

**Harmony Union School District
Special School Board Meeting
June 26, 2024
Minutes (draft/unapproved)**

Board Members present:

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

Absent:

Andrew Cone (AL)

Also present:

Suzi Heron, Stacy Kalember, Matthew Morgan

Meeting opened: at 6:00 pm

Entered into closed session: at ___ pm

Reconvened into open session at 7:30 pm

1.0 Call to Order

2.0 Pledge of Allegiance

3.0 Approval of the Agenda

Motion:

Second:

All in favor—motion carried

4.0 Communication

A) Public Comment

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 pursuant to Gov. Code Section 54957: Public Employee Performance Evaluation
Title: Chief Business Official. Info

5.2 With respect to every item of business to be discussed in closed session pursuant to Gov. Code Section 54957: Public Employee Performance Evaluation
Title: Superintendent/Principal. Info

6.0 Reconvene to Open Session

- A) Report out on any action taken during closed session.
Nothing to report out from closed session.

7.0 Information/Correspondence/Discussion

8.0 Communication

- A) Public Comment on Open Session Items
No public comment at this time.

9.0 Action Items

9.1 Consideration of the Harmony Union School District Local Control Assessment Plan [LCAP] for the 2024-25 school year Addendum. Info/Action

This was discussed at the previous Board meeting. Matthew attached two new docs that connect 2023–2024 LCAP to 2024–2025 LCAP costs. Matthew needs to determine what metrics to use going forward, because it's difficult to observe trends from one year of data with a student population in flux. SEL curriculum with ongoing quick assessments may be useful.

No other questions from Board members.

No comments from the public.

Motion: ML

Second: AS

All in favor—motion carried

9.2 Consideration and approval of contract with Isom Advisors, a Division of Urban Futures, Inc. Action

They worked with us going through the bond process, and this would be the same kind of contract. He works in a number of districts.

Motion: CL

Second: ML

All in favor—motion carried

9.3 Consideration of Prop 28 Audit Report. Action

This is the first year we got money from the state for music, art, drama ... This is a report from CDE for the auditor regarding Prop 28. We need to spend more money than they give us—we are well above the required amount.

No further questions from the Board.

No public comment.

Motion: AS

Second: ML

All in favor—motion carried

9.4 Consideration of salary schedule for Confidential Management Employees. Action
*Matthew: Matthew created a salary schedule (considering assistant principal and looking at CBO salary and making sure it's aligned with other districts). Matthew explained his calculations in creating the schedule based on the number of workdays.
No questions from the Board—Board members appreciated the clarity of the doc.
No public comments.*

Motion: AS

Second: CL

All in favor—motion carried

9.5 Consideration of movement on salary schedule- Superintendent. Action
Skipped this item. The contract isn't completed, so it'll be postponed to the August meeting.

9.6 Consideration of 2-year contract with Chief Business Official. Action
Renewal of the contract, with 225 workdays excluding federal holidays (so vacation days don't need to be noted separately). The first and second sentences are modified, and the last 3 sentences should be struck.

Mariah: Will there be an evaluation? Matthew said yes.

No public comment.

Motion: ML

Second: AS

All in favor—motion carried

9.7 Consideration of contract with Assistant Principal. Action
Recommend adoption of contract. The compensation needs to be modified based on the approval of the new salary schedule (Step 9).

Charlie asked about the fact that it says 12 sick leave days, but it needs to be 10 days.

No further comments from the Board.

No comments from the public.

Motion: CL

Second: ML

All in favor—motion carried

9.8 Consideration of Tentative Agreement and MOU's (Memorandum of Understanding) between HUTA (Harmony Union Teachers Association) and HUSD for school year. Action

A few MOUs came out of the negotiating teams' work: class size limits—TK limits go up, reduced threshold for overages in kinder, capped RSP caseload, student overage pay

*calibrated for inflation, extra duty pay, 186 school days, start and end of day, sick leave protocol, maternity leave compliance with law, stipends, dental/ortho added.
Mariah complemented entire group for smooth forward progress.
No public comments.*

Motion: AS

Second: ML

All in favor—motion carried

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

Action

3-year salary schedule adoption starting in 2024-2025.

No questions from the Board.

No public comment.

Motion: ML

Second: AS

All in favor—motion carried

9.10 Consideration of AB1200 Report for Certificated Employees. Action

Report needed every time there is an increase in salaries. Will need three for the three different salary schedule updates. Budget projections already hold the space (3%) for the 3% raises.

Yuri asked what net \$ increase will be: Stacy shared salary plus STRS amount.

No public comment.

Motion: CL

Second: ML

All in favor—motion carried

9.11 Consideration of district's new hire of middle school Humanities teacher Step 1, Column 1 on the certificated salary schedule. Action

Hired Alex Kaplan. Kyle will stay to teach science/math.

Board members are positive about middle school and hire.

Motion: AS

Second: ML

All in favor—motion carried

9.12 Consideration of Tentative Agreement and MOU's between the District and CSEA for 2024-2025. Action

Matthew explained.

Mariah appreciated smooth communication.

No further questions from the Board.

No public comment.

Motion: CL

Second: ML

All in favor—motion carried

9.13 Consideration of “Me Too” for Classified Employees. Action

This is embedded in 9.12. The 3% increases will be adopted for the next three years.

Dismiss this item, since it’s subsumed by 9.14.

Motion to remove 9.13 from the agenda: ML

Second: AS

All in favor—motion carried

9.14 Consideration of updated salary schedule: Classified Employees. Action

This schedule reflects the 3% for next year. The 3% increases will be adopted for the following two years.

No further questions from the Board.

No public comment.

Motion: ML

Second: AS

All in favor—motion carried

9.15 Consideration of AB 1200 report for Classified Employees. Action

Report that shows the salary increases on the classified salary schedule. A few employees moved columns.

No further questions from the Board.

No public comment.

Motion: AS

Second: CL

All in favor—motion carried

9.16 Consideration of "Me Too" for Unrepresented Employees. Action

Dismiss this item, since it’s subsumed by 9.17.

Motion to strike 9.16 from the agenda: ML

Second: AS

All in favor—motion carried

9.17 Consideration of updated salary schedule for Unrepresented Employees. Action

Informed Board that 2 unrepresented positions pivot off the classified salary schedule.

No further questions from the Board.

No public comment.

Motion: CL

Second: ML

All in favor—motion carried

9.18 Consideration of AB 1200 report for Unrepresented Employees. Action

This report includes unrepresented and confidential salary information. The number is an estimate, since there will be a new hire of CBO assistant and there will be an increase in salary per the new schedule.

Mariah: Can we adopt it if it's only an estimate? Yes.

No further questions from the Board.

No public comment.

Motion: ML

Second: AS

All in favor—motion carried

9.19 Consideration of 2-year Contract for Office Manager. Action

Recommended contract through June 30, 2026.

Charlie caught an edit that needs to be made.

No further questions from the Board.

No public comment.

Motion: AS

Second: ML

All in favor—motion carried

9.20 Consideration of contract for School Psychologist. Action

Psychologist is increasing FTE from .35 to .7. She is on the confidential salary schedule, Column 4, Step 25. Same calendar of teachers.

Amanda asked about why the time was doubled: Matthew explained that since Mariah's work is no longer funded, the psychologist is picking that piece up (behavior plans, responding to students in crisis, supporting students in classrooms).

Mariah asked about schedule: Matthew said 4 days per week (with one of them being a partial day). There will be one day per week when she's not available.

No further questions from the Board.

Question from member of public: Will she bring SEL curriculum to the classroom? Yes.

Motion: AS

Second: CL

All in favor—motion carried

10.0 Next Board Meeting

August 15, 2024 (the date was changed from August 8)

11.0 Adjournment 8:32 pm

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