



Board of Education  
**Minutes of Regular Board Meeting**  
February 9, 2016  
(ADOPTED: March 8, 2016)

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*Open Session*

**1. CALL MEETING TO ORDER**

Board President Gunawan Alisantosa called the meeting to order at 5:30 p.m.

**2. ROLL CALL**

Present were Board President Gunawan Alisantosa, Board Vice-President Robert Nunez, Board Clerk Dan Bobay, Board member Chris Norwood and Student Board Representative Alan Pham. Board member Lau was absent.

Also present were Superintendent Cary Matsuoka, Deputy Superintendent Cheryl Jordan, Assistant Superintendents Matt Duffy and Wendy Zhang and Executive Assistant Charito Cabantac .

**3. APPROVAL OF THE AGENDA**

**Motion:** Approve the agenda for the February 9, 2016 Board meeting.

**M/S**

**Lau/Norwood**

**Vote: 3-0** (Board member Norwood was late for the vote; Board Member Lau was absent)

**4. COMMENTS FROM THE PUBLIC**

None.

**Closed Session**

**5. ADJOURN MEETING TO CLOSED SESSION**

The Board moved to closed session at 5:32 p.m. to discuss/take action on the items listed on the closed session agenda.

**Open Session**

**6. FLAG SALUTE**

The Board reconvened in open session at 7:00 p.m. Mr. Alisantosa led the Flag Salute.

**7. REPORT OF ACTION(S) TAKEN IN CLOSED SESSION.**

No action was taken in closed session.

**8. COMMENTS FROM THE PUBLIC**

No public comments.

**9. BOARD GROUP AGREEMENTS**

The Board Group Agreements was on the agenda for easy reference for members of the Board. There was no discussion.

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**10. SUPERINTENDENT'S REPORT**

Recognitions:

The Superintendent led the Board in recognizing the following groups:

- The Milpitas High School Football team and Coach Kelly King for winning the De Anza league title for the third year in a row; for being a runner up for CCS open division championship; and the first team ever to compete in the Northern California playoffs.
- The Milpitas City Employees Group (Toni Charlop, Peter Scrempo, and Rosana Cacao on behalf of the Milpitas Firefighters Union, Local 1699, Milpitas Police Officers Association and Milpitas City Employees Group, which includes Mid-Management, Pro-Tech and MEA) for presenting grant awards to selected PTA groups and MUSD teachers to benefit students.

**11. REPORTS**

**A. 2015-2020 MUSD ENROLLMENT PROJECTION**

Demographer Tom Williams of Enrollment Projections Consultants presented his projections for student enrollment in the District for 2015 to 2020.

Mr. Williams reported that the latest extreme, unforeseeable-in-degree rise in housing costs is having negative enrollment impacts throughout the district and Silicon Valley. With these much higher prices and rents likely to continue, many families with modest incomes no longer can afford to live in the area. This justifies lower projected growth than in past studies. Uncertainty, however, of whether some dramatic student changes will continue in the long run has warranted providing forecast numbers for only the next five years, according to Mr. Williams.

Total district enrollment is projected to rise by 320 students between October 2015 and 2020. This includes just 35 more students for next year. The largest gain occurs in 2017, when the total is forecast to grow by another 111 students, to 146 above the October 2015 figure. A slower rate of increase is projected in the third through fifth years, but that still results in a 2020 enrollment of around 10,534 students, compared to the current total of 10,214.

This growth occurs mainly in the elementary and high school levels. The elementary total rises slowly at first, with an increase of just 27 in 2016 and a total of 86 over the next three years, but then jumps to 251 above the current above the current figure in 2020. The expected high school total is always higher than at present during the next five years, but with fluctuating amounts that never exceeded 127 more than the current figure. A drop of 51 students is forecast over the next two years at the middle school level, followed by a rebound and offsetting decline to 2020.

The projected evolutions in the resident (home school) student populations differ greatly by attendance area. The largest expected changes in the resident elementary totals next year are 28 fewer K-6 students in the Burnett region and 28 more in the Randall area. The latter area could have a 3-year rise by 118 in K-6 if the planned new school does not open in 2018, while having a slightly lower-than-present total if that school does open that year. The new school could have 420 resident K-6 students if it is operating then. Otherwise, the most significant projected resident K-6 difference over the next three years is a reduction by 42 students in the Sinnott area. Mr. Williams noted that how the district handles intra and inter-district attendance will alter these amounts for the enrollment at each site.

Mr. Williams stated that while nearly 1,500 dwelling units are projected in the next 5 years, in the planned attendance area for a new school, more than twice that amount is possible in the next decade. The result could be just over 700 K-6 district-enrolled students in that region in 2025, with TK presumably added to that, but this could be an optimistic figure. If less new housing is built there and/or the Kinder numbers decline in some of those neighborhoods in the long run, then a K-6 total in the mid 600s would be a higher probability.

Discussion followed, and the Board thanked Mr. Williams for his study and its level of detail. This study will be shared with the City at the next City/School District Communications meeting.

## **B. PROPOSAL FOR A 2016 BOND ELECTION**

The district is planning to put a Bond Measure on the June 2016 ballot. The Board was presented with a draft Board resolution ordering an election and establishing the specifications of the election order. Mr. David Casnocha, bond counsel, reviewed the draft resolution and answered questions from the Board and noted suggestions for changes. Four-fifths Board vote is needed to pass the resolution. The Board asked for a prioritized project list with cost for the new Bond. Superintendent Matsuoka said they would work on that and bring it to the Board in October or November. Superintendent Matsuoka said the resolution will be brought back for Board action at the next meeting.

## **C. SCHOOL CALENDAR ADOPTION PROCESS FOR THE 2017-18 AND 2018-19 SCHOOL YEARS**

*In accordance with BP 6111 School Calendar*, the Superintendent will recommend to the Board school calendars that will meet legal requirements as well as the needs of the community, students, and personnel. It is the district's practice to adopt school calendars for two school years in advance to accommodate the expressed desire of the school community and to align coordination of family vacation times with school holidays, recesses, and the opening and closing of schools.

Deputy Superintendent Cheryl Jordan discussed the process that will take place prior to the Superintendent making a recommendation in May 2016 to adopt the 2017-18 and 2018-19 calendars. The process will begin on February 10<sup>th</sup>, with drafts going to managers with instructions to provide opportunity for discussion and input in order to arrive at the site's recommendation to the district. At the CBAC meeting of February 25<sup>th</sup>, CBAC representatives will be given the same with instructions to work with principals in holding discussions at SSC and PTAs for each group's recommendation to the district to be discussed at the CBAC meeting on April 21<sup>st</sup>. Mrs. Jordan will review the results of staff and parent surveys and input gathered from the stakeholders groups with the Superintendent and his Cabinet. Recommendations for the 2017-18 and 2018-19 school calendars will be presented to the Board at its May 10, 2016 meeting.

#### **D. RECRUITMENT PLAN FOR CERTIFICATED STAFFING FOR THE 2016-17 SCHOOL YEAR**

Tony Frascone and Tabitha Kappeler-Hurley, the Director and Coordinator of Human Resources, respectively, presented a comprehensive outline of recruitment activities in preparation for the 2016-17 school year. They pointed out that data outlined in the Legislative Analyst's Office report on the California teacher shortage coupled with the overall hiring data in the district illustrate the rationale and impetus for an earlier start on teacher recruitment in MUSD. Mr. Frascone and Ms. Kappeler-Hurley outlined their internal and external activities including timelines, recruitment fairs, prioritizing of hiring needs, and overall communication strategy. Mr. Norwood encouraged staff to dig deeper and explore more unconventional but effective ways of recruiting, and thanked the presentors for their efforts.

#### **E. STATEWIDE BOND RESOLUTION**

The Coalition for Adequate School Housing (CASH) is sponsoring a statewide bond resolution for Kindergarten through Community College Public Education Facilities Bond Act of 2016 and is asking the District for its support. The Statewide bond will appear on the November 7, 2016 ballot. This \$9 billion bond program will help public school districts solve some of their school facility needs.

The last statewide bond was in November 2006 (Prop1D) focused on career technical education facilities. That bond was for \$10.4 billion with \$7.329 billion for K-12 schools. The last general statewide bond program was in March 2004 (Prop. 55) at \$12.3 billion with \$10 billion for K-12 schools. The threshold to pass a statewide bond is 50% + 1.

Staff asked the Board to review the draft resolution and asked for direction whether to bring a resolution for adoption at the next meeting. As there was no dissenting voice, this draft resolution will be brought back for Board action at the February 23<sup>rd</sup> Board meeting.

**12. ACTION/DISCUSSION**

**A. CONSIDERATION OF THE ADMINISTRATIVE HEARING PANEL'S  
RECOMMENDATION REGARDING THE STUDENT IDENTIFIED IN CONFIDENTIAL  
REPORT 2016.01**

**Motion: Suspend the expulsion of the student identified in Confidential Report 2016.01 for one calendar year; move the student to Calaveras Hills High School; for the student to meet all the conditions set by District administrators and failure to meet any of the conditions will immediately result to expulsion to a County school.**

**M/S**

**Bobay/Nunez**

**Vote: 4-0**

**B. REPORT OF THE ASSET MANAGEMENT TASK FORCE**

The Asset Management Task Force consisted of four District staff, one Board representative and six community volunteers, who were chosen through an application process. The group had 4 meetings, with the first one on September 21, 2015. The group evaluated District-owned properties and plan for the facility needs of students, present and future. Chair Joseph Weinstein presented the Task Force's report. Following are the recommendations:

1. Use the projected population growth based upon the Milpitas General Plan and develop student housing based upon those projections.
2. Partner with the City to involve all interested land owners and developers who has interest in Milpitas to explore the possibilities of purchases, land exchanges, facility exchanges and other options for future schools.
3. Work with the City to identify potential new or repurposed school sites in the City of Milpitas through creation of an optimal attendance area for each elementary, middle, or high school needed, based upon General Plan design.
4. Entertain the disposition or repurpose of the Murphy property for exchange in order to help finance the acquisition of new school sites.
5. Explore the possibility of rezoning and entitling the Murphy property for single family residential use in order to maximize this property's value at point of disposition.
6. Explore, over time, a more valuable and functional use for the 12-acre District Office property, with the possibility of relocating the District Office and/or Cal

Hills HS to other sites. In terms of relocating the district office, be aware of the real estate marketplace in order to act and nimbly act on a practical and cost effective relocation as the opportunity arises. Possibly move the District Office or other facilities to the Murphy property on an interim basis.

7. In the future, consider the possibility of reacquisition of either of the two Abbott Avenue properties that are currently leased out should it be necessary for District educational, operational, or administrative uses to be sited there.
8. Work with the City and the County to discuss possible future scenarios regarding the Elmwood facility.

**Motion: Accept the report of the Asset Management Task Force**

**M/S Nunez/Norwood Vote: 4-0**

The Board thanked the Task Force members for its work.

**C. DISTRICT PLAN TO JOIN THE SANTA CLARA COUNTY SCHOOLS INSURANCE GROUP JPA (SCCSIG)**

Assistant Superintendent of Business Services Wendy Zhang explained that with the need to look into other options to further reduce the district's Workers Comp rates, staff is recommending that MUSD join SCCSIG for its Workers Comp Program in 2016-17. The estimated savings for year one is about \$370,000 with an estimated starting rate of 2.35%. The district will have a few years of financial benefits until the rate climbs up to 2.95%. The district would also benefit from the close proximity of SCCSIG offices to MUSD, and the ability to provide district employees with preventative training and education.

**Motion: Approve the District joining the Santa Clara County Schools Insurance Group JPA (SCCSIG) for Worker's Compensation Program starting in the 2016-17 fiscal year**

**M/S Nunez/Bobay Vote: 4-0**

**D. ADOPT THE REVISED BOARD POLICY 6170.1 TRANSITIONAL KINDERGARTEN**

The BP was revised to reflect CSBA recommended language. The AR was also revised to reflect the BP revision, and while staff normally does not share ARs with the Board, staff shared the AR to make Board members aware of the district's practice regarding TK.

**Motion: Adopt the revised BP 6170.1 Transitional Kindergarten**

**M/S Nunez/Norwood Vote: 4-0**

**E. DISCLOSURE OF THE MILPITAS MANAGEMENT ASSOCIATION (MMA) AGREEMENT**

Mr. Nunez opined that while it is a good business practice to disclose the cost of the agreement, it is not in accord with AB 1200, as stated on the form, because MMA is not a collective bargaining unit. He wanted adjustment to the language on the reporting form to reflect this fact.

**Motion: Certify the Disclosure of the Milpitas Management Association (MMA) Agreement**

**M/S Nunez/Bobay Vote: 4-0**

**F. APPROVE THE COMPENSATION ADJUSTMENT FOR MEMBERS OF THE MILPITAS MANAGEMENT ASSOCIATION (MMA)**

The Superintendent and MMA Leadership held a Meet and Confer session on January 13, 2016 and it was recommended that members of MMA be granted the same compensation increase (4%) as those recently approved for current employees in the MTA and CSEA Chapter 281.

**Motion: Approve the 4% compensation adjustment for the Milpitas Management Association members for the 2015-16 school year**

**M/S Nunez/Norwood Vote: 4-0**

**G. RESOLUTION EXCUSING BOARD MEMBER'S ABSENCE FROM A BOARD MEETING**

Board member Danny Lau was absent from tonight's regular Board meeting due to hardship. Ed Code Sec. 35120(c) allows this absence to be excused and the Board member is to be compensated for this absence.

**Motion: Adopt Resolution 2016.22 excusing Board member Danny Lau's absence from the February 9, 2016 Board meeting**

**M/S Nunez/Norwood Vote: 4-0**

**H. SCHEDULE OF REGULAR BOARD MEETINGS IN THE 2016-17 SCHOOL YEAR**

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At the last Board meeting, the dates of the February 2017 meeting were erroneously dropped from the list presented to the Board. Following is the corrected schedule:

2016            July 26  
                     August 23  
                     September 13 and 27  
                     October 11 and 25  
                     November 8 and 22  
                     December 13

2017            January 10 and 24  
                     February 14 and 28  
                     March 14 and 28  
                     April 18  
                     May 9 and 23  
                     June 13 and 27

**Motion:**        **Approve the schedule of the regular school Board meetings  
in the 2016-17 school year**

**M/S**            **Bobay/Nunez**            **Vote: 4-0**

**13.        CONSENT AGENDA**

**Motion:**        **Adopt the Consent Calendar thereby approving  
the following items:**

**M/S:**            **Nunez/Bobay**            **Vote: 4-0**

1. The February 9, 2016 Personnel Report
2. The Purchase Order Report from January 18, 2016 to January 28, 2016
3. Accept the service proposal from Jive Communications, Inc.
4. Adopt Resolution 2016.21 granting provisional intern permit to Erin Beck to teach Special Education as approved by the California Commission on Teacher Credentialing
5. The Memorandum of Understanding with the Adult Education Program for the 2016 Summer Enrichment Program for Grades 1-8
6. The following Field Trip Requests:

**Pomeroy Elementary School** - 100 students to visit the Academy of Sciences in San Francisco on May 15, 2016, returning on the same day.

**Randall Elementary School** - 60 students to visit the Marine Science Institute in Redwood City on March 29, 2016, returning on the same day. Part of the trip will be in



open water.

**Rancho Middle School** - 280 students to visit AT&T Park in San Francisco on May 11, 2016, returning on the same day.

**Milpitas High School** - 35 students to visit Camp Harmon in Boulder Creek, CA, leaving on March 9, 2016, returning on March 12, 2016.

**Milpitas High School** - 44 students to visit AT&T Park in San Francisco, leaving on March 17, 2016, returning on the same day.

**Milpitas High School** - 52 students to visit the CA Academy of Sciences in San Francisco on February 26, 2015, returning on the same day.

#### **14. BOARD COMMUNICATION /REQUESTS**

Board member Norwood reported that on the weekend of January 30<sup>th</sup> he hosted with the Silicon Valley Black Chamber of Commerce a 32-hr. "hackaton" among 16-24 year olds. They were joined by corporate partners like Microsoft, Intel, Rocket Fuel, Comcast, etc. Mr. Norwood said it was interesting watch the youth collaborate in creating projects, and he is looking forward to bringing the event to MUSD for middle and high schools students.

Board member Nunez reported meeting a developer at the Sunny Hills breakfast and again at the Milpitas Economic Development Commission. They shared a rendering of the apartment units they will be building in South Milpitas. Mr. Nunez shared that a Latino Educational Summit will be held on April 30 at Santa Clara University, 8 am to 3 pm. He is working with Mr. Norwood to bring the "hackaton" at the Summit.

Board member Bobay reported spending 2 days in Sacramento for professional development courses for the Board. Today he spent the day at Silicon Valley Career Technical Education and shared a flyer for middle school and high school students for SVCTE'S XiLinx Cyber Pirates Summer STEAM Academy. This will be on June 13 to 24, 2016, 8 am to 1 pm. and students will learn basic coding, encryption, and programming Arduino boards.

Board member Alisantosa attended the celebration of Black History Month, Kiwanis' Annual Crab Feed and a meeting of the Milpitas Sister Cities Commission. He asked staff to place on the agenda of the first meeting in March, a recognition for the Knights of Columbus as they present the cheque fundraised for Milpitas High School's Special Ed. Program.

#### **15. DATES OF FUTURE BOARD MEETINGS/ADJOURNMENT**

After reading the dates of future meetings, the meeting adjourned at 10:30 p.m.

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Respectfully submitted,



Cary Matsuoka  
Superintendent and Board Secretary

Attested:



Clerk of the Board

*Minutes prepared by Charito Cabantac*

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