Western Placer Unified School District

Regular Meeting of the Board of Trustees

November 17, 2020

WPUSD District Office/City Hall Building–Go To Meeting

600 Sixth Street, Lincoln, CA 95648

MINUTES

2019-2020 Goals & Objectives (G & 0) for the Management Team: Component I: Quality Student Performance; **Component II:** Curriculum Themes; **Component III:** Special Student Services; **Component IV:** Staff & Community Relations; **Component V:** Facilities/Administration/Budget.

All Open Session Agenda related documents are available to the public for viewing at the Western Placer Unified School District Office located at 600 Sixth Street, Fourth Floor in Lincoln, CA 95648.

Board Members Present via Teleconference:

Paul Long, President
Brian Haley, Vice President
Paul Carras, Clerk
Damian Armitage, Member
Kris Wyatt, Member

Others Present via Teleconference:

Scott Leaman, Superintendent
Kerry Callahan, Deputy Superintendent of Educational Services
Audrey Kilpatrick, Assistant Superintendent of Business & Operations
Gabe Simon, Assistant Superintendent of Personnel Services
Maria Gonzalez, Administrative Assistant to the Superintendent
Matthew Nobert, Lincoln News Messenger

1. **ANNOUNCEMENT:** EXECUTIVE ORDER N-29-30 TELECONFERENCE FLEXIBILITY
   This meeting is being held pursuant to the procedures established in Executive Order N-29-20 issued by California Governor Gavin Newsom on March 17, 2020. All board members may attend the meeting by teleconference. This meeting will be a telephone conference call only. The public may listen/participate via instruction listed prior to section 4 of the agenda.

2. **ANNOUNCEMENT:** Should this Board Meeting encounter any security breech or inappropriate issues, the meeting will be ended immediately.

5:00 P.M. START

3. **CALL TO ORDER** – WPUSD District Office/City Hall Bldg. – Go To Meeting

4. **COMMUNICATION FROM THE PUBLIC**
   There was no communication from the public

5:05 P.M.

5. CLOSED SESSION – WPUSD District Office – 4th Floor Zebra Conference Room

5.1 CONFERENCE WITH LABOR NEGOTIATOR
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Scott Leaman, Superintendent
~Kerry Callahan, Deputy Superintendent of Educational Services
~Gabe Simon, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

5.2 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION
CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF15-514477

5.3 PERSONNEL
Public Employee Employment/Discipline/Dismissal/Release –

6:00 P.M.

6. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE –
The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

6.1 ***Page 11*- CONFERENCE WITH LABOR NEGOTIATOR**
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Scott Leaman, Superintendent
~Kerry Callahan, Deputy Superintendent of Educational Services
~Gabe Simon, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

No action taken

6.2 ***Page 12* - CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION**
CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF15-514477

No action taken

6.3 ***Page 13* - PERSONNEL**
Public Employee Employment/Discipline/Dismissal/Release –

No action taken

7. ***Page 15-102* - CONSENT AGENDA**
7.1 Certificated Personnel Report
7.2 Classified Personnel Report
7.3 Ratification of Contract with Pitney Bowes and Lincoln High School

7.4 Ratification of Contract with Alertus Technologies and Lincoln Crossing Elementary School
7.5 Ratification of Contract with Auburn Ravine Ranch, Inc. and Western Placer Unified School District
~~7.6 Ratification of Contract with Auburn Ravine Ranch, Inc. and Western Placer Unified School District~~
7.7 Approve Resolution 20/21.13 Regarding Authorization to Teach SubjectsH
7.8 Approve Resolution 20/21.14 Regarding Authorization to Teach Elective Course
7.9 Consider Revised After School Salary Schedule
7.10 Ratify Contract between CoVitality and WPUSD – November 2020 through June 30, 2021
7.11 Ratify Contract between Psyched Services and WPUSD – November 2020 through June 30, 2021
7.12 Approval of Low Bidder for District-wide Broadband and Ethernet Service E-Rate Year 2021 (Year 24)
7.13 Agreement between WPUSD and Live Action Digital

Mr. Armitage requested to strike item 7.6 as a duplicate to 7.5. Motion by Mr. Armitage, seconded by Mr. Haley and passed by a 5-0 *(**Ayes:** Carras, Haley, Armitage, Wyatt, Long **No:** None)* roll call vote to approve consent agenda with removal of Item 7.6 as a duplicate to item 7.5.

8. COMMUNICATION FROM THE PUBLIC

There was no communication from the public

9. REPORTS & COMMUNICATION

➢Lincoln High School Student Advisory – Mattie Ridgway was not present

➢Western Placer Teacher's Association – Tim Allen wanted to give thanks in this season of Thanksgiving for the School Board and our great relationship with everyone from the teachers, counselors, speech and language pathologist and nurses. Wishing you all a safe and happy Thanksgiving next week. Looking forward to things going well. We will have a chance to talk about how the School Board will be changing soon. Tim welcomed Criste Freymond and Jason Price, our two new school board members. Tim thanked everybody for all the work they do for our 7000+ students and their families.

➢Western Placer Classified Employee Association – Jim Houck stated that everyone is keeping busy and hopefully this will pass at some point and we can get back to normal.

➢Superintendent – Scott Leaman

- Announced that at the next Board meeting we will be bringing a School Resource Officer contract to the Board. The City generously funded the School Resource Officer with a grant for the first half of the year.
- We are securing a School Resource Officer for Twelve Bridges High School as well
- We received good news regarding School Budgets which align with State Budget and are up due to the tech industry, amazon and other companies that COVID has impacted in California and their increase in tax revenue
- We are now in Purple as a County along with most of California. Update went out to all of our staff and parents today, advising that the colored tiered system

affects schools that have not yet opened. Because we have opened, we do not need to close.

- Our COVID cases are moving in the opposite direction of the tier system and the State numbers. As the State numbers are going up, our cases are going down in our schools.
- Information will go out on Friday in the update to our parents about choosing a different program for their students. Parents will have the option to change/choose to go either "in person" or "distant learning" for the remainder of the year . The program change will go from January 2021 until June 2021.
- Meetings during COVID will remain virtual (GoToMeeting). Currently no other districts are having meetings open to the public during the meetings due to safety issues.
- There is a lot to be Thankful for, and when we look at what we have accomplished it is astounding because we all came together.
- Hopes everyone has a safe time off. Our schools are closed next week. Our district office is open Monday and Tuesday next week.
- Sent out information to parents and staff from Placer County Health regarding safety during Thanksgiving and keeping themselves safe.
- Thanked the Board, teachers, classified staff, district office staff for all their work

10. ♦ACTION ♦DISCUSSION ♦INFORMATION

10.1 Information ***Page 105*** **– <u>TWELVE BRIDGES HIGH SCHOOL PROJECT LEASE-LEASEBACK GMP CONTINGENCY AND ALLOWANCE REPORT</u>– Adell** *(20-21 G & O Component I, II, III, IV, V)*

Mike Adell stated that in January of 2018 the Board approved the selection of Flint Builders, Inc., for Lease Leaseback Partner for the construction of Twelve Bridges High School Project. On February 19, 2019, the Board approved the guaranteed Maximum Price (GMP) from Flint Brother, Inc., including negotiating Project Contingencies and Allowances to provide for unforeseen conditions, DSA comments and changes, changes in scope of work, Architectural Supplemental Instructions (ASI) Request for Information (RFI), Contract Change Directives (CCD), and deferred approvals during the course of construction. Mr. Adell summarized the budget for the build and the current balance of the project funds which is included in the board packet information.

Kris Wyatt had a question regarding the stadium lighting and if what is listed in the documentation is the total cost of the lights. Per Mr. Adell, when budgeting for the cost of the lights, he used the cost that had been recently spent when replacing the stadium lights at Lincoln High School. Mr. Adell stated that they found a different vendor who provided the stadium lighting for about $100,000 less than the original vendor used at Lincoln High School.

Brian Haley asked if the work that is going on now is interior work. Mr. Adell stated a lot of the finishing work is going on which includes walls, framing, tape and texture and concrete work. Mike stated that they are about 85 % complete.

Paul Carras asked if the plan is still to complete the project by May. Mr. Adell stated that yes, they are looking to get quite a bit complete by February, which gives time to get through punch list items and furnishings in to have everything set to be done by May.

10.2 Discussion/Action ***Page 120*** **– HIGH SCHOOL PRINCIPAL SALARY ADJUSTMENT – Leaman** *(20-21 G & O Component I, II, III, IV, V)*

Scott Leaman stated that he put together a description of this proposal in the packet and had additional comments to add. Mr. Leaman stated the following regarding the proposal, "You have before you tonight a proposal from administration concerning the high principal salary schedule. The item describes the circumstances around the proposal but I would like to elaborate on this item to provide context. As stated in the item, we posted for a principal to open a brand new high school – a coveted position – and received only 12 applicants. We are a district people want to work in. We typically have many applicants for our positions, except in the area of administration. It is easy to see from the comparison why we do not attract people with experience based on the data provided in the item. Looking at the high school principal salary we offer, it is in line with the vice principal salaries other districts offer. Sitting principals that come to our district typically take a cut in pay. If the proposal is approved tonight, we will still be last in salary and only $3,000 above the last place district in total compensation. This is in contrast with all other employee groups that are at least average or far above average in total compensation.

This items increases the top high school principal salary in a very unique way, instead of giving an across the board raise, this item cuts the first two columns from the current high school principal salary and adds two columns to the end. The current high school principal will not receive an increase in salary if the board approves this realignment. This is why it is difficult to call this proposal a raise. Our reason for forwarding this item to you now is due to the timeline of opening the new high school. It is vital, and we are probably behind timelines, to select a principal for the new high school to ensure its opening for the 2021-22 school year. There is so much work to do to open a new high school, understand the effects on Lincoln High School, and do so starting December. The item can't wait for a new board to be seated in December and I would say it is unfair to ask a new board to take this action at their first or second meeting when they do not have the background of salary information we have provided the board over time.

Some may look at this item and see it as a raise and wonder when a raise is coming for other district employees. We work with our associations for

most raises and we are excited to start negotiations at the beginning of the year after the governor's proposed budget is released. Contrary to the opinions of many, our budget is looking relatively good and we would like to move forward with these negotiations."

Personally, I am always sensitive to a perceived salary increase and declined an increase a few months ago. I share that with you so you know this is not about overpaying our administrators. We need to attract administrators that will support our vision and our current salary schedule is incapable of achieving this. We pride ourselves on paying at least the average salaries, in some cases far above average salaries to our employees. It is time administrator's rise at least to the bottom of the comparison. With this item as stated in my remarks, we have not given a raise across salary schedules, as we typically would do with groups. We intentionally as you can see on page 121 of the board packet, added two steps and then took away the two last steps. Anyone who is currently on the salary schedule will move to the corresponding step. For instance if somebody was currently on step six they would move down to step four and they would not receive a raise if the Board does take action tonight. On the salary comparison, you will see that what we are asking for tonight will still yield a salary that is below the lowest comparison group that we use for every other employee group. However, with total comp, we will be just slightly above it. What this does, is instead of putting us 10,000 and then 12,000 below comparatively, it raises us to the bottom. Our hope is that we can repost this position and after the board's action tonight, should they approve it. We really were confounded that when you want to open up a new school which is a once in a life time opportunity, to only get 12 applicants is really a shock for us.

Kris Wyatt stated that we absolutely have to be competitive to get the best of the best that we can get. She was shocked that we only had 12 applicants because she remembers when we used to have 30 to 40 applicants for principal positions. I whole-heartedly agree.

Paul Carras stated that collectively as a Board we have always commented on being competitive within our comparable districts that deals with both our WPTA and our Classified. Obviously, we are not even close administratively. In order for us, particularly now and into the future, in order to attract experienced, dedicated administrators, we have to continue looking at the salary schedule for administrators. I know people object to that, I get it, but the bottom line is we are not competitive. If we are not competitive, we are not going to get the quality we want. Not for this district. So, I am all for the proposal. Considering there is no raise involved, no impact on the general fund, but it makes sense to make a step forward as opposed to staying were we are relative to salaries.

Brian Haley stated he agreed with Paul and Kris that no person would willingly and in good spirit come into a new job with more responsibility and more worries and take a pay cut. That is coming in with the wrong

attitude. We have great benefits, we are a great place to work and Lincoln is a great town, but money does matter especially to start out way low it is very hard to move and ever get good candidates. It is better to bring people in at a more reasonable rate in the beginning than to catch up.

Damian Armitage had a question and stated that he understands this will not impact the budget for this year and maybe for a few years into the future, but the fact sheet stated that the increase would be paid with one time funds and general funds. He wanted to clarify what the one-time funds are coming from. Mr. Leaman stated that some people may think that we do not have the Principals salary schedule budgeted for the new high school yet but we do. We added an additional budget in should we attract someone up at 141,000 or 145,000 range. We added a one-time fund/reserve for the new Principal at the new high school.

Jason Price had a question and stated that he heard that this was only for new employees and asked if this is correct? If a current employee wanted to take on the challenge of opening a new school, would they move into that pay scale specific to that schools role? Mr. Leaman stated that we have one high school schedule. We only have one high school Principal so some have asked if Mike (our only high school Principal) will get a raise. The answer is no. For example if he was currently on Step four of the current schedule, he would go to Step two of the new schedule. He will not receive a raise. The new person who applies, would be placed on some step that would be appropriate. What we find often is that people make more money at other districts and they have to come in at a higher step. Mr. Maul will be placed on this new salary schedule.

Motion by Mr. Haley, seconded by Mrs. Wyatt and passed by a 5-0 ***(Ayes:*** *Armitage, Carras, Haley, Long, Wyatt* ***No****: None)* vote to approve High School Principal Salary Adjustment.

10.3 Information/Discussion ***Page 122*** **– <u>HIGH SCHOOL BOUNDARIES</u> – Leaman** *(20-21 G & O Component I, II, III, IV, V)*

Scott Leaman stated that for the first time in our history, the District needs to establish high school boundaries. Part of the excitement of opening a high school is establishing some type of boundaries. We have provided a demographic study on page 123. Also provided is the philosophy and steps of establishing boundaries. This is just a discussion item tonight and we will come back to it at the next meeting for action. We think there is a common sense way to approach this and one common sense way is to use a feeder patter programs. Our current feeder pattern is that everyone goes to Lincoln High School. If were to change this with the new high school, then Twelve Bridges Middle School students would by default be assigned to Twelve Bridges High School. There are still a lot of caveats. We ran the demographics study on that particular item and it does yield about the right amount of students for its first years starting in 9th and 10th grade, we would

have about 500 students, which is what we are looking for as the school grows. You can look on page 123 which shows the Twelve Bridges Middle School count moving up. One question you might have is how will the boundaries actually be implemented? We put down a 4-phase priority. Number 1. states that student will be initially assigned to their geographic boundary as a default. Students wanting to continue to attend the high school in their geographic boundary will continue to do so. Some people might want to say let us just have open boundaries each years. That would be very difficult. We need to start somewhere with a default. Number 2. Students desiring to enter a pathway at a school outside their geographic boundary would be given priority to enroll at their desired School. These would need to be approved for student to attend a different school other than their geographic boundary. Number 3. Students desiring to attend a school outside their boundary for all other reasons would be given the net priority based on a case by case basis. Students may just want to go to a school because their friends go there. 4. Students outside the district would be given final priority to attend the school of their choice. There are rumors that there are students outside of our district (Rocklin students) who use the Twelve Bridges Library and want to attend the new high school, but our students who are residents will be given priority. Our planning will take into account the types of classes needed at each site for example AP classes. This has been reviewed with management and there is agreement that this is a good starting point.

Paul Long asked what grades are we planning to open Twelve Bridges High School, 9th and 10th , 11th and 12th grade. Mr. Leaman stated we will open the school with 9th and 10th graders.

Brian Haley asked were the 9th and 10th grade student will come from. Mr. Leaman stated the 10th graders will come from Lincoln High School and the 9th graders will come from Twelve Bridges Middle School. The Glen Edwards Middle School Students will feed into Lincoln High School. This may change based on the programs available at each high school site.

Paul Carras stated that as we all know the curriculum for 500 students without the perks mentioned is difficult to master schedule at a high school level. He feels Mr. Leaman covered what contingencies are in place knowing there are a lot of unknowns. When you talk about AP courses, grades 9 and 10 do not have a lot of AP courses. I think the plan is good. Mr. Leaman stated that one of the issues is that some teacher are going to be at both sites for a while.

Damian Armitage stated to confirm, that students from Twelve Bridges Middle School would feed to Twelve Bridges High School and students from Glen Edwards Middle School will feed into Lincoln High School. Mr. Leaman stated that our first year will be fun but challenging because of different situations that may come up for families who may want to go to a different site.

Kris Wyatt asked in a situation where you have family with a 12th grader and a 9th grader who want to stay at Lincoln High School, can the 9th grader go back to their home school, i.e. Twelve Bridges High School after their sibling graduates. Mr. Leaman stated you always go back to that student's home school based on their boundaries.

Jason Price asked what other models exist, are there other models that other schools use. Mr.Leaman stated there is open enrollment and it is challenging because of the stability of the teaching staff and logistics. For us the feeder pattern tends to make the most sense. Mr. Price asked if there is some way to preplan using virtual with distance learning. Mr. Leaman stated that good things will come out of the situation we are currently in because we are learning a lot regarding distance learning. New laws would need to align with distance learning.

10.4 Action ***Page 125*** **– <u>ADOPTION OF REVISED/NEW EXHIBITS/ POLICIES/ REGULATIONS</u> – Leaman** *(20-21 G & O Component I, II, III, IV, V)*

•The District Policy Committee and Management Team have reviewed the following new and revised policies/regulations/exhibits as per CSBA. They are now being presented for adoption by the Board of Trustees.

- BP/AR 6020 – Parent Involvement
- BP/AR 5141.22 – Infectious Diseases
- AR 5145.3 – Nondiscrimination/Harassment
- BP/E 5145.6 – Parental Notifications
- BP/AR 5145.7 – Sexual Harassment
- AR 5145.71 – Title IX Sexual Harassment Complaint Procedures (New Regulation)
- BP/AR 6142.7 – Physical Education and Activity
- BP/AR 6159 – Individualized Education Program
- BP/AR 6159.1 – Procedural Safeguards for Special Education
- BP/AR 6159.2 – Nonpublic, Nonsectarian School and Agency Services for Special Education

Motion by Mr. Armitage, seconded by Mrs. Wyatt and passed by a 5-0 *(Ayes: Armitage, Carras, Haley, Long, Wyatt No: None)* vote to approve new and revised policies/regulations and exhibits for approval.

11. BOARD OF TRUSTEES

11.1 FUTURE AGENDA ITEMS

The following are a number of agenda items that the Board of Trustees has been monitoring. They are <u>NOT</u> action items for tonight's meeting, but are noted here for continuing purposes and to ensure that when there are changes or new information they will be called up as Action/Discussion/Information.

- School Safety
- Health

11.2 BOARD MEMBER REPORTS/COMMENTS

Paul Carras had no report

Brian Haley wanted to say things are looking up and once we get these vaccines out we can get it out to first responders and those who need it. Lets hope 2021 is a much better improvement than 2020

Kris Wyatt wanted to thank Paul and Paul for all their dedication and caring about our district and students and Paul Carras for giving her a hard time, she knows that if he didn't give her a hard time then he really didn't like her. Mrs. Wyatt wanted to commend Jessica Armitage for her cornucopias that they are handing out tomorrow. They were purchased through the floral department at Lincoln High School. Wish everyone and happy and safe Thanksgiving.

Damian Armitage wanted to correct Kris who stated Jessica Armitage and it is actually Jessica Armistead. Mr. Armitage wanted to wish everyone a happy Thanksgiving. His college student is coming home for the semester because they changed their schooling. He wanted to thank the two Pauls for their service and congratulate Criste and Jason.

Paul Long stated he called Jason and Criste several weeks ago and congratulated them on their wins. The voters got it right. He stated they are going to have a good time here on the board.

12. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):

- **December 1, 2020** 6:00 P.M., Regular Meeting of the Board of Trustees – Go-To -Meeting
- **December 15, 2020** 6:00 P.M., Annual Organizational Meeting of the Board of Trustees – Go-To -Meeting

13. ADJOURNMENT

There being no further business the meeting was adjourned at 6:56 p.m.

Paul Long, President

Paul Carras, Clerk

Scott Leaman, Superintendent

Maria Gonzalez, Administrative Assistant to the Superintendent

Adopted: December 1, 2020

Ayes: Carras, Haley, Armitage, Wyatt, Long

Noes:

Absent:

Accommodating Those Individuals with Special Needs:
In compliance with the Americans with Disabilities Act, the Western Placer Unified School District encourages those with disabilities to participate fully in the public meeting process. If you have a special need in order to allow you to attend or participate in our public meetings, please contact the Office of the Superintendent, at (916) 645-6350 at least 48 hours in advance of the meeting you wish to attend so that we may make every reasonable effort to accommodate you, including auxiliary aids or services.