

Special Meeting of the Governing Board (Thursday, January 27, 2022)

Members present

Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

1. OPENING FUNCTIONS

A. Call to Order

Meeting was called to order at 5:04

B. Roll Call and Establishment of a Quorum

A quorum was established

C. Announcement and Public Comment Regarding Items to be Discussed in Closed Session

Speakers (Summer Assistance Program):

Tamika Anderson - We need our summer assistance program.

Elsa Anthony - Please don't take away our Summer Assistance Program. We need it. Thank you for your consideration.

Kathy Chaisson - Please, we need our summer assistance program!

Denise Childress - Please don't take the summer program away, you have no idea how much it helps during summer. Thank you

Marcela Flores - My name is Marcela Flores, I work as Nutrition Site Lead at Lemon Grove Academy Elementary. I am surprised to know that in the next school year we will not have the Summer Assistance Program, I do not know where the decision to stop this assistance came from. I have been working in the school district for 14 years and this past year I have not received the appropriate support by administration in order for me to complete my job and now I am surprised to hear this news. I believe you did not take in account our opinion about this decision that directly affect us. This is why I have gone directly to you, as Board Members, to ask for your support for classified staff in the Lemon Grove School District. As I 10 month employees, we rely on that help to support us and our families during these difficult times. I appreciate your time for reading my email. Thank you.

Laura Garcia - Please reinstate the Summer Assistance Program. My family and I have benefitted from this program in the years that LGSD has made it available. It has greatly helped us get through the summer months. With current inflation rates affecting the cost of everything from gas to groceries, I am even more grateful that I will have the assistance provided by the summer assistance program this year. With the long term effects of the pandemic, many of us are still struggling to get back on our feet and can use any help we can get. Please do not do the employees and their families a disservice by discontinuing the Summer Assistance Program. Please reconsider your decision and bring the program back. This is an opportunity for you, the board members, to prove your dedication to this community and to make LGSD a place where we feel valued and heard. Thank you.

Tonya Harvell - For too long, classified school employees across California have endured a cruel cycle of financial hardship. When school is out for summer recess, many of us go without work and without income. How can we move forward when anything we save for our family's future is lost over the summer? We are barred from accessing state unemployment benefits because we aren't considered seasonal employees, we now have the safety net we deserve that was won through union power. The Classified School Employee Summer Assistance (CSEASAP) is a program that is part of the Governor's budget to support classified school employees who work fewer than 12 months per year. It provides matching funds for employees who voluntarily set aside funds during the school year. This is a dollar for dollar match. This is Free money for the classified employees. I know that the district has been participating in this program for the past few years. I also understand that there is talk that

classified employees choose not to take summer work opportunities due to this program. I disagree, people who participate in the program can work if they choose, it also allows employees to take the time off to spend time with families without being financially burdened. So many of our classified employees have school aged children and take jobs within the school district so that they have the same breaks as their school aged children. This gives the employee the freedom to not place their students in daycare, which comes at such a high cost. There have been plenty of summers in the past that the district only offered summer work for a small population of the classified staff. Many classified staff didn't qualify to work the SPED summer school. This is also a financial leg up for us, we receive a dollar for dollar match which is better than any investment we can make at any other financial institution. I am very saddened that our district and the school board would choose to remove this opportunity from the classified staff. Please consider adding this item to the board agenda in a future meeting and vote to continue to allow the Lemon Grove School District Classified staff this opportunity to benefit from the Classified School Employee Summer Assistance program.

Lelya Hulse - Please reinstate the Summer Assistance Program! I was very sad to hear that the SAP will end this year and would like to take this opportunity to appeal to you to reconsider the reinstatement of the program. As a full time classified employee, I do not get many opportunities to earn extra money unless it is done during the summer. Most of the time, extra work opportunities are only for part time employees and we are rarely given extra time. When I learned about the SAP, I thought it would be a great opportunity to save money for the summer when we do not get a check. Last year, I was able to take my family on a vacation thanks to this program. I don't understand why the District refuses to continue participating in the program. If I am understanding correctly, it does not cost the district any money, because the state-funded program matches our contributions, therefore, the district does not pay for this benefit. Please do not take this benefit away from us and reconsider reinstating the Summer Assistance Program.

Carleigh Jensen - I'm expressing the importance of having the summer assistance program. As it's the best option for providing financial support for classified employees, compared to alternatives such as extra work opportunities. We must continue the summer assistance program to show classified employees that they are NOT taken for granted and their time and efforts are appreciated.

Vicky Nunez - Hello, I heard about the Summer assistance program ending. We do need this Assistance Program. Please don't take this away from us, it's so much needed. During the time off, it's more relaxing to know we have a pay check coming. Instead of worrying about our budgets. It helps so many of us. We appreciate our jobs even more by this special assistance. Thank you.

Walter Oliwa - The summer assistance program is important to me as I am a 10 month classified employee of Lemon Grove School District, and it is difficult to secure employment over the summer break. The assistance program helps me get through not having a paycheck those two months. I am doing my part in signing up each year and saving each month, and the state does their part in matching my savings. Will the Lemon Grove School District keep doing their part?

Dan Ortiz - I wanted to echo some of the comments from the other members; we speak in support of it; this is a great benefit to our members. The classified staff are some of the lowest paid employees in the district. This is a great benefit from the state government that give some additional resources/money for our members. This is like a savings account with matching funds like a 401K type of situation. While there is a cost to the district the benefit that you get is about 10-12 times more. Plus it helps with our school morale, the morale with our unit, and it supports us where it counts, in our pocket book. Lemon Grove was one of the first districts that participated in this program in our county. From the get go, there were only about five or six districts that went forward in the first year and I think Lemon Grove was one of those. It was really sad when we were informed that you were not interested in participating this year. A lot of other districts are participating nearby that we have a list and I think you may have gotten that email (Cajon Valley, Lakeside, Alpine, Mountain Empire, Dehesa). We would like to see this program move forward and that you support our members where it counts, financially, so that they can support their families.

Sonia Sandoval - Please reinstate the Summer Assistance Program! This program really helps those whose who do and do not work during the summer recess break in so many ways. We would truly appreciate it. Bring it Back. Thank You!

Laura Schaefer - Please read the attached letter regarding my concern about the Summer Assistance Program. I am very scared about losing this program along with my husband losing his job. Yes, people are saying there are a lot of people wanting workers but nothing that we need which is at least \$25.00. This is what he was making before he lost his tech job and we live paycheck to paycheck. Please help us by keeping this program. Thank you.

Karla Sepulveda - The S.A.P. is very important to me and many other of your employees. If feel it's very important to continue the program being that most of us do not have extra money and cost of living is not something we can keep up with. YOU will make it more difficult for your employees to survive the summer. PLEASE consider keeping the program that the State of California is providing.

Becky Young-Slack - Please reinstate the Summer Assistance Program this greatly helps classified staff during the summer time. It really helps with savings for rent, gas & electric works, and food. It's just something that the Classified need.

Carol Ann-Vaccaro - I sent numerous emails addressing the end of the Summer Assistance Program. Two of the emails I sent I am resending so you can take a second read. I received many in support of keeping the SAP. One of the emails sent to me reminded me of how so many people are living from paycheck to paycheck. This is part of what she wrote: As a single mom, 9 months employee the Summer Assistance Program is so important for me. Also, please take at the two flyers attached. More food for thought. It was brought to my attention that this is the last summer LGSD will participate in the Summer Assistance Program. I thought about that decision for awhile thinking why such a valuable program was being pulled. Do you all have any idea how the SAP benefits the classified employees? The state will match the part time CSEA members dollar for dollar every month up to \$100.00 per month (free money). The District (not CSEA members, not the State, not the Federal Government) decided they no longer want to participate in the Summer Assistant Program. I sent an email to Erica to let her know how beneficial this program is for the classified employees. Somehow the district feels it is okay to make that kind of decision which will affect so many employees without batting an eye. I feel it is my duty to let the Board and the CSEA members know this very beneficial program will be taken away. All the other schools in the East county are continuing the program because they know how much it helps their employees. Why can't LGSD see that as well. The suggestion to compensate the CSEA members for not using the program is to offer work opportunities during the summer, spring and fall break. So, in order for the district to **not** continue the SAP we now have to work during our breaks to make up for the money we would have gained on the program. The amount of money we will gain by working during our breaks will no way come close to what we will receive from the Summer Assistant Program. This is unbelievable. So during those three breaks, we get to come to work and **not** spend time with my family during the holidays and we won't get a restorative break we all need. What about the members who have school age kids? They will have to pay someone to take care of them. What happened to "family first"? I'm not asking to eliminate work opportunities during the break; that will also benefit some employees who choose to work during those times. Most of the members want to spend time with their families. So why does it have to be either/or, why can't it be both?

Chris Weeks - Please let us have summer assistance program. It doesn't affect the district but taking it away would affect everyone who uses it.

Katrina Williams - The summer assistance program has meant a lot to me and my family. Even though I worked summer school last year, the money I saved and the state matched is essential to meeting financial obligations that would be impossible if I only received my wages. Classified staff need incentives to continue to work at the lowest wages in the district during this time period of high inflation and competition for employees. Finally, the district should not try to use the lowest wage earners to repair any issues with their budget. This state entitlement is at the surrounding school districts because we need it. Please don't take it away.

D. Adjourn to Closed Session

Adjourned to closed session at 5:24 pm

2. CLOSED SESSION

A. Conference with Labor Negotiators (Gov. Code § 54957.6)

B. Conference with Legal Counsel- Anticipated Litigation (Paragraph (3) of subdivision (d) of Gov. Code § 54956.9)

Open session resumed at 6:53 pm

The board wants to take a moment to thank all of our classified staff that have so passionately made public comment; we hear you! We are looking further to see what options we have to address the concern and it's ongoing at the moment. We will keep you updated and will get back to you.

3. REPORT OF ACTION TAKEN IN CLOSED SESSION

A. Report of Action Taken in Closed Session

No action was taken in closed session

4. OPENING FUNCTIONS (continued)

A. Pledge of Allegiance

B. Announcement Regarding Public Comment

Speaker:

Julie Jones (agenda item 6.A.) - Good evening School Board members and thank you for this opportunity to share tonight. My name is Julie Jones and I am the ever proud principal at San Miguel Elementary. I'm grateful and blessed to work alongside 75 passionate and committed school staff members and humbled to serve approximately 450 students and their families. I'm here tonight to express some thoughts that I'd like you to take into consideration when thinking about requiring Covid testing for all students at school.

Today is an especially proud day for me as it was two years ago to this day that I started at San Miguel as the interim principal. Nearly that entire time has been spent working under the ever present shadow of Covid and I'd be lying if I said that it still to this day isn't a huge part of my day to day workload.

I want to be clear that I am not here to discuss the pros and cons of testing or vaccinations or any other health and safety precaution. I am here to discuss the business we're in of educating all children. I implore the board to consider what will happen to the students whose families opt not to participate in the required testing. Or families who are undecided, unreachable or do not respond? Will we exclude those students from school? If so, for how long? And while they are excluded, who will teach them? Will we rely on our already overworked teachers to provide homework packets or find time during their workday to provide synchronous learning opportunities? Will we ask schools to pay teachers to work after hours and find time to provide instruction to these students? How will we recoup the ADA for families that choose to leave Lemon Grove because of this requirement? Again, I'm not here to share my opinions about vaccines or testing. I myself am fully vaccinated and boosted, as are all eligible members of my household. My concern is the families that have their individual reasons for making other choices about testing. We have so many students who have already missed so much school and moving forward with this mandate without a clear and explicit plan to keep those kids engaged and learning scares me.

I understand that my speaking tonight may cause others to think negatively of me or may change the way people perceive me. But again, I am in the business of educating all children and this potential mandate will impact my reality each day at 7059 San Miguel Avenue. Thank you for your time and consideration.

C. Approval of Agenda

Motion to approve agenda

Motion by Dr. Javier Ayala, second by Yajaira Preciado.

Final Resolution: Motion Carries

Yea: Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

5. ACTION ITEMS

A. Facilities Planning Project Authorization - Transitional Kindergarten Motion to Approve

Motion by Timothy Shaw, second by Cheryl Robertson.

Final Resolution: Motion Carries

Yea: Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

B. Bond Strategy Presentation - Dale Scott Motion to Approve

Motion by Greg Shibley, second by Yajaira Preciado.

Final Resolution: Motion Carries

Yea: Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

C. School Accountability Report Cards (SARC) Motion to approve

Motion by Cheryl Robertson, second by Javier Ayala.

Final Resolution: Motion Carries

Yea: Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

D. Classified Management Salary Schedule Motion to Approve

Motion by Greg Shibley, second by Timothy Shaw.

Final Resolution: Motion Carries

Yea: Dr. Javier Ayala, Yajaira Preciado, Cheryl Robertson, Timothy Shaw, Greg Shibley

6. INFORMATION/DISCUSSION ITEMS

A. Mandate COVID19 Testing for all Students

7. ADJOURNMENT

A. Adjourn

Meeting was adjourned at 9:34 pm



Superintendent Erica Balakian, Board Secretary



Timothy Shaw, Board Clerk