Regular Governing Board Meeting

(Adopted) Meeting Minutes

CABRILLO UNIFIED SCHOOL DISTRICT

Thursday, March 9, 2023 • Public Session: 6:00 PM • Closed Session: Immediately Following the Public Session
Cunha Intermediate School • 600 Church Street, Half Moon Bay, California 94019

1. OPENING BUSINESS

a. Call Public Session to Order – 6:00 PM

b. Roll Call / Quorum

Board Members Present:	Sophia Layne, President Kimberly Hines, Vice President Carmen Daniel, Clerk to the Governing Board Lizet Cortes, Member (arrived at 6:05 PM) Mary Beth Alexander, Member
Student Board Member Absent:	Catalina Gonzalez Johnston
Administrators Present:	Sean McPhetridge, Ed.D., Superintendent J Jesús Contreras, Chief Business Officer Leticia Bhatia, Ed.D., Assistant Superintendent

c. Pledge of Allegiance

Dr. Leticia Bhatia led the Pledge of Allegiance.

2. APPROVAL OF AGENDA

Member Kimberly Hines made a motion to approve the agenda as amended. Motion seconded by Member Carmen Daniel.

(M-13) Passed 4-0
Member Lizet Cortes – absent

3. COMMUNICATIONS

a. Public Comments

Alvis Calhoun, El Granada teacher, commented on Board members' reports time limits and virtual options for remote participation. Calhoun inquired about the spending ratio of the district office compared to teachers and data regarding teachers leaving the district.

Hanna Brown, Cunha teacher, commented on how the Cunha Immersion program teacher turnover affects student achievement. Brown also said that better salaries would reduce turnover.

Pat Olson, HMBHS teacher, commented on the district's offer of a zero percent increase to teachers' salaries, teachers' living conditions on the Coast, and the concern about teachers' retention.

Marlena Ramirez, Hatch teacher, commented on district money and increases to administration salaries, not teachers' salaries. Ramirez also questioned the zero percent increase offered to teachers.

Andrew Hoskins, HMBHS teacher, commented on employee health benefits, teacher retention, and low starting salaries.

Kerrie DeMartini, HMBHS teacher, commented on the increase in teacher turnover percentage and the slim replacement choices, retention, and attraction of unqualified teachers and how this affects the district's reputation and the community.

Amy Treanor, HMBHS teacher, commented on teachers' salaries and their financial struggles, retention, and attraction of best educators, and advocated for better salaries to address teacher shortages and turnover.

Heidi Mills, El Granada teacher, commented on the zero percent offer to teacher salaries and asked to make Board meetings efficient and effective and to make a positive change.

Breanna Lafontaine, CUSD parent, commented on public comment time limits compared to Board reports. Lafontaine also spoke in support of teachers' salary increases.

Breanna Lafontaine read a comment written by *Namera Lafontaine* supporting teachers' salary increases.

Anne Ryckebusch, HMBHS teacher, commented about life on the Coast, the cost of living, the COLA, and the district offer of zero percent to teacher salary increases.

The Board received five (5) comments via the Google Public Comment Request form related to this agenda item. To read the full public comment submitted via the Google Public Comment Request form, please follow the link provided below:

https://docs.google.com/spreadsheets/d/19EGbss_TCXT4xZpWP85tVGRid6TJfvjPxRBGK9uuyoo/edit?usp=sharing

b. Employee Organizations Report

CUTA Representatives

Co-President Sean Riordan addressed a message to the Coastside community about the district's budgeting priorities. In this message, Co-President Riordan spoke about district values, the offer of no raise for teachers and counselors in the current bargaining cycle, the COLA increase, and the teacher turnover situation at Half Moon Bay High School. Riordan added that CUSD does not compensate its teachers like high school districts but competes for highly trained and experienced teachers.

CSEA Representatives

President Diane Paoli reported that CSEA members approved the student-teacher calendar for the 2023-24 school year, that CSEA has been negotiating on contractual language, and that they have not discussed salaries.

c. Board Members Report

Member Kimberly Hines thanked teachers for sharing their points and said it is important for the Board to hear them. Member Hines explained Board members' constraints regarding meetings and conversations with other Board members and asked the public for their understanding since Board meetings are an opportunity for members to hear other members' opinions or points of view. Continuing with the report, Member Hines said Board members had a closed session last month regarding workforce housing, and she is looking forward to visiting HMBHS.

Member Carmen Daniel thanked the public for speaking and sharing their time tonight. Member Daniels shared that she is also a teacher in the San Francisco Unified School District, that they are also seeing

the same level of turnover and struggles, and that Board Members are doing their best to make working for CUSD livable.

Member Mary Beth Alexander shared that she had a conversation with a high school student about her feelings of hopelessness about humanity, and they reflected on how things are better now, mentioning advances in physics and astrophysics. Member Alexander then said these are the cool things about education and that we need to make sure students understand the magic of science and that we need to think about not just having average students through our system but helping develop exceptional students. Member Alexander ended by stating how important everybody's job is to get the excitement going and to support students' growth so they make a difference in our society.

Member Lizet Cortes thanked teachers for attending the meeting and advocating for a better salary. She thanked Mr. Centoni for all his work with the Environmental Committee and mentoring students. Member Cortes also shared how a community member brought to her attention a situation with a district student regarding attendance. Member Cortes said this is an equity issue, and it disheartened her because she worries that staff is not doing enough, as shown in last month's data presentation where Latino students are the ones suffering the most, yet are the ones representing more than half of the population. Lastly, Member Cortes implored staff to use some of the energy advocating for higher wages to support and uplift each other and the Latino community we need to serve better.

President Sophia Layne thanked tonight's speakers and reassured people that the Board hears and appreciates them. President Layne also thanked Board members and acknowledged them for their comments. President Layne said we must consider the potential to evolve and change how much we do for our students and community. President Layne shared that her role in the San Mateo County School Board Association has helped her meet with other board members across the county and take part in a presentation on how to have difficult conversations about implicit bias, and she said this is important as a foundation to achieve our collective equity goals. To end, President Layne noted that it is impossible to separate education policy from housing, that those conversations are emerging even more after the tragedy of January of 2023, and that she is thrilled to have an agenda item on workforce housing.

d. Student Board Member Report

None.

e. Superintendent Report

Superintendent Dr. Sean McPhetridge congratulated the Half Moon Bay High School Basketball team for their historic first title game played in Sacramento. Then Dr. McPhetridge provided an overview of all Items in the Consent Agenda so the audience knew what the Board would vote on, including the Future Farmers of America and the Robotics field trips. In this regard, Dr. McPhetridge said he will attend the Future Farmer of America Conference and said it will be great to learn more about the program. He also recognized Mr. Riordan for being the advisor of HMBHS Robotics team and thanked Member Alexander for her work and enthusiasm toward this group. Dr. McPhetridge also commented on the efforts for the 2023-24 Student-Teacher calendar and the Community HUB agreements; on this topic, Dr. McPhetridge thanked Dr. Bhatia and Israel Castillo as they applied for a community school grant and thanked ALAS, CEF, and BGCC for their partnership in the opening of the Community HUB on the Cunha campus.

Regarding speakers' comments tonight, Dr, McPhetridge said he tries to refrain from speaking about negotiations specifics as he is no longer at the bargaining table. However, he has heard many of these conversations about the budget in the district. Continuing this topic, Dr. McPhetridge said he agrees with the comments that educators are not paid enough in this state and this nation and that CUSD is again at a place where the budget sadly does not allow us the ability to offer salary increases because of the fact that actual tax proceeds last year did not match our higher projection, declining enrollment is ongoing, restricted categorical funds have strings attached, and COVID funds are ending. Dr. McPhetridge added the district tried to take care of everybody last year by proposing an equitable increase with a flat amount assigned to all employees, but we will not be able to offer the same salary increases as other districts in the county because of the per-pupil funding for Cabrillo Unified School District being two to three times less than other more well resourced and affluent areas. In the same regard, Dr. McPhetridge said the district now has the opportunity to investigate workforce housing in an effort to recruit and retain younger

employees. To end, Dr. McPhetridge said the district will continue to work with union representatives at the negotiation table in good faith to try to balance the needs of the staff, the students, and the families.

4. CONSENT AGENDA

President Layne motioned to move Item 4.p Approval of Governing Board Policy Updates as Recommended by the California School Boards Association to General Business for separate consideration. Motion seconded by Member Mary Beth Alexander.

(M-14) Passed 5-0

a. Adoption of Proclamation Recognizing April as National Autism Acceptance and Inclusion Month
b. Adoption of Proclamation Recognizing April of 2023 as California Friday Night Live Month
c. Approval of Half Moon Bay High Future Farmers of America Field Trip to Ontario, California, March 14 - 19, 2023
d. Approval of Field Trip for Half Moon Bay High School Robotics Team to UC Davis in Davis, California, March 24 - 26, 2023
e. Approval of Form J-13A for the Request for Allowance of Attendance Due to Emergency Conditions on January 5, 2023
f. Approval of Summer School 2023 Services
g. Approval of Three-Year Department of Rehabilitation Agreement and Authorization to Sign the Agreement and Associated Documents
h. Approval of the 2023-2024 Student/Teacher Calendar, Subject to Ratification
i. Approval of Certificated Personnel Report
j. Approval of Classified Personnel Report
k. Approval of the New Teacher Exchange Agreements for Spain and Mexico
l. Approval of Donations to Cabrillo Unified School District
m. Approval of Warrant Register Report Processed
n. Approval of Blinds Estimate for Half Moon Bay High School
o. Approval of Community HUB Agreement
q. Approval of Regular and Special Governing Board Meetings Minutes

Member Mary Beth Alexander made a motion to approve the Consent Agenda. Motion seconded by Member Kimberly Hines.

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

(M-15) Passed 5-0

At 7:35 PM, President Layne motioned for a 5 minutes recess. Motion seconded by Member Carmen Daniel.

(M-16) Passed 5-0
President Layne reconvened at 7:41 PM

5. GENERAL BUSINESS

a. Hatch Elementary School Presentation

Hatch Elementary School Principal Alyssa Jaramillo and Assistant Principal Daniel Ramos provided an overview of site data and site-based programs and services.

b. Approval of CUSD Second Interim Financial Report for Fiscal Year 2022-2023

Member Kimberly Hines motioned to approve CUSD's Second Interim Financial Report for Fiscal Year 2022-2023. Motion seconded by Member Mary Beth Alexander.

(M-17) Passed 5-0

c. Approval of CUSD's Transportation Services Plan

Member Sophia Layne motioned to approve the CUSD's Transportation Services Plan with an amendment specifying that this applied only to students whose IEP requires transportation. Motion seconded by Member Kimberly Hines.

(M-18) Passed 5-0

d. Adoption of Resolution No. 02-2023, Authorizing the Issuance of Not to Exceed $23,000,000 of CUSD General Obligation Bonds, Election of 2012, Series D

Member Carmen Daniel motioned to approve the adoption of Resolution No. 02-2023, Authorizing the Issuance of Not to Exceed $23,000,000 of CUSD General Obligation Bonds, Election of 2012, Series D, and enclosed documents. Motion seconded by Member Mary Beth Alexander.

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

(M-19) Passed 5-0

e. Adoption of Resolution 03-2023 Authorizing the Issuance and Sale of One or More Series of CUSD 2023 General Obligation Refunding Bonds in the Aggregate Principal Amount of not to Exceed $26,000,000; and Authorizing the Execution of Necessary Documents and Certificates and Related Actions

Member Kimberly Hines made a motion to approve the adoption of 03-2023 Authorizing the Issuance and Sale of One or More Series of CUSD 2023 General Obligation Refunding Bonds in the Aggregate Principal Amount of not to Exceed $26,000,000; and Authorizing the Execution of Necessary Documents and Certificates and Related Actions. Motion seconded by Member Lizet Cortes.

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

(M-20) Passed 5-0

f. Selection of CSBA Delegates Assembly on Ballot for San Mateo County Sub-region 5-B

Member Kimberly Hines made a motion to approve and cast the ballot for the three current candidates, Heather Hopkins (Las Lomitas ESD), Gregory Land (San Mateo Union HSD), and Kalimah Salahuddin (Jefferson Union HSD) for Sub-region 5-B Representatives to the California School Boards Association's Delegate Assembly. Motion seconded by Member Mary Beth Alexander.

(M-21) Passed 5-0

g. Approval of Engagement Agreement with Brookwood Advisors for the Purpose of Affordable Workforce Housing for CUSD

Member Kimberly Hines motioned to approve the Engagement Agreement with Brookwood Advisors. Motion seconded by Member Mary Beth Alexander.

(M-22) Passed 5-0 with Student Board Member voting aye

4.p Approval of Governing Board Policy Updates as Recommended by the California School Boards Association

President Sophia Layne motioned to approve the Governing Board Policy Updates as Recommended by the California School Boards Association, amending Board Policy 7110: Facilities Master Plan to read employee housing needs. Motion seconded by Member Kimberly Hines.

(M-23) Passed 5-0

7. CLOSED SESSION

a. Public Comments on Closed Session Topics

None.

b. Adjourn to Closed Session

Board Members met privately for Closed Session. Any action taken during Closed Session will be reported out under "Closed Session Action Report."

1. Public Employee Discipline/Dismissal/Release (Government Code §54957)

c. Reconvene to Open Session

1. Closed Session Action Report: President Layne reported the following action taken in Closed Session:

Under Personnel Matters, the Governing Board voted to non-reelect three (3) Certificated employees for the 2023-24 school year, equating to a Full Time Equivalent of 2.4.

Motioned by Member Kimberly Hines and seconded by Member Lizet Cortes.

(M-24) Passed 5-0

Under Personnel Matters, the Governing Board voted to release sixteen (16) Certificated employees for the 2023-24 school year, equating to a Full Time Equivalent of 4.05.

Motioned by Member Mary Beth Alexander and seconded by Member Lizet Cortes.

(M-25) Passed 5-0

8. ADJOURNMENT OF THE MEETING

The motion to adjourn the meeting was made by Member Kimberly Hines and seconded by Member Carmen Daniel.

(M-26) Passed 5-0

The meeting was adjourned at 9:57 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:

_____ _____

Carmen Daniel
Clerk to the Governing Board

Date