



PERRIS UNION

HIGH SCHOOL DISTRICT

MINUTES

REGULAR MEETING OF THE CALIFORNIA MILITARY INSTITUTE April 19, 2023

ROLL CALL

Present:

Trustee Anthony T. Stafford, Sr., President
Trustee Elizabeth Vallejo, Vice President
Trustee Edward Garcia, Jr., Clerk
Trustee Steve Campos, Member
Trustee David Nelissen, Member

Administrative Staff Present:

Grant Bennett, Superintendent; Candace Reines, Deputy Superintendent – Business Services; Robert Brough, Assistant Superintendent – Educational Services; Joseph Williams, Executive Director – Technology; Mimi Capistrano, Director – Fiscal Services; Hector Gonzalez, Director – Facilities; Sylvia Hinojosa, Director – Purchasing; Audrey Mitchell, Director – Nutrition Services; Judy Miller, Director – Risk Management & Environmental Safety; Amil Alzubaidi, Director – Special Education; Dian Martin, Director – Learning Support Services; Charles Tippie, Director – Learning Support Services; John Hannon, Director – Security; James Heckman, Assistant Director – Technology; Lindsay Chavez, Principal – Heritage High School; Dr. Erika Tejeda, Principal - Liberty High School; Juan Santos, Principal – Perris High School; Lee Alfred, Principal – Perris Lake High School; Deidra Johnson, Principal – Pinacate Middle School; Dr. Igor Milosavljevic, Principal – California Military Institute; Dr. Rebecca Beigle, Assistant Principal – California Military Institute; and Erika Heiliger-Garcia, Administrator – Pathways for Adult Life Skills

Others Attending:

Angel Love-Behrens, Jason Miller, Nathanael Nash, Mitchell Osbourn, Sonia Rezkalah, Carla Ceja, Martha Nunez, Raquel Martinez, Anna Fetzner, Sarah Rico, and others

PUBLIC NOTICE

1.1 PUBLIC NOTICE: The writings, documents, or public records described in SB No. 343 are available at the District Office, currently located at 155 East Fourth Street, Perris, CA 92570

CALL TO ORDER

2.1 CALL TO ORDER: The President of the Board of Trustees Will Call the California Military Institute Meeting to Order

The President of the Board of Trustees called the meeting to order at 5:07 p.m.

INVITATION TO ADDRESS THE BOARD OF TRUSTEES ON CLOSED SESSION ITEMS ONLY

3.1 INVITATION TO ADDRESS THE BOARD OF TRUSTEES: Closed Session Items Only

There were no requests to address the Board regarding Closed Session items.

ADJOURN TO CLOSED SESSION

4.1 ADJOURN TO CLOSED SESSION: The Board of Trustees Will Discuss Items Listed in this Section

- **4.2 PUBLIC EMPLOYEE EMPLOYMENT/APPOINTMENT – Pursuant to Government Code § 54957**
- **4.3 PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE - Pursuant to Government Code §54957**
- **4.4 CONFERENCE WITH LABOR NEGOTIATORS - Pursuant to Government Code §54957.6**
 - **Employee Group: California Military Institute Teachers Association (CMITA), Agency Representative: Grant Bennett, Superintendent**

ORIGINAL - Motion

Member **(David Nelissen)** moved, Member **(Steve Campos)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees adjourn into Closed Session to discuss the items listed in this section:

- 4.2 PUBLIC EMPLOYEE EMPLOYMENT/APPOINTMENT – Pursuant to Government Code § 54957
- 4.3 PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE - Pursuant to Government Code §54957
- 4.4 CONFERENCE WITH LABOR NEGOTIATORS - Pursuant to Government Code §54957.6
 - Employee Group: California Military Institute Teachers Association (CMITA), Agency Representative: Grant Bennett, Superintendent

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

ADJOURN TO CLOSED SESSION (cont.)

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

RECONVENE IN PUBLIC SESSION

5.1 RECONVENE IN PUBLIC SESSION: The Board Meeting Will Reconvene at Approximately 5:05 p.m. or as Soon thereafter as Possible

The President of the Board of Trustees reconvened the meeting at 5:26 p.m.

REVISION/ADOPTION/ORDERING OF AGENDA

6.1 REVISION/ADOPTION/ORDERING OF AGENDA: April 19, 2023

ORIGINAL - Motion

Member **(Edward Garcia, Jr.)** moved, member **(Elizabeth Vallejo)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve any revision/adoption/ordering of the Agenda of the Regular Meeting of the Perris Union High School District Board of Trustees for April 19, 2023."

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

ORAL REPORTS

7.1 Report Out of Closed Session

There was no report out of closed session.

7.2 Student Representative to the Board of Trustees

CMI student representative - Cadet Captain Angel Garcia Lemus gave a video report to the Board of Trustees on the events and activities going on at the school site.

7.3 CSEA President Rosa Galvan

ORAL REPORTS (cont.)

There was no report at this time.

7.4 CMITA President Angel Love-Behrens

Ms. Love-Behrens shared the following with the Board and Cabinet:

"Good evening Board, Cabinet, Superintendent Bennett and President Stafford. I would like to start by saying a very big thank you to our Board of Trustees members. You guys really made me at ease. After the last meeting, you gave an enormous amount of support, whether you know it or not, in the words that you gave me after my presentation. I did take that support and those words of support back to all my members. For the first time in many many years we feel heard, and we appreciate that greatly.

At the last board meeting we discussed that I had filed, on behalf of our unit, our very first grievance. Unfortunately, we feel that the grievance has not been resolved. So we are going to be filing a Level II grievance in the next couple of days. The response to the Level I was disappointing and lacked clarity over our concerns.

We have submitted our articles for Sunshine and look forward to negotiating a few key issues that trouble our members. One of which directly relates to our outstanding grievance that we will continue to push for. Our primary goal as a unit is to obtain probationary and permanent status for our members. Currently, our contract refers to our members as a "non veteran, veteran" status employee.

For accuracy, I would like to explain how the details are actually viewed. When a member of our team is written up, dismissed, or unfavorable actions must be taken, the administration, the cabinet members, as well as the members of this board, have the right to label us as at will employees. This verbiage comes from a document labeled Employee Personnel Management, CMI Regulations 2-1. This went into effect on March 1, 2010. It was revised and board approved on April 18, 2012. Nearly every section of this manual is superseded by our contract. However, when needed, it can still be pulled out, dusted off, and put into play by the powers that choose to. Even though we have brought the issues of this clause front and center in conversations, heated discussions, negotiations, and have ratified a contract. We cannot seem to get rid of this one power card. It is used as a one-way street against our members. If we have a member who chooses to leave their assignment, because they receive a better offer that might be closer to home or more beneficial to their family members, they can be required to stay until a replacement is found no matter the extent of the time needed to find that replacement. However, when it is enacted by those in charge, we are at will. Employees are, and can be discharged when notified. I have had to herd the phrase that we are "separate and equal" when in fact we do not feel separate or equal. Well, we're still separate, but not equal. Separate but not equal has been heard by us countless times in the years since we have been employed at CMI, me, for 16 years. Even up to very recently, just a few weeks ago, I heard it from a cabinet member. This is occurring a decade after Brown vs. Board of Education that declared separate is not equal. Our members, our teachers, are told repeatedly and frequently we are separate because we are a charter school, therefore we aren't equal. Why? Can somebody explain to me and my members why this is? Because for the life of me cannot.

To give an example of what we navigate: We have four different documents that override us. We have this teacher handbook, that is the District's handbook. It's on the District website but not the CMI website. But we

ORAL REPORTS (cont.)

were told about four months ago this is still our teacher's handbook. Our admins refer to our current electronic version and I don't think our union is though. We have the renewal for the actual charter that comes up in June. And it gives the guidelines of what education looks like at our school, what our school looks like. It's changed a great deal in the last five years or so. Then we have this other document, and it's called the Employee Personnel Management CMI Regulation 2.1. It is extremely outdated, I call it archaic. It was, as I said, put into effect March 1, 2010 by the second principal of our school, Mr. Wallace, who also happens to be the one that I mentioned in the last board meeting that he is the one that illegally blocked us from unionizing in 2008. He used the at-will clause in nearly every staff meeting we had. It was his leverage to keep us in line and keep us working longer and harder than we should have been. He created a lot of distrust, a lot of emotional trauma to some of our members, and drove away quite a few of our members at the time that were very good teachers. This had to have been revised and approved by the Board in 2012, which was the same time frame that we finally were able to unionize and vote for a unit.

That being said, as a clarity of how, we are confused in how it is so difficult when we have a new teacher that comes in. So what applies to us? What policies do we follow? What do we do? We have four different documents. One supersedes the other. The other can be implemented, not of our choice, but of other people's choices. Is the charter that creates our school that we all read and applied to be hired by, it becomes a very confusing and very clouded conversation.

When it comes to negotiations, and seeking a probation permanent status, the other thing that stands in our way, is Ed Code. What we are asking for does not require a budget alteration. It does not require us to ignore Ed Code. It simply requires you, our Board, to want to support all of our teachers, all of your teachers, equally. Permanent status is not against the law. Ed Code says you have the power to include us. But because you must decide to include us, as a charter school, instead of excluding us, because we are a school of choice. Ed Code says that public schools have the right to give permanent status to teachers. We are a public charter school. We are dependent on a public school district. I don't know how that makes us unequal. Yes, we're separate. We're meant to be separate.

We have a charter that says we build leadership. We have a military presence. That military presence, I cannot tell you how many stories I have of past graduates that have gone on with those leadership skills, with that respect skills. Sometimes the respect that they build is the respect that they find in themselves. When they grow up in a situation that they don't find that respect at home. But somehow over the years, we've managed countless to help students find that respect.

CMI is a school of choice. We were once referred to as the best kept secret in Riverside County as a choice of a great education. Our previous superintendent used to brag about us at RCOE. Parents go out of their way to enroll their students for the chance at an education second to few in this county. This costs the student's families nothing but commitment, and committed they are. Your CMI teachers are committed. Are you as committed to us as we are to our students? We do not work less, we in fact work a 25 minute longer day than PSEA counterparts. Fair equal treatment under two contracts under one board, under one cabinet, probationary versus and permanent status instead of non-veteran veteran status. These words would show our members that you recognize us as equal employees of this separate charter school dependent on this district. But the separate and inequality we have had is no longer okay. CMI started as a vision in this school district to teach leadership, integrity, and respect, not just of others, but of our students to build respect for

ORAL REPORTS (cont.)

themselves. Service above self, to their community they live in. This vision was a big ask 20 years ago. I am not sure how many people thought it would last, but many backed the idea. Some of those individuals are in this room that started that mission to create this school and believed in that vision. We are still capable of the great things that they laid out in front of us as teachers saying "Can this be done?". I can contest the countless times in the years I've been at CMI that parents and students stated just how honored and grateful they were for the program we give. CMI is not for every student, nor is it for every teacher. As teachers at CMI, we have dedicated to the profession that we are in, as well as being dedicated to the students they serve. Thank you".

7.5 Principal's Update

Dr. I. Nicholas Milosavljevic updated the Board on the following:

- Dr. Milosavljevic shared the enrollment progress and status of incoming school applications with the Board.
- This week is volunteer week and CMI held a luncheon for all of their volunteers and community support members. Many of those in attendance were recognized for their contributions. Dr. Milosavljevic shared that the school would not be what it is without the support of the community.
- Lastly, Dr. Milosavljevic thanked Trustee Campos for visiting CMI a few weeks ago.

INVITATION TO ADDRESS THE BOARD OF TRUSTEES

8.1 INVITATION TO ADDRESS THE BOARD OF TRUSTEES: Non-Agendized Items

There were no requests to address the Board of Trustees.

CONSENT CALENDAR

9.1 CONSENT CALENDAR: Approval of Consent Calendar Items

ORIGINAL - Motion

Member **(Steve Campos)** moved, member **(David Nelissen)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the items listed under the Consent Calendar categories of General Functions, Curriculum, and Business."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes

CONSENT CALENDAR (cont.)

Elizabeth Vallejo Yes

9.2 GENERAL FUNCTIONS: Minutes of the Regular Board Meeting of the California Military Institute for March 15, 2023

The Board of Trustees approved the regular minutes of the California Military Institute board meeting of March 15, 2023.

9.3 CURRICULUM: 2023-24 Safe Schools Plan Annual Update for the California Military Institute

The Board of Trustees approved the 2023-24 Safe Schools Plan annual update for the California Military Institute.

9.4 CURRICULUM: Ratification of Out-of-State Field Trip Request for California Military Institute Cadets to Attend WorldStrides All-Inclusive Educational Travel Experience in Washington, D.C., June 19-23, 2023 (no fiscal impact, funded through the U.S. Military Department in the amount of \$42,000, not the General Fund)

The Board of Trustees approved the out-of-state field trip request for California Military Institute cadets to attend the WorldStrides All-Inclusive Educational Travel Experience in Washington, D.C., June 19-23, 2023.

9.5 CURRICULUM: Overnight Field Trip Request for California Military Institute Cadets to Attend the California Cadet Corp 2023 Summer Encampment at Camp San Luis Obispo, California, June 15-28, 2023 (funded through the Charter CMD-MOU Fund in the amount of \$1,000, not the Charter School General Fund)

The Board of Trustees approved the overnight field trip request for California Military Institute cadets to attend the California Cadet Corp 2023 Summer Encampment at Camp San Luis Obispo, California, June 15-28, 2023.

9.6 CURRICULUM: New Career Technical Education Course Under the RCOE Hospitality, Tourism, and Recreation Sector: RCOE Catering and Event Styling (meets A-G requirements)

The Board of Trustees approved the New Career Technical Education Course under the RCOE Hospitality, Tourism, and Recreation Sector: RCOE Catering and Event Styling.

9.7 CURRICULUM: New Career Technical Education Course Under the RCOE Information and Technology Sector: RCOE Intermediate Game Scripting (meets A-G requirements)

The Board of Trustees approved the New Career Technical Education Course under the RCOE Information and Technology Sector: RCOE Intermediate Game Scripting.

9.8 BUSINESS: Amendment No. 1 to the Agreement With Clover Enterprises, Incorporated for Athletic Trainer/First Responder Services at the California Military Institute (funded through the Charter General fund in the amount of \$61,503.75)

CONSENT CALENDAR (cont.)

The Board of Trustees approved Amendment No. 1 to the agreement with Clover Enterprises, Incorporated for Athletic Trainer/First Responder Services at the California Military Institute.

9.9 BUSINESS: Report of Purchases - March 2023

The Board of Trustees approved the Report of Purchases for March 2023.

ORAL REPORTS (Continued)

10.1 Local Control and Accountability Plan Goal No. 1 and Goal No. 2 Update

Dr. I. Nicholas Milosavljevic, Principal and Dr. Rebecca Beigle, Assistant Principal, provided an update to the Board on CMI's Local Control and Accountability Plan Goals No. 1 and No. 2.

WRITTEN REPORTS

11.1 DISCIPLINE: March 2023 Monthly Suspension Report

The Board received for its review the March 2023 monthly Suspension report.

ACTION ITEMS

12.1 PERSONNEL: Certificated Personnel Action Items

ORIGINAL - Motion

Member **(David Nelissen)** moved, member **(Steve Campos)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Certificated Personnel Action Items as presented."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

12.2 PERSONNEL: Classified Personnel Action Items

ORIGINAL - Motion

Member **(Edward Garcia, Jr.)** moved, member **(Elizabeth Vallejo)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Classified Personnel Action Items as presented."

ACTION ITEMS (cont.)

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

12.3 PERSONNEL: The California Military Institute Teachers Association Submits its Initial Proposal to Negotiate With the California Military Institute for the 2023-24 School Year

The Board of Trustees held a Public Hearing at 6:10 p.m. to receive comments regarding the Initial Proposal to Negotiate with the California Military Institute for the 2023-2024 school year. There were no public comments received. The Public Hearing was closed at 6:11 p.m.

ORIGINAL MOTION -

Member **(David Nelissen)** moved, member **(Edward Garcia, Jr.)** seconded to approve the **ORIGINAL** motion "It is recommended that the Board of Trustees hold a Public Hearing to receive comments regarding the Initial Proposal to Negotiate with the California Military Institute for the 2023-24 school year".

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

12.4 PERSONNEL: The California Military Institute Submits its Initial Proposal to Negotiate With the California Military Institute Teachers Association for the 2023-24 School Year

The Board of Trustees held a Public Hearing at 6:12 p.m. to receive comments regarding the Initial Proposal to Negotiate with the California Military Institute Teachers Association for the 2023-24 school year. There were no public comments received. The Public Hearing was closed at 6:13 p.m.

ORIGINAL MOTION -

Member **(Steve Campos)** moved, member **(David Nelissen)** seconded to approve the **ORIGINAL** motion "It is recommended that the Board of Trustees hold a Public Hearing to receive comments regarding the Initial Proposal to Negotiate with the California Military Institute Teachers Association for the 2023-24 school year".

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes

ACTION ITEMS (cont.)

Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

12.5 BUSINESS: Authorization for Purchase Orders Above \$50,000 - April 2023

ORIGINAL - Motion

Member **(Edward Garica, Jr.)** moved, member **(Elizabeth Vallejo)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees approve the Authorization for Purchase Orders above \$50,000 - April 2023."

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

INFORMATION ITEMS

13.1 CURRICULUM: Revised Career Technical Education Course Under the RCOE Health Science and Medical Technology Sector: RCOE Intermediate Health Prevention and Treatment (meets A-G requirements "D")

The Board of Trustees received, for its review and consideration, as part of the first reading, the Revised Career Technical Education Course under the RCOE Health Science and Medical Technology Sector: RCOE Intermediate Health Prevention and Treatment.

OTHER ITEMS BY THE SUPERINTENDENT

14.1 OTHER ITEMS BY THE SUPERINTENDENT

The Superintendent had no items to share.

OTHER ITEMS BY THE BOARD OF TRUSTEES

15.1 OTHER ITEMS BY THE BOARD OF TRUSTEES

Trustee Campos thanked Dr. Milosavljevic for hosting his visit to the campus and accommodating on such short notice. He stated that he looks forward to scheduling another visit to go over some discussed items. In reference to Ms. Love-Behrens' comments, he hopes the grievance is resolved soon.

OTHER ITEMS BY THE BOARD OF TRUSTEES (cont.)

Trustee Garcia congratulated CMI on the nine trophies received. He indicated that he would like to see more RAVE awards across the district, including CMI. In addition, Trustee Garica acknowledged, and thanked, Ms. Love-Behrens for her comments and concerns. He also hopes that the grievance is resolved as well. Trustee Garcia referenced the teachers contract policies and encouraged the District to align the language to bring it up to date. If not followed through, he would like to have this item return as an "Action" item in a future board meeting.

Trustee Vallejo echoed Trustee Garcia's statements. She also thanked Ms. Love-Behrens for addressing the Board and looks forward to another tour of the school at a future date. Lastly, she thanked Dr. Milosavljevic and Dr. Beigle for the LCAP presentation.

Trustee Stafford congratulated CMI on their continued graduation rate. He also encouraged those present to attend the Pass In Review.

ADJOURNMENT

16.1 ADJOURNMENT: Regular Meeting of the California Military Institute for April 19, 2023

ORIGINAL - Motion

Member **(Edward Garcia, Jr.)** moved, member **(Steve Campos)** seconded to approve the **ORIGINAL** motion, "It is recommended that the Board of Trustees adjourn the April 19, 2023, Regular Meeting of the California Military Institute" at 6:24 p.m.

Upon a roll call vote being taken, the vote was: Aye: **5** Nay: **0**. The motion **PASSED 5 - 0**.

Steve Campos	Yes
Edward Garcia, Jr.	Yes
David Nelissen	Yes
Anthony T. Stafford, Sr.	Yes
Elizabeth Vallejo	Yes

Grant Bennett, Superintendent

Anthony T. Stafford, Sr., President

Edward Garcia, Jr., Clerk