



Board of Education Regular Board Meeting Agenda

[February 2025 GUSD Board Meeting Zoom Link](#)

DATE: Tuesday, February 11, 2025
TIME: 5:00 PM
LOCATION: Hillcrest Middle School, Room 18

Laura de la Roz, President
Gregory Appling, Clerk
Paula Braunschweig, Trustee
Jeri McNeill, Trustee
Zachary Saltzberg, Trustee

AB2449 Virtual Meeting Requirements: Board Members requesting to attend virtually based on emergency needs or identified just cause must disclose whether any individuals 18 years or older are present in the same room and the general nature of the member's relationship to the individual. All open session documents distributed to the Board of Trustees are available for public review in the Gravenstein Union School District Office. The agenda is available at www.gusdschools.org.

I. CALL TO ORDER AT 5:00 PM




II. ADOPTION AND APPROVAL OF THE AGENDA **Approval of the agenda for February 11, 2025 (2 min.)**

Action taken/comments:

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

III. REPORTS, AND ORAL COMMUNICATIONS

- A. (p. 1) Hillcrest Principal (5 min.)**
 - 1. Student Council Report
- B. (p. 3) Gravenstein Principal (10 min.)**
 - 1. Student Council Video
 - 2. 📺 100_Days_of_School_1080p.mp4
- C. Gravenstein Union Teachers' Association (GUTA) (3 min.)**
- D. Gravenstein Union Classified Employees (GUCE) (3 min.)**
- E. Hillcrest Middle School Athletics (3 min.)**
- F. (p. 6) District Site Council (3 min.)**









1. Minutes from 10/23/24 Meeting (no Nov/Dec meetings)
 Minutes GUSD School Site Council 10/23/24
2. Next Meeting: February 26, 2025
- G. **District English Language Advisory Committee, DELAC** (3 min)
- H. **(p. 9) Gravenstein Parent Association, GPA** (5 min.)
 1. Agenda from January 15, 2025
- I. **Trustee Reports** (10 min.)
- J. **Diversity, Equity, Inclusion, and Belonging Committee Update** (5 min.)
- K. **(p. 11) Facilities Report** (5 min.)
 IMG_2684.MOV
- L. **(p. 12) CBO Report** (5 min.)
- M. **Superintendent Report/District Correspondence** (20 min.)
 1. (p. 14) January 22, 2025 Budget Presentation and Roundtable Discussion
 2. (p. 17 and also posted on GUSD Website) 2024-2025 MidYear LCAP Update Presentation  2024-2025 Presentation Mid-Year LCAP Report Gravenstein.pdf

IV. PUBLIC COMMENT (5 min.)

At this time the public may address the Board on any item not listed on the agenda. Presentations are limited to three minutes per person per topic. The Board may not respond to presentations. The public may address the Board on any item listed on the agenda at the time the matter is taken up by the Board.

V. CONSENT AGENDA (5 min.)

ACTION ITEM

- A. **(p. 20) Payroll**
- B. **(p. 21) Warrants**
- C. **(p. 28) Minutes from the Regular Board Meeting of January 14, 2025**
 1-14-2025 GUSD Board Minutes
- D. **(p. 36) Minutes from the Special Board Meeting of January 22, 2025**
- E. **(p. 39) Agreement Regarding Interdistrict Attendance Agreements**
- E. **Updated Board Policies**
 (BP= Board Policy; AR= Administrative Regulation)
 - (p. 42) **BP 3320 Claims and Actions Against the District**
 GUSD BP 3320_Claims and Actions Against the District
 - (p. 47) **BP 5113.1 Chronic Absence & Truancy**
 GUSD BP 5113.1_Chronic Absence And Truancy
 - (p. 49) **BP 6158 Independent Study**
 GUSD BP 6158_Independent Study
 - (p. 55) **AR 6158 Independent Study**
 GUSD AR 6158_Independent Study
 - (p. 60) **BP 6170.1 Transitional Kindergarten**
 GUSD BP 6170.1_Transitional Kindergarten
 - (p. 64) **BP 6174 Education for English Learners**
 GUSD BP 6174_Education For English Learners
 - (p. 68) **AR 6174 Education for English Learners**
 GUSD AR 6174_Education For English Learners

Action taken/comments:

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

VI. PUBLIC HEARING - Public Disclosure of Costs of Proposed CBA Between GUSD/GUTA

Public Disclosure of the Major Provisions and Costs of a Proposed Collective Bargaining Agreement Between the District and the Gravenstein Union Teachers Association (GUTA) and for compensation changes for certificated employees for 2024-2025, 2025-2026, and 2026-2027 fiscal years pursuant to Government Code Section 3547.5.

VII. GENERAL ACTION ITEMS

A. (p. 74) AB 1200 Public Disclosure Reports (10 min.)

Situation: Pursuant to Government Code 3547.5, the Board is asked to consider approval following a Public Hearing in which Major Provisions and Costs of a collective bargaining agreement (CBA) have been publicly disclosed through an AB 1200 report. This is a required action for any Collective Bargaining Agreement. Although not required to complete an AB 1200 for non-represented Certificated Employees, GUSD Staff did complete one for the non-represented Certificated Employees (Certificated Management) as a worksheet for both transparency and to assist with accurate budgeting. Both the AB 1200 GUTA Report and the AB 1200 non-represented Certificated Employee report have been submitted to the Sonoma County Office of Education for review.

Plan: Pending Board approval, staff will begin to implement the agreements, including a retroactive salary increase and increase in health benefits, effective July 1, 2024.

Recommended Motion: To approve the AB 1200 Public Disclosure Reports for the GUSD/GUTA CBA and non-represented Certificated Employees.

Action taken/comments

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

B. (p. 100) Tentative Agreement between the Gravenstein Union Teachers Association (GUTA) and GUSD for July 1, 2024 through June 30, 2027 (5 min.)

Situation: GUSD and GUTA concluded negotiations in January 2025. The draft submitted here reflects the Tentative Agreement signed on January 21, 2025, which captured the agreements made to Salary, Health Benefits, and Contract Negotiations.

Recommended Motion: For the Board to approve the Tentative Agreement to the Collective Bargaining Agreement between GUSD and GUTA for July 1, 2024 through June 30, 2027.

Action taken/comments

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

C. Recommendation for Parity Between Represented and Non-Represented Certificated Employees

Situation: With the approval of the GUTA Tentative agreement (TA), all certificated members represented by GUTA will receive both a salary increase and increase in district contribution to health care over each of the three years reflected in the CBA: 2024-2025, 2025-2026, and 2026-2027. GUSD Certificated Management, however, are not represented by a bargaining unit. Therefore, separate board action is required. It is the District's position that non-represented Certificated Employees should receive the same compensation package as other Certificated Employees.

Plan: Contingent upon Board approval of the GUTA Tentative Agreement (Board Action Item B), the Board will approve the same compensation package for non-represented Certificated Employees.

Recommended Motion: To approve the recommendation for non-represented Certificated Employees to receive the same increase to salary and benefits as reflected in the recently negotiated GUSD/GUTA Tentative Agreement.

Action taken/comments:

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

D. (p. 101) Revised Certificated Salary Schedules (5 min.)

Situation: Pending board action taken on the AB 1200 reports, the GUTA Tentative Agreement, and the recommendation for non-represented Certificated Employees, all certificated employees will receive a salary increase over three years: 2024-2025, 2025-2026, and 2026-2027. The revised salary schedules for all Certificated Employees are attached for Board approval. Upon approval, Staff will update on the website and in all employee documents.

Recommended Motion: To approve the Revised Certificated Salary Schedules to reflect the changes made in the recent GUSD/GUTA Tentative Agreement.

Action taken/comments:

Motion _____ Second _____

Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

E. (posted on GUSD website) Collective Bargaining Agreement between the Gravenstein Union Teachers Association (GUTA) and GUSD for July 1, 2024 through June 30, 2027 (5 min.)

Situation: GUSD and GUTA concluded negotiations in January 2025 for the 2024-2027 term and signed a Tentative Agreement on 1/21/2025. This revised CBA is a draft of the current GUSD/GUTA CBA posted on the GUSD Website that shows the highlighted edits of the signed 2022-23 Tentative Agreement and signed January 2025 Tentative Agreement. Upon approval of the Draft CBA, edits will be resolved and the revised CBA will be posted.

Recommended Motion: For the Board to approve the Draft Collective Bargaining Agreement between GUSD and GUTA for July 1, 2024 through June 30, 2027.

Action taken/comments

Motion _____ Second _____

Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

F. (p. 104) Draft 2025-2026 GUSD School Year Calendar (5 min)

Situation: After consultation with GUTA and GUCE leadership, as well as site principals, a draft calendar for the 2025-2026 school year is being submitted for Board consideration. Submitted along with the draft is a list of basic assumptions that were taken into account during the process. [W 2025-2026 GUSD Calendar DRAFT.docx](#)

Plan: Creation of a calendar that has major holiday breaks similar to the calendar proposed for the West County Unified School District that also includes Professional Development Days and School Closure Emergency Days as recommended by the California Department of Education and the Sonoma County Office of Education.

Recommended motion: For the Board to approve the Draft 2025-2026 school year calendar.

Action taken/comments:

Motion _____ Second _____

Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

G. (p. 106 and posted on GUSD website) Comprehensive School Safety Plan (5 min)

Situation: By March 1st of each school year, California *Education Code* Section 32286 requires each school site to review and update its school safety plan. The GUSD School Safety Plan was developed and written by the GUSD Site Council, which includes Certificated, Classified, and Administrative staff along with Parent representatives.

 24-25 School Safety Plan - Draft.docx

Plan: Site administrators have taken the plan from last year, discussed with staff and conducted drills, and discussed the updated plan with Site Council and gained their approval.

Recommended motion: For the Board to approve the Comprehensive School Safety Plan for Gravenstein Elementary School and Hillcrest Middle School for the 2024-2025 school year.

Action taken/comments

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

H. (posted on District Website) 2024-2025 GUSD LCAP MidYear Monitoring Report

 2025_LCAP_Mid-Year_Monitoring_Report_for_the_2024-25_LCAP_Gravenstein_Union_El...

Situation: In the past, California schools were required to report on their performance metrics only once a year through the LCAP. Updated requirements, however, now mandate schools to annually provide an LCAP mid-year update presentation to their board, in an effort to ensure that progress towards the goals is continually monitored and evaluated. This must be completed by February 28, 2025.

Plan: For the Board to review the 2024-2025 LCAP MidYear Monitoring Report.

Recommended motion: For the Board to approve the 2024-2025 LCAP MidYear Monitoring Report.

Action taken/comments

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

I. (p. 163) 2025 Ballot for CSBA Delegate Assembly (5 min.)

Situation: There is currently a vacancy on the CSBA Delegate Assembly for Subregion 3-A (Sonoma County). There are two candidates on the ballot, and the Board has been provided with biographical material on each candidate. The GUSD Board has one vote to cast in this election.

Plan: For the Board to consider the selection of a candidate and cast the GUSD vote.

Recommended motion: None at this time.

Action taken/comments

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

VII. PUBLIC COMMENT ON ITEMS IN CLOSED SESSION

VIII. ADJOURNMENT TO CLOSED SESSION (15 min.)

A. With respect to every item of business to be discussed in closed session pursuant to Section 54957.6

- 1.0 Student Discipline**
- 2.0 Pending Litigation (EC 54956.8)**
- 3.0 Administrator Performance Updates**
- 4.0 Conference with Negotiations team:**
 - a) GUTA/GUCE negotiations update**

IX. RECONVENE TO OPEN SESSION

X. PUBLIC REPORT OF ACTION ON ITEMS HEARD IN CLOSED SESSION

Action taken/comments:

Motion _____ Second _____
Vote: GA: _____ PB: _____ Ld: _____ JM: _____ ZS: _____

XI. FUTURE BOARD MEETINGS

March 11, 2025 at 5pm

April 8, 2025 at 5pm

May 13, 2025 at 5pm

XII. ADJOURNMENT

ADA Compliance: In compliance with Government Code 54954.2(a), the Gravenstein Union School District, will, on request, make this agenda available in appropriate alternative formats to persons with a disability, as required by Section 202 of the American with Disabilities Act of 1990 (42 U.S.C. 12132) and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability-related modification or accommodation in order to participate in the meeting should contact Keri Pugno, District Superintendent, Gravenstein Union School District, 3840 Twig Ave., Sebastopol, CA 95472. Telephone (707) 823-7008.