

CAPISTRANO UNIFIED SCHOOL DISTRICT
33122 Valle Road
San Juan Capistrano, CA 92675
BOARD OF TRUSTEES
Workshop Meeting

September 25, 2019

Workshop

6:00 p.m.

AGENDA

WORKSHOP 6:00 P.M.

CALL TO ORDER – ROLL CALL

PLEDGE OF ALLEGIANCE

ADOPTION OF THE AGENDA

1. PRESENTATION ON THE LABOR MANAGEMENT INITIATIVE:

Staff will present information from the recent Labor-Management Initiative (LMI) Summer Institute. The presentation will provide background on the Initiative and how LMI can improve labor-management relationships and benefit all students.

CUSD WIG 2: Communications – Communicate with, and engage students, parents, employees, and community members in Districtwide and community-specific decisions.
CUSD WIG 3: Facilities – Optimize facilities and learning environments for all students.

Contact: Rich Montgomery, Assistant Superintendent, Human Resource Services, Grades 6-12, K-8, Alternative Education

Contact: Robert Miller, Assistant Superintendent, Human Resource Services, Preschool – Grade 5

Staff Recommendation

It is recommended the Board President recognize Rich Montgomery, Assistant Superintendent, Human Resource Services, Grades 6-12, K-8, Alternative Education and Robert Miller, Assistant Superintendent, Human Resource Services, Preschool – Grade 5, to present information on this item and answer any questions Trustees may have. This is an information only item and no Board action is necessary.

**INFORMATION/
DISCUSSION
Page 1
EXHIBIT 1**

ADJOURNMENT

Motion by _____ Seconded by _____

**THE NEXT REGULAR MEETING OF THE BOARD OF TRUSTEES IS
WEDNESDAY, OCTOBER 16, 2019, 7:00 P.M.
AT THE CAPISTRANO UNIFIED SCHOOL DISTRICT OFFICE BOARD ROOM
33122 VALLE ROAD, SAN JUAN CAPISTRANO, CALIFORNIA**
For information regarding Capistrano Unified School District, please visit our website:

www.capousd.org

INSTRUCTIONS FOR PRESENTATIONS TO THE BOARD BY PARENTS AND CITIZENS PRESENT AT THIS MEETING

We are pleased you can be with us at this meeting, and we hope you will return often. Your visit assures us of continuing community interest in our schools.

The members of the Board of Trustees of this District are locally elected state officials, who serve four-year terms of office, and who are responsible for the educational program of our community from grades kindergarten through twelve. They are required to conduct programs of the schools in accordance with the State of California Constitution, the State Education Code, and other laws relating to schools enacted by the Legislature, and policies and procedures which this Board adopts.

The Board is a policy-making body whose actions are guided by the school district's Mission and Goals. Administration of the District is delegated to a professional administrative staff headed by the Superintendent.

The agenda and its extensive background material are studied by each member of the Board for at least two days preceding the meeting. Board Members can call the administrative staff for clarification on any item, and many of the items on the agenda were discussed by the Board during previous meetings. These procedures enable the Board to act more effectively on agenda items than would otherwise be possible.

WHAT TO DO IF YOU WISH TO ADDRESS THE BOARD OF TRUSTEES

CLOSED SESSION: In accordance with Education Code § 35146 and Government Code § 54957, the Board may recess to Closed Session to discuss personnel matters which they consider inadvisable to take up in a public meeting.

Members of the public shall have an opportunity to address the Board regarding items on the agenda to be considered during Closed Session prior to the Board adjourning the meeting to Closed Session. Individual presentations are limited to a maximum of three minutes; however, the time assigned for individual presentations could be fewer than three minutes depending upon the total number of speakers who wish to address a specific agenda topic.

ORAL COMMUNICATIONS (Non-Agenda Items): Regular, scheduled meetings of the Board shall have a portion of each meeting devoted to Oral Communications. Oral Communications, will take place following Special Recognitions. The total time for the Oral Communications portion of regular meetings shall be twenty minutes. Individual presentations are limited to a maximum of three minutes per individual but could be less if there are a large number of Oral Communication speakers. Legally, the Board may not take action on items raised by speakers under Oral Communications. The Board may, however, at its discretion, refer items to the administration for follow-up or place topics on a future Board agenda.

ORAL COMMUNICATIONS (Agenda Items): Members of the public shall also have an opportunity to address the Board on Open Session agenda items before their consideration by the Board. Individual presentations for the Consent Calendar are limited to a maximum of five minutes for all Consent Calendar items. Individual presentations for Discussion/Action agenda items are limited to a maximum of three minutes however; the time assigned for individual presentations could be fewer than three minutes depending upon the total number of speakers, who wish to address a specific agenda topic. The total time for presentations shall be limited to twenty minutes per agenda topic, unless the Board grants additional time. The Board shall hear all presentations after any staff comments but prior to the formal discussion by Board members of the agenda topic under consideration.

Once an agenda item has been opened for public comment, no additional "Request to Address the Board of Trustees" cards shall be accepted for that topic unless otherwise approved by the Board. When addressing a specific item on the agenda, the Board may vote to allow additional public speaker time for an individual Discussion/Action item.

PUBLIC HEARINGS: Any time the Board schedules a separate public hearing on a given topic, it shall not hear speakers on that topic before the public hearing, except as to the scheduling of the hearing, nor shall it hear speakers after the hearing, except as to changes in the recommended action at the time of the hearing.

REASONABLE ACCOMMODATION

In order to help ensure participation in the meeting of disabled individuals, appropriate disability-related accommodations or modifications shall be provided by the Board, upon request, in accordance with the Americans with Disabilities Act (ADA). Persons with a disability who require a disability-related accommodation or modification, including auxiliary aids and services in order to participate in a Board meeting, shall contact the Superintendent or designee in writing by noon on the Friday before the scheduled meeting. Such notification shall provide school district personnel time to make reasonable arrangements to assure accessibility to the meeting.

**CAPISTRANO UNIFIED SCHOOL DISTRICT
BOARD REPORT**

To: Board of Trustees

From: Tim Brooks, Associate Superintendent, Human Resource Services

Prepared by: Gila Jones, President, Board of Trustees
Robert Miller, Assistant Superintendent, Human Resource Services, Preschool – Grade 5
Rich Montgomery, Assistant Superintendent, Human Resource Services, Grades 6-12, K-8, Alternative Education
Joy Schnapper, President, Capistrano Unified Education Association
Ronda Walen, President, California School Employees Association

Date: September 25, 2019

Board Item: Presentation on the Labor Management Initiative

HISTORY

The California Labor Management Initiative (CA LMI) is a project of Californians Dedicated to Education Foundation and seeks to engage school system unions and management as collaborative partners in creating, resourcing and implementing solutions resulting in a strong public education system that serves every student in California.

Since 2015 the CA LMI has convened public school leaders to advance labor-management collaboration and continuous improvement through peer learning networks and training. The CA LMI facilitates exploration and sharing of research and best practices to build deep enduring cross-sector union-management partnerships in California public schools. The Initiative is guided by a steering committee that includes the state education organizations.

BACKGROUND INFORMATION

The District sent a team that included one Trustee, CUEA President, CSEA President and Human Resource Services Assistant Superintendents to the Labor Management Institute (LMI) Summer trainings to learn more about ways school districts in California were using LMI strategies to create and improve structures and systems to support effective communication, collaboration and high-trust relationships between labor and management. The team heard from experts in the field as well as school districts who saw significant improvement in those key areas by implementing strategies and structures within the LMI framework.

CURRENT CONSIDERATIONS

Staff will present specific recommendations to support and improve relationships, collaboration and communication between CUSD employees and CUSD management.

STAFF RECOMMENDATION

District staff recommends the Board of Trustees receive the informational presentation on the Labor Management Initiative. This is an information item only and no Board action is necessary.

PREPARED BY: Gila Jones, President, Board of Trustees

Robert Miller, Assistant Superintendent, Human Resource Services, Preschool – Grade 5

Rich Montgomery, Assistant Superintendent, Human Resource Services, Grades 6-12, K-8, Alternative Education

Joy Schnapper, President, Capistrano Unified Education Association

Ronda Walen, President, California School Employees Association

APPROVED BY: Rich Montgomery, Assistant Superintendent, Human Resource Services, Grades 6-12, K-8, Alternative Education

Robert Miller, Assistant Superintendent, Human Resource Services, Preschool – Grade 5

2019-2020

A Model of Collaboration

WEDNESDAY, SEPTEMBER 25, 2019

Labor Management Initiative

Not Just Another White Notebook



EXHIBIT #1

TRUST

COLLABORATION

RESULTS

**A “New”
Approach
to Problem
Solving**



TO PREPARE OUR STUDENTS TO MEET THE CHALLENGES OF A RAPIDLY CHANGING WORLD

Ronda

**REPRESENTING
THE BOARD**

**REPRESENTING
CUEA**

**REPRESENTING
CSEA**

**REPRESENTING
THE DISTRICT**



Gila Jones
Board of Trustees
President



Joy Schnapper
CUEA
President



Ronda Walen
CSEA
President



Rich Montgomery
Assistant Supt.
HR, Secondary



Robert Miller
Assistant Supt.
HR, Elementary



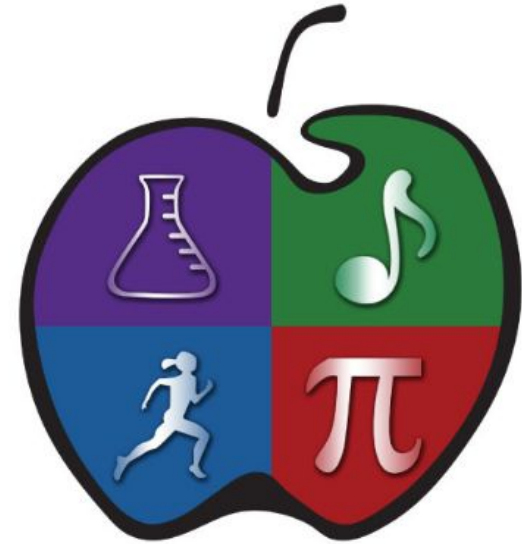
LMI Partnerships

The Labor Management Initiative (LMI) is a project of the CA Department of Education Foundation and includes strategic partnerships



Mission

“LMI seeks to engage school system unions and management as collaborative partners in creating, resourcing and implementing solutions with a focus on results that serve the needs of every student.”



Foundation of Trust



The Labor Management Initiative facilitates the sharing of research and best practices to build deep enduring union-management partnerships which are built on a foundation of trust.

Strong Endorsement

National study on union-management partnership and educator collaboration in U.S. public schools found that collaboration:

- Improves student performance
- Reduces staff turnover
- Increases school commitment

EXHIBIT #1



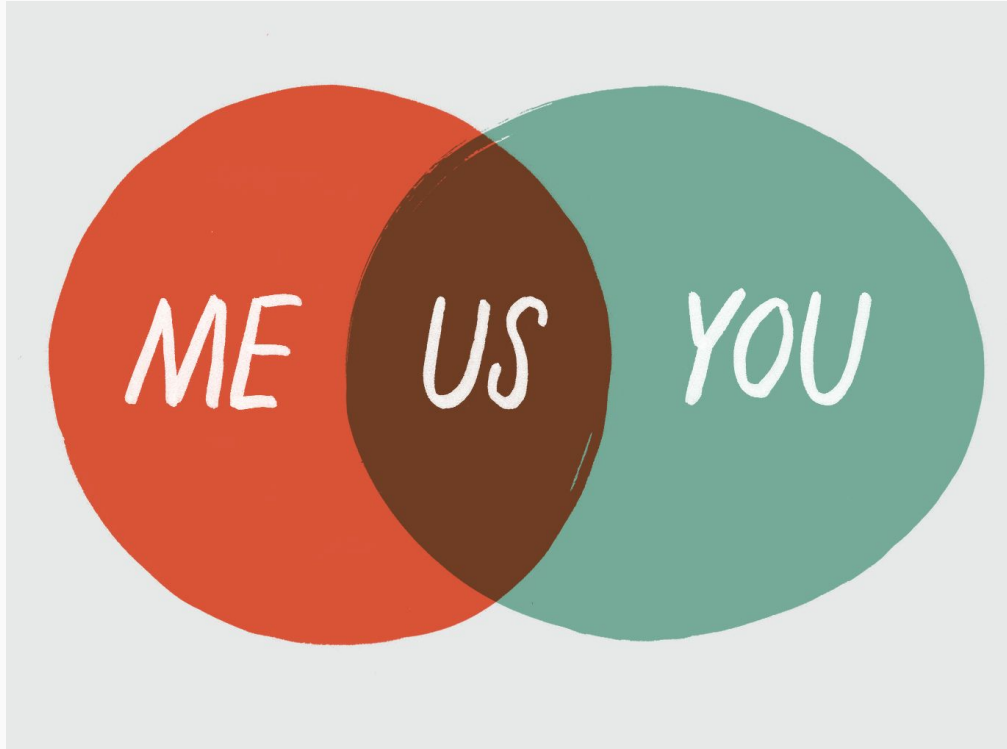


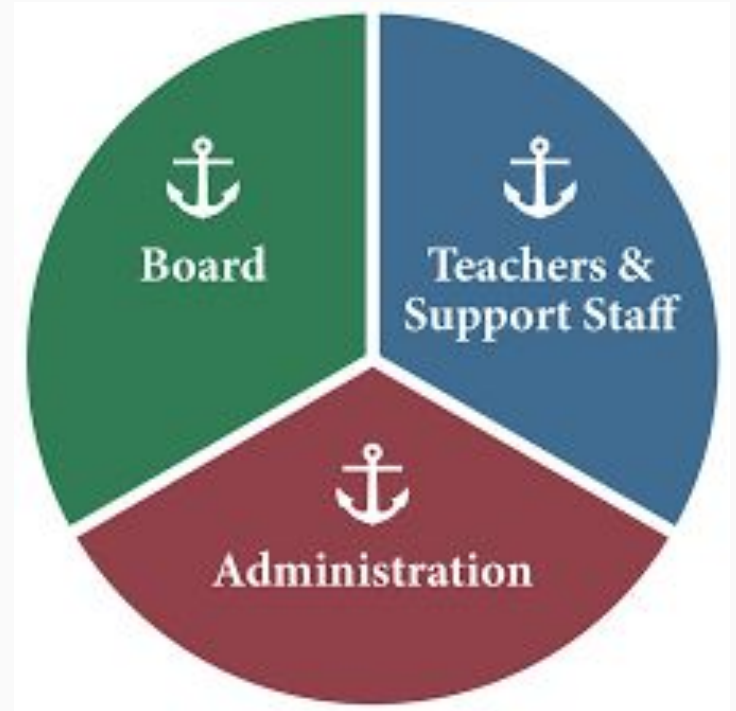
EXHIBIT #1

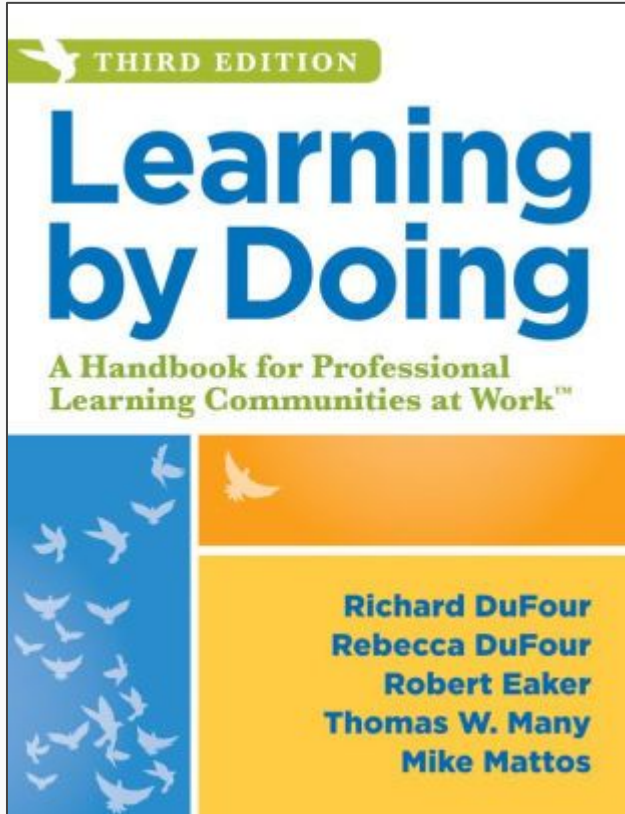
A Fantastic Unusual Direction

<https://www.youtube.com/watch?v=XKdL1rNDu-Q>

The 3 Anchors

In order to build collaborative structures and bring about meaningful change, there must be collaboration among our District's three anchors.

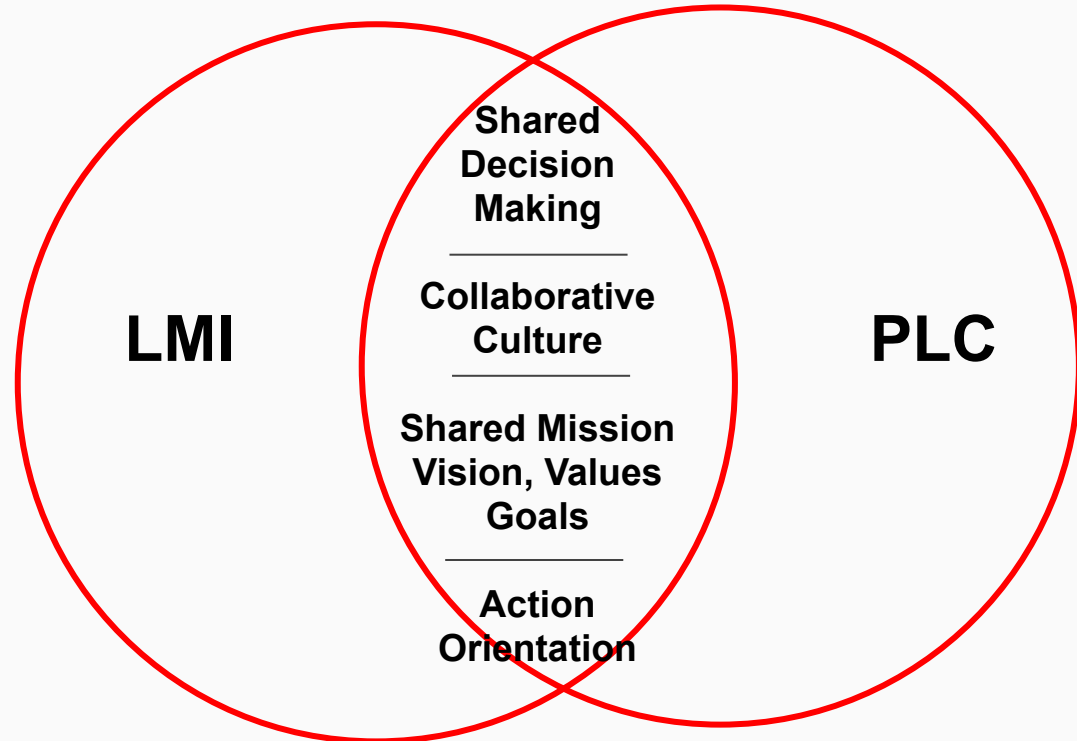




Professional Learning Communities

- 1) Shared Mission, Vision, Values, Goals
- 2) Collaborative Teams focused on Learning
- 3) Question the Status Quo
- 4) Action Orientation
- 5) Commitment to Continuous Improvement
- 6) Results Orientation

LMI & PLC Commonalities



Capistrano Administrators and Professional Educators



EXHIBIT #1

A Heroic Opportunity

Certificated / **C**lassified

Administrative

Partners in

Education



What is C.A.P.E.?

Site level collaborative teams comprised of the following members:

- Administrator(s)
- Certificated Rep(s)
- Classified Rep(s)



The Purpose of C.A.P.E.

- Engage in regularly scheduled communication sessions
- Commit to, and model, a culture of collaboration
- Share in decision making
- Commit to Interest Based problem solving

Exhibit #1



The stakes are
simply too high



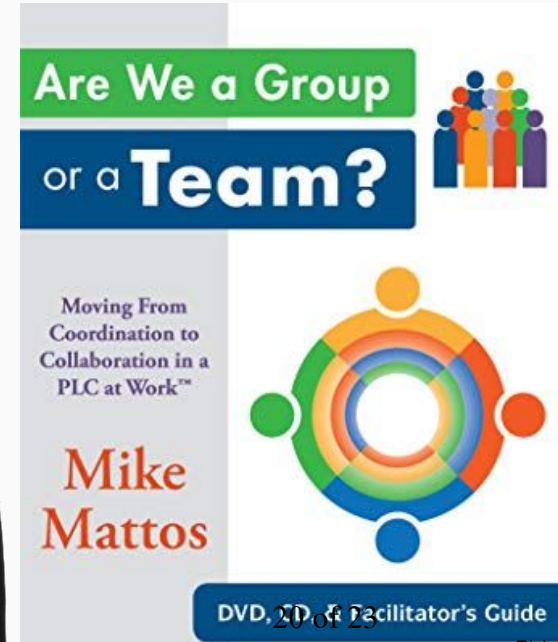
Failure is Not an Option



The Time is Now

- Our children are only in the grade they are in for one year
- We don't have the time to wait for next year
- We must take action, NOW!

EXHIBIT #1



Next Steps



- ❑ Rich and Robert to introduce CAPE concept with all Principals
- ❑ Joy to introduce CAPE to the CUEA executive leadership team
- ❑ Ronda to introduce CAPE to the CSEA executive leadership team
- ❑ Send District Executive Leadership Team to the next LMI Conference in October 2019
- ❑ Provide Interest Based problem solving training to all CAPE Teams

Our Goals

**1 Positive Impact on
Student Achievement**

Joy

**2 Culture of Collaborative
Problem Solving**

Ronda

**3 Become a Model Program
for others to Emulate**

EXHIBIT #1
Gila



2019-2020

A Model of Collaboration

WEDNESDAY, SEPTEMBER 25, 2019

Labor Management Initiative