

**WORKSHOP AND REGULAR SESSION OF THE GOVERNING BOARD  
ADOPTED MINUTES\***

DATE: Thursday, November 21, 2013  
MEETING PLACE: Horizon Board Rooms  
2800 Nicolaus Road, Suite 100  
Lincoln, California

**1. MEETING CALLED TO ORDER AT 3:02 P.M. BY FRANK KAVENIK**

**2. ROLL CALL:**

Business/Community Representative: Frank Kavenik, President PRESENT  
Parent Representative: Angela Henning, Vice President ABSENT (ARRIVED AT 3:52)  
Parent Representative: Andrea Rynberk ABSENT (ARRIVED AT 3:55)  
Parent Representative WPUSD: Carmen Del Prado PRESENT  
Parent Representative: Carmen Oates PRESENT  
Education/Community Representative: Sandra Frame PRESENT  
Parent Representative: Vacant  
A quorum was established with four (4) members present.

**3. WORKSHOP**

**Discussion**

3.01 Policy 1.0: Global Ends  
The Board discussed and recommended various changes to the Global Ends.  
Board members all received copies of recommended changes to be voted on at the next Board meeting

**4. WORKSHOP ADJOURNED AT 3:55**

**5. REGULAR BUSINESS MEETING CALLED TO ORDER AT 4:00**

**6. STUDENT PRESENTATION  
NONE**

**7. ADJOURN TO CLOSED SESSION**

7.01 Public Employee Personnel: Appointment, employment, evaluation of performance, discipline or dismissal of public employee (Government Code Section 54957)  
• Superintendent's Contract  
7.02 Conference with Legal Counsel – Anticipated Litigation – Significant exposure to litigation pursuant to subdivision (b) of Government Code Section 54956.99.03  
Craig Heimlichner, Superintendent  
Cynthia Wood, Deputy Superintendent

- 7.03 Admission of Expelled Students (Government Code Section 48918)
  - a. ES # 13-10
  - b. ES # 13-14
  - c. ES # 13-15
  - d. ES # 13-16
  - e. ES # 13-17

**8. ADJOURN TO OPEN SESSION AT 5:18 BY FRANK KAVENIK**

8.01 Pledge of Allegiance

**9. DISCLOSURE OF ACTION TAKEN IN CLOSED SESSION, IF ANY**

9.01 Public Employee Personnel: Appointment, employment, evaluation of performance, discipline or dismissal of public employee (Government Code Section 54957)

- Superintendent’s Contract  
 Frank Kavenik reported the Board had reviewed and approved the Superintendent’s contract

9.02 Conference with Legal Counsel – Anticipated Litigation – Significant exposure to litigation pursuant to subdivision (b) of Government Code Section 54956.99.03

Craig Heimbichner, Superintendent  
 Cynthia Wood, Deputy Superintendent

Frank Kavenik report no action taken

9.03 Admission of Expelled Students (Government Code Section 48918)

- a. ES # 13-10
- b. ES # 13-14
- c. ES # 13-15
- d. ES # 13-16
- e. ES # 13-17

Motion by Carmen Oates to accept the recommendations of the Administrative Panel to allow enrollment of Expelled Students 13-10, 13-5, and 13-17 with stipulations as recommended by the Administrative Panel, and Students 13-10 and 13-15 accept with one additional stipulation to be added to the contract.

Second by Andrea Rynberk

Ayes	6
Noes	0
Absent	0
Abstain	0

Motion passed

**10. CONSIDERATION OF CONSENT AGENDA**

Items on the Consent Agenda are considered routine and/or are deemed to be consistent with the item adopted Board Policies and carry the recommendation of the Administration. The Consent Agenda may be enacted by one motion with a Roll Call vote. There will be no separate discussion of the items unless a trustee or citizen so requests, in which case the designated item(s) will be considered following approval of the remaining items.

10.01 Chief Business Officer

- a. Approve Purchase Orders over \$25,000
- b. For information: Purchase Orders under \$25,000
- c. Approve Contracts/Agreements

10.02 Superintendent

- a. Approve minutes of the October 17, 2013 Board Meeting
- b. Motion by Sandra Frame to Approve the Consent Agenda  
Second by Carmen Del Prado

Roll Call Vote:

	Aye	No	Abstain	Absent
Andrea Rynberk	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Angela Henning	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carmen Del Prado	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Carmen Oates	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Frank Kavenik	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sandra Frame	X	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Motion passed				

**11. COMMUNICATION FROM THE PUBLIC**

This portion of the meeting is set aside for the purpose of allowing an opportunity for individuals to address the Governing Board regarding matters not on the Agenda but within the Governing Board’s subject matter jurisdiction. The Governing Board is not allowed to take action on any item that is not on the Agenda, except as authorized by Government Code Section 54954.2.

- Travis Stull spoke to item #14.04: Compensation and Benefits

**12. COMMUNICATION FROM THE BARGAINING UNITS**

12.01 Horizon Certificated Employees Association

HCEA Representative Lori Cox gave the following report:

*“The teachers at Horizon Charter Schools are committed to their students, the mission to personalize learning, increase achievement and help make our students dreams come true. We are appreciative of our administration and governing board’s shared vision and focus to those ends.*

*However, numerous issues have made this one of the most challenging years for many teachers, impacting morale in very negative ways. Our teachers have been and continue to work beyond and above full time to provide excellent service to their students. The concern many feel is that, especially at a time when the fiscal reality precludes complete restoration of 6 years of salary cuts, other factors have made teacher’s jobs that much more difficult.*

*For example:*

- *As a result of a revamped Master Schedule, many Learning Center Teachers are working schedules that exceed a full time position, teaching 6-7 different preps and 7 classes, compared to Horizon’s historical cap of 4 preps per semester. These schedules are further complicated by the requirement to travel to multiple locations, with some teachers logging nearly ten or more hours of commute time every week.*
- *Learning Center Teachers have felt a lack of collaboration, input and sufficient notice of change of assignments, or the establishment of the Master Calendar.*
- *Compensation and benefits packages are \$10,000-\$20,000 per year less than our comparable districts and programs, such as South Sutter, Visions, as well as Western Placer.*
- *STs who have been able to take on more students in order to maintain some salary as in years past are facing new caps on ST loads contrary to past practice and agreements, including denying parent requests for those teachers who recruited them.*

*- Horizon teachers that taught supplemental classes without any stated issues of quality or performance have been denied the opportunity to supplement their income in favor of outside vendors.*

*These examples are impacting morale and we are concerned how that will impact the school overall. HCEA understands the fiscal realities of school finance and has been a steadfast ally of our school and its students, and we merely ask that we can be partners in critical decisions affecting teachers and students. We have seen some improvement in recent weeks in that partnership and hope that will continue to improve and be able to avoid unfortunate scenarios like those above.*

*Teachers continue to feel that there has been a lack of critical administrative staff causing progress towards improving the school to be delayed. The critical positions of Director of HR, Special Ed Director, Curriculum and Instruction Specialist, Facilities Manager, seem to be too many positions to be absorbed by just one person. We have also gone without a full time CBO and have not seen accurate budget numbers since our first proposal for negotiations was presented last Spring and has been one cause of the delays in negotiations.*

*We do appreciate Craig's involvement in leading the negotiations process while Cynthia has been absent. We have scheduled 2 more negotiation meetings in December. Craig is working with Travis Stull, Union President, to help rectify some issues on a case by case basis. We would like to recognize Craig's service, connection to, and collaboration with, the HCEA as he has had multiple meetings to seek to understand (and we are hoping to change) these issues.*

*We are hopeful that we can have productive negotiations and reach an agreement that can be implemented before the start of the second semester."*

Lori Cox also handed out an anonymous written statement from a teacher.

#### 12.02 California School Employees Association

Mona Krentz read the following statement provided by CSEA:

*"CSEA started negotiations in April of this year with Craig and Cynthia. As of yet we have not reached a Tentative Agreement. We are meeting again on December 16, 2013, at which time CSEA hopes to finalize the TA and bring it to the members to vote on. CSEA would like to wish the GB, Craig and Cynthia a restful Thanksgiving, rich in many blessings."*

### **13. COMMUNICATION FROM THE ADMINISTRATION**

#### 13.01 Superintendent Craig Heimbichner reported:

- Recognizes HCEA issues
- Has been trying to visit all of the Learning Centers
- Update on outreach campaign
- Retaining students
- Common Core professional development
- Commended Cynthia Wood for working diligently through her illness
- Andrea Rynberk requested an update from Mr. Heimbichner regarding letters written to the Board from two different parents

- 13.02 Deputy Superintendent  
No report
- 13.03 Chief Business Officer  
Interim CBO Ana Mendez reported:
- Working on budget update
  - Revised ADA of 2,337
  - Craig Heimbichner and Cynthia Wood are very committed to remain fiscally solvent without staff reductions

#### **14. BOARD ENDS/EXECUTIVE LIMITATIONS**

##### **Discussion/Action**

- 14.01 Policy 1.1 c: History  
Motion by Sandra Frame to accept the report as reasonable interpretation and providing sufficient data  
Second by Andrea Rynberk  
Ayes 6  
Noes 0  
Abstain 0  
Absent 0  
Motion passed
- 14.02 Policy 1.2: Special Interests and Talents  
Motion by Sandra Frame to accept the report as reasonable interpretation and providing sufficient data  
Second by Andrea Rynberk  
Ayes 6  
Noes 0  
Abstain 0  
Absent 0  
Motion passed
- 14.03 Policy 2.5: Emergency CEO Succession  
Motion by Andrea Rynberk to accept, as amended, the report as reasonable interpretation and providing sufficient data  
Second by Sandra Frame  
Ayes 6  
Noes 0  
Abstain 0  
Absent 0  
Motion passed
- 14.04 Policy 2.7: Compensation and Benefits  
Motion by Sandra Frame to accept the report as reasonable interpretation and providing sufficient data  
Second by Carmen Del Prado  
Ayes 6  
Noes 0  
Abstain 0  
Absent 0  
Motion passed

## **Discussion Only**

### 14.05 Bandwidth for Learning Centers

- Sergio Herrera led discussion regarding options to increase bandwidth at Auburn Learning Center

### 14.06 Parent/Staff Emergency Communications

- Sergio Herrera led discussion regarding an emergency notification system

## **15. BOARD**

### **Discussion/Action**

#### 15.01 Board Effectiveness Quiz

Board discussed the Board Effectiveness Quiz

- Sandra Frame will email her suggested revisions to all Board members. Board members will add their suggested revisions to present at next meeting

#### 15.02 Parent Representative Vacancy

- Board directed Administration to advertise in newsletter and on website for appointment in January

## **16. BOARD MEMBER COMMENTS**

- Sandra Frame commented that past Board member, Cynthia Moore, has seen one of our television commercials and was very excited about it.

## **17. AGENDA TOPICS FOR FUTURE MEETING(S)**

### 17.01 December 19, 2013, 4:00 p.m.

- Policy 2.0: Global Executive Constraints
- Policy 2.3: Financial Condition and Activities
- Policy 2.6: Asset Protection
- Policy 1.0: Global Ends
- Board Effectiveness Quiz

## **18. ADJOURNMENT at 6:28pm by Frank Kavenik**

The Governing Board may be reached via **e-mail** at: [horizonboard@hcs.k12.ca.us](mailto:horizonboard@hcs.k12.ca.us)

Via **U.S. Mail** at: Horizon Governing Board, P.O. Box 489000, Lincoln CA 95648

Or by leaving a message with the **Board Secretary**, at 916-408-5252 or 1-800-338-8003 ext 5252

\*Please note: items on the agenda may not be addressed in the order they are agendized.  
The Board may alter the order at their discretion.