



## MINUTES OF THE REGULAR MEETING

OF THE  
BOARD OF EDUCATION

February 7, 2017

Closed Session 6:00 p.m./Regular Meeting 7:00 p.m.

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**Board Members Present:** Mr. Ron Heberle, President; Mr. George Neely, Vice-President; Dr. Daryl Talken, Clerk; Ms. Bonnie Cassel; Mr. Ron Freitas (*via teleconference*); and Mr. Gary Knackstedt

**Board Member Absent:** Mr. Joe Nava

**Administrative Staff:** Dr. Cathy Washer, Superintendent; Mr. Tim Hern, Associate Superintendent/CBO; and Mike McKilligan, Assistant Superintendent, Personnel

**Student Representative:** Ms. Farrahlynn Bonocan, Bear Creek High School

**Meeting Recorder:** Ms. Valerie McFee, Executive Assistant to the Board

### Call to Order

The meeting was called to order at 6:00 p.m. at the James Areida Education Support Center, 1305 East Vine Street, Lodi, CA.

### Public Comment on Closed Session Items

No comments were received prior to the Board adjourning to Closed Session.

### Adjourn to Closed Session

The Board adjourned to Closed Session.

### Reconvene Open Session

The meeting was reconvened at 7:06 p.m. Attendance was recorded and President Heberle led in reciting the Pledge of Allegiance.

### Closed Session

President Heberle reported on the following action taken in Closed Session:

- **Non-Public School Student** – Dr. Talken motioned, Mr. Neely seconded and the Board voted to approve the placement of Non-Public School Student 2016-17 #87 as follows:

Ayes: Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken

No: None

Absent: Nava

Abstain: None

Motion carried

### Moment of Silence

A moment of silence was observed in remembrance of Sherri Wilbur, Special Education Teacher at Millswood Middle School who passed away the week prior. Mrs. Wilbur was known to have enjoyed her

students immensely and she enjoyed serving as a faculty sponsor during the annual Millswood trips to Catalina Island. The Board extended their condolences to her family.

### **Spotlight**

Shawna Weber, President, Junior League of San Joaquin County, presented a donation of almost \$20,000. She detailed the many gifts to Lodi Unified classrooms during the 2015-2016 school year, including volunteer hours. The group's major community sponsors are: Crete Family Foundation; United Way of San Joaquin County; and Ladybugs of San Joaquin County.

### **Superintendent and Staff Member Reports**

Dr. Washer reported that over \$13,500 was raised at the recent GOT Kids Foundation Crab Feed. She thanked the participants, volunteers and students that helped to make the event a success. She offered congratulations to Mr. Guthrie and his Lodi High students who garnered several placements in various categories at the recent Delta College Engineering Day event. She thanked staff at Lincoln Technical Academy for hosting the County Superintendents' February meeting. She noted that Ms. Chiene gave a presentation about the school and took the group on a tour of the campus. She commented that the Superintendents' group was impressed with our programs, our teachers and our students. Dr. Washer reported the District is moving forward with our Facilities Master Plan and thanked the community for passing Measure U. The District is currently accepting applications for the Measure U Citizens' Oversight Committee. She announced that the artwork of Delta Sierra 7<sup>th</sup> grader, Reshard Bernard, was chosen as winner of the San Joaquin County Office of Education's Holiday Card Contest. A picture of the artwork was displayed. Millswood Middle School staff and students created a memorial canvas in honor of Sherri Wilbur. The canvas is on display at the campus. A YouTube video of the balloon launch from Delta Sierra Middle School was shown.

President Heberle read a statement on behalf of the Board regarding the conceptual agreement proposed to the teachers.

### **Comments From The Public**

Martha Snider, Teacher, Christa McAuliffe Middle School, expressed concern and disappointment with the conceptual agreement offered by the District to the teachers, specifically the concept of Master Teachers.

Claudia Mennuti, Teacher, Bear Creek High School, spoke in regards to the conceptual agreement, unfilled teaching positions, salary schedule parity with other school districts and the proposed change to how teaching assignments would be administered.

Rosslyn Halekakis, Teacher, Stockton Unified School District, reported on the negotiation process of Stockton USD and their teachers' union and expressed her hopes that Lodi USD teachers would also have a positive outcome to their negotiations.

Dianne Joaquin, Teacher, George Lincoln Mosher Elementary School, read a response to a letter she had received by Mr. Neely related to contract negotiations and asked that teachers be treated with respect and receive a fair contract settlement.



Jan St. Clair, Teacher, Larson Elementary School, spoke specifically to the needs of primary school teachers, including class size issues, curriculum expectations and asked that the District maintain lower class sizes in the lower primary grade levels.

Rebecca Ray, Community Business Development Manager, Barnes & Noble, announced the 2017 "My Favorite Teacher" contest sponsored by Barnes & Noble. She asked that the contest information be passed to school sites so students have the opportunity to nominate a favorite teacher.

Anne King, Teacher, Tokay High School, spoke regarding the conceptual agreement in regards to the proposed increase for those with 25 years plus of service, specifically that you would not be eligible for the increase if they had a "break in service" during their teaching career.

Sonia Renhult, Instructional Coach, spoke in favor of the proposed conceptual agreement, noting that there are trust issues between teachers and the District that need to be worked through.

Rebecca Pisano, Teacher, Creekside, spoke regarding contract issues, asking that the District provide resources, attract highly qualified teachers, maintain teacher salaries and treat the teachers like professional by offering a fair contract.

### **Consent Agenda A, Routine Business**

Mr. Knackstedt asked to remove Item A-8 and Mr. Neely pulled Item A-11.

- Item A-1 Changes to the Adopted Budget
- Item A-2 Contracts List
- Item A-3 Purchase Order Detail Report
- Item A-4 Approval of 2015-2016 School Accountability Report Cards (SARCs), Published During 2016-17
- Item A-5 Approval of Cal 200 PE Minutes Compliance Report
- Item A-6 Resolution 2017-13 Establishing a Building Fund 3 (Fund 23) for Proceeds from From the Sale of Bond – Measure U
- Item A-7 Proposed New Board Policy 3470 Business and Non-Instructional Operations
- Item A-9 Minutes of the Regular Meeting, January 17, 2017
- Item A-10 Minutes of the Special Meeting, January 23, 2017

Dr. Talken motioned, Mr. Neely seconded and the Board voted to approve Consent Agenda A, Routine Business, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken
No:	None
Absent:	Nava
Abstain:	None

Motion carried

Student Representative Bonocan's preferential vote was aye.

### **Item A-8 Proposed Revision to Board Policy 6146.1 High School Graduation Requirements/Standards of Proficiency**

Mr. Knackstedt pulled this item to address concerns related to Driver's Education and Family Living courses. Ms. Vetica stated that item number seven (7) was added to the policy to address the concerns

that were discussed at the last meeting. The course selection sheet lists this item at the top of the sheet so it is not buried, as was also a concern that was expressed.

**Public Comments**

Michelle Orgon, President, Lodi Education Association; Tammy Boschee, Teacher, Lodi High School

Mr. Neely motioned, Dr. Talken seconded and the Board voted to approve Item A-8 Proposed Revision to Board Policy 6146.1 High School Graduation Requirements/Standards of Proficiency, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken	
No:	None	
Absent:	Nava	
Abstain:	None	Motion carried

Student Representative Bonocan's preferential vote was aye.

**Item A-11 Resolution 2017-14 Authorizing the Consultant for Bond Program Management Services**

Mr. Neely commented that he was one of the participants in the interview process for bond management. He reported that four firms were interviewed and two were invited back for a second interview. He acknowledged his satisfaction with the choice of Vanir. The Vanir team came to the front of the room to be introduced: Andy Freeman; Jeff Polombo; Jordie Rodriguez; and Jennifer Grogan.

Mr. Neely motioned, Dr. Talken seconded and the Board voted to approve Item A-11 Resolution 2017-14 Authorizing the Consultant for Bond Program Management Services, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken	
No:	None	
Absent:	Nava	
Abstain:	None	Motion carried

Student Representative Bonocan's preferential vote was aye.

**Consent Agenda B – Student Discipline Cases**

Expulsion: Student #16/17-10-37  
Expulsion: Student #16/17-12-38  
Expulsion: Student #16/17-10-39

Mr. Neely motioned, Mr. Knackstedt seconded and the Board voted to approve Consent Agenda B – Student Discipline Cases, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken	
No:	None	
Absent:	Nava	
Abstain:	None	Motion carried

## **Other Action Items**

### **Provisional Internship Permit and Approval**

Mr. McKilligan presented a provisional internship permit request for a Special Education position at Tokay High School.

Dr. Talken motioned, Mr. Knackstedt seconded and the Board voted to approve Provisional Internship Permit and Approval, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken	
No:	None	
Absent:	Nava	
Abstain:	None	Motion carried

Student Representative Bonocan's preferential vote was aye.

## **Personnel Matters**

Mike McKilligan, Assistant Superintendent, Personnel, presented Personnel Matters for Board consideration.

Mr. Neely motioned, Mr. Knackstedt seconded and the Board voted to approve Provisional Internship Permit and Approval, as follows:

Ayes:	Cassel; Freitas; Heberle; Knackstedt; Neely; and Talken	
No:	None	
Absent:	Nava	
Abstain:	None	Motion carried

## **Comments from Student Reps**

Farrahlynn Bonocan presented a report regarding activities and events at Bear Creek High School.

## **Comments from Employee Group Representatives**

Michelle Orgon, President, Lodi Education Association, thanked the Board for recognizing Sherri Wilbur with a moment of silence. She stated she appreciates the District's attempt at a conceptual plan, however the timing is poor as they have been at the bargaining table for 15 months. She asked that teachers be compensated to earn closer to a living wage and that the two percent offered is not competitive in their minds. When referring to the conceptual plan, she stated some language is restrictive. She asked for consideration for time to plan and collaborate and noted that primary teachers would like prep time. She noted that it is not restorative for site administration to make personnel assignments, as it had not been a practice prior. She stated that the conceptual plan is for another conversation. I must speak in opposition and ask respectfully to cease and desist with the going forward with any town hall meetings where the topic of the conceptual proposal is to be discussed. She expressed concern that the scheduled town hall meetings may lead to undermining the bargaining process as it appears to be closely dealing with LEA members directly.

John Hunt, President, Lodi Pupil Personnel Association, announced that it is National Counselor Appreciation Week. He also noted that they are beginning Naviance and will update Board as to the status of that program.



### **Comments from Board Members**

Mr. Knackstedt visited many schools including Manlio Silva Elementary School. At Manlio Silva, he visited a classroom where the students were seated on exercise balls, which gave them the opportunity to bounce as they listened to the lesson. This may be an idea that is expanding, as there were teachers from Reese visiting to view the new seating configuration.

Mr. Freitas, who is attending via teleconference, noted he was attending a conference that covers environmental waste, hazardous waste issues, strategies and such. He commented that he is proud that Lodi Unified is in compliance and takes guidelines regarding waste disposal seriously. He further commented that this opens opportunities for students as it is the wave of the future. He looks forward to future student courses related to this emerging field of study.

Mr. Neely spoke of the conceptual agreement, noting it is a radical change and they are aware of that. He said the keys to success are making the best use of the assets that you have and teachers are our best asset. He noted the conceptual agreement proposal is a "shell" that needs to be filled in. He expressed interest in continued collaboration.

Mr. Heberle commented regarding the items on the Consent Agenda that are preparing us for improvements to District facilities. These improvements will improve our work and learning environments. Mr. Heberle announced that Lodi Middle has recently added a Robotics Club and they are on their way to competition under the direction of Club Advisor/Teacher, Steve Box. Mr. Heberle commented that Pat Patrick, CEO, Lodi Chamber of Commerce, mentioned the partnership of Lodi USD and the Lodi Chamber of Commerce at the recent annual chamber dinner. The partnership through the Lodi Industrial Group lead to a course at Lincoln Tech Academy on manufacturing principles, which in turn lead to a local business who had a need for employees and was able to hire from this class.

Ms. Cassel issued a personal comment to Martha Snider.

### **Comments from the Superintendent**

Dr. Washer spoke in response to Mr. Knackstedt's comment regarding the bouncy chairs at Manlio Silva, stating that GOT Kids Foundation has provided funding for similar seating at a few school sites.

### **Reports**

#### **Substitute Teachers**

Mr. McKilligan presented the report as a follow up to what was discussed at the last Board meeting and to provide suggestions and options.

Mr. Neely inquired as to how the figure was obtained that stated it would cost \$2.3 million to increase sub pay by \$40 per day. As the figure was supplied by the Business Office, Mr. McKilligan will provide the information at a later time. Mr. Neely asked Ms. Orgon for input related to strategies for providing professional growth opportunities to teachers that would not directly impact class time. She noted that classes after work hours don't accommodate those teachers needing childcare or who work a second job. She mentioned live broadcasting might be an option.

Discussion and brainstorming ensued relating to compensation with surrounding districts, paying more for site-specific subs, the problem with the state-imposed 30-day substitute regulation, and site-specific (or dedicated) substitutes who would work at an assigned school site.

#### Public Comments

(did not state name), Teacher, Parklane Elementary School; (did not state name), Teacher, Parklane Elementary School; Michelle Orgon, President, Lodi Education Association; Claudia Mennuti, Teacher, Bear Creek High School; Dave Hurley, Teacher, Sutherland Elementary School; Christina Soria, Teacher, Borchardt Elementary School; Sonia Renhult, Instructional Coach; Martha Snider, Teacher, Christa McAuliffe Middle School

Dr. Washer stated that the report was not a recommendation, but a compilation of what was discussed at the last meeting. She asked for direction regarding making a formal recommendation for an upcoming meeting.

Mr. Neely and Mr. Heberle suggested a committee with members from administration and from the teacher's unit.

Consensus was that a staff committee be formed as was discussed. Mr. Neely volunteered to be on the committee.

#### **Review a Draft Resolution Proposed to Affirm that Lodi Unified School District Supports its Students and Families Regarding Potential Immigration Enforcement Actions**

Ms. Cassel stated that at the last meeting she asked that Dr. Washer and staff bring forth a draft resolution for consideration. She expressed her satisfaction to the request and noted we are a nation of immigrants and we are a nation of laws and both are woven into this resolution.

Mr. Knackstedt asked if we currently have policies in place for such? Dr. Washer stated we have policy on students' records, bullying, nondiscrimination and a policy on student directory information. Discussion ensued. Mr. Heberle asked if legal counsel was consulted. Dr. Washer answered in the affirmative and offered additional information.

Mr. Heberle commented that the District has policies in place to protect our students from harassment, bullying and protections for the release of their personal information. He feels this resolution is redundant and politically motivated. The Board is non-partisan and should not get involved in politics.

Mr. Freitas voiced support of the resolution. He commented that this is a very important time to show our policies are supported and this resolution lets our students and families know we support them.

Mr. Knackstedt noted he could support the resolution more if the last paragraph was excluded.

The resolution will return as an action item at the next meeting.

**Public Comments**

Martha Snider, Teacher, Christa McAuliffe Middle School; Michelle Orgon, President, Lodi Education Association; Jennifer Cassel, Teacher, Tokay High School; and Dave Hurley, Teacher, Sutherland Elementary School

**Board Advisory Committee Reports**

No committee reports were received.

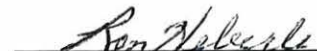
**Future Agenda Items**

No agenda items were received.

**Adjournment**

The meeting adjourned at 10:04 p.m. with the Board returning to Closed Session.

  
Clerk of the Board

  
President of the Board