Governing Board Meeting Agenda

(Adopted) Meeting Minutes

CABRILLO UNIFIED SCHOOL DISTRICT

Public Session: Thursday, February 10, 2022 • 6:00 PM

Via Zoom: https://cabrillok12.zoom.us/j/99135905009 • Webinar ID: 991 3590 5009 • Telephone: 669 900 6833

Board Members Present:	Mary Beth Alexander, President Freya McCamant, Vice President Sophia Layne, Clerk to the Governing Board Kimberly Hines, Member Lizet Cortes, Member
Administrators Present:	Sean McPhetridge, Ed.D., Superintendent Leticia Bhatia, Ed.D., Assistant Superintendent Jesús Contreras, Chief Business Officer
Student Board Member Present:	Sara Gorman, Student Board Member

1. CALL TO ORDER

a. Public Session – 6:01 PM – Welcome

1. Roll Call / Quorum

Mary Beth Alexander, President
Freya McCamant, Vice President
Sophia Layne, Clerk to the Governing Board
Kimberly Hines, Member
Lizet Cortes, Member

2. Pledge of Allegiance

Student Board Member Sara Gorman led the Pledge of Allegiance.

2. APPROVAL OF AGENDA

Motion to approve the agenda, as presented, was made by Member Kimberly Hines and seconded by Member Freya McCamant.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – aye

(M-13) Passed 5-0 with Student Board Member voting aye

3. COMMUNICATIONS

a. Public Comments

Written Comments. The Board received twenty-one (21) comments via the Google Public Comment Request form related to this agenda item. To read the full public comments submitted via the Google Public Comment Request form and email, please follow the link provided below:

https://docs.google.com/spreadsheets/d/1eczDIzsjBIM_fH9_7tL9s7olCVzx4_w7Gx3rzGKaecc/edit?usp=sharing

The following comments were provided in real-time using the Zoom Raised Hand feature. Speakers' names are entered as appeared on the Zoom participant panel.

Jenny Scarpaci, Farallone View teacher, spoke to the Board to support salary increases for teachers. Scarpaci said that if the district wants to keep growing and wants teachers to grow and become valued employees that stay, the district must be competitive.

Monica Hart Nolan, Hatch Elementary teacher, spoke to the Board in support of salary increases for teachers. Hart Nolan said that the district functions because teachers share a sense of selflessness, duty, and services despite underpayment.

Jim Toner, HMBHS teacher, spoke to the board to support salary increases for teachers. Toner provided the Board an overview of his workday as a Half Moon Bay High School teacher.

Erika Krein, El Granada teacher, said she believes teachers can make a difference and a salary increase would make life on the Coast more doable. Krein also asked the Board to maintain smaller class sizes, expand counseling behavior services and social skills groups, and keep bilingual aides at Title I schools.

Heidi Mills, El Granada teacher, said we are all responsible for the students' good. Mills also spoke to the Board about the recent press release on CUTA negotiations, teacher salary schedule and step and column increases, COLA, and COVID money that teachers in some districts received as one-time bonus.

Alexandria S, community member, said there has been talk about COVID causing academic delays and social-emotional challenges. Alexandria said that larger classes do not receive the support needed and that the best learning happens during school hours with appropriate services in a small class.

Brittany Jolivette, HMBHS counselor, spoke to the Board in support of a higher salary wage for teachers, counselors, and staff. Jolivette shared with the Board her living situation during the pandemic and said a higher salary and full family health benefits would benefit her and her colleagues.

John Georgopoulos, Hatch teacher, spoke to the Board about the things his students love about school, including Art in Action, P. E. with Mr. Aguilar, and "good things," where students shared good things in their lives. Georgopoulos lastly asked the Board to respect the voice of union leadership.

Tracy Yerby, HMBHS science teacher, shared that she has seen many students affected by the pandemic in various ways. Yerby also shared that she feels the district office does not acknowledge what is happening in classrooms and does not support and respect teachers with competitive salaries.

Vanessa Stubbs read a comment on behalf of Claire Gould, HMBHS teacher. Gould said that teachers had worked through the pandemic while being positive mentors for students. To end, Gould asked to increase teachers' salaries and treat teachers with respect.

Kerri De Martini, HMBHS teacher and CUSD parent, said the district cannot attract or retain teachers as promised with the parcel tax because of salary and benefits. De Martini said teachers deserve completive wages and that students deserve teachers with credentials.

Dustin Taylor, HMBHS teacher, said teachers are on the frontline providing quality education and are not compensated fairly. Taylor said teachers are not able to live in the community they serve.

Avis Calhoun, El Granada teacher, read a comment on behalf of Pauline Shue, El Granada teacher. Shue said that COVID has made teaching demanding and stressful and that educators deserve district administration's support and respect. Shue also commented on prep time and instructional time.

Claudia Lunstroth, HMBHS teacher, spoke to the Board about teacher and support staff shortages and other struggles students now face at schools. Lunstroth said that the district has the money to address this crisis and that students have not received the benefits of the funds intended to support them.

Rebekah Rayher, El Granada parent, said that change and collaboration between teachers and administration are needed to provide the best learning opportunities for students. Rayher asked the Board for action on some items, including collaboration, collective bargaining, and retaining qualified educators.

Nicole Robinson, El Granada Reading Intervention teacher, said that COVID had exacerbated teachers' shortages, creating a difficult environment, and increased dysregulated students needing support. Lastly, Robinson asked for comparable pay to attract and retain teachers.

Sara Bunkin, HMBHS teacher, spoke to the Board about the values of the community: connection, kindness, and respect. Bunkin said that holding a large reserve when teachers are underpaid and having unfilled positions and students falling behind do not fit with the values of the community.

Angelica Bruno, El Granada teacher, said that CUSD teachers have stepped up to many challenges with the pandemic. Bruno also spoke about the COVID one-time funds provided to districts and asked the Board to encourage teachers to stay and agree to the raise the negotiation team requested.

Lauren Fisher, El Granada teacher, said good teachers work hard to build good relationships with their students. Fisher asked the Board and district to build a positive relationship with teachers, value their expertise, and pay them a fair wage.

Anne Ryckebush, CUSD teacher, spoke to the Board about the district surplus and provided a few examples on how to use it, including health insurance for new staff and their families and a living wage for teachers that would allow them to live within a reasonable commuting distance.

Adrianna Balentine, CUSD parent, spoke to the Board about teachers' salary schedules and provided a comparison of CUSD and two neighboring districts' step and columns placement requirements. Balentine said that CUSD teachers are not paid what they are worth.

Brian Anderson, HMBHS teacher, said it has been challenging for teachers to stay in the district because of pay, healthcare, and affordable housing. Anderson also shared with the Board information about colleagues' housing situations and said he hopes all can agree on reasonable compensation.

Libby Garcia, CUSD parent, spoke to the board supporting better compensation for teachers. Garcia also talked about a teacher shortage at Cunha and said teachers deserve better pay and support from CUSD.

b. Employee Organizations Report

1. CUTA Representatives

CUTA Co-President Sean Riordan spoke to the Board about the negotiations update press release sent to families and staff via CUSD email. Riordan said that although the document is legal, it was misleading and might divide teachers and set community feelings against teachers. Riordan included in his reports the topics the press release was missing, including health care, teaching hours at the elementary level, and COVID funding for a one-time bonus. Riordan also said that the MOU on COVID protocols, sub pay, and compensation for teachers and specialists who sub in their prep time is still pending district administration approval. Lastly, Riordan asked the Board to pay teachers a prevailing wage and prioritize and support teachers and students.

2. CSEA Representatives

CSEA President Stig Lynne reported CSEA represents about 120 members and that they support teachers and their request for a salary increase as they support them every day, so they have classrooms

and the conditions to teach. Lynne said CSEA would start negotiations soon and ask for reasonable compensation for its members, especially the lowest-paid positions that start at $15 per hour. CSEA intends to move everybody up in the salary scale. Lynne shared that the shortage is not only for teaching positions but also for classified positions and that CSEA positions have been open now for months. To end the report, Lynne said he hopes the district looks at its finances and provides salary increases for all, including unrepresented staff.

c. Board Members Report

President Mary Beth Alexander started her report by wishing Superintendent McPhetridge a happy birthday. President Alexander continued her report by comparing how money enters a regular business and a district office and said the way money enters a district is very dependent, limited, and uncertain from year to year. President Alexander noted that it is also important to consider that not all districts are funded equally. While neighboring districts get $25,000 per student, more demographically challenged districts only get $12,000 per student. President Alexander said it is also important to see what the district has and what the students need. President Alexander said that as an elected official, she is trying to keep things stable and make decisions that make sense while trying to please the community and staff. However, the overreaching concern is what is best for the students. President Alexander encouraged the public to listen to these meetings and understand what is going on in the schools. To conclude her report, President Alexander said the Board needs to hear the voices of families of English Language Learners, Latino students, and socio-economically disadvantaged families also.

Member Kimberly Hines thanked speakers who provided written and live comments tonight and reassured them all those voices were heard. Member Hines said she has been trying not to make assumptions too quickly and to listen to all based on three values: curiosity, community, and care. Member Hines explained the Board hears different words and values during negotiations, but only one piece of the financial pie is seen. Member Hines asked everyone to be curious about the other pieces. Member Hines said she would continue being curious about school funding and that she will do her due diligence to understand the different funding sources and will do as much as she can to continue honoring and respecting teachers. To end the report, Member Hines said she cares deeply about sustainable programming and appreciates community partnerships.

Member Sophia Layne reiterated that Board members are always accessible and available to meet and have two-way conversations. Member Layne shared that one of the most challenging aspects of being a Board member in a small community is to balance the needs of many stakeholders. Member Layne said CUSD has a largely white workforce educating a large Latino student population and that this disconnection can create challenges, especially for underserved students. Member Layne said it is important to emphasize that fuller and fair state funding systems within San Mateo County result in differences in per-pupil funding rates and added as context that it is important to understand everybody wants competitive salaries and strong student programs. Member Layne also explained the cost of living adjustment is calculated the same for districts with different student demographics. Member Layne said it is important to continue advocating at the state level for an increase in base funding for schools and to make it fairer and more equitable. Lastly, Member Layne reminded all that affordable housing is needed in the Bay Area.

Member Freya McCamant thanked everybody for the public comments from teachers and the community and reassured them that she heard everyone's words. Member McCamant also thanked teachers and staff for the hard work they do every day to create a semblance of normalcy for students. Regarding teachers' comments, Member McCamant said she respects teachers and hears their pain, and she said that she hopes there are solutions ahead so we can move forward.

Member Lizet Cortes thanked the teachers and echoed the appreciation for their work. Member Cortes shared that she attended the DELAC meeting last night and thanked Leticia and the parents who participated. Member Lizet said although there was an agenda, they touched on other topics because parents took this platform to be heard. At the meeting, parents expressed their support for teachers and the district. Member Cortes shared with the public a story from one of the DELAC parents when she was questioned about Latino parents' low or lack of involvement in schools, and this parent answered that it is not they do not care or value schooling, but she reminded people that many Latino parents struggle with money, food, housing, jobs, etc., so it can be hard to prioritize school involvement. Member Cortes reassured that this is one reason she got involved, so that these voices are heard.

d. Student Board Member Report

Student Board Member Sara Gorman provided the Board and public an update on El Granada Elementary, Farallone View Elementary, Hatch Elementary, Kings Mountain Elementary, Cunha Intermediate, Half Moon Bay High, Pilarcitos High, La Costa Adult School, and Los Listos Preschool events and activities.

c. Superintendent Report

Superintendent Dr. Sean McPhetridge reminded the public that February is African American History Month, and schools across the district will be displaying banners. Dr. McPhetridge said he appreciates educators' efforts to teach students and community about significant contributions of African Americans. Dr. McPhetridge also reminded the public that March is Women's History Month, and the Board will consider the adoption of a proclamation later tonight. On topic of women's contributions, Dr. McPhetridge gave a shout-out to Sara Gorman, CUSD female student Board member, and Taylor Micallef, the first female Cougar to win a local wresting tournament and the first Half Moon Bay High School wrestler to win it in 15 years. Dr. McPhetridge said it is important to acknowledge that five strong women form this Board.

On the COVID-19 topic, Dr. McPhetridge said we will now see relaxation on the guidelines throughout the state, county, and school district. Dr. McPhetridge noted that this is great news, but we must stay vigilant and cautious. Dr. McPhetridge reminded the public that the school mask requirement is not a CUSD decision as CUSD follows state and local health guidelines, but when the time comes, district administration will make recommendations for Board consideration based on state and local guidelines.

Regarding the responses to tonight's comments, Dr. McPhetridge said that it is hard to hear people are suffering and echoed Bunkin's comments that people, teachers, employees, students, and families matter. Dr. McPhetridge agreed with CUTA Co-President Riordan that a negotiation update seems to break the norm, but when so many questions from the community at Board meetings are heard, the Board and district administration think it is important to be transparent. Dr. McPhetridge also said it is important to mention that CUSD has met with CUTA in negotiations eight times, coming closer to agreement each time. Still, the district cannot offer the percentage CUTA has requested because it is unaffordable because that level of money is not available. Dr. McPhetridge restated the district has responsibilities, accountability, and values that the Board and district must consider, including looking out for the interest of students, families, the community, and employees as we try to balance the whole family's needs.

4. CONSENT AGENDA

a. Approval of Certificated Personnel Report
b. Approval of Classified Personnel Report
c. Approval of Donations to Cabrillo Unified School District
d. Approval of Warrant Register Report Processed from December 17, 2021 to January 31, 2022
e. Approval of 2021-22 Comprehensive School Safety Plans
f. Approval of Bond-Funded Construction Projects – Farallone View Elementary Modernization
g. Approval of the Bid Award of the Cunha Library Wall Repair Project
h. Approval of the Bid Award of the Half Moon Bay High School Roofing Project
i. Adoption of Resolution No. 02-2022 to Make Findings Allowing Continued Remote Meetings Under AB361
j. Approval of Governing Board Policy Updates as Recommended by the California School Boards Association and by CUSD Federal Program Monitoring (FPM) Consultant
k. Approval of Regular and Special Governing Board Meetings Minutes
l. CSEA's Initial Proposal for 2021-2024 Successor Negotiations

Motion to approve consent items was made by Member Freya McCamant and seconded by Member Sophia Layne.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – aye

(M-14) Passed 5-0 with Student Board Member voting aye

5. GENERAL BUSINESS

a. Pilarcitos School Update Presentation

Pilarcitos Schools teachers Lizeth Bendaña and Courtney Parreira provided an overview of Pilarcitos High School and Independent Study K-12 program's history, current programs, future projects, and enrollment information.

At 9:46 PM, President Alexander requested a motion to continue past the 10:00 PM curfew. Member Kimberly Hines seconded the motion.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – absent (connection lost)

(M-15) Passed 4-0 with Student Board Member voting aye

b. Adoption of Proclamation Endorsing March as Women's History Month

Motion to adopt the Proclamation Endorsing March as Women's History Month was made by Member Sophia Layne and seconded by Member Kimberly Hines.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – absent (connection lost)

(M-16) Passed 4-0 with Student Board Member voting aye

c. Presentation of the 2021-2022 Mid-Year LCAP and Supplement to the Annual Update Reports

Assistant Superintendent of Curriculum and Instruction Leticia Bhatia and Chief Business Officer Jesús Contreras presented an update on the annual update to the 2021-22 LCAP and budget overview for parents that included the Supplement for the Annual Update for the 2021-22 LCAP, available mid-year outcome data related to metrics identified in the 2021-22 LCAP, and mid-year expenditure and implementation data on all actions identified in the 2021-22 LCAP.

d. Approval of the 2022-2023 Student/Teacher Calendar

Motion to approve the 2022-2023 Student/Teacher Calendar was made by Member Sophia Layne and seconded by Member Kimberly Hines.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – aye

(M-17) Passed 5-0 with Student Board Member voting aye

e. Adoption of Resolution No. 03-2022, Recognizing Juneteenth Independence Day

Motion to adopt Resolution No. 03-2022, Recognizing Juneteenth Independence Day, was made by Member Sophia Layne and seconded by Member Freya McCamant.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – aye

(M-18) Passed 5-0

f. Update on COVID-19 Readiness Project at CUSD

Eichler Associates, Inc. Authority Principal Rosemary Bryan presented an overview of HVAC repairs, updates, and certifications needed to meet the recommended ventilation rates specified by local, state, and federal health authorities.

The following comment was provided in real-time using the Zoom Raised Hand feature. Speakers' names are entered as appeared on the Zoom participant panel.

Momo Molo asked the presenter if the HMBHS spreadsheet in the slide presentation is also included in the packet for printing.

g. Review of Proposed Locations for AT&T's Communication Tower at Half Moon Bay High School

AT&T representative Aaron de la O presented possible locations for the AT&T communications tower on the Half Moon Bay High School campus.

Member Sophia Layne requested a motion to approve the proposed AT&T site Option B (Half Moon Bay High School Softball Field) as the permanent location of the AT&T communications tower. Motion seconded by President Mary Beth Alexander.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye
Lizet Cortes, Member – aye

(M-19) Passed 5-0

g. Public Hearing and Adjustment of Trustee Area Boundaries

Demographer Tom Williams presented Map 1 and Map 6 final drafts for consideration for the adjustment of Trustee Area boundaries.

At 11:51 PM, President Alexander opened the Public Hearing on the adjustment of Trustee area boundaries. Hearing no comments from the public, the hearing was closed at 11:51 PM.

Member Kimberly Hines requested a motion to approve the proposed Trustee Area Map Alternative 6. Motion seconded by Member Sophia Layne.

ROLLCALL
Mary Beth Alexander, President – aye
Freya McCamant, Vice President – aye
Sophia Layne, Clerk to the Governing Board – aye
Kimberly Hines, Member – aye

Lizet Cortes, Member – aye

(M-20) Passed 5-0

8. ADJOURNMENT OF THE MEETING

Motion to adjourn was made by Member Kimberly Hines and seconded by Member Freya McCamant.

ROLL CALL
Ms. Mary Beth Alexander, President – aye
Ms. Freya McCamant, Vice President – aye
Ms. Sophia Layne, Clerk to the Governing Board – aye
Ms. Kimberly Hines, Member – aye
Ms. Lizet Cortes Member – aye

(M-21) Passed 5-0

The meeting was adjourned at 11:57 PM

Minutes prepared by Rosibel Acosta, Administrative Assistant to the Superintendent

Minutes presented by Sean McPhetridge, Ed.D., Secretary to the Governing Board

Certified by:

_____ _____

Sophia Layne
Clerk to the Governing Board
Cabrillo Unified School District

Date