

Hanford Elementary School District  
*Minutes of the Regular Board Meeting*  
*July 14, 2021*

Minutes of the Regular Board Meeting of the Hanford Elementary School District Board of Trustees on July 14, 2021 at the District Office Board Room, 714 N. White Street, Hanford, CA.

**Call to Order** President Garcia called the meeting to order at 12:04 p.m. Trustee Garner, Hernandez, Revious, and Strickland were present.

**HESD Managers Present** Joy C. Gabler, Superintendent, and the following administrators were present: Doug Carlton, David Goldsmith, Jaime Martinez, William Potter, Jill Rubalcava and Jay Strickland.

**PRESENTATION, REPORTS AND COMMUNICATIONS**

**Public Comments**

Public comment received via email: "My name is Michelle Ornellas and I am writing to you regarding the guidance set forth by the CDC regarding children wearing masks in school. Our children should not be forced to wear masks; this is harmful and causes damaging, lasting effects amongst our children. The Journal of American Medical Association confirmed that masking children wasn't just unnecessary, but it is legitimately dangerous. Children are not at risk of getting Covid, nor do they drive the spread. These mask mandates are cruel to children and are scaring our children emotionally and psychologically – which is far worse than the possibility of germs being shared at school, which we all know is inevitable, no matter the prevention taken. The main job of the immune system is to fight harmful germs that enter the body – we cannot prevent this 100%, not even if our children are forced to be muzzled in the classroom, the cafeteria, the library, or the playground. I am asking you to let us parents make the decision whether or not we want our children masked at school. Please do not force a mask mandate upon the parents and children of HESD – our children's basic rights are being violated by forcing these masks mandates in public school. It is not worth the anxiety, depression, concentration difficulty, fatigue, impaired learning, and reluctance to attend school that is being forced upon our children. Please feel free to reach out to me should you like to discuss this further. Lastly, thank you for all that you do; it does not go unnoticed."

Erika DSouza, 6<sup>th</sup> grade teacher at Martin Luther King Elementary School, stated she was speaking on behalf of the parents, teachers, and community members from Hanford. She thanked the Board for listening to them and they are grateful for their employment. Erika added that the mental and physical health of the children is very important to them and they are concerned that children wearing masks can have consequences. When they attend concerts, restaurants, gyms, etc. they don't have to wear a mask, but then they are told they must wear one in a school setting. She added they understand the District has its hands tied and the District cannot say they will not uphold the mask mandate. Since Governor Newsom last statement "it will be up to the District on how they will enforce the mandate" they

are asking the Board to give zero consequences for children and staff that do not want to or cannot wear a mask. Since Distance Learning is not an option, they strongly feel they should not be required to wear a mask and they should not face any repercussions for not wearing a mask. She finalized by thanking the Board for letting their voices be heard.

President Garcia stated the District is working under the guidelines. These guidelines are constantly changing. The District will continue to follow the guidelines in place and will continue to communicate to staff and parents any changes.

**Board and Staff Comments** Trustee Garner thanked the staff for coming to the Board meeting. He stated from his standpoint what is recommended and what is a required are different. If it is recommended, they can listen to the staff but if it's a requirement the District has to follow that requirement. The District must stay in line with the State requirements.

**Requests to Address the Board** None

**Dates to Remember** President Garcia reviewed dates to remember: First Day of School – August 10<sup>th</sup>; Regular Board Meeting – August 11<sup>th</sup>.

### **CONSENT ITEMS**

None

### **INFORMATION ITEMS**

None

### **BOARD POLICIES AND ADMINISTRATION**

- a) Trustee Revious made a motion to approve the negotiated amendments to the 2019-2022 Collective Bargaining Agreement with the California School Employees Association. Trustee Strickland seconded; motion carried 5-0:
  - Garcia – Yes
  - Garner – Yes
  - Hernandez – Yes
  - Revious – Yes
  - Strickland – Yes
- b) Trustee Garner made a motion to approve an increase to the starting hourly rate for Yard Supervisors, Babysitters and Walk-on Athletic Coaches and a one-time off schedule payment to returning Yard Supervisors. Trustee Hernandez seconded; motion carried 5-0:
  - Garcia – Yes
  - Garner – Yes

Hernandez – Yes  
Revious – Yes  
Strickland – Yes

- c) Trustee Strickland made a motion to approve a three and half percent (3.50%) salary increase effective July 1, 2021 for all Management, Professional Specialists, and Confidential Employees, an increase to the healthcare cap to \$15,337.32/year effective October 1, 2021 and fund the group's disability insurance. Along with approving a \$3,500 one-time off schedule payment to every returning Manager, Professional Specialist and Confidential Employee on the September 2021 paycheck prorated based on full-time equivalent. Trustee Garner seconded; motion carried 5-0:

Garcia – Yes  
Garner – Yes  
Hernandez – Yes  
Revious – Yes  
Strickland – Yes

- d) Trustee Hernandez made a motion to approve a 5% increase to Board Member compensation. Trustee Strickland seconded; motion carried 5-0:

Garcia – Yes  
Garner – Yes  
Hernandez – Yes  
Revious – Yes  
Strickland – Yes

Trustee Garcia stated Government Code section 54953(c)(3) of the Brown Act requires that this Board make an oral report in open session before taking final action on an employment agreement for a local agency executive such as the Superintendent. The oral report must summarize any recommended compensation including salary and/or fringe benefits. Consistent with this requirement, the District is providing the following oral summary of the salary and fringe benefits as set forth in the proposed Amendment to the Employment Agreement between the Hanford Elementary School District and Joy Gabler.

- Contract Term effective July 1, 2021 through June 30, 2025
- 3.5% salary increase for 2021-22 same as other certificated administrative employees such that effective as of July 1, 2021, the Superintendent's annual salary shall be \$206,012.61
- One-time only, lump sum payment of \$3500.00 which is equal to the one-time payment received by other certificated administrative employees
- Increase the District's annual contribution toward the health and welfare benefit insurance for the Superintendent to \$15,337.32 which is equal to the District's annual contribution for other certificated administrative employees.
- Provide the Superintendent with disability insurance coverage at a cost of \$198.00 per year under a group policy applicable to all management employees in the District.

That concludes the Board's report pursuant to Government Code section 54953(c)(3). I will now open this item for discussion and action.

- e) Trustee Revious made a motion to approve an amendment to the Superintendent's employment agreement. Trustee Hernandez seconded; motion carried 5-0:

Garcia – Yes  
Garner – Yes  
Hernandez – Yes  
Revious – Yes  
Strickland – Yes

## **PERSONNEL**

Trustee Revious made a motion to take Personnel items "a" through "h" together. Trustee Strickland seconded; the motion carried 5-0:

Garcia – Yes  
Garner – Yes  
Hernandez – Yes  
Revious – Yes  
Strickland – Yes

Trustee Revious then made a motion to approve Personnel items "a" through "h". Trustee Strickland seconded; the motion carried 5-0:

Garcia – Yes  
Garner – Yes  
Hernandez – Yes  
Revious – Yes  
Strickland – Yes

The following items were approved:

### ***Item "a" – Employment***

- John Barragan, Custodian II – 8.0 hrs., King/Monroe Split, effective 07/01/21
- Salvador Carrasco, Custodian II – 8.0 hrs., District Office, effective 07/01/21
- Luke Gramza, Teacher Intern, Washington, effective 08/03/21
- Olga Hernandez, Bilingual Clerk Typist II – 8.0 hrs., Kennedy, effective 07/27/21
- Anadalila Mendoza Martinez, READY Program Tutor – 4.5 hrs., King, effective 08/05/21
- Tommy Smart, Teacher Intern, Kennedy – Probationary, effective 08/03/21

### ***Item "b" – Transfer***

- Brianne Brieno, from READY Site Lead – 5.0 hrs., Lincoln to READY Site Lead – 5.0 hrs., King, effective 08/05/21
- Jose Gurrola, from Custodian II – 8.0 hrs., Jefferson to Custodian II – 8.0 hrs., Food Services, effective 06/07/21
- Yvonne Hernandez, from READY Site Lead – 5.0 hrs., Roosevelt to READY Site Lead – 5.0 hrs., Jefferson, effective 08/05/21
- Lauree Mallard, from READY Site Lead – 5.0 hrs., King to READY Site Lead – 5.0 hrs., Lincoln, effective 08/05/21
- Ashley Welch, from READY Site Lead – 5.0 hrs., Jefferson to READY Site Lead – 5.0 hrs., Roosevelt, effective 08/05/21

***Item "c" – More Hours/Days***

- Branden Barajas, Educational Tutor – from 3.5 hrs., 150 days per year Washington to Educational Tutor – 4.5 hrs., 180 days per year Washington – REVISED
- Antonia Maldonado Arciga, Educational Tutor – from 3.5 hrs., 150 days per year Washington to Educational Tutor – 4.5 hrs., 180 days per year - REVISED
- Juana Meza, Educational Tutor – from 3.5 hrs., 150 days per year Monroe to Educational Tutor – 4.5 hrs., 180 days per year Monroe - REVISED

***Item "d" – Resignations***

- Valerie Brakeman, Yard, Supervisor – 3.5 hours, Simas, effective 06/04/21
- Michael Thompson, Substitute, General Schools, effective 06/23/21
- Gudadalupe Lopez, Yard Supervisor – 1.0 hr., Jefferson, effective 06/04/21
- Carlie Hammond, Ready Program Tutor – 4.5 hrs., Washington, effective 06/04/21
- Gerry Mulligan, Substitute Director of Operations & Facilities, effective 06/30/21

***Item "e" – Job Descriptions***

- Community Day School Specialist – Revised Job Description, range for Bilingual Community Day School Specialist

***Item "f" – Reclassification***

- Frances Moreno, from Community Day School Specialist – 8.0 hrs., (Range 16) to Bilingual Community Day School Specialist – 8.0 hrs., (Range 17) Community Day, effective retroactive 7/1/18

***Item "g" – Promotion***

- Kelly Bekedam, from Teacher, Wilson, to Learning Director, King, effective 07/27/21
- Diana Lugo, From READY Program Tutor – 4.5 hrs., Jefferson to Educational Tutor – 4.5 hrs., Roosevelt, effective 08/10/21
- Teresita Ramirez, from Yard Supervisor – 3.5 hrs., Richmond to Bilingual Clerk Typist II – 5.0 hrs., Wilson, effective 07/27/21
- Gaosang Xiong, from Teacher, Kennedy, to Learning Director, Monroe, effective 07/27/21

***Item "h" – Salary/Wage Schedules for 2021-2022***

- Non-Represented Part-Time Employee Wage Schedule
- Management/Professional Specialist/Confidential Salary Schedule

**FINANCIAL**


- Resolution #2-22** a) Trustee Strickland made a motion to adopt Resolution #2-22: Budget Revisions – Collative Bargaining Agreements. Trustee Garner seconded; motion carried 5-0:
- Garcia – Yes
  - Garner – Yes
  - Hernandez – Yes
  - Revious – Yes
  - Strickland – Yes


**Adjournment**     There being no further business, President Garcia adjourned the meeting at 12:29 p.m.

Respectfully submitted,

Joy C. Gabler,  
Secretary to the Board of Trustees

Approved:

  
Robert Garcia, President

  
Lupe Hernandez, Clerk