

**Minutes of
Regular Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, March 26, 2019**

- 6:15 PM:** 1-3. President Abercrombie called the meeting to order and adjourned to closed session.
- Roll Call:** 4. Board: S. Abercrombie, A. Alexander, J. Costa, S. Kaur, B. Pekari, J. Silcox, L. Souza
Staff: B. Stephens, S. Harrison, T. Jalique, C. Goodall (not present), B. Etcheverry
- 7:00 PM** 5. President Abercrombie called the Tracy Unified School District Board of Education to order and led those present in the Pledge of Allegiance.
- Closed Session:**
- 6a** Finding of Fact #18-19/#43, #18-19/#60, #18-19/#61
Action: Costa, Pekari. **Vote:** Yes-7; No-0.
- 6b** Report Out of Action Taken on Consider Leave of Absence Requests for Certificated Employees #UC-1133, #UC-1134, #UC-1135, #UC-1136, #UC-1137, #UC-1138, #UC-1139, #UC-1140, #UC-1141, #UC-1142, #UC-1143, #UC-1144, #UC-1145, #UC-1146, #UC-1147, #UC-1148, #UC-1149, #UC-1150, #UC-1151, #UC-1152, #UC-1153, #UC-1154, #UC-1155, #UC-1156 Pursuant to Article XX
Action: Approved. **Vote:** Yes-7; No-0.
- 6c** Report Out of Action Taken on Approve Resignation Agreement and Release of All Claims #UC 1157
Action: Approved. **Vote:** Yes-7; No-0.
- Minutes:** **Approve Regular Minutes of March 12, 2019**
Action: Alexander, Souza. **Vote:** Yes-7; No-0.
- Employees Present:** Z. Boswell, R. Gill, A. Thompson, , T. Mitchell, S. Pellegri, L. Bryant, S. Strube, K. Noah, C. Everhart, J. Carter, J. Nott, J. Escobedo, A. Lee, P. DeRosa, A. Harrison, L. Arranaga, R. Pecot, K. Alcorn, M. Bunch, J. Stocking, A. Chakraverty, D. Brown, M. Daniel, L. DeLaTorre
- Press:** None.
- Visitors Present:** T. Brown, G. Coronado, B. Mendez, A. Villela, A. Barba, R. Abed, J. Cordero, N. Hernandez, A. Mahiddin, C. Obiajulu, P. DeCoite, J. Ayo, B. Estrada, S. Thompson, E. Green, P. Chavarria, M. Danielle
- Student Rep Reports:** **Kimball High:** Gabriel Coronado was unable to attend tonight. Megan Gee reported for Kimball. Students had fun with the multi-cultural rally held on March 15th and various clubs showcased their cultures. Kimball had its WASC visit and

the visiting team saw what Kimball has to offer. She is proud of their student body. The *E15 Program* (Every Fifteen Minutes) for seniors was 2 days and a group of students who chose to be dead prepared for the event. It was an emotional two days but the senior class was thankful to have this experience. Seniors are starting to receive their acceptance letters from colleges. Juniors have been working hard on their SAT scores. The end of year is coming up and students are excited and working towards their finals at the end of the year. Athletic teams have been playing lots of games and the swim team is preparing for the Pinky Invitational tomorrow. The track team have been running and competing hard. Theatre was working on rehearsals of *West Side Story*. They were able to take a trip to Disneyland for a “behind the scenes” program. They had a blast at the happiest place on earth. The play opens next Friday April 5, 6, 12, and 13.

West High: Briana Mendez and Alexis Villela reported that the athletic teams spring started off great and track won several meets. Baseball won 4 of 6 and the softball team beat St. Mary’s. West held their first suicide prevention walk. It was a day to spread kindness and awareness. Students had a great time at the multi-cultural event held at The Grand Theatre. The West High Mecha Club performed. Mr. Behnam’s daughters hosted the event and were great. This Saturday is prom night and students will be leaving school at 5:00pm for the Exploratorium. There will be a DJ and food including a crepe bar, taco bar and Cream. Preparing for this day is not cheap but 550 people will be attending. They hope to have a memorable night.

Tracy High: Alyssa Barba reported that students hosted their second annual unity week and fair on the last day of the 3rd quarter. Clubs performed and sold food and students danced to leadership music. The Freshman rally was last week and students interacted with Link Crew leaders. Students were encouraged to show they care by signing up for the blood drive. They had a hydration station to fill up water bottles. They also encouraged everyone to pick up trash and keep the campus clean. The Scottish Rite Temple in Oakland is the location for prom this year. Juniors and Seniors will dress up for the evening. The softball team is undefeated and are looking forward to their game against West High next week. The baseball team is doing well and track has a league meet this Thursday. Leadership elections are coming up.

Kelly School: Raneem Abed, Julia Cordero, Nathan Hernandez, Alina Mahiddin and Chris Obiajulu showed a Prezi about their school. They have 1018 students. They reviewed various school events including trunk or treat, dances and a fun run. Students also enjoy sports, Science Olympiad and math. The volleyball, soccer and basketball teams are doing great. The boys’ basketball team are hoping to get first place. Rachel’s Challenge is an organization that promotes self-love and anti-violence. Rachel’s story is eye-opening and heartwarming. She sadly died in a high school shooting. Students connected to her story. Kelly School adopted the five steps to accept Rachel’s Challenge. The Kindness Challenge starts April 1st and encourages being kind. Students will make a chain reaction by adding a link when completing a daily challenge. There will also be weekly family challenges.

Freiler School: Peyton DeCoite, Jazzy Ayo, Bridgette Estrada, Savion Thompson, Emily Green, and Presley Chavarria presented a power point that showed

highlights of their school. They are an NGSS early implementation school and have a STEM class, science family night, running club, chess club, garden club and more. NGSS has students engaged in hands on problem solving and has new ways of looking at science. They had a contest on who can make the longest flying rocket. The winner gets a trophy with their name on it and students compete each year. The Science Olympiad team received several awards. STEAM, a science night event, is fun and sometimes students get extra credit. Students in advanced math class attend West High. Leadership runs lunchtime activities and they play games. They celebrated the principal's birthday by filling her office with balloons and sticky notes. They also have music concerts and movie nights. The multicultural day was held in November and taught students about other cultures. The school hosted Japanese exchange students. They also created awareness days for diseases like cancer. They have various grade level dances and a family dance.

Recognition & Presentations:

9.1 Recognize the Outstanding Employees of the Winter Term for the 2018-2019 School Year

The Board recognized the following employees of the winter term:

Sarah Rockey (9-12), Arghya Chakraverty (6-8) and Miyoko Masuda (K-5 Unable to attend tonight) as Outstanding Certificated Employees; Dyan Brown (9-12) and Michelle Daniel (6-8) and Rose Lorraine Aranaga (K-5) as Outstanding Classified Employees and Audrey Jenkins-Harrison as the Outstanding Management Employee

9.2 Duncan Russell Continuation High School/Willow Community Day School Presentation

Assistant Principal, Traci Mitchell, presented with 3 of her students. Timothy was invited by the president to participate in a black youth event and he attended in Washington, D.C. and brought back a photo journal. Their focus is to bring Duncan Russell and Willow together and have aligned the vision and mission statements of both. These students use grit to create a foundation. There have been 35 students that have gone through Duncan Russell this year and there is currently 19 enrolled. Staff helps them to see they have what it takes to make it. Elisia, a Sophomore and Willow, is there because she was missing freshman year credits. She is on track this year and will be on track to graduate her Junior year at Stein. Another student had surgery about a month into the school year which had complications and caused him to be out of school 3 weeks. He also had several tardies. He overcame obstacles and is now doing the best he's ever done at school. Students participated in a community service project where local hotels donated hygiene items. Students put together packets to deliver to the homeless and wrote inspirational quotes on 3.5 cards. It was a very positive experience and students enjoyed it and want to do it again. Adrian is a Sophomore from Tracy High. She had transferred to Willow because she wasn't going to school. She pushes herself to do school work and had determination to fulfill her contract. Thanks to staff, who showed they care, she currently has over 121 credits. It's been an unforgettable experience at Willow and it helped her with discipline and to achieve her goals. She is back on track to graduate from Tracy High.

9.3 Stein Continuation High School Presentation

Stein High Principal, Amy Thompson, and students gave a presentation. Student, Kristhine, introduced students and presented a power point on the grit at Stein. Ms.

C secured a grant to fund a fully functional home economics class. Students are also learning about financing and budgeting, paystubs, cooking and knitting. Ms. Gill applied for a light award grant and Stein was the first continuation high school awarded this grant. Kristhine started her freshman year at Patterson High School. She had poor attendance. She transferred to Kimball High at the beginning of her sophomore year, but wasn't on track to graduate so she transferred to Stein as a junior. It changed her as an individual and her grades went from having straight F's as a freshman to now having all A's and 1 B. The environment and staff members gave her a sign of hope that she will succeed. Student, Miguel, commented that is STEM helped him think critically. He made a model of the Wright Brothers airplane which he showed and explained how he built it. Student, Dean explained his experience in the Hire Me First program at Stein High. He interviewed with Dr. Stephens and he explained his strengths and weaknesses. They talked about how interviews go and he discussed with him how to improve himself and to have eye contact, smile and a firm handshake. It was helpful to gain knowledge of interviews. With this info, he will be confident with future job interview. He will fix up his resume and will review it. TYAP Student, John, talked about learning life skills. They learn how to cook showed pictures of baking a cake. They also took a community walk to the police department and learn vocational skills. They made plant pots and sold them to make money.

9.4 Tracy Adult School Presentation

Director of Adult Education and Career Tech, Sam Strube, presented a power point that showed the community needs. There are 7,155 adults with less than a high school education and 9,230 who speak English less than very well. The Adult School also serves 11th and 12th grade students who are not on track to graduate. Students can get their high school diploma, go on to Delta College, gain employment. He reviewed classes and enrollment. Last year, the ESL program had 42 graduate receiving their high school diplomas.

Four adult students spoke about their experience. Hilda came from Mexico 7 years ago and could not speak English. Over 3 years ago she started taking classes at the Adult School. She needed her high school diploma to apply for jobs. Raina has been a student for the last 2 years. Her 2 children asked her to study English because they needed help with their homework. Now she feels good because she can help. Edna is a single mom of 4. She attended West High as a freshman and then transferred to Stein because the father of children didn't want her to succeed. She separated from him and signed up to attend Adult School. Her parents supported her. She heard about the CNA program at Delta College and will attend this summer. She is excited to continue her education and reach her goals to be a role model for her children. Imin commented that her father-in-law believed she couldn't go to school because there were males and females. Her husband supported her and she enrolled in Adult School and will finish and get her high school diploma. She looks forward to get feedback from her teachers. Her work is improving and she also is taking algebra.

Information & Discussion Items:

10.1 Administrative & Business Services: None.

10.2 Educational Services:

10.2.1 Receive Report from West High School Staff Who Attended a

Professional Learning Communities (PLC) at Work Staff Development Training out of State in February 2019

West High Principal, Dr. Zachary Boswell and history teacher, Nico Sandoval, commented on the professional development. They would like to get as many teachers trained in PLCs as possible. We are ahead of a lot of districts. Others do not have the time in their schedules to meet on PLCs. In PLCs, teachers collaborate with one another at least on a weekly basis. He also included some research from Solution Tree, a company who leads several PLC trainings. PLCs give staff the ability to better meet the needs of students. This is actual research that has been done. It raises everyone's ability level. Solution Tree is the world experts in leading districts and schools through collaboration. West High sent a team of social science teachers to this conference. In the past they have sent math, science and English. The goal would be to send all staff to be trained. It takes a lot of funding and he appreciates the opportunity.

Teacher, Nico Sandoval, thanked the Board for approving the PLC conference. He felt it was great professional development and got a deeper understanding on what a PLC is, what they are and what they should look like which is groups of teachers collaborating, discussing instructional strategies and analyzing student data. He didn't really understand that until he attended this conference. He teaches World History. With PLCs teachers and the principal can collaborate on what students learned, who didn't learn and why and what strategies were used. They use evidence based grading which is a system based on assessment of specific skills and standards. Most teachers have homework, classwork and tests to grade. Now it is a cause and effect assignment. The conference also gave a morale boost and he felt appreciated and enjoyed the speakers giving new strategies. He appreciated the invitation and knowing district put funds out to accomplish this made him feel valued and thanked the board for their efforts.

Hearing of Delegations

11. None.

Public Hearing:

12.1 **Administrative & Business Services:** None.

Consent Items:

Board approval of any agenda item requiring insurance is conditioned upon acceptance of appropriate insurance accepted by Tracy Unified.

Action: As amended. 13.3.1. Kaur, Alexander. **Vote:** Yes-7; No-0.

13.1 **Administrative & Business Services:**

13.1.1 Approve Accounts Payable Warrants (February, 2019)
(Separate Cover Item)

13.1.2 Ratify Routine Agreements, Expenditures and Notice of Completions Which Meet the Criteria for Placement on the Consent Agenda

13.1.3 Accept the Generous Donations From the Various Individuals, Businesses, and School Site Parent Teacher Associations Listed Herein

With Thanks and Appreciation From the Staff and Students of the Tracy Unified School District

13.1.4 Approve Payroll Reports (February, 2019)

13.1.5 Approve Revolving Cash Fund Report (February, 2019)

13.2 Educational Services:

13.2.1 Approve Agreement for Special Contract Services with Houghton Mifflin Harcourt: International Center for Leadership in Education (ICLE) to Provide Rigorous Curriculum Design training for the development of Science, Technology, Engineering, and Math (STEM) and English Language Arts (ELA) Integrated Units of Study for 2019-2020 School Year

13.2.2 Approve Out of State Travel for Debbie Johnson to Attend the CTE Summer Conference in Saratoga Springs, Utah on June 12-13, 2019

13.2.3 Approve Overnight Travel for West High Cross Country Team High Altitude Training in Arnold, California, July 5 – 9, 2019

13.2.4 Approve Agreement for Special Contract Services for Matthew Soeth, Motivational Speaker during Testing on April 2, 2019 at West High School

13.3 Human Resources:

13.3.1 Accept the Resignations/Retirements/Leaves of Absence for Certificated, Classified and/or Management Employees

13.3.2 Approve Classified, Certificated and/or Management Employment

13.3.3 Approve the Classified and Certificated Calendars listings for the 2019-20 School Year

Action Items:

14.1 Administrative & Business Services:

14.1.1 Approve School Site Safety Plans for the 2019-20 School Year (Separate Cover Item)

Action: Souza, Alexander. **Vote:** Yes-7; No-0.

14.1.2 Adopt Board Policies to Be Compliant with CSBA Guidelines (First Reading)

Action: Silcox, Alexander. **Vote:** Yes-7; No-0.

14.1.3 Authorize the Superintendent or his Designee to Enter into a Contract as Soon as Division of State Architect Approval is Received on the West High School Stadium Athletic Field Replacement Project

Action: As amended. Costa, Pekari. **Vote:** Yes-7; No-0.

14.2 Educational Services:

14.2.1 Approve Adoption of Instructional Materials for Advanced Animal Science

Action: Pekari, Silcox. **Vote:** Yes-7; No-0.

14.3 Human Resources:

14.3.1 Approve Tentative Agreements with the Tracy Educators Association (Separate Cover Item)

Action: Souza, Silcox. **Vote:** Yes-7; No-0.

TEA President, Jacqui Nott commented that this is an enormous

agreement that includes a new evaluation system that has been nearly 10 years in the making. It has been a monstrous journey. We have never settled a contract in this timely of a manner. The past few years we have engaged in the 3 R's of rigor, relevance and relationships. We have built trust learning each other's language and acted in great faith. We have negotiated and problem solved and have reached an agreement. In this era of teacher strikes in LA, Oakland and multiple district laying off employees, TEA and TUSD practice what is preached. This should not be treated lightly. It is a big deal. It has set the tone and will speak volumes. Everyone is watching. We lead the way by winning a grant for STEM k-12 and Human Trafficking Awareness. Our settlement and bar we have set high. She thanked the trustees, TEA negotiating team, executive board, TUSD negotiating team and cabinet. Also a huge thank you to Dr. Stephens. He has been relentless in pursuit of the best and right answer. He always considered the voice of the teachers.

14.3.2 Approve New TSMA Salary Agreement (Separate Cover Items)

Action: Costa, Alexander. **Vote:** Yes-7; No-0.

TSMA President, Rob Pecot, commented on behalf of TSMA – Management. He thanked the board for considering this. TEA has been a great partner. We are pleased and proud to work in this district.

14.3.3 Approve Early Childhood Fieldwork Agreement With Brandman University For Site Employees

Action: Souza, Pekari. **Vote:** Yes-7; No-0.

14.3.4 Approve Early Childhood Fieldwork Agreement With Brandman University For Student Volunteers

Action: Silcox, Alexander. **Vote:** Yes-7; No-0.

14.3.5 Approve Fieldwork Agreement With Brandman University

Action: Souza, Pekari. **Vote:** Yes-7; No-0,

14.3.6 Approve Revised Job Description for Professional Learning Curriculum Specialist, Teacher on Special Assignment

Action: Kaur, Alexander. **Vote:** Yes-7; No-0.

Board Reports:

Trustee Silcox commented that the presentations were great and we have a lot to be proud of in this district. He's proud to send his kids to the schools here. Trustee Souza grew up in Tracy and to hear Jacqui speak gave her chills. She thanked everyone. She was happy to see the early childhood agreement. It gives teachers the opportunity to get their licenses. She feels that preschool and kinder need to emphasize we are supporting this. Trustee Kaur enjoyed all of the presentations and the great work that everyone is putting in to make our district one of the best. She congratulated TEA that we have passed this agreement ahead of time. She is excited to go to the Boys & Girls Club event tomorrow as TUSD is being recognized. Trustee Alexander thanked everyone here and congratulated all employees who received their award. On Saturday, he participated in a flap jack breakfast to raise money for scholarships that was very successful. He thanked all who came. Trustee Costa appreciated how positive everything was tonight. The adult education ladies were great and congratulated them for pursuing their education. The kids were so cute and really pull at your heart strings. She thanked admin and teachers for being there for them. The multi-cultural event at The Grand was great. The kids did a great job and the Behnam girls are so cute. This was a great night. Trustee Pekari thought this was a power packed evening. It's nice to

always hear about collaboration and the PLCs. Not every district allows that time for PLCs. He enjoyed the Festival of cultural and seeing the students pride of sharing their cultural backgrounds were great. At Tracy's State of the City our mayor talked about the STEM grant and we received and gave the district a very nice acknowledgement for that. He attended open house at MVMS and they shared their first newspaper, *The Pony Express*. Kimball High held The E15 program last Friday. It was a powerful program. Earth Day is April 27 and there will be a poster contest for students to participate in. Each site will select a winning poster and a student will receive a bike. Trustee Abercrombie commented that this Saturday high school students are putting on a yard sale to help raise funds for Brighter Christmas and the students going to Africa. Our budget presentation was great and it is nice that we are on solid ground here.

**Superintendent
Report:**

Dr. Stephens had a list but instead would like to say thank you to Jacqui Nott for her kind words. He has been a school administrator for 28 years. What we have right now going on in our district is unique and we should never take it for granted. It has not always been this way and isn't easy. A lot of work has been done at the bargaining table. We should remember what this feels like because there are difficult times down the road. We can disagree with professionalism and kindness. This is unique in what is going on in our county and our state.

Adjourn: 8:49 pm

Clerk

Date