



**Regular Meeting**  
**01/11/2024 - 06:00 PM**  
District Office - Board Room  
500 N. Walnut Street  
La Habra, CA 90631

## MEETING MINUTES

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### AGENDA

4:00 p.m. - Work Study

5:00 p.m. - Closed Session

6:00 p.m. - Call to Order/Regular Meeting

(Meetings are recorded for use in official minutes)

#### PUBLIC COMMENTS:

Members of the audience may address the Board of Education on agenda items during consideration of that item and items not on the agenda that are within the Board's subject matter jurisdiction. Speaking time is limited to three (3) minutes per speaker with a maximum of twenty (20) minutes per topic. Persons wishing to address the Board should complete and submit a Presentation Card, available on the table near the hallway door. The Presentation Card must be completed and given to the Secretary prior to the meeting. Matters not on the agenda may neither be acted upon nor discussed by the Board, but will be researched and responded to in any one of the following ways: 1) by telephone after research; 2) by mail after research; or 3) at a subsequent Board meeting as an agenda item.

#### MEETING CONDUCT:

##### Board Policy 1313: Civility

The Governing Board recognizes the impact that civility has on the effective operation of the district, including its role in creating a safe and positive school climate and enabling a focus on student well-being, learning, and achievement. The Board believes that each person should be treated with dignity and respect in their interactions within the school community.

The Board understands that the First Amendment provides strong protection for speech. However, the Board expects that all speech and expression will comport with norms of civil behavior on district grounds, in district facilities, during district activities or events, and in the use of district electronic/digital systems and platforms.

Civil behavior is polite, courteous, and reasonable behavior which is respectful to others and includes integrity, honesty, acceptance, timeliness, dependability, observance of laws and rules, and effective communication.

The Board and district staff shall model civil behavior as an example of behavior that is expected throughout the district. Practices that promote civil behavior include actively listening, giving full attention to the speaker, and refraining from interruptions; welcoming and encouraging participation, input, and feedback through stakeholder engagement; promptly responding to concerns; and embracing varying and diverse viewpoints. Such practices may be incorporated into governance standards adopted by the Board or Superintendent and/or professional standards or codes of conduct for employees as specified in district policies and regulations.

Students, staff, parents/guardians, and community members should be educated in the recognition, development, and demonstration of civil behavior. The Superintendent or designee may incorporate related concepts in the curriculum, provide staff development activities, and/or communicate this policy to the school community.

Students, staff, parents/guardians, and community members shall not communicate or behave in a manner that causes disruption; hinders the orderly conduct of district operations, the educational

program, or any other district program or activity; or creates an unsafe learning or working environment. The Superintendent or designee may respond to disruptive, violent, or threatening behavior in accordance with law and as specified in BP/AR 3515.2 - Disruptions.

Behavior by students or staff that is discriminatory, harassing, or intimidating, including sexual harassment, bullying, and/or hate violence, or behavior that is in any other way unlawful, is prohibited and is subject to discipline in accordance with law and as specified in district policy and regulations.

**ACCOMMODATIONS:**

Any individual with a disability who requires reasonable accommodation in order to participate in a Board meeting may request assistance by contacting the Superintendent's Office at 562-690-2300 or accommodations@lahabraschools.org at least 48 hours prior to the meeting.

**TOBACCO-FREE:**

The La Habra City School District is a tobacco-free district. Tobacco use is prohibited on district property at all times.

**Attendees**

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**Voting Members**

Emily Pruitt, Board President  
Dr. Susan Kolberg-Pritchard, Board Vice President  
Adam Rogers, Board Member  
Justin Rodgers, Board Member  
Ofelia Hanson, Board Member

**Non-Voting Members**

Dr. Mario Carlos, Superintendent  
Dr. Sheryl Tecker, Associate Superintendent of Human Resources  
Dr. Patricia Sandoval, Assistant Superintendent of Educational Services  
Christeen Betz, Assistant Superintendent of Business Services  
Emily Flesher, Director of Special Programs and Assessment

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**1. Work/Study Session**

Meeting was called to order by President Pruitt at 4:00 p.m.

**a. Dashboard/Local Indicators**

Emily Flesher, Director of Special Programs and Assessment, presented the newly released California Data Dashboard. Mrs. Flesher informed the Board of Trustees about the state indicators and explained how the colors are assigned based on growth from the prior year. Ms. Flesher shared LHCS D's progress on the dashboard and provided an update on our local indicators. There was extensive discussion about our scores and the actions staff are taking to enhance them.

**2. Formal Call to Order**

Meeting was called to order by President Pruitt at 5:20 p.m.

**3. Adjourn to Closed Session**

**4. Closed Session**

Closed Session was called to order by President Pruitt at 5:25 p.m.

a. **Public Employee Discipline/Dismissal/Release/Personnel Matters [Government Code Sections 54954.5 (d), 54957]**

b. **Conference Labor Negotiators District Representatives: Dr. Mario Carlos, Superintendent, Employee Organization(s): California School Employees Association (CSEA), Chapter #135/La Habra Education Association (LHEA) [Government Code Sections 54954.5 (f), 54957.6]**

**5. Second Call to Order**

President Pruitt called the Regular Meeting to order at 6:03 pm.

a. **Welcome**

b. **Pledge of Allegiance**

President Pruitt called Favoila Woska to lead the Pledge of Allegiance.

**6. Report from Closed Session**

President Pruitt introduced the new Assistant Superintendent of Educational Services, Dr. Patricia Sandoval.

**7. Action Item: Adoption of Agenda**

Adopted the Agenda of the Regular Board Meeting of January 11, 2024.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers

Voting:

Unanimously Approved

Motion passed 5-0.

**8. Action Item: Approval of Minutes of December 14, 2023**

Approved the Minutes of the Regular Meeting of December 14, 2023.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers

Voting:

Unanimously Approved

Motion passed 5-0.

**9. Correspondence: Clerk of the Board**

None.

**10. Public Interest**

a. **Expanded Learning Opportunity Program (ELOP) Presentation**

Emily Flesher, Director of Special Assessments and Programs, and Jessica Stout-Ryder, Student Enrichment and Wellness Program Specialist, provided an update to the Board on the Expanded Learning Opportunities Program (ELOP). ELOP was designed for LEAs to offer all unduplicated pupils

in classroom-based instructional programs access to comprehensive after-school and intersessional expand learning opportunities. Since 2021, ELOP has evolved from leads at each site and the Summer Bridge to developing an implementation plan, site-level programming, after-school sports, and focusing on learning loss/intervention. Each school site offers different enrichment programs that are site-specific.

Arbolita has 168 students enrolled, offering sports, gardening, arts, architecture, cartooning, and more.

El Cerrito has 222 students enrolled, offering STEAM, Challenge Island, robotics, cooking club, and more.

Ladera Palma has 222 students enrolled, offering coding, chess, STEM Learners, soccer, cooking, multimedia, and more.

Las Lomas has 130 students enrolled, offering piano, Media Club, Lego Club, sports, and more.

Las Positas has 260 students enrolled, offering crochet, basketball, cooking, graphic design, and more.

Sierra Vista has 260 students enrolled, offering Chess Wizards, Lego building, chess, and more.

Walnut has 200 students enrolled, offering cooking, soccer mania, jewelry, robotics, and more.

Ms. Stout-Ryder shared a new program offered in collaboration with Breakthrough Sports: an elementary-based athletics program where students learn about sportsmanship, skill-building, kindness, consideration, and overall good behavior. The children participate in 3-on-3 basketball and are thoroughly enjoying it, expressing excitement upon receiving their jerseys. The program commenced in early January and will continue through March, concluding with a final tournament at Sonora High School. Following the conclusion of the basketball season, other sports will be offered.

## **b. Early Learning Presentation**

Debbye Viveros, Early Learning Coordinator, Paty Perez Barba, Early Learning TOSA, and Faviola Woska, Early Learning Office Manager, presented on the Early Learning program. They discussed the importance for Early Learners to have access to high-quality educational programs, adding that La Habra's children are some of the most vulnerable in Orange County, according to the Early Developmental Index (EDI), and are at risk in:

- Gross and Fine Motor Skills
- Overall Social Competence
- Communication and General Knowledge

There have been some gains in various areas, and the team is excited to be moving in a positive direction. Staff is very intentional when developing curriculum to ensure the EDI areas are being met. First Five Orange County has partnered with LHSCD, other OC districts, and UCLA to conduct a longitudinal study to determine if the EDI is consistent with 6th-grade reading levels and beyond. Early Learning is a priority of the District and which includes School Readiness, Early Learning Preschool, Transitional Kindergarten, and First Five of Orange County. A few of the priorities for each division include:

- Tier 1 Instruction
- Relationships
- Diversity, Equity, and Inclusion
- Leadership

The UPK System in LHCSO collaborates on initiatives across the city and includes private schools, CSPP, community outreach, School Readiness, Early Learning Preschool, Head Start, and TK, with LHCSO running 13 general educational classes and two special education classes.

One of the highlights of Early Learning this past year was partnering with Special Olympics. Early Learning has the highest implementation with Special Olympics, providing a great way to incorporate diversity, inclusion, and equity. Staff and parents alike enjoyed hosting the Special Olympics at Las Lomas. The Las Lomas students created an "Inclusive Week," which consisted of writing letters to athletes, making signs, creating Big Buddies, and cheering on the participants at the event.

Stats from this past year:

- 2,500 child and family interactions in School Readiness
- 170 IEP meetings
- 586 students and families served by Early Learning

The staff is grateful for the ongoing support of the Board Members and Cabinet Members and looks forward to the success of our Early Learners.

## 11. Public Comment

Sonia Kneip posed a question to the Board: "What does equity mean to you?" Mrs. Kneip inquired about the District's plans to achieve this and emphasized the importance of accountability. She noted that the issue of inequity in salaries has become increasingly evident, especially with the upcoming salary increase. The significant disparity between the highest-paid Cabinet Member and a lower-level 10-month employee is concerning.

Ms. Kneip suggested to the Board that they discuss implementing a cap on all salaries of \$180,000 or more. She explained that such a measure could help mitigate the anticipated budget cuts in the near future. Additionally, Ms. Kneip encouraged the Board to take a more proactive approach in building relationships with employees, in whatever manner is deemed appropriate. She highlighted that many employees are residents of La Habra, have children attending local schools, and are taxpayers, voters, and constituents. It is crucial, she stressed, to take the time to listen to their concerns as well as their compliments.

## 12. Action Items: CONSENT CALENDAR

Approved the Consent Calendar.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers

Voting:

Unanimously Approved

Motion passed 5-0.

### a. EDUCATIONAL SERVICES

1. Contract Reports - Education Services/Special Education/Special Education Master Contracts

2. Staff Development

3. Memberships

### b. BUSINESS SERVICES

**1. Contract Reports - Business Services**

**2. Expenditures Report**

**3. Field Contracts**

**4. Surplus**

**c. PERSONNEL SERVICES**

**1. Separations**

**2. New Hires**

**3. Change of Status**

**13. GENERAL MATTERS**

**a. Information Item: First and Possible Final Reading of New/Revised Board Policies**

Approved the first and possible final reading of new/revised Board Policies per California School Board Association recommendation for:

Board Policy 0520.1 – Comprehensive and Targeted School Improvement

Board Policy 6163.4 – Student Use of Technology

Motion made by: Adam Rogers

Motion seconded by: Justin Rodgers

Voting:

Unanimously Approved

Motion passed 5-0.

**b. Action Item: Approval of Contract with Abound Food Care**

Approved the contract between Abound Food Care and La Habra City School District for the donations of food to comply with SB 1383.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers

Voting:

Unanimously Approved

Motion passed 5-0.

**14. INSTRUCTION AND PERSONNEL**

**a. Action Item: Approval of School Accountability Report Cards (SARC)**

Approved the publication of the 2022-23 SARC for Arbolita, El Cerrito, Ladera Palma, Las Lomas, Las Positas, Sierra Vista, Walnut, Imperial, and Washington Schools.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Justin Rodgers

Voting:

Unanimously Approved

Motion passed 5-0.

**b. Information Item: Annual Update to the Local Control Accountability Plan and the Local Control Funding Formula Budget Overview**

Emily Flesher, Director of Special Programs and Assessments, provided an overview of the Mid-Year LCAP Update. Adding that Senate Bill 114 (2023), requires LEAs to present a report on the annual update to the Local Control and Accountability Plan (LCAP) and Budget Overview for Parents (BOP) by February 28. On June 29, 2023, LHCS D adopted the LCAP and Budget. However, the state budget act was not complete. The adopted state budget included additional funds that were not anticipated by our district. The impact of our total LCFF Funds as adopted in BOP was \$60,652,304 and the First Interim was \$60,703,926. The impact of our LCFF Supplemental/Concentration Grants as adopted in BOP was \$14,896,096 and the First Interim was \$14,885,680.

Ms. Flesher elaborated on the components that must be included in the report, emphasizing the need to present all available midyear outcome data related to metrics identified in the current LCAP, as well as all available midyear expenditure and implementation data on all actions identified in the current LCAP.

Ms. Flesher emphasized that at this point in the school year, some metric outcomes are unknown, some are in progress, and some are known.

Ms. Flesher explained that similarly, at this point in the school year, some LCAP actions have not started, some are in progress, and some have been completed. After sharing all the LCAP goals and metrics, Ms. Flesher stated that to date, the 2023-2024 school year has presented opportunities for growth, and we are proud of the following achievements:

- Utilizing data analysis to inform instruction.
- Providing math professional development for grades TK-8.
- Expanding Visual and Performing Arts (VAPA) programs for grades TK-8.
- Conducting more in-depth cycles of inquiry.

LHCS D is committed to implementing the LCAP to provide the necessary services for our students.

**c. Action Item: Approval to adopt STEMscopes for 6th-8th grades**

Adopted STEMscopes for 6th-8th grades.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Ofelia Hanson

Voting:

Unanimously Approved

Motion passed 5-0.

**15. BUSINESS MATTERS**

**a. Action Item: Approval of 2022-23 Annual Audit for Bond Measure O**

Approved the 2022-23 Annual Audit for Bond Measure O.

Motion made by: Adam Rogers

Motion seconded by: Dr. Susan Kolberg-Pritchard

Voting:

Unanimously Approved

Motion passed 5-0.

**b. Action Item: Approval of 2022-23 Annual Audit Report**

Approved the 2022-23 Annual Audit Report.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers

Voting:

Unanimously Approved

Motion passed 5-0.

**c. Action Item: Approval of Contract Agreement with La Habra Education Association (LHEA)**

Approved the agreement with LHEA on compensation for the 2023-24 school year. The agreement provides an increase of 4.75% ongoing to the 2023-24 salary schedule retroactive to July 1, 2023 and an increase of 6.5% to the Health and Welfare cap beginning February 1, 2024. It is recommended the Board of Trustees approve the contract agreement with LHEA and Public Disclosure of Collective Bargaining Agreement (AB1200).

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Ofelia Hanson

Voting:

Unanimously Approved

Motion passed 5-0.

**d. Action Item: Approval of Salary Schedules for Certificated Administrators, and Classified Supervisory and Confidential Personnel**

Approved the revised salary schedules for Certificated Administrators, and Classified Supervisory and Confidential Personnel. The agreement provides an increase of 4.75% ongoing to the 2023-24 salary schedule retroactive to July 1, 2023 and an increase of 6.5% to the Health and Welfare cap beginning February 1, 2024.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Justin Rodgers

Voting:

Unanimously Approved

Motion passed 5-0.

**e. Action Item: Approval of Contract Agreement with California School Employees Association (CSEA)**

Approved the agreement with CSEA on compensation for the 2023-24 school year. The agreement provides an increase of 4.75% ongoing to the 2023-24 salary schedule retroactive to July 1, 2023 and an increase of 6.5% to the Health and Welfare cap beginning February 1, 2024. It is recommended the Board of Trustees approve the contract agreement with CSEA and Public Disclosure of Collective Bargaining Agreement (AB 1200) per the attachments.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Adam Rogers



Voting:

Unanimously Approved

Motion passed 5-0.

**f. Action Item: Approval of Compensation Study**

Approved the proposed salary reallocations based on EMS's external and internal salary equity review as listed in the Exhibit.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Justin Rodgers

Voting:

Unanimously Approved

Motion passed 5-0.

**16. Board/Superintendent Comments**

Board Member comments:

- Thanks to the transportation department for transporting 550 kids to the Boys and Girls Club on December 20th from all over the District for their annual Holiday Event. In total, there were over 900 students who enjoyed playing in the snow, sipping on hot chocolate, playing games, making arts & crafts, visiting with Storm Troopers, and more.
- Thank you to all the presenters from Early Learning and ELOP; it is evident they are very passionate about their jobs.
- Looking forward to a wonderful 2024.
- Best wishes to Dr. Carlos as he attends a Superintendent Symposium at Indian Wells.
- Thankful for Christeen Betz and her team as they continue to keep up with the ever-changing laws.
- Excited to see the various sports coming to ELOP and to witness great exuberant holiday celebrations throughout the District.
- Thanks to all involved with onboarding the new hires.
- The attendance program is having a positive impact. Congratulations to Ladera Palma for winning for the month of December.
- Thank you to Malia for her efforts in the year one induction program.
- Appreciate making it so easy for our families to view the STEMscopes.
- The Citrus Fair will be held May 3-5.
- 2024 will bring challenges and celebrations, but let's continue to focus on One Team, One Vision.

Superintendent comments:

- Thank you to all our staff at our school sites and our audience members.

**17. Adjournment**

Meeting adjourned at 7:55 p.m.

Motion made by: Dr. Susan Kolberg-Pritchard

Motion seconded by: Justin Rodgers

Voting:

Unanimously Approved

Motion passed 5-0.

**18. NEXT BOARD MEETING**

The next regular meeting of the Board of Education is scheduled for February 8, 2024 at 6:00 p.m., at the District Education Board Room, 500 N. Walnut Street, La Habra, California.

A handwritten signature in cursive script that reads "David A. Carlos". The signature is written in black ink and is positioned above the printed name "David A. Carlos".

Secretary