



**BOARD OF TRUSTEES
MAY 4, 2022 REGULAR MEETING MINUTES
HIGH TECH HIGH**

The Board of Trustees (“Board”) and employees of High Tech High shall meet via the Zoom meeting platform. Members of the public who wish to access this Board meeting may do so by using the following Zoom link: <https://hightechhigh-org.zoom.us/j/85744662479>

Date: May 4, 2022

Time: 5:00 p.m.

Trustees present: Gary Jacobs, Chairman; Albert Lin, Trustee; Héctor Pérez, Secretary; Lida Rafia, Trustee; Bernadette Bach, Trustee

Board Member	Present
Gary Jacobs, Chairperson	X
Bernadette Bach, Trustee	X
Albert Lin, Trustee	X
Héctor Pérez, Secretary	X
Lida Rafia, Trustee	X

Staff Present: Kaleb Rashad, Interim CEO; Colleen Green, Interim COO; Jackie Chen, CFO; Patrick Frost, GC; Janie Griswold, CLO; Justine Petrey-Juarez, Executive Assistant to the Officers

Others present: Lily Michel, interpreter
Kathy Figueroa, interpreter
High Tech High staff
Members of HTH community

CALL TO ORDER at 5:08 p.m. by Gary Jacobs, Chairman. A roll call of trustees confirmed a quorum.

1.0 CONSENT ITEMS

- 1.1 Approve the March 9 Meeting Minutes
- 1.2 Approve the March 26 Special Meeting Minutes
- 1.3 Approve the Resolution Considering the Continued State of Emergency for Board Meetings by Teleconference
- 1.4 Approve Updated Policy Regarding Public Participation During Open Board Meeting

1.1.1-1.4.1 Discussion: Staff members provided the Board an opportunity to review and discuss the consent agenda items.

1.1.2-1.4.2 Motion: There being no further discussion upon motion duly made by Héctor Pérez and seconded by Bernadette Bach, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Bernadette Bach, Trustee	X			
Albert Lin, Trustee	X			
Héctor Pérez, Secretary	X			
Lida Rafia, Trustee	X			

2.0 INFORMATION ITEMS

2.1 Student Presentation

2.2.1 Students Elizabeth Rosales, Belen Perea, Alberto Hernandez, Abigail Wilber, MJ Smith, and Antoni Rodriguez from the Gary and Jerri-Ann Jacobs High Tech High presented their Science and Humanities woodworking projects.

2.2 Report of the Officers

Officer comments included the following:

- A list of business agreements approved since the last Board meeting was shared.
- Director of Community Engagement and Admissions Veronica Alvarez Grajeda provided the Board an update on admissions for the 2022-23 school year.

3.0 COMMENTS FROM THE PUBLIC

3.1 Members of the public were provided time to address the board.

4.0 BOARD REPORT AND COMMENTS

4.1 Chairman's Report

4.2 Board Member Comment

Chairman and Board Member comments included the following:

- Chairman Gary Jacobs asked the HTH Officers to provide the Board with staff retention data, and how HTH compares to local and national averages. Chief Learning Officer Janie Griswold shared a presentation that demonstrated the retention rates ranging from 2018 - 2022. A Teacher Retention Survey conducted in Spring 2022 leads HTH to anticipate a

similar retention rate as 2021, in the 80% range. Janie also provided various actions that HTH is taking in order to improve retention and recruitment.

- Board Secretary Héctor Pérez commented that there does not appear to be much data available to do a true comparison, which Janie Griswold confirmed.
- Gary Jacobs inquired about the timeline for the implementation of a new HR Payroll system. Chief Financial Officer Jackie Chen shared that a new software system, intended to assist with human resources and financial reporting needs, will be selected and presented to the Board by December 2022. The business office will present an implementation plan to the Board in the first months of 2023.
- Gary Jacobs inquired whether the HTH Bargaining team had yet passed all sunshined proposals to the HTEC Bargaining team. General Counsel Patrick Frost confirmed that HTH has passed on all of their 13 initial proposals, and the bargaining teams have been able to reach Tentative Agreements on 4 proposals.
- Board Trustee Albert Lin added there has been mention of feelings of delay from HTH in the bargaining process. Albert asked HTH to look into why that is, and what can be done to be as responsive as possible. Patrick Frost confirmed that HTH is working diligently on their bargaining proposals to be able to reach a collective agreement.
- Gary Jacobs asked how the hiring process and teacher recruitment is progressing. Interim Director of Operations Isaac Jones responded that Interim Director of Operations Julie Holmes and himself have been attending several job fairs and connecting with local universities. These recruitment activities established that HTH is facing similar staffing difficulties as other local school districts. Human Resources has received a healthy number of applicants, and hiring bonanzas at each school and have begun hiring for next year.
- Board Trustee Lida Rafia asked if HTH can provide the Board with salary schedules and comparisons between SDUSD and other school districts. Janie Griswold confirmed.
- Gary Jacobs highlighted that HTH recently asked the community to help vote on charter school legislation that would help HTH schools be “held harmless” and therefore recoup funds due to reduced pandemic attendance that are currently not available to charter schools. Gary also mentioned that Governor Newsom’s May Revised Budget is forthcoming, and will likely provide further financial assistance that will allow HTH to better fund the organization.
- Albert Lin inquired if these two items are greatest opportunities to help HTH financially. Gary Jacobs affirmed, stating that Held Harmless would dramatically help charter schools who are currently excluded from this significant funding.
- Albert Lin asked how else HTH can make the community aware that they need this support. Interim CEO Kaleb Rashad responded that HTH is collaborating with teaching teams who have inquired about specific ideas on what to do and how to take action. HTH is also working with CCSA to identify what specific legislation information should be distributed to the community when they ask for the community’s help in advocating for our

- needs to legislators.
- Héctor Pérez stated that this community email could present comparative or projected gains.
- Kaleb Rashad shared that HTEC has been very helpful in advocating for support.
- Albert Lin asked if there is any guidance from the state level surrounding actions they are taking to address inflation and COLA. Albert asked HTH to host a review of salary frameworks and cost of living ratios to best understand the effects of increasing COLA. Kaleb Rashad provided that HTH needs both the state’s help to increase funding, and a way to stably rework finances to direct funds where they are most needed in the organization.

Open session was suspended at 7:07 p.m. Closed session convened at 7:07 p.m. and adjourned at 7:59 p.m. Open session re-convened at 7:59 p.m. A roll call was taken at this time to re-confirm a quorum.

Board Member	Present
Gary Jacobs, Chairperson	X
Bernadette Bach, Trustee	X
Albert Lin, Trustee	X
Héctor Pérez, Secretary	X
Lida Rafia, Trustee	X

5.0 CLOSED SESSION ITEMS

5.1 No action taken.

6.0 PUBLIC HEARING ITEMS

6.1 First Reading: Information Only – Local Control and Accountability Plan (LCAP)

6.1.1 This is a public hearing and first reading of the LCAP FY22-23 for the following schools:

CDE Statewide Benefit Charter Schools LCAPs: High Tech High Mesa, High Tech Middle Mesa, High Tech Elementary Mesa, High Tech High North County, High Tech Middle North County, High Tech Elementary North County, High Tech High Chula Vista, High Tech Middle Chula Vista, High Tech Elementary Chula Vista; and,

San Diego Unified School District Authorized Charter Schools LCAPs: High Tech High, High Tech High Media Arts, High Tech High International, High Tech Middle, High Tech Middle Media Arts, High Tech Elementary, High Tech Elementary Explorer

Janie Griswold, Chief Learning Officer gave an overview of the LCAPs.

The final reading will be presented to the board for approval at the June 15, 2022 Board meeting.

6.2 First Reading: Information Only – Proposed 2022-2023 High Tech High Budget

6.2.1 This is a public hearing and first reading of the proposed 2022-23 budget for the following schools:

CDE Statewide Benefit Charter Schools: High Tech High Mesa, High Tech Middle Mesa, High Tech Elementary Mesa, High Tech High North County, High Tech Middle North County, High Tech Elementary North County, High Tech High Chula Vista, High Tech Middle Chula Vista, High Tech Elementary Chula Vista; and, San Diego Unified School District authorized charter schools: High Tech High, High Tech High Media Arts, High Tech High International, High Tech Middle, High Tech Middle Media Arts, High Tech Elementary, High Tech Elementary Explorer.

The second reading will be presented to the board for approval at the June 15, 2022 meeting.

7.0 ACTION ITEMS

7.1 Approve A-G Completion Grant

7.1.1 Discussion: Staff recommended the Board approve the A-G Completion Grant.

7.1.2 Motion: There being no further discussion upon motion duly made by Albert Lin and seconded by Bernadette Bach, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Bernadette Bach, Trustee	X			
Albert Lin, Trustee	X			
Héctor Pérez, Secretary	X			
Lida Rafia, Trustee	X			

7.2 Approve Education Protection Account (EPA) Use of Funds for the 2021-2022 School Year

7.2.1 Discussion: Staff recommended the Board approve the Education Protection Account (EPA) Use of Funds for the 2021-2022 School Year.

7.2.2 Motion: There being no further discussion upon motion duly made by Albert Lin and seconded by Héctor Pérez, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Bernadette Bach, Trustee	X			
Albert Lin, Trustee	X			
Héctor Pérez, Secretary	X			
Lida Rafia, Trustee	X			

- 7.3 Approve High Tech High Declaration of Need (DON) for Fully Qualified Educators 2022-23 School Year

7.3.1 Discussion: Staff recommended the Board approve the High Tech High Declaration of Need (DON) for Fully Qualified Educators 2022-23 School Year.

7.3.2 Motion: There being no further discussion upon motion duly made by Héctor Pérez and seconded by Albert Lin, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Bernadette Bach, Trustee	X			
Albert Lin, Trustee	X			
Héctor Pérez, Secretary	X			
Lida Rafia, Trustee	X			

- 7.4 Approve Updated HTH Reclassification Requirements and Process for Emerging Multilingual Learners

7.4.1 Discussion: Staff recommended the Board approve the Updated HTH Reclassification Requirements and Process for Emerging Multilingual Learners.

7.4.2 Motion: There being no further discussion upon motion duly made by Héctor Pérez and seconded by Bernadette Bach, a roll call was taken to approve the motion.

Board Member	Ayes	Nos	Abstain	Absent
Gary Jacobs, Chairperson	X			
Bernadette Bach, Trustee	X			
Albert Lin, Trustee	X			
Héctor Pérez, Secretary	X			
Lida Rafia, Trustee	X			

8.0 ADJOURNMENT

There being no further business to be brought before the Board, it was the consensus of the Board to adjourn the meeting at 8:34 p.m.

Next Scheduled Meetings:

- Wednesday, June 15, 2022 from 5:00 p.m. – 8:00 p.m.

Respectfully submitted by:

DocuSigned by:

Hector Perez

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Héctor Pérez, Secretary, High Tech High Board