

B ard Briefs

HIGHLIGHTS FROM THE **DECEMBER 16, 2021**, BOARD OF EDUCATION MEETING

The Board Agenda for the December 16, 2021 Board of Education Meeting can be found here:
<https://powayusd.com/PUSD/media/Board-Images/BoardAgendas/2021/12-16-2021-Board-Agenda.pdf>

► Superintendent and Board Recognition

Superintendent Phelps and the Board recognized student and staff accomplishments at school sites and the District including:

- **Fran Hjalmarson**, Los Penasquitos Elementary School, and **Nicole Pablo**, Twin Peaks Middle School, have been named the 2021 San Diego County School Counselors of the Year.
- **Poway Unified School District** was named as the recipient of the Edu Jedi Innovator Award 2021 by the Learning Counsel at the 9th Annual Edu Jedi Leadership Society event.
- Superintendent Phelps officially presented the **CSBA Golden Bell Award** to the Board and thanked Board members for their support, as well as teachers, classified staff, administrators, families, and students for their contributions in creating a model program for inclusive practices to increase access to general education for students with disabilities.



► Excellence in Education series:

For their next Excellence in Education episode for the 2021-22 school year, the Studio 701 interns highlighted the **Youth in Transition** program helping students and their families experiencing homeless and housing instability. Youth in Transition works to remove barriers to student learning with financial and emotional support for qualifying families. Click on the link so see how the PUSD community has come together during the holidays and year-round:

WATCH => <https://youtu.be/afZDH0SNos8>





► **Board of Education Organizational Meeting**

The Board of Education held its annual organizational meeting to elect its officers. Superintendent Phelps thanked outgoing President Ginger Couvrette for her service and leadership. Additionally, representatives for various committees and liaisons were appointed. The new officers on the Board of Education are as follows:

President T.J. Zane

Vice President Dr. Darshana Patel

Clerk Michelle O'Connor-Ratcliff

► **Student Board Reports**

- **Poway High School** – Sophia Chittle says this year has been focused on school spirit; their first dance since 2019 was an outside “MORP”; Start with Hello week focused on inclusivity and student connection; ASB held multiple pep rallies to support fall sports; Titans were co-league champs for football; Girls Cross Country were Division II CIF Champs; Homecoming festivities celebrated Poway High’s 60th anniversary; Homecoming was at the Air and Space museum at Balboa Park; clubs meeting regularly following club rush and ASB ; Midsummer Night’s Dream was the Fall play and they’re now preparing for Grease the Musical; Canned Food Drive and Toys for Tots were a huge success; Winter Sports spirit week and rally this week as we head into break; Titan Ambassadors are visiting elementary campuses all over Poway
- **Rancho Bernardo High School** – Maddie Engblom says students are beyond excited to be back on campus and students have been craving the social aspects of high school; they have held many events, including dances, which have had the highest attendance in school history; the Bronco football team made semi-finals in CIF; their newly created hype team is leading the student section in school spirit; dance, choir, and orchestra concerts had great attendance, January 8th is upper classmen dance; also taking a serious approach to helping students with mental health; excited for future plans for beautification of campus
- **Mesa Verde Middle School** – Caleb Hardy says the Eagles’ theme this year is “rise together” which is focused on relationships and inclusion; ASB is working on creating a safe and welcoming environment for all students; they have been hosting lunchtime activities and spirit days; the favorite spirit day was a costume day around Halloween; PTSA hosted winter fun fest which was popular among students; the school has started a Principal’s Council for students to provide input/impact on how to improve school
- **Stone Ranch Elementary School** – Isabella Vargas wants to be a role model for other Trailblazers and loves her school and wants to give back. The Stone Ranch student council held a fundraiser for a nonprofit organization where every dollar raised, removes a pound of trash from the ocean; their next goal is planning an outdoor movie night or outdoor family dance to increase social opportunities; students are also hoping for a safe and socially distanced 5th grade promotion, and they are working hard on making that happen

► **Public Comments**

The Board heard comments regarding:

- Concern over ethnic studies curriculum
- Concern over state vaccine mandate
- Desire for in-person meetings open to the public
- Support for compensation increase for Board members

► **Master Bell Schedule for the 2022-23 school year:**

Known as the Pupil Attendance - School Start Time Mandate, the new slaw states that – beginning with school year 2022-23 – middle school instruction shall begin no earlier than 8:00 a.m., and high school instruction shall begin no earlier than 8:30 a.m. PUSD staff had presented four options, with two final options: Option #1 aka “A” and Option #4 aka “B.” The District surveyed staff when considering the two final options. 86% of staff preferred Option B; parent preferences expressed via Thoughtexchange for Option B was similarly high.

Staff recommended and the Board Approved Option #4 aka Option “B” for the 2022-2023 School Year Master Bell Schedule:

- 7:45am-2:00pm Elementary Schools
- 8:00am-2:45pm Middle Schools
- 8:40am-3:45pm High Schools

Important note: Director of Transportation Tim Purvis explained that several schools would be assigned a later start than listed above because of close proximity to other schools to mitigate traffic impacts, including:

- 9:00am-3:15pm Deer Canyon Elementary School
- 9:05am-3:10pm Design39Campus
- 9:00am-3:15pm Sunset Hills Elementary School
- 8:15am-3:00pm Twin Peaks Middle School

Additionally, at least six other elementary schools, yet to be named, will likely have 8:45am to 3:00pm schedules due to bus routing efficiencies.

► **The Consent Calendar was approved in its entirety. Items to note:**

- The Board approved the School Plan for Student Achievement (SPSA) for Elementary Schools
- Approval to Conduct Next Month’s Regular Board of Education Meeting Entirely Online, Via Virtual/Video Conferencing

► **Ratification of PFT Tentative Agreement and Revisions to Salary Schedule**

The Board approved a 4.0% ongoing salary increase effective July 1, 2021, on all PFT teacher salary schedules including Adult Ed, ROP, CTE, Preschool, and Speech Language Pathologist salary schedules. Additionally, the parties have agreed to maintain out-of-pocket expenses for health and welfare benefits for dependent coverage for plan year 2022.

► **Ratification of PSEA Unit I and II Tentative Agreements and Revisions to Salary Schedule**

The agreements include a 4.0% ongoing wage increase effective July 1, 2021. Additionally, any wages below minimum wage will increase from an hourly rate of \$14/hour to \$15/hour effective January 1, 2022.

-Health and Welfare Benefits

PUSD and PSEA have redesigned the Health and Welfare benefits effective Plan year 2023 – employee-only plans will be covered at 100% by the District, and employee plus 1 or family will be covered at 80% by the District and 20% by the employee

-Participating Cash to Warrant

Effective Plan year 2023, eligible employees currently receiving participating cash to warrant may elect to either a one-time buy-out or a four-year phased down

-Reclassification Review cycles

The District will commit to fund the Personnel Commission's recommended salary adjustments for the remaining Cycles 3 through 6 of the classification review process

► Approval of Increase in Compensation for APSM and all District Management

The Board approved a 4.0% increase in compensation for the Association of Poway School Managers (APSM), Associate Superintendents, and Superintendent salary schedules.

► Approval of Compensation Increase for the PUSD Board Members

The Board approved a 4.0% compensation increase for the Poway Unified School District (PUSD) Board of Education Members. (Compensation for Board Members has remained unchanged at \$750/month for 25 years)

► Discussion of Existing Vacancy on the Personnel Commission

The Personnel Commission has three members of which one member of the Commission is appointed by the Board, one member is appointed by the classified employee organization, and one vacant position, which is appointed by the other two Commissioners. The Board will recommend to the Board-appointed Commissioner their top three preferred candidates for the vacancy: David Andrews, Betty Sturgeon, and Tim Thomson based on qualifications and all three meeting procedural deadlines.

Per Education Code 45246, during the next regularly scheduled Personnel Commission meeting to be held after 30 days from the day the intended appointee is announced, the two Commissioners shall hold an open hearing to provide the public, employees and employee organizations the opportunity to express their views on the qualifications of each candidate recommended for the vacancy. The Personnel Commission's next regularly scheduled meeting is January 24, 2022, in which it will hold an open hearing to provide the public, employees and employee organizations with the opportunity to express their views on the qualifications of each candidate recommended for the vacancy.

► Approval for Agreement for Affiliation and use of Facilities between Palomar Community College District and PUSD

During the 2018-2019 and 2019-2020 school years, Board Members received updates on the collaboration between Palomar Community College District and Poway Unified School District for implementation of a Middle College High School. At that time, the plan was to open in the fall of 2020 at Palomar's Rancho Bernardo Center; however, the opening was delayed by the COVID-19 pandemic and subsequent cancellation of in-person classes at Palomar College. The agreement, which was approved tonight, establishes a pilot period for the Middle College High School partnership of three years, which outlines the roles of each partner, and defines the terms of the facilities use.

► First Interim Financial Report

The First Interim Report reflects the Board approved operating budget and actual revenues and expenditures as of October 31, 2021. In addition, the District's projected budget and multi-year projections were presented to the Board for approval.

View the report [here](#) on page 139.

► **Approval Educator Effectiveness Block Grant Expenditure Plan**

At the November 18, 2021, Board Meeting, the Educator Effectiveness Block Grant Expenditure Plan for Poway Unified School District was presented to the PUSD Board of Education as a first reading and was approved this evening. State funds have been appropriated for the Educator Effectiveness Block Grant. These one-time funds are being provided to county offices of education, school districts, charter schools, and state special schools for the purpose of providing professional learning for K-12 teachers, administrators, paraprofessionals, and classified staff to promote educator equity, quality, and effectiveness.

Poway Unified Plans include:

- Support Poway Professional Assistance Program (PPAP) and Intern program
- Continue to support professional learning in the areas of dyslexia and reading instruction
- Middle and high school language arts and social studies
- Continue math TOSAs coaching and lesson study to impact TK-12 math learning including targeting support for English learners
- Continue tech coaches support TK-12
- Continue support for social-emotional, trauma informed care, and positive behavior intervention and support
- Continue racial equity and inclusion professional learning and coaching
- Continue and expand inclusive practices and universal design for learning
- Continue and expand World language programs
- Provide professional development for universal transitional kindergarten staff

► **First Reading – Proposed Adoption of new high school course Honors Filipino 7-8**

► **First Reading – Approval of New Board Policy on Civility**

The policy addresses behavior that is disruptive, hinders the orderly conduct of District operations or programs, or creates an unsafe learning or working environment, as well as the prohibition of, and consequences for, behavior which is discriminatory, harassing, or intimidating, including sexual harassment, bullying, and/or hate violence.

► **Approval to conduct the regularly scheduled PUSD Board of Education Meeting on January 13, 2022, online via virtual/video conferencing pursuant to AB361**

The January 13th meeting will be held virtually due to ongoing health and safety risks to staff.

Next meeting:

Thursday, January 13	No July Board Meeting
Thursday, February 10	Thursday, August 11
Thursday, March 10	Thursday, September 8
Thursday, April 7	Thursday, October 13
Thursday, May 12	Thursday, November 10
Thursday, June 2	Thursday, December 15 – Organizational Meeting
Thursday, June 16 OR June 23	

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