

**Harmony Union School District
Regular School Board Meeting
June 13, 2024
Minutes (draft/unapproved)**

Board Members present:

Yuri Koslen (YK), Mariah Lander (ML), Charlie Laird (CL)

Absent:

Andrew Cone (AL), Amanda Solter (AS),

Also present:

Suzi Heron, Stacy Kalember, Matthew Morgan

Meeting opened: at 6:15 pm

Entered into closed session: at 6:18 pm

Entered into open session at 7:33 pm

1.0 Call to Order

2.0 Pledge of Allegiance

3.0 Approval of the Agenda

Tabling items 10.5–10.15 on the agenda.

Motion: CL

Second: ML

All in favor—motion carried

4.0 Public Comment

4.1 For Open Session: Members of the public may address the Board briefly on matters not on the agenda and are within the subject matter jurisdiction of the Board. Please state your name and address. In accordance with Board Policy 9323, speakers are to keep comments concise and limited to three minutes. The Public Comment item will be limited to a total of 20 minutes, absent approval to extend by the Board President. If there are several people who share the same issue, please choose one as your representative, and that person may be given additional time, if necessary. The Board values public comment, but by the Brown Act the Board shall not act upon, respond to, or comment on the merits of any item presented. The Board may ask clarifying questions of the presenter or refer the presenter to the District procedures.

Members of the public may address the Board regarding items on the agenda at the time the item appears on the agenda. The Board President may move any agenda item to a

different place on the agenda in order to accommodate the public or improve the flow of the meeting.

No public comment at this time.

5.0 Closed Session

5.1 With respect to every item of business to be discussed in closed session Gov. Code Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR. Name of Agency Negotiator: Matthew Morgan. Name of organization representing employees: CSEA. Info/Action

5.2 With respect to every item of business to be discussed in closed session Gov. Code Section 54957.6: CONFERENCE WITH LABOR NEGOTIATOR. Name of Agency Negotiator: Matthew Morgan. Name of organization representing employees: HUTA. Info/Action

5.3 With respect to every item of business to be discussed in closed session pursuant to Gov. Code Section 54957:Public Employee - Discipline/ Dismissal/ Release. Info/Action

5.4 With respect to every item of business to be discussed in closed session pursuant to Gov. Code Section 54957.6: Update on Anticipated Litigation items: Cistern Project. Info/Action

6.0 Reconvene to Open Session

6.1 Report out on any action taken during closed session Info
Nothing to report from closed session.

7.0 Communication

A) Reports

7.1 HUTA Report. Info
Nothing to report from HUTA.

7.2 ARK Report. Info
Nothing to report from ShArk.

7.3 Student Report. Info
No student report at this time.

7.4 Board Member Reports. Info
Mariah attended the graduation—big class, beautiful ceremony.

7.5 Superintendent/Principal's Report. Info

- *Thank you to Mark Weiss and other 8th grade parents.*
- *Field trips and movie nights.*
- *First grade recap of reading proficiency—good process with ACT: 95% at or above grade level. Shout out to lower grade staff and Elizabeth.*
- *Elizabeth was accepted to training at SCOE.*
- *CSI: School is at targeted improvement for attendance. We are now at 93.5%, which is an improvement from a few years back.*
- *Suspension rates are up. Dashboard may drop.*
- *Summer program: 20 students in each session.*
- *Consortium move to Forestville this summer.*
- *Transportation with West County will continue.*

Per question: Summer reading program by invitation based on eligibility, receive funding through ELOC.

Member of public was wondering what level of reading the kids need to be at to receive an invitation. Matthew described that it's not based on level; they need to be "unduplicated."

7.6 Pathways Director Report. Info

Michelle reported that she had sent an end-of-year report and budget recap. Reiterated importance of relationship with Harmony and apologized for not being at meetings. Reported on high mobility rate at the charter but numbers are positive: 371 students. Low ADA rate. Need to serve students with IEPs. Talking to families of former Compass students. Contract with Charter Impact—together created budget; budget narrative attached. Spending time on WASC. Wrapped up audit. Shared photo of high school graduation. Staff inservice tomorrow.

No questions for the Pathways Director.

7.7 Enrollment Report. Info

Ended this year with 239 students. Projection for next year is at 233. Waitlist for next year has 49 students. Getting requests for students who are changing schools. Some students are leaving area. 14 students are not returning. Matthew added that TK enrollment is high with a possibility of a 2nd class.

Question re 6th grade enrollment. Now projected at 32, but possibly at 30 with 2 students possibly not returning. Cut-off for a 2nd class is 32, at which time HUTA and admin needs to talk.

Question: Has teacher assignments been determined? 4th and 5th teachers have not been hired. Middle school hiring is done.

Per question: This is the last year TK students who turn 4 between June 2 and September 1 are allowed to not enroll, but we accept them.

B) Public Comment

7.8 For Open Session: Members of the public may address the Board briefly on matters not on the agenda and are within the subject matter jurisdiction of the Board. Please state your name and address. In accordance with Board Policy 9323, speakers are to keep comments concise and limited to three minutes. The Public Comment item will be limited to a total of 20 minutes, absent approval to extend by the Board President. If there are several people who share the same issue, please choose one as your representative, and that person may be given additional time, if necessary. The Board values public comment, but by the Brown Act the Board shall not act upon, respond to, or comment on the merits of any item presented. The Board may ask clarifying questions of the presenter or refer the presenter to the District procedures.

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Per question, Matthew is open to additional classrooms but school has no extra space now. More classrooms will be built in the future, with a focus on middle school.

A parent reported anxiety among students regarding middle school teachers, and is wondering if there could be a meet and greet. Matthew said that staffing info would be announced soon.

Someone wondered if Board members are running for reelection in order to support them.

Matthew reminded the public that the Board and staff are not required to respond to public comment in order to save time. Emailing questions is a better idea.

7.9 The public will have the opportunity to comment on Harmony Union School District Board's plan to adopt the Local Control Assessment Plans (LCAP) and budget, including Reasons for Assigned and Unassigned Ending Fund Balances in Excess of Minimum Recommended Reserves, for 2024-25. The LCAP and the budget are to be presented at the June 14, 2024 special meeting for approval. The LCAP for Harmony Union School District is now one document inclusive of Harmony Elementary and Salmon Creek Charter. In addition, the LCAP for Pathways Charter grades K-12. Info *Shauna hasn't seen it emailed out. Matthew responded that it's posted with the meeting agenda and packet.*

7.10 Public Hearing: AB 1200 Report for Certificated, Classified and Unrepresented Employees. Info

Matthew explained that this has been stricken from the agenda.

C) Correspondence

8.0 Consent Agenda, Action

8.1 Vendor Warrants. Action

8.2 Approve the Consent Agenda. Action

Motion: ML

Second: CL

All in favor—motion carried

9.0 Information/Correspondence/Discussion

9.1 Discussion regarding guidelines for healthy and appropriate electronic device usage for students and families. Info/Action

Yuri asked for this discussion based on 5th graders wanting devices and advice from the Surgeon General. Wants to support parents coming up. Wants guidance from school regarding appropriate use of personal and school devices.

Matthew said they have policy regarding use of school technology. He feels that this conversation is more in regarding internet/tech safety and awareness. Recommended Cyber Civics and the importance of teaching about AI and social media channels. This is in the LCAP around SEL.

Yuri asked, How do we move forward? Matthew answered, allocating funding for curriculum, speakers, films, parent forums, staff help ... School can't enforce families signing off on non-use of social media/devices.

Yuri wants resources, tools, books available on website, etc. for student education and parent education.

Matthew thinks parent meetings at grade level would be helpful, since that's where some of the negative behaviors with tech are coming from. Matthew or vice principal could spearhead this.

Yuri asked if there's anything around students not being able to use their phones at school. Matthew replied that the policy is no phones except for explicit permission from an adult in the moment or at pickup time in a "public" place. State doesn't allow restrictions on cell phones on campus—they are considered a personal freedom.

Schools can restrict their use, however.

Mariah asked if the Chromebooks don't allow access to various areas of the internet.

Yes—SCOE filters keep updating permissions. We can't restrict access on personal devices.

Matthew thought that in the fall they could make a list of parent ed events, and they'll be choosing SEL curriculum over the summer.

Yuri would like to see advice for parents around technology on the website.

Pathways Director has Bark program that sends alerts to admin if school Chromebooks are accessing inappropriate sites.

Yuri wondered if SCOE is doing programming. Matthew isn't aware.

Matthew mentioned that there have been a number of phishing scams trying to access county school emails—SCOE is working on this.

Member of public spoke to an email safety issue that came up in the summer. Parent conversations are valuable. Acknowledged that parents have different perspectives.

9.2 Bond update. Info/Action

Still at front end of bond offering process. Will happen in July. Bond committee will meet over summer to prioritize projects. PG&E will help with power—RFP out by end of June and construction should start by October—this is phase 1 (new generator and transfer panel).

Mariah asked to put the clock back on the bond. Matthew mentioned that there are a number of communication issues to be worked on, including access control.

9.3 Video training for new board meeting website. Info

Suzi put in a request for GAMUT video training to be up so that Board members can familiarize themselves with the new platform over the summer. Suzi will send an email.

A) Board Member Development

Nothing to discuss at this time.

10.0 Action Items

10.1 Presentation of the Harmony Union School District Budget for the 2024-2025 school year. Info/Action

Stacy has been creating budget for next school year based on info from state. This is the budget development adoption for 24–25. First interim review will be in December, and a 2nd review in March. Final look in September 2025 once books are closed.

Showed the multi-year doc. This year: 1.07% COLA, 6.2 million revenue, 6.4 million expenses. Discussed line items (i.e., bond project expenditures). Showed graph of General Funds and how they are spent.

[Matthew discussed revenue through LCFF and property taxes.]

Stacy shared the narrative. [Matthew shared that the district has been cautioned about the potential of deferrals, in which they would pay the money later than promised.

Districts may have difficulty making payroll, but our district has enough reserves.]

Discussed the fact that ADA increased to 93%, but we don't get funding when students aren't present, excused or not. [Matthew stated that there is an uptick of # of vacations while school is in session. This is difficult for teachers.]

For 2024–2025: two TK classrooms. Reviewed restricted special ed funds: we are \$675,000 short, so

unrestricted property tax funds cover this. This is for students who are in district but not on our campus. [Matthew said the new SCOE Consortium director wants to help districts out with this.]

Showed a chart with anticipated property taxes and ADA for both schools and how it works giving money to Pathways and how the basic aid supplemental fills in those funds for Harmony. Fund 14 gets \$25,000 from the general fund. Have not yet

brought forth new labor contracts, but include 3% increase. Increasing admin/office staff. Summary of narrative: 1.8 million ending balance.

Showed Fund 14 chart and work that's been done on campus.

Showed Fund 17 chart (money for security, tech, special ed).

Showed Fund 20 chart (post-retirement medical costs). This fund was overallocated and money was taken out to cover bond costs and won't be put back in.

Showed Fund 40 chart (for completing bond costs from previous bond). New bond \$ will go into Fund 21.

Showed list of all revenue sources. [Matthew gave a shoutout to grants that Amanda gets for the garden/cafeteria programs. Programs are expensive but unique and amazing. Matthew also warned that we're in deficit spending, which is not sustainable in the long run. Harmony offers all kinds of support that most schools don't offer. Will have to take a hard look at the 2025–2026 budget; core services need to be protected and special services may need to be cut.]

Showed list of all expenses. Transportation costs are huge: \$312,000 for SPED and home-to-school (free to families). Food encroaches on the general fund by about \$50,000.

Showed balances projected for a year from now.

Stacy reviewed the balances of excess funds (legal requirement to share at board meeting).

No questions from the Board.

Park asked about temporary certificated layoffs? Stacy said it's for TK bubble class and possible return of teacher on maternity leave.

10.2 Educational Protection Account (EPA). Action

Money from state used for instructional salaries or expenses. Showed doc that shows that EPA money goes directly to teacher salaries.

Motion: CL

Second: ML

All in favor—motion carried

10.3 Presentation of the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2023-2024 school year. Info/Action

Matthew reviewed the LCAP for the current year: student demographics, enrollment, programs, and projects. Chronic absenteeism has improved. Suspension rates have been low but may go yellow in '24. Moved from blue to green and from blue to yellow in reading and math, respectively, between before and after COVID. We don't have subgroup categories, so we don't get breakouts because of lack of statistical significance. 30% of student population change makes longitudinal looks at school not statistically significant. Absenteeism continues to be difficult, but improved with the program. Reviewed local indicator use for rating academics. Reviewed areas of improvement for staff. Academics decreased from before COVID, but reading scores have been going up—will see aggregate CAASPP scores soon. Student and staff school climate indicators decreased a bit, but parents reported otherwise. New students may have impacted scores on relationship. Damaging situation at beginning of year re LGBTQIA+ safety and inclusion. Need adoption of Welcoming Schools—discuss at

August meeting. Two-way communication and family engagement improved a bit, but it's not been adequate. After school program used by 16% of students—dropped from 20%; fee may have discouraged families. Special ed has been impacted—more assessments leads to more qualified students. Attendance is better.

LCAP goals discussed amongst various parent/student/staff groups—developing initiatives for next year.

Important staff considerations: SEL, Rainbow Room, increasing admin support with assistant principal, math differentiation, reading and writing curriculum in lower grade, math curriculum, middle school enrichment program, etc.

Parent considerations: PBL, improving social environment, parent ed, social media and AI support, expansion in programming, after school care, foreign language, etc.

Student considerations: enrichment, recess activities, spirit days, student recognition, enhanced field trips.

4 goals remain the same for next 3-year cycle. Specific actions will be listed under each goal and metrics will be used to assess whether we met goals. Section about associated costs.

No questions from the Board.

Member of the public asked about how parents will get a heads up about reducing deficit spending and if community members can help access grants, etc. Matthew agreed that there is a lot that can be done, such as quarterly state-of-the-school parent forums.

2025–2026 budget discussions will begin around December.

10.4 Consideration of Memorandum of Understanding Between HUSD and SCOE for the North Coast Teacher Induction Program. Action

10.5 Consideration of Successor Contract, MOU's (Memorandum of Understanding) between HUTA (Harmony Union Teachers Association) and HUSD for school year 2023-24. Action

Tabled.

10.6 Consideration of Salary Schedules for SYs 2024-2025 Certificated Employees. Action

Tabled.

10.7 Consideration of AB1200 Report for Certificated Employees. Action

Tabled.

10.8 Consideration of Memorandum of Understanding between the District and CSEA for 2024-2025. Action

Tabled.

10.9 Consideration of "Me Too" for Classified Employees. Action

Tabled.

10.10 Consideration of updated salary schedule: Classified Employees. Action
Tabled.

10.11 Consideration of AB 1200 report for Classified Employees. Action
Tabled.

10.12 Consideration of "Me Too" for Unrepresented Employees. Action
Tabled.

10.13 Consideration of updated salary schedule for Unrepresented Employees (CBO and Office Manager and CBO Assistant). Action
Tabled.

10.14 Consideration of AB 1200 report for Unrepresented Employees (Office Manager and CBO and CBO Assistant). Action
Tabled.

10.15 Consideration of contract for Assistant Principal. Action
Tabled.

10.16 COPY - Consideration of Classroom Capacity RESOLUTION NO. 20240613.
Action
Matthew explained classroom caps.

Motion: CL

Second: ML

All in favor—motion carried

11.0 Next Board Meeting

June 14, 2024

12.0 Adjournment 10:20 pm

Agendas have been posted at the Harmony School public bulletin board and the Harmony Union School District Website at www.harmonyusd.org.