 <p>San Dieguito UNION HIGH SCHOOL DISTRICT <i>Engaged, Inspired, Prepared</i></p>	<p>BOARD OF TRUSTEES REGULAR BOARD MEETING</p>	<p>Board of Trustees Michael Allman Julie Bronstein Melisse Mossy Maureen "Mo" Muir Katrina Young</p> <p>Superintendent Dr. Cheryl James-Ward</p>
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**TUESDAY, JANUARY 11, 2022
3:00 PM**

**Public participation will be remote and
live-stream will be available @ www.sduhsd.net.**

This meeting will be held in accordance with the San Dieguito Board of Trustees Resolution Authorizing Teleconference Meetings Pursuant to Assembly Bill 361 (Government Code Section 54953). The meeting will be live-streamed and video recorded. The public live-stream link will be posted online at www.sduhsd.net prior to the start of the meeting. Members of the Board of Trustees may participate virtually/telephonically.

Members of the public who wish to address the Board of Trustees during public comment may do so by submitting a request using this online form available [here](#). This form will open at 2:50 p.m. on January 11, 2022. Public comment will be limited to two (2) minutes per speaker and a total of 20 minutes per public comment period. Public comment will be taken in the order that members of the public complete the online form.

In accordance with the Brown Act, no discussion or action may be taken by the board of Trustees unless an item has been placed on the published agenda. The Board may 1) acknowledge receipt of the information or, 2) refer the matter to staff for further study, or 3) refer the matter to a future agenda.

Additional information and supporting documents that may be provided to the Board of Trustees prior to the start of the meeting, if provided, will be posted on the website at www.sduhsd.net.

AGENDA

1. CALL TO ORDER
 - a. WELCOME
 - b. PLEDGE OF ALLEGIANCE
2. APPROVAL OF AGENDA
3. CLOSED SESSION – *public comment, if any*
 - a. CONFERENCE WITH LABOR NEGOTIATORS (GOV'T CODE SECTION 54957.6)
 - i. EMPLOYEE ORGANIZATIONS: SAN DIEGUITO FACULTY ASSOCIATION / CALIFORNIA SCHOOL EMPLOYEE ASSOCIATION
 - ii. AGENCY DESIGNATED REPRESENTATIVES: SUPERINTENDENT, DEPUTY SUPERINTENDENT, AND ASSOCIATE SUPERINTENDENTS (3)
 - b. CONFERENCE WITH LEGAL COUNSEL-ANTICIPATED LITIGATION (GOV'T CODE SECTION 54956.9(d)(2))
 - i. Significant exposure to litigation pursuant to paragraph (2) of subdivision (d) of Section 54956.9: Two (2) potential case.
 - c. CONFERENCE WITH REAL PROPERTY NEGOTIATORS (GOV'T CODE SECTION 54954.5)
 - i. To confer with real property negotiator:

Property: 1221 Encinitas Blvd., Encinitas, CA 92024

Agency Negotiator: Tina Douglas, Associate Superintendent, Business and/or

Dr. Cheryl James-Ward, Superintendent
Negotiating parties: Boys and Girls Clubs of San Dieguito (Griset Branch)
Under negotiation: Instructions pertaining to real property or price and terms of payment

4. RECONVENE TO OPEN SESSION – 5:00 PM
 - a. REPORT OUT OF CLOSED SESSION
5. REPORTS
 - a. BOARD PRESIDENT (MOMENT OF SILENCE FOR JOYCE DALESSANDRO)
 - b. SUPERINTENDENT REPORT
 - i. PRECAUTIONARY MEASURES
6. RECOGNITION
 - a. RECOGNITION OF STAFF WORKING OVER THE WINTER BREAK (TINA DOUGLAS, TINA PETERSON, TIFFANY HAZELWOOD, DIANE HERRERA, BRYAN MARCUS, OLGA WEST, HIGH SCHOOL AND MIDDLE SCHOOL ADMINISTRATIVE TEAMS, AND CLASSIFIED STAFF)
7. PUBLIC COMMENT- NON-AGENDA ITEMS
8. PUBLIC COMMENT-AGENDA ITEMS
9. PUBLIC HEARINGS– *PUBLIC COMMENT, IF ANY*
 - a. PUBLIC HEARING / PROPOSAL FROM THE SAN DIEGUITO FACULTY ASSOCIATION TO THE SAN DIEGUITO UNION HIGH SCHOOL DISTRICT TO OPEN NEGOTIATIONS FOR THE 2021-2022 SCHOOL YEAR
 - b. PUBLIC HEARING / PROPOSAL FROM THE SAN DIEGUITO UNION HIGH SCHOOL DISTRICT TO OPEN NEGOTIATIONS WITH THE SAN DIEGUITO FACULTY ASSOCIATION FOR THE 2021-2022 SCHOOL YEAR
10. PRESENTATIONS
 - a. CVRA REDISTRICTING/REBALANCING
 - b. COVID UPDATES
11. DISCUSSION / ACTION ITEMS
 - a. CONSIDERATION OF ADOPTION OF PROPOSED CVRA REDISTRICTING/REBALANCING PROCESS AND TIMELINES
 - b. CONSIDERATION OF SAN DIEGUITO UNION HIGH SCHOOL DISTRICT RESOLUTION ON IN-PERSON EDUCATION
 - c. CONSIDERATION OF ADOPTION OF A RESOLUTION TO CONTINUE TELECONFERENCE MEETINGS FOR ANOTHER 30 DAYS PURSUANT TO ASSEMBLY BILL 361 (GOVT. CODE SECTION 54953)
 - d. CONSIDERATION OF APPROVAL OF PROPOSED ADMINISTRATIVE SUBSTITUTE PAY
 - e. CONSIDERATION OF APPROVAL OF SHORT-TERM ADMINISTRATIVE POSITIONS/JAN-MAY 2022
 - f. CONSIDERATION OF APPROVAL OF INCREASE OF CERTIFICATED SUBSTITUTE TEACHER COMPENSATION
 - g. CONSIDERATION OF APPROVAL OF ADDITIONAL SUPPORT PERSONNEL TO SUPPORT WITH COVID-19 PROTOCOLS, TRACING AND SAFETY
 - h. CONSIDERATION OF ADOPTION OF RESOLUTION DECLARING FEBRUARY 2022 “NATIONAL CAREER TECHNICAL EDUCATION (CTE) MONTH”

12. FUTURE AGENDA ITEMS

13. ADJOURNMENT

The next regular Board Meeting is scheduled on [Thursday, January 20, 2022 at 3:00 pm](#) to be held at the SDUHSD District Office Board Room 101, subject to public health orders. The District Office is located at 710 Encinitas Blvd., Encinitas, CA, 92024.



BOARD MEETING PROTOCOL

Board of Trustees

Michael Allman
Melisse Mossy
Maureen "Mo" Muir
Katrina Young

Superintendent

Dr. Cheryl James-Ward

The members of the San Dieguito Union High School District Board of Trustees are locally elected officials, serve four-year terms of office, and are responsible for the schools' educational programs, in grades seven through twelve. The Board is a policy-making body whose actions are guided by the District's vision, mission, and goals. Administration of the District is delegated to a professional administrative staff led by the Superintendent. Board Members are required to conduct the programs of the schools in accordance with the Constitution of the State of California, the California Education Code, and other laws relating to schools enacted by the Legislature, in addition to policies and procedures adopted by the Board of Trustees.

PUBLIC COMMENTS *(Please see public comment process noted above.)*

Members of the public are entitled to comment on items listed on the agenda or within the Board's jurisdiction. Members of the public are entitled to comment only once during any public comment period and may not have someone speak or read on their behalf unless otherwise allowed by statute. Although the Board President may seek additional information, participation in debate on any item before the Board shall be limited to the Board and staff.

PUBLIC INSPECTION OF DOCUMENTS

In compliance with Government Code 54957.5, agenda-related documents that have been distributed to the Board less than 72 hours prior to the Board Meeting will be available for review on the district website, www.sduhsd.net and/or at the district office.

CONSENT CALENDAR

All matters listed under Consent are those on which the Board has previously deliberated or which can be classified as routine items of business. Members of the public are entitled to comment on items on the consent agenda. Trustees may ask for additional information regarding items on the consent agenda. Items on the consent agenda will be voted on in one motion unless a member of the board, staff or public requests that the item be removed and voted on separately, in which case the Board President will determine when it will be called and considered for action.

CLOSED SESSION

The Board may meet in Closed Session for purposes authorized by law as set forth in Board Bylaw 9321, "Closed Session Purposes and Agendas."

CELL PHONES / ELECTRONIC DEVICES

As a courtesy to all meeting attendees, please set cell phones and electronic devices to silent mode and engage in conversations outside the meeting room.

In compliance with the Americans with Disabilities Act if you need special assistance, disability-related modifications, or accommodations, including auxiliary aids or services, in order to participate in the public meetings of the District's Governing Board, please contact the [Office of the Superintendent](#). Notification 72 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accommodation and accessibility to this meeting. Upon request the District shall also make available this agenda and all other public records associated with the meeting in appropriate alternative formats for persons with a disability.

Canyon Crest Academy • Carmel Valley MS • Diegueño MS • Earl Warren MS • La Costa Canyon HS
Oak Crest MS • Pacific Trails MS • San Dieguito HS Academy • Sunset HS • Torrey Pines HS

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 23, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward
Superintendent

SUBJECT: PUBLIC HEARING / PROPOSAL FROM THE
SAN DIEGUITO FACULTY ASSOCIATION TO
THE SAN DIEGUITO UNION HIGH SCHOOL
DISTRICT TO OPEN NEGOTIATIONS FOR
THE 2021-2022 SCHOOL YEAR

EXECUTIVE SUMMARY

Section 3547 of the Educational Employment Relations Act (EERA) requires school districts in California to give public notice of all bargaining proposals to make these available for public viewing. This process is referred to as “sunshining”, and gives the public the opportunity to express their views at a board meeting prior to the Board’s adoption of any formal proposal submitted for negotiations.

RECOMMENDATION:

It is recommended that the Board open a public hearing pursuant to Government Code Section 3547, regarding the proposal from the San Dieguito Faculty Association to the San Dieguito Union High School District to open negotiations for the 2021-2022 school year.

Attachment: San Dieguito Faculty Association Initial Proposal for the 2021-2022 School Year.

**Initial Proposal
From
The San Dieguito Faculty Association
to
The San Dieguito Union High School District**

Article 1.03 Recognition

The Faculty Association has an interest in updating language relating to classification titles.

Article 3.01 Safety Conditions of Employment

The Faculty Association has an interest updating and revising safety conditions for SDFA bargaining unit members.

Article 4.01 Leave Policies

The Faculty Association has an interest in updating language and conditions regarding leave policies.

Article 5.01 Transfer Policies

The Faculty Association has an interest in updating language relating to the transfer language for bargaining unit members.

Article 6.01 Staffing Formula/Allocation

The Faculty Association has an interest in updating language relating to staffing formulas and allocations.

Article 6.02 Master Schedule Development

The Faculty Association has an interest in updating the process for master schedule development.

Article 8.01 Grievance Procedures

The Faculty Association has an interest in looking at updating the language in grievance procedures.

Article 9.01 Wages

The Faculty Association has an interest in updating total compensation within a mutually agreed fiscally responsible framework.

Article 16.01 Department Organization

The Faculty Association has an interest in updating language relating to department organization.

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 23, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward
Superintendent

SUBJECT: PUBLIC HEARING / PROPOSAL FROM THE
SAN DIEGUITO UNION HIGH SCHOOL
DISTRICT TO OPEN NEGOTIATIONS WITH
THE SAN DIEGUITO FACULTY ASSOCIATION
FOR THE 2021-2022 SCHOOL YEAR

EXECUTIVE SUMMARY

The District is entering into negotiations with the San Dieguito Faculty Association regarding the successor agreement of the Certificated Unit Collective Bargaining Agreement. The agreement expired June 30, 2021.

Section 3547 of the Educational Employment Relations Act (EERA) requires school districts in California to give public notice of all bargaining proposals to make these available for public viewing. This process is referred to as “sunshining,” and gives the public the opportunity to express their views at a board meeting prior to the Board’s adoption of any formal proposal submitted for negotiations.

The San Dieguito Union High School District is submitting its “sunshine” for public hearing and notice. Please see attached document.

The District reserves the right to reopen additional articles during the parties’ reopener collective bargaining negotiations.

RECOMMENDATION:

It is recommended that the Board take public comment pursuant to Government Code Section 3547, and adopt the proposal from the San Dieguito Union High School District to sunshine the attached articles for negotiations with the San Dieguito Faculty Association (SDFA) for the 2021-2022 school year.

Attachment: Initial Proposal from the San Dieguito Union High School District to the San Dieguito Faculty Association

INITIAL PROPOSAL
FROM
SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
TO
SAN DIEGUITO FACULTY ASSOCIATION

January 11, 2022

The San Dieguito Union High School District is submitting its “sunshine” language for those initial articles it has an interest in addressing during its successor collective bargaining negotiations with the San Dieguito Faculty Association.

Article 2.01 – Working Hours

The District has an interest in addressing working hours for SDFa bargaining unit employees.

Article 4.01: Leave of Absence

The District has an interest in updating and revising the leave of absence article to incorporate changes to state and federal law, including the FMLA/CFRA and pregnancy disability leave, as well as to address sabbatical leave, personal leave, etc.

Article 5.01: Transfers

The District has an interest in updating language relating to the transfer process for bargaining unit employees.

Article 6.01: Staffing Formula/Allocation

The District has an interest in updating language relating to staffing formulas and allocations.

Article 6.02: Master Schedule Development

The District has an interest in the process and methodology for master schedule development.

Article 7.01: Evaluations

The District has an interest in updating the process for evaluating bargaining unit employees as well as addressing summer school and extra/co-curricular evaluations.

Article 8.01: Grievance Procedure

The District has an interest in updating the timelines for the grievance procedure.

Article 9.01: Salary

The District has an interest in discussing total compensation within the context of it being fiscally responsible.

Article 10.01: Fringe Benefits

The District has an interest in continuing to provide a benefit level that is fiscally sound within a total compensation framework.

Article 11.01: Retirement

The District has an interest in addressing language relating to the provision of medical benefits for retirees.

Article 15.01: Professional Dues or Fees

The District has an interest in updating the language relating to professional dues for bargaining unit employees.

Article 16.01: Department Organization

The District has an interest in updating language relating to department organization structures.

Article 17.01: Site Based Pilot Programs

The District has an interest in updating language relating to the creation of site based pilot programs.

Article 20.01: Teacher Intern Program

The District has an interest in updating language relating to the teacher intern program.

Article 22.01: Terms of Agreement and Recognition

The District has an interest in addressing the length of the parties' successor collective bargaining agreement.

The District reserves the right to reopen additional articles during the parties' reopener collective bargaining negotiations.



Fagen Friedman & Fulfroost LLP

2020 Census and Redistricting



Jonathan Salt, F3 Law
January 11, 2022

What is the California Voting Rights Act (“CVRA”)?

- Took effect January 1, 2003
- Prohibits the use of “at-large” elections when such an election system:

“impairs the ability of a protected class to elect candidates of its choice or its ability to influence the outcome of an election....”

(Elections Code §14027.)



What is a “By-Trustee Area” Election System?

- *Only safe harbor from a CVRA claim*
- School district is divided into trustee areas
- A governing board member is elected from each trustee area
- Board members are elected **by only the registered voters in the particular trustee area** where the governing board member resides



Map Creation Considerations

■ Federal Requirements

- *Equal Population*
 - As equal as practical based on data and criteria from most recent Census Total Population
 - Within 10% variance between largest/smallest area
- *Minority Voting Rights*
 - No Discriminatory Purpose; No Vote Dilution
- *Equal Protection*
 - Race must not be a predominant factor

■ State Requirements

- Topography
- Geography
- Cohesiveness, Contiguity, Integrity, & Compactness of territory
- Community of Interest



Election Transition History

- On September 27, 2017, Board of Education passed Resolution to do the following:
 - Initiate transition to by-trustee area election system
 - Stating intent of Board to file a General Waiver Request from CDE/SBE from the “election requirement”
- Pre-Map Public Hearings:
 - October 12, 2017
 - October 19, 2017
- Map Public Hearings and Community Meetings:
 - November 16, 2017
 - November 28, 2017
 - December 14, 2017
 - November 13, 2017
 - November 14, 2017



Election Transition History

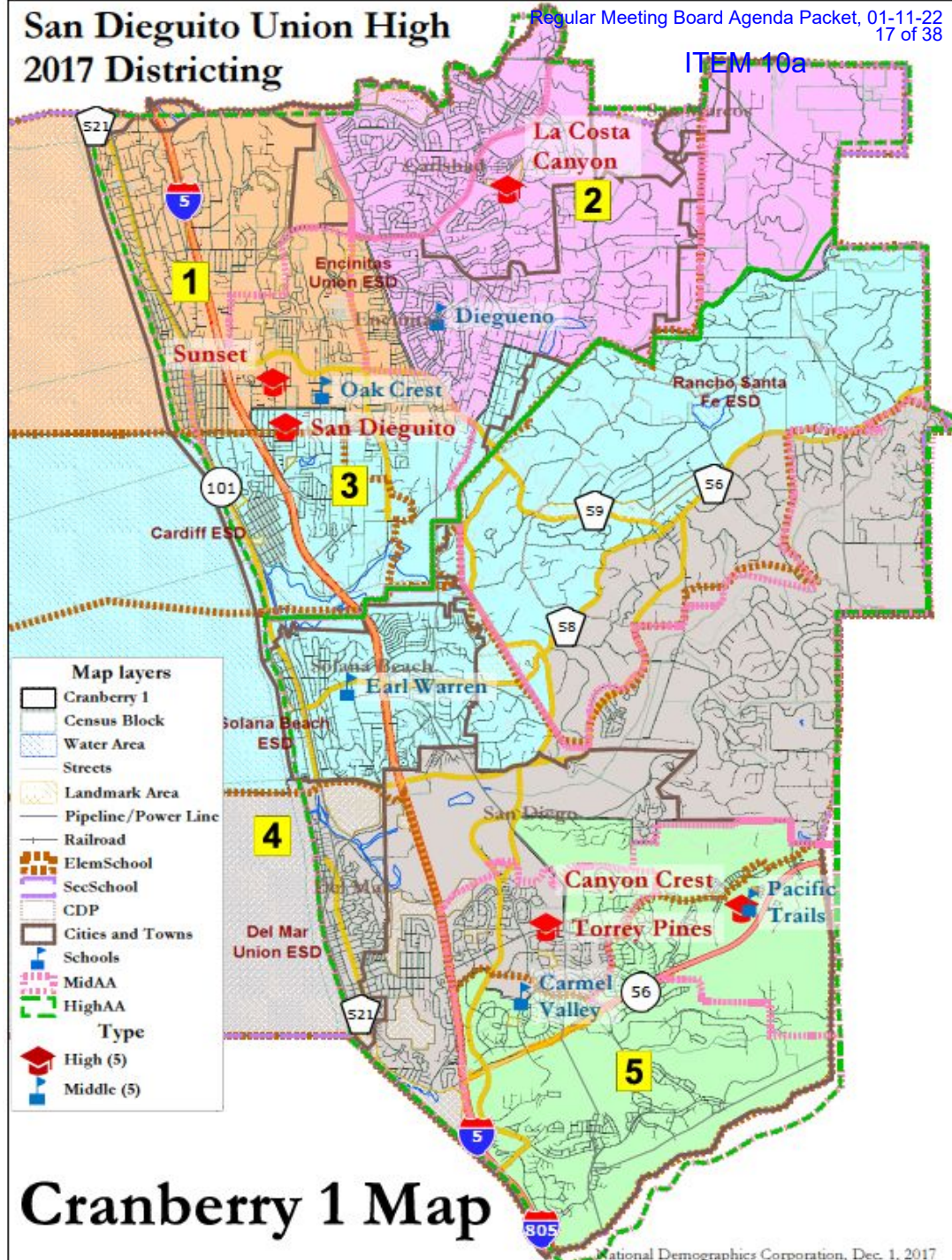
- December 14, 2017:
 - Board approval of current Map
- Spring 2018:
 - County Committee on School District Organization approves District's transition
- November 2018:
 - District use of current Map in Governing Board elections



San Dieguito Union High 2017 Districting

ITEM 10a

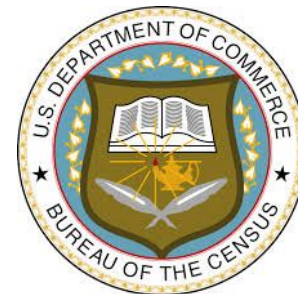
Current Trustee Area Map



Cranberry 1 Map

Impact of Census

- Once transition made to by-trustee area election system, then following each federal census:
 - Governing board must approve adjustment of trustee area boundaries to make sure each the population in each trustee area is as nearly as equal as practical, among other things.
 - By 3/1/22



(Education Code section 5019.5(a).)





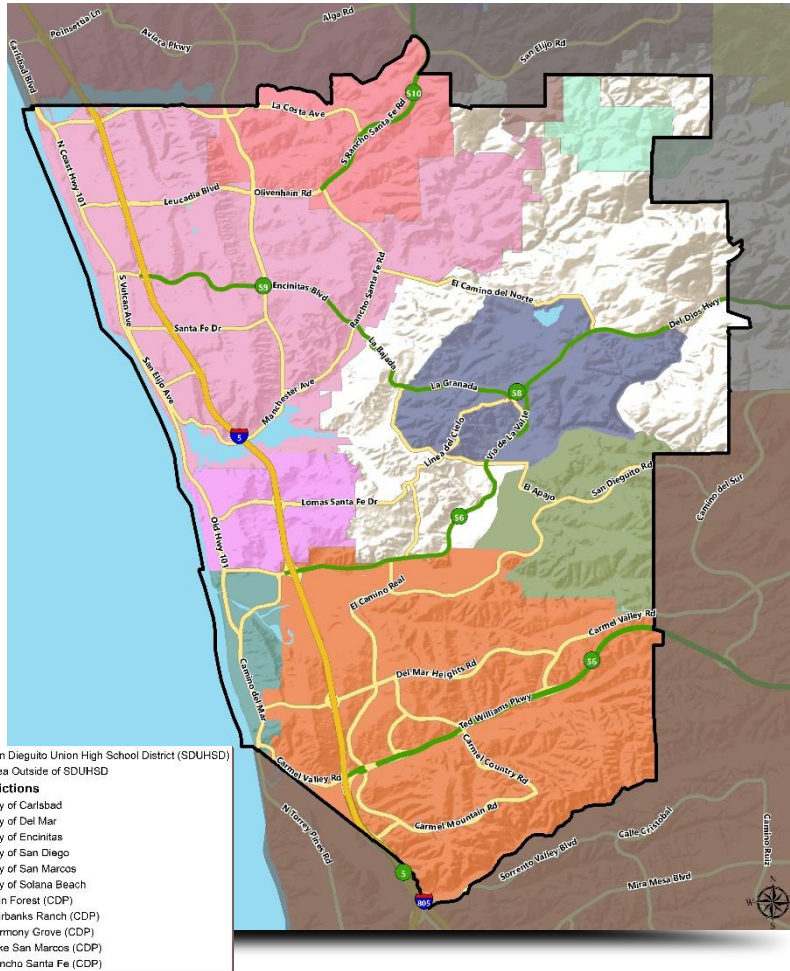
► DISTRICT DEMOGRAPHICS
2020 CENSUS DATA

- Validated redistricting data was finalized by the California Department of Finance on September 27, 2021.
- This data showed substantial changes in the area served by San Dieguito Union High School District (“SDUHSD”) from 2010 to 2020, including:
 - Overall population growth of 17,530 (10.6%)
 - Total Variance of 27.9% based on 2020 Census (*Out of Compliance*)

Trustee Area	2010 Census		2020 Census		Change	
	Total	Variance	Total	Variance	Population	Percent
Trustee Area 1	32,920	-0.9%	34,548	-5.9%	1,628	4.9%
Trustee Area 2	33,240	0.1%	35,773	-2.6%	2,533	7.6%
Trustee Area 3	33,193	-0.1%	34,321	-6.5%	1,128	3.4%
Trustee Area 4	33,386	0.5%	34,382	-6.4%	996	3.0%
Trustee Area 5	33,330	0.3%	44,575	21.4%	11,245	33.7%
Total Population	166,069	1.4%	183,599	27.9%	17,530	10.6%

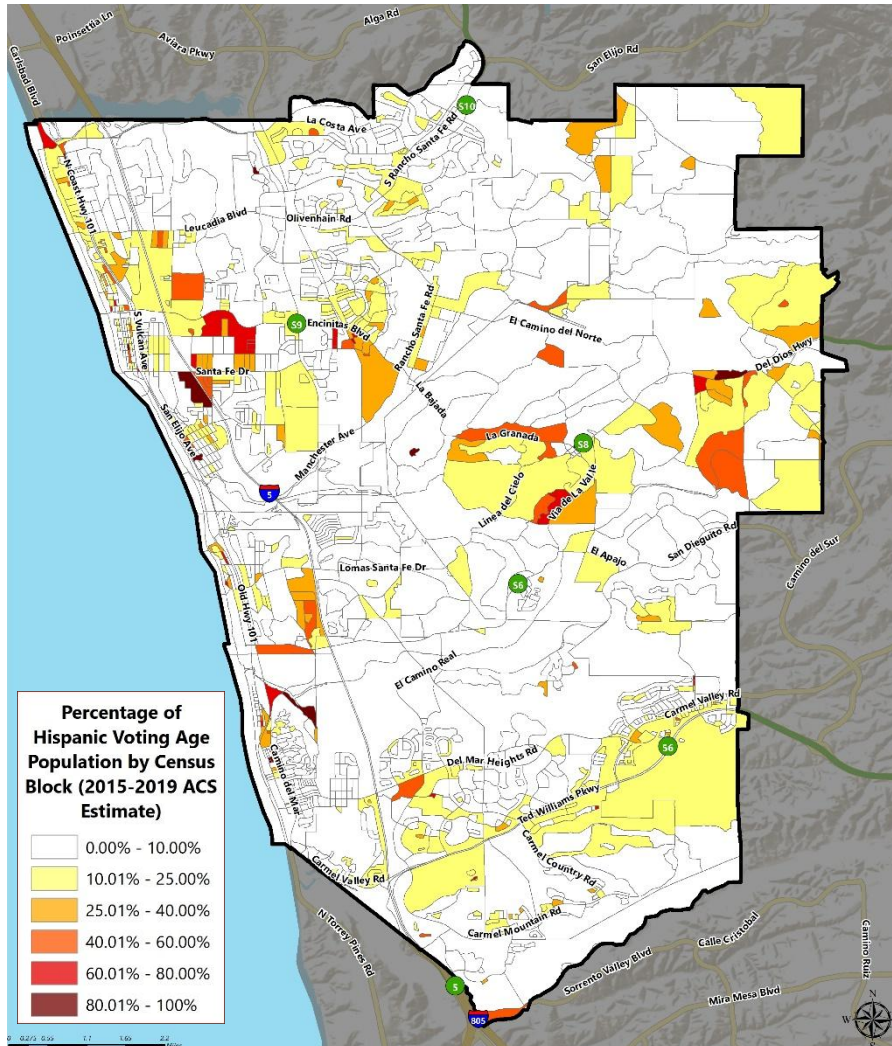
► DISTRICT DEMOGRAPHICS

2020 CENSUS DATA



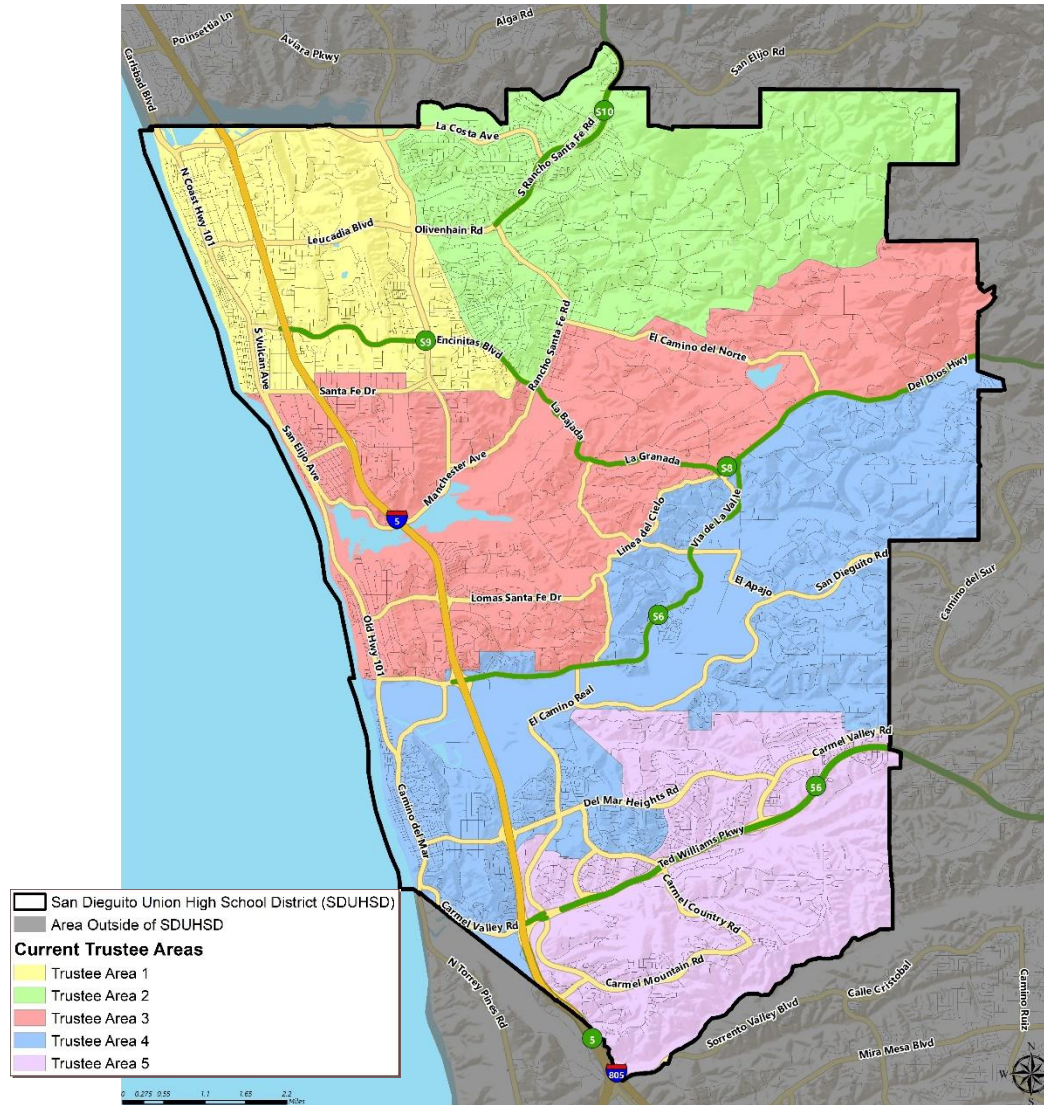
Population	Total Population		Age 18 and over	
	Total	%	Total	%
Hispanic/Latino	20,937	11.4%	14,904	10.4%
White	123,436	67.2%	100,533	70.3%
Black / African American	1,323	0.7%	1,034	0.7%
American Indian /Alaska Native	255	0.1%	206	0.1%
Asian	25,811	14.1%	19,360	13.5%
Native Hawaiian/ Pacific Islander	180	0.1%	138	0.1%
Other	1,120	0.6%	816	0.6%
Two or More Races	10,537	5.7%	6,105	4.3%
Total	183,599	100%	143,096	100%

► DISTRICT DEMOGRAPHICS
CITIZEN VOTING AGE POPULATION ESTIMATES



Population	2015-2019 CVAP	
	Total	%
Hispanic/Latino	11,220	8.8%
White	99,029	78.1%
Black / African American	1,144	0.9%
American Indian / Alaska Native	331	0.3%
Asian	12,551	9.9%
Native Hawaiian/ Pacific Islander	113	0.1%
Two or More Races	2,442	1.9%
Total	126,830	100%

► CURRENT TRUSTEE AREAS



ITEM 10a

► CURRENT TRUSTEE AREAS

Census 2020 Total Population:		183,599		Ideal Trustee Area Size:		36,720		Total Variance:		27.9%	
TRUSTEE AREA	Trustee Area 1		Trustee Area 2		Trustee Area 3		Trustee Area 4		Trustee Area 5		
TP* vs. CVAP**	TP	CVAP	TP	CVAP	TP	CVAP	TP	CVAP	TP	CVAP	
Population	34,549	26,779	35,773	25,739	34,320	26,421	34,380	22,869	44,577	25,022	
Population Variance	-5.9%	N/A	-2.6%	N/A	-6.5%	N/A	-6.4%	N/A	21.4%	N/A	
Hispanic/Latino	15.8%	10.9%	10.7%	8.3%	13.9%	9.7%	8.2%	6.9%	9.1%	8.1%	
White	72.9%	82.0%	75.2%	83.1%	75.7%	84.0%	68.1%	78.4%	49.3%	62.3%	
Black/African American	0.5%	0.6%	0.7%	0.8%	0.5%	1.0%	0.7%	1.6%	1.1%	0.7%	
American Indian/Alaska Native	0.2%	0.2%	0.1%	0.3%	0.2%	0.1%	0.1%	0.0%	0.1%	0.7%	
Asian	4.3%	4.7%	6.3%	5.4%	4.1%	3.9%	16.7%	10.6%	33.4%	25.9%	
Native Hawaiian/Other Pacific Islander	0.1%	0.1%	0.1%	0.3%	0.1%	0.0%	0.1%	0.0%	0.1%	0.0%	
Other	0.6%	N/A	0.6%	N/A	0.7%	N/A	0.8%	N/A	0.5%	N/A	
Two or More Races	5.6%	1.5%	6.3%	1.9%	4.8%	1.4%	5.4%	2.6%	6.4%	2.4%	

*Total Population: Source: Redistricting Database for California, Published by Statewide Database on September 20, 2021

**Citizen Voting Age Population (CVAP); Source: American Community Survey, 2015–2019 Data

***May not sum exactly due to rounding.



QUESTIONS



San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: January 7, 2022

BOARD MEETING DATE: January 11, 2022

PREPARED BY: SDUHSD Redistricting Committee
Trustees Bronstein, Allman, Superintendent
Ward, and Associate Superintendent Douglas

SUBMITTED BY: Dr. Cheryl James-Ward, Superintendent

SUBJECT: CVRA REBALANCING BY-TRUSTEE
AREA PROCESS AND TIMELINE

EXECUTIVE SUMMARY

School districts with trustee area systems are required to review and, if necessary, adjust their trustee area map by March 1, 2022 to ensure population balance. If the map still has population balance, the Board may adopt a resolution to resubmit its current Trustee Area map to the County for use until the 2030 Census is released. If the population is no longer balanced, and the Board fails to adjust the boundaries after the Census data is released but before March 1, 2022, the county Committee on School District Organization is required to do so by April 30, 2022. In such cases where the County Committee must conduct this review and make changes on the District's behalf, the District is required to "reimburse all reasonable costs incurred by a county committee in adjusting the boundaries." (Education Code section 5019.5(b).)

After review of the current trustee areas, and based on the most recent census data, the District's demographer has determined that the Trustee Area map is no longer balanced based on population and adjustments must be made under California Education Code 5019.5. Accordingly, the Superintendent has created a committee to prepare the process to create new trustee areas.

RECOMMENDATION:

It is recommended that the Board review the information as shown in the attached and take action on the proposed process and timeline.

FISCAL IMPACT:

Not Applicable.

FUNDING SOURCE:

No Applicable.

**SDUHSD Trustee Area Map Adjustment
Process and Timeline
January 2022**

General Process to Adjust Trustee Area Maps

1. The Board agrees on a process for the public to submit alternative maps for consideration.
2. The Demographer ensures submitted maps are compliant with the law.
3. The Board takes public input and chooses three alternative final maps.
4. The Demographer ensures that the final three choices are fully compliant with the law.
5. The Board takes public input on the final choices and decides on a single final map.

Timeline

<u>Date</u>	<u>Description</u>
January 11	Regular Board Meeting to agree on process and timeline.
January 17	Website and system launched to allow for public input and submission of alternative maps for Board consideration.
January 20	Regular Board Meeting. Review and revise the process as appropriate.*
February 4	Submission deadline for alternative map submissions.
February 8	Special Board Meeting to select final three Trustee Area Map alternatives.*
February TBD	Final Trustee Area Maps reviewed by Legal Counsel/Demographer to ensure compliance with the law.
February 17	Regular Board Meeting to adopt Final Trustee Area Map.*

*Members of the public will be provided an opportunity for public input on map adjustment.

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: January 3, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Mo Muir, President SDUHSD Board

SUBMITTED BY: Dr. Cheryl James-Ward, Superintendent

SUBJECT: SDUHSD RESOLUTION ON IN-PERSON
EDUCATION

EXECUTIVE SUMMARY

The US Surgeon General issued an advisory on COVID-19's impact on youth's mental health, calling it a "crisis." The US Education Secretary's comments on schools remaining open, "They've suffered enough," and "Keeping students in school is critical for them, for our communities, for our parents," leads San Dieguito Union High School District to this resolution to ensure our students' social-emotional wellbeing.

INFORMATION:

It is recommended that the Board discuss and adopt the Resolution On In-Person Education.

**San Dieguito Union High School District Resolution
On In-Person Education
January 11, 2022**

Whereas, the California Constitution provides a fundamental right to a free and in-person public school education for all children to the greatest extent practicable; and,

Whereas, the SDUHSD recognizes the value to children of an in-person education as well as the substantial costs to children of reducing the number of in-person education days; and,

Whereas, the Omicron variant of the coronavirus is both significantly more transmissible and significantly less dangerous than other coronavirus variants, thereby reducing the value of virus mitigation strategies, including preventing asymptomatic students from attending school; and,

Whereas, the State of California, recognizing the value of keeping schools open for in-person learning, is providing free at-home COVID testing kits to all students and is recommending but not requiring that students test for COVID before returning to school;

Now, Therefore Be It Resolved, that the SDUHSD intends to take all appropriate actions to ensure that its schools remain open for in-person education for all students while being in compliance with all legally binding laws and regulations.

PASSED AND ADOPTED this

AYES:

NOES:

ABSTAIN:

ABSENT:

Maureen "Mo" Muir
Board President
San Dieguito Union High School

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 17, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED & SUBMITTED BY: Dr. Cheryl James-Ward, Superintendent

SUBJECT: CONSIDERATION OF RESOLUTION AUTHORIZING TELECONFERENCE MEETINGS OF THE SAN DIEGUITO UNION HIGH SCHOOL DISTRICT BOARD OF TRUSTEES PURSUANT TO ASSEMBLY BILL 361 GOVERNMENT CODE SECTION 54953

EXECUTIVE SUMMARY

On September 16, 2021 the Governor Signed Assembly Bill 361, which amended Government Code Section 54953 of the Brown Act, to authorize local legislative bodies to utilize teleconferencing to conduct board meetings without complying with certain provisions of the Brown Act set forth in Government Code section 54953(b)(3).

On December 14, 2021 the Board of Trustees approved a Resolution Re-Authorizing Teleconference Meetings of the Board of Trustees of the San Dieguito Union High School District pursuant to Assembly Bill 361 (Government Code 56953). Per Assembly Bill 361 a resolution re-authorizing teleconference meetings for an additional 30 days is being proposed for the Board's consideration.

RECOMMENDATION:

It is recommended that the Board consider the resolution authorizing teleconference meetings of the San Dieguito Union High School District Board of Trustees pursuant to Assembly Bill 361 Government Code section 54953.

FUNDING SOURCE:

N/A

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

**RESOLUTION CONTINUING TO AUTHORIZE TELECONFERENCE MEETINGS
OF THE SAN DIEGUITO UNION HIGH SCHOOL DISTRICT BOARD OF TRUSTEES
PURSUANT TO ASSEMBLY BILL 361 (GOVERNMENT CODE SECTION 54953)
January 11, 2022**

WHEREAS, on September 30, 2021, the Board of Trustees approved a Resolution Authorizing Teleconference Meetings of the Board of Trustees of the San Dieguito Union High School District Pursuant to Assembly Bill 361 (Government Code Section 54953);

WHEREAS, the Board is required, at least every 30 days, to make certain findings by majority vote to continue conducting its meetings pursuant to Assembly Bill 361 (Government Code Section 54953);

WHEREAS, the March 4, 2020 gubernatorial proclaimed State of Emergency due to COVID-19 remains in place;

WHEREAS, in an effort to reduce the spread of COVID-19 and protect members of the public, the Board of Trustees desires to continue to implement the provisions of Assembly Bill 361 (Government Code Section 54953) to allow for the use of teleconference (virtual) meetings as authorized under the law.

NOW, THEREFORE, BE IT RESOLVED:

The Board has reconsidered the circumstances of the State of Emergency and has determined the following:

1. As a result of the State of Emergency that exists in California due to the COVID-19 pandemic, holding meetings in person would present imminent risks to the health or safety of attendees of the District's Board meetings.
2. All meetings conducted by the Board during the operative time period of this Resolution shall be conducted via teleconference (virtual and remote) and shall be conducted in compliance with the requirements set forth in Government Code section 54953(e).
3. The Superintendent is hereby authorized and directed to take all actions necessary to carry out the intent and purpose of this Resolution, including ensuring that all meetings of the Board are conducted in compliance with Government Code section 54953(e) and other applicable provisions of the Brown Act. All meetings shall be conducted in a manner that protects the statutory and constitutional rights of the parties and the public appearing before the Board.
4. This Resolution shall be effective January 11, 2022, and shall remain in effect for thirty (30) days. The Board may extend the time period of this Resolution upon

ITEM 11c

reconsideration of the circumstances of the State of Emergency as required by Government Code section 54953(e)(3).

PASSED AND ADOPTED this 11th day of January, 2022, by the Board of Trustees of the San Dieguito Union High School District of San Diego County, California, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT

President, Board of Trustees

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 23, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward
Superintendent

SUBJECT: ADMINISTRATIVE SUBSTITUTE PAY RATE

EXECUTIVE SUMMARY

The District would like to establish a substitute rate for administrators. The substitute pay rate will be \$500 for daily administrative substitutes and \$600 per day for long-term administrative substitutes.

BACKGROUND INFORMATION

Administrators may need coverage on a daily basis due to professional development or training days. Long term coverage may be needed for administrators who are using their allocated leave time for medical, parental, and other designated leaves. We want to ensure that we have support for students, staff, and schools during any absence.

RECOMMENDATION:

It is recommended that the Board approve the administrative substitute rate to \$500 daily and \$600 per day for long term assignments.

FUNDING SOURCE:

General Fund

FUNDING IMPLICATIONS:

Less than \$100,000 per year

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 23, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward
Superintendent

SUBJECT: SHORT-TERM ADMINISTRATIVE POSITIONS
/ JANUARY THROUGH MAY 2022

EXECUTIVE SUMMARY

The District would like to hire three short-term administrative positions for the period of January 18, 2022 through May 31, 2022.

BACKGROUND INFORMATION

We have seen unprecedented demands on the administrators since returning to in-person teaching and learning. These administrative positions will support the administrative workload due to increased behaviors, required supervision, and provide coaching and support for our site administrators.

RECOMMENDATION:

It is recommended that the Board approve hiring three short-term administrative positions effective January 18, 2022 through May 31, 2022.

FUNDING SOURCE:

ESSER III Learning Loss

FUNDING IMPLICATIONS:

Approximately \$175,000

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: January 5, 2022

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West, Ed. D.
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward, Ed. D.
Superintendent

SUBJECT: APPROVAL OF INCREASE IN CERTIFICATED
SUBSTITUTE TEACHER COMPENSATION

EXECUTIVE SUMMARY

There is a Statewide shortage of substitute teachers and is accentuated with the surge in COVID-19 cases due to the omicron variant. To ensure that we can continue to staff our classrooms during this COVID surge, it is recommended that we increase our substitute teacher rate. This increased compensation rate would make working in SDUHSD highly desirable and provide a highly competitive rate for certificated substitutes working in the north county school districts.

BACKGROUND INFORMATION

To be competitive, it is being recommended that we have a temporary daily rate of substitute pay of \$200 for the daily rate and \$225 for the long term rate. This rate would remain in effect through June 30, 2022. Any certificated employee who is using sick leave differential pay during this period of time would have the original substitute rate deducted from their paycheck, not the \$200 or \$225 rate of pay.

RECOMMENDATION:

It is recommended that the Board approve the increase in certificated substitute teacher pay to \$200 for the daily rate and \$225 for the long term rate effective immediately through June 30, 2022.

FUNDING SOURCE:

ITEM 11f

General Fund

FUNDING IMPLICATIONS

The increased costs would be approximately \$100,000 for the second semester of the 2021-2022 school year.

Attachments: None

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: January 3, 2022

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Dr. Olga West
Associate Superintendent, Human Resources

SUBMITTED BY: Dr. Cheryl James-Ward
Superintendent

SUBJECT: **ADDITIONAL SUPPORT PERSONNEL TO
SUPPORT WITH COVID-19 PROTOCOLS,
TRACKING, TRACING AND SAFETY
MEASURES**

EXECUTIVE SUMMARY

Due to the increase in COVID-19 cases at the national, state and county level, the strain that this is putting on personnel at both the school and district levels for contact tracing, adherence to county and state guidelines, and the effective day to day responsibilities of both, there is a need for additional temporary personnel.

RECOMMENDATION:

Action Item: Hire three additional at will/temporary support personnel to assist with COVID-19 protocols, contact tracking and tracing, and safety measures at the site and district levels.

FUNDING SOURCE:

Esser III/American Relief Funds

San Dieguito Union High School District

INFORMATION REGARDING BOARD AGENDA ITEM

TO: BOARD OF TRUSTEES

DATE OF REPORT: December 22, 2021

BOARD MEETING DATE: January 11, 2022

PREPARED BY: Manuel Zapata, Director of Accountability and Special Programs
Bryan Marcus, Associate Superintendent, Educational Services

SUBMITTED BY: Dr. Cheryl James-Ward, Superintendent

SUBJECT: **ADOPTION OF RESOLUTION DECLARING FEBRUARY, 2022, "CAREER AND TECHNICAL EDUCATION MONTH"**

EXECUTIVE SUMMARY

Career and Technical Education, or CTE, complements the traditional school curriculum by offering students opportunities to explore career options while they are still completing their high school education. CTE covers a wide variety of fields, including arts media and entertainment, health care, information and communications technologies, advanced manufacturing, hospitality & tourism, business management, and transportation. CTE encompasses many different types of education, from classroom learning to certification programs, to work-based learning opportunities outside the classroom.

Career and Technical Education Month is a public awareness campaign hosted by the Association for Career and Technical Education (ACTE) that takes place each February to celebrate the value of Career and Technical Education (CTE) and the achievements and accomplishments of CTE and programs across the country.

RECOMMENDATION:

It is recommended that the Board adopt the resolution declaring February, 2022, as "Career and Technical Education Month", as shown in the attached supplement.

FUNDING SOURCE:

Not applicable.

CAREER TECHNICAL EDUCATION MONTH

Mission: To prepare our resourceful, creative, and technically sound students to be competitive in the global market.

Vision: Career & Technical Education is district-wide program that facilitates students in making a successful transition from secondary education to college and career. The vision is to incorporate 21st century skills that prepare students to succeed in post-secondary education, the workplace, and community life, keeping America internationally competitive.



Resolution of the San Dieguito Union High School District Board of Trustees Proclaiming February, 2022 as Career and Technical Education Month

WHEREAS: February 1-28, 2022, has been designated “Career and Technical Education Month” by the Association for Career and Technical Education; and

WHEREAS: career and technical education offers students the opportunity to gain the academic, technical and employability skills necessary for true career readiness

WHEREAS: career and technical education programs at SDUHSD provides students the opportunity to participate in authentic, meaningful experiences that improve the quality of their education and increase their engagement and achievement; and

WHEREAS: career and technical education programs at SDUHSD provides students with career exploration opportunities earlier in their educational experience, which enables them to make informed and beneficial decisions about their academic coursework and pursue established programs of study and career pathways; and

WHEREAS: leaders from business and industry nationwide report increasing challenges related to addressing the skills gap and connecting qualified professionals with available careers in critical and growing CTE-related fields, including healthcare, energy, advanced manufacturing and information technology; and

WHEREAS: career and technical education prepares students for these and other fulfilling careers by offering integrated programs of study that link secondary and postsecondary education and lead to the attainment of industry-recognized credentials; and

WHEREAS: ensuring that employers have access to a qualified workforce is a crucial step in ensuring productivity among the business and industry communities as well as continued American economic growth and global competitiveness.

NOW THEREFORE, BE IT RESOLVED that the San Dieguito Union High School District proclaims February, “Career Technical Education Month.”

PASSED AND ADOPTED this 11th day of January, 2022, at the regular meeting of the Board of Trustees of the San Dieguito Union High School District.

– SDUHSD Board President