

**Minutes of
Regular Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, June 9, 2020**

As per Executive Order N-29-20 from Governor Newsom, the Tracy Unified School District Board of Education meetings moved to a virtual/teleconferencing environment using Microsoft Teams. The Governor's executive order on March 12, 2020, waived the requirement for a majority of board members to physically participate in a public board meeting at the same location. The intent is not to limit public participation, but rather to protect public health by following the Governor's Stay at Home executive order. (Public Comments were available by online submission).

- 6:30 PM:** 1-3. President Pekari called the meeting to order and adjourned to closed session.
- Roll Call:** 4. Board: S. Abercrombie, A. Alexander, J. Costa (arrived late to meeting), S. Kaur, B. Pekari, J. Silcox (Absent), L. Souza
Staff: B. Stephens, S. Harrison, T. Jalique, C. Goodall, B. Etcheverry
Steve Abercrombie left the meeting after closed session.
- 7:00 PM** 5. President Pekari called the Tracy Unified School District Board of Education to order and led those present in the Pledge of Allegiance.
- Closed Session:** 6a Findings of Fact: #19-20/#69
Action: Costa, Souza. **Vote:** Yes-5; No-0; Absent-2(Silcox, Abercrombie)
6b Report Out of Action Taken on Reinstatements: #19-20/#30, #19-20/#31
Action: **Vote:** Yes-6; No-0; Absent-1(Silcox)
6c Report Out of Action Taken on Consider Settlement Agreement with Certificated Employee. The Board voted 6 yes with 1 absent, to approve a settlement agreement with a certain certified employee wherein the employee agreed to immediately submit her irrevocable resignation from employment and the District agreed to provide certain compensation and benefits to the employee."
Action: **Vote:** Yes-6; No-0; Absent-1 (Silcox)
- Minutes:** 7. **Approve Regular Minutes of May 26, 2020.**
Action: Souza, Kaur. **Vote:** Yes-5; No-0 absent-2(Abercrombie, Silcox)
- Visitors:** None. Meeting was live streamed via Microsoft Teams.
- Student Rep Reports:** 8. None.
- Recognition & Presentations:** 9. None.

**Information &
Discussion Items:**

10.1 Administrative & Business Services: None.

**Hearing of
Delegations**

11. *(The following comments were submitted online and in writing. These comments were read aloud by the board president during the meeting, copied and pasted into these minutes)*

Anna Arroyo: When you take the decision to cut all of the office personnel at West High tonight, you'll cause chaos within parents and students who need the assistance, whether it's for parent engagement and Spanish/English communication in a predominantly Spanish speaking school like the Parent Liaison position who also helps our at risk community or the assistance in the counseling department like the Counseling Secretary, assistance with the best West High program TUSD has to offer like the Space and Engineering Academy and AP testing secretary, the assistance in Career and Scholarship resources to our school like the Career Center technician and the bilingual para-educators assisting our English Learners in the classrooms. The removal of these services to the West High community will cause to go back in time, to make things difficult when our solely purpose as educators or school workers should be to set students ready to navigate a difficult world for them to make it better, we want to see every student succeeding and not fall into the cracks like it has been in past years. How will you replace that specific and vital help to the children in MY neighborhood? Speaking as a Tracy Resident.

Janae Aptaker: I would like the board to address why they are making cuts to para educators, staff, and sports even though the governor has agreed to pay districts the gap for the budget deficit. The bill even states that districts that use their reserves to get through this time, will be paid back in full.

Roshanda Watson: Would like to address the board regarding layoffs.

Sara Gomes: Please consider saving the jobs of secretaries, custodians, paras, and librarians at TUSD schools. These are VITAL jobs to help ensure our schools run smoothly and help give our students the best chance of receiving the quality education they all deserve.

Dawn S.: I think we can all call in, or email asking to save our positions, but the bigger question is how to save our jobs without compromising the students. They are the reason we have a job. Why can't we all just take a pay cut all across the board, like some other school districts are doing? Freeze hiring and don't fill empty positions. The Governor has not made his final decision yet, and TUSD has jumped the gun on this one, and caused unnecessary stress for everyone on the lay-off list. We can do better TUSD, we can solve this.

Emily Summa: Dear Board Members, It takes a village to raise a child, and I understand you have had a lot of hard decisions to make regarding finances for the future. As finances become available, please do everything in your power to bring back the cut positions. Students need them, they rely on them. They need para-educators for safety during PE and for assistance with our English language learners. They need librarians to help develop their love of reading. They need

custodians to fully sanitize on a daily basis, especially now. They need secretaries and clerks, those are the people that quickly help when they head to the office. They need the maintenance team to constantly fix what's broken to learn in a safe place. Every position is important, and we hope that as funds become available that positions will once again be filled.

Maria Rodriguez: why they have not taken into account the voice of the parents?? Although it is true that we are short on budget ,why not do a survey to listen to parents and know their opinions? we want the parents coordinators since without them we parents are lost.?

Cari Edwards Topic: Police Free Schools. **PROBLEM.** When discussing systemic racism, discrimination, and economic inequality we must recognize that students of color particularly Black & Latino are pushed into the school-to-prison pipeline, starting as early as pre-school. Central Valley school districts represent 21% of all school districts in CA, but 40% of the high suspending districts in the state and 61% of incarcerated population is Black or Latino – despite the fact they represent 30% of U.S. population. Nearly 68% of all men in federal prison never earned a high school diploma. The exposure to police increase the probability of arrest and it means suspended and expelled students are three times more likely to come in contact with juvenile justice system. The use of school resource officers (SROs) on campus leads to further problems down the line. Over the last 40 years the rise in punitive school discipline has been intrinsically intertwined. Schools have been complicit by allowing police to patrol and serve as de facto disciplinarians. The school-to-prison pipeline is a gatekeeper preventing students from accessing counseling and other services until initiated punishment and contact with law enforcement occurs, which is too late. We must address the use of police in schools and collectively seek to address this harm. **ACTION.** Asking TUSD to terminate the relationship with law enforcement and reimagine their relationship with other systems to better support student behaviors and emotional needs. Asking TUSD to put forward a new policy one that radically alters and removes policing from all TUSD schools. The road to lock up starts in the school system - change starts with us. Challenging the TUSD board to take action this school year and make all TUSD schools police free.

Fabiola Magallanes What were the reasons to determine which staff member will be laid off? Did you think on the impact that the lay off will cause to our children and families? What's going to happen when students can't attend schools because they won't have transportation services? What are going to do as parents when we go to our schools and we won't have the help in our own language? Providing bilingual staff is a right!

Carrie Rio: The staff at risk for layoffs are invaluable to the quality of education provided to our children. Removing these important jobs will be detrimental to Tracy, considering that the professional workforce in town is already extremely limited compared to the amount of residents in our community. I was born and raised in Tracy, and I was hoping to raise my children here as well, but it makes me question that decision when I know that my kids may not be receiving the best education or opportunities in this area. The layoff of dedicated staff will negatively impact the children of TUSD, as well as Tracy's overall desirability as a place to

live, work, and raise a family. If there is any way to move the funding around to satisfy the budget, it is imperative to do so, before essential personnel are lost for good.

Alan Arroyo Chavez: With regards to the budget cuts that the Board of Education is deliberating, how will the School District continue to provide adequate resources for the marginalized communities that schools such as SouthWest Park, North and Merrill F. West High continue to serve? Without bilingual Para-Educators, Translators, or the Parent Liaisons, how do you plan to maintain a tighter connection between families who do not have access to English resources, and the schools that their children attend? How do you plan on ensuring their children's success in school when non-English speaking parents will be effectively excluded from participating in their children's education? You have a responsibility to serve all students, regardless of theirs and their families ability to speak English. Approving the proposed budget cuts will effectively curtail their participation in their school communities, hindering their children's success.

Angela Worden: Why hasn't the district addressed the \$3 million it is getting from the CARES Act? And has the salaries of upper management been cut prior to considering cuts in other departments at this time classified employees?

Rowena Isip: Regarding Ana Brekke, Jacobson School Librarian. Please consider keeping Ana Brekke as the librarian at Jacobson School. She is an asset to our school family and had helped the staff in many ways. Ana had helped with Spanish translation and assisted other staff members when needed. She's always willing to help in the classroom and/or supervision, and she's so dedicated to the students! Ana Brekke is essential to our school! Thank you for your consideration!

Fabiola Magallanes: What were the reasons to determine which staff member will be laid off? Did you think on the impact that the lay off will cause to our children and families? What's going to happen when students can't attend schools because they won't have transportation services? What are going to do as parents when we go to our schools and we won't have the help in our own language? Providing bilingual staff is a right!

Jenn Lorist: There a few things that should be noted. Gov. Newsom on 6/3 agreed to a plan that would cover the state's estimated \$54.3 billion shortfall while avoiding most of proposed budget cuts to public education and health care services. According the the news we have heard Senate President Pro Tem Toni Atkins says the plan ensures full funding for public schools. Also where are the cuts in Admin? How will a school meet the needs of students with the cut of many of these essential personnel. Why is the district unwilling to dip into the reserves to save the jobs of people who have given them dedication and years of service.

Nicole Adkins: We need to keep our paraprofessionals for Physical Education. To ask us to safely watch over 45 plus students alone is unfair at best. With large class sizes, low equipment that needs to be sanitized, keeping students separate, no break in between classes, this is not the time to take away our paras. They are invaluable to us. You should want to keep the students of TUSD safe which means

allowing PE to utilize paras during the day.

Ana Brekke: To Whom this May Concern, Please please please don't Layoff us Library Techs. As previously known the Library Techs had suffered with hours being cut during last 2008 recession. Being new to TUSD, I have found a home, in hopes I could spend many years working with TUSD. My tittle is Library Tech at Jacobson Elementary school. I have not only met wonderful staff, I have built a relationship with staff and students. Students who come to the library during their recess time to come look at book and sit on the carpet to read, or simply they come to ask questions about the books or comment on what they are reading on. Or by wanting to have lunch bunch with me. I have spent money out of my own pocket to re decorate the Jacobson Library, sometimes even working after my assigned hours to make sure all looked neat and ready for the kids in the next morning. As our First Partner of California suggests, reading is Fundamental to those students. Students always look forward in coming to the library each week, as I have mention I do let a small group come during morning recess to read. During our place in shelter I had weekly zoom meeting with students from K-3 to make sure they still got the Library time. They always looked forward in seeing Mrs. Brekke (me). Please don't cut our jobs, if you want to cut a bit of our pay, I am okay with that. Our California Governor was approved the money to fund each and every employee in all district to make sure no one suffers. Please Please Please consider keeping our jobs.

Precious Holmes: Hello I would like to discuss my disgust in the budget cuts for our schools. With all the building and new families here we need more money into the schools not less! I know Of a few amazing teachers you are laying off which is a HUGE loss for our kids. Houses are too expensive here for such a poor school district. Get rid of stupid common core math, and pay our teachers properly! Give them the support that they need and deserve. Thank you for your time.

Rafael Soares: How are schools going to operate efficiently/effectively and offer a safe working environment to all staff and students with a skeleton crew?

Barbara Moser: My name is Barbara Moser. I work at McKinley Elementary as an EL Para and I'm also the ELPAC Coordinator. I've been with TUSD for 19 years. I work with small groups of EL students in all grades, in which we work on ELA and math. I also administer the ELPAC to the majority of our EL students. Seeing the growth in our EL students is very rewarding, even more so when this process allows us to reclassify them as fluent. I am beyond devastated that my position is possibly being eliminated. I put my heart and soul into being an educator and I am very sad as to what the future holds for our students, if they don't receive the services that they need and deserve. It takes a village...

Michelle Nisbet: I want to start by saying Para Educator position of 14 years is on the list. In those 14 years I have worked with ELD students dedicating myself to raising test scores and helping them become fluent and successful. I have supported teachers and admin and worked hard for our students and families. Many of us have dedicated years and years of service to this district and the realization that we are so dispensable is disheartening. Gov. Newsom on 6/3 agreed to a plan that would cover the state's estimated \$54.3 billion shortfall while

avoiding most of proposed budget cuts to public education and health care services. According to the news we have heard Senate President Pro Tem Toni Atkins says the plan ensures full funding for public schools. What are the plans after this news?? We feel like we are in the dark here. We urge you to keep us updated. We have families to feed and bills to pay and with our skills being solely in education you can imagine this is a scary scenario.

Amy Griffin: I feel it's a priority to preserve the jobs of paraeducators, librarians, clerks, custodians, secretaries and most importantly teachers. It takes a village to educate and properly care for and supervise our children. When we lose staff in any capacity at school, the quality of education and safety is compromised. Now with COVID and the health practices in place, proper staffing to ensure health and safety of students is more important than ever.

Jodi Seifert: I understand that we have suffered some in these hard time, I understand that some changes may need to be made. I believe however that without our staffs; teachers, secretaries, janitors, paras, librarians, and everyone else who works hard to educate/care for our children they will suffer. If any of those jobs get eliminated other staff members will have to pick up the slack and than those staff members picking up the slack will not be able to focus on the job they were hired to do. Which can lead to low morel. I please ask that when making these hard decisions that you think about the effect it will have on the children.

Alina Chavez: 1. How the school wil function next school year? 2. How come parents and students haven't received a survey to see how do we want the school to function next year? 3. How come you are cutting biligual positions like the Parent Liaisons positions, and the biligual Para_Educators when students compose a total of over 60% of spanish speakers or English Learners in some school? 4. How much does the district have on emergency funds? And how come you aren't using those emergency funds to rescue some "key" positions as COVID-19 is a sanitary emergency?

Ana McMath: It is not fair to that cuts should be made because a lot of us will loose our jobs. This is about kid's education and you can't take their education away. Especially special education paraeducators are essential to help all the students to be successful at school. All the classified staff are essential We need our jobs.

Lulu Flores: I'm very concerned that our Superintendent Dr. Brian Stephens approved to eliminate 150 classified jobs for Tracy Unified School District. All these jobs will affect students, parents, teachers and the community of Tracy. Librarians are essential to our students & teachers. They only work 4 hours, 4 days a week and in that short time they assign text books, library books and check library books and schedule times for teachers to use the library & computers. We encourage students to read because we know knowledge is power but somehow we discourage this by cutting librarians. Custodian employees maintain one school site and they continuously clean our schools, especially now with Covid 19. Utility 3 employees clean schools, but they are working as a crew and are scheduled at 4 or 5 schools. They are given 3 or 4 hours to clean site yet this is not enough time to thoroughly clean our schools. There are times when many students in different

classes get sick simultaneously. How will you ensure the safety of our students & staff if we don't have enough Custodians to keep our schools clean? Para Educators help in the classroom not only with educational needs but they also supervise so that there is order in the classroom especially when students are having difficulty with other students. How will you protect students when there is a conflict/fight and not enough personnel to maintain order in the classroom? Secretaries, Clerks, and Parent Liaisons assist students, parents, teachers and the community. They maintain a variety of reports, school records, and important documents. Many work on correcting Cal-Pads discrepancies. We are very short handed in some of these positions. This will have a domino effect where tasks will not be completed. I am concerned that you want to cut so many jobs without the State of California passing a budget. Let us not forget the district has hired many coordinators for Tracy Unified School, why would we need them if you are terminating 150 classified positions?

Ashley Fisher: My name is Ashley Fisher, this is my third school year as a Library Tech at McKinley Elementary. I am extremely saddened that my position may be one of the 6 library techs eliminated. At all of our K-8 schools most children only visit the library twice a month as the Library is not even open school hours. With the reduction in Library Tech positions, I can only imagine that most children will then only visit their school library once a month. Libraries should be the heart of the school, literacy and free access to diverse books is vital to everything we do. Please consider how important having a Library Tech at every site is for the students.

Brenda Mireles Jacinto: Please consider keeping Ana Brekke at Jacobson School as the librarian. She has only been at Jacobson for one school year and it's unbelievable how committed she is with this position. She has been such an asset to Jacobson overall. Ana has assisted in classrooms when there is a shortage of staff as well as translated for numerous occasions. The staff and students have the utmost respect for her. Everyone can plainly see how much Ana loves her position as a librarian at Jacobson.

Liz Chavez: I do not know how to start expressing my concerns about the positions that will be dissolved. It's not just any jobs that are being dissolved, they are jobs that pour into the lives of children. My first question is, where is the budget cuts in the superintendent's salary? Don't you think, you should start there? How is it possible to take away special education services to children who really need the help? How are you helping out the families of special needs children when you are taking away resources and support from them and their child? How is possible to take away transportation to children who rely on that to get to school? It's easy for you to sit behind a desk and determine what to take away, because your job is secure. I have friends who serve as paras, bus drivers, custodians, and secretaries at different schools and they contribute so much to their job and the needs of families. I understand we are in hard times right now, but aren't children the future of this world? I am praying with all of my heart that a better solution comes up. If the school district has been struggling in the past, the dissolution of positions will make it worse. The children need to be the first priority, and from what it looks like right now, they are not priority. Please do not allow for employees to be put of their job, they rely on their income to take care of

their families.

Mike Caulfield: It's with great disappointment I write this message. Currently we have roughly 150 CLASSIFIED brothers and sisters being laid off (some with over 20 years of loyal service to the District). Unfortunately, at the same time the District recently hired a new management employee starting July 1st making a whopping \$680+ a day (which is over \$150,000 a year). The District's justification for these massive layoffs is budget cuts from the state. While I acknowledge there maybe tough financial times ahead of us, our District still sits on a WHOPPING financial reserve of roughly 29 million dollars, simultaneously choosing to waste funds hiring consultants and spending unnecessary large amounts of our Districts money on legal fees. Despite year after year of disastrous budget predictions our Districts reserve seems to magically grow. I'm concerned about the accuracy of past, present and future budget predictions. I'm very saddened that the District has chosen to cut so many CSEA jobs so irresponsibly. Without even waiting to see the states final budget. What other layoffs and reductions is Dr. Stephens planning to implement on himself and his management team. That will be the true test of fairness!!!! During the great recession Dr. Franco was our superintendent during that time Sheila Harrison, held the position of Associate Superintendent of educational services and was also over seeing Human Resources this was due to lack of school funding it was the worst recession in over 50 years. Dr. Franco also implemented hiring freezes and didn't layoff half as many people that are being considered now, why are we hitting classified so hard and only 3 vacant management positions are being eliminated. We have never been so top heavy in management. Where are the tough reductions to management? My additional concern with so many Para Educators losing their jobs the teachers will have to absorb Para Educator responsibilities along with their normal duties and will result in a negative impact on our children's learning. What happened to loyalty?

Yensy Bonilla: Tienen conciencia de la errónea decisión que están tomando al quitar la posición de Ana Arroyo?Cómo madre de familia latina no permitiremos que eso pase ya sea que tengamos que realizar marchas y llagar hasta los noticieros locales no permitiremos que nos discriminen de tal manera quitándonos a Ana Arroyo que es la persona más importante para nosotros en nuestra comunidad latina no lo permitiremos (Translation: Are you aware of the wrong decision you're making by removing Ana Arroyo's position? As a mother of Latino family we will not allow that to happen whether we have to make marches and call up to the local news we will not allow us to discriminate in such a way by taking away Ana Arroyo who is the most important person to us in our Latino community we will not allow it)

Maria Arce: I am hoping that the board would consider giving those long term employees who have been committed and dedicated to TUSD a Golden handshake. I feel now we are being forced to retire. I have completed my 40th year and have truly enjoyed my job and working with students for so many years. Please value our dedication. Eliminating all positions is devastating. Thank you for your consideration.

Alina Chavez: 1. How the school wil function next school year? 2.How come

parents and students haven't received a survey to see how do we want the school to function next year? 3. How come you are cutting biligual positions like the Parent Liaisons positions, and the biligual Para_Educators when students compose a total of over 60% of spanish speakers or English Learners in some school? 4. How much does the district have on emergency funds? And how come you aren't using those emergency funds to rescue some "key" positions as COVID-19 is a sanitary emergency?

Caroline Murphy: To whom it may concern , I would like to plead with the board to make minimal cuts to special education and resources throughout TUSD . We are aware as parents that times have been hard and nobody knows this more than a parent trying to teach their special needs child / teen / adult through distance learning . Our kids have been effected More than you will ever know , and as statistics show they are at higher risk for regression in education . Cuts to resources as this stage could be detrimental to their education and make it impossible for staff members to adhere to IEP goals .

Carl Walter: Dear Superintendent Stephens and Distinguished Board Members: I'm writing this evening to address the proposed layoffs on this evening's agenda (14.3.1). These cuts to the classified unit are based on Governor Newsome's proposed budget, which included a 10% cut to LCFF funds. Last week, the California State Assembly ratified a proposed budget, that fully funds the District for 20-21 and includes a 2.3% COLA based on the "Heroes Act." The Assembly's budget calls for a series of funding deferrals, in the event the State does not receive a Federal bail out by October, 2020. These deferrals might be financially difficult for some Districts, who may then choose to seek out loans, in order to bridge a temporary gap in funding. The Assembly's proposal provides that District's will be made whole as a result of any deferrals in funding. Given these specific circumstances, it's the position of California School Employees Association that these proposed layoffs are premature and would cause unnecessary harm to the students and community at large. We respectfully request this matter be tabled until a budget is formally adopted.

Eria Ryan Espersn: I'd like to address the Board regarding Agenda item #14.3.3 Our governor has funded the schools and I'm hoping this will keep the classified employees from being laid off. I work as a PE Para Professional assisting the teacher with over 45 students. Ensuring clean equipment, social distancing and safety always, especially in this time of Covid19, is not only essential but should be required. Our students must come first.

Bridget Huff: This is the time to ensure that all students are safe and that they are able to close the gap that was created by the coronavirus. Cutting the jobs of librarians, para professionals is not going to close this gap but rather but students at risk of falling further behind. In the case of the pe paras, it will be putting students at greater risk for injury. Sixty five students to one teacher is not a safe ratio. If library techs are eliminated or made to cover multiple sites, students will not have access to books to read. Our goal is rigor, relevance, and relationships. If we hope to help this next generation of students then we need to commit to ensuring they are safe, well supervised, and are able to close the gap that covid-19 created.

Vanessa Alvarez: My child is to begin kindergarten this year, and i am deeply concerned about the quality of education my child will receive with the major cuts they are wanting to make in the schools. I worry of classes being at capacity putting our children's education at risk from learning in a proper and non stressful environment. We should not be taking away Help from The schools and children but adding if anythjng, especially now just having a worldwide pandemic. We need our maintenance workers more then ever right now to make sure the schools are properly maintained. The teachers need assistants in classes with them to help with the flow of classrooms. We need librarians in schools to assist our students with their reading. I'm very concerned about what the TUSD is doing and don't want to have to consider looking for a private school for my child because I feel that TUSD will not have the right priorities for my child.

Cristina Resendiz Johnson: I am writing to urge each of you to vote against eliminating the Parent Liaison Position. As a first generation student and Attorney, I know first-hand how critical having an open communication with teachers and administrative staff can be in a child's life. Without this, a student is often left on their own to navigate the ins and outs of the CA educational system. As you are well aware, this is hugely because it is simply impossible for every teacher and administrator to know everything about each student, their families and their backgrounds with things like budget cuts and the lack of resources our Tracy public schools currently face. The hurdles monolingual, non-English speaking students and their families face is exponentially harder. Without support or a sense of community, these students and their families get lost in the shuffle. I was nearly lost in the shuffle. In an unprecedented era of pandemic, fear and uncertainty we face challenges that will shape and impact future generations in ways we cannot even imagine. Those most disadvantaged stand to lose much of what little resources they have now. Parent liaison's work with the most vulnerable amongst our community: families from low socioeconomic backgrounds, foster youth, families experiencing homelessness, and many more. In a time where we categorize employees as, "essential vs. non-essential," I am here to tell you that the Parent Liaison role is unequivocally essential. Do not allow our students to lose such a critical resource. Please vote AGAINST eliminating the Parent Liaison position.

Debi McComber and Jill Alcazar: We are paraeducators in the PE department and understand that our position maybe on reduction for the next school session. I wanted to list a couple of key reason why our positions are essential and should be kept. We provide direction with academic and physical assistance to students with and without disabilities. Assist in implementing teacher's academic lesson plans and instruction. Monitor and oversee student drills, warm ups, all activities of physical education. With our communication skills, we assist in shaping students behavior through positive reinforcement and other strategies. Provide clerical support to teachers and preparing daily activities, administer fitness testing. With 250 kids per period its essential that we maintain a safe environment for the students. Assure that the health and safety of each student by following established practices, and procedures, cleans and maintains the physical education equipment, is in working condition on a daily basic. In conclusion we feel that our position are essential to the lives of our students because we provide social, emotional,

academic, and vocational success for our students to succeed.

Stephany Chavez: As a parent of a prospective kindergarten student I do not feel comfortable sending my child to a district where the teachers will not have the support they need from the para-educators. Also with all the regulations set out by the state and Mr. Thurmond how is the school going to keep the schools clean when they are planning to eliminate maintenance positions. I understand because of covid-19 there has been budget cuts but the district should be able to manage this situation in a better way.

Michelle Kammen: First and foremost, I would like to say that my job means a lot to me, as well as the students and staff that I work with. Eliminating my position would cause great harm to them. In my almost 24 years with this district as a Security Person, I'm concerned about the safety and well being of each and every one of them. We, as classified employees are the glue that hold the schools together, and keep them running smoothly!! I hope you come to realize this, and rethink your decision. Thank you.

George Scott: Will there be any cuts to management to help the workers who are struggling to make ends meet to retain a job? Also, will the superintendent be willing to take a pay cut to help retain some of the essential workers? I've heard of other districts taking pay cuts to help their fellow workers. Employees who are making 100k and higher could easily take a pay cut. I've heard that Congress is looking at fully funding schools. When would the employees who have received layoff notices be informed if they will be able to continue employment?

Kehia McKinney: I know without a doubt the condition of the TUSD budget is a heartbreaking matter for you. I continue to thank you for your service in the community. I am writing today as one of the eliminated employees due to the lack of funds. This mass cut of classified employees is astonishing. The question is how will our students and parents be served? I am sure there is a plan but as people on the front lines for 8 (in my case) and 20 years, we just don't see it. I believe that the school board, management, and classified employees alike care about our students and our Tracy community as a whole and don't want to see this happen. But in some form it must. Without knowing details the conversations I have had include what management positions are being cut. It is no secret that many make 100k plus a year. The classified employees list of eliminated positions are made up of so many people making 35k or so. As announced a new management position earning 150k a year is starting this summer? This alone makes this pill too hard to swallow. Not hiring that 1 position could save 6 people's livelihood. Why would TUSD make a decision like this. We have tremendous minds at the DO already. This is the time everyone is taking in more responsibility. It optics make it appear that the cuts are not across the board. What about a voluntary pay cut for those making \$100 plus. How are we communicating this drastic cut in services to our students, families, and communities? I am usually not at a loss for words however the feeling of devastation is what resonates. TUSD can survive and thrive with those who are here for the kids and community. I would like to know if pay cuts are an item on the table? It would be interesting to know who and how many in management are willing to put their money where their mouth is in order to make

this situation better for students and coworkers. We need transparency. Again, I know where your heart is Brian and I respect you for that. Praying that God will lead you and be with all of us during this time.

Paulina Magallanes: I have noticed that most of the employees that are losing their jobs are bilingual in both English and Spanish, how was this decision made?

Lorraine Toll: I understand that these are difficult times. Budget cuts are not a positive impact they are exactly the opposite, a gigantic negative impact. Our schools are hanging on by a thread and treading water as it is currently. Parents, staff and local businesses are forced to donate materials and or money to keep supplies and events afloat. Budget cuts will only cause an increase in stress, heavier workload and irreparable damage. Staff and students will greatly suffer with such an unwise decision. A budget increase is and has been needed for quite sometime to fund our schools. I implore you to understand the consequences of this disastrous decision to remove abundantly MORE from our teachers and kids. Budget cuts should be taken from the top at government and state level, not at our ground level. I volunteer five days a week open to close and I see first hand the repercussions, stress and damage from the current budget cuts already in place. Our children have suffered enough, it's time to put them first, they are the future...ENOUGH is ENOUGH!!!

Jessica Alfaro: Please reconsider the cut of Parent Liaisons, they are a big help to parents, teachers and staff. I think this position is overlooked and people do not realize all that they do. Most events and fundraising is lead by them, translations for IEP's, Parent involvement and much more. In Tracy the majority of parents speak Spanish and most of the schools only have the Parent Liaison to assist those parents. As a parent I feel that this is the best way I'm informed of what is going on in my school. If we need to reduce, at least we can keep 6 of the 9 High school as is, and K-5-K-8 can take 3 schools each. Keeping of course the 6 employees who have been with TUSD the longest. I think there are other ways to cut than eliminating valuable assets. I don't understand why this is happening now if budgets were already in place. PLEASE KEEP OUR PARENT LIAISONS!

Edith Almendares: why take the parent coordinators away ... when they are an important part of the schools.

Aurora Rodriguez: What's the warranty our children will have when we speak about educational and support at West High School when you're laying off all of the spanish speaking employees who are a key to their success since more than 50% of students and families are Hispanics at WH School?

Elizabeth Enriquez: When making The decision to make cuts do you guys consider each individual schools needs, or is the decision simply made across the board regardless of which school get More Affected than others? Exam. Most of the cuts seem to be for the bilingual help and there are some schools that have a much higher number of Spanish speaking families than others.

Paulina Magallanes: What effects will this have in the learning of my son and me as a parent that is heavily involved?

Alfreda Hensley: You need to please reconsider these layoffs. The students need the help. The teachers need the help. I understand but there wasn't even a discussion about any kind of negotiations. Last time the district did a big layoff, people gave up time so people could keep their jobs. These are people who have given years and sweat and heart to the this district.

Heidi Longoria: Good evening. My name is Heidi Longoria. Although I am currently employed by TUSD as a Para, I am first and foremost a mom. I have a son that will be entering 8th grade and a daughter who will be entering 6th grade. Both within TUSD. I am sure you will have plenty of comments about how cutting 150 Classified positions is insane. I'm also positive that you will have many asking why administration doesn't step up and take a pay cut. I couldn't agree more with all of them. However, I am here to offer a different perspective. In my daughter's 7 years in TUSD (PK-5th) 2 of those years have been spent without a stable, full-time, teacher. That means no consistent teaching. No accurate testing. Evaluations and report cards that were completed by teachers who knew nothing about my daughter. Do you know who WAS there though? Her PARAS. Day in and day out. Her Paras have always been her constant in her education. The people who went above and beyond their job description and pay grade to make sure that our kids knew that they were there to help and support them. Honestly, seeing what my daughter went through is what made me become a Para. I couldn't stand to think that our kids were being left behind. So I ask you to please consider carefully what all of your invaluable employees truly bring to the table at a pretty low cost. Thank you.

Maria Ayala: Regarding the layoffs of the TUSD parent liaisons: 1. Was an option reviewed regarding the possibility of reducing all TUSD employees wages by for example, 10% vs laying off the personnel that was? 2. With TUSD having 40% Hispanic, Spanish speaking what is the plan of the TUSD regarding not having personnel such as bilingual parent liaisons to assist our students and parents? The parent liaisons were already stretched out assisting parents and students as it was, concerned with how TUSD will be managing this?

Tami Castelluccio: I am the CSEA President in the San Ramon Valley Unified School district. I have heard from my Brothers and Sisters in Tracy regarding the eliminations of these classified employees. I am heard because I want my comment into the record of this Board Meeting. I am appalled and disgusted with the fact this Board is eliminating so many classified positions. By eliminating these positions this Board better realize the if they take action on these items tonight that the work that the employees that are being eliminated ceases to exist. Site or district management will not be able to bring in parent volunteers or pass the work onto any other employees. I don't know how this district thinks their sites will be run without these essential positions. Every district should be doing what is best for students. This is not what is best for students. The parent community should be in up arms with this district. We are hopeful that the state legislature is going to come up with a better plan to make budget cuts less to k-12 districts. I am wondering how this district is really spending their money if they have to cut this many classified jobs. Your students will not be served. Especially since we don't know what schools will look like in the fall, you are acting to quickly and

without thought. You all better rethink your plan. Community and staff please make sure you do not do the work of these employees and do not let anyone else. Hold the district accountable and let them see how they can do this work without you all. Utterly disgusted and saddened at the decision of this district.

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

Consent Items: 13. **Board approval of any agenda item requiring insurance is conditioned upon acceptance of appropriate insurance accepted by Tracy Unified.**

Action: All Consent items with 13.3.1 as amended.

Souza, Costa. **Vote:** Yes-5; No-0; Absent-2(Abercrombie, Silcox)

13.1 **Administrative & Business Services:**

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

13.1.2 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

13.2 **Educational Services:**

13.2.1 Approve Agreements for Special Contract Services for Student A and Student B with Bruce Bloom, M.Ed., CRC, IPEC, CAS for Independent Educational Evaluation/Transitional Assessments

13.2.2 Approve Agreement for Special Contract Services with Lisa Cheney, Educational Psychologist for an Individual Educational Evaluation/Psycho-Educational Evaluation Assessment

13.2.3 Approve Agreement for Special Contract Services with Jake Randall for Independent Educational Evaluation/Psycho-Educational Assessment

13.2.4 Approve Agreement for Special Contract Services with the Boys & Girls Club of Tracy to Provide Structured Activities during Lunch Recess at South/West Park School during the 2020-2021 School Year

13.2.5 Approve Agreement for Special Contract Services with Give Every Child A Chance to Provide Afterschool Tutoring at South/West Park Elementary School for the 2020-2021 School Year

13.2.6 Approve Overnight Travel for West High School Agriculture Department Activities for the 2020-21 School Year

13.2.7 Agreement for Special Contract Services with LC Education, for Assistive Technology Assessments and Training

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 Employment of 2020 Summer School Staff

Action Items: 14.1 **Administrative & Business Services:**

14.1.1 Adopt Changes to AR 4312.42 Drug and Alcohol Testing for School Bus Drivers/Commercial Vehicle Drivers, BP 3541.1 and AR 3541.1 School-Related Trips (First Reading)

Action: Costa, Souza. **Vote:** Yes-5; No-0; Absent-2(Abercrombie, Silcox)
14.1.2 Acknowledge Receipt of Administrative Regulation 1330.1 Community Rental of School District Facilities (First Reading) (Separate Cover Item)

Action: Kaur, Souza. **Vote:** Yes-5; No-0; Absent-2(Abercrombie, Silcox)

14.2 Educational Services: None.

14.2.1 Approve the Tracy Independent Study Charter School Application for CalSTRS Activation

Action: Costa, Alexander. **Vote:** Yes-5; No-0; Absent-2(Abercrombie, Silcox)

Superintendent, Dr. Brian Stephens, stated that we were going to pull items 14.3.1, 14.3.3 and 14.3.4 and that there will be a special board meeting on June 17 @ 7:00 to address these 3 items. By then the state should reach agreement by Monday June 15th, on the state budget.

14.3 Human Resources:

14.3.1 Adopt Resolution 19-33, Authorizing the Elimination of Certain Classified Positions Due to Lack of Work or Lack of Funds

Action: PULLED. No action taken.

14.3.2 Approve Declaration for a Provisional Internship Permit

Action Alexander, Costa. **Vote:** Yes-5; No-0; Absent-2(Abercrombie, Silcox)

14.3.3 Adopt Resolution 19-32, Authorizing the Elimination of Certain Classified Positions Due to Lack of Work or Lack of Funds

Action PULLED. No action taken.

14.3.4 Adopt Resolution No. 19-36 Authorizing the Elimination of Certain Certificated Management Positions Due to Lack of Work or Lack of Funds

Action: PULLED. No action taken.

Board Reports:

Trustee Silcox was absent. Trustee Souza appreciates the emails and asking questions. She was raised in Tracy. These are not easy decisions and are very heavy on our hearts. The administration and the board are watching this very closely and that's why we are moving the cuts to next week. Please reach out to any of us if you have questions and don't jump to conclusions. Trustee Kaur thanked everyone for their comments. The is considering everything they are doing. Trustee Alexander passed. Trustee Costa passed. Trustee Abercrombie absent(left after closed session). Trustee Pekari thanked everyone for all of the emails, phone calls and comments. He agrees with Ms. Souza that we are looking at this closely, taking this seriously and doing their best. We are all in this together

Superintendent Report:

Dr. Stephens thanked everyone who sent in comments. They were very moving. These are difficult times and there are not perfect answers. We will have further discussion and dialogue at our special meeting next Wednesday.

Adjourn: 8:00

Clerk

Date