

SOULSBYVILLE SCHOOL DISTRICT
REGULAR MEETING OF THE BOARD OF TRUSTEES
November 12, 2020
6:00 P.M. - Regular Meeting – Room#9

AGENDA

The Governor has declared a State of Emergency to exist in California as a result of the threat of COVID-19 (aka the "Coronavirus"). The Governor issued Executive Order N-25-20, which directs Californians to follow public health directives including canceling large gatherings and remaining a minimum of 6 feet apart. The Soulsbyville School District Board Meeting will be held by Video Conference.

This meeting is being held via Zoom:

Join Zoom Meeting

<https://us04web.zoom.us/j/77442388818?pwd=VDFrRXl6OVdvOHRyVWcrT2JZMFhRQT09>

Meeting ID: 774 4238 8818

Passcode: 1x4kkA

Public Comments can be emailed to jwinfield@soulsbyvilleschool.com

Note: The meeting is being held via Zoom and is accessible to members of the public seeking to join the meeting. If you have any questions please contact the Superintendent at jwinfield@soulsbyvilleschool.com or (209) 559-7656.

6:00 Regular Meeting

01.0 Call to Order

02.0 Flag Salute

03.0 Roll Call - We welcome all members of the public who attend our meeting. You are welcome to provide input to our deliberations and decisions as each item comes up for discussion. The President or Clerk will ask for comments from the public with each agenda item.

04.0 Approval of Agenda

Items to be taken out of order:

05.0 Introduction of Guests

Members of the audience are invited to introduce themselves to the board and may mention their affiliation.

06.0 Open for Public Input

The law allows the Public to address the Board on any matter, whether or not it is on the Agenda; but the law prohibits action by the Board on NON-Agenda items according to G.C. 54954.3.

07.0 Old Business

07.1 Appeal of Denial of an Inter-district Transfer.

Parent requested an appeal on a denied Inter-district request on September 10, 2020 Board meeting. The appeal was denied and the Board requested that it be re-visited in November Board meeting.

Audience Comment

Board Consideration

Roll Call

Action directive: _____

08.0 New Business

08.1 The Board will consider approving revisions or adopting the following Board Policies and Administrative Regulations. The Board may choose to waive the first reading and approve the policy now, or bring back for a second reading at the next Board meeting.

Consideration of BP/AR 4113 Assignment.

Audience Comment

Board Approval

Roll Call

Action directive: _____

09.0 Superintendent's Report

The Superintendent will report to the Board about various matters involving the District. There will be no Board discussion except to ask questions or refer matters to staff, and no action will be taken unless listed on a subsequent agenda.

10.0 Board Member Reports

Each member of the Board may report about various matters involving the District. There will be no Board discussion except to ask questions or refer matters to staff, and no action will be taken unless listed on a subsequent agenda.

11.0 Consent Agenda

The Board will be asked to approve all of the following items by a single vote, unless any member of the Board or of the public asks that an item be removed from the consent agenda and be considered and discussed separately.

- 11.1 Approval of Warrants paid Oct. 1st, 8th, 15th, 22th, and October 29, 2020.
- 11.2 Approval of Minutes – Regular August 13th and Special Board Meeting August 13, 2020.
- 11.3 Developer Fee Report: None

Audience Comment
Board Approval

Roll Call

Action directive: _____

12.0 Personnel

- 12.1 Approval to hire Substitutes:
Mark Shackelford Custodian
Gracie Smith Para-professional

Audience Comment
Board Consideration

Roll Call

- 12.2 Certificated request to open negotiations for the 2020-2021 School Year.
Certificated Bargaining Unit will present their request.
Audience Comment
Board Consideration

Roll Call

- 12.3 Approval of Teacher Assignments as recommended by the Assignment Review Panel.
Superintendent Winfield will recommend approval of teacher assignments per Review Panel.

Mike Hopper
Russ Fulkerson
Michelle Costa
Tom Higgins

Audience Comment
Board Approval

Roll Call

Action directive: _____

13.0 Closed Session

13.1 Negotiations
(Gov't Code 54957.6)

UPCOMING DATES:	11/11	No School, Veterans Day
	11/13	End of Trimester 1
	11/16	New SVA Program starts
	11/23-11/27	Thanksgiving Break

Next Board Meeting: December 10, 2020

ADJOURNMENT:

Agenda Material can be inspected in the Soulsbyville School District Office at 20300 Soulsbyville Road, Room #8, during regular business hours.

In accordance with the Americans with Disabilities Act, if you need special assistance (i.e. auxiliary aids or services) in order to participate in this public meeting, please contact the Soulsbyville District Office at 209-532-1419. Notification 48 hours prior to the start of the meeting will enable the District to make reasonable accommodations to ensure accessibility to this public meeting.

12.2

RECEIVED
OCT 21 2020
Mr. Harper

Dear Soulsbyville School Board,

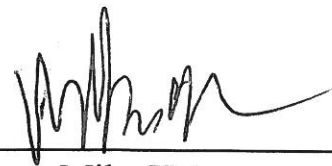
October 21, 2020

The certificated staff association, on behalf of all certificated staff members, would like to open negotiations for the current 2020-2021 school year. We would like the following items:

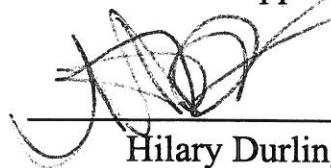
1. Increase the amount of money the district offers per unit; to take effect in contracts for the 2020-21 school year.
2. Negotiate contractual language about class size and or compensation for a teacher who has classes over an agreed number of students. Pay compensation for class sizes over the agreed amount. Pay a weekly stipend per student on SVA (Soulsbyville Virtual Attendance) to the teacher to be reflected in paychecks for 2020-21 school year.
3. Create a longevity bonus for teachers at thirty years. Provide a one-time stipend for new teachers as they work on induction/BTSA requirements.
4. Increase to certificated salaries to be reflected in pay and contracts during the 2020-21 school year.

Thank you for your consideration.

Sincerely,



Mike Hopper



Hilary Durling

Due to the discrepancy and dissatisfaction of negotiations during the 2019-20 school year we insist on the following:

- A. Meet during the school day, with the district providing half day subs to cover teachers on the negotiation team. There will be only two meetings, first to discuss the Board offer, second meeting to report back what certificated staff will accept.
- B. The Board negotiation team will come prepared with an offer from the Board at the first meeting.
- C. An unbiased moderator, such as Marlana Benkula, will be present to take notes during meetings.
- D. All notes will be printed and initialed by those present at the conclusion of the meeting(s).

Please deliberate on the following items prior to our first meeting:

1. Increase the amount of money the district offers per unit; to take effect in contracts for the 2020-21 school year. We would like \$95. per unit to compensate us for our continued professional development. For years you have asked us to continue our education to match best teaching practices without compensation. In the past we asked for Soulsbyville credit based on a completion certificate when units were not offered for conference or workshop; which was denied. We asked for a reimbursement for initial outlay of unit cost; agreed to but never given. Other schools in our County rates include: Belleview=\$75., Summerville Elem. =\$ 76.49, Twain Harte=\$101.42, Sonora Elem.=\$80.45. Both high Schools pay double our current rate. The amount we are asking would keep us competitive with current rates of schools in our area.

2. Negotiate contractual language about class size and compensation for a teacher who has classes over an agreed number of students. Pay compensation of **\$100 a month** for class sizes over the agreed amount.

Pay a weekly stipend of \$12 per student on SVA (Soulsbyville Virtual Attendance) to the teacher to be reflected in paychecks for 2020-21 school year. This amount is based on the current hourly minimum wage in California.

3. Create a longevity bonus of **\$5,000.00** for teachers at thirty years, and those who have already surpassed this milestone currently. Our current step scale ends at 27 years. We want to encourage and reward our veteran teachers to continue teaching until retirement age, which for many will be beyond thirty years.

Provide a one-time stipend of **\$1,500.00** for new teachers as they work on induction/BTSA requirements. The current program costs \$6,000 out of pocket for beginning teachers. This small amount would at least show we encourage and appreciate their efforts at this time when their yearly salary is at its lowest on the current step/column scale.

4. Increase to certificated salaries of **5%** to be reflected in pay during the 2020-21 school year. The cost of living has increased and due to COVID-19 restrictions and closures these costs will continue to rise dramatically.

The budget for this year will be based on last year's ADA, and there is a healthy reserve we have maintained for years. Our staff is overwhelmed and overworked this year due to distance learning and extra janitorial duties. To add to the frustration we learned that the meager recompensation we were led to believe we would be getting last year, was not given. The delayed response and failure to remedy the discrepancy has caused a serious rift between certificated staff and the Board. Offering the above requests will help to mollify and repair this rift. We would also like to wrap-up negotiations by January, so changes can be reflected in salaries for 2020-21.

Thank you for your consideration. We look forward to meeting with you as soon as you have finalized your Board members and deliberated on our requests.