



## **SPECIAL MEETING OF THE GOVERNING BOARD**

Written notice is hereby given, in accordance with Education Code Section 35144 and Government Code Section 54957.6, that a special meeting of the Governing Board of the National School District will be held as follows:

The public may view the meeting by accessing the following link:

<https://meet.google.com/qgg-gjrn-kfs>

To listen to the meeting, please call (US) +1 402-971-0097 and enter the access code PIN: 409 736 627#

National School District employees can also use the live stream link to view the meeting:

<https://stream.meet.google.com/stream/1d68635b-8e34-46a3-9ef4-8483b431ccc9>

Tuesday, July 21, 2020

Open Session – 4:00 p.m.

## **NOTICE**

This meeting will be conducted in accordance with Governor Newsom’s Executive Order 28-20 relating to the COVID-19 pandemic. Due to applicable Public Health Orders issued by the County Health Officer, the National School District will not be open to the public.

## **AGENDA**

If you wish to speak to the Governing Board, comments will be accepted in writing only. You may submit your comment to [jgomez@nsd.us](mailto:jgomez@nsd.us) no later than 12:00 p.m. Tuesday, July 21, 2020. All timely received comments will be read to the Governing Board by the Recording Secretary at the time the Board President calls the item. Comments are not to exceed three (3) minutes (Approx. 450 words). If you have special needs because of a disability and have difficulty submitting comments via email, please contact the Superintendent’s office by 12:00 p.m. Tuesday, July 21, 2020 at (619) 336-7700.

### **NATIONAL SCHOOL DISTRICT**

1500 ‘N’ Avenue • National City, CA 91950 • (619) 336-7500 • Fax (619) 336-7505 • <http://nsd.us>

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**1. CALL TO ORDER**

**2. PLEDGE OF ALLEGIANCE**

**3. ROLL CALL**

**4. PUBLIC COMMUNICATIONS**

Barbara Avalos,  
Board President

If you wish to speak to the Governing Board, comments will be accepted in writing only. You may submit your comment to [jgomez@nsd.us](mailto:jgomez@nsd.us), no later than 12:00 p.m. Tuesday, July 21, 2020. All timely received comments will be read to the Governing Board by the Recording Secretary at the time the Board President calls the item. Comments are not to exceed three (3) minutes (Approx. 450 words). If you have special needs because of a disability and have difficulty submitting comments via email, please contact the Superintendent's office by noon Tuesday, July 21, 2020 at (619) 336-7700. No Board action can be taken.

**5. GENERAL FUNCTIONS**

**5.1.** Approve National School District COVID-19 Safe Reopening Plan.  
(Exhibit A)

Dr. Leighangela  
Brady, Superintendent

**6. BUSINESS SERVICES**

**6.1.** Presentation of 45-Day Budget Revisions Workshop.

Dr. Leighangela  
Brady, Superintendent

**7. HUMAN RESOURCES**

**7.1.** Approve Resolution #20-21.14 to Rescind classified layoffs for the 2020-21 school year.

Dr. Leticia Hernandez,  
Assistant  
Superintendent Human  
Resources

**7.2.** Approve the Tentative Agreement for the 2020-2021 school year between the National City Elementary Teachers Association and the Governing Board of National School District.

Dr. Leticia Hernandez,  
Assistant  
Superintendent Human  
Resources

**7.3.** Approve Resolution #20-21.15 for Certificated Employee Retirement Incentive for the 2020-21 school year.

Dr. Leticia Hernandez,  
Assistant  
Superintendent Human  
Resources

**8. ADJOURNMENT**

  
Barbara Avalos, Board President

Agenda Item: **1. CALL TO ORDER**

Agenda Item: **2. PLEDGE OF ALLEGIANCE**

Agenda Item: **3. ROLL CALL**

Quick Summary / Board:  
Abstract: Ms. Barbara Avalos  
Ms. Maria Betancourt-Castañeda  
Mr. Brian Clapper  
Ms. Maria Dalla  
Ms. Alma Sarmiento

Staff:  
Dr. Leighangela Brady, Superintendent-Administration  
Dr. Leticia Hernandez, Assistant Superintendent-Human Resources  
Dr. Sharmila Kraft, Assistant Superintendent-Educational Services

Agenda Item: **4. PUBLIC COMMUNICATIONS**

Speaker: Barbara Avalos, Board President

Quick Summary / Abstract: If you wish to speak to the Governing Board, comments will be accepted in writing only. You may submit your comment to [jgomez@nsd.us](mailto:jgomez@nsd.us), no later than 12:00 p.m. Tuesday, July 21, 2020. All timely received comments will be read to the Governing Board by the Recording Secretary at the time the Board President calls the item. Comments are not to exceed three (3) minutes (Approx. 450 words). If you have special needs because of a disability and have difficulty submitting comments via email, please contact the Superintendent's office by noon Tuesday, July 21, 2020 at (619) 336-7700. No Board action can be taken.

Agenda Item: **5. GENERAL FUNCTIONS**

Agenda Item: **5.1. Approve National School District COVID-19 Safe Reopening Plan. (Exhibit A)**

Speaker: Dr. Leighangela Brady, Superintendent

Quick Summary /  
Abstract: Due to current COVID-19 closures, school districts must describe, in detail, a plan for reopening schools prior to resuming school operations. Schools must be prepared to implement certain elements in response to emergency orders to ensure student and staff safety, as well as continuity of learning.

Comments: Attached is National School District's plan for safe reopening of the District and schools. Cabinet members will present highlights of the plan before the Board takes action on this item.

Recommended  
Motion: Approve National School District COVID-19 Safe Reopening Plan. (Exhibit A)

Attachments:  
Exhibit A

Agenda Item: **6. BUSINESS SERVICES**

Agenda Item: **6.1. Presentation of 45-Day Budget Revisions Workshop.**

Speaker: Dr. Leighangela Brady, Superintendent

Quick Summary / Abstract: Estimates for National School District's 2020-2021 adopted budget include the Governor's May Revise assumptions and the Local Control Accountability Plan recommendations. Due to drastic changes between the Governor's May Revise and Enacted Budget, National School District recommends submitting a revised budget.

Today's workshop will discuss proposed changes and assumptions for revisions. A revised budget will be submitted for approval to the Governing Board at its Regular Board Meeting on August 12, 2020. All revised budgets must be submitted to San Diego County Office of Education by August 13, 2020.

Comments: The 2020-2021 General Fund Budget (Unrestricted Funds) is based upon key assumptions for both income and expenditures. Education Code Section 42127 requires the Governing Board of each school district to adopt a budget on or before July 1 of each year. After adoption, the budget will be filed with the County Superintendent of Schools. Boards may make revisions to this budget within 45-days after adoption.

Agenda Item: **7. HUMAN RESOURCES**

Agenda Item: **7.1. Approve Resolution #20-21.14 to Rescind classified layoffs for the 2020-21 school year.**

Speaker: Dr. Leticia Hernandez, Assistant Superintendent Human Resources

Quick Summary / Abstract: On June 1, 2020, the Governing Board of the National School District adopted Resolution #19-20.31, to reduce or discontinue the equivalent of 53.0 full-time classified employees, pursuant to Education Code section 45308. This decision was made due to a lack of work and/or lack of funds based on budget projections from the Governor's May Revise Budget.

Provisions in the June 29, 2020 Governor's Enacted Budget, provide temporary limitations on classified staffing reduction procedures (EC § 45117) from July 1, 2020, to June 30, 2021 including Custodial, Transportation, and Child Nutrition employees. In addition, improvements in State budget allocations for the 2020-21 school year, provide budget relief for consideration to rescind other full-time equivalent classified positions that were also given a layoff notice.

Approval of this resolution will rescind all classified layoffs as outlined in adopted Resolution #19-20.31.

Recommended Motion: Approve Resolution #20-21.14 to Rescind classified layoffs for the 2020-21 school year.

Attachments:  
Resolution #20-21.14



Resolution #20-21.14  
July 21, 2020  
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President, Board of Education  
National School District

I hereby certify that the foregoing is a true and correct copy of a Resolution of the Governing Board of the National School District, adopted by said Board at its meeting on July 21, 2020.

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Secretary, Board of Education  
National School District

## National School District Resolution

#19-20.31

### INTENTION TO ELIMINATE/REDUCE CLASSIFIED POSITIONS

WHEREAS, due to the lack of work and/or lack of funds, the Governing Board hereby finds that it is in the best interest of the National School District, to reduce or eliminate the following position(s):

<u>Classification</u>	<u>No. of Position(s)</u>	<u>Reduction</u>
Campus Student Supervisors	30	From 86 FTE to 56.00 FTE
Technology Services Supervisor	1	From 1 FTE to 0.00 FTE
Custodial Supervisor	1	From 1 FTE to 0.00 FTE
Information Compliance Specialist	1	From 1 FTE to 0.00 FTE
Purchasing Supervisor	1	From 1 FTE to 0.00 FTE
Transportation Student Attendants	16	From 16 FTE to 0.00 FTE
Admin. Asst. Office Manager	2	From 2 FTE to 0.00 FTE
Lead-Language Assessment/ Instructional Assistant	1	From 2 FTE to 1.00 FTE

NOW, THEREFORE, BE IT RESOLVED by the Governing Board that:

1. Due to lack of work and/or lack of funds, the number of classified employees and the amount of service rendered shall be reduced by layoff as specified above, pursuant to Education Code section 45308.
2. The Superintendent or designee is authorized to give notice of reduction/layoff to the affected classified employees pursuant to the Education Code and District policies. In accordance with these authorities, the Superintendent or designee is authorized to offer voluntary demotions or reduction in hours, where available and appropriate, in lieu of layoffs.
3. The above identified reductions/layoffs shall be effective July 31, 2020.
4. The employees reduced/laid off pursuant to this Resolution shall be eligible for reemployment pursuant to Education Code section 45298.

Resolution #20-21.14  
July 21, 2020  
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Resolution #19-20.31  
June 1, 2020  
Page 2

**PASSED AND ADOPTED** by the Governing Board of the National School District of San Diego County, California this 1<sup>st</sup> day of June 2020 by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA    )  
  )ss  
COUNTY OF SAN DIEGO    )

\_\_\_\_\_  
Barbara Avalos, Board President

Agenda Item: **7.2. Approve the Tentative Agreement for the 2020-2021 school year between the National City Elementary Teachers Association and the Governing Board of National School District.**

Speaker: Dr. Leticia Hernandez, Assistant Superintendent Human Resources

Quick Summary / Abstract: The District and the National City Elementary Teachers Association (NCETA) have been involved in negotiations for the 2020-21 school year; the final year of a three-year contract, which expires June 30, 2021. On July 15, 2020 the parties reached a tentative agreement.

NCETA unit members ratified this agreement on July 17, 2020. The Tentative Agreement is attached.

Comments: The tentative agreement for the 2020-2021 school year includes a salary increase and a retirement incentive for all certificated employees.

The tentative agreement includes a 1% cost-of living adjustment on the salary schedule.

The retirement incentive is structured for all certificated employees that are fifty-five (55) years and older with at least fifteen years of service in the National School District.

Certificated employees will receive 40% of their annual salary paid out over three years.

Twelve certificated employees are needed to retire in order for retirement incentive to be effective. No midyear retirements are permitted in this agreement.

Financial Impact: Financial cost: \$286,248

Attachments:  
TA-NCETA MOU

**Memorandum of Understanding  
Between  
National School District  
and  
National City Elementary Teachers Association  
to fully settle limited reopeners on Salary and Benefits for 2020-2021 School Year  
July 15, 2020**

This Memorandum of Understanding ("MOU") is entered into by and between the National School District ("District") and National City Elementary Teachers Association ("NCETA") (collectively, the "Parties") for the purpose of settling limited reopeners on salaries and health and welfare benefits pursuant to Article 18.2 of the parties Collective Bargaining Agreement, as well as providing an incentive payment for eligible unit members who provide the District with timely notice of their resignation/retirement from their District employment.

The parties hereby agree as follows:

**Retirement Notice Incentive**

1. In exchange for written notice of an eligible unit member's irrevocable resignation (with the exception in 2.d below), based on the eligibility criteria specified below, the District will contribute a 40% of each participant's annual salary into a 403(b) tax sheltered annuity plan. The District's contribution will be deposited into the 403(b) plan over a three-year period, as follows: 15% in Year 1, 15% in Year 2, and 10% in Year 3.
2. In order to be eligible for this retirement incentive, unit members must:
  - a. Be at least fifty-five (55) years old as of August 18, 2020 (for unit members retiring prior to the start of the 2020-21 school year) or June 30, 2021 (for unit members retiring at the end of the 2020-21 school year).
  - b. Be in good standing and in active employment status with the District. Unit members on unpaid leave and/or on a statutory reemployment list shall be eligible for this retirement incentive.
  - c. Submit a signed, irrevocable notice of resignation/retirement from the District as follows: (1) for unit members retiring prior to the start of the 2020-21 school year, by no later than 4:00 pm on August 14, 2020 with an effective resignation/retirement date of no later than August 18, 2020; and (2) for unit members retiring at the end of the 2020-21 school year, by no later than 4:00 pm on October 31, 2020 with an effective resignation/retirement date of no sooner than June 30, 2021.
  - d. For this retirement incentive to be effective, the District must receive the resignation/retirement notices of at least twelve (12) eligible unit members by 4:00 pm on

October 31, 2020. In the event the District does not receive at least 12 resignation/retirement notifications, unit members may rescind their notice of resignations/retirements as follows:

- i. Unit members who submit their resignation/retirement notice on or before August 14, 2020, will have the opportunity to rescind their notice of resignation/retirement by 4:00 pm on August 18, 2020, in which case they will continue their employment in the 2020-21 school year. This does not prevent these unit members from later resubmitting their resignation/retirement notice on or before October 31, 2020, as provided above. The District shall notify each member who submitted the resignation/retirement the status of the retirement incentive no later than August 15, 2020 at 5 p.m.
  - ii. Unit members who submit their resignation/retirement notice on or before October 31, 2020, will have the opportunity to rescind their notice of resignation/retirement at any time prior to June 30, 2021.
  - iii. The parties understand and agree that, except as permitted in paragraph 2(d)(i) and (ii), above, a unit member's notice of resignation/retirement is irrevocable. Rescissions will only be permitted if the District does not receive at least twelve (12) resignation/retirement notifications by the dates specified above.
3. This MOU is entered into for the purpose of achieving cost savings to address budget reductions caused by the Covid-19 pandemic. For the 2020-2021 school year, there shall be no layoffs implemented of NCETA bargaining unit members, in accordance with state law.

**Article 15 - Salaries**

Effective July 1st, 2020, a 1% cost-of-living-adjustment will be applied to all unit member salary schedule.

**Article 14 - Health and Welfare Benefits**

Status Quo

**IT IS SO AGREED:**

For NCETA:

For the DISTRICT:

By: Irma Sanchez 2:48 p.m.

By: Leticia Hernandez 2:48 p.m.

Dated: 7/15/20

Dated: 7/15/20

Agenda Item: **7.3. Approve Resolution #20-21.15 for Certificated Employee Retirement Incentive for the 2020-21 school year.**

Speaker: Dr. Leticia Hernandez, Assistant Superintendent Human Resources

Quick Summary / Abstract: National School District is offering a retirement incentive for certificated employees that are eligible to retire. This retirement incentive is implemented to reduce ongoing district operational costs.

Comments: All of the following must apply for employees to be eligible for this retirement incentive:

- Must be a certificated employee of the National School District
- Must be eligible to retire under STRS
- Must have at least 15 years of services with the National School District
- Must be at least fifty-five (55) years of age by selected retirement date as outlined in either Option A or Option B below.

Option A: Participating employees shall submit a letter of Resignation to the District on or before August 14, 2020 to be eligible to retire before August 18, 2020. If the twelve employees do not turn in submission of retirement by the August 14, 2020 date, the employee may rescind the retirement notice.

Option B: Participating employees shall submit a letter of Resignation to the District on or before October 31, 2020 to be eligible to retire by June 30, 2021. If the twelve employees do not turn in submission of retirement by the October 31, 2020 date, the employee may rescind the retirement notice. The District will not accept midyear retirements under Option B.

Recommended Motion: Approve Resolution #20-21.15 for Certificated Employee Retirement Incentive for the 2020-21 school year.

Attachments:  
Resolution #20-21.15

# National School District Resolution

**#20-21.15**

## Resolution for Certificated Employee Retirement Incentive

Whereas, the Governing Board of the National School District (District) has agreed to offer a Certificated Employee Retirement Incentive. The following is the description of the Retirement Incentive to be offered:

### **1.0 Eligibility**

- 1.1 Certificated Employees of the District who are eligible to retire under STRS/PERS, who 55 years of age by August 18, 2020 if retiring before the 2020-21 school year, or June 30, 2021 retiring by the end of the June 2020-21 school year and have at least 15 years of services with the District shall be eligible for the Retirement Incentive Program.

### **2.0 Participation Requirements**

- 2.1 Option A: Participating employees shall submit a letter of Resignation to the District on or before August 14, 2020 to be eligible to retire before August 18, 2020. If the twelve employees do not turn in submission of retirement by the August 14, 2020 date, the employee may rescind the retirement notice.

Option B: Participating employees shall submit a letter of Resignation to the District on or before October 31, 2020 to be eligible to retire by June 30, 2021. If the twelve employees do not turn in submission of retirement by the October 31, 2020 date, the employee may rescind the retirement notice. The District will not accept midyear retirements under Option B.

### **3.0 Incentive Payments**

- 3.1 The Retirement Incentive offered is:
  1. The District will contribute a 40% each participant's annual salary into a 403(b) tax shelter annuity plan.
  2. The District's contribution will be deposited into the 403(b) plan over a three-Year period, as follows: 15% in Year 1, 15% in Year 2 and 10% in Year 3.
  3. Distribution of monies contributed under this Retirement Incentive program Shall be governed by applicable Federal and State law.

### Miscellaneous:

- 4.1 The Contract Administrator for the Program shall be San Diego County Office of Education, Fringe Benefit Consortium (FBC).
- 4.2 The purpose of this program is to reduce costs and avoid layoffs.

Resolution #20-21.15  
July 21, 2020  
Page 2

Passed and Adopted on this 21<sup>st</sup> day of July, 2020, the Board of Trustees of the National School District of San Diego County, California, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

STATE OF CALIFORNIA    )  
  )ss  
COUNTY OF SAN DIEGO    )

I hereby certify that the foregoing is a full, true and correct copy of the resolution adopted by said Board of Trustees adopted at a regularly called and conducted meeting on said date.

\_\_\_\_\_  
President of the Board

\_\_\_\_\_  
Clerk of the Board

Agenda Item:

**8. ADJOURNMENT**