



BOARD OF TRUSTEES: Robert Garcia, Matthew Gordon, Dr. Fermín Jaramillo, Dayna Karsch, and April McAllaster

BOARD OF TRUSTEES

Minutes

Thursday, February 29, 2024, 6:30 p.m.

Members Present at Roll Call:	Mr. Garcia, Mr. Gordon, Dr. Jaramillo, Ms. Karsch, and Ms. McAllaster
Others Present:	Ms. Sprague, Ms. Rowland, Mr. Clafin, and Ms. Tavalazzi

1. Call to Order

President McAllaster called the meeting to order at 6:30 p.m. All members were present. President McAllaster announced that all open sessions of the board meeting are audio-recorded and may capture the sounds of those participating in the meeting. President McAllaster asked those participating in the meeting to join in the Pledge of Allegiance.

2. Public Comment on Agenda Items

Pursuant to Board Policy 9324, Board Minutes and Recordings: "The minutes shall reflect the names of those individuals who comment during the meeting's public comment period as well as the topics they address."

A. Comments on agenda items: None offered.

3. Review / Adopt Agenda and Minutes

A. The Board of Trustees adopted the agenda as presented on a motion by Member Gordon, seconded by Member Garcia, and carried by a unanimous vote with all members present voting yes.

B. The Board of Trustees adopted the minutes of the regular meeting held February 6, 2024, as presented on a motion by Member Karsch, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.

4. Closed Session

The Board of Trustees adjourned to Closed Session at 6:34 p.m. to discuss items A.- C.

A. Request for an appeal of Employee Complaint No. 01-2023-24
(Govt. Code section 54957)

B. Conference with Legal Counsel – Anticipated Litigation
Significant exposure to litigation pursuant to Government Code 54956.9(d)(2) or (3).

C. Public Employee Discipline/Dismissal/Nonreelect (Government Code 54957)

5. Reconvene to Open Session

The Board of Trustees reconvened to Open Session at 7:47 p.m.

A. In Closed Session, the Board of Trustees took action by a vote of 5-0 in a request for an appeal for employee complaint number. 01-2023-24. The Board determined to uphold the findings as written and deny the request for an appeal before the Board. Motion by Member Jaramillo, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.

6. Special Presentation

A. Damita Walton, Director of Personnel Services, introduced MaryAnn Boice-Ceja, Sr. Risk Manager, and Sherri Williams, Claims Manager, representing California Schools Risk Management Joint Powers Association (CSRM/JPA). They provided insights into the comprehensive services that CSRM/JPA offers to the Etiwanda School District.

7. Instruction

A. Justin Kooyman, Director of Instruction, presented the Local Control Accountability Plan (LCAP) Update: Community Forum Format. Mr. Kooyman outlined the forthcoming community forum, emphasizing its pivotal role in soliciting valuable input from our community members.

- Board members expressed enthusiasm for the supplement programs, particularly noting the valuable community input for shaping arts education initiatives.

8. Business and Legal

- A. Doug Claflin, Assistant Superintendent of Business Services, shared information pertaining to the identification of the impact that projected future development will have on the school facilities of the Etiwanda School District and the adoption of the Fee Justification Report for Residential and Commercial/Industrial Development. After Mr. Claflin's presentation, President McAllaster opened the Public Hearing No. 1. In the absence of any comments, the public hearing was closed.

The Board then took action to adopt Resolution No. 2324-27 of the Board of Trustees of the Etiwanda School District concerning school facility fees on residential, commercial, and industrial development pursuant to Education Code Section 17620, as presented on a motion by Member Garcia, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.

- B. Laura Rowland, Assistant Superintendent of Personnel Services, shared the proposed tentative agreement with the Etiwanda Teachers Association for the 2023-24, 2024-25, and 2025-26 school years for unit members in the employment of the district on the date of Board ratification. President McAllaster then opened public Hearing No. 2.
- Michelle Carney, President of the Etiwanda Teachers Association, expressed her gratitude for the Board and Cabinet's support and praised their collective efforts.

After hearing no further public comment, the public hearing was closed.

The Board of Trustees then took action to approve the tentative agreement with the Etiwanda Teachers Association for the 2023-24, 2024-25, and 2025-26 school years for unit members in the employment of the district on the date of Board ratification on a motion by Member Gordon, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.

Article 1 - Agreement	Minor language revisions.
Article 2 - Recognition	District Nurses are newly represented. Notification to the Association when a new certificated position is created.
Article 3 - Definitions	No change to existing language.
Article 4 – Personnel Files	No change to existing language.
Article 5 – Association Rights	Minor language revisions.
Article 6 – Personal & Academic Freedom	Minor language revisions.
Article 7 – Grievance Procedures	Minor language revisions. Timeline for grievance procedures.
Article 8 – Professional Dues & Payroll Deductions	Minor language revisions.
Article 9 – Work Hours & Responsibilities	Two additional minimum days for middle school. One day is allocated for teacher use and one day for administration use. Increase from 3 to 4 days for Special Education teacher release time.
Article 10 – Absence & Leave	Employees can utilize 7 of 10 sick leave days for personal leave.
Article 11 – Class Size & Support	Itinerant RSP teachers will serve no more than two school sites. TK classes with 13-24 students will receive 1.5 hours of classroom support daily. Special Education clerical support MOU language added to the contract.
Article 12 – Assignment & Transfer	Minor language revisions.
Article 13 – Unit Member Evaluations	After ten years of every-other-year evaluations and two recent satisfactory evaluations, a permanent teacher will be evaluated every three years.
Article 14 – Unit Member Safety	Minor language revisions.

8. Business and Legal (continued)

Article 15 – Curriculum & Instruction	No change to existing language.
Article 16 – Employee Benefits	Effective 2024-25, increase the total benefit package from \$17,950 to \$19,920.
Article 17 - Salaries	Retroactive to July 1, 2023: 5% Salary schedule increase for 2023-24 school year. \$1,500 salary schedule increase for Speech-Language Pathologists. Increase Grade Level Chair stipend from \$750 to \$1,000. Intermediate General Education Inclusion Co-Teacher \$500 stipend for each inclusion grouping. New \$500 stipend for elementary teachers teaching a combination class. Increase Intermediate Level 1 stipend from \$1,400 to \$1,600. Increase Intermediate Level 2 stipend from \$850 to \$1,080.
Article 18 – Unit Member Travel	Minor language revisions.
Article 19 – Physical Examinations	No change to existing language.
Article 20 – Unit Member Work Calendar	Minor language revisions. Two teacher preparation days prior to the first day of the school year will be free from mandatory site or district activities.
Article 21 – Public Charges	Unit member's right to representation at disciplinary meetings. Association notification prior to a unit member being placed on administrative leave.
Article 22 - Resignation	No change to existing language.
Article 23 – Employee Mentoring & Progressive Discipline	New article replaces previous PARS article. Progressive discipline practices will be utilized for disciplinary situations.
Article 24 - Savings	No change to existing language.
Article 25 Reopener Negotiations	During the 2024-25 school year, the District and Association agree to open Article 16 and Article 17 for the 2025-26 school year, one additional article, and any current MOU. During the 2025-26 school year, the District and Association agree to open Article 16 and Article 17 for the 2026-27 school year, one additional article, and any current MOU. During the 2026-27 school year, the District and Association agree to open the full contract.

- C. After discussion, the Board of Trustees took action to approve a 5% salary increase on base pay for the 2023-2024 school year, retroactive to July 1, 2023, and an increase in the 2024-2025 fringe benefit allocation for eligible employees to \$19,920, for eligible unrepresented employees, non-contract certificated and classified management, classified employees, non-represented certificated employees, administrators, directors, principals, assistant principals, coordinators, and specialists, who are in the employment of the district at the time of Board approval on a motion by Member Gordon, seconded by Member Garcia, and carried by a unanimous vote with all members present voting yes.
- D. After discussion, the Board of Trustees took action to approve a 5% salary increase for the 2023-2024 school year for temporary short-term and substitute classified employees (excluding Office Assistants and Tutors) effective March 11, 2024, on a motion by Member Karsch, seconded by Member Gordon and carried by a unanimous vote with all members present voting yes.
- E. After discussion, the Board of Trustees took action to adopt the certificated, classified, short-term certificated, and short-term classified salary schedules effective July 1, 2023, on a motion by Member Gordon, seconded by Member Garcia, and carried by a unanimous vote with all members present voting yes.
- F. After discussion, the Board of Trustees took action to approve the budget adjustments relating to the proposed collective bargaining unit agreement and AB 1200 disclosure of settlement for 2023-24 on a motion by Member Jaramillo, seconded by Member Garcia, and carried by a unanimous vote with all members present voting yes.

8. Business and Legal (continued)

- G. After discussion, the Board of Trustees took action to approve the Memorandum of Understanding between the Etiwanda School District and the Etiwanda Teachers Association regarding the full-day Kindergarten program on a motion by Member Gordon, seconded by Member Karsch, and carried by a unanimous vote with all members present voting yes.

9. Superintendent

- A. After discussion, the Board of Trustees took action to elect Heather Allgood, Amanda Buchanan, Cindy Gardner, and Scott Wyatt, for the 2024 election of representatives to the California School Boards Association (CSBA) Delegate Assembly Ballot sub-region 16-B on a motion by Member Gordon, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.
- B. Superintendent Sprague thanked Summit Intermediate for the board room decorations and shared highlights from recent site visits. She invited the Board to the Battle of the Books event, emphasizing need for volunteers, provided details for the upcoming Grumpy Monkey author event, and announced various upcoming events within the district.

10. Consent Calendar

The Board of Trustees approved the Consent Calendar as presented on a motion by Member Karsch, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.

- A. Approval of the personnel report, which includes appointment, employment, contract renewal, assignment, committee on assignment, transfer, promotion, demotion, resignation, retirement, leave, out-of-class pay, termination, non-reelect, suspension, release of service, release of administrative assignment, and any other action affecting employment status.
- B. The Governing Board, acting as the legislative body for Community Facilities District (CFD) numbers 4, 5, 6, 7, 8, 9, 10, Rancho Etiwanda, Silver Ridge, Coyote Canyon, Henderson Creek, Victoria Gardens & Day Creek Square, ratifies the CFD expenditures for the period February 1 – 29, 2024, per the CFD Payment Log.
- C. Ratification of the Accounts Payable Warrant Register Reports. These are various routine warrants that have been requested to pay for purchase orders and various expenditures. The Board is requested to ratify batches dated January 1 - 31, 2024.
- D. Ratification of the Budget Financial Reports for the period January 1 – 31, 2024.
- E. Approval of the declaration that miscellaneous items of district property are less than \$2,500 in value per item, are obsolete and unusable, and will be sold as surplus property, donated to eligible nonprofit organizations, or disposed.
- F. Acknowledgement by the Governing Board of the Etiwanda School District of the receipt of letters of fingerprint certification from outside contractors verifying clearance of their employees.
- G. Approval of the following donations:

Donated by:	Donation of:	Donated to:
The Blackbaud Giving Fund – Edison Int.	Cash	C.P. Lightfoot ES
The Blackbaud Giving Fund – Edison Int.	Cash	Day Creek IS
Jeanette Prestage-Layman	Non-Cash	West Heritage ES

- H. Approval/Ratification for Contracted Services between Etiwanda School District and the following outside Contractors:

	Consultant/ Contractor/Presenter	Contract Number	Type of Service	Location of Service
1	Prismatic Magic LLC	CC022924R-01	Summer camp	Child Care
2	KDM Education Services, LLC	CC022924A-02	Summer camp	Child Care
3	In-N-Out Burger	CC022924R-03	Summer camp	Child Care
4	El Tio Alex	CC022924R-05	Summer camp	Child Care
5	Edward Riley, DeeJay ER	CC022924R-06	Summer camp	Child Care

10. Consent Calendar (continued)

6	Codecampus LLC	CC022924A-07	Summer camp	Child Care
7	Carl's Jr.	CC022924R-08	Summer camp	Child Care
8	Desserts and More	CC022924R-09	Summer camp	Child Care
9	Imagination Machine	DWL022924R-01	Assembly	D.W. Long ES
10	The MediaTrician, LLC	GRP022924R-01	AAPEAC event	Grapeland ES
11	Mad Science of West Orange County	GRP022924R-02	Science enrichment	Grapeland ES
12	Prismatic Magic LLC	HIS022924R-01	Assembly	Heritage IS
13	Fontana Soccer Referee Academy	JJ022924R-01	Soccer intramural games	Etiwanda School District
14	Kagan Professional Development	JJ022924R-02	Professional development	Heritage IS
15	Miller Construction	ML022924A-01	Construction management HVAC replacement	Day Creek IS
16	Fantasy Event Rentals	CC022924R-04	Summer camp	Child Care

- I. Approval/Ratification of Proposal and Field Contract services under \$60,000 between Etiwanda School District and the following Contractors:

	Consultant/ Contractor	Contract Number	Type of Service	Location of Service
1	Construction Electric, Inc.	ML022924A-02	Under cabinet lights	Etiwanda Operations Center
2	Brown Friendly Island Concrete	SA022924R-01	Install concrete drain box	Heritage IS

- J. Approval of Amendments/Change Orders/Extension:

	Vendor / Project	Amendment/ Change Order Number/ Extension	Original Contract Date or Dollar Amount	New Contract Date or Dollar Amount
1	All City Management Services, Inc.	RC022924A-01 Amendment #1	\$58,112.64	\$65,881.17
2	Lawnscapes Systems, Inc.	RC022924A-02	\$13,949.82	\$25,587.82
3	Communicaid, Inc.	DCIS022924A-01	\$1,350.00	\$2,100.00

- K. Consideration to accept the following agreements/contracts between Etiwanda School District and the following contractors using piggyback bid documentation, bid extension, State of California Multiple Award Schedule (CMAS), and/or NASPO Master Agreement:

	Vendor	Contract Number	Piggyback Bid/ CMAS/NASPO	Location of Service
1	Dell Marketing L.P.	NR022924A-01	NASPO ValuePoint Master Agreement Number 23026 / Participating addendum number 7-23-70-55-01 February 1, 2024 – June 30, 2025	Etiwanda School District

- L. Approval of the 2023-2024 Comprehensive School Safety Plan (CSSP) for Golden and Terra Vista Elementary schools.

10. Consent Calendar (continued)

- M. Approval of Addendum to add Maxim Healthcare Staffing consultants (John Chacon, Christina Moore, Dean Pederson, Briseyda Ramirez, and Andy Valenzuela) for the period of January 26, 2024, through May 23, 2024. Agreement terms and rates will remain the same.
- N. Approval of the special education Extended School Year (ESY) proposal for summer 2024.
- O. Approval of the Induction Letter of Assurance for the Etiwanda School District Induction Program.

11. Public Comment on Non-Agenda Items

Pursuant to Board Policy 9324, Board Minutes and Recordings: "The minutes shall reflect the names of those individuals who comment during the meeting's public comment period as well as the topics they address."

- A. Comments on non-agenda items:
 - Mr. Peter Atwood commented regarding allegations of retaliation.
 - President McAllaster asked Superintendent Sprague to look into Mr. Atwood's concerns.

12. Board / Staff Comments or Suggested Items for Discussion at Upcoming Meetings

- Member Karsch shared insights at Etiwanda Intermediate's career day and mentioned attending the Etiwanda High School festival of bands that welcomes our 8th-grade bands.
- Member McAllaster attended Etiwanda Intermediate's career day.
- Member Gordon expressed regret for missing this year's Battle of the Books and conveyed gratitude to the Superintendent for accessibility, impartiality, and steadfast support of staff.

13. Closed Session

The Board of Trustees adjourned to Closed Session at 8:53 p.m. to discuss items A. - B.

- A. Conference with labor negotiator (Government Code 54957.6) for the 2023-2024 school year.
District Negotiator: Laura Rowland, Assistant Superintendent of Personnel Services
Bargaining Unit: Etiwanda Teachers Association
- B. Conference with Legal Counsel – Existing Litigation
(Government Code 54956.9(d)(1)).
Case Number: 03-2024

14. Reconvene to Open Session

The Board of Trustees reconvened to Open Session at 9:33 p.m.

- A. In Closed Session, the Board of Trustees took action to approve the settlement agreement for case #03-2024 with the Etiwanda School District, on a motion by Member Karsch, seconded by Member Jaramillo, and carried by a unanimous vote with all members present voting yes.

15. Adjournment

The meeting was adjourned at 9:34 p.m. on a motion by Member Jaramillo, seconded by Member Gordon, and carried by a unanimous vote with all members present voting yes.


Respectfully Submitted
Adopted