLOSED SESSION (Government Code 54957)

- | | |
|----|---|
| 1. | Negotiations Update – LMSV Teachers Association (GC 54957) |
| 2. | Negotiations Update – California School Employees Association (CSEA), Chapter 419 (GC 54957) |
| 3. | Negotiations Update – Administrators Association and Other Unrepresented Bargaining Groups (GC 54957) |

ADJOURNMENT

* Items may be removed from the Consent Calendar for separate action.

In compliance with the Americans with Disabilities Act, if you need special assistance, disability-related modifications or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's Governing Board, please contact the office of the District Superintendent at 619-668-5700. Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request, the District shall also make available this agenda and all other public records associated with this meeting in appropriate alternative formats for persons with a disability.

In compliance with Government Code Section 54957.5, non-exempt writings that are distributed to a majority or all of the Board of Education in advance of their meetings may be viewed at the Education Service Center located at 4750 Date Avenue, La Mesa, California 91941. In addition, if you would like a copy of any record related to an item on the agenda, please contact Barbara Martinez, Board Recording Secretary, at 619-668-5700, Ext. 6383 or e-mail: barbara.martinez@lmsvsd.k12.ca.us

Board of Education agendas and minutes are, by law, public documents. Please note the La Mesa-Spring Valley School District posts Board agendas and minutes on the Internet.

La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014

PREPARED BY: **Brian Marshall**
 Superintendent

ITEM NUMBER: **H-1 Public Hearing**
 General Matters Regarding Education

A hearing session will be announced for anyone who wishes to address the Board on any topic relating to public education.

Each speaker who wishes to address the Board must complete a Request to be Heard card (located on the table near the entrance) and submit it to the President of the Board of Education or the Recorder prior to the opening of the meeting. Speakers shall be allotted no more than three (3) minutes each for their remarks. A yellow card will be shown when the speaker has one minute remaining and a red card when time is up.

Please note that Government Code 54952.2 prohibits the Board from taking action or discussing anything that is not on this agenda. Therefore, the Board will not be able to comment on any topic that is not on this evening's agenda.

La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014

PREPARED BY: Karen Walker, Ed.D.
Assistant Superintendent, Learning Support

ITEM NUMBER: R-1 Reports of Officers of the Board
Technology Update

District students have been using technology in classrooms for many years as a tool to achieve academic content standards. The new Common Core State Standards have embedded 21st century learning knowledge and skills throughout, and there is an expectation that students now demonstrate technological proficiency. In order to be college and career ready in a technological world, students must be able to access and digest information in a variety of formats, including print and electronic, and demonstrate the ability to analyze and produce media.

The implementation of student devices has increased dramatically across all schools in the District in the past few years. A helpful model for implementing and evaluating technology use that leads to improved student outcomes is the SAMR (Substitution, Augmentation, Modification, Redefinition) model, developed by Dr. Ruben Puentadura. Teachers are attending professional development on the integration of technology into the learning environment, and students are increasing their use of technology to reach higher levels of learning.

Cara Serban-Lawler, Director of Assessment and Technology, will present an update on technology in the classroom and respond to clarifying questions.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Brian Marshall
Superintendent

ITEM NUMBER: S-1 New Business
Adoption of Board Policy Updates

Action Item

Attached are charts showing the latest policy updates and noting any substantial changes.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board adopt the policy updates as noted.

Board Policy Updates

August 19, 2014

Policy Number	Significant Changes
	<i>October 2013</i>
AR 0420.4	<p>Charter School Authorization</p> <p>Regulation updated to reflect NEW LAW (AB 97) which requires charter petitions to include annual goals aligned with specified state priorities and any additional priorities established by the charter school and to identify specific annual actions to achieve the goals. Regulation also reflects provisions of AB 97 which 1) add foster youth to the definition of “numerically significant student subgroups” and change the number of students constituting a numerically significant subgroup and 2) require measures of student outcomes for state priorities to be consistent with the way information is reported in a school accountability report card to the extent practicable.</p>
BP/E 0420.41	<p>Charter School Oversight</p> <p>Policy updated to reflect NEW LAW (AB 97) which 1) adds foster youth to the definition of “numerically significant student subgroups” and changes the number of students constituting a numerically significant subgroup, 2) requires the district to ensure that the charter school submits an annual update of goals and actions aligned with state priorities, 3) requires the provision of technical assistance to a charter school that meets specified criteria, 4) requires the district’s board to consider revocation of a charter whenever it finds that the charter school failed to implement the recommendations of the California Collaborative for Educational Excellence or continues to demonstrate persistent or acute inadequate performance, and 5) requires the use of uniform complaint procedures for complaints of noncompliance with the annual update of goals and actions or with technical assistance or intervention. Policy also adds board approval of a general waiver request before it is submitted to the State Board of Education (SBE) on behalf of the charter school, and includes optional language on the development of a memorandum of understanding which clarifies any financial and operational agreements between the district and charter school.</p> <p>Exhibit update to reflect NEW LAW (AB 97) which 1) allows charter schools to reduce the number of instructional days and minutes throughout the 2014-15 school year and 2) requires charter schools to submit an annual update of school goals that address specified state priorities, actions for achieving those goals, and related expenditures. Exhibit also reflects new law (AB 588) which requires charter schools that offer athletic programs to annually provide information about concussions and head injuries to student athletes and their parents/guardians and to immediately remove from an athletic activity any student who is suspected of sustaining a concussion or head injury.</p>
BP/AR 0460	<p>Local Control and Accountability Plan</p> <p>New policy reflects the requirements of NEW LAW (AB 97) related to the development of a three-year local control and accountability plan (LCAP) by July 1, 2014, and an update of the LCAP on or before July 1 of each subsequent year. Policy addresses the importance of comprehensive planning, optional local priorities to add to the state priorities specified in law requirements for consultation with specified groups on plan development, board adoption of the LCAP, submission of the approved LCAP to the county superintendent, the board’s role in monitoring district progress, and circumstances under which the</p>

	<p>district may receive technical assistance or intervention to improve student outcomes.</p> <p>New administrative regulation reflects the requirement of NEW LAW (ASB 97 and SB 97) regarding the contents of the LCAP and the annual update to the LCAP, consistency with existing collective bargaining agreements, and posting of the LCAP on the district's website.</p>
	December 2013
BP 0420.43	<p>Charter School Revocation</p> <p>Policy updated to reflect NEW LAW (AB 97) which requires a board to consider revocation of a charter whenever the California Collaborative for Educational Excellence advises and assists the charter school and subsequently makes specified findings to the board. Policy also reflects provision of AB 97 authorizing the State Board of Education (SBE), even if it is not the chartering authority, to revoke the charter of any charter school if it finds that the school failed to improve student outcomes across multiple state and school priorities identified in the charter. Policy reflects NEW COURT DECISION confirming that the revocation process prescribed in the Education Code provides a charter school with sufficient due process.</p>
BP 4111/4211/4311	<p>Recruitment and Selection</p> <p>Policy updated to delete material reflecting requirements for recruitment incentives under the Professional Development Block Grant, as the funding for that block grant has been redirected into the LCFF pursuant to NEW LAW (AB 97).</p>
BP/AR 4131	<p>Staff Development</p> <p>Policy updated to reflect the self-repeal of the Math and Reading Professional Development program and to reflect NEW LAW (AB 97) which redirects funding for the Professional Development Block Grant into the LCFF. Goals for staff development expanded to include ability to meet the needs of foster youth.</p> <p>Regulation deleted since the Math and Reading Professional Development program was self-repealed.</p>
BP/AR 4231	<p>Staff Development</p> <p>Policy updated to reflect NEW LAW (SB 590) which (1) requires any district that expends funds for staff development for any school site staff to consider the staff development needs of its classified school employees and (2) lists topics that may be included in staff development for classified staff. Policy also adds optional paragraph re: staff development for classroom instructional aides and reflects NEW LAW (AB 97) which redirects funding for the Professional Development Block Grant into the LCFF.</p> <p>Unnecessary regulation deleted.</p>
BP/AR 5123	<p>Promotion/Acceleration/Retention</p> <p>Mandated policy updated to reflect mandate that the policy provide for students to be identified for retention as early in the school year, and as early in their school careers, as possible. Policy reflects NEW LAW (AB 484) which establishes a new state assessment system, impacting the indicators that may be used to identify a student for retention. Policy also reflects NEW LAW (AB 97) which redirects into the LCFF funding for supplemental instruction for students in grades 2-9 who have been retained or recommended for retention (without</p>

	<p>eliminating the district's responsibility to provide supplemental instruction for such students) and for students in grades 2-6 who have been identified as being at risk of retention. Policy contains material formerly in AR re: grade levels at which students will be identified for retention, subjects that will be used as the basis for identifying students for retention, responsibility for retention decision when the student has more than one teacher, and requirement for an appeals process.</p> <p>Mandated regulation updated to reflect California Department of Education (CDE) recommendation re: the timing of approving a student's continuation in kindergarten for an additional year and to clarify the process for parent/guardian appeal of a teacher's decision to promote or retain a student.</p>
BP/AR 5146	<p>Married/Pregnant/Parenting Students Policy updated to reflect NEW LAW (AB 97) which redirects funding for the California School Age Families Education (Cal-SAFE) program into the LCFF and thereby eliminates the mandate for program participants to adopt related policy. Material related to pregnancy prevention also deleted since the issue is appropriately addressed in other policies. In addition, policy revised to (1) require the use of uniform complaint procedures for complaints regarding discrimination on the basis of a student's marital, pregnancy, or parental status; (2) add material on program evaluation; (3) reflect NEW U.S. DEPARTMENT OF EDUCATION GUIDANCE re: reasonable accommodations to enable pregnant and parenting students to access the educational program; and (4) reflect federal regulations addressing the circumstances under which a student may be required to obtain medical certification in order to participate in a program or activity.</p> <p>Regulation deleted since funding for the Cal-SAFE program was redirected into the LCFF pursuant to NEW LAW (AB 97).</p>
AR 5148.1	<p>Child Care Services for Parenting Students Regulation deleted since NEW LAW (AB 97) redirects funding for the Cal-SAFE program into the LCFF. Child care for parenting students also may be addressed in BP 5146 - Married/Pregnant/Parenting Students and BP/AR 5148 - Child Care and Development.</p>
BP/AR 6142.91	<p>Reading/Language Arts Instruction Policy updated to align the district's reading/language arts program with Common Core State Standards for English language arts. In addition, material related to the Professional Development Block Grant, the Math and Reading Professional Development Block Grant, and the intensive reading program for grades K-4 funded through the Pupil Retention Block Grant deleted since NEW LAW (AB 97) redirects funding for those programs into the LCFF.</p> <p>Regulation deleted since NEW LAW (AB 97) redirects Pupil Retention Block Grant funding for the grade K-4 intensive reading program into the LCFF, and the federal Reading First program is no longer funded.</p>
AR 6159.4	<p>Behavioral Interventions for Special Education Students Regulation updated to reflect NEW LAW (AB 86) which, in effect, repeals specified state regulations pertaining to behavioral interventions for special education students, deletes the requirement for a "behavioral intervention plan" when a student with a disability exhibits a "serious behavioral problem" that significantly interferes with the implementation of the goals and objectives of his/her individualized education program, and instead requires the district to</p>

	address any student behavior that impedes the student's own learning or the learning of other students.
BP/AR 6162.51	<p>State Academic Achievement Tests Retitled policy updated to reflect NEW LAW (AB 484) which establishes a new state assessment system, designated by the CDE as the California Assessment of Student Performance and Progress (CAASPP), beginning in the 2013-14 school year. Policy also reflects NEW LAW (SB 247) which requires the CDE to identify existing tests that may be used by classroom teachers for diagnostic purposes in grade 2. Policy reflects NEW LAW (AB 97) which repealed law that encouraged boards to examine state assessment results by school, grade, and student subgroup during their annual discussion of each school's Academic Performance Index, but which still requires demonstration of comparable improvement in academic achievement by numerically significant student subgroups.</p> <p>Retitled regulation updated to reflect the tests that are included in the CAASPP state assessment system established by NEW LAW (AB 484), including, but not limited to, 2013-14 field tests of the Smarter Balanced Assessment Consortium tests in English language arts and mathematics. Regulation also reflects the SBE's authorization to use the Standards-Based Test in Spanish (STS) to assess students in a dual language immersion program. Details of allowable testing variations deleted pending the adoption of revised Title 5 regulations, but reference added to related guidelines from Smarter Balanced Assessment Consortium.</p>
BP/AR 6164.2	<p>Guidance/Counseling Services Mandated policy updated to reflect NEW LAW (AB 97) which redirects funding into the LCFF for the Supplemental School Counseling Program for grades 7-8 formerly funded through the Pupil Retention Block Grant. Policy also expands material on (1) the qualifications of employees providing school counseling, school psychology, and/or school social work services; (2) mental health counseling; and (3) the teacher-based advisory program.</p> <p>Regulation deleted since funding for the Supplemental School Counseling Program was redirected into the LCFF pursuant to NEW LAW (AB 97). Some material moved from AR to BP.</p>
BP/AR 6173.1	<p>Education for Foster Youth Policy updated to reflect NEW LAW (AB 97 and SB 97) which provides grants within the LCFF based on the number and concentration of unduplicated counts of foster youth, English learners, and low-income students and requires the district's local control and accountability plan (LCAP) to include annual goals for all students and each "numerically significant" student subgroup including foster youth.</p> <p>Regulation updated to reflect NEW LAW (AB 97) which defines "foster youth" and requires districts to monitor the educational progress of foster youth.</p>
BP 6177	<p>Summer Learning Programs Updated policy reflects NEW LAW (AB 97) which redirects funding that could be used for summer school, including supplemental instruction programs and intensive reading and algebra programs funded through the Pupil Retention Block Grant, into the LCFF. Revised policy also provides for alignment of summer programs with goals in the district's LCAP.</p>

BP/AR 6179	<p>Supplemental Instruction</p> <p>Mandated policy updated to reflect NEW LAW (AB 97) which redirects funding for supplemental instruction programs into the LCFF. Policy also clarifies which programs are still required by law and which are discretionary, and reflects NEW LAW (AB 484) which establishes a new state assessment system, thereby affecting the criteria that may be used to determine student eligibility for supplemental instruction based on lack of sufficient progress toward passing the high school exit exam.</p> <p>Regulation deleted since funding for supplemental instruction programs was redirected into the LCFF pursuant to NEW LAW (AB 97). Some concepts moved from AR to BP.</p>
	<i>February 2014</i>
BP 0410	<p>Nondiscrimination in District Programs and Activities</p> <p>Mandated policy updated to generally reflect NEW LAW (AB1266) which requires districts to permit a student to participate in sex-segregated school programs and activities, including athletic teams and competitions, and to use facilities consistent with the student's gender identity, regardless of his/her gender listed on his/her educational records. Policy also references NEW LAW (AB 556) which prohibits employers from discriminating against employees and job applicants based on their military or veteran status.</p>
BP/AR 5145.3	<p>Nondiscrimination/Harassment</p> <p>Mandated policy updated to reflect NEW LAW (AB 1266) which requires districts to permit a student to participate in sex-segregated school programs and activities, including athletic teams and competitions, and to use facilities consistent with the student's gender identity, regardless of his/her gender as listed on his/her educational records. Material regarding the designation of a district Coordinator for Nondiscrimination, provision of training and information about the district's nondiscrimination policy, and grievance procedures moved to new AR.</p> <p>New mandated regulation contains material formerly in BP regarding the designation of a district Coordinator for Nondiscrimination, provision of training and information about the district's nondiscrimination policy, and grievance procedures. Regulation also includes best practices recommended for addressing the unique circumstances and considerations that may arise when a student asserts a different gender from his/her gender at birth, consistent with new law (AB 1266). Regardless of whether a referendum qualifies for the ballot to attempt to overturn this law, this material may be used to meet the district's responsibility to ensure nondiscrimination based on gender identity.</p>
	<i>April 2014</i>
BP 0200	<p>Goals for the School District</p> <p>Policy updated to delete sample goals and add concepts related to NEW LAW (AB 97, 2013) which requires districts to develop annual goals aligned with specified state priorities and any local priorities and to include those goals in the district's local control and accountability plan (LCAP). Policy also reflects NEW TITLE 5 REGULATION (Register 2014, No. 6) which provides a template to be used for LCAP development.</p>

E 4112.9/4212.9/4312.9	Employee Notifications Exhibit updated to (1) reflect NEW LAW (AB 97) requiring the uniform complaint procedures notice to include information about LCAP requirements; (2) update notice requirements related to family care and medical leave and renumber cites to Title 2 regulations pursuant to Register 2013, No. 40; (3) reflect NEW TITLE 5 REGULATIONS (Register 2014, No. 14) which require notice re: employment status change reports to be given when an allegation of misconduct is pending; (4) revise notice on postretirement earnings limitation to include employment restrictions pursuant to NEW LAW (AB 1379); (5) add notification of teachers when school is identified for restructuring under Title I program improvement; (6) add notification of bus drivers when their driver's license, driver's certificate, or medical certificate is expiring; and (7) move notice of vehicle idling limitations to AR 3542 - School Bus Drivers.
AR 4117.14/4317.14	Postretirement Employment Regulation updated to clarify the contents of the board resolution required in order to hire a member of the California State Teachers' Retirement System within 180 days of his/her retirement. Regulation reflects NEW LAW (AB 1381) which (1) defines "financial inducement" for the purpose of determining eligibility of a retiree to receive an exemption from the 180-day waiting period and (2) extends the compensation limit to other payments (e.g., deferred compensation plans, etc.) to prevent payment in excess of the zero-dollar limit for retired member activities performed within the 180-day waiting period. Regulation also reflects NEW LAW (AB 1379) which requires districts to notify retired individuals of employment restrictions.
AR 4117.7/4317.14	Employment Status Report Regulation updated to reflect NEW LAW (AB 449) and NEW TITLE 5 REGULATIONS (Register 2014, No. 14) which (1) require submission of an employment status report to the Commission on Teacher Credentialing (CTC) while an allegation of misconduct is pending; (2) subject the superintendent to adverse action by the CTC if he/she fails to submit a report; and (3) clarify that changes in employment status due to unsatisfactory performance or a reduction in force are not reportable.
BP 5131.62	Tobacco Policy updated to prohibit student possession or use of electronic hookahs and other vapor-emitting devices, with or without nicotine content, that mimic the use of tobacco products. Policy also recommends provision of counseling, intensive education, or other intervention services to assist in the cessation of tobacco use as an alternative to suspension for tobacco possession.
BP/AR 5144	Discipline Policy updated to reflect NEW FEDERAL GUIDANCE encouraging the use of disciplinary measures that provide appropriate interventions and supports rather than exclusionary discipline practices (e.g., suspension and expulsion). Policy also reflects NEW LAW (AB 97) which requires the district's LCAP to include goals for addressing student engagement and school climate and adds optional language related to the establishment of a discipline matrix listing consequences associated with various violations. Regulation updated to reflect NEW LAW (AB 97) which requires the development of LCAP goals and specific actions related to school climate. Regulation also contains optional language calling for an annual review of school

	discipline rules. Section on "Disciplinary Strategies" adds items #8-9 on social and emotional learning programs and "trauma-sensitive" programs.
BP/AR 5144.1	<p>Suspension and Expulsion/Due Process Mandated policy updated to reflect NEW LAW (AB 97, 2013) which requires development of LCAP goals and actions addressing school climate and NEW FEDERAL GUIDANCE encouraging appropriate interventions and supports rather than exclusionary discipline practices. Policy also adds optional language limiting the use of suspension for willful defiance or disruption of school activities, and deletes option which limited the board's authority to suspend enforcement of the expulsion order.</p> <p>Mandated regulation reorganized for clarity and updated to reflect NEW LAW (AB 256, 2013) which clarifies that a student may be disciplined for bullying by means of electronic act even when the act originated off campus. Regulation also includes a new optional section on "Stipulated Expulsion."</p>
E 5145.6	<p>Parental Notifications Exhibit deletes special education notices re: behavioral intervention plan and the California Modified Assessment, pursuant to NEW TITLE 5 REGULATIONS (Register 2013, No. 42 and Register 2014, No. 7). Exhibit adds notices related to (1) student's participation in state testing and option to request exemption, (2) voluntary enrollment in continuation education pursuant to NEW LAW (AB 570, 2013), and (3) tobacco-free schools policy and enforcement procedures. Legal cites to state regulations re: functional behavioral assessment and emergency interventions renumbered pursuant to Register 2013, No. 42.</p>
BP 6142.92	<p>Mathematics Instruction Policy updated to reflect Common Core State Standards and NEW STATE CURRICULUM FRAMEWORK for mathematics. Policy also updated to (1) reflect NEW LAW (AB 166, 2013) which requires the State Board of Education, concurrent with the next revision of textbooks or the curriculum framework in mathematics, to ensure the integration of financial literacy; (2) reflect NEW LAW (AB 97, 2013) which eliminates the Professional Development Block Grant and the Mathematics and Reading Professional Development Program; and (3) add material on program evaluation.</p>
BP/AR 6151	<p>Class Size Policy updated to reflect NEW LAW (AB 97, 2013) which eliminates the K-3 Class Size Reduction and Morgan-Hart Class Size Reduction programs and requires districts, as a condition of receiving an additional adjustment to the K-3 base grant under the LCFF, to make progress toward a class size of 24 in grades K-3, unless a different class size for each school site is collectively bargained. Policy also reflects NEW TITLE 5 REGULATIONS (Register 2014, No. 14) addressing the calculation of average class enrollment.</p> <p>Regulation deleted because program requirements for K-3 Class Size Reduction and Morgan-Hart Class Size Reduction programs were eliminated by NEW LAW (AB 97, 2013).</p>
BP 6162.5	<p>Student Assessment Policy updated to reflect NEW LAW (AB 97, 2013) which requires that statewide assessments be used as one measure of the district's LCAP goals for student achievement and revises the definition of "numerically significant" student subgroups for which districts must demonstrate comparable improvement</p>

	<p>in academic achievement. Policy also reflects NEW LAW (AB 484, 2013) which replaces the Standardized Testing and Reporting program with the California Assessment of Student Performance and Progress (CAASPP) and changes the content required for the individual record of accomplishment to include results of the CAASPP or any predecessor assessment.</p>
BP 6162.54	<p>Test Integrity/Test Preparation</p> <p>Policy updated to reflect NEW LAW (AB 484, 2013) which establishes the CAASPP assessment system, prohibits use of a program for the sole purpose of test preparation for state assessments, and allows districts to familiarize students with item types or the computer-based testing environment used in the CAASPP. Policy deletes material reflecting state regulations on test preparation repealed by Register 2014, No. 6.</p>
BP 6163.1	<p>Library Media Centers</p> <p>Policy updated to reflect NEW LAW (AB 97, 2013) eliminating the School and Library Improvement Block Grant and State Instructional Materials Fund, which could be used to purchase materials for school or classroom libraries contingent upon the development of a districtwide library plan.</p>
BB 9324	<p>Minutes and Recordings</p> <p>Bylaw updated to reflect NEW LAW (SB 751, 2013) which requires that minutes of board meetings report the vote or abstention of each member present for the action. Bylaw also adds optional space for the district to specify the position responsible for signing the minutes after approval by the board.</p>

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: **Brian Marshall**
 Superintendent

ITEM NUMBER: **S-2 New Business**

Action Item

**Nominations for California School Boards Association (CSBA) Board of
Directors, Directors-at-Large, Asian/Pacific Islander and Hispanic**

Nominations for CSBA's Board of Directors, Directors-at-Large, Asian/Pacific Islander and Hispanic, are being accepted until October 3, 2014. The attached information provides details on the roles and responsibilities of a Director-at-Large and nomination procedures. School boards, which are CSBA members, are eligible to nominate board members from CSBA member districts or county offices of education for this position. Each board may nominate as many individuals as it chooses.

ADMINISTRATIVE RECOMMENDATION

Board members are urged to review the material and be prepared to discuss potential nominations for CSBA's Board of Directors, Directors-at-Large position.

August 1, 2014



TIME SENSITIVE, REQUIRES BOARD ACTION
DEADLINE Friday, October 3, 2014
Please deliver to all members of the governing board.

MEMORANDUM

TO: All Board Presidents and Superintendents
CSBA Member Districts and County Offices of Education

FROM: Josephine Lucey, President

SUBJECT: Call for Nominations for Directors-at-Large, Asian Pacific Islander and Hispanic

Nominations for CSBA Director-at-Large, Asian Pacific Islander and Hispanic are currently being accepted until **Friday, October 3, 2014**. All the information and forms related to the election process are available to download at www.csba.org/AboutCSBA.aspx.

The elections will take place at CSBA's Delegate Assembly meeting in San Francisco at the Westin St. Francis on Sunday, December 14. Directors-at-Large serve two-year terms and take office immediately upon the close of the Association's Annual Education Conference.

Nominations for Director-at-Large must be made by a CSBA member board and the nominee must be a board member from a CSBA member district or county office of education. The U.S. Postal Service postmark or fax deadline for the nomination form, and the required two letters of recommendation, is **Friday, October 3, 2014**. A valid nomination includes:

- **A completed, signed nomination form.** *It is the responsibility of the nominating board to obtain permission from the nominee prior to submitting his or her name.*
- **Two letters of recommendation** (one page, single-sided). These letters may be submitted by a:
 - 1) Member district or county office of education (COE) board
A letter submitted by a member board, if signed by the Superintendent, must state in the letter "on behalf of the board."
 - 2) Individual board member from a member district or COE
 - 3) Board member organization
- **A signed and dated candidate's biographical sketch form completed by the nominee is due to CSBA by Friday, October 10.** *(The candidate's biographical sketch form and the two letters of recommendation will be printed in the Delegate Assembly agenda exactly as submitted.)*

The current Directors-at-Large are as follows:

- **Asian Pacific Islander – Audrey Yamagata-Noji (Santa Ana USD)**
- **Hispanic – Kathryn Ramirez (Salinas Union HSD)**

For further information, please contact the Leadership Services department at 800-266-3382. Thank you.



2014 Director-at-Large, Asian/Pacific Islander and Hispanic Nomination Form

(Please submit a separate nomination form for each nominee.)

The nominations for Director-at-Large must be made by a CSBA member board and the nominee must be a board member from a CSBA member district or county office of education. The U.S. Postal Service postmark or fax deadline for the nomination form and the required two letters of recommendation is **Friday, October 3, 2014**.

Two letters of recommendation are required to be submitted with this nomination form.

The governing board of the _____ School District or

County Office Board of Education voted to nominate _____
(Nominee name)

as a candidate for the following Director-at-Large position: *(please indicate)*

- ☐ Director-at-Large, Asian/Pacific Islander
- ☐ Director-at-Large, Hispanic

The nominee is a member of the _____ School District or
County Office Board of Education, which is a member of CSBA. The nominee has given
permission to be nominated.

Signature of the Board Clerk or Board Secretary

Date

Return the nomination form and two letters of recommendation to:

Josephine Lucey, President

California School Boards Association

3251 Beacon Blvd. | West Sacramento, CA 95691

(916) 371-4691 (800) 266-3382 | Fax: (916) 371-3407 | www.csba.org



2014 Director-at-Large, Asian/Pacific Islander and Hispanic Candidate Form

Due: Friday, October 10, 2014 (U.S. Postmark or fax -916.371.3407)

This signed and dated candidate's form must be completed in the spaces provided. An optional, single-sided, one-page résumé may also be submitted. Please do not state "See résumé" in the spaces below. Only this **two-page form and one-page résumé, if submitted**, will be printed in the Delegate Assembly meeting agenda.

I am running for: (check one)		<input type="checkbox"/> Director-at-Large, Asian/Pacific Islander	<input type="checkbox"/> Director-at-Large, Hispanic
Name: _____	Region: _____		
District or COE: _____	Years on board: _____	ADA: _____	
Contact Number: _____	E-mail: _____		

1. CSBA's Board of Directors is the governing body for the Association. What do you see as CSBA's greatest strength as an organization and what can the Board of Directors do to make it even stronger?

2. Given the governing roles and responsibilities for the Board of Directors to set direction and provide leadership, please describe the skills and experiences you would bring to the Board.

Continued on next page

3. What is one characteristic that you believe every leader should possess?

4. What do you see as the biggest challenge facing governing board members and how can CSBA help?

5. Please provide any additional information about yourself for the Delegate Assembly to consider regarding your candidacy.

Your signature indicates your consent to have your name placed on the ballot and to serve, if elected.

Signature

Date



Board of Directors Roles and responsibilities

Members of the Board of Directors establish the vision, mission and goals for the association, and ensure that association activities and programs remain focused on those goals and the issues identified in CSBA's Policy Platform. The Board of Directors has the following powers and duties:

Statewide leadership

- › Adopts the vision, mission and goals of the association, and annually reviews progress toward achieving them.
- › Adopts final positions and policies that are consistent with the Policy Platform. Interim positions on statewide initiatives may also be adopted when the Policy Platform is silent on the issues but only after a reasonable effort has been made to obtain input from the Delegates between Delegate Assembly meetings.
- › Adopts final positions on legislation that are consistent with the Policy Platform. Final positions on legislation may also be adopted when the Policy Platform is silent on the issues but only after a reasonable effort has been made to obtain input from the Delegates between Delegate Assembly meetings.
- › Provides advocacy on behalf of children, public education, local boards and the association.
- › Serves on Board of Directors and other standing committees, councils, task forces and focus groups.
- › Receives reports and updates on major programs, consistent with the vision, mission and goals of the association.

Regional and constituency leadership

- › Provides two-way communication with Delegate Assembly members and local board members.
- › Supports and participates in the association's activities and events.

Corporate responsibilities

- › Adopts the association's budget.
- › Adopts the association's Standing Rules.
- › Receives reports on corporate operations.
- › Approves the hiring and terms of employment of the executive director, upon recommendation of the Executive Committee.
- › Comments annually on the performance, and acts on the contract of the executive director, upon recommendation of the Executive Committee.
- › Abides by the Code of Ethics, Conflict of Interest Policy, and Whistleblower Policy as adopted by the Board of Directors and included in the association's Policy Statements.

Source: CSBA Bylaws, Article IV, Section 1. 11/12



**CSBA Board of Directors
2014 Director-at-Large Nominations & Elections FAQ**

What are the required meetings?

- Five CSBA Board of Directors meetings are typically held on weekends in late January or early February, late March, May (Friday only), September and late November or early December (one day only)
- Two Delegate Assembly meetings (May and late November or early December)

What is the term for Directors-at-Large? Directors-at-Large serve two-year terms and take office immediately upon the close of the Association's Annual Education Conference.

Who can run for Directors-at-Large, Asian/Pacific Islander and Hispanic? Any member of a district or county office of education board that is a member of CSBA.

Who can nominate the Directors-at-Large, Asian/Pacific Islander and Hispanic? Any district or county office of education whose board is a member of CSBA.

What does a valid nomination consist of?

- 1) A completed, signed nomination form due Friday, October 3.
- 2) Two letters of recommendation (one page, single-sided, due Friday, October 3) from:
 - a) Member boards (*A letter submitted by a member board, if signed by the Superintendent, must state in the letter "on behalf of the board."*)
 - b) Individual board members from member districts or COEs
 - c) A board member organization
- 3) A completed candidate's form from the nominee is due Friday, October 10.

Can the same board that nominates also submit a letter of recommendation? Yes.

Where do I return completed nomination and candidate's forms?

California School Boards Association, 3152 Beacon Blvd., P.O. Box 1660 | West Sacramento, CA 95691-1660
Fax: (916) 371-3407, or email Leanne Gosselin at lgosselin@csba.org

When and where are the elections held? The elections will take place on Saturday, December 13 (speeches) and Sunday December 14 (elections) at CSBA's Delegate Assembly meeting at the Westin St. Francis hotel in San Francisco.

Who is the current CSBA Director-at-Large Asian/Pacific Islander? Audrey Yamagata-Noji (Santa Ana USD)

Who is the current CSBA Director-at-Large Hispanic? Kathryn Rameriz (Salinas Union HSD)

For additional information, please contact Leadership Services staff at (800) 266-3382 or via email lgosselin@csba.org.

La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014

PREPARED BY: **Brian Marshall**
 Superintendent

ITEM NUMBER: **S-3 New Business**
 Acknowledgment of La Mesa Arts Academy New York Trip

Action Item

Staff at La Mesa Middle School and La Mesa Arts Academy (LMAAC) have been investigating the possibility of a trip to New York for interested 8th-grade LMAAC students. This trip would support the 8th-grade history/social science curriculum.

The trip would be coordinated separately through teachers, parents and a contracted tour company. The first trip would take place over the October break of 2015 and would be a private trip with District support.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board acknowledge the proposed LMAAC New York trip.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: **Lori Wigg**
 Assistant Superintendent, Business Services

ITEM NUMBER: **B-1a New Business (Consent Calendar)**
 Ratification of Purchase Orders, Warrants and Revolving Cash Fund
 Reimbursements

Action Item

Purchase orders, warrants and revolving cash fund reimbursements issued since the last Board meeting will be available at the meeting for review by the Board.

The following are submitted for ratification:

- I. Purchase Orders: 480 purchase orders have been processed, numbered 0000000001 through 0000000480, totaling \$3,289,433.44.
- II. Warrants: 487 warrants have been issued, dated June 19, 2014 through August 4, 2014, totaling \$2,247,152.73.
- III. Revolving Cash Fund Reimbursements: Three (3) checks have been processed, totaling \$3,771.93.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board ratify these purchase orders, warrants, and revolving cash fund reimbursements.

**LA MESA-SPRING VALLEY SCHOOL DISTRICT
REVOLVING CASH FUND REIMBURSEMENTS**

**In accordance with Education Code Sections 42800-42806, approval is requested for expenditures
from the Revolving Cash Fund as listed:**

<u>Check Number</u>	<u>Date Issued</u>	<u>Payee</u>	<u>Purpose</u>	<u>Amount</u>
RC1737	07/02/14	VOIDED	Payroll	\$ 0.00
RC1738	07/02/14	SANDRA WARD	Payroll	\$2934.03
RC1739	07/18/14	U.S. POSTMASTER	Stamps	\$ 837.90

**REVOLVING CASH FUND REIMBURSEMENTS
A TOTAL OF (3) CHECKS PROCESSED TOTALING \$3,771.93**

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Lori Wigg
Assistant Superintendent, Business Services

ITEM NUMBER: B-1b New Business (Consent Calendar)
Acceptance of SB 564 Financial Disclosure

Action Item

Orange County's 1995 bankruptcy prompted new local agency financial reporting requirements under Senate Bill 564 (Chapter 783, Statutes of 1995). SB 564 added Government Code Section 53646, which requires school and community college districts to disclose the following types of investments:

- a) Investments in the Local Agency Investment Fund
- b) Investments in the San Diego Treasury Investment Pool
- c) Federal Depository Insurance Commission accounts in banks and savings and loans

Government Code Section 53646(b) requires the chief fiscal officer of each local agency to render a report regarding public disclosures to the Governing Board and chief administrative officer, and to transmit that report with attachments to the Governing Board at a public meeting.

In accordance with the requirements of SB 564, the attached Investment Disclosure Report and exhibits are provided to the Board and Superintendent:

- Investment Disclosure Report – June 30, 2014
- Exhibit A – Fund Summary, San Diego County Treasury Investment Pool
- Exhibit B – Operating Accounts – Mission Federal Credit Union

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board accept the SB 564 Financial Disclosure.

**LA MESA - SPRING VALLEY SCHOOL DISTRICT
INVESTMENT DISCLOSURE REPORT
AS OF JUNE 30, 2014**

Pursuant to Government Code Section 53646, the Board and Superintendent are hereby notified that, as of June 30, 2014, the funds of the La Mesa-Spring Valley School District were invested as indicated below and shown in detail on the attached exhibits. This portfolio complies with the current statement of investment policy.

INVESTMENT CATEGORY

A. San Diego County Treasury Investment Pool	\$	10,284,025
B. Mission Federal Credit Union	\$	<u>269,865</u>
TOTAL	\$	<u><u>10,553,890</u></u>

I, Brian Marshall, Superintendent of the La Mesa-Spring Valley School District, hereby certify the information contained in this report, including the attachments, is accurate and correct to the best of my knowledge.

Brian E. Marshall, Superintendent

**LA MESA - SPRING VALLEY SCHOOL DISTRICT
FUND SUMMARY
SAN DIEGO COUNTY INVESTMENT POOL
AS OF JUNE 30, 2014**

Fund Title	Fund Number	Balance
General Fund	03-06 - 414901-55956	\$ 6,739,274
Child Development	12-06 - 414906-55965	21,757
Cafeteria	13-00 - 414904-55962	795,658
Deferred Maintenance	14-00 - 414912-55968	-
Special Reserve - Opt Out	17-42 - 414942-55972	1,058,904
Building (Prop M)	21-10 - 414910-55967	9,105
Capital Facilities AB 2068/Developer Fees	25-19 - 414919-55971	745,532
County Facilities Fund	35-00 - 414946-55977	-
Special Reserve - Capital Outlay	40-00 - 414902-55959	25,243
Enterprise - ESS / SmartSteps Preschool	63-00 - 414922-55957	888,551
Total Investment - San Diego County Treasury Investment Pool:		<u>\$ 10,284,025</u>

**LA MESA-SPRING VALLEY SCHOOL DISTRICT
MISSION FEDERAL CREDIT UNION CHECKING ACCOUNTS
AS OF JUNE 30, 2014**

ACCOUNT NAME	ACCT NUMBER	BALANCE	GL ACCT
<u>CASH CLEARING ACCOUNTS</u>			
ESS Cash/Check Payments	51000807	\$ -	63-00-9010-000-9120-001
Transportation	51000850	-	06-00-7230-000-9120-000
Cafeteria	51000806	9.25	13-00-5310-000-9120-000
District Cash Clearing	51000804	(33.00)	03-00-0000-000-9120-000
SmartSteps Bank Card Payments	91283481	-	63-00-0000-000-9120-001
SmartSteps Cash/Checks Payments	91288813	-	63-00-0000-000-9120-002
ESS Bank Card Payments	91062960	15,387.67	63-00-9010-000-9120-002
		<u>\$ 15,363.92</u>	
<u>REVOLVING CASH ACCOUNTS</u>			
District	51000805	\$ 15,083.47	03-00-0000-000-9130-000
Purchasing Card	91074611	33,062.86	03-00-0000-000-9130-001
		<u>\$ 48,146.33</u>	
<u>EXTERNAL ACCOUNTS</u>			
ASB	51000808	170,175.86	n/a
Peter Pan Jr. Theater RCF	51000849	34,979.00	n/a
ASB Purchasing Card	51001684	1,200.00	n/a
Script Clearing	51000810	-	n/a
		<u>\$ 206,354.86</u>	
Grand Total of All Account Balances:		<u><u>\$ 269,865.11</u></u>	

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: **Lori Wigg**
 Assistant Superintendent, Business Services

ITEM NUMBER: **B-2 New Business**
 Approval of Auction Sale of Surplus Items

Action Item

Attached is a list of items that are surplus to the District. The items have been surveyed and are no longer used. These items will be sold at an auction conducted by Public Surplus in accordance with Education Code 17545.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board approve the attached list of surplus items for their disposal under the provisions of the Education Code.

AUCTION LIST
AUGUST 2014

3 EACH	KILNS
4 EACH	STEAM KETTLES, NATURAL GAS POWERED
1 EACH	PAINT CAN MIXER
2 EACH	WHEELCHAIRS
1 EACH	HEALTH OFFICE COUCH
5 EACH	PIANOS, UPRIGHT
14 EACH	DESKS, OFFICE
5 PALLETS	PARTITIONS/ROOM DIVIDERS
8 EACH	CHAIRS, OFFICE
97 EACH	STUDENT CHAIRS, YELLOW
2 PALLETS	METAL LIBRARY SHELVING
12 EACH	CABINETS METAL OFFICE
6 EACH	TABLES
1 EACH	TELESCOPE SET
1 EACH	SEWING MACHINE, SINGER
1 EACH	PALLET JACK, CROWN

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: **Lori Wigg**
 Assistant Superintendent, Business Services

ITEM NUMBER: **B-3 New Business**
 Approval of Sale of Surplus Items (E-Waste)

Action Item

The District generates electronic waste (E-waste) on a regular basis. The items include but are not limited to computers, keyboards, monitors, printers, and overhead projectors. These items are no longer used, have been surveyed, and all salvageable parts have been removed. The value of the E-waste items is insufficient to defray the costs of arranging an auction sale.

Recycle International provides an E-waste recycling disposal program, with full accountability of final disposition on each piece of equipment. This program is utilized by other school districts. The District will be paid by the pound, for every pound of E-waste.

Attached is a list of items that are identified as E-waste to the District. Upon authorization of the Board, these items will be recycled by Recycle International in accordance with Education Code and California law.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board approve the District utilizing Recycle International for E-waste disposal under the provisions of the Education Code and California law.

E-WASTE LIST
AUGUST 2014

324 EACH	COMPUTERS
46 EACH	COMPUTER MONITORS
21 EACH	PRINTERS
239 EACH	LAPTOP COMPUTERS
2 EACH	FAX MACHINES
13 BOXES	SMALL COMPUTER PARTS: KEYBOARDS, MICE, CIRCUIT BOARDS
4 EACH	DIGITAL CAMERAS
14 EACH	OVERHEAD PROJECTORS
2 EACH	CAMCORDERS
2 EACH	CASSETTE RECORDERS
6 EACH	TWO-WAY RADIOS
1 EACH	TYPEWRITER

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: **Lori Wigg**
 Assistant Superintendent, Business Services

ITEM NUMBER: **B-4 New Business**
 Approval of Sale of Surplus Phones

Action Item

The District replaced several obsolete phones and chargers. These surplus items have been surveyed and are no longer used. They are currently being stored at the warehouse. The items have a total value of less than \$2,500.

Comm USA purchases old phones. They have offered the District \$3.00 for each phone, which is more than the District typically receives for surplus electronics.

Upon authorization of the Board, these phones will be sold to Comm USA in accordance with Education Code and California law.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board approve the sale of the surplus phones to Comm USA under the provisions of the Education Code and California law.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Karen Walker, Ed.D.
Assistant Superintendent, Learning Support

ITEM NUMBER: LS-1 New Business **Action Item**
Authorization to Enter into a Memorandum of Understanding with Home Start, Inc.

Home Start, Inc. is the county agency that implements the Child Abuse Treatment (CHAT) program. The goal of the program is to provide maximum available assistance to child crime victims in the county. Home Start, Inc. is able to provide services to students at a location determined to be most suitable, including the child's school. The need for these services continues to grow for District students and their families. Home Start, Inc. can help to meet this need. There is no cost associated with this service.

ADMINISTRATIVE RECOMMENDATION

It is recommended authorization be given to enter into the attached Memorandum of Understanding with Home Start, Inc.

MEMORANDUM OF UNDERSTANDING BETWEEN

Home Start, Inc.

And

La Mesa Spring Valley School District

Effective October 1, 2014- September 30, 2017

This Memorandum of Understanding (MOU) stands as evidence Home Start, Inc. and the La Mesa/ Spring Valley School District intend to work together toward the mutual goal of providing maximum available assistance for child crime victims residing in San Diego County. Both entities believe the implementation of the Child Abuse Treatment (CHAT) Program will further this goal. To this end, the two entities agree to participate in the exchange of services by coordinating the provision of CHAT Program objectives.

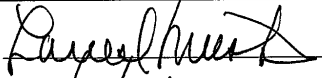
1. Home Start, Inc. will closely coordinate the following services with the La Mesa/ Spring Valley School District:
 - Home Start, Inc. will receive referrals from La Mesa/ Spring Valley School District to provide center and home based therapeutic and advocacy services to child victims of child abuse to include neglect, sexual, physical and emotional abuse, domestic violence, school and community violence, hate crimes, child abduction, children whose lives are victimized by parental substance abuse, high tech crimes against children, and runaway youth.
 - On an as needed basis Home Start, Inc. will provide psychotherapeutic services to child victims identified by the La Mesa/ Spring Valley School District on site at the child's school.
2. The La Mesa/ Spring Valley School District will closely coordinate the following services with Home Start, Inc.:
 - The La Mesa/ Spring Valley School District will refer to Home Start, Inc. child victims of child abuse to include neglect, sexual, physical, and emotional abuse, domestic violence, school and community violence, hate crimes, child abduction, children whose lives are victimized by parental substance abuse, high tech crimes against children, and runaway youth for treatment services to include psychotherapy and other related services.
 - Provide space on an as needed basis (space permitting) for psychotherapeutic services to child victims who have been identified by the La Mesa/ Spring Valley School District.

3. Regularly scheduled meetings between designated staff from the Home Start, Inc. and the La Mesa/ Spring Valley School District should be maintained to discuss strategies, timetables, and implementation of the Child Abuse Treatment Program services discussed herein.
4. Both parties agree to give each other one month's written notice should they wish to withdraw from, or modify, this agreement. Both parties agree that all notices and questions should be directed to the agency representative listed below. Should the representatives change, each party agrees to notify the other.
5. We, the undersigned, as authorized representatives of Home Start, Inc. and La Mesa/ Spring Valley School District do hereby approve this MOU.

**Name and signature of person authorized
to sign for Home Start Inc.**

Name Laura A. Mustari, LCSW, C.E.O.

Signature



Date

7/14/14

**Name and signature of person authorized
to sign for the La Mesa/ Spring Valley School District**

Name _____

Signature _____

Date _____

La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014

PREPARED BY: Karen Walker, Ed.D.
Assistant Superintendent, Learning Support

ITEM NUMBER: LS-2 New Business

Action Item

Authorization to Enter into Contracts with State-Approved Supplemental Educational Services Providers

On January 8, 2002, President Bush signed the No Child Left Behind (NCLB) Act of 2001. NCLB has as its centerpiece individual school site accountability. The State determines a goal for the percent of students proficient or advanced each year – this is what is referred to as Adequate Yearly Progress (AYP). Schools that fail to meet the AYP proficiency goal for two consecutive years are classified as Program Improvement (PI) schools.

Bancroft Elementary (BAN), Kempton Elementary (KEM), and La Presa Middle School (LPMS) have not made AYP and remain in year five, Highlands Elementary (HIG) is in year four, and Avondale Elementary (AVO), Casa de Oro Elementary (CDO), and Rancho Elementary (RAN) are in year three of Program Improvement. As such these schools must offer school choice to all students as well as supplemental tutorial services for students not yet proficient in grade level standards. The NCLB legislation provides for Title I funds to be used to pay for Supplemental Educational Services (SES). This legislation also provides the maximum amount expended per child based on the Title I allocations. The per pupil allocation for 2014-15 is \$849.00.

The State Department of Education has developed a list of approved SES providers. This list will be given to all eligible families enrolled at AVO, CDO, BAN, KEM, HIG, RAN, and LPMS with a letter advising them of the availability of supplemental tutorial services for their child. The attached contract template is provided by San Diego County Office of Education. This template will be used for each of the providers listed below, changing only the company name and associated fees.

SES Providers for 2014-15

Provider Business Name	Rate/hour
!!! 1st Choice Android Smart-Phone Tutoring	\$85.00
!!! Apple iPad & Android Tablet Tutoring!!!	\$100.00
!#1 Touch-Screen Tablet Computer Tutoring	\$85.00
!#1 Tutorías, Maestros, Tabletas	\$68.00
!#1 WE CAN Querer es Poder with Nook Tablets!!	\$68.00
! ACE Tutoring Services, Inc.	\$60.00
! Math Wiz	\$66.00
!! 1 A 1 Tutoría Tablet Computer!!	\$100.00
!Aprende! Tutoring	\$50.00
#1 Academia de Servicio de Tutoría	\$45.00
#1 Educando Con Tabletas	\$45.00

#1 in Learning Online, Inc.	\$35.00
!Alpha! Innovation through Education	\$50.00
1 to 1 Academic Tutoring	\$65.00
1 to 1 Study Buddy	\$75.00
A Better Tomorrow Education	\$39.00
A to Z In Home Tutoring	\$60.00
A Tree of Knowledge Educational Services, Inc.	\$65.00
A+ Educational Centers	\$80.00
Academic Tutoring Services, Inc.	\$48.00
Achieve HighPoints	\$85.00
Achievement Matters, Inc.	\$50.00
ATS Project Success	\$60.00
BEST – Basic Educational Services Team, Inc.	\$55.00
Club Z! In Home Tutoring Services	\$65.00
Community College Foundation	\$53.00
Doctrina Tutoring	\$45.00
ICES Education, Inc.	\$42.00
Majicoo	\$80.00
Math Think, Inc.	\$45.00
My Math.Net, Inc.	\$60.00
One on One Learning	\$63.38
Oxford Tutoring	\$30.00
Professional Tutors of America, Inc.	\$68.00
Spectrum Solutions	\$57.00
Studentnest.com	\$65.00
Sylvan Learning Centers	\$42.45
Teach-n-Tutor	\$55.00
Total Education Solutions	\$55.00
Tutorial Services	\$35.00
Ultimate Success Learning	\$52.00
UROC Learning Institute	\$50.00
Variations Educational Services	\$60.00
Xamaze In Home Tutoring	\$55.00

ADMINISTRATIVE RECOMMENDATION

It is recommended authorization be granted to enter in a contract with the above-listed state-approved Supplemental Educational Service Providers.

**La Mesa-Spring Valley School District
No Child Left Behind - Title I Program**

Supplementary Educational Service
Provider/District Contract

THIS SUPPLEMENTARY EDUCATIONAL SERVICE PROVIDER/DISTRICT CONTRACT ("Contract") is made and entered into on September 22, 2014, between the La Mesa-Spring Valley School District (hereinafter referred to as "LEA" [local educational agency] or "District"), a public school district duly operating under the laws of the state of California, and **Name of Provider**, the supplementary educational service provider (hereinafter referred to as "PROVIDER") for the purpose of providing supplementary educational services to eligible LEA students. "Eligible students" are those students identified by the District who meet specific requirements under Title I.

WHEREAS, the LEA is authorized by Section 53060 of the California Government Code to contract with and employ any persons for the furnishing of special services and advice in financial, economic, accounting, engineering, legal or administrative matters, if such persons are specially trained and experienced and competent to perform the special services required;

WHEREAS, PROVIDER is specially trained, experienced and competent to perform the special services required by the LEA, and such services are needed on a limited basis;

WHEREAS, the No Child Left Behind Act, 20 U.S.C. Section 6316(e) outlines the requirements for supplemental educational services;

WHEREAS, Section 6316(e)(3) contains the following requirements:

- a. Requires the LEA to develop, in consultation with parents (and the provider chosen by parents), a statement of specific achievement goals for the student, how the student's progress will be measured, and a timetable for improving achievement, that, in the case of a student with disabilities, is consistent with the student's individualized education plan (IEP)
- b. Requires a description of how the student's parents and teacher or teachers will be regularly informed of the student's progress;
- c. Requires a provision for the termination of the agreement if the provider is unable to meet the goals and timetables required;
- d. Requires provisions with respect to the making payment to the provider by the LEA;
- e. Prohibits the provider from disclosing to the public the identity of any student eligible for, or receiving supplemental services without the written permission of the parent of such student;

WHEREAS, PROVIDER has been approved by the California State Department of Education and has met the qualifications to be certified as a supplementary service provider;

WHEREAS, PROVIDER is willing to provide such services to LEA's eligible students if selected by the parents/guardians of eligible students;

THEREFORE, IN CONSIDERATION OF THE MUTUAL PROMISES CONTAINED HEREIN, it is agreed between the parties as follows:

1. **Student Learning Plan**

A Student Learning Plan (SLP) shall be developed by PROVIDER, on behalf of the LEA and in consultation with parents/guardians, for each LEA eligible student whose parent/guardian elects to receive supplementary services from PROVIDER. Changes in any student's SLP may only be made with the written consent of LEA in consultation with parents/guardians. PROVIDER, LEA or the parents/guardians may request a review of a student's SLP.

Each SLP shall include the following:

- a. Specific measurable achievement goals for the student developed in consultation with the student's parent and PROVIDER.
- b. A description of how the student's progress will be measured and how the student's parents and teachers will be regularly informed of the progress.
- c. A timetable for improving the student's achievement.
- d. The standards-based assessment used, including a pretest score.
- e. A description of how students with disabilities and students with limited English proficiency are provided accommodations and/or language assistance.

Parent Contact must be made and a standards-based assessment must be given by the PROVIDER within 14 days of receiving the students' names and contact information from the LEA.

Tutoring services to students may not commence without written SLP approval from the LEA. Services must then begin within 14 days of the PROVIDER'S receipt of SLP approval. Failure to begin tutoring services within 30 days of receiving students may result in the reassignment of students to another PROVIDER.

PROVIDER shall not unilaterally terminate any SLP agreement. PROVIDER shall obtain written authorization from LEA before terminating any SLP.

Parents/guardians shall not be charged for any services rendered under the SLP agreement unless such services and charges are clearly identified in writing, agreed upon in advance and signed by the parents/guardians. In no event shall the agreed upon charges obligate the LEA financially, nor shall the LEA incur any obligation or expense in excess of the state/federal reimbursement amount.

2. **Student Progress Reports/Assessments**

PROVIDER shall provide regular written progress reports to parents and each student's teacher(s). A copy of the progress reports shall be maintained at the PROVIDER'S place of business and made available upon request of the LEA and/or the student's parents. PROVIDER must provide to the LEA a summative year-end report detailing the progress of the contracted students. The final report should include each student served regardless of completion of the program, his/her pre and post test scores, and any relevant information, deemed necessary in evaluating student achievement.

3. **Student Records**

All student records shall be kept in a secure location preventing access by unauthorized individuals. PROVIDER will maintain an access log delineating date, time, agency, and identity

of any individual accessing student records who is not in the direct employ of the PROVIDER. PROVIDER agrees to provide access to and copies of student records to LEA and/or the parents/guardians of LEA's student. PROVIDER shall not forward to any other person other than parents/guardians or LEA any student record without the written consent of the parent/guardian or LEA. Upon completion of termination of the SLP or termination of this Contract, PROVIDER shall turn over to LEA all student records for LEA's eligible students to whom PROVIDER has provided services under this Contract.

4. **Access by LEA**

PROVIDER shall notify LEA of the location and/or any change in location at which it is providing services to LEA's eligible students. It shall allow access to its facilities for periodic monitoring of each student's instructional program by LEA and shall be invited to participate in the review of each student's progress by LEA. LEA representatives shall have access to observe each student at work, observe the instructional setting, interview PROVIDER, and review each student's progress including the behavior intervention plan, if any.

5. **Fingerprints**

In accordance with Education Code § 45125.1, PROVIDER shall conduct a criminal background check of its employees and, upon receipt of those checks, certify to the LEA that no employee of PROVIDER working with students of the school district has been convicted of a violent or serious felony as defined by statutes. PROVIDER shall supply LEA with a list of names of those employees who are cleared to work with the students of the LEA. A fingerprint certification form will be submitted with monthly invoices and attendance registers.

6. **Independent Contractor Status**

This agreement is by and between two independent agents and is not intended to and shall not be construed to create the relationship of agent, servant, employee, partnership, joint venture, or association. PROVIDER understands and agrees that it shall be responsible for providing its own salaries, payroll taxes, withholding, insurance, workers compensation coverage and all other benefits of any kind, as required by law for its own employees, and assumes the full responsibility for the acts and/or omissions of his/her employees or agents as they relate to the services to be provided under this agreement.

7. **Conflict of Interest**

PROVIDER agrees to furnish to LEA (upon request) a valid copy of the most recently adopted partnership agreements or bylaws of the corporation and also a complete and accurate list of the Governing Board of Directors (or Trustees or Partners) and to timely update said information as changes in such governance occur. PROVIDER shall avoid

any actual or potential conflict of interest on behalf of itself or its employees providing services hereunder, including, but not limited to, employment with LEA.

8. **Accident/Incident Report**

PROVIDER agrees to submit a written accident report to LEA within five (5) days of an accident or incident when a pupil has suffered an injury, injured another individual, or has been involved in an activity requiring notification of law enforcement or emergency personnel.

9. **Discrimination**

PROVIDER shall not discriminate on the basis of race, religion, sex, national origin, age, handicap, or sexual orientation in employment or operation of its programs.

10. **Child Abuse Reporting**

PROVIDER assures LEA that all staff members, including volunteers, are familiar with and agree to adhere to child abuse and/or missing children reporting obligations and procedures under California law, including but not limited to, California Education Code § 49370 and California Penal Code § 11166 et seq. PROVIDER agrees to provide annual training to all its employees regarding mandated reporting of child abuse and missing children. PROVIDER agrees that all staff members will abide by such laws in a timely manner.

PROVIDER shall submit immediately by facsimile and mail, within twenty-four (24) hours an accident or incident report to LEA when it becomes aware of circumstances including, but not limited to: allegations of molestation, child abuse, missing children under PROVIDER's supervision.

11. **Supplies, Equipment and Facilities**

PROVIDER shall be solely responsible for the provision of all appropriate supplies, equipment, and facilities for a pupil as required in his/her SLP. A PROVIDER who desires to use District facilities must make a separate application for use of facilities through the District's Use of Facilities procedures, which outlines a facilities use fee.

12. **Inspection and Audit**

PROVIDER shall provide access to records or reports, or other matters relating to the contract, upon request by LEA. Fiscal records shall be maintained by PROVIDER for five (5) years and shall be available for audit.

13. **Indemnification**

PROVIDER shall defend, hold harmless, and indemnify LEA and its governing board, officers, agents, and employees from and against all liabilities and claims for damage for death, sickness, or injury to any person(s) or damage to any property, including, without limitation, all consequential damages and expenses (including attorney fees), from any cause whatsoever arising from or connected with its service hereunder, resulting from the negligence or intentional acts of PROVIDER, its agents or employees, except for the active negligence of LEA, its governing board, officers or agents. It is understood and agreed that such indemnity shall survive the termination of this agreement.

14. **Insurance**

During the entire term of this agreement and any extension or modification thereof, PROVIDER shall keep in force and effective a policy or policies of:

- **Commercial General:** At least \$1 million per occurrence for all damages arising out of death, bodily injury, personal injury, sickness or disease, damage to or destruction of property and \$2 million aggregate.
- **Auto Liability:** At least \$1 million per accident. Auto shall include coverage of owned and non-owned vehicles used in relation to the performances of service(s) by PROVIDER.
- **Professional Liability:** At least \$1 million per claim and \$2 million aggregate.

- ***Abuse/Molestation***: At least \$1 million per occurrence and \$2 million aggregate.
- ***Workers Comp***: The PROVIDER shall at its own cost and expense procure and maintain statutory insurance under the Workers Compensation Law of California and employer's liability of at least \$1 million.

Not later than September 22, 2014, PROVIDER shall provide LEA with satisfactory evidence of insurance, naming the La Mesa-Spring Valley School District as certificate holder and by an additional insured endorsement specifically naming the La Mesa-Spring Valley School District, its employees, Board members, officers, agents, and volunteers as additional insureds. PROVIDER shall provide complete updated insurance forms ONE WEEK PRIOR to expiration of any previously submitted policy or risk reassignment of students to another provider.

For any claims related to this contract, the PROVIDER'S insurance coverage shall be primary insurance as respects to the LEA, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the LEA, its officers, officials, employees, or volunteers shall be excess of the PROVIDER'S insurance and shall not contribute with it.

15. **Fees**

LEA and PROVIDER agree to the following fee structure:

\$ per hour with a total cost not to exceed the calculated rate (LEA's total Title 1, Part A allocation, divided by number of children aged 5-17 from families below the poverty level)

16. **Monthly Invoices**

PROVIDER shall submit to LEA monthly invoices itemized by name/address of student, service provided and actual number of hours for which services were provided, and amount owed. Such invoices shall be submitted as requested, but within thirty (30) days of the rendering of services. LEA shall process payments to PROVIDER within forty-five (45) days of submission of such invoices.

17. **Records of Attendance**

PROVIDER shall maintain daily records of student services provided, including the name/address of the student, the name of PROVIDER's employee who rendered the service, and the amount of time of such service. PROVIDER shall permit access to and/or a copy of such records to LEA upon request.

18. **Right to Withhold**

LEA may withhold payment to PROVIDER, on ten (10) working days written notice of such withholding, when in the opinion of the LEA:

- PROVIDER's performance, in whole or in part, either has not been carried out or is insufficiently documented.
- PROVIDER has neglected, failed, or refused to furnish information or to cooperate with the inspection, review, or audit of its program, work, or records.
- PROVIDER has failed to submit the invoice in a timely manner.

If LEA gives notice of intent to withhold, PROVIDER shall have fourteen (14) days from the date of receipt of said notice to correct such deficiency and/or may invoke the dispute resolution provision herein.

19. **Modification and Amendments:**

This Contract may be modified or amended only by a written document signed by authorized representatives of PROVIDER and LEA. No change in this Contract or in the SLP shall result in a LEA financial obligation to PROVIDER in excess of the State/Federal reimbursement rate per student per year to the LEA.

20. **Disputes**

Disputes between LEA and PROVIDER concerning the meaning, requirements or performance of this contract shall be submitted to Karen Walker, Ed. D., Assistant Superintendent, Learning Support, of the La Mesa-Spring Valley School District. The determination of the LEA Assistant Superintendent, Learning Support shall be made in writing and shall be binding on both parties.

21. **Subcontract and Assignment**

PROVIDER shall not subcontract or assign any of the work contemplated under this Contract without first obtaining written approval from the LEA. Such approval shall be attached and made part of this Contract. Subcontracts or assignments may be entered into only with providers certified by the California Department of Education.

Any sub-contractor or assignee shall be bound by all of the terms of this Contract, including the insurance and indemnification provisions.

22. **Termination**

- a. This agreement may be terminated by LEA or PROVIDER at any time. PROVIDER's exercise of its right to terminate this Contract shall not alleviate its responsibilities to complete any existing SLPs. To terminate this Contract, either party shall give twenty (20) calendar days written notice as provided herein prior to the date of the termination. Upon termination without default of PROVIDER,

LEA shall pay, without duplication, for all services satisfactorily performed to date of termination.

- b. In consideration of this payment, PROVIDER waives all rights to any further payment of damage. Upon termination, PROVIDER shall turn over to LEA, all student records in its possession generated as a result of services rendered under this Contract, possessed by PROVIDER or under its control at the time of termination.
- c. The Student Learning Plan (SLP) agreement may be terminated by PROVIDER only upon consent of the LEA. The LEA may terminate the SLP agreement with the PROVIDER if, after consulting with the parent and PROVIDER, it determines that the PROVIDER is unable to meet the goals and timetables as described in the SLP. The SLP agreement shall terminate if the student ceases to be enrolled in the District. Upon termination under this paragraph, final payment from LEA will be calculated based upon a prorate calculation of total services agreed upon in the SLP for which the LEA is responsible for payment, divided by that portion of services actually rendered.

23. **Compliance with Laws**

During the term of this agreement, PROVIDER shall comply with all applicable federal, State Board of Education, and local statutes, laws ordinances, rules and regulations relating to the provision of supplementary services, including securing and maintaining in force such permits and licenses as are required by law in connection with the furnishing of services pursuant to the Contract.

24. **Entire Agreement**

This Contract constitutes the entire agreement between LEA and PROVIDER and supersedes any prior or contemporaneous understanding or agreement with respect to the services contemplated.

25. **Governing Law**

The terms and conditions of this agreement shall be governed by the laws of the state of California with venue in San Diego County, California.

26. **Severability Clause**

If any provision of this agreement is held in whole or in part to be unenforceable for any reason, the remainder of that provision and of the entire agreement shall be severable and remain in effect.

27. **Notices**

Notices required under this Contract shall be valid when mailed first class postage or personally delivered to the following representatives, as indicated below:

For the LEA:

Ronda Wood
Coordinator, Extended School Services
La Mesa-Spring Valley School District
4750 Date Avenue
La Mesa, California 91942
619-644-3800

For PROVIDER:

Company Name:

Company Contact Person:

Address

Phone:

Authorized Representative

The persons signing this Contract certify they are the authorized representatives of the respective parties, and are authorized to sign this document.

The parties hereto have executed this agreement by and through their duly authorized agents or representatives. This contract is effective September 22, 2014, and terminates at 5:00 p.m. on April 10, 2015 unless sooner terminated as provided herein.

PROVIDER:

BY: _____
Name (Signature)

Title

Phone Number

Date

DISTRICT:

BY: _____
Karen Walker, Ed. D.
Assistant Superintendent, Learning Support

Date

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Karen Walker, Ed.D.
Assistant Superintendent, Learning Support

ITEM NUMBER: LS-3 New Business

Action Item

**Authorization to Enter into a Special Education Master Contract with
Center for Autism Research Evaluation and Services and an Expanded
Special Education Master Contract with Aseltine School for the 2014-15
School Year**

The District contracts with California-certified nonpublic schools/agencies to provide services to a student when the District is unable to provide an appropriate special education program. At this time a number of students require the services of nonpublic schools or agencies.

Authorization is requested for approval of a special education master contract with Center for Autism Research Evaluation and Services (C.A.R.E.S.), a non-public agency, in a not-to-exceed amount of \$81,000.00.

At the June 17, 2014 Board meeting authorization was granted to enter into a special education master contract for the 2014-15 school year with Aseltine School, a non-public school, in a not-to-exceed amount of \$40,000.00. Due to the enrollment of a new student, it is necessary to expand the original contract in a not-to-exceed amount to \$40,000.00.

Agency Name	Amount
Current encumbered cost for all nonpublic schools/agencies through 6/30/15	\$310,000.00
C.A.R.E.S.	Not-to-exceed \$81,000.00
Aseltine School (expanded contract)	Not-to-exceed \$40,000.00
Total encumbered cost for all nonpublic schools/agencies	\$431,000.00

ADMINISTRATIVE RECOMMENDATION

It is recommended authorization be granted to enter into a special education master contract with C.A.R.E.S. and an expanded special education master contract with Aseltine School for the 2014-15 school year.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Tina Sardina
Assistant Superintendent, Human Resources

ITEM NUMBER: HR-1 Human Resources Recommendations
Standard Recommendations

Action Item

The Human Resources recommendations which are attached for consideration at the August 19, 2014, Board of Education meeting are standard.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board approve/ratify the attached standard Human Resources recommendations as presented.

1. Standard Human Resources Recommendations – August 19, 2014

CERTIFICATED:

Approval of Contract:

Effective:

Abuyen, Joceyl L.	Teacher (temporary)	VI-13	08/11/14
Aftreth, Rachel M.	Teacher (temporary)	IV-1	08/12/14
Balough, Danielle A.	Teacher (temporary)	I-2	08/11/14
Cannon, Michele A.	Educationally Related Mental Health Services Provider (probationary)	V-1*	07/09/14
Casarez, Rachel M.	Teacher (temporary)	IV-2	08/11/14
Eddery, Melissa A.	Learning Handicapped Teacher (probationary)	VI-8	08/11/14
Frangos, Eleni M.	Teacher (temporary)	VI-1*	08/11/14
Greenlaw, Hannah L.	Speech-Language Pathologist (probationary)	V-10	08/11/14
Henricksen, Bailey D.	Teacher (temporary)	I-2	08/11/14
Holliday, Kristen R.	Teacher – 80% (temporary)	V-8	08/11/14
Jativa Jr., Mario F.	Teacher (probationary)	IV-3	08/11/14
Kandt, Michelle A.	Teacher (probationary)	III-1	08/11/14
Laninovich, Nicoll L.	Teacher (temporary)	V-1*	08/13/14
Li, Angel H.	Speech-Language Pathologist (temporary)	VI-10	08/11/14
Mendler, Danielle M.	Autistic Teacher (probationary)	V-1	08/11/14
Morel, Kylie H.	Teacher (probationary)	V-1	08/11/14
Reznick, Rebecca E.	SED Teacher (probationary)	V-7	08/11/14
Seney, Mimi	D/HH Teacher (temporary)	IV-1*	08/11/14
Spaun, Claire E.	Resource Specialist (temporary)	IV-1	08/11/14
Sprague, Janelle D.	Teacher (temporary)	IV-1*	08/11/14
Ultsch, Rebecca A.	Speech-Language Pathologist (probationary)	V-10	08/11/14
Villasenor, Rachel L.	Psychologist (probationary)	VI-1	08/11/14
Wardrip, Laura S.	Speech-Language Pathologist (temporary)	VI-10	08/11/14

*Initial step placement, pending verification of prior experience

Approval of Acceptance of Resignation:

Lee, Karin E.	Teacher (retired)	VI-27	06/13/14
Lopez, Elizabeth	Teacher (resigned – from leave)	VI-9	06/13/14

Approval of Leave of Absence:

Diggs, Jan B.	Speech-Language Pathologist (employment elsewhere)	06/16/14 – 06/19/15
Haigis, Jaime L.	Resource Specialist (family responsibilities)	06/16/14 – 06/19/15
Dilling, Kimberly T.	Teacher (child rearing)	06/16/14 – 02/01/15

Approval of Extension of Leave of Absence:

Whitaker, Nichi R.	Teacher (family responsibilities)	06/16/14 – 06/19/15
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Approval of Change of Assignment:

Arapostathis, Mark P.	From: VAPA Resource To: Teacher	08/11/14
Asaro, Ann S.	From: Teacher To: Resource Teacher	08/11/14

Babbitt, Julie A.	From: Teacher	08/11/14
	To: ELA/Math Resource Teacher	
Brus, Micheal J.	From: Teacher	08/11/14
	To: STEAM Resource Teacher	
Gentile, Kristin D.	From: Teacher	08/11/14
	To: Resource Teacher	
Hamilton, Jennifer A.	From: Teacher	08/11/14
	To: ELA/Math Resource Teacher	
Hayman, Jon C.	From: VAPA Resource	08/11/14
	To: Dean of Students	
Kmak, Michele E.	From: Learning Handicapped Teacher	08/11/14
	To: M/M Specialized Academic Instructor	
Mackie, Melissa M.	From: Learning Handicapped Teacher	08/11/14
	To: Resource Specialist	
Pohl-Barragan, Carol A.	From: Resource Specialist	08/11/14
	To: Learning Handicapped Teacher	
Smith, Melanie E.	From: Teacher – 100%	08/11/14
	To: ELA/Math Resource Teacher – 80%	
Summers Moehl, Ondina L.	From: Teacher – 50%, Intervention Support – 50%	08/11/14
	To: Teacher	
Tarke, Kimberly L.	From: Teacher	08/11/14
	To: Teacher on Special Assignment	
Velguth, Susan M.	From: Teacher	08/11/14
	To: ELA/Math Resource Teacher – 50%	

Approval of Change of Classification:

Brown, Deborah Kane	From: V-23	To: VI-23	07/01/14
Danna, Stephen M.	From: V-24	To: VI-24	07/01/14

Approval of Contract Revision:

Bertrand, Lindsey	From: 70%	To: 100%	08/11/14
Bloom, Rachel S.	From: 75%	To: 100%	08/11/14
Carter, Megan J.	From: 80%	To: 100%	08/11/14
Corbett, Koreen E.	From: 80%	To: 100%	08/11/14
Cuenca, Megan C.	From: 50%	To: 80%	08/11/14
Dowell, Joshua M.	From: 80%	To: 100%	08/11/14
Dullea, Kyla J.	From: 50%	To: 60%	08/11/14
Efird, Jacquelyn	From: 100%	To: 40%	08/11/14
Flores, Camden N.	From: 50%	To: 100%	08/11/14
Hull, Sandra S.	From: 50%	To: 100%	08/11/14
Lewandoski, Lindsay M.	From: 80%	To: 100%	08/11/14
Platfoot, Lalita T.	From: 50%	To: 100%	08/11/14
Smith, Melanie E.	From: 100%	To: 80%	08/11/14
Tobin, Monika C.	From: 50%	To: 100%	08/11/14
Velguth, Susan M.	From: 100%	To: 50%	08/11/14
Weber, Jennifer	From: 100%	To: 60%	08/11/14

Approval of Contract Revision (From Temporary to Regular Contract Status):

Carter, Megan J.	08/08/13
Dowell, Joshua M.	08/08/13

Approval of Rehire from 39-Month Reemployment List:

Begley, Michael J.	Teacher (temporary)	V-13	08/11/14
Escamilla, Lorena	Teacher (temporary)	V-22	08/11/14
Hoffman, Gerald K.	Teacher (temporary)	VI-11	08/11/14
Johnson, Pamela	Teacher (temporary)	VI-16	08/11/14
Lodico, Joseph G.	Teacher (temporary)	VI-11	08/11/14
Martin, Heather	Elementary Counselor – 80%	VI-18	08/11/14
Prouty, Kealy M.	Teacher – 60% (temporary)	VI-10	08/20/14

CLASSIFIED:

Approval of Employment – Merit System:

Benjamin, La-Verne O.	Office Assistant II	34-C	07/02/14
Carr, Aryn C.	School Bus Attendant	18-A	08/12/14
Cervantes, Adrian	Custodian	26-A	07/07/14
Geissler, Gary L.	School Bus Attendant	18-A	08/12/14
Gomez, Adrian M.	Office Assistant I	17-A	08/18/14
Hartman, Cynthia A.	School Bus Attendant	18-A	08/12/14
Hove, Heather S.	School Office Assistant	34-A	07/25/14
Jean-Gilles, Oldia	Data Support Technician	56-B	07/14/14
Miller, Melissa C.	School Bus Attendant	18-A	08/12/14
Smith, Amanda C.	Speech-Language Pathology Assistant	69-A	08/12/14
Stroud, Tina C.	Paraprofessional – Special Education	21-A	08/13/14
Sullivan, John P.	Custodian	26-A	07/02/14
Swerdloff, Denise G.	School Bus Attendant	18-A	08/12/14
Ulloa, Alexander M.	Custodian	26-B	07/01/14

Approval of Acceptance of Resignation – Merit System:

Boatright, Melinda	Library Media Technician (further education)	31-F	06/13/14
Chavez, Kristina C.	Paraprofessional – Special Education (further education)	21-B	06/13/14
Hardin, Tracy B.	Paraprofessional – Special Education (further education)	21-A	06/13/14
Harrington, Tamarra L.	Office Assistant I (resigned)	17-F	06/13/14
Loiselle, Marilyn C.	Paraprofessional – Special Education (retired)	21-F+	06/13/14
Meier, Mary E.	Paraprofessional – Special Education (employment elsewhere)	21-C	06/13/14
Nail, Kimberly L.	School Bus Driver (employment elsewhere)	42-B	06/13/14
Ochoa, Sarai	Paraprofessional – Special Education (further education)	21-B	06/13/14
Ramos, Flor	School Bus Attendant (employment elsewhere)	18-B	06/13/14
Walker, Stacy K.	Paraprofessional – Special Education (further education)	21-B	06/13/14
Wood, Craig E.	Director, Transportation & Warehouse	10-10+	12/30/14

Approval of Termination of Employment:

Allmon, Kayla R.	Extended School Services Attendant (further education)	07/19/14
Bautista, Ronnie N.	Playground Attendant (end of temporary assignment)	06/06/14
Chandler, Jon C.	Extended School Services Attendant (dismissed)	01/28/14

Habel, Jessica M.	Extended School Services Attendant (further education)	08/01/14
Kelly-Newsome, Indria J.	Extended School Services Attendant (moving from area)	06/13/14
Luna-Buensuceso, Belia	Student Helper (family responsibilities)	06/13/14
Manns, Mackenzie J.	Extended School Services Attendant (further education)	07/25/14
McColl, Christopher R.	Extended School Services Attendant (employment elsewhere)	07/03/14
Schroeder, Kate E.	Student Helper (employment elsewhere)	06/13/14

Approval of Leave of Absence:

Romero-Gussin, Carmen S.	Paraprofessional – Special Education (employment elsewhere)	08/12/14 – 06/19/15
Smith, Jamie A.	Paraprofessional – Special Education (child rearing)	08/12/14 – 11/12/14

Approval of Change of Classification:

Hackner, Colleen	From: Office Assistant II	34-F	07/14/14
	To: Secretary	51-D	
Lanier, Courtney	From: Office Assistant II	34-C	07/25/14
	To: School Office Manager	56-A	

CONSULTANT:

Organization/Name	Site/Department	NTE	Effective
Advanced Neurobehavioral Health of Southern California/R. Gray	Special Education	\$4,500	08/20/14 – 06/30/15
Brain Learning /R. Haytasingh	Special Education	\$5,000	08/20/14 – 06/30/15
Educational Based Services/J. Gumpert	Special Education	\$80,000	07/02/14 – 06/30/15
Luminary Learning/M. Luker	Learning Support	\$10,000	08/01/14 – 06/30/15
Sharp Rees-Stealy Medical Group/S. Huang	Special Education	\$3,000	07/02/14 – 06/30/15
Voyager Sopris Learning, Inc.	Special Education	\$32,500	08/20/14 – 06/30/15
Weckerly, Jill	Special Education	\$3,500	07/02/14 – 06/30/15

LECTURER/PRESENTER:

Organization/Name	Site/Department	NTE	Effective
American Chess Institute, Inc./A. Svehaug	ESS	\$27,994	11/01/14 – 05/31/15
Fire Safe Kids – Burn Institute/B. Herrin	Rancho	No Fee	09/01/14 – 11/01/14

SHORT-TERM EMPLOYMENT:

Name	Site/Department	NTE	Effective
Abrams, Danielle (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Boncher, JoAnne (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Esparza, Tria (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Galindo, Gloria (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Paterson, Patricia (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Rangel, Yolanda (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Rosso, Karen (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14
Valdez, Elizabeth (Music Instruction)	Murdock	\$12,000	08/01/14 – 06/30/15
Wilkerson, Lani (CELDT Testing)	Learning Support	\$11,000	07/01/14 – 10/31/14

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Tina Sardina
Assistant Superintendent, Human Resources

ITEM NUMBER: HR-2 Human Resources Recommendations
Authorization to Establish Salary Schedules

Action Item

Salaries have been fully restored to the 2008 salary schedule effective July 1, 2014, which includes the extension of the student attendance year to 180 days.

Minimum wage was increased to \$9.00 per hour. Those affected are Playground Attendants.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board authorize staff to establish the attached salary schedules as presented, effective July 1, 2014.

**La Mesa-Spring Valley School District
CERTIFICATED SALARY SCHEDULE**

Effective July 2014 (184 days)

CLASS	I	II	III	IV	V	VI	
	BA	BA + 15 units	BA + 30 units	BA + 45 units or MA	BA + 60 units or MA + 15	BA + 75 with MA or MA + 30	
Step	Annual	Annual	Annual	Annual	Annual	Annual	Step
1	* 39,521	* 40,639	* 42,532	44,409	46,278	48,174	1
2	* 40,457	* 41,895	44,067	46,249	48,427	50,618	2
3	* 41,406	* 43,133	45,615	48,095	50,571	53,051	3
4		44,378	47,150	49,932	52,717	55,502	4
5		45,615	48,692	51,779	54,856	57,935	5
6			50,234	53,620	57,001	60,381	6
7			51,779	55,461	59,143	62,823	7
8				57,300	61,290	65,277	8
9				59,143	63,433	67,720	9
10				60,984	65,574	70,155	10
11				62,823	67,720	72,604	11
12				64,667	69,864	75,055	12
13				66,517	72,001	77,113	13
14					73,542	80,616	14
15					73,838	81,198	15
16					74,131	81,786	16
17	* 44,025				74,427	82,424	17
18					74,725	83,019	18
19					75,021	83,619	19
20					75,322	84,225	20
21					75,624	84,832	21
22					75,925	85,445	22
23					76,229	86,064	23
24					76,534	86,686	24
25					77,779	89,870	25

A salary adjustment shall be granted to teachers at Step I, Class I, of the salary schedule per Education Code Section 45023.4 (increased to \$44,025). Steps 2 and 3 of Class I; Steps 1, 2 and 3 of Class II; and Step 1 of Class III shall be increased to equal Step I, Class I, in accordance with Section 45023.4. The foregoing does not apply to CDC/preschool or for doctorate compensation. In the event state funding for this program is terminated or reduced the salary adjustment shall terminate and the salaries shall revert to the basic schedule.

updated 3-2014

Effective July 1, 2014 (184 days)

CLASS		IV					V					VI						
BA + 45 UNITS or MA		Experience					BA + 60 UNITS or MA + 15		Experience			BA + 75 UNITS with MA or MA +30		Experience				
	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio
Step																		
1	44,409	45,207	45,741	46,185	46,829	47,074	46,278	47,204	47,868	48,129	48,562	49,055	48,174	49,137	49,619	50,101	50,583	51,064
2	46,249	47,174	47,636	48,099	48,561	49,024	48,427	49,396	49,880	50,364	50,848	51,333	50,618	51,630	52,137	52,643	53,149	53,655
3	48,095	49,057	49,538	50,019	50,500	50,981	50,571	51,582	52,088	52,594	53,100	53,605	53,051	54,112	54,643	55,173	55,704	56,234
4	49,932	50,931	51,430	51,929	52,429	52,928	52,717	53,771	54,299	54,828	55,353	55,880	55,502	56,612	57,167	57,722	58,277	58,832
5	51,779	52,815	53,332	53,850	54,368	54,886	54,856	55,953	56,502	57,050	57,599	58,147	57,935	59,064	59,673	60,252	60,832	61,411
6	53,620	54,692	55,229	55,765	56,301	56,837	57,001	58,141	58,711	59,281	59,851	60,421	60,381	61,589	62,192	62,796	63,400	64,004
7	55,461	56,570	57,125	57,679	58,234	58,789	59,143	60,326	60,917	61,509	62,100	62,692	62,823	64,079	64,708	65,336	65,964	66,592
8	57,300	58,446	59,019	59,592	60,165	60,738	61,290	62,516	63,129	63,742	64,355	64,967	65,277	66,583	67,235	67,888	68,541	69,194
9	59,143	60,326	60,917	61,509	62,100	62,692	63,433	64,702	65,336	65,970	66,605	67,239	67,720	69,074	69,752	70,429	71,106	71,783
10	60,984	62,204	62,814	63,423	64,033	64,643	65,574	66,885	67,541	68,197	68,853	69,508	70,155	71,558	72,280	72,961	73,663	74,364
11	62,823	64,079	64,708	65,336	65,964	66,592	67,720	69,074	69,752	70,429	71,106	71,783	72,604	74,056	74,782	75,508	76,234	76,960
12	64,667	65,960	66,607	67,254	67,900	68,547	69,864	71,261	71,960	72,659	73,357	74,056	75,055	76,556	77,307	78,057	78,808	79,558
13	66,517	67,847	68,513	69,178	69,843	70,508	72,001	73,441	74,161	74,881	75,601	76,321	77,113	78,655	79,426	80,198	80,969	81,740
14							73,542	75,013	75,748	76,484	77,219	77,955	80,616	82,228	83,034	83,841	84,647	85,453
15							73,838	75,315	76,053	76,792	77,530	78,268	81,198	82,822	83,634	84,446	85,258	86,070
16							74,131	75,614	76,355	77,096	77,838	78,579	81,786	83,422	84,240	85,057	85,875	86,693
17							74,427	75,916	76,660	77,404	78,148	78,893	82,424	84,072	84,897	85,721	86,545	87,369
18							74,725	76,220	76,967	77,714	78,461	79,209	83,019	84,679	85,510	86,340	87,170	88,000
19							75,021	76,521	77,272	78,022	78,772	79,522	83,619	85,291	86,128	86,964	87,800	88,636
20							75,322	76,828	77,582	78,335	79,088	79,841	84,225	85,910	86,752	87,594	88,436	89,279
21							75,624	77,136	77,893	78,649	79,405	80,161	84,832	86,529	87,377	88,225	89,074	89,922
22							75,925	77,444	78,203	78,962	79,721	80,481	85,445	87,154	88,008	88,863	89,717	90,572
23							76,229	77,754	78,516	79,278	80,040	80,803	86,064	87,785	88,646	89,507	90,367	91,228
24							76,534	78,065	78,830	79,595	80,361	81,126	86,686	88,420	89,287	90,153	91,020	91,887
25							77,779	79,335	80,112	80,890	81,668	82,446	89,870	91,667	92,566	93,465	94,364	95,262

updated 5/2014

*This salary schedule includes ratio from LMSVTA Contract Appendix E

Effective July 1, 2014 (198 days)

CLASS		IV						V						VI						
BA + 45 UNITS or MA		Experience					BA + 60 UNITS or MA + 15		Experience					BA + 75 UNITS with MA or MA +30		Experience				
Step	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio	Annual Base Salary	1 Year 2% ratio	2 Year 3% ratio	3 Year 4% ratio	4 Year 5% ratio	5 Year 6% ratio		
1	47,496	48,446	48,921	49,396	49,871	50,346	49,495	50,485	50,980	51,475	51,970	52,465	51,523	52,553	53,089	53,584	54,069	54,614		
2	49,465	50,454	50,949	51,444	51,938	52,433	51,793	52,829	53,347	53,865	54,383	54,901	54,136	55,219	55,760	56,301	56,843	57,384		
3	51,438	52,467	52,981	53,496	54,010	54,524	54,087	55,169	55,710	56,250	56,791	57,332	56,739	57,874	58,441	59,009	59,578	60,143		
4	53,403	54,471	55,005	55,539	56,073	56,607	56,382	57,510	58,073	58,637	59,201	59,765	59,361	60,548	61,142	61,735	62,329	62,923		
5	55,380	56,488	57,041	57,595	58,149	58,703	58,669	59,842	60,429	61,016	61,602	62,189	61,962	63,201	63,821	64,440	65,060	65,680		
6	57,347	58,494	59,067	59,641	60,214	60,788	60,964	62,183	62,793	63,403	64,012	64,622	64,579	65,871	66,516	67,162	67,808	68,454		
7	59,317	60,503	61,097	61,690	62,283	62,876	63,255	64,520	65,153	65,785	66,418	67,050	67,191	68,535	69,207	69,879	70,551	71,222		
8	61,285	62,511	63,124	63,736	64,349	64,962	65,590	66,861	67,517	68,172	68,828	69,483	69,816	71,212	71,910	72,609	73,307	74,005		
9	63,255	64,520	65,153	65,785	66,418	67,050	67,844	69,201	69,879	70,558	71,236	71,915	72,429	73,878	74,602	75,326	76,050	76,775		
10	65,224	66,528	67,181	67,833	68,485	69,137	70,131	71,534	72,235	72,936	73,638	74,339	75,031	76,532	77,282	78,032	78,783	79,533		
11	67,191	68,535	69,207	69,879	70,551	71,222	72,429	73,878	74,602	75,326	76,050	76,775	77,652	79,205	79,982	80,758	81,535	82,311		
12	69,162	70,545	71,237	71,928	72,620	73,312	74,720	76,214	76,962	77,709	78,456	79,203	80,273	81,878	82,681	83,484	84,287	85,089		
13	71,142	72,565	73,276	73,988	74,699	75,411	77,008	78,548	79,318	80,088	80,858	81,628	82,473	84,122	84,947	85,772	86,597	87,421		
14							78,654	80,227	81,014	81,800	82,587	83,373	86,221	87,945	88,808	89,670	90,532	91,394		
15							78,971	80,550	81,340	82,130	82,920	83,709	86,844	88,581	89,449	90,318	91,186	92,055		
16							79,285	80,871	81,664	82,456	83,249	84,042	87,471	89,220	90,095	90,970	91,845	92,719		
17							79,601	81,193	81,989	82,785	83,581	84,377	88,154	89,917	90,799	91,680	92,562	93,443		
18							79,920	81,518	82,318	83,117	83,916	84,715	88,791	90,587	91,455	92,343	93,231	94,118		
19							80,238	81,843	82,645	83,448	84,250	85,052	89,432	91,221	92,115	93,009	93,904	94,798		
20							80,560	82,171	82,977	83,782	84,588	85,394	90,080	91,882	92,782	93,683	94,584	95,485		
21							80,881	82,499	83,307	84,116	84,925	85,734	90,730	92,545	93,452	94,359	95,267	96,174		
22							81,203	82,827	83,639	84,451	85,263	86,075	91,385	93,213	94,127	95,040	95,954	96,868		
23							81,529	83,160	83,975	84,790	85,605	86,421	92,047	93,888	94,808	95,729	96,649	97,570		
24							81,885	83,523	84,342	85,160	85,979	86,798	92,712	94,566	95,493	96,420	97,348	98,275		
25							83,187	84,851	85,683	86,514	87,346	88,178	96,116	98,038	98,999	99,961	100,922	101,883		

updated 5/2014

*This salary schedule includes ratio from LMSVTA Contract Appendix E

La Mesa-Spring Valley School District
SALARY SCHEDULE FOR PSYCHOLOGISTS AND BEHAVIOR ANALYSTS

Effective July 1, 2014 (186 days)

CLASS		IV					V					VI				
Step	Annual Base Salary	Experience					Experience					Experience				
		1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio	1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio	1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio
1	44,647	45,988	48,433	47,326	48,219	49,112	46,525	47,921	48,386	49,317	50,247	51,178	48,432	49,885	50,369	51,338
2	46,496	47,891	48,356	49,288	50,216	51,148	48,685	50,146	50,632	51,606	52,580	53,554	50,888	52,415	52,924	53,941
3	48,352	49,803	50,286	51,253	52,220	53,187	50,842	52,367	52,876	53,893	54,909	55,926	53,334	54,934	55,467	56,534
4	50,200	51,706	52,208	53,212	54,216	55,220	52,999	54,589	55,119	56,179	57,239	58,299	55,799	57,473	58,031	59,147
5	52,057	53,619	54,139	55,180	56,222	57,263	55,150	56,805	57,356	58,459	59,562	60,665	58,244	59,991	60,574	61,739
6	53,907	55,524	56,063	57,141	58,220	59,298	57,305	59,024	59,597	60,743	61,889	63,036	60,704	62,525	63,132	64,346
7	55,758	57,431	57,988	59,103	60,219	61,334	59,459	61,243	61,837	63,027	64,216	65,405	63,159	65,054	65,685	66,949
8	57,608	59,336	59,912	61,064	62,217	63,369	61,618	63,467	64,083	65,315	66,547	67,780	65,627	67,566	68,252	69,565
9	59,459	61,243	61,837	63,027	64,216	65,405	63,773	65,666	66,324	67,599	68,875	70,150	68,084	70,127	70,807	72,169
10	61,311	63,150	63,763	64,990	66,216	67,442	65,923	67,901	68,560	69,878	71,197	72,515	70,530	72,646	73,351	74,762
11	63,159	65,054	65,685	66,949	68,212	69,475	68,084	70,127	70,807	72,169	73,531	74,892	72,992	75,182	75,912	77,372
12	65,013	66,963	67,614	68,914	70,214	71,514	70,237	72,344	73,046	74,451	75,856	77,261	75,457	77,721	78,475	79,984
13	66,874	68,880	69,549	70,886	72,224	73,561	72,388	74,560	75,284	76,731	78,179	79,627	77,524	79,850	80,625	82,175
14							73,935	76,153	76,892	78,371	79,850	81,329	81,049	83,480	84,291	85,912
15							74,233	76,460	77,202	78,687	80,172	81,656	81,634	84,083	84,899	86,532
16							74,528	76,764	77,509	79,000	80,490	81,981	82,223	84,690	85,512	87,156
17							74,824	77,069	77,817	79,313	80,810	82,306	82,865	85,351	86,180	87,837
18							75,124	77,378	78,129	79,631	81,134	82,636	83,463	85,967	86,802	88,471
19							75,423	77,686	78,440	79,948	81,457	82,965	84,067	86,589	87,430	89,111
20							75,726	77,998	78,755	80,270	81,784	83,299	84,675	87,215	88,062	89,756
21							76,028	78,309	79,069	80,590	82,110	83,631	85,286	87,845	88,697	90,403
22							76,330	78,620	79,383	80,910	82,436	83,963	85,903	88,480	89,339	91,057
23							76,637	78,936	79,702	81,235	82,768	84,301	86,525	89,121	89,986	91,717
24							76,943	79,251	80,021	81,560	83,098	84,637	87,149	89,763	90,635	92,378
25							78,195	80,541	81,323	82,887	84,451	86,015	90,349	93,059	93,963	95,770

updated 4-2014

*This salary schedule includes ratio from LMSVTA Contract Appendix E

La Mesa-Spring Valley School District
SALARY SCHEDULE FOR ERMHS
EDUCATIONALLY RELATED MENTAL HEALTH SERVICE PROVIDER

Effective July 1, 2014 (200 days)

CLASS		IV					V					VI						
	BA + 45 UNITS or MA	Experience					BA + 60 UNITS or MA + 15	Experience					BA + 75 UNITS with MA or MA +30	Experience				
	Annual Base Salary	1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio	Annual Base Salary	1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio	Annual Base Salary	1 Year 3% ratio	2 Year 4% ratio	3 Year 6% ratio	4 Year 8% ratio	5 Year 10% ratio
Step																		
1	47,496	48,921	49,398	50,346	51,298	52,246	49,494	50,979	51,474	52,464	53,454	54,443	51,524	53,070	53,585	54,615	55,646	56,676
2	49,464	50,948	51,443	52,432	53,421	54,410	51,792	53,346	53,864	54,900	55,935	56,971	54,136	55,760	56,301	57,384	58,467	59,550
3	51,438	52,981	53,496	54,524	55,553	56,582	54,088	55,711	56,252	57,333	58,415	59,497	56,738	58,440	59,008	60,142	61,277	62,412
4	53,404	55,006	55,540	56,608	57,676	58,744	56,382	58,073	58,637	59,765	60,893	62,020	59,360	61,141	61,734	62,922	64,109	65,296
5	55,380	57,041	57,595	58,703	59,810	60,918	58,670	60,430	61,017	62,190	63,364	64,537	61,962	63,821	64,440	65,680	66,919	68,158
6	57,348	59,088	59,642	60,789	61,936	63,083	60,962	62,791	63,400	64,620	65,839	67,058	64,578	66,515	67,161	68,453	69,744	71,036
7	59,318	61,098	61,691	62,877	64,063	65,250	63,254	65,152	65,784	67,049	68,314	69,579	67,190	69,206	69,878	71,221	72,565	73,909
8	61,286	63,125	63,737	64,983	66,189	67,415	65,552	67,519	68,174	69,485	70,796	72,107	69,816	71,910	72,609	74,005	75,401	76,798
9	63,254	65,152	65,784	67,049	68,314	69,579	67,844	69,879	70,558	71,915	73,272	74,628	72,430	74,603	75,327	76,776	78,224	79,673
10	65,224	67,181	67,833	69,137	70,442	71,746	70,130	72,234	72,935	74,338	75,740	77,143	75,032	77,283	78,033	79,534	81,035	82,535
11	67,190	69,206	69,878	71,221	72,565	73,909	72,430	74,603	75,327	76,776	78,224	79,673	77,652	79,982	80,758	82,311	83,864	85,417
12	69,162	71,237	71,928	73,312	74,695	76,078	74,720	76,962	77,709	79,203	80,698	82,192	80,274	82,682	83,485	85,090	86,696	88,301
13	71,142	73,276	73,988	75,411	76,833	78,256	77,008	79,318	80,088	81,628	83,169	84,709	82,472	84,946	85,771	87,420	89,070	90,719
14							78,654	81,014	81,800	83,373	84,946	86,519	86,222	88,809	89,671	91,395	93,120	94,844
15							78,972	81,341	82,131	83,710	85,290	86,869	86,844	89,449	90,318	92,055	93,792	95,528
16							79,286	81,665	82,457	84,043	85,629	87,215	87,472	90,096	90,971	92,720	94,470	96,219
17							79,600	81,988	82,784	84,376	85,968	87,560	88,154	90,799	91,680	93,443	95,206	96,969
18							79,920	82,318	83,117	84,715	86,314	87,912	88,790	91,454	92,342	94,117	95,893	97,669
19							80,238	82,645	83,448	85,052	86,657	88,262	89,432	92,115	93,009	94,798	96,587	98,375
20							80,560	82,977	83,782	85,394	87,005	88,616	90,080	92,782	93,683	95,485	97,286	99,088
21							80,880	83,306	84,115	85,733	87,350	88,968	90,730	93,452	94,359	96,174	97,988	99,803
22							81,202	83,638	84,450	86,074	87,698	89,322	91,386	94,128	95,041	96,869	98,697	100,525
23							81,528	83,974	84,789	86,420	88,050	89,681	92,048	94,809	95,730	97,571	99,412	101,253
24							81,854	84,310	85,128	86,765	88,402	90,039	92,712	95,493	96,420	98,275	100,129	101,983
25							83,186	85,682	86,513	88,177	89,841	91,505	96,116	98,999	99,961	101,883	103,805	105,728

updated 4-2014

*This salary schedule includes ratio from LMSVTA Contract Appendix E

**La Mesa-Spring Valley School District
SALARY SCHEDULE FOR SPEECH LANGUAGE PATHOLOGISTS**

Effective July 2014 (184 Days)

CLASS	IV	V	VI	
Step	BA + 45 units or MA	BA + 60 units or MA + 15	BA + 75 with MA or MA + 30	Step
10	60,984	65,574	70,155	10
11	62,823	67,720	72,604	11
12	64,667	69,864	75,055	12
13	66,517	72,001	77,113	13
14	66,517	73,542	80,616	14
15	66,517	73,838	81,198	15
16	66,517	74,131	81,786	16
17	66,517	74,427	82,424	17
18	66,517	74,725	83,019	18
19	66,517	75,021	83,619	19
20	66,517	75,322	84,225	20
21	66,517	75,624	84,832	21
22	66,517	75,925	85,445	22
23	66,517	76,229	86,064	23
24	66,517	76,534	86,686	24
25	66,517	77,779	89,870	25

updated 5-2014

**La Mesa-Spring Valley School District
NURSES CERTIFICATED SALARY SCHEDULE**

Effective July 2014 (184 Days)

CLASS		I	II	III	IV	
		BA + RN License	BA + RN License and Preliminary School Services Nurse Services Credential	BA + RN License and Clear Nurse Services Credential	BA RN License and Clear Nurse Services Credential and MA + 30	
Step		Annual	Annual	Annual	Annual	Step
1	*	42,532	44,409	46,278	48,174	1
2		44,067	46,249	48,427	50,618	2
3		45,615	48,095	50,571	53,051	3
4		47,150	49,932	52,717	55,502	4
5		48,692	51,779	54,856	57,935	5
6		50,234	53,620	57,001	60,381	6
7		51,779	55,461	59,143	62,823	7
8			57,300	61,290	65,277	8
9			59,143	63,433	67,720	9
10			60,984	65,574	70,155	10
11			62,823	67,720	72,604	11
12			64,667	69,864	75,055	12
13			66,517	72,001	77,113	13
14				73,542	80,616	14
15				73,838	81,198	15
16				74,131	81,786	16
17				74,427	82,424	17
18				74,725	83,019	18
19				75,021	83,619	19
20				75,322	84,225	20
21				75,624	84,832	21
22				75,925	85,445	22
23				76,229	86,064	23
24				76,534	86,686	24
25				77,779	89,870	25

updated 5/2014

LA MESA SPRING VALLEY SCHOOL DISTRICT

SALARY SCHEDULE FOR PRESCHOOL TEACHERS

EFFECTIVE JULY 1, 2014

Annual Salary 100% FTE - based on 8 hours

STEP	CLASS 1 Child Center Permit at Teacher or Master Teacher Level *	CLASS 2 Child Center Permit at Site Supervisor Level *
1	\$33,144.00	\$35,468.00
2	\$34,787.00	\$37,245.00
3	\$35,485.00	\$37,992.00
4	\$35,833.00	\$38,358.00
5	\$36,200.00	\$38,739.00
6	\$36,547.00	\$39,121.00
8	\$38,374.00	\$41,463.00
12	\$40,301.00	\$43,954.00

Annual Salary 56.25% FTE - based on 4.5 hours

STEP	CLASS 1 Child Center Permit at Teacher or Master Teacher Level *	CLASS 2 Child Center Permit at Site Supervisor Level *
1	\$18,643.50	\$19,950.75
2	\$19,567.69	\$20,950.31
3	\$19,960.31	\$21,370.50
4	\$20,156.06	\$21,576.38
5	\$20,362.50	\$21,790.69
6	\$20,557.69	\$22,005.56
8	\$21,585.38	\$23,322.94
12	\$22,669.31	\$24,724.13

STEP	CLASS 1 Child Center Permit at Teacher or Master Teacher Level *	CLASS 2 Child Center Permit at Site Supervisor Level *
1	\$20.92	\$22.39
2	\$21.96	\$23.51
3	\$22.40	\$23.98
4	\$22.62	\$24.22
5	\$22.85	\$24.46
6	\$23.07	\$24.70
8	\$24.23	\$26.18
12	\$25.44	\$27.75

* See Child Development Permit Matrix for required classes and units. Transcripts completed work must be submitted to the Human Resources Department for verification and salary placement will be retroactive to the first of the month after submission.

- A. Minimum requirements for assignment to this schedule include possession of a valid Child Center Permit authorizing supervision and instruction of children in Child Centers. (California Education Code Section 8364)
- B. Preschool: 184 working days; 4.5 hours daily; 14 holidays for a total of 198 days.
- C. Personnel assigned to this salary schedule are employed only for the position as herein designated. There is no commitment on the part of the District as to eligibility for transfer to any other status.

LA MESA-SPRING VALLEY SCHOOL DISTRICT

Management Salary Schedule

Basic Policy: Salary schedules, payments, and payroll deductions for management personnel shall be specified in District Policy. (Policy Range: 4212)
Salary Schedule: A salary schedule for management personnel shall be adopted annually by the board of Education. Salaries for individual managers will be established in accordance with the adopted salary schedule and the accompanying provisions governing its use. In all but exceptional instances, the salary schedule adopted shall be effective with the beginning of the fiscal year.

<i>Effective July 1, 2014</i>		ANNUAL SALARY						
POSITION	14-15 Paid Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Longevity Step 10
Coordinator, Student Interventions	201	94,413	96,820	99,230	101,638	104,042	106,446	111,768
Elementary Principal	201	105,904	108,403	110,896	113,393	115,890	118,385	124,304
Middle School Principal	201	107,905	110,399	112,898	115,399	117,898	120,394	126,414
Coordinator, Extended School Services	211	99,110	101,637	104,167	106,694	109,218	111,742	117,329
Program Manager, Special Education	211	99,110	101,637	104,167	106,694	109,218	111,742	117,329
Director, Learning Support	211	111,174	113,796	116,413	119,034	121,656	124,275	130,489
Director, Special Education	211	111,174	113,796	116,413	119,034	121,656	124,275	130,489
Director, Techonology and Learning Resources	211	111,174	113,796	116,413	119,034	121,656	124,275	130,489

updated 5-2014

LA MESA-SPRING VALLEY SCHOOL DISTRICT
Classified Management Salary Schedule

Basic Policy: Salary schedules, payments, and payroll deductions for management personnel shall be specified in District Policy. (Policy Range: 4212)

Salary Schedule: A salary schedule for management personnel shall be adopted annually by the Board of Education. Salaries for individual managers will be established in accordance with the adopted salary schedule and the accompanying provisions governing its use. In all but exceptional instances, the salary schedule adopted shall be effective with the beginning of the fiscal year.

Effective July 1, 2014		ANNUAL AND DAILY SALARY						
POSITION	Paid Days	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6-9	Step 10
Director, Classified Personnel	*261	103,268	106,333	109,402	112,464	115,594	118,722	124,658
Director, Fiscal Services		395.66	407.41	419.16	430.90	442.89	454.87	477.62
Director, Maintenance & Operations	*261	94,315	97,442	100,570	103,699	106,828	109,954	115,452
Director, Transportation and Warehouse		361.36	373.34	385.33	397.31	409.30	421.28	442.34
Director, Child Nutrition Services	*261	90,098	93,227	96,353	99,480	102,608	105,735	111,022
		345.20	357.19	369.17	381.15	393.13	405.11	425.37

*Includes paid holidays and 22 vacation days for years 1-20; 22.5 vacation days for years 21-22; 23 vacation days for years 23-24; 24 vacation days for 25 years and thereafter.

Classified managers shall receive 12 sick days per year.

Classified managers shall receive medical, dental, and life insurance coverage as offered to Certificated managers.

**Included in the salaries set forth above is a \$175 per month business expense/mileage allowance. This amount (based on months worked) is included in each manager's annual salary and covers expenses incurred in the performance of their duties.

LA MESA-SPRING VALLEY SCHOOL DISTRICT
Classified Supervisory Salary Schedule

Effective July 1, 2014	Year 1	Year 2	Year 3	Year 4	Year 5	Years 6-9	Years 10-14	Years 15-19	Years 20-24	Years 25+
	A	B	C	D	E	F	F + 5.0%	F + 10.0%	F + 15.0%	F + 20.0%
Supervisor, Gardening and Groundskeeping	51,360.00	53,860.00	56,451.00	59,188.00	62,052.00	65,076.00	68,330.00	71,584.00	74,837.00	78,091.00
	4,280.00	4,488.33	4,704.25	4,932.33	5,171.00	5,423.00	5,694.17	5,965.33	6,236.42	6,507.58
	24.69	25.89	27.14	28.46	29.83	31.29	32.85	34.42	35.98	37.54
Supervisor, Child Nutrition Services Supervisor, Extended School Services	54,615.00	57,274.00	60,076.00	62,940.00	65,978.00	69,187.00	72,646.00	76,106.00	79,565.00	83,024.00
	4,551.25	4,772.83	5,006.33	5,245.00	5,498.17	5,765.58	6,053.83	6,342.17	6,630.42	6,918.67
	26.26	27.54	28.88	30.26	31.72	33.26	34.93	36.59	38.25	39.92
Supervisor, Transportation	56,784.00	59,521.00	62,431.00	65,461.00	68,611.00	71,899.00	75,494.00	79,089.00	82,684.00	86,279.00
	4,732.00	4,960.08	5,202.58	5,455.08	5,717.58	5,991.58	6,291.17	6,590.75	6,890.33	7,189.92
	27.30	28.62	30.01	31.47	32.99	34.57	36.30	38.02	39.75	41.48
Supervisor, Facilities and Custodial Services	57,892.00	60,710.00	63,681.00	66,716.00	69,937.00	73,338.00	77,005.00	80,672.00	84,339.00	88,006.00
	4,824.33	5,059.17	5,306.75	5,559.67	5,828.08	6,111.50	6,417.08	6,722.67	7,028.25	7,333.83
	27.83	29.19	30.62	32.08	33.62	35.26	37.02	38.78	40.55	42.31
Supervisor, Technology and Learning Resources	70,340.00	73,720.00	77,290.00	80,991.00	84,915.00	89,060.00	93,513.00	97,966.00	102,419.00	106,872.00
	5,861.67	6,143.33	6,440.83	6,749.25	7,076.25	7,421.67	7,792.75	8,163.83	8,534.92	8,906.00
	33.82	35.44	37.16	38.94	40.82	42.82	44.96	47.10	49.24	51.38

Supervisory staff are exempt from overtime.

Supervisory staff shall receive sick leave as specified for other classified employees and 22 vacation days for years 1-20;

22.5 vacation days for years 21-22; 23 vacation days for years 23-24; 24 vacation days for 25 years and thereafter.

Supervisory staff shall receive medical, dental and life insurance coverage as offered to other classified employees.

A Supervisor whose assigned work shift commences after 2:00 p.m. and by 5:30 a.m., shall be paid a differential of 5% in addition to his/her regular rate of pay, excluding longevity.

LA MESA-SPRING VALLEY SCHOOL DISTRICT

Classified Salary Schedule Effective July 1, 2014		Step	Year 1	Year 2	Year 3	Year 4	Year 5	Years 6-8	Years 10-14	Years 15-19	Year 20-24	Year 25 +
		Range	A	B	C	D	E	F	F + 5.0%	F + 10.0%	F + 15.0%	F + 20.0%
Child Nutrition Worker I		9	23,899.00 1,991.58 11.49	25,062.00 2,068.50 12.05	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,066.00 2,672.17 15.42	33,593.00 2,799.42 16.15	35,120.00 2,926.67 16.88	36,647.00 3,053.92 17.62
Child Nutrition Worker II	Paraprofessional-Preschool	14	25,062.00 2,068.50 12.05	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,719.00 2,809.92 16.21	35,324.00 2,943.67 16.96	36,930.00 3,077.50 17.75	38,536.00 3,211.33 18.53
Guidance Aide			25,062.00 2,068.50 12.05	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,719.00 2,809.92 16.21	35,324.00 2,943.67 16.96	36,930.00 3,077.50 17.75	38,536.00 3,211.33 18.53
Office Assistant I		17	25,062.00 2,068.50 12.05	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,719.00 2,809.92 16.21	35,324.00 2,943.67 16.96	36,930.00 3,077.50 17.75	38,536.00 3,211.33 18.53
			25,062.00 2,068.50 12.05	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,719.00 2,809.92 16.21	35,324.00 2,943.67 16.96	36,930.00 3,077.50 17.75	38,536.00 3,211.33 18.53
School Bus Attendant		18	26,102.00 2,175.17 12.55	27,439.00 2,286.58 13.19	28,775.00 2,397.92 13.83	30,256.00 2,521.33 14.55	31,749.00 2,645.75 15.26	33,307.00 2,775.58 16.01	34,972.00 2,914.33 16.81	36,538.00 3,053.17 17.61	38,303.00 3,191.92 18.41	39,968.00 3,330.67 19.22
Child Nutrition Worker III		19	26,385.00 2,198.75 12.69	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,352.00 2,946.00 17.00	37,036.00 3,086.33 17.81	38,719.00 3,226.58 18.61	40,403.00 3,366.92 19.42
Paraprofessional - Bilingual	Paraprofessional - Special Education	21	26,321.00 2,243.42 12.94	28,259.00 2,354.92 13.59	29,640.00 2,470.00 14.25	31,135.00 2,594.58 14.97	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,031.00 3,002.58 17.32	37,747.00 3,145.58 18.15	39,462.00 3,288.50 18.97	41,178.00 3,431.50 19.80
Health Aide			26,321.00 2,243.42 12.94	28,259.00 2,354.92 13.59	29,640.00 2,470.00 14.25	31,135.00 2,594.58 14.97	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,031.00 3,002.58 17.32	37,747.00 3,145.58 18.15	39,462.00 3,288.50 18.97	41,178.00 3,431.50 19.80
Cook		24	27,768.00 2,314.00 13.35	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,055.00 3,087.92 17.81	38,819.00 3,234.92 18.65	40,584.00 3,382.00 19.51	42,348.00 3,529.00 20.36
Custodian (plus differential pay for night employees)	Extended School Services Leader	25	28,259.00 2,354.92 13.59	29,640.00 2,470.00 14.25	31,135.00 2,594.58 14.97	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,028.00 3,002.33 17.32	37,829.00 3,152.42 18.19	39,631.00 3,302.58 19.05	41,432.00 3,452.67 19.92	43,234.00 3,602.83 20.79
Special Education Behavioral Assistant	Paraprofessional, Special Education Communication Facilitator	27	28,524.00 2,377.00 13.71	29,940.00 2,495.00 14.39	31,499.00 2,624.92 15.14	33,054.00 2,754.50 15.89	34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,177.00 3,181.42 18.35	39,995.00 3,332.92 19.23	41,813.00 3,484.42 20.10	43,631.00 3,635.92 20.98
Paraprofessional, Special Education Communication Facilitator			28,524.00 2,377.00 13.71	29,940.00 2,495.00 14.39	31,499.00 2,624.92 15.14	33,054.00 2,754.50 15.89	34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,177.00 3,181.42 18.35	39,995.00 3,332.92 19.23	41,813.00 3,484.42 20.10	43,631.00 3,635.92 20.98
Central Kitchen Cook		29	29,059.00 2,421.58 13.97	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,867.00 3,240.58 18.70	40,739.00 3,394.92 19.59	42,590.00 3,549.17 20.48	44,442.00 3,703.50 21.37
Child Nutrition Site Leader	Parent/Community Liason	31	29,640.00 2,470.00 14.25	31,135.00 2,594.58 14.97	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,028.00 3,002.33 17.32	37,792.00 3,149.33 18.17	39,682.00 3,306.83 19.08	41,571.00 3,464.25 19.99	43,461.00 3,621.75 20.89	45,350.00 3,779.17 21.80
Library and Learning Resources Technician			29,640.00 2,470.00 14.25	31,135.00 2,594.58 14.97	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,028.00 3,002.33 17.32	37,792.00 3,149.33 18.17	39,682.00 3,306.83 19.08	41,571.00 3,464.25 19.99	43,461.00 3,621.75 20.89	45,350.00 3,779.17 21.80
Special Education, Bilingual Testing Facilitator & Interpreter		33	30,256.00 2,521.33 14.55	31,749.00 2,645.75 15.26	33,307.00 2,775.58 16.01	34,951.00 2,915.92 16.82	36,706.00 3,058.63 17.65	38,534.00 3,216.17 18.55	40,524.00 3,377.00 19.48	42,553.00 3,537.75 20.41	44,583.00 3,698.58 21.34	46,613.00 3,859.42 22.27
Central Kitchen Assistant Manager	Kitchen Manager	34	30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,920.00 3,410.00 19.67	42,868.00 3,572.33 20.61	44,817.00 3,734.75 21.55	46,765.00 3,897.08 22.48
Office Assistant II			30,539.00 2,544.92 14.68	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,920.00 3,410.00 19.67	42,868.00 3,572.33 20.61	44,817.00 3,734.75 21.55	46,765.00 3,897.08 22.48
School Office Assistant		36	31,749.00 2,645.75 15.26	33,307.00 2,775.58 16.01	34,951.00 2,915.92 16.82	36,706.00 3,058.63 17.65	38,534.00 3,216.17 18.55	40,497.00 3,374.75 19.47	42,522.00 3,543.50 20.44	44,547.00 3,712.25 21.42	46,572.00 3,881.00 22.35	48,596.00 4,049.67 23.36
Central Kitchen Assistant Manager	Kitchen Manager	38	32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,955.00 3,412.92 19.69	43,003.00 3,583.58 20.67	45,051.00 3,754.25 21.66	47,098.00 3,924.83 22.64	49,146.00 4,095.50 23.63
Senior Custodian (plus differential pay for night employees)			32,113.00 2,676.08 15.44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,955.00 3,412.92 19.69	43,003.00 3,583.58 20.67	45,051.00 3,754.25 21.66	47,098.00 3,924.83 22.64	49,146.00 4,095.50 23.63
Warehouse Worker/Delivery Driver		39	32,442.00 2,703.50 15.60	33,967.00 2,830.58 16.33	35,551.00 2,970.92 17.14	37,429.00 3,119.08 17.99	39,350.00 3,279.17 18.92	41,348.00 3,445.67 20.87	43,415.00 3,617.92 21.87	45,483.00 3,790.25 22.86	47,550.00 3,962.50 23.85	49,618.00 4,134.83 24.85
Employee Attendance Technician	Child Nutrition Assistant	40	32,442.00 2,703.50 15.60	33,967.00 2,830.58 16.33	35,551.00 2,970.92 17.14	37,429.00 3,119.08 17.99	39,350.00 3,279.17 18.92	41,348.00 3,445.67 20.87	43,415.00 3,617.92 21.87	45,483.00 3,790.25 22.86	47,550.00 3,962.50 23.85	49,618.00 4,134.83 24.85
Child Nutrition Assistant			32,442.00 2,703.50 15.60	33,967.00 2,830.58 16.33	35,551.00 2,970.92 17.14	37,429.00 3,119.08 17.99	39,350.00 3,279.17 18.92	41,348.00 3,445.67 20.87	43,415.00 3,617.92 21.87	45,483.00 3,790.25 22.86	47,550.00 3,962.50 23.85	49,618.00 4,134.83 24.85
Central Kitchen Manager	Kitchen Manager (Y-rate 33)	41	32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,028.00 3,002.33 17.32	37,792.00 3,149.33 18.17	39,694.00 3,307.83 19.08	41,724.00 3,477.00 20.06	43,810.00 3,650.83 21.06	45,896.00 3,824.67 22.07	47,983.00 3,998.58 23.07	50,069.00 4,172.42 24.07
Kitchen Manager (Y-rate 33)			32,678.00 2,723.17 15.71	34,315.00 2,859.58 16.50	36,028.00 3,002.33 17.32	37,792.00 3,149.33 18.17	39,694.00 3,307.83 19.08	41,724.00 3,477.00 20.06	43,810.00 3,650.83 21.06	45,896.00 3,824.67 22.07	47,983.00 3,998.58 23.07	50,069.00 4,172.42 24.07
Grounds Equipment Operator	School Bus Driver	42	33,054.00 2,754.50 15.89	34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,184.00 3,182.00 18.36	40,119.00 3,343.25 19.29	42,117.00 3,509.75 20.25	44,223.00 3,685.25 21.26	46,329.00 3,860.75 22.27	48,435.00 4,036.25 23.29	50,540.00 4,211.67 24.30
School Bus Driver			33,054.00 2,754.50 15.89	34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,184.00 3,182.00 18.36	40,119.00 3,343.25 19.29	42,117.00 3,509.75 20.25	44,223.00 3,685.25 21.26	46,329.00 3,860.75 22.27	48,435.00 4,036.25 23.29	50,540.00 4,211.67 24.30
Head Custodian		44	33,695.00 2,805.75 16.19	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,955.00 3,412.92 19.69	42,967.00 3,580.58 20.65	45,115.00 3,759.58 21.69	47,264.00 3,938.67 22.72	49,412.00 4,117.67 23.76	51,560.00 4,296.67 24.79
Accounting Technician	Sr. Publications Technician	47	34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,184.00 3,182.00 18.36	40,119.00 3,343.25 19.29	42,117.00 3,509.75 20.25	44,258.00 3,686.17 21.28	46,471.00 3,872.58 22.34	48,684.00 4,057.00 23.41	50,897.00 4,241.42 24.47	53,110.00 4,425.83 25.53
Sr. Publications Technician			34,645.00 2,887.08 16.66	36,359.00 3,029.92 17.48	38,184.00 3,182.00 18.36	40,119.00 3,343.25 19.29	42,117.00 3,509.75 20.25	44,258.00 3,686.17 21.28	46,471.00 3,872.58 22.34	48,684.00 4,057.00 23.41	50,897.00 4,241.42 24.47	53,110.00 4,425.83 25.53
Computer Repair Technician		48	34,991.00 2,915.92 16.92	36,706.00 3,058.63 17.95	38,554.00 3,216.17 18.55	40,497.00 3,374.75 19.47	42,510.00 3,542.90 20.44	44,637.00 3,724.75 21.49	46,932.00 3,911.00 22.56	49,167.00 4,097.25 23.64	51,402.00 4,283.50 24.71	53,636.00 4,469.67 25.79
Storekeeper		49	35,290.00 2,946.00 16.97	37,035.00 3,086.25 17.81	38,971.00 3,247.58 18.74	40,955.00 3,412.92 19.69	42,967.00 3,580.58 20.65	45,060.00 3,755.00 21.66	47,313.00 3,942.75 22.75	49,566.00 4,130.50 23.83	51,819.00 4,318.25 24.91	54,072.00 4,506.00 26.00

Classified Salary Schedule			Step	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10	Year 11	Year 12	Year 13
Effective July 1, 2014			Range	A	B	C	D	E	F	G	H	I	J	K	L	M
Central Kitchen Manager (Y-rate 41)			51	36,028.00	37,792.00	39,604.00	41,724.00	43,833.00	45,956.00	48,254.00	50,552.00	52,849.00	55,147.00	57,445.00	59,743.00	62,041.00
Secretary				3,002.33	3,149.33	3,307.83	3,477.00	3,652.75	3,829.67	4,021.17	4,212.67	4,404.08	4,595.58	4,787.08	4,978.58	5,170.08
District Translator/Interpreter				17.32	18.17	19.08	20.06	21.07	22.09	23.20	24.30	25.41	26.51	27.62	28.73	29.84
Payroll-Benefits Technician	Payroll Accounting Technician		52	36,359.00	38,184.00	40,119.00	42,117.00	44,258.00	46,383.00	48,702.00	51,021.00	53,340.00	55,659.00	57,978.00	60,297.00	62,616.00
ESS Account Technician				3,029.92	3,182.00	3,343.25	3,509.75	3,688.17	3,865.25	4,050.50	4,251.75	4,445.00	4,638.33	4,831.67	5,025.00	5,218.33
Driver Trainer				17.48	18.35	19.29	20.25	21.28	22.30	23.41	24.53	25.64	26.76	27.88	28.99	30.11
Interpreter for the Deaf	Data Support Technician		56	37,752.00	39,654.00	41,724.00	43,833.00	45,956.00	48,301.00	50,716.00	53,151.00	55,546.00	57,961.00	60,396.00	62,851.00	65,326.00
Licensed Vocational Nurse				3,149.33	3,307.83	3,477.00	3,652.75	3,829.67	4,025.08	4,226.33	4,427.58	4,628.83	4,830.08	5,031.33	5,232.58	5,433.83
School Office Manager				18.17	19.08	20.06	21.07	22.09	23.22	24.38	25.54	26.70	27.87	29.04	30.21	31.38
			60	39,350.00	41,348.00	43,424.00	45,532.00	47,814.00	50,173.00	52,682.00	55,190.00	57,699.00	60,208.00	62,717.00	65,226.00	67,735.00
				3,279.17	3,445.67	3,616.67	3,794.33	3,984.50	4,181.08	4,390.17	4,595.17	4,800.17	5,005.17	5,210.17	5,415.17	5,620.17
				18.92	20.05	21.28	22.60	24.01	25.53	27.04	28.56	30.08	31.59	33.11	34.63	36.14
Buf	Lead Storekeeper		62	40,119.00	42,117.00	44,258.00	46,383.00	48,741.00	51,101.00	53,556.00	56,211.00	58,766.00	61,321.00	63,876.00	66,431.00	68,986.00
Dispatcher				3,343.25	3,509.75	3,688.17	3,865.25	4,061.75	4,258.42	4,471.33	4,684.25	4,897.17	5,110.08	5,322.99	5,535.91	5,748.83
Lead Payroll-Benefits Specialist				19.29	20.25	21.28	22.30	23.43	24.57	25.80	27.02	28.25	29.48	30.71	31.94	33.17
Computer Support Technician			63	40,497.00	42,510.00	44,697.00	46,886.00	49,261.00	51,654.00	54,237.00	56,819.00	59,402.00	61,985.00	64,568.00	67,151.00	69,734.00
				3,374.75	3,542.50	3,724.75	3,907.17	4,105.08	4,304.17	4,511.67	4,719.17	4,926.67	5,134.17	5,341.67	5,549.17	5,756.67
				19.47	20.44	21.49	22.54	23.68	24.83	26.08	27.32	28.56	29.80	31.04	32.28	33.52
Accounting Specialist				40,955.00	42,967.00	45,060.00	47,389.00	49,703.00	52,170.00	54,779.00	57,387.00	59,995.00	62,603.00	65,211.00	67,819.00	70,427.00
CN Accounting Specialist				3,412.92	3,580.58	3,755.00	3,945.08	4,141.92	4,347.50	4,564.92	4,782.25	4,999.67	5,217.00	5,434.33	5,651.67	5,869.00
				19.69	20.66	21.66	22.78	23.90	25.08	26.34	27.59	28.84	30.10	31.35	32.60	33.85
Certified Occupational Therapist Assistant			69	42,967.00	45,000.00	47,089.00	49,389.00	51,770.00	54,262.00	56,846.00	59,431.00	62,017.00	64,603.00	67,190.00	69,777.00	72,364.00
Speech/Language Pathologist Assistant				3,580.58	3,755.00	3,945.08	4,141.92	4,347.50	4,571.83	4,800.42	5,029.25	5,257.58	5,486.17	5,715.00	5,944.00	6,173.00
				20.66	21.66	22.78	23.90	25.08	26.38	27.69	29.01	30.33	31.65	32.97	34.29	35.61
			70	43,424.00	45,532.00	47,814.00	50,173.00	52,675.00	55,304.00	58,101.00	60,867.00	63,634.00	66,401.00	69,168.00	71,935.00	74,702.00
				3,618.67	3,794.33	3,984.50	4,181.08	4,389.58	4,611.17	4,841.75	5,072.25	5,302.83	5,533.42	5,763.99	5,994.58	6,225.17
				20.88	21.89	22.99	24.12	25.32	26.59	27.93	29.25	30.59	31.92	33.25	34.58	35.91
			71	43,833.00	45,956.00	48,301.00	50,845.00	53,116.00	55,886.00	58,680.00	61,475.00	64,269.00	67,064.00	69,859.00	72,654.00	75,449.00
Hear Equipment Mechanic				3,652.75	3,829.67	4,025.08	4,220.42	4,426.33	4,657.17	4,890.00	5,122.92	5,355.75	5,588.58	5,821.42	6,054.25	6,287.08
Nurse Facilitator				21.07	22.09	23.22	24.35	25.54	26.87	28.21	29.56	30.90	32.24	33.58	34.92	36.26
			72	44,258.00	46,383.00	48,741.00	51,101.00	53,713.00	56,372.00	59,191.00	62,098.00	64,828.00	67,546.00	70,264.00	72,982.00	75,699.00
Technology Support Technician				3,688.17	3,865.25	4,061.75	4,298.42	4,476.08	4,697.67	4,932.58	5,167.42	5,402.33	5,637.17	5,872.00	6,106.83	6,341.67
				21.28	22.30	23.43	24.62	25.82	27.04	28.40	29.79	31.19	32.59	33.99	35.39	36.79
				45,956.00	50,645.00	55,645.00	60,116.00	65,886.00	71,718.00	77,601.00	83,534.00	89,517.00	95,550.00	101,633.00	107,766.00	113,899.00
Skilled Maintenance Worker II (Y-rate 70)			76	3,829.67	4,025.08	4,220.42	4,426.33	4,657.17	4,893.17	5,137.83	5,382.50	5,627.17	5,871.83	6,116.50	6,361.17	6,605.83
				22.09	23.22	24.35	25.54	26.87	28.23	29.64	31.05	32.46	33.88	35.29	36.70	38.11
			77	46,383.00	48,741.00	51,101.00	53,713.00	56,372.00	59,293.00	62,247.00	65,211.00	68,175.00	71,140.00	74,104.00	77,068.00	80,032.00
				3,865.25	4,061.75	4,298.42	4,476.08	4,697.67	4,940.25	5,187.25	5,434.25	5,681.25	5,928.25	6,175.25	6,422.25	6,669.25
				22.30	23.43	24.57	25.75	26.93	28.11	29.30	30.49	31.68	32.87	34.06	35.25	36.44
Human Resource Specialist			78	46,886.00	49,261.00	51,654.00	54,245.00	56,955.00	59,848.00	62,840.00	65,833.00	68,825.00	71,818.00	74,810.00	77,803.00	80,795.00
Technology Support Specialist				3,907.17	4,105.08	4,304.50	4,520.75	4,746.25	4,987.33	5,236.67	5,486.08	5,735.42	5,984.75	6,234.08	6,483.42	6,732.75
				22.54	23.68	24.83	26.08	27.38	28.77	30.21	31.65	33.09	34.53	35.96	37.40	38.84
Skilled Maintenance Worker III (Y-rate 77)			80	47,814.00	50,173.00	52,675.00	55,334.00	58,135.00	60,997.00	64,047.00	67,097.00	70,147.00	73,197.00	76,247.00	79,297.00	82,347.00
				3,984.50	4,181.08	4,399.58	4,611.17	4,844.58	5,083.99	5,337.25	5,591.42	5,845.58	6,099.75	6,353.92	6,608.08	6,862.25
				22.99	24.12	25.32	26.60	27.95	29.33	30.79	32.26	33.72	35.19	36.65	38.11	39.58
Senior Accountant			81	48,301.00	50,645.00	53,116.00	55,886.00	58,718.00	61,563.00	64,641.00	67,719.00	70,797.00	73,875.00	76,953.00	80,031.00	83,109.00
				4,025.08	4,220.42	4,426.33	4,657.17	4,893.17	5,130.25	5,386.75	5,643.25	5,899.75	6,156.25	6,412.75	6,669.25	6,925.75
				23.22	24.35	25.54	26.87	28.23	29.60	31.08	32.56	34.04	35.52	37.00	38.48	39.96
Community Services Facilitator			82	48,741.00	51,101.00	53,713.00	56,372.00	59,293.00	62,244.00	65,335.00	68,446.00	71,557.00	74,668.00	77,779.00	80,890.00	83,999.00
				4,061.75	4,298.42	4,476.08	4,697.67	4,940.25	5,187.25	5,434.25	5,681.25	5,928.25	6,175.25	6,422.25	6,669.25	6,916.25
				23.43	24.57	25.82	27.10	28.42	29.75	31.12	32.51	33.91	35.30	36.70	38.09	39.49
			84	49,703.00	52,170.00	54,820.00	57,568.00	60,400.00	63,405.00	66,575.00	69,746.00	72,916.00	76,086.00	79,256.00	82,426.00	85,596.00
				4,141.92	4,347.50	4,571.83	4,797.33	5,035.83	5,283.75	5,547.92	5,812.17	6,076.33	6,340.50	6,604.67	6,868.83	7,132.99
				23.90	25.08	26.38	27.69	29.05	30.48	31.90	33.33	34.75	36.18	37.60	39.02	40.44
Business Services Facilitator			86	50,645.00	53,116.00	55,886.00	58,718.00	61,563.00	64,641.00	67,846.00	71,101.00	74,356.00	77,611.00	80,866.00	84,121.00	87,376.00
				4,220.42	4,426.33	4,657.17	4,893.17	5,130.25	5,387.33	5,656.67	5,926.00	6,195.42	6,464.83	6,734.25	7,003.67	7,273.08
				24.35	25.54	26.87	28.23	29.60	31.08	32.63	34.19	35.74	37.30	38.85	40.40	41.95
Programmer/Analyst			98	56,350.00	59,782.00	62,772.00	65,910.00	69,206.00	72,666.00	76,299.00	79,933.00	83,566.00	87,199.00	90,832.00	94,465.00	98,098.00
				4,744.67	4,981.83	5,231.00	5,492.50	5,767.17	6,055.50	6,358.25	6,661.08	6,963.83	7,266.58	7,569.33	7,872.08	8,174.83
				27.37	28.74	30.15	31.57	33.00	34.42	35.84	37.26	38.68	40.10	41.52	42.94	44.36
			107	62,271.00	65,383.00	68,604.00	72,084.00	75,841.00	79,797.00	83,843.00	87,929.00	92,055.00	96,221.00	100,427.00	104,673.00	108,959.00
Network Engineer				5,189.25	5,448.58	5,721.17	6,007.00	6,307.58	6,622.92	6,954.08	7,285.25	7,616.33	7,947.50	8,278.67	8,609.83	8,940.99
				29.94	31.43	33.01	34.66	36.39	38.21	40.12	42.03	43.94	45.85	47.76	49.67	51.58
			111	64,799.00	68,040.00	71,441.00	75,013.00	78,765.00	82,701.00	86,836.00	91,071.00	95,406.00	99,741.00	104,076.00	108,411.00	112,746.00
Occupational Therapist				5,399.92	5,670.00	5,955.42	6,251.08	6,563.75	6,891.75	7,236.33	7,580.92	7,925.50	8,270.08	8,614.67	8,959.25	9,303.83
				31.15	32.71	34.35	36.06	37.87	39.71	41.55	43.39	45.23	47.07	48.91	50.75	52.59
Hourly Employees effective																

LA MESA-SPRING VALLEY SCHOOL DISTRICT
Confidential Salary Schedule

Effective July 1, 2014	Year 1	Year 2	Year 3	Year 4	Year 5	Years 6-9	Years 10-14	Years 15-19	Years 20-24	Years 25+
	A	B	C	D	E	F	F + 5.0%	F + 10.0%	F + 15.0%	F + 20.0%
Administrative Assistant	49,668.00	52,016.00	54,548.00	57,114.00	59,913.00	62,833.00	65,975.00	69,116.00	72,258.00	75,400.00
	4,139.00	4,334.67	4,545.67	4,759.50	4,992.75	5,236.08	5,497.92	5,759.67	6,021.50	6,283.33
	23.88	25.01	26.23	27.46	28.80	30.21	31.72	33.23	34.74	36.25
Internal Auditor	57,481.00	60,326.00	63,225.00	66,400.00	69,574.00	72,946.00	76,593.00	80,241.00	83,888.00	87,535.00
	4,790.08	5,027.17	5,268.75	5,533.33	5,797.83	6,078.83	6,382.75	6,686.75	6,990.67	7,294.58
	27.64	29.00	30.40	31.92	33.45	35.07	36.82	38.58	40.33	42.08
Executive Assistant to the Superintendent	60,085.00	62,993.00	66,018.00	69,283.00	72,613.00	76,163.00	79,971.00	83,779.00	87,587.00	91,396.00
	5,007.08	5,249.42	5,501.50	5,773.58	6,051.08	6,346.92	6,664.25	6,981.58	7,298.92	7,616.33
	28.89	30.29	31.74	33.31	34.91	36.62	38.45	40.28	42.11	43.94

Confidential staff shall receive sick leave as specified for other classified employees and 22 vacation days for years 1-20;
22.5 vacation days for years 21-22; 23 vacation days for years 23-24; 24 vacation days for 25 years and thereafter.
Confidential staff shall receive medical, dental and life insurance coverage as offered to other classified employees.
The Rules and Regulations as determined by the Personnel Commission shall apply to confidential employees.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Tina Sardina
Assistant Superintendent, Human Resources

ITEM NUMBER: HR-3 Human Resources Recommendations
Authorization to Contract with Colleges, Universities, and
Local High School Districts for Student Teaching and Professional
Training Programs, Including Work-Study Programs

Action Item

Each year, the District receives requests to assist with the professional training of teachers, counselors, speech-language pathologists, and psychologists for various colleges, universities and local high school districts. These institutions are:

- Alliant International University
- Azusa Pacific University
- Brandman University
- California State University, Fullerton
- California State University, Northridge
- California State University, San Marcos
- Chapman University
- Grand Canyon University
- Grossmont-Cuyamaca Community College District
- Grossmont Union High School District
- Ithaca College
- La Sierra University
- National University
- Northern Arizona University
- Point Loma Nazarene University
- San Diego Christian College
- San Diego State University
- Southwestern Community College
- University of California at San Diego
- University of Idaho
- University of Montana
- University of Phoenix
- University of San Diego
- University of South Dakota
- University of Southern California
- Valdosta University
- Western Governors University

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board authorize staff to enter into contracts as needed with the colleges, universities and high school districts listed.

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Tina Sardina
Assistant Superintendent, Human Resources

ITEM NUMBER: HR-4 Human Resources Recommendations
Certification of Managers as Competent to Evaluate Teachers

Action Item

Pursuant to Board Policy 4315.1, Staff Evaluating Teachers (attached), the Board is advised of the continuous professional training of managers and certification of their competency as evaluators.

A completed certificate is included in each manager's personnel file. As an illustration of this process, attached for the Board's information is a checklist for Margaret Jacobsen, Principal at Spring Valley Middle School.

All previously certificated managers (attached) continue to prove competency and recertification is unnecessary.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board review Board Policy 4315.1, and approve Margaret Jacobsen and Natalie Martinez as competent to evaluate teachers.

La Mesa-Spring Valley SD

Board Policy

Staff Evaluating Teachers

BP 4315.1

Personnel

The Governing Board expects that administrators assigned to evaluate teachers shall:

1. Possess a valid administrative credential
2. Be competent in the instructional methodologies used by the teachers they evaluate
3. Be skilled in the supervision of instruction and in techniques and procedures related to the evaluation of instruction
4. Be familiar with district curriculum priorities, policies and practices, district standards for student progress, and district policies and procedures related to personnel supervision, performance evaluation and staff development
5. Participate in at least one inservice per year in clinical supervision and/or other approved instructional and evaluational techniques

(cf. 4115 - Evaluation/Supervision)

(cf. 4131 - Staff Development)

(cf. 4131.5 - Professional Growth)

(cf. 4331 - Staff Development)

(cf. 5121 - Grades/Evaluation of Student Achievement)

(cf. 5123 - Promotion/Acceleration/Retention)

(cf. 6011 - Academic Standards)

(cf. 6141 - Curriculum Development and Evaluation)

(cf. 6146.1 - High School Graduation Requirements)

(cf. 6146.5 - Elementary/Middle School Graduation Requirements)

The Superintendent or designee shall ensure that administrators who evaluate teachers meet the above criteria.

(cf. 4315 - Evaluation/Supervision)

Legal Reference:

EDUCATION CODE

33039 Guidelines for teacher evaluation

44660-44665 Evaluation and assessment of performance of certificated employees

44681-44689 Administrator training and evaluation

GOVERNMENT CODE

3543.2 Scope of representation (re evaluation procedures)

Policy LA MESA-SPRING VALLEY SCHOOL DISTRICT
adopted: November 5, 2008 La Mesa, California

La Mesa-Spring Valley School District

Management Evaluation Competency Worksheet

When approved by the Board of Education, this document shall constitute a Certificate of Competency in the evaluation of teachers in accordance with District Policy 4315. It shall be placed in the management employee's file.

Demonstrated Knowledge

1. Evaluation procedures of the District	<u>Evaluator</u> Tina Sardina	<u>Date</u> 8/4/14
2. Standards of expected pupil achievement	Tina Sardina	8/4/14
3. Effective teaching characteristics	Tina Sardina	8/4/14
4. District curriculum objectives	Tina Sardina	8/4/14
5. Effective leadership characteristics	Tina Sardina	8/4/14
6. Effective learning environment characteristics	Tina Sardina	8/4/14

Demonstrated Competency

1. Effective teaching characteristics	<u>Evaluator</u> Tina Sardina	<u>Date</u> 8/4/14
2. Supervision and evaluation practices	Tina Sardina	8/4/14

Professional Training Program

Principals attend various conferences focusing on Professional Learning Communities, assessment and interventions.

District Sponsored

Training in evaluation of teachers is included in the following: 1) FRISK Training, 2) Contract Management seminars.

Additional

Ongoing supervision/evaluation with the Assistant Superintendent, Human Resources and the Assistant Superintendent, Learning Support.

I hereby certify **Margaret Jacobsen** is competent to evaluate District teaching personnel.

Tina L. Sardina
Assistant Superintendent, Human Resources

Date

La Mesa-Spring Valley School District

MANAGERS PREVIOUSLY CERTIFIED

<u>NAME</u>	<u>YEAR CERTIFIED</u>
Allmann, Michael	2004
Ashley, John	2008
Beason, Mary	2004
Belcher, Melody	2000
Coordt, Kevin	2012
Cotter, Eileen	2006
Dean, Peter	1998
Galaif, Robin	2013
Hollis, Laura	2008
Holston, Elisa	2004
James, Dana	2012
Libenguth, Kimberly	2013
Luibel, Jennifer	2009
Marshall, Brian	1998
Miller, Gina	2013
Newmark, Wendy	2008
Nisson, Kimberly	2013
Rabasco, Kelley	2011
Radenheimer, Virginia	2013
Robinson, Monica	2000
Sardina, Tina	1999
Scheftner, Janelle	2012
Serban-Lawler, Cara	2001
Smith, Andrew	2000
Thomas, Beth	2005
Walker, Karen	2005
Wood, Ronda	2004
Wright, Dana-Rae	2003

**La Mesa-Spring Valley School District
GOVERNING BOARD AGENDA
August 19, 2014**

PREPARED BY: Tina Sardina
Assistant Superintendent, Human Resources

ITEM NUMBER: HR-5 Human Resources Recommendations **Action Item**
Resolution 14-15-01, Elimination and/or Reduction of Classified Positions

ROLL CALL VOTE

The attached Resolution 14-15-01 authorizes the elimination of two (2) classified positions and the reduction of one (1) classified position.

In response to changing needs, the District continually reviews staffing ratios to achieve costs savings and the need for specific classifications. The District met with CSEA Chapter 419, informed them of the eliminations and reductions and negotiated resulting impacts and effects.

Two (2) Paraprofessional – Special Education Communication Facilitators will be eliminated. Incumbents will be laid off and placed on the 39-month reemployment list. One incumbent has bumping rights into a lower classification. The other incumbent will be crossed-qualified into a vacancy at a lower classification.

One (1), 10-month, 5.25 hours/day Speech-Language Pathology Assistant will be reduced to 5 hours/day. The incumbent will be placed on the 39-month reemployment list. The incumbent does not have bumping rights.

ADMINISTRATIVE RECOMMENDATION

It is recommended the Board adopt the attached Resolution to eliminate two (2) classified positions and reduce one (1) classified position pursuant to the District Rules and Regulations and applicable provisions of the Education Code of the State of California.

La Mesa-Spring Valley School District

RESOLUTION 14-15-01

ELIMINATION AND/OR REDUCTION OF CLASSIFIED POSITIONS

On Motion of Member _____, seconded by Member _____, the following resolution is adopted:

WHEREAS, when a bona fide reduction or elimination of funds or services occurs within a school district, classified employees shall be subject to layoff for either lack of work or lack of funds, and

WHEREAS, the District has been deficit spending and unfortunately must take steps to close the gap between revenues and expenditures, and

WHEREAS, due to lack of funds and/or work, the Board finds it is in the best interests of this school district that as of October 20, 2014, certain services now being provided by the District be reduced or discontinued by the following extent:

Paraprofessional – Special Education Communication Facilitator Two (2) at 6 hours/day – eliminate

Speech-Language Pathology Assistant One (1) at 5.25 hours/day – reduce to 5 hours/day

NOW, THEREFORE, BE IT RESOLVED as of October 20, 2014, three (3) classified positions of the La Mesa-Spring Valley School District be eliminated or reduced to the extent set forth above.

BE IT FURTHER RESOLVED the Board authorizes the Superintendent to give notice to the affected classified employee that his/her position will be reduced or eliminated as of October 20, 2014, pursuant to District Rules and Regulations and applicable provisions of the Education Code of the State of California, such notice to be given sixty (60) days prior to the effective date of the layoff as set forth above.

PASSED AND ADOPTED by the Board of Education of the La Mesa-Spring Valley School District of San Diego County, California, this 19th day of August, 2014, by the following vote:

AYES:

NOES:

ABSTAINED:

ABSENT:

[illegible]

I, Brian Marshall, Secretary to the Board of Education of the La Mesa-Spring Valley School District of San Diego County, California, do hereby certify the foregoing is a full, true, and correct copy of a resolution adopted by said Board at a regular meeting held on the 19th day of August, 2014.

Brian Marshall, Secretary to the Board of Education

**MINUTES
BOARD OF EDUCATION MEETING
LA MESA-SPRING VALLEY SCHOOL DISTRICT
REGULAR MEETING: July 1, 2014**

The meeting was called to order at 7:00 p.m. at the Education Service Center by the President, Emma Turner.

The President led the Pledge of Allegiance to the Flag.

Board members present: Baber, Duff, Lecko, Turner, Winet

Board members absent: None

Staff members present on assignment: Marshall, Martinez, Walker, Wigg

It was moved by Lecko, seconded by Duff, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to approve the minutes of the regular meeting of June 17, 2014, as presented.

COMMUNICATIONS

PowerPoint for Extended School Services Summer Program report.

Memo from Karen Walker, Assistant Superintendent, Learning Support, regarding the 3-Year Average Academic Performance Index (API) Report

Memo from the Superintendent regarding a proposed La Mesa Arts Academy Student Trip to New York City

AGENDA

It was moved by Duff, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to approve the agenda as presented.

HEARING SESSION

The President announced a hearing for anyone who wished to address the Board on any topic relating to public education. There being no one wishing to address the Board, the session was closed.

REPORTS OF OFFICERS OF THE BOARD

The La Mesa-Spring Valley Extended School Services (ESS) program has been serving the children and families of the District since 1976. ESS is providing safe, affordable and convenient childcare on 7 campuses this summer. Summer enrollment is at 850 students and is funded through parent-paid fees and subsidized program funding. ESS offers both academic enrichment and recreation activities for children

CALL TO ORDER

PLEDGE OF ALLEGIANCE

**ESTABLISHMENT OF
QUORUM**

**MINUTES
Approved as presented**

COMMUNICATIONS

PPT for ESS Summer Program Report

K. Walker, Asst. Supt., LS API Report 3-yr average

B. Marshall, Superintendent LMAAC student trip to NYC

AGENDA

Approved as presented

HEARING

REPORTS

ESS Summer Program

during the summer months. Ronda Wood, Coordinator, Natasha Proa, Leader, Lemon Ave.; and Lauren Buckland, Leader, Parkway Middle School, Extended School Services, provided an overview of the summer program and responded to clarifying questions.

NEW BUSINESS

It was moved by Baber, seconded by Lecko, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to adopt Board Policy update.

It was moved by Baber, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to approve the following:

Purchase Orders H54335 through H54390 totaling \$35,074.39

Warrants June 6 through June 18, 2014, totaling \$1,076,524.14

Expenditures in the amount of \$83.47

It was moved by Baber, seconded by Winet, and carried unanimously as amended with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to refer the claim regarding vehicle damage at Bancroft Elementary School to the insurance carrier and instruct the Superintendent to coordinate with the claims adjuster to settle the claim in a timely fashion in the amount of \$250.00.

It was moved by Duff, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to accept the following gifts with thanks: \$2,724.00 from Avondale Elementary School PTA to Avondale Elementary to be used to pay transportation costs for study trips; \$544.00 from LifeTouch National School Studios to Avondale Elementary School from monies generated by the Spring Picture program; an assortment of used musical instruments and cases valued at \$3,300.00 from Howard Kantorowski, former District employee, to La Mesa Middle School/La Mesa Arts Academy; and \$750.00 from Del Lisk, a Parkway Middle School parent, to Parkway Middle School as a thank you for educating his child.

It was moved by Duff, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to accept the Uniform Complaint Quarterly Report.

It was moved by Baber, seconded by Duff, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into a Software License and Support Agreement with Illuminate Education, Inc. for Student Data and Assessment Management.

NEW BUSINESS

Board Policy Update
Adopted

Consent Calendar
Approved

Purchase Orders

Warrants

Revolving Cash Fund
Reimbursements from the
General Fund

Claim – Vehicle damage
at BAN
Referred to Carrier to settle

Gifts – AVO,
LMMS/LMAAC, PKMS
Accepted with thanks

Uniform Complaint
Quarterly Report
Accepted

Software License/Support
Agreement w/Illuminate
Education, Inc.
Authorized

It was moved by Baber, seconded by Duff, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into an Agreement with San Diego County Office of Education for Audiovisual Education Services for Quest Academy for the 2014-15 School Year.

**2014-15 Agrmt. with SDCOE
for Audiovisual Education
Serv. for Quest Academy
Authorized**

It was moved by Winet, seconded by Lecko, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into an Agreement of Participation with Orange County Department of Education for Medi-Cal Administrative Activities.

**Participation Agrmt. w/
Orange County Dept. of Ed.
for Medi-Cal Admin.
Activities
Authorized**

It was moved by Winet, seconded by Duff, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into a Contract with the Exceptional Family Resource Center.

**Contract w/Exceptional
Family Resource Center
Authorized**

It was moved by Duff, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into Special Education Master Contracts with Springall Academy and AccentCare Home Health of California for the 2014-15 School Year.

**Sp. Ed. Master Contracts
with Springall Academy and
AccentCare Home Health of
CA for 2014-15
Authorized**

It was moved by Duff, seconded by Lecko, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to authorize administration to enter into an Agreement with Cajon Valley Union School District for Adapted Physical Education Consultations.

**Agrmt. with Cajon Valley
USD for Adapted PE
Consultations
Authorized**

HUMAN RESOURCES RECOMMENDATIONS

It was moved by Baber, seconded by Lecko, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to approve standard Human Resources recommendations as amended to include six additional Lecturer/Presenter and/or Short-Term Employment forms.

**Human Resources
Recommendations
Approved as amended**

ANNOUNCEMENTS, REPORTS, COMMUNICATIONS FROM THE BOARD

The Superintendent announced Tina Sardina, Assistant Superintendent, Human Resources, was not in attendance, as she was on a cruise celebrating her mother's 90th birthday.

Mr. Duff announced he attended a recent debate on the proposed Park Station development in La Mesa and stated he is concerned about the construction of a high rise.

At 8:15 p.m. the President announced a recess.

CLOSED SESSION

At 8:22 p.m. the President called for a closed session to discuss negotiations update – LMSV Teachers Association; negotiations update – California School Employees Association (CSEA), Chapter 419; negotiations update – Administrators Association and other Unrepresented Bargaining Groups; and Public Employee Discipline/Dismissal/Release. The Superintendent, Board, and Assistant Superintendents Business and Learning Support adjourned to the session, which was held in the Boardroom.

At 8:25 p.m. the President reconvened the meeting and announced the Board, in closed session, took the following action:

CLOSED SESSION ACTION

It was moved by Baber, seconded by Winet, and carried unanimously with the following votes: Ayes: Baber, Duff, Lecko, Turner, Winet; Noes: None; Absent: None, to suspend a classified employee (File 07-01-14) for three (3) days.

The meeting was adjourned at 8:27 p.m.

Brian Marshall, Secretary to the Board of Education

Approved and ordered into the proceedings of the District at the next regular meeting of the Board of Education to be held August 19, 2014.

Bill Baber, Clerk of the Board of Education