

**MINUTES**  
**ACADEMY OF PERSONALIZED LEARNING**  
**GOVERNING BOARD MEETING**  
**2195 Larkspur Lane Suite 100, Redding CA 96002**  
**November 20, 2014**  
**5:15 pm**  
**Regular Meeting**

Americans with Disabilities

The School adheres to the Americans with Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact us at least 48 hours in advance. All efforts will be made for reasonable accommodations.

**I. PRELIMINARY**

- A. CALL TO ORDER: 5:18 pm**
- B. ROLL CALL**  
Greg Beale   X   Rebecca Hoerber   X   (arrived a few minutes late, after Approval of the Agenda)  
John Del Rio   X   Mary Ewart   X   Cheryl Calhoun   X   Crickett Miller   X    
Patricia Dougherty   X
- C. PLEDGE OF ALLEGIANCE**
- D. APPROVAL OF AGENDA**  
Motion by: John Del Rio      Seconded by: Mary Ewart      Vote: 3/0

**II. COMMUNICATIONS**

- A. ORAL COMMUNICATIONS:**
  - Wendy McBroome, Spanish teacher at APL, told the Board of her commitment to education, that she was supportive of the school, and requested collaboration in the negotiation of a union contract for the credentialed staff. She introduced John and Jennifer of CTA.
  - Jon Halvorsen, CTA representative, said that paperwork had been filed with PERB after a supermajority of APL teachers signed a petition requesting a union, with the result that a certificated union will exist. They will bargain collaboratively to negotiate a contract. He said that the “union is the teachers” and that CTA does not tell them how to run the school, but plays a supportive role. He also said that 32% of charter schools are under union contract and that teachers have the legal right to unionize. He urged the administration to work collaboratively with the union.
  - Jennifer Tarabochia, union representative for Shasta and Lassen Counties, said that she hopes to work collaboratively with APL. She said that one of the founding members of APL’s union had received a disciplinary letter on Wednesday, and she contended that this is harassment and will pursue legal avenues against this retaliation.
  - Helen Hazel, APL teacher, read a letter of opposition that she had written about the movement to organize a union at APL. She stated that she knew nothing about the movement and doesn’t want to be involved in the union.
  - Greg Beale, Board president, said that more than fifteen minutes had been spent on the union issue, and concluded the conversation on the issue at this time.
- B. INFORMATION: Director’s Report**  
Dr. Dougherty said that the information that she had to share was in the Agenda.
- C. INFORMATION: Advisory Council Report: Crickett Miller**  
Crickett Miller reported the events of the November Advisory Council meeting. She was upset so Lynn Weidenkeller finished reading her report for her.

- D. For Information: Board/Staff Discussions  
None

**III. CONSENT AGENDA ITEMS**

All matters listed under the consent agenda are considered by the Board to be routine and will be approved/enacted by the Board in one motion in the form listed below. Unless specifically requested by a Board member for further discussion or removed from the agenda, there will be no discussion of these items prior to the Board votes on them. The Executive Director recommends approval of all consent agenda items.

1. **Approval Minutes of Board Meeting 10/16/2014**
2. **Warrant Register**

**APPROVAL OF CONSENT AGENDA**

**Motion by: Mary Ewart      Seconded by: Rebecca Hoerber      Vote: 4/0**

**IV. INFORMATION/ACTION ITEMS:**

**1. INFORMATION/ACTION: Approve 1st Interim Budget**

Dr. Dougherty stated that the deficit situation needs to be resolved. APL has a deficit of about \$400,000, with 41 less students than had been anticipated in the July budget. APL has been requested to remove MAA funding from the anticipated revenues. It has been recommended by the CBO to remove 3 staff members, or as of January 1, to cut 6 staff members to half time. The 18/1 student/teacher ratio is not sustainable, resulting in certificated staff expenses over budget, as the school continues to lose ADA. APL plans to change employee health care benefits coverage to a higher deductible plan. The budget and student enrollment numbers cannot support current health care costs. Enrollment today is 471 students.

**Motion by: Cheryl Calhoun      Seconded by: John Del Rio      Vote: 4/0**

**2. INFORMATION/ACTION: Approve Policy Change RE: Health Benefit Package Cap**

Due to an 8% increase in health care costs, Dr. Dougherty said that she has been discussing with staff the need to change the Health Benefit Package, to include a cap and/or increase deductibles. Staff has received information about the change. The discussion had been about a \$1000 plan, still covering spouse and children, with a benefits cap at about \$16,000. The vote this evening is to choose between two options: \$1,000 with cap or \$1500 which would probably negate the need for a cap. Greg Beale moved to adopt the \$1500 plan. There was no 2<sup>nd</sup> to this motion. Cheryl Calhoun moved to adopt the \$1000 plan, which was seconded.

**Motion by: Cheryl Calhoun      Seconded by: Rebecca Hoerber      Vote: 3/1**

**3. INFORMATION/ACTION: Review Staff Instructional Hours**

Board members requested, and were provided, a list of Staff Instructional Hours for their review.

**Motion by: \_\_\_\_\_      Seconded by: \_\_\_\_\_      Vote: \_\_\_N/A\_\_\_**

**4. INFORMATION/ACTION: Ratify: Mike's Heating & Air, Inc. Proposal**

A heating and air-conditioning firm that had been working for APL was released from this duty for lack of performance. The proposed business was found to be reasonable and already doing maintenance for the landlord. The building is fairly complicated because of building modifications that have been made, especially upstairs. The proposal includes: Once a year preventive maintenance costing \$1,686, and quarterly maintenance costing \$1,326. This was the best of three bids requests.

**Motion by: Cheryl Calhoun      Seconded by: Mary Ewart      Vote: 4/0**

**5. INFORMATION/ACTION: LCAP Update and School Safety Update**

- Mr. Lombard, a retired math teacher, has facilitated two workshops and been observing classes to prepare for small group trainings. Through LCAP, APL is trying to address students' math needs.

- School safety: Renato Silva is doing good job as APL’s security guard. There have been some homeless people seen in the vicinity. Lights have been reset in the parking lot to better meet safety concerns.

**Motion by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_ **Vote:** \_\_\_N/A\_\_\_\_\_

**6. INFORMATION/ACTION:** Interview Perspective Board Member

The prospective Board member, Mr. Hunt, was asked to present his previous experience in schools and what he could contribute to our Board as well as some background information about himself. He responded to say that he had been a teacher and vice principal working in various capacities for many years, and he is now a policeman. He stated that his specialty and passion is reading, and he hopes to bring his drive and teacher background to the APL Board. He has been involved in police Board work and associated with administration. He is a father with a 6 year old daughter.

**Motion by: Mary Ewart      Seconded by: Rebecca Hoerber      Vote: 4/0**

**7. INFORMATION/ACTION:** Accept Board Member Resignation

Greg Beale read a resignation speech with the central point that “It’s all about the kids.”

**Motion by:** \_\_\_\_\_ **Seconded by:** \_\_\_\_\_ **Vote:** \_\_\_N/A\_\_\_\_\_

**8. INFORMATION/ACTION:** Administer Oath Of Office for New Board Member

A motion was made to table this agenda item until the next Board meeting.

**Motion by: John Del Rio      Seconded by: Mary Ewart      Vote: 4/0**

**V. CLOSED SESSION**

CONFERENCE WITH LEGAL COUNSEL - ANTICIPATED LITIGATION

Significant exposure to litigation pursuant to subdivision (b) of Section 54956.9: potential cases

PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

**VI. PUBLIC SESSION – REPORT OUT OF CLOSED SESSION**

RECONVENE TO OPEN SESSION: The meeting was reconvened to open session at \_7:11 pm\_\_\_\_\_.

**PUBLIC REPORT ON ACTION TAKEN IN CLOSED SESSION; includes the vote of abstention of every member**

The Board President will report out any action taken in closed session, if any.

Greg Beale reported that the Board will reduce teachers’ hours to reflect the number of students they have on their PLT rosters as of Jan. 1. This will affect at least 6 employees at that time, depending on enrollment.

**VIII. FUTURE AGENDA ITEMS**

The Board will consider items for future Board Meeting Agendas.

- Workshop on collective bargaining

**IX. ADJOURNMENT**

The meeting was adjourned at \_\_\_\_\_ 7:13 pm\_\_\_\_\_.