



BOARD OF TRUSTEES
NOVEMBER 10, 2022 SPECIAL MEETING MINUTES
HIGH TECH HIGH

This meeting will be by videoconference pursuant to Executive Orders N-25-20 and N-29-20.

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/84534180399?pwd=SGRkWDFhU1FtUml4aFJ5czhNRTd1QT09>

Date: November 10, 2022

Time: 4:30 p.m.

Trustees present: Gary Jacobs, Chairman; Bernadette Bach, Trustee; Héctor Pérez, Secretary

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

Staff Present: Jackie Chen, CFO; Patrick Frost, GC; Janie Griswold, CLO; Isaac Jones, Chief Operations Officer; Justine Petrey-Juarez, Executive Assistant to the Officers

Others present: Kathy Figueroa, interpreter
 Rodolfo Valentan, interpreter
 High Tech High staff
 Members of HTH community

CALL TO ORDER at 4:36 p.m. by Gary Jacobs, Chairman. A roll call of trustees confirmed a quorum.

1.0 CONSENT ITEMS

- 1.1 Approve the Resolution Considering the Continued State of Emergency for Board Meetings by Teleconference

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

1.1.2 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 COMMENTS FROM THE PUBLIC

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

3.0 BOARD REPORT AND COMMENTS

3.1 Chairman's Report

3.2 Board Member Comment

Chairman and Board Member comments included the following:

- Board Chairman Gary Jacobs asked General Counsel Patrick Frost to discuss what is in the collective bargaining contract and how it differs from the current status quo, especially pertaining to due process. Patrick shared that the school has been actively participating in collective bargaining sessions since January, which include proposals that address employee performance and discipline. HTH's proposals have incorporated multiple layers of due process, including in a Tentative Agreement on Evaluation, which will consist of a committee of equal parts HTH and HTEC members to develop a fair performance evaluation procedure. Furthermore, the current Discipline has a progressive discipline process outlined, and ensures that members can only be disciplined for cause. It also states that dismissals shall begin with the immediate director/supervisor, and the dismissal can be grieved if the process isn't followed.
- Gary Jacobs clarified that other charter schools with teacher unions have agreed to contracts with the CEO as the final arbiter, and introductory periods that vary in comparison to public schools. Patrick confirmed this information, and elaborated that charter schools were intentionally created to be different from public schools, including their exemption from the Ed Code. Thus there exists no "industry standard" for charter schools.

Patrick explained that the vast majority of the proposals have remained unchanged by both sides for several meetings now, demonstrating how close we are to a full contract agreement. There have been no changes to the salary frameworks since approximately June, indicating that the teams are essentially in agreement. Due to a strong May revision to the California budget, HTH was able to present a stronger salary scale on the Wages proposal than the union had requested. HTH wants to implement these salary increases as soon as possible, which can be pushed out as soon we reach a full agreement. We are very close and HTH remains hopeful we can resolve the final aspects of the contract with the collective.

- Board Secretary Héctor Pérez commented that due process appears to

have been negotiated, including a collaborative approach to creating parameters for discipline and evaluation. Within the contract there are multiple points where the fairness of the process could be challenged. The Board hasn't taken contract negotiations lightly, and is taking into consideration all of its members to make sure the entire institution remains healthy. HTH culture has fostered and created an amazing amount of HTH graduates who are now high achieving adults from our schools. He is proud and happy to continue to serve on the Board to keep this beautiful equity project that we have been and will continue to be.

- Board Trustee Bernadette Bach thanked Patrick for outlining the layers of due process, as it seems there has been some misunderstanding on what that process looks like. Although it may appear that the Board isn't returning from closed session with definitive actionable items, they have been working very diligently to expedite this process. As a comparison, other charter schools bargaining timelines have taken twice as long to reach an agreement. The Board is making sure this agreement is created properly, with consideration to their fiduciary and long term financial responsibilities. The Board respects the teachers of this amazing school organization, and are working hard to come to a resolution here.

OPEN SESSION WAS SUSPENDED AT 5:30 p.m.

CLOSED SESSION CONVENED AT 5:30 p.m. and ADJOURNED AT 6:08 p.m.

OPEN SESSION RE-CONVENED AT 6:09 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	
Héctor Pérez, Secretary	X
Lida Rafia, Trustee	

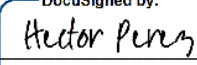
4.0 CLOSED SESSION ITEMS:

- 4.1 The Board authorized HTH staff to file for impasse and proceed with a request for a mediator with PERB to help us reach an agreement as soon as possible.

5.0 ADJOURNMENT

There being no further business to be brought before the Board, it was the consensus of the Board to adjourn the meeting at 6:11 p.m.

Respectfully submitted by:

DocuSigned by:

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Héctor Pérez, Secretary, High Tech High Board