

Anton Jungherr

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Bayside Council of PTAs WCCUSD Candidate Questions

Achievement: Students attending high achieving schools are doing well. Students attending low achieving schools (socio-economically disadvantaged) are not having their needs met.

The California High School Exit Exam results (2006) for math and English showed the percent passing:

Socio-economically Disadvantaged	Not Social-economically Disadvantaged
40%	60%
44%	68%

The 2005 API scores range from a low of 314 (Transition Learning Center) to a high of 908 (Kensington). See the attached analysis I prepared.

More troubling is the distribution of teacher talent and teacher dollars. For example Kennedy High (API 552) average teacher salaries in 2005-06 was \$39,595. The average teacher salaries at Hanna Ranch (API 808) was \$60,123 or \$20,528 per teacher higher! See attached analysis.

A recent report issued by Education Trust-West stated, “We cannot continue to turn a blind eye to the glaring inequity in the distribution of teacher talent and teacher dollars.” The report’s authors recommended a variety of ideas to remedy the situation:

- Giving additional pay for teachers at low performing schools
- More authority in assigning senior teachers
- Developing a training program for teachers for urban schools

I support the above recommendations.

Charter Schools: The District is anti charter school. The District refuses to talk with charter developers during the process of writing the proposed charter. Upon submission of the proposed charter the District hires an outside law firm to review the charter. The District makes no effort to

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benefit from the charter schools it has. For example Manzanita Middle Charter is the highest performing Middle School in the District with an API of 757.

In my view the District should encourage the development of charter schools as another alternative for parents. Charter schools serve the same students as the District! The District should have high standards for charters. The District should monitor charter schools and make sure they comply with all the requirements in the charter. The District should work closely with charter schools to improvement the instructional program for all schools. The District should cancel charters for schools that do not perform!

Equity: See achievement above.

K-8: I support K-8 schools. My opponent Charles Ramsey voted against K-8 school. I think the research study presented to the Board should have been adopted. I think a pilot plan should be implemented. I think the K-8 is another choice for parents and will help in retaining students in the District who now drop out at the middle school level. I think that K-8 schools will generate additional ADA dollars for the District resulting in a net income that could be used to improve the District's middle schools.

Middle School Improvements: See K-8 above.

Operating Budget: The District's budget process is conducted in secret (a violation of the Board's Bylaws and the State of California Open Meeting Act) with little community input as budget public hearing are held after 10 PM at night!

I think the District should spend more on direct classroom instruction and building maintenance to protect the \$1 billion investment the District is making in its facilities.

I think the District should spend less on outside legal counsel, worker's compensation cost, health insurance (active and retirees), classified

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overtime, property insurance, rentals, travel, dues and memberships, cell telephones and consultants.

The Child Development Fund should be operated on a self supporting basis (\$76,173 loss in 2005-06).

The Special Revenue Funds should be operated on a self support basis (\$139,995 loss in 2005-06).

The budget process should be overhauled! I recommend:

- That the Board's standing Committee on Budget meets in open session
- That the Budget Committee publicly notices their meetings as required by the Board's Bylaws and the California Open Meeting Act.
- That the Budget Committee meets on a regular basis during the budget preparation cycle.
- That the District prepare a "User Friendly" budget document in addition to the legally required document so that the public can better understand the budget.
- That the budget be displayed by site showing general funds (unrestricted and restricted), special revenue funds, building fund, capital facilities fund, state school building fund, and county school facilities fund, as applicable to each school site.
- That required public hearings on the budget be held at 7 PM.
- That the Community Budget Advisory Committee be restructured to add additional parent and public members.
- That the charter of the Community Advisory Committee be revised to include making recommendations on the annual operating and capital budgets.

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Proper Role of School Board: Board Bylaws BB9000 describes the four (4) major roles of the Board:

Bylaw BB900	Reality
“Establishing a long-term vision for the district”	The District has not updated the 2000 Master Plan. The District has not approved a Facilities Program Budget. The District’s budget does not relate objectives to funding.
“Establishing and maintaining a basis organizational structure for the district, including selection of the Superintendent and adoption of policies, curriculum, the budget and the collective bargaining agreement”	The District’s policies are not maintained on a current basis. No one in the District has a current updated copy of the District’s policies! I have been advised that it will take eighteen (18) months to update the policy manual!
“Ensuring accountability to the local community, including personnel, programmatic and fiscal accountability and service as a judicial and appeals body as needed”	There is a lack of an accountability system with no appeal rights to the Board.
“Providing community leadership and advocacy at the local, state and national levels on behalf of children, district programs and public education”	There is no work plan to carryout this role.

The Board’s Bylaws BB9200 provides, “The Governing Board is the unit of authority over the district. The Board member has no individual authority. ... Individual members of the Board, by virtue of holding office, shall not exercise and administrative responsibilities with respect to the schools or command the services of any school employee.” My opponent Charles Ramsey routinely violates this Board Bylaw. He gives orders and instruction directly to Facilities staff. He recently approved the employment of Vince Kilmartin, the former Associate Superintendent, by the District’s auditor, resulting in a conflict of interest.

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In my opinion the current Board lacks a member who understands the fiscal operations and therefore financial transactions (awarding of contracts, budget management, etc.) are not properly reviewed. Contracts are routinely approved past the start date of the contract, construction expenditures are routinely approved without budgets.

I support High School exit exam. I would not support legal action and the expenditure of District funds to advocate a position contrary to existing State of California law.

In my view the Board should be involved in advocacy over educational issues by:

- Taking positions by board resolutions
- Participating in organizations that are involved with educational issues
- Promoting our position with our State and Federal legislators.

Role of Teachers: The “Downer 5” matter was not handled well.

“To succeed, school reform has to happen from the inside out.”¹

The District has a historic opportunity to elect three new School Board members to work with the two incumbent Board members and the new School Superintendent Dr. Bruce Harter to reform and improve the District.

A reform Board working with the Superintendent could:

- Design a system of accountability which provides an investment for teachers and administrators to meet the standards.
- Facilitate the schools to take over the management of their own improvement process.

¹ *School Reform from the Inside Out, Policy, Practices and Performance*, Richard F. Elmore, Harvard Education Press, 2005, page 3.

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- Enable the teachers and students to internalize the values of managing and monitoring their own learning
- Encourage administrators to model their own learning for teachers and students.
- Establish a policy which states that “No one gets to tell anyone else what to do unless they themselves are prepared to become part of the solution.”

Safety and Order: The implementation of safety plans in the various schools is not consistent. I recommend:

- Development by each site of a comprehensive safety plan approved by the District’s new Directory of Safety and Disaster Preparedness.
- The requirement that each site have an active safety committee including student, staff, administrators, local business owners, parents and community members that meets monthly.
- The requirement that Principals enforce all safety rules.
- The requirements that teachers be in the halls during passing periods.
- The requirements that all incidents on school campus be recorded on a standardized basis and be presented to the site safety committee and School Board monthly.
- That each incident be reviewed for “lessons learned.”

School Building Program: I served as a member of the Citizens’ Bond Oversight Committee for two years. I resigned in protest on July 11, 2006 and decided to run for the Board of Education. In my letter of resignation I said:

“Almost every necessary element of an effective financial management system for the District’s \$1,050,146,305 facilities construction program does not exist, or functions ineffectively, including the following:

- Measure M Bond Program (2001) expenditures exceeded budget by \$105,488,312.²

² *Capital Assets Management Plan, Measure M, D and J*, June 16, 2006, Volume 5-3, page II.

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- Measure D Bond Program (2003) expenditures exceeded budget by \$43,134,205.³
- Measure J Bond Program (2005) expenditures are projected to exceed budget by \$17,433,600.⁴
- The Board's Facilities committee, under the Chairmanship of President Ramsey, meets in secret in violation of the Board's Bylaws by not providing public notices of their meetings⁵
- The Board's Facilities committee has voting community members in violation of the Board's Bylaws.⁶
- Three members of the Citizens' Bond Oversight Committee are voting members on the Board's Facilities committee which is a conflict of interest with their role to oversee the expenditure of bond money.⁷
- Projected program management cost of \$56.4 million represents 10.2 % of the total budget compared to the statewide industry standard of 5% - 7%.⁸
- The Receptionist costs \$85,992 per year.⁹
- The Network Administrator costs \$178,608 per year.¹⁰
- The Project Controls Engineer costs \$251,964 per year.¹¹
- The Wolf Lang Christopher Architects (WLC) average annual costs for a full time equivalent staff member is \$314,043 per year for a total cost of \$4,606,880 for the period July 1, 2004 through December 31, 2008.¹²
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³ Ibid. page III

⁴ Ibid. page IV

⁵ Board Bylaw 9130, Committees states, "Standing committees shall provide public notice of their meetings and otherwise comply with the requirements of state open meeting laws."

⁶ Board Bylaw 9130, Committees, provides, "The Board shall create such standing committees of the Board as are deemed necessary for the efficient operation of the district business. Membership in these committees shall be limited to Board members." Board President Ramsey and Trustee Pfeifer are members of this standing committee. However, there are members of the Citizens' Bond Oversight Committee who are also members of the Board's Facilities standing committee. Also see footnote 8 below.

⁷ Madeline Kronenberg, Mike Mahoney and Antonio Medrano

⁸ *West Contra Costa Unified School District Measure D and Measure M Midyear Report December 31, 2005*, Total School Solutions, page 42

⁹ Ibid. page 44

¹⁰ Ibid. page 44

¹¹ Ibid. page 44

¹² Ibid. page 47

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- Seventy percent (70%) of the projects have change orders that exceeded ten percent (10%).¹³
- Only twenty five percent (25%) of vendor invoices were paid within four (4) weeks from the date of the invoice. The industry standard is 30 days. Thirty-three percent (33%) of the invoices took approximately two months or more for payment from the date of the invoice.¹⁴
- The Board has not adopted an annual Facilities Program Budget in violation of its policy.¹⁵
- The Associate Superintendent, Business does not certify on each Board action memo that recommends the expenditure for facility projects the availability of funds in the current Facilities Program Budget in violation of Board policy.¹⁶
- The Board has not updated the Facilities Master Plan since 2000.¹⁷
- The District has adopted a budgetary standard for its construction program that exceeds that required by the State of California. Most California school districts adhere strictly to the State School Facilities Program (SSFP) budgetary standards.¹⁸ “Through actions of the Board of Education, the West Costa Unified School has set standards known as ‘Option 1C’ to guide its projects. These District standards result in individual project budgets significantly higher than a budget based solely on the SSFP formula.”¹⁹
- The Board of Education has refused to review the Option 1C construction standard, as recommended by the Citizens Bond Oversight Committee,²⁰ in spite of the continued cost overruns and program deficits.

¹³ Ibid. page 57

¹⁴ Ibid. page 59

¹⁵ *Citizens’ Bond Oversight Committee Measures M, D and J, Administrative Regulation 7214.2*, Section 4a, page 5

¹⁶ Ibid. Section 4c, page 5

¹⁷ *Long Range Master Plan for West Contra Costa Unified School District*, Jack Schreder & Associates, October 2, 2000

¹⁸ *West Contra Costa Unified School District Measure D and Measure M Performance Audit, June 30, 2003*, Total School Solutions, page 35

¹⁹ Ibid. page 36

²⁰ This recommendation has been made several time to the Board of Education, the most recent was on March 22, 2006.

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- The Board of Education has violated its policy by not including the Citizens' Bond Oversight Committee recommendations and reports on its agenda and responding to the Committee's recommendations. The policy provides, "The Committee shall make a monthly report to the Board of Education at the second regular Board meeting of each month. This report shall be placed on the Board's agenda. All recommendations approved by the Committee shall be presented to the Board of Education.—The Board shall respond to the Committee's recommendation(s) within sixty (60) days after receipt of the recommendation(s)." ²¹ The Board of Education did not place the Citizens' Budget Advisory Committee on its meeting agenda during June or July 2006. The Board of Education has not responded to the twenty-one (21) recommendations made by the Citizens' Bond Oversight Committee on March 22, 2006 and April 26, 2006.
- Five (5) members of the Citizens' Bond Oversight Committee are appoint by Board Trustees, five (5) members are appointed upon the recommendations of the Superintendent of School effectively giving the District control of the committee. This Board policy ²² is in violation of the intent of the State of California law. ²³

"The Board of Education has no facilities plan or budget and is in violations of its own Bylaws and policies in the management of the \$1,050,000,000 facilities construction program.

"As a member of the West Contra Cost Unified School Citizens' Bond Oversight Committee for the past two and one-half years, ²⁴ I have tried to call attention to these issues without much success. For my efforts I have been harassed and intimidated by Board President Ramsey, Legal Counsel Hersh, Legal Counsel Cleveland and former Associate Superintendent Kilmartin.

²¹ Amendment approved by the Board of Education on September 28, 2005, Administrative Regulation 7214.2.

²² WCCUSD Administrative Regulation 7214.2, Section 5, page 5

²³ State of California, Education Code Section 15282

²⁴ I served as the representative of the City of Hercules, attended my first committee meeting on January 28, 2004.

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“Therefore, I hereby resign as a member of the WCCUSD Citizens’ Bond Oversight Committee so that I can bring these issues to the attention of the voters in the November 7, 2006 School Board election where I have heard that President Charles Ramsey plans to run for an unprecedented fourth terms having already served almost 13 years on the Board of Education during the entire period of the current construction program.”

Uniforms: In my opinion uniforms should be a local school option, a choice my parents. I do not know of any educational research that says the uniforms improve student achievement. I support returning to the previous “opt-in” system.

In my opinion my opponent Charles Ramsey introduced a mandatory school uniforms policy (K-8) as a public relations ploy to give the impression that he was doing something about safety in the schools.

West Contra Costa Unified School District
Teacher Regular Salaries By Site
For The Year 2005-2006

School	TOTAL AMOUNT	FTE	Average	2005 API
104 Bayview	1,214,305	24.00	50,596	589
108 Cameron	468,576	9.80	47,814	
109 Castro	1,005,011	18.20	55,220	762
105 Chavez	1,422,191	32.00	44,443	675
110 Collins	1,393,315	25.00	55,733	762
112 Coronado	972,136	20.00	48,607	716
115 Dover	1,550,886	33.70	46,020	571
116 Downer	2,273,346	46.20	49,207	598
120 El Sobrante	755,590	15.00	50,373	675
117 Ellerhorst	1,224,262	22.00	55,648	777
123 Fairmont	848,213	14.80	57,312	722
124 Ford	1,091,585	23.80	45,865	650
125 Grant	1,586,269	31.00	51,170	610
128 Hanna Ranch	1,262,592	21.00	60,123	808
191 Harbour Way Com Day	151,275	3.00	50,425	460
127 Harding	896,184	17.00	52,717	671
122 Highland	1,695,452	32.38	52,361	730
130 Kensington	1,323,403	23.00	57,539	908
132 King	857,776	17.00	50,457	710
134 Lake	1,134,396	26.00	43,631	601
135 Lincoln	1,041,059	21.00	49,574	606
126 Lupine Hills	965,505	19.00	50,816	752
137 Madera	1,010,579	17.20	58,755	872
139 Mira Vista	1,109,860	21.00	52,850	749
140 Montalvin	975,971	20.00	48,799	602
142 Murphy	955,817	16.00	59,739	700
144 Nystrom	1,344,802	26.00	51,723	640
146 Ohlone	1,228,641	23.00	53,419	754
145 Olinda	710,515	13.80	51,487	876
147 Peres	1,227,269	26.00	47,203	662
150 Riverside	697,759	15.60	44,728	678
154 Shannon	921,926	18.00	51,218	771
155 Sheldon	970,124	19.00	51,059	762
157 Stege	816,468	17.00	48,028	609
158 Stewart	1,137,973	23.00	49,477	771
159 Tara Hills	1,198,095	23.00	52,091	682
131 Trans Learning Center	483,683	12.00	40,307	
160 Valley View	1,017,518	19.00	53,554	827
162 Verde	655,525	17.00	38,560	607
164 Washington	1,048,466	21.50	48,766	706
165 Wilson	1,217,107	25.00	48,684	694

School	TOTAL AMOUNT	FTE	Average	2005 API
202 Adams	1,486,498	31.40	47,341	652
206 Crespi Jr High	1,557,529	31.60	49,289	650
208 DeJean Middle	1,505,242	36.20	41,581	556
210 Helms Middle	2,181,114	44.00	49,571	575
211 Hercules Middle	1,526,446	32.50	46,968	732
212 Pinole Jr High	1,590,401	32.00	49,700	685
214 Portola Jr High	1,583,386	30.40	52,085	675
352 De Anza High	2,694,456	54.00	49,897	572
354 El Cerrito High	2,942,845	58.40	50,391	653
376 Hercules Sr High	2,698,320	55.60	48,531	711
360 Kennedy High	1,987,649	50.20	39,595	552
362 Pinole Valley High	3,651,301	73.10	49,949	649
364 Richmond High	3,557,455	76.60	46,442	563
391 Delta Nss DeAnza	181,397	3.00	60,466	395
358 Gompers Cont High	558,444	11.00	50,768	319
373 Ind Study Vista High	816,811	13.30	61,414	581
393 Kappa Nss Kennedy	217,517	4.00	54,379	490
369 Mid College High	520,155	8.80	59,109	
374 North Campus	298,027	5.00	59,605	383
395 Omega Nss Richmond	198,049	4.00	49,512	410
370 Transition Contra Costa Col	253,970	6.00	42,328	314
TOTAL	75,868,433	1,529	49,617	

West Contra Costa Unified School District
Teacher Regular Salaries By Site
For The Year 2005-2006

School	TOTAL AMOUNT	FTE	Average	2005 API
162 Verde	655,525	17.00	38,560	607
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131 Trans Learning Center	483,683	12.00	40,307	
208 208 DeJean Middle	1,505,242	36.20	41,581	556
370 370 Transition Contra Costa Col	253,970	6.00	42,328	314
134 Lake	1,134,396	26.00	43,631	601
105 Chavez	1,422,191	32.00	44,443	675
150 Riverside	697,759	15.60	44,728	678
124 Ford	1,091,585	23.80	45,865	650
115 Dover	1,550,886	33.70	46,020	571
364 364 Richmond High	3,557,455	76.60	46,442	563
211 211 Hercules Middle	1,526,446	32.50	46,968	732
147 Peres	1,227,269	26.00	47,203	662
202 202 Adams	1,486,498	31.40	47,341	652
108 Cameron	468,576	9.80	47,814	
157 Stege	816,468	17.00	48,028	609
376 376 Hercules Sr High	2,698,320	55.60	48,531	711
112 Coronado	972,136	20.00	48,607	716
165 Wilson	1,217,107	25.00	48,684	694
164 Washington	1,048,466	21.50	48,766	706
140 Montalvin	975,971	20.00	48,799	602
116 Downer	2,273,346	46.20	49,207	598
206 206 Crespi Jr High	1,557,529	31.60	49,289	650
158 Stewart	1,137,973	23.00	49,477	771
395 395 Omega Nss Richmond	198,049	4.00	49,512	410
210 210 Helms Middle	2,181,114	44.00	49,571	575
135 Lincoln	1,041,059	21.00	49,574	606
212 212 Pinole Jr High	1,590,401	32.00	49,700	685
352 352 De Anza High	2,694,456	54.00	49,897	572
362 362 Pinole Valley High	3,651,301	73.10	49,949	649
120 El Sobrante	755,590	15.00	50,373	675
354 354 El Cerrito High	2,942,845	58.40	50,391	653
191 Harbour Way Com Day	151,275	3.00	50,425	460
132 King	857,776	17.00	50,457	710
104 Bayview	1,214,305	24.00	50,596	589
358 358 Gompers Cont High	558,444	11.00	50,768	319
126 Lupine Hills	965,505	19.00	50,816	752
155 Sheldon	970,124	19.00	51,059	762
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122 Highland	1,695,452	32.38	52,361	730
127 Harding	896,184	17.00	52,717	671
139 Mira Vista	1,109,860	21.00	52,850	749
146 Ohlone	1,228,641	23.00	53,419	754
160 Valley View	1,017,518	19.00	53,554	827
393 393 Kappa Nss Kennedy	217,517	4.00	54,379	490
109 Castro	1,005,011	18.20	55,220	762
117 Ellerhorst	1,224,262	22.00	55,648	777
110 Collins	1,393,315	25.00	55,733	762
123 Fairmont	848,213	14.80	57,312	722
130 Kensington	1,323,403	23.00	57,539	908
137 Madera	1,010,579	17.20	58,755	872
369 369 Mid College High	520,155	8.80	59,109	
374 374 North Campus	298,027	5.00	59,605	383
142 Murphy	955,817	16.00	59,739	700
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128 Hanna Ranch	1,262,592	21.00	60,123	808
160 Valley View	1,017,518	19.00	53,554	827
137 Madera	1,010,579	17.20	58,755	872
145 Olinda	710,515	13.80	51,487	876
130 Kensington	1,323,403	23.00	57,539	908
131 Trans Learning Center	483,683	12.00	40,307	
108 Cameron	468,576	9.80	47,814	
369 369 Mid College High	520,155	8.80	59,109	
TOTAL	75,868,433	1,529	49,617	