

**SAN DIEGUITO UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES
SPECIAL MEETING**

**THURSDAY, DECEMBER 17, 2015
4:00 PM**

**SAN DIEGUITO HIGH SCHOOL ACADEMY, MEDIA CENTER
800 SANTA FE DRIVE, ENCINITAS, CA 92024
AND VIA TELECONFERENCE: 3566 VAL VERDE, LONG BEACH, CA 90808**

The Governing Board of the San Dieguito Union High School District held a Special Meeting on Thursday, December 17, 2015, at the above location. *Pursuant to Government Code section 54953(b), this meeting was also conducted by teleconference at the following location: 3566 Val Verde, Long Beach, CA 90808. This location was accessible to the public. Members of the public wishing to address the Board directly from this location were allowed to do so during the public comment portion of the meeting.*

Attendance / Board:

Joyce Dalessandro
Beth Hergesheimer
Amy Herman
Maureen "Mo" Muir
John Salazar (*via teleconference location noted above*)

Attendance / District Management:

Rick Schmitt, Superintendent
Torrie Norton, Associate Superintendent, Human Resources
Jason Vilorio, Ed.D., Associate Superintendent, Administrative Services
Mike Grove, Ed.D., Associate Superintendent, Educational Services
Eric Dill, Associate Superintendent, Business Services
Joann Schultz, Executive Assistant to the Superintendent / Recording Secretary

1. CALL TO ORDER

President Hergesheimer called the meeting to order at 4:00 PM. Ms. Hergesheimer announced that the meeting was being conducted by teleconference and that the meeting was held at San Dieguito HS Academy Media Center at 800 Santa Fe Drive, Encinitas, California with an additional teleconference site at 3566 Val Verde, Long Beach, California. The telephone line was open. Board Member John Salazar was on the telephone line.

Mr. Salazar announced that the site in Long Beach was accessible to members of the public and to the disabled. Any member of the public could hear the meeting and testify. A copy of the agenda had been posted 72 hours in advance at the teleconference site. An opportunity was offered to the public to address the Board.

2. PUBLIC COMMENTS

Public Comments were made under Item #3, as noted below.

DISCUSSION / ACTION ITEMS

3. APPROVAL OF TENTATIVE AGREEMENT / SAN DIEGUITO FACULTY ASSOCIATION (SDFA) AND REVISED BP #4141 ATTACHMENT AND APPENDIX A, "CERTIFICATED SALARY SCHEDULE"

PUBLIC COMMENTS / SDHSA LOCATION:

A citizen made comments about compliance with the Ralph M. Brown Act and the ADA Act of 1990 regarding access to the remote location and requested that the meeting be adjourned and rescheduled.

District Legal Counsel Mr. Peter Fagan stated that he believes the District has substantially complied with the Ralph M. Brown Act and the Board can carry on with the meeting.

PUBLIC COMMENTS / REMOTE LOCATION:

A citizen made comments regarding the Brown Act and disability access, and requested that the meeting be adjourned.

The Board held a discussion regarding the tentative agreement.

Motion by Ms. Dalessandro, seconded by Ms. Herman, to approve the Tentative Agreement with the San Dieguito Faculty Association for a three-year contract for the period July 1, 2015 through June 30, 2018, and revised Board Policy #4141 Attachment and Appendix A, "Certificated Salary Schedule", as revised (pages 1-3 of BP #4141 Attachment and Appendix A, distributed at the meeting, and attached to the minutes).

Advisory Vote, Ayes: Bub, Eppel, McMullen, Schneir; Noes: None; Abstain: None; Absent: Gelman. Ayes: Dalessandro, Hergesheimer, Herman; Noes: Muir, Salazar; Abstain: None. Motion carried.

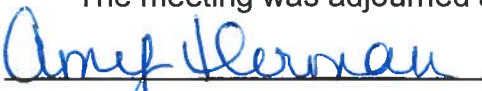
Mr. Salazar disconnected himself from the teleconference.


PUBLIC COMMENTS / SDHSA LOCATION:

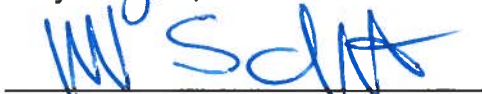
At the written request of the speaker, President Hergesheimer allowed public comments to be heard. Mr. Bob Croft, President, San Dieguito Faculty Association made comments in regards to the teacher's contract.

4. ADJOURNMENT

The meeting was adjourned at 5:00 PM.


Amy Herman, Board Clerk


Date


Rick Schmitt, Superintendent


Date

Approved at the January 14, 2016 SDUHSD Board Mtg
Joann Schultz, Recording Secretary

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

SCHEDULE A – 186-Day Work Year

2015-16 School Year¹

Schedule Effective: 7/01/2015 (+\$11,890, +7.00%)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	<i>BA ONLY</i>	<i>BA +15 Sem Units</i>	<i>BA +30 Sem Units</i>	<i>BA +45 Sem Units</i>	<i>BA +60 Sem Units (Hired prior to 10/1/76)</i>	<i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	<i>BA + 30 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,033 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,033 Stipend Included</i>
1	47,969	51,612	55,243	58,888	62,533	66,170	57,276	60,921	64,566	68,203
2	50,708	54,335	57,980	61,631	65,260	68,906	60,013	63,664	67,293	70,939
3	53,435	57,077	60,712	64,357	67,996	71,625	62,745	66,390	70,029	73,658
4	56,171	59,799	63,448	67,087	70,723	74,365	65,481	69,120	72,756	76,398
5	58,892	62,536	66,186	69,818	73,466	77,100	68,219	71,851	75,499	79,133
6	61,637	65,268	68,910	72,557	76,194	79,827	70,943	74,590	78,227	81,860
7		68,002	71,642	75,279	78,930	82,551	73,675	77,312	80,963	84,584
8			76,628	80,265	83,902	87,523	78,801	82,438	86,075	89,696
9				80,757	84,390	88,015		82,790	86,423	90,048
10					83,487	87,125		85,520	89,158	92,782
11						86,223		88,256	91,892	95,532

Effective July 1, 2015, an additional increment of \$2,686 will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year after the anniversary date.

Longevity	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
After 13 years of Service Credit in SDUHSD	64,323	70,688	79,314	88,909	92,545	96,185	81,347	90,942	94,578	98,218
After 17 years of Service Credit in SDUHSD	67,009	73,374	82,000	91,595	95,231	98,871	84,033	93,628	97,264	100,904
After 21 years of Service Credit in SDUHSD	69,695	76,060	84,686	94,281	97,917	101,557	86,719	96,314	99,950	103,590
After 25 years of Service Credit in SDUHSD	72,381	78,746	87,372	96,967	100,603	104,243	89,405	99,000	102,636	106,276
After 29 years of Service Credit in SDUHSD	75,067	81,432	90,058	99,653	103,289	106,929	92,091	101,686	105,322	108,962

- Master's Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

¹This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year; amount of the increased Flex, less \$2,000 District Credit will be added to the salary schedule net of the amounts paid through December 31, 2015
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

SCHEDULE A – 186-Day Work Year

2015-16 School Year²

Schedule Effective: 1/01/2016 (+\$11,890, +7.00%)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	BA ONLY	BA +15 Sem Units	BA +30 Sem Units	BA +45 Sem Units	BA +60 Sem Units (Hired prior to 10/1/76)	BA +75 Sem Units (Hired prior to 10/1/76)	BA + 30 Sem Units w/ Masters \$2,033 Stipend Included	BA + 45 Sem Units w/ Masters \$2,033 Stipend Included	BA + 60 Sem Units w/ Masters \$2,033 Stipend Included	BA + 75 Sem Units w/ Masters \$2,033 Stipend Included
1	58,245	61,888	65,519	69,164	72,809	76,446	67,552	71,197	74,842	78,479
2	60,985	64,611	68,256	71,907	75,537	79,182	70,289	73,940	77,570	81,215
3	63,711	67,353	70,988	74,634	78,273	81,901	73,021	76,667	80,306	83,934
4	66,447	70,075	73,724	77,363	80,999	84,641	75,757	79,396	83,032	86,674
5	69,168	72,812	76,462	80,094	83,742	87,376	78,495	82,127	85,775	89,409
6	71,914	75,544	79,186	82,833	86,470	90,104	81,219	84,866	88,503	92,137
7		78,278	81,918	85,555	89,206	92,827	83,951	87,588	91,239	94,860
8			86,904	88,295	91,941	95,572	88,937	90,328	93,974	97,605
9				91,033	94,666	98,291		93,066	96,699	100,324
10				93,763	97,401	101,025		95,796	99,434	103,058
11				96,499	100,135	103,775		98,532	102,168	105,808

Effective July 1, 2015, an additional increment of \$2,686 will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year after the anniversary date.

Longevity	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
After 13 years of Service Credit in SDUHSD	74,600	80,964	89,590	99,185	102,821	106,461	91,623	101,218	104,854	108,494
After 17 years of Service Credit in SDUHSD	77,286	83,650	92,276	101,871	105,507	109,147	94,309	103,904	107,540	111,180
After 21 years of Service Credit in SDUHSD	79,972	86,336	94,962	104,557	108,193	111,833	96,995	106,590	110,226	113,866
After 25 years of Service Credit in SDUHSD	82,658	89,022	97,648	107,243	110,879	114,519	99,681	109,276	112,912	116,552
After 29 years of Service Credit in SDUHSD	85,344	91,708	100,334	109,929	113,565	117,205	102,367	111,962	115,598	119,238

- Master's Degree Value: \$ 2,033 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,033
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,066
- Education Specialist Degree: Additional Stipend \$ 1,019
- Longevity Increments: \$ 2,686 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 36.86
- Hourly (Non-Curriculum Related): \$ 32.38

²This salary schedule implements the following increases, which recognize the transition from the Flexible Spending Account to the District Credit effective January 1, 2016:
 EL Stipend value added to salary schedule and eliminated as stipend
 Flex increase of 5% to \$12,890 per year less \$2,000 District Credit added to salary schedule
 Salary Schedule increase of 7% to include above two items

SAN DIEGUITO UNION HIGH SCHOOL DISTRICT CERTIFICATED SALARY SCHEDULE

SCHEDULE A – 186-Day Work Year

2016-18 School Year

Schedule Effective: 7/01/2016 (+5.50%)

Step	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
	<i>BA ONLY</i>	<i>BA +15 Sem Units</i>	<i>BA +30 Sem Units</i>	<i>BA +45 Sem Units</i>	<i>BA +60 Sem Units (Hired prior to 10/1/76)</i>	<i>BA +75 Sem Units (Hired prior to 10/1/76)</i>	<i>BA + 30 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 45 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 60 Sem Units w/ Masters \$2,145 Stipend Included</i>	<i>BA + 75 Sem Units w/ Masters \$2,145 Stipend Included</i>
1	61,449	65,292	69,123	72,968	76,814	80,651	71,268	75,113	78,959	82,796
2	64,339	68,164	72,010	75,862	79,691	83,537	74,155	78,007	81,836	85,682
3	67,215	71,058	74,892	78,738	82,578	86,406	77,037	80,883	84,722	88,550
4	70,102	73,930	77,779	81,618	85,454	89,297	79,924	83,763	87,599	91,441
5	72,972	76,817	80,668	84,499	88,348	92,182	82,812	86,644	90,493	94,327
6	75,869	79,699	83,542	87,389	91,226	95,059	85,686	89,534	93,371	97,204
7	-	82,583	86,424	90,261	94,112	97,932	88,568	92,405	96,257	100,077
8	-	-	91,684	93,152	96,998	100,829	93,829	95,296	99,142	102,974
9	-	-	-	96,040	99,873	103,697	-	98,185	102,018	105,842
10	-	-	-	98,920	102,758	106,582	-	101,065	104,903	108,726
11	-	-	-	101,806	105,642	109,483	-	103,951	107,787	111,627

Effective July 1, 2016, an additional increment of \$2,834 will be granted during the ensuing year to unit members upon completion of the 13th, 17th, 21st, 25th, and 29th year of employment within the District. Part-time unit members shall accumulate longevity in proportion to the time taught per day. This additional increment will be granted with the beginning of the school year after the anniversary date.

Longevity	Range 1	Range 2	Range 3	Range 4	Range 5	Range 6	Range 10	Range 7	Range 8	Range 9
After 13 years of Service Credit in SDUHSD	78,703	85,417	94,518	104,640	108,476	112,317	96,663	106,785	110,621	114,461
After 17 years of Service Credit in SDUHSD	81,537	88,251	97,352	107,474	111,310	115,151	99,497	109,619	113,455	117,295
After 21 years of Service Credit in SDUHSD	84,371	91,085	100,186	110,308	114,144	117,985	102,331	112,453	116,289	120,129
After 25 years of Service Credit in SDUHSD	87,205	93,919	103,020	113,142	116,978	120,819	105,165	115,287	119,123	122,963
After 29 years of Service Credit in SDUHSD	90,039	96,753	105,854	115,976	119,812	123,653	107,999	118,121	121,957	125,797

- Master’s Degree Value: \$ 2,145 (included in salary figures listed in first chart above in Ranges 7, 8, 9, & 10)
- Doctorate Degree + MA Degree: Additional Stipend \$ 2,145
- Doctorate Degree without MA Degree: Additional Stipend \$ 4,290
- Education Specialist Degree: Additional Stipend \$ 1,075
- Longevity Increments: \$ 2,834 (each increment is included in salary figures listed in Longevity chart above in Ranges 1 – 10)
- Hourly (Curriculum Related): \$ 38.89
- Hourly (Non-Curriculum Related): \$ 34.16