

San Diego City Schools

Staff Bulletin – July 16, 2003

PROPOSITION MM: REACHING OUT TO SMALL AND MINORITY BUSINESSES

To date, 40 percent of Proposition MM contract dollars – more than \$220 million – have gone to businesses that are small or owned by minorities, women or disabled veterans. These businesses, also known as “Emerging Business Enterprises,” provide a range of services – from electrical work and plumbing to general contracting and cement work. It’s part of an aggressive strategy to ensure that emerging businesses – not just the big players – benefit from Proposition MM.

This commitment recently garnered honors for Proposition MM. The *San Diego Business Journal* Multicultural Awards 2003 “honors San Diego’s most prestigious firms for their commitment to diversity in their organization and their community.” Although Proposition MM did not win the final award, it was one of several area organizations honored for business outreach efforts.

Proposition MM enlists the help of the Latino Builders Industry Association (LBIA) to co-manage the outreach program. LBIA creates databases of emerging businesses, makes plans available to contractors, and conducts workshops on such topics as estimating, labor compliance, doing business with a school district, and how to win bids.

The Independent Citizens’ Oversight Committee (ICOC), the advisory group that oversees Proposition MM, has played a critical role in ensuring outreach to emerging businesses. The group closely monitors the district’s outreach statistics.

Combining forces

The next step for improvement is a joint-agency initiative. Eight local agencies that issue public works contracts will form the Public Agency Consortium (PAC). Currently, these agencies, such as the City, County, Water Authority and SDCS, perform outreach activities separately. The PAC will merge databases, conduct joint workshops, etc, which will result in efficiencies and better information. And with access to a larger database of contractors and vendors, each agency should get more competitive bids for projects.

Local commitment, local pride

Proposition MM has also emphasized awarding work to San Diego-based businesses. To date, 98 percent of all Proposition MM contract dollars have been awarded to San Diego firms (instead of out-of-state or national firms). This helps fuel the San Diego economy.

By engaging local businesses, Proposition MM has experienced benefits of local pride. In many cases, contractors, designers and skilled trades workers are building or repairing the school they attended as a student. For example, Joe Martinez, the first Mexican-American architect to earn a master’s degree in architecture from Harvard, is the architect of the new Lincoln High School. Joe not only grew up in the Lincoln neighborhood, but attended Knox Elementary, Gompers Junior High, and Lincoln High.

UNIONS AND DISTRICT RATIFY TENTATIVE AGREEMENTS

During this time of challenging budgets in the State of California, it is a credit to the negotiating teams that three-year agreements between the district and the San Diego Education Association

and the California School Employees Association Office Technical Business Services Chapter 788 have been developed and ratified. San Diego City Schools can now move forward to address issues of mutual concern and develop solutions to continue our focus on providing a quality education for all of San Diego's children.

These agreements are the most recent in a series of initiatives, which has allowed the district to manage the unprecedented fiscal situation affecting public education in the State of California. Previously, the district offered a Supplemental Early Retirement Plan (SERP) to all employees, protected the instructional core and the classroom from budget cuts, and preserved class size reduction in grades K-3.

Three-year agreement with Teachers

On June 24, the Board of Education ratified a three-year contract agreement between the district and the San Diego Education Association (SDEA). The agreement was ratified by SDEA teachers through a voting process earlier in June.

The contract between the District and SDEA includes maintenance of salaries and benefits for the 2003-04 school year, during which time the District and the Association are committed to working together to find ways to contain the costs of health benefits while maintaining quality benefits. The agreement includes maintenance of salaries in 2004-05. If cost containment measures are successful, the contract will remain closed and the District will continue to maintain benefits for 2004-2005.

Either party may re-open the contract for 2004-2005 to negotiate over the health and welfare benefits, and while the commitment regarding the health and welfare costs will continue, either party may open the contract to negotiate salaries and health and welfare benefits for 2005-2006.

Other key elements of the agreement between the District and SDEA include:

- Class Size – flexibility provided in class size determination, depending upon actions by the State. Agreed to a process of consultation about class sizes. Final authority on class size remains with the Board of Education.
- Bereavement Leave – the travel requirement has been removed and teachers may receive bereavement leave up to five days.
- As a result of the district's implementation of a new districtwide computer software system, several changes to the contract were approved including changes to human resources and payroll systems.
- Summer School/Intersession – teachers will have the opportunity to apply for each intersession. Teachers working summer school or intersession will accrue sick leave at 4 hours for each intersession and 8 hours for each summer school session.
- Performance Evaluation – agreed to change the length of time for completing a remediation process in order to accommodate year-round calendars and to provide maximum time (more work days) for the teacher to improve.

Three-year contract with OTBS

At its July 8 meeting, the Board of Education ratified a three-year contract agreement between the district and the California School Employees Association (CSEA) Office Technical Business Services (OTBS) Chapter 788. The agreement was ratified by OTBS members through a voting process earlier in June.

The agreement includes maintenance of salaries and benefits for the 2003-04 school year during which time the District and the Association are committed to working together to find ways to contain the costs of health benefits while maintaining quality benefits.

If the cost containment measures are successful, then the contract will remain closed and the District will continue to maintain the salaries and benefits for 2004-2005. Either party may re-open the contract for 2004-2005 to negotiate over the health and welfare benefits.

The commitment to contain the health and welfare costs will continue, but either party may open the contract to negotiate salaries and health and welfare benefits for 2005-2006.

More detailed information on the agreement between SDCS and SDEA is available online in the [Board report](#) for the June 24 meeting. Additional information on the contract between the district and the OTBS can be found online in the [Board report](#) for the July 8 meeting.

NEW DOCUMENT MANAGEMENT STRATEGY IMPLEMENTED

District Teams with IKON Office Solutions to Improve Processes and Modernize Equipment

The district has recently teamed up with [IKON Office Solutions](#), the world's largest independent distributor of document management products and services, to improve efficiency and reduce costs in SDCS.

By centralizing with a single provider, the district will be able to look at overall document management efforts and develop a strategy that will increase efficiency and reduce costs for the long term, especially important in times of budget reductions.

SDCS has never had uniform capabilities or systematic way of reproducing documents. Instead, the district has relied on a patchwork of mismatched equipment – including multiple brands and models of copiers – with inconsistent levels of service due to varying maintenance contracts with more than 24 different providers. In some instances, there are different types of copy machines, repaired under different contractors, at the same school.

"Overall, a very high percentage of our district's copiers are old and unreliable. Our teachers and staff shouldn't have to worry about whether or not the copy machine will work," said Dennis Yeatman, executive director of Logistics for SDCS. Currently, machines in the district average more than seven years old. "This new copy machine program will be similar to upgrading a seven-year-old desk top computer to a 2003 model."

Yeatman, who is spearheading the district's modernization effort, added, "It is critical for the district to standardize our business practices, including our copy machine program, and with the assistance of IKON, we'll be able to modernize and standardize our equipment inventory and service coverage."

There are numerous benefits to teachers, schools and the district by operating under this single program. Though it is expected that the program will save in excess of \$500,000 annually, cost is but one of the many advantages the district expects to realize. Every machine in the district will have the same operating features, will be able to print two-sided copies, staple and automatically 3-hole punch documents. Furthermore, using the scanning and electronic stowage features of the IKON solution, teachers will be able to share documents, educational materials and best teaching practices in a way that has never before been available to them.

An added benefit of this program is the online warehousing of scanned forms and printed materials. "We currently have more than 700 district forms and printed items that are seldom used and taking up valuable warehouse space," said Yeatman. "By scanning these documents and making them available to the schools through a web portal, we'll be able to eliminate 30% of

the footprint in our 40,000-square-foot warehouse while providing print-on-demand service to our schools."

The upgraded Printing Services Center will provide faculty and staff with a more timely and cost-effective resource for their print/copy jobs. Previously, many of the district's faculty and staff members outsourced their document reproduction rather than face lengthy turnaround times at the internal copy center due to outdated equipment. The improvements to the Printing Services Center are part of the district's overall document management strategy to limit external spending on document-related expenditures.

The new contract with IKON will allow staff at school sites and at the central office not just to copy documents, but also to fax them or scan them into a computer. Schools using the digital system have already noticed a significant reduction in document reproduction since they can now scan and electronically distribute their staff notices. Staff will be able to print from their individual desktop computers to networked digital printers that provide high-speed, two-sided, finished documents rather than the current cartridge-based printers, which provide more costly, unfinished, single-sided documents. The cost of using the digital printers is estimated at 1.3 cents per page, where the desktop printer is in the 4-5 cents range.

Another change is the development of a web submission system for all personnel to electronically access the district's document library for local printing or to submit print/copy jobs to the modernized Printing Services Center. This change will dramatically reduce job turnaround times.

"Our role in the business side of school support really is to make the teachers job easier. These improvements under this new program will bring the teacher's document management systems in to the 21st century. It really is very exciting," added Yeatman.

HALL OF FAME

- The results are in and **Applause! 2003**, the annual fundraiser for SDCS arts education, raised an estimated \$42,000. More than 180 teachers, parents, supporters from the arts and business communities and district staff attended the event, bidding on silent auction items such as glass artwork from local artists and SDCS alumni/school namesake Steven Correia.
- The district's **Legislative Services** Director, **Miles Durfee**, has been named to San Diego's fourth annual "**40 Under Forty**" honor roll by an independent panel of judges. The full list of honorees will be announced in the *San Diego Metropolitan* magazine's September issue.
- **Steven Mines, Madison High School** coach, was selected for the 2003 Pursuing Victory with Honor CIF **Model Coach Award** for the San Diego Section. The San Diego Board of Managers honored him on June 3 and at the CIF State Track Meet on June 7. In addition, Steve was selected as **Chargers Champion Coach of the Year**. He received \$2,000 and was honored at the San Diego Chargers All-Star Gala on June 11, 2003.
- **Luisa Monson, Sandy Wright** and **Kathleen Burke**, three of our own SDCS school nurses, recently volunteered for **Scamp Camp**, an overnight summer camp for kids with asthma sponsored by the American Lung Association. Ninety kids, ages 8-13, from San Diego and Imperial counties participated in a range of outdoor activities and asthma education. Thanks to around-the-clock medical supervision, parents were able to relax while their children had a great time at the weeklong event!
- **John Shacklett, Morse High** Athletic Director (AD), and **Allison Kenda**, former AD at **Scripps Ranch High**, were recently recognized by the **California State Athletic Directors**

Association and are featured in the June edition of the association's magazine. For more information on the group, check out the "[News You Can Use](#)" section of Staff Bulletin.

- **California Association for Resource Specialists and Special Educators (CARS+)** held their annual end of the year awards celebration on June 5th at the Mission Bay Hilton. CARS+ honored two very important people at the event. **Carol Tatum**, a Site Based Diagnostic Resource Teacher, was named the **Chapter V.I.P.** for the 2002-2003 School Year. The **Community Award** for an Individual from the Educational Field was presented to **Ernestine Boach**, data entry clerk at Wiggin Center.
- The **Eugene Brucker Education Center Building Committee** hosted an Ice Cream Social for Education Center employees to honor retirees at the Education Center on Wednesday, June 25, on the front lawn. Employees joined their colleagues for ice cream and to wish the retirees well.
- Under the leadership of Instructional Leader **Kari McVeigh**, 75 teachers from 18 schools recently completed a year-long **Teacher Inquiry Project**, funded by a grant from Cal Coast Credit Union, in order to make themselves better teachers and their students better learners.

Each teacher, ranging in teaching experience from one to 32 years, focused on a specific aspect of his or her profession. They then spent the year testing and analyzing data. The purpose of the project was to gain insight into their profession, share with each other and help students achieve more.

STUDENT SALUTES

- Congratulations to **Cate McGuire, Josh Patashnik, Devin Alavian, Sean Selphey** and **James Zou**, who make up **Scripps Ranch High's Academic League team**. The team won the Regional Tournament of the 21st annual National Academic Championship, a competition covering all academic fields, sports and pop culture. Coaches **Tom Ihlbrock** and **Tom Draganski** led the squad.
- **University City High** student **Lisa Dodd** was named the **2003 Gatorade National High School Softball Player of the Year** for her athletic and academic accomplishments and was honored with a ceremony on June 3. Previous National winners include Emmitt Smith of the Dallas Cowboys, Kobe Bryant of the Los Angeles Lakers, and world-champion track athlete Marion Jones.
- **Gina Gorman**, a graduate of **Pt. Loma High School** who will attend the University of Southern California (USC) in the fall, was honored with a **USC Achievement Scholarship** through the National Achievement Scholarship Program, conducted annually by National Merit Scholarship Corporation. The program is an academic competition for outstanding Black American students.
- **Jessica Vera** and **Hana Adera** of **Hoover High** and **Nichelle Navarro** of **Clairemont High** were honored at an awards reception for the **2003 Tzu Chi Scholars**. Forty-eight students from California and Arizona were selected for the award, which recognized each student's excellent academic achievement and outstanding community service.

SCENES FROM SCHOOLS

- On July 1, the **principal, vice principals and selected teachers** dyed their hair in celebration of **Emerson/Bandini** students reading over 2 million pages as part of California Reads. California Reads is a program that tracks students' recreation reading throughout the school year. Emerson/Bandini's school-wide goal of reading 1,500,000 pages was surpassed by half a million pages!
- Students in **David Billingsley's art class at Memorial Academy** labored throughout the spring semester to create three-dimensional *Harry Potter*-inspired papier mache art on a grand scale. The 9th grade students sculpted scenes and characters from the book series, including the main character himself, in a project that combined art and literacy. The finished project is on display at the Borders Books in El Cajon (159 Fletcher Parkway).

NEWS YOU CAN USE

- Some of **Lincoln High School's trophies**, including those of Marcus Allen and Terrell Davis, will be on display in the Hall of Champions in Balboa Park while the school is undergoing renovation. Bob Breitbard, founder/president emeritus of the Hall of Champions, and Wendell Bass, principal of Lincoln High School, are coordinating the display.
- The **California State Athletic Directors Association** invites anyone who has been an athletic director sometime in his/her career to join its Retirees group. With membership dues, you will receive three issues of the group's newsletter and free registration to the annual conference. For more information, contact Norm McKenzie, retirees chair, at (530) 533-6280 or macfam2@dcsi.net.
- The **Discover Program** is offering a wide variety of professional development classes and training opportunities this summer for SDCS employees. Included are district-sponsored courses offering district credit for salary advancement to SDCS certificated staff.

To view a listing of courses offered, go to "Classes at a Glance" on the [Discover website](#). You may also view course descriptions by the month and register on-line through the Discover website by visiting the "Professional Development" link in the "For District Staff" section of the district webpage, or by typing "Discover" in the search window.

For questions or more information call the Discover office at (619) 725-7255. Remember to register early to guarantee enrollment and to avoid a class cancellation.

RETIRING TYPES

- **Euclid Child Development Center** will host a reception at the school on July 23, from 1:00 to 4:00 in honor of Administrator **Elaine Hartleb**, Clerk **Sara Aylesbury**, and Instructional Aides **Dottie Bersales**, **Monika Mets** and **Joyce Stidum**.
- The **Financial Operations** staff will celebrate and honor the hard work, dedication and retirement of a number of people on July 31, 4-8 p.m. at the Bali Hai (South Pacific Room). **Bob Breister**, **Dorothy Canty**, **Shirlee Munger**, **Valarie Howard**, **Rick Knott**, **Roxie Knupp**, **Sharon McCartin**, **Chuck Miller**, **Ellen Nelson-Lesh**, **Kris Panfil**, **Pat Schneider**, **Phyllis Schoenberger**, **Jan Tarantino**, **Alta Toler**, **Barbara Villegas** and **Reba Webb** are retiring. The \$20/person cost includes gift contribution and heavy hors d'oeuvres. For more information, contact Joanne Carreon at (619) 725-7694.

- A celebration to congratulate **Phyllis Burgos** on her retirement from the district after 14 ½ years will be held on Friday, July 25th at Chuey's Restaurant & Cantina in Chula Vista. Festivities will go from 3 to 8 p.m., and the \$15 cost includes buffet style Mexican food, live music, dancing, billiards and donation towards gift. Call (619) 725-7699 or (619) 725-7650 with questions.
- The **Community Relations Department** is hosting an open house to honor the retirement of **Sheryl Carlton** on July 30 from 2-4 p.m. in room 2249 of the Education Center. Call (619) 725-5592 for more information.
- **Roxie Knupp** will be honored with a party on July 17, 4-7 p.m., on the Fiesta Patio of the Acapulco Restaurant in Old Town (2467 Juan Street). The \$20/person cost includes gift contribution and heavy hors d'oeuvres. For more information, contact Valerie Howard at (619) 725-5586.
- **Fina Rodriguez**, assistant to the Board of Education, is saying farewell to SDCS with a celebration from 12 to 2 p.m. on July 30, at Casa de Guadalajara (4105 Taylor Street). Checks for \$20 (made payable to Becky Phillpott) should be sent to Room 2231 of the Education Center by July 18 to cover the cost of lunch and gift.

CLASSIFIED ADS

For Sale: Broyhill youth bdrm set, oak, 1dbl. headboard, 2 nightstands, 2 dressers w/book hutch, desk w/chair, excel. cond., \$600, 619-460-7894; ShopSmith, new/never used \$1,500, 619-589-9542; Lighted china hutch \$900, dining rm set w/6 chairs \$500, entertainment unit/big screen tv \$1,500/obo for all, 619-589-9542; Antique organ \$1,500/obo, 619-589-9542; '90 Ford Aerostar, great interior/exterior, newer transmission, all electric, hitch, \$1,800, 619-466-0473; **For Rent:** Condo, avail. Aug. 1st, 2 bdrm, fireplace, spa, parking, \$1,200, 619-299-7840. **Wanted:** Indian arrowheads/artifacts or metates, must be authentic, 619-222-8562.

The next Staff Bulletin will be posted August 20, 2003. Please submit all items by Wednesday, August 14, 2003, to the Communications Office, Room 2145, Eugene Brucker Education Center.