

**SANTEE SCHOOL DISTRICT  
REGULAR MEETING  
OF THE BOARD OF EDUCATION**

November 19, 2019  
**MINUTES**

Douglas E. Giles  
Educational Resource Center  
9619 Cuyamaca Street  
Santee, California

**A. OPENING PROCEDURES**

**1. Call to Order and Welcome**

President Fox called the meeting to order at 7:15 p.m.

Members present:

Ken Fox, President  
Dustin Burns, Vice President  
Barbara Ryan, Clerk  
Dianne El-Hajj, Member  
Elana Levens-Craig, Member

Administration present:

Dr. Kristin Baranski, Superintendent and Secretary to the Board  
Karl Christensen, Assistant Superintendent, Business Services  
Tim Larson, Assistant Superintendent, Human Resources/Pupil Services  
Dr. Stephanie Pierce, Assistant Superintendent, Educational Services  
Lisa Arreola, Executive Assistant and Recording Secretary

**2. District Mission**

President Fox invited the audience to recite the District Mission.

**3. Pledge of Allegiance**

President Fox invited Boy Scout Troop #384, to lead the members, staff, and audience in the Pledge of Allegiance.

**4. Approval of Agenda**

President Fox presented the agenda for approval. Member Burns moved approval.

<i>Motion:</i>	<u>Burns</u>	<i>Fox</i>	<u>Aye</u>	<i>Levens-Craig</i>	<u>Aye</u>
<i>Second:</i>	<u>Levens-Craig</u>	<i>Burns</i>	<u>Aye</u>	<i>El-Hajj</i>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<i>Ryan</i>	<u>Aye</u>		

**B. REPORTS AND PRESENTATIONS**

**1. Superintendent's Report**

- 1.1. Developer Fees and Collection Report
- 1.2. Use of Facilities Report
- 1.3. Enrollment Report
- 1.4. Schedule of Upcoming Events

**2. Presentation of the Board of Education's Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and Santee Teachers Association (STA)**

Tim Larson, Assistant Superintendent of Human Resources/Pupil Services, presented the Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and Santee Teachers Association (STA). He shared it was the District's intention to modify Article XV, Salary Provisions; and Article XVI, Employee Benefits.

3. **Presentation of Santee Teachers Association's (STA) Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and STA**

Tim Larson, Assistant Superintendent of Human Resources/Pupil Services, presented the Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee Teachers Association (STA) and Santee School District. He shared it was the Santee Teachers Association's intention to modify Article XV, Salary Provisions; and Article XVI, Employee Benefits.

C. **PUBLIC HEARINGS**

1. **Public Hearing for Santee School District Board of Education's Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and Santee Teachers Association (STA)**

President Fox opened the public hearing on the Santee School District Board of Education's Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and Santee Teachers Association (STA). There were no comments. The public hearing was closed.

2. **Public Hearing for Santee Teachers Association's (STA) Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and STA**

President Fox opened the public hearing on the Santee Teachers Association's (STA) Initial Proposal to Modify Articles of the Collective Bargaining Agreement between Santee School District and STA. There were no comments. The public hearing was closed.

D. **PUBLIC COMMUNICATION**

President Fox invited members of the audience to address the Board about any item not on the agenda.

Robynn Bennett, 3<sup>rd</sup> grade teacher from Carlton Hills, shared this was her thirty-first year teaching; and twenty-sixth with Santee School District. Ms. Bennett mentioned being present to stress some concerns. She explained feeling betrayed, undervalued, and insignificant as a teacher. Ms. Bennett shared being a veteran teacher and constantly giving back to her school community and 110% to her students. She explained feeling, for the past few years, that it has become very adversarial between the District and teachers; especially when it came to salary and benefit negotiations. Ms. Bennett shared the battle was very one-sided, with little movement from the District. She explained being one of the teachers who is suffering with trying to cover her family; and paying an exorbitant amount to cover her spouse. Ms. Bennett shared she felt it was unfair for someone who chose a career that would be about helping and giving; and not feeling valued as a professional educator. She noted that later in the meeting, the Board would be having a discussion on a raise for administration. Ms. Bennett explained that she was not present to say it is not deserved. But, felt like it was a slap in the face when teachers have fought so hard to get so little. She mentioned that if the district was going to practice as "me-too," it should apply both ways; and those step increases and raises should also apply to teachers. Ms. Bennett shared she was not saying administration did not deserve it, but did question what administration has done over and above what teachers do to merit steps and increased salaries. Ms. Bennett noted the District's budget reserve was over 20% and questioned when such a high reserve would be a misuse of public funds. She mentioned the Santee community expects the District to use funds to benefit students and not to sit hoarded in a bank. Ms. Bennett shared the District needs to think about the message it sends with the use of public education funds; and noted that where you put your money, shows what is really important to you.

**E. CONSENT ITEMS**

President Fox invited comments from the public on any item listed under Consent. There were no public comments.

**Superintendent**

- 1.1. Approval of Minutes
- 1.2. Approval to Cancel the December 3, 2019 Regularly Scheduled Meeting of the Board of Education
- 1.3. Establish Date and Time of the Board of Education Annual Organizational Meeting
- 1.4. Approval to Omit the January 7, 2020 Board of Education Meeting from the 2020 Board Meeting Calendar
- 1.5. Approval of PBK-REDI Proposal for Recommendations and Prioritization for Security Camera Placement
- 2.1. Approval/Ratification of Travel Requests
- 2.2. Approval/Ratification of Expenditure Warrants
- 2.3. Approval/Ratification of Purchase Orders
- 2.4. Approval/Ratification of Revolving Cash Report
- 2.5. Acceptance of Donations, Grants, and Bequests
- 2.6. Approval/Ratification of General Services Agreements
- 2.7. Approval/Ratification of Agreements for Mileage Reimbursement In Lieu of District Transportation
- 2.8. Authorization to Sell/Dispose of Surplus Items
- 2.9. Acceptance of Annual and Five-Year Developer Fee Report
- 2.10. Authorization to Purchase Three New Copy Machines to Replace Obsolete Ones for the Publications Department
- 2.11. Acceptance of GASB 75 July 2019 Actuarial Valuation Update
- 2.12. Approval of Ninyo & Moore for Geotechnical, Special Inspection, and Materials Testing Services for the Chet F. Harritt Building Project
- 2.13. Approval of Hendrix, California School Construction Services for DSA Inspector of Record Services for Capital Improvement Program Projects
- 2.14. Actual Costs of Issuance for Series 2018A General Obligation Bonds Sale
- 3.1. Approval of Contract for Guided Language Acquisition Design (GLAD) Training
- 3.2. Approval of Nonpublic School Master Contract with ACES Academy for Nonpublic School Services
- 4.1. Personnel, Regular
- 4.2. Adoption of Resolution No. 1920-10 to Eliminate a Vacant Classified Non-Management Position
- 4.3. Adoption of Resolution No. 1920-11 to Eliminate a Classified Non-Management Position
- 4.4. Approval to Increase Work Hours for Identified Classified Non-Management Position

<i>Motion:</i>	<u>Ryan</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<i>Second:</i>	<u>Burns</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**F. DISCUSSION AND/OR ACTION ITEMS**

**Superintendent**

- 1.1. Approval of Management and Confidential Employee Salary Increase  
Superintendent Baranski explained that at the November 5 Board of Education meeting, classified employees received a 1.00% salary increase retroactive to July 1, 2018. She shared that upon speaking to Tory Long, President of the Santee Administrators Association, management employees has requested the increase be applied to salary. Superintendent Baranski recommended that Management and Confidential employees receive the same 1.00% salary increase retroactive to July 1, 2018.

Member Burns asked to clarify it was the same increase classified employees had previously received. Superintendent Baranski confirmed it was the same increase as classified. Member El-Hajj moved approval.

<b>Motion:</b>	<u>El-Hajj</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<b>Second:</b>	<u>Levens-Craig</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<b>Vote:</b>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**1.2. Approval of Management/Confidential Employee Salary Schedules with Anniversary Increments 2019-2020**

Superintendent Baranski shared the District's management salary schedules (classified management, confidential, and certificated management), are comprised of five steps. She explained conducting a comparison with other Districts and noting their schedules included longevity and/or anniversary increments. Superintendent Baranski shared the Santee Teachers Association (SAA) and the Classified School Employees Association (CSEA) currently have these anniversary increments in place.

She explained that to honor managers who serve the school district community for 10 or more years, administration recommends adding anniversary increments to the current salary schedules for all management groups; with the exception of the Superintendent and the three Assistant Superintendents. If approved, the recommended structure of the three additional anniversary increments includes the following: 2% increase (sixth step) applied to Step 5 for those managers serving in Santee School District 10 - 14 years; 4% increase (seventh step) applied to Step 5 for those serving in Santee School District 15 – 19 years; and 6% increase (eighth step) applied to Step 5 for those managers serving in Santee School District 20+ years.

Member El-Hajj shared the prior speaker had noted the teacher anniversary increments did not go that high. Tim Larson, Assistant Superintendent of Human Resources/Pupil Services, shared the teacher salary schedule included anniversary increments at 18, 21, 24, 27 and 30 years. Member El-Hajj clarified management increments would not go past 20 years.

Member Levens-Craig clarified that these current positions do not progress after five years; only with negotiated salary increments.

Member Burns explained he would not be supporting the item. He shared valuing all Association employee groups and noted each being important to the well-being and educational process of students. He shared there should be a process of negotiating for management. Member Burns noted disagreeing with Ms. Bennet's comment about administration not working as hard as other employees because he knew administration went above and beyond every day. He explained that if other associations would come forward with this request, it would have to be through negotiations. Member Burns shared requiring more information before making a decision; and explained being unaware as to how the anniversary increments were added to the other salary schedule for consistency purposes. Member Ryan agreed with Member Burns' appreciation of all association groups and his concerns. Member El-Hajj moved for approval, but motion failed due to lack of second.

**Business Services**

**2.1. Color Schemes for Capital Improvement Program Projects**

Karl Christensen, Assistant Superintendent of Business Services, shared that at the October 1<sup>st</sup> Board meeting, the issue of colors for the new planned buildings was discussed and it was decided this would be brought back to the Board for discussion prior to finalizing color schemes. He explained the Architect met with the Principals from Chet F. Harritt, PRIDE Academy, and Sycamore Canyon schools and had collectively decided on the colors. Debra Vaughn-Cleff and Rebecca Ibarra, from StudioWC, held a discussion on colors. Upon discussion, the Board came to a consensus on colors.

**2.2. Lease-Leaseback Preliminary Guaranteed Maximum Price for Chet F. Harritt Building Project**

Karl Christensen, Assistant Superintendent of Business Services, shared the District's Lease-Leaseback team of Balfour Beatty, StudioWC, and Christina Becker, Director of Facilities, Planning, & Construction, have been working diligently to obtain estimated construction costs for the Chet F. Harritt building within budget. He explained the Preliminary Guaranteed Maximum Price (PGMP) is within budget but included contingencies against unforeseen circumstances. Mr. Christensen explained approving the PGMP would allow Balfour Beatty to start procuring materials that have a long lead time and may also allow for start of some site work before finalizing the GMP with subcontractor bids in March. Before the Board considered action, Mr. Christensen provided the Board with an update on the issue of the Learning Resource Center doors, that exit out into the schools' parking lots, at Chet F. Harritt and PRIDE Academy The Board had expressed some concern about the possibility of students running out those doors into dangerous conditions.

<i>Motion:</i>	<u>Burns</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<i>Second:</i>	<u>Ryan</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**2.3. Award of Contract to Global Modular Inc. for Bid 1920-077-102, Removal/Demolition of Modular Classroom Buildings at Chet F. Harritt School**

Karl Christensen, Assistant Superintendent of Business Services, shared that in order to construct the new building at Chet F. Harritt, it is necessary to remove or demolish the four (4) junior high portables, two (2) Project SAFE portables, and the Fleet and Family portable. He explained the District put this out for bid and received bids from five (5) vendors. Mr. Christensen shared administration is recommending awarding the bid to Global Modular with the lowest bid of \$26,900 including both alternates.

<i>Motion:</i>	<u>El-Hajj</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<i>Second:</i>	<u>Levens-Craig</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**Human Resource/Pupil Services**

**3.1. Approval of Agreement with Swing Education for Substitute Teachers and Related Professionals ("SwingSubs")**

Tim Larson, Assistant Superintendent of Human Resources/Pupil Services, explained this agreement allows authorized school users to post requests for substitute teachers and related professionals ("SwingSubs") on the Swing Education website platform, track and manage those requests, and view information about the SwingSubs. Member Ryan moved approval.

<i>Motion:</i>	<u>Ryan</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<i>Second:</i>	<u>El-Hajj</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**F. BOARD POLICIES AND BYLAWS**

President Fox noted the following second reading. With one motion, Member Burns moved approved of items F.1.2., 1.3., and 1.4. President Fox noted the first readings and asked Board members to contact Administration if there were any questions and/or concerns.

**1.1. Second Reading: Revised Board Policy 3280, Sale, Lease, Rental of District-Owned Real Property**

**1.2. Second Reading: Revised Board Policy 6172, Gifted and Talented Student Program**

- 1.3. Second Reading: Revised Board Policy 1312.3, Uniform Complaint Procedures
- 1.4. First Reading: Revised Board Policy 3311, Bids
- 1.5. First Reading: New Board Policy 3311.1, Uniform Public Construction Cost Accounting Procedures
- 1.6. First Reading: Revised Board Policy 3312, Contracts

<i>Motion:</i>	<u>Levens-Craig</u>	<u>Fox</u>	<u>Aye</u>	<u>Levens-Craig</u>	<u>Aye</u>
<i>Second:</i>	<u>El-Hajj</u>	<u>Burns</u>	<u>Aye</u>	<u>El-Hajj</u>	<u>Aye</u>
<i>Vote:</i>	<u>5-0</u>	<u>Ryan</u>	<u>Aye</u>		

**G. EMPLOYEE ASSOCIATION COMMUNICATION**

Melanie Hirahara, STA President, explained that after “sun shining” the two articles (salary and benefits) earlier in the meeting, she was going to share a scenario (written in their own words) from two District teachers that are married to each other. Mrs. Hirahara noted the importance of negotiating benefits.

The tenured teachers explained that after extensive research and consulting with the District’s benefits and risk management specialist the only feasible insurance option for coverage for their two children was to go outside of the District and purchase insurance directly through Kaiser. They shared the most affordable District plan is the high-deductible Health Savings Account (HSA) from Kaiser. The teachers noted a yearly savings of approximately \$1,400 by ensuring directly through Kaiser. They shared the HSA plan had the highest co-payment of all plans and how unfortunate it was that they had to go outside of the District to meet their children’s healthcare needs at a more affordable rate. The teachers noted there were several other teachers that sought coverage outside the District because of the high cost of the District’s healthcare options.

Mrs. Hirahara shared this was just one example of why the Association felt it was necessary to negotiate healthcare benefits.

**H. BOARD COMMUNICATION AND ORGANIZATIONAL BUSINESS**

Superintendent Baranski inquired on follow-up from the Student Forum. Member Burns noted the District should begin a communication plan once the District moves forward with the installation of the cameras on the school campuses. He noted an interesting public perspective that there is always someone sitting in front of a monitor observing activity. The Board discussed the importance of student and parent input.

Superintendent Baranski shared that as of Friday, there were approximately 350 responses to the parent/school engagement survey; and it had increased to 593 after a reminder was sent.

Member Ryan expressed her apologies for arriving after the forum had started and shared it sounded like it was great and a lot of student input was received.

Member Levens-Craig shared Cajon Park staff wore t-shirts that noted items contained in a Thanksgiving dinner (i.e., gravy, pumpkin/pecan pie, turkey, stuffing, etc.); each t-shirt showed a picture of each items nutritional value. She shared how the gesture was great for staff and student morale. Member Levens-Craig noted it was great to hear from the students that teachers were proving them feedback on their test scores; and that the students openly discussed seeking advice from their school counselors.

**I. CLOSED SESSION**

President Fox announced that the Board would meet in closed session for:

- 1. Conference with Labor Negotiator (Gov’t. Code § 54956.8)  
*Purpose:* Negotiations  
*Agency Negotiators:* Tim Larson, Assistant Superintendent  
*Employee Organizations:* Santee Teachers Association (STA); and  
Classified School Employees Association (CSEA)

2. **Public Employee Performance Evaluation** (Gov't. Code § 54957)  
*Superintendent*

The Board entered closed session at 8:16 p.m.

J. **RECONVENE TO PUBLIC SESSION**

The Board reconvened to public session at 10:10 p.m., and reported no action was taken.

K. **ADJOURNMENT**

With no further business, the regular meeting of November 19, 2019 was adjourned at 10:11 p.m.

  
Barbara Ryan, Clerk

  
Dr. Kristin Baranski, Secretary