

**Minutes of
Special Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, June 17, 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).

- 6:00 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, S. Kaur, B. Pekari, J. Silcox, L. Souza
Staff: B. Stephens, S. Harrison, T. Jalique, C. Goodall, B. Etcheverry
- 7:02 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:** 6. There was no action taken in closed session.
- Minutes:** 7. None.
- 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.
- 10.2 **Educational Services:**
- 10.3 **Human Resources:**
- 10.3.1 Consider and Discuss Item No. 14.3.3 Adopt Resolution 19-32, Authorizing the Elimination of Certain Classified Positions Due to Lack of Work or Lack of Funds

Dr. Brian Stephens explained how we got here. Due to COVID, schools closed March 13th. No one thought it would wipe our school year. Our state finances began an economic downturn. We started to receive notices from the state that we could expect cuts and continued to get worse. The May Revise, which is the governor's budget came out and

shocked the comm saying that we would have budget reduction of about \$14.2 Million dollars to our district. Everyone in the district office was stunned. This could result in many of our best employees losing their positions. Everyone was sad and upset of this loss that could happen. Cabinet had to come up with cuts to balance the budget which was difficult and sad because we knew it would impact many lives and we just cut \$5 million due to declining enrollment. At the same time, state and assembly began to develop their budget. The governor, senate and assembly are usually very closely aligned but this year there was a huge gap. Mr. Newsom advocated a no-cut budget to the school; the option being that there would be no cuts but that there would be additional deferrals. On June 2nd, San Joaquin County Office of Education said we must adopt a budget based on the May Revise which we had been progressing with. As of Monday, Gov. Newsom was willing to adopt a budget as put forth by the state and assembly which is no cuts with deferrals in the spring. Even though that happened, we still had to adopt the May Revise budget, however the San Joaquin County Office of Education put forth a resolution that we will bring the budget to the board based on the May Revise at the June 23 meeting. This put off cuts to a date down the road. We do not have to make the cuts in Item #14.3.3 today. We believe the state budget will be adopted and signed. The resolution that we asked board to adopt on June 23 will be null and void and within 45 days, at the August 11th meeting, we will submit a revised budget which will reflect the budget revised on June 30th.

The end result will be that there will be no cuts to classified, certificated or administrative positions. This is a no cut budget. We are very pleased because it saves the jobs of many people in the community. We can return to work many outstanding employees. He feels confident to pull Item #14.3.3 because it no longer applies to the budget situation today.

Trustee Abercrombie commented that we will not be making any cuts tonight, however we will face budget shortfalls, but not at the current time.

Dr. Stephens commented that we don't know what the economy will be. Based on their adoption we won't have to cut now, but may have to in the following years. We cannot say for certain because it is likely cuts will be needed in the future but not in the 2020-21 school year,

Trustee Costa asked if we are we looking at 3 months deferrals.

Dr. Stephens explained that right now it is a 4 month deferral costing us about \$40 million. If the deferrals are not paid timely, it will escalate. It could go as high as \$60 million.

Trustee Costa asked if we will we have cuts.

Dr. Stephens commented that not at this time because it would be too late into the school year. You would have to make it up in the 2021-22

and 2022-23 school years.

Action: To moved Item 14.3.3. up on agenda.

Vote: Abercrombie, Souza. Vote: Yes-7; No-0.

Item #14.3.3 was pulled.

Hearing of Delegations

11. The following comments were submitted online and read:

Cecilia Baro: Parents coordinators are very important for us Hispanic parents who sometimes don't speak English and need to communicate with our children's teachers. Please consider your decisions because this will affect us.

Linda Gonzalez: I have heard about the wrongful treatment that the District and School Board are treating the classified employees and am a concerned citizen. The District could never remain functional if there were no classified employees, as classified employees provide our students, parents, staff and the community with education in a healthy, safe environment, therefore we expect the District and school Board to treat the classified employees with respect and value their contribution to the District, students, staff, and the community.

Jeffery Haws: I am concerned that TUSD had planned to eliminate the proposed positions before actually having actual numbers from the State. Eliminating these positions will greatly affect the student body on a daily basis in a negative way. I am also concerned that the district administration has not shown any willingness to put some "skin" the game and take a pay cut to show how concerned they are for the student body of this District. Putting the burden of saving funds on the backs of lower paid and sometimes part time classified workers while keeping the highly paid workers at the same pay is irresponsible in my opinion.

Alicia Barnes: Good evening. My name is Alicia Barnes and I am a kindergarten Paraeducator. I am writing to implore you to keep all of the positions on the lay off list tonight. I was hired under the No Child Left Behind act. I felt blessed and proud to be a part of a district that strived to make sure that every child in our district was going to get the best education we could provide, so that they would have successful futures. As you know, not every child learns at the same rate. Some children struggle and need extra time and help. The small groups and one on one work we do with the children is what allows them to grow and learn what they need to each year. It allows the high students to flourish, the at grade level kids to make strides to move higher, and the kids who are struggling with their ABC's or a particular subject finally get it. If you have ever been a part of that beautiful moment when a child who has been trying and trying to get something and it finally clicks you will understand why keeping our jobs is so important. I want all of the children in TUSD to have what I wanted for my own kids. The best chance to succeed in school. Without the paraeducators our students will not make the same strides and those that struggle more will fall further and further behind.

Carl Walter: My name is Carl Walter. I'm the designated Labor Relations Representative for California School Employees Association (CSEA). I currently represent 12 school Districts in the Central Valley, including 700 members working for TUSD. It's my privilege to represent some of the hardest working and

self-less people you will ever find in life. The current layoff proposal before you this evening is premature, because there are ongoing negotiations between the Governor and State Legislature over K-12 funding. To approve the District's proposal this evening would be devastating to the students and community which the District and Board serve. I ask you to consider the turmoil the District's proposal is creating, as evidenced by the protests you've witnessed this evening. I'm concerned Superintendent Stephens is pressuring you to put aside the ramifications of this decision, despite all of the concerns which are being voiced this evening. I fear that the District is motivated to decimate our bargaining unit ahead of an actual State budget because the Superintendent resents the activism within Chapter 98. I beg you to vote NO this evening and to table this matter until such time that a State budget is adopted. Thank you.

Juanita Ponce Medina: To Whom It May Concern It is with a Heavy Heart that I am writing to you. I know today there will be vote to determine if I will still have a position working as a PE para-educator at Williams Middle School. I have been working with the Tracy School District for over 20 years. In those years I have helped the children by guiding their decisions what is best for them. This is a awarding experience to see them flourish. I also made time to help with outside activities with the Girls Basketball team with Coach Beaken. I do know that no matter what decision you have decided God is in control. I want to thank you for you time in reading this. Sincerely Juanita Medina

Maria Mendez: Please Don't eliminate Our Parents Liaison Pia de Rosa at Kimball high school and Diana Zamudio at Poet Christian School they are very important to our school.

Roshanda Watson: It is our understanding that TUSD has been approved for per pupil funding for the year 20/21. The school district has already approved funding for designated employees. Furthermore, the district is expecting emergency funding from the federal government to assist TUSD. It would be undo economic pressure upon the classified employees, the unemployment insurance, and in our local economy. It is our hope that the school board would have empathy, given consideration to economic impact put upon our family as well as our local economy. During the Covid 19 pandemic we need the Love and compassion of a caring school board to do what is right.

Diana Zamudio: We parent liaisons and all 150 employees up for elimination are all essential to the function of the schools. We are there to help support our families in times of need and give resources, who will help these families who most of the time don't speak English? Will the Superintendent be able to support these families?? No, they will not get the much needed support from us or anyone and that is just unacceptable. We have worked so hard to help get the families to much needed resources and now we are taking 20 steps back! Please do not eliminate all these positions instead cut funds from the top and stop making unnecessary expenses!

Jaime Guitron: Thank you for your time and attention. As a parent of 2 kids that both attend schools in TUSD and a Sub for TUSD, I felt I needed to express my

deepest concerns. I truly hope you realize how vital ALL of the positions are that are potentially going to be lost if these cuts happen. We NEED all of these positions to stay in our schools to ensure that our children have the best education. Their education is important! Their well being is important! Their mental and physical health is important! This is such a scary and uncertain time right now for everyone. It is best that when these kids and their parents finally get to go back to school, that there is some consistency and familiar faces. Right now...more than ever....we need ALL HANDS ON DECK! We need to give our children the best possible setting for them to learn and thrive. How can we do this with so many important roles at the school gone? How can we do this if our teachers and our administration is overworked and tired and doing jobs that they are not used to doing? How is this an ideal scenario for our children? How can we take away such important jobs? How unfair is it that so many have given years and years of service in the education platform and their jobs are just going to be taken away? They have families to support. They love their jobs and now they are being taken away from them. I beg you to PLEASE consider the many children and families these cuts will effect? Imagine your own children going back to school during this scary and unfamiliar time only to find their favorite Para or Office Staff worker is gone? We cannot let these cuts happen. This will be a travesty. I truly hope there is another way. I truly hope that you do what is in the best interest of our children....they are OUR TOMORROW!

Janae Eldridge: Why can't wont the Superintendent and the people that he brought in from his prior experience take 30% pay cuts and hopefully they can get it back when the state approves the new budget? The could help keep valuable jobs and keep our children safe. Would you dip into the reserves then to pay for your own mortgages?

Luz Espinoza: Budget cuts directly target workers who are essential to non english people and people of color. Families, WE DEMAND you to keep your promise "Our goal should be excellence" August 28 2014 Tracy press. Start cuts at the top, KEEP THE PARENT LIAISONS!!
Fire superintendent and keep 150 essential employees!!

Emily Zamudio: How is it that you can spend a projected 8 million dollars on a football field that didn't need remodeling and yet when it comes to the jobs of 150 of your employees you can't spare half of that? I am truly and utterly disgusted by this boards complete lack of empathy and I am ashamed to be enrolled in your school district. Instead of destroying the livelihoods of countless essential workers, have you considered taking a few budget cuts yourselves or are you too selfish to have even considered it. Don't you know how many parents and students rely on the contributions of the parent liaisons, para educators, custodians, etc.? How can you be so completely disconnected from the schools you run to not see how important these faculty members are to their schools? I hope you can swallow your pride and rethink both your ideals and the morality of choosing a football stadium over 150 people.

Norma Sanchez: I would like you to please take a close consideration in the elimination of the para educators. As a para educator working for the district more than five years I can say we are an immense support system to the teachers. If our

positions are eliminated teachers will be left with more work to do themselves. Children's education will be put at risk without our support. As a board elected by the community please hear our statements and do not accept to eliminate our positions. Thank you.

Alina Chavez: It's an injustice to lay off 154 employees, this is a step back in our children's education, a step back in the TUSD growth and it's a discrimination against the hispanic community to leave them without the help in communication that they need to have with educators and the schools. It's a big mistake to get rid of the bilingual support in a district with more than 50% of spanish speakers.

Mona Martin: I'd like to reiterate that Tracy Unified School District would not be able to run successfully or survive without the classified positions. Our students and our teachers and our school staff need our classified. Please reconsider your options and choices before starting to eliminate important positions. Thank you for your time and effort.

Angie Merryman: Good evening. I wanted you to hear what one of your students has to say about school. My son, Jonathan, completed 8th grade this year. He performed well under the distance learning curriculum, and I asked him after the school year was finished what he thought about it. He replied, "I hated it." I asked him why, and he said, "It wasn't school." I asked him what school was to him. He said, "School is more than assignments and textbooks. It is students, teachers, custodians... people I see at school. Some teachers are bad, but most of them work very hard and are patient with us." I asked him if there was anyone in particular. I only know of his PE paras, and I knew he liked PE. I asked him if he meant the teachers or paras, and gave him the example of how his PE paras assist his teachers. He didn't know which staff member was a teacher or a para. He said he saw them as the same because they all taught him and helped him. He said the office staff was nice, even though he didn't see them often. You may help create or continue this vision while you serve on the Board. Each member of your staff, regardless of their position, makes the vision happen. Your staff is everyone who works for TUSD. We need to work together to make school not only a place of learning, but a place of positive memories. After everything is said and done, it is the students to whom we are held accountable.

Diego Sanchez Chavez: Tracy Unified School District, alongside many others, have been the victim of excruciating budget cuts over recent years. This has been by far the worst I've seen. While still in a pandemic, it is important to keep a community conscious mindset, eliminating jobs does exactly the opposite. It furthers ourselves from our goal. We need educators, we need funding. it's districts like these that need our voices heard, because it is smaller districts like these that get affected like this the most. Although, these are direct demands from our state it is important to not be compliant. We elected officials of the board to represent us. When jobs are being stripped away from many people and we feel unheard, it makes us question why we are losing jobs when we've done everything right, and you still have yours when things are going wrong. Of course, there's no possible way to put all the blame on the board, but there is still fight to be had, and it is up to you to do just that. Let our worries be your own, and make it the motivation to represent the community and its education system like you were elected to do.

Thank you.

Victoria Rynberg: Without the funds I understand budget cuts are necessary BUT what I can't understand is laying off essential "key" employee's that play a huge role in making a school run on a daily basis. Not only will the quality of efficiency decrease but the lack of security. Ultimately it's the students that will suffer because of layoffs, BUT for most employees, losing their job will make a huge impact on their lives. Some employees have been with the district years, making this their work "family". I beg you to consider alternative actions before laying any employee because the kids will most definitely be the ones to suffer, and this should be avoided at all costs.

Debi McComber: I have been a P.E. Para Educator for 20 years at Williams Middle School. I was a coach for Tracy High girls frosh-soph Basketball team for 11 years. I know what hard work, dedication, and loyalty means. Although my teams never came in first, you could never tell the girls that. At times we would be losing by 30pts, and I never threw the towel in. I would throw them a life preserver so they wouldn't drown. This is what Tracy Unified School District taught me to do as a coach. Never give up even when your down. Now that our district is sinking, please don't let the workers behind the scenes drown. Throw us our life preserver. As we are ALL down right now. We are team players and we have proven that. The years of service alone should show how loyal we are to this district. All jobs matter. Thank you.

Tinoush S.: I am hoping this special board meeting is to withdraw the layoffs! I wonder why the district is focusing only on a specific group of jobs and employees for the layoffs. Specially the group that has the most impact on our students during COVID 19. We need to keep our students safe, and educate them during this pandemic. Students' education and safety should be the top priority. Did the district decide about how these jobs are going to be done!? They work part-time and are lowest paying jobs in the district, how is that fair!? Are we going to need all of these management positions that has been created the last few years?! Nothing against the management employees, but if they get few percent pay cut, a lot of 4-6 hours jobs will be saved!! As I mentioned before the targeted jobs are very crucial to our students' safety and education, especially during this time!!! Six K-8 librarians being laid off means students will even have less access to the libraries. Students need to read to build up a good habits and proper education! Dear board members, I hope you come up with a better solution for our students, employees and our community, this is not the way!

Martha Arguello: I've been supporting and working with English learners and struggling students in the classroom and one on one for 18 years as a Para Educator . I myself was a English learner growing up in Tracy , Ca . I was blessed to have had that extra support from Paraprofessionals in the classroom. It made me a better student.

It would be devastating to not have that support for these students. They are already facing a life changing experience with Covid-19 . Its not fair to them and their families . As we are too, greatly impacted by it and dont want to lose our jobs. Please, reconsider eliminating our positions so we can continue addressing the needs of our students to be successful in their future.Thank you for your time,

Sandra Contreras: Hola mi nombre es Sandra y pertenezco al grupo de parent café para mi es muy importante el trabajo que hace Diana Zamudio y Pia rosa ellas nos ayudan mucho a nosotros los padres el trabajo de ellas es muy importante y no se me ase justo que les quiten su trabajo ellas también tiene su familia y dependen de su trabajo y ellas nos ayudan también como intérprete pique en las escuelas hay personas que no quieren hablar español pero ellas siempre están ahí cuando nosotros necesitamos algo espero en Dios ustedes tomen la mejor decisión ellas son muy importantes en este grupo por favor no les quiten su hermoso trabajo por favor no les quiten su trabajo que sea Dios quien les toque su corazón y no se los quiten

Paulina Magallanes: How are DISTRICT CHIEFS going to COVER THE JOBS of 150 CLASSIFIED WORKERS which have showed a lot of DEDICATION to the jobs that they are now losing ? Will they SIT and WATCH as the SCHOOLS COLLAPSE?

Tina Demarest: I am a full day kindergarten teacher at Villalovoz Elementary School. The para educators at our school help to prepare our students for first grade by teaching a small group during stations and work with students one-on-one. They make a major impact in the classroom throughout the year, but particularly during the first few months of school when the children are learning about how school works. In this time of Covid-19, it is imperative that another adult is in the room to help assure the students are social distancing and not spreading the disease. Please reconsider these major cuts and do what is right for the children in Tracy.

Stephany Chavez: With respect to the TUSD Board members , I hope there has been consideration in the elimination of the staff members. With TUSD already having low test scores how is it possible to eliminate personnel. As a district there should be conversations in how to implement and better educate our children. During this pandemic we should not be talking about laying off staff instead how are we going to train staff to better serve the children. As a parent and staff of a community college nearby I do not see how some of the management positions are making more than a college dean. Please take the time to better analyze and wait for some more concrete information on how California will manage budget cuts.

Talitha Backman: I thank you first of all for taking the time to read my comment and know there are no easy answers during these difficult times. I have had the pleasure of working for TUSD for 7 years and know the positions possibly up for elimination well and also have the honor of knowing many of the dedicated people that may lose their jobs. We need our paras more than ever with kids coming back from differing distance learning experiences. I also fear from a legal standpoint we will lose more money in lawsuits than we are saving in lay-offs when students needs aren't being met. I also fear with the loss of custodians/maintenance staff that we will not be able to properly sanitize and care for our schools and students. Also, possibly losing Elementary librarians is so saddening. They do so much for students and staff. Secretarial staff is also so essential and often go above and beyond their duties and do so much to help things function. I know one thing that

parents really value is communication, and often what upsets them more than anything and starts a poor home/school relationship is lack of communication. If it is harder for them to get a hold of someone when they need to, that will be disastrous. Again, I thank you all and I believe in the people of TUSD so much.

Lorena Sanchez: I am currently a teacher at Tracy Unified, and have been for twenty years. I also grew up in Tracy, so I was also a student at Tracy High and two of my kids have graduated from Tracy High. As someone who has lived in Tracy for forty years, I have been a witness to the systemic racism which affects this town, and the schools are not exempt from it. Our country is currently finally being forced to address the inequities which our Black students, and other students of color face in their daily lives, and I have been disheartened to not hear anything from this district about how we plan to address this issue. Other districts have sent letters and messages of support, even hosting peaceful protests decrying the murder of Black people by police, and providing counselling to their school community. Our district has not mentioned this issue, and as a person of color and as a teacher I feel this is inadequate and wrong. Besides making a statement, I believe we need to have training and take steps to help teachers and students root out the racism present in our school so all students - and staff- feel safe while receiving an education. Thank you

Sharon Laack: I have been a para for TUSD for 19 years. With this work experience, I have seen our students needing more adult role models and assistance, more than ever. These students need more classified employees to help with their growth and education. Another point is imagine up to 60 students from two classes in PE with one adult? Taking their paras away, is only going to create a hazardous situation for the district. Are you willing to take this dangerous risk? I would hope not. Don't eliminate classified staff who are dedicated to TUSD students. Thank you for making the RIGHT decision .

Alan Arroyo Chavez: My name is Alan Arroyo-Chavez, and I am a Merrill F. West High School Alum and recent Stanford University Bachelor's and Master's in Arts graduate. I don't have to tell the Board that the decision they make tonight regarding the budget cuts and the contracted employee dismissals is an extremely difficult one. However, I implore you all to protect the jobs slated for termination for the benefit of our students and workers. Parent Liaisons did not exist during my time at West High, or at Art Freiler, or any of the other schools, but seeing their impact on a community that I come from has been incredibly heartwarming and inspiring. Students whose parents felt excluded from the school communities because of a lack of language accessibility are now more connected to the educators and administrators that help their children grow. Seeing a growing number of bilingual and trilingual paraeducators and staff is something to celebrate as it gives our students from various marginalized communities greater access to the education that our District can offer us, and it's something that I wish had existed during my time, too.

Voting to approve any budget cuts to education, thereby effectively removing positions such as bilingual paraeducators, translators, and Parent Liaisons, will hinder the growth of students from marginalized communities. It will stunt their and their families' ability to connect with their educators and administrators, and

will effectively exclude their full participation in our school's communities. It is your purpose to protect our students' right to a quality education, but how can they have a quality education when either they or their parents don't have access to the language spoken? How can they have a quality education when they might not feel comfortable going to anyone else at the school but the workers that reflect their language and culture? Think of the students before making your decision.

Gretta Mendez: Hello, thank you for taking the time to read all comments. My name is Gretta Mendez, I am a para educator at McKinley Elementary where my daughter is a third grader. I feel it must be said that our paras as well as the rest of our school staff are all very essential. I ask you all to please take in consideration the difference that each individual position makes in running a school successfully. I appreciate your time and consideration.

Michelle Kammen: PLEASE,PLEASE!! Be smart and don't take away my(our)jobs!! Every single student and staff member need us at all the schools. As,we are essential to all of them!! I happen to enjoy my work. Thank you,

Raney Shimozone: My name is Raney Shimozone. I'm a SPED teacher in our district. I am ready to head back to school, but without our essential classified staff it won't be a safe place for our students. Our students (future leaders of the world), our staff, our parents, our loved ones, && our community need our amazing essential classified staff! The staff that are eagerly waiting to hear their fate are some of the most important and amazing staff members in our community! Every district is working with budget cuts, but we need to really assess what the best thing is for our students. I know, for sure, it is NOT cutting these dedicated and devoted staff members. Please consider this as you make your difficult decision. Your community, our students, and the future leaders of the world are counting on you to make the right choice and keep our staff members!

Kyle Harvey: Tonight the Board is considering to take action to layoff hard working classified employees. The Board should know that this action is premature, there has been no State Budget finalized and legislation is ready to help States cover shortfalls in budgets. All of the budget savings you are looking for should not be placed on the backs of loyal employees who have served the students, parents, and the community during the epidemic. These are the folks who have risked their own health to serve students. I have not seen any overpaid administrators risking their health to serve students. Quite the contrary, you hide in buildings cleaned by these workers and refuse to go out and help them. It is extremely sad and sick that this administration pays back the classified for their risks by sending them packing. Where is your sacrifice, where is your risk, where is your heart? The actions you take tonight will prove what you believe in.

Patti Rodriguez: I come to you to plead for you to keep great people you have in your school district. My name is Patti Rodriguez, I had the pleasure to hire Ana Brekke previously before. She is an OUTSTANDING worker that you might want to consider to keep, not only her but I am sure you have many more great workers that can't live without their jobs. This is a crazy time, please consider keeping your employees as we all hope this economy will get better. Thank You,

Cecilia Bangayan: I would like to let you know how important our classified employees are. I'm an SDC teacher and the paras are a great part of our day. They help us teachers, and most importantly the students who we cannot all reach out for the majority of the academic day. Our paras perform a lot of jobs that they go above and beyond. Our librarian, Ms. Fisher is someone our kids look forward to hearing from every week. She encourages them to read and enjoy. Ms. Moser helps our EL student students a lot!

All classified employees are essential. It takes a village to raise a child. They are an important part of the village. Please keep them in our campus, and all the other classified employees. They are play an important job in our district. The students need them. Thank you.

Judy Gallegos: I have been with this district for 14 years and started as a para. I can not imagine losing so many of these positions. I just don't understand how the schools would function without them. I believe if every single employee would take a pay cut (depending how much they make) and higher ups could take furlough days, we could save so many jobs. Please consider other options I love this district and would hate to see it turned upside down.

Lulu Flores: I have been employed with Tracy Unified School for over 30 years. I'm very disappointed in our District not working with CSEA to negotiate our budget issues to save jobs as it did when Dr. Franco was the Superintendent and we had cuts and layoffs. It was done with more consideration and heart unlike now. Regarding High School Career Techs. I'm not only employee but also grow up in Tracy went to Elementary, Middle School and graduated from Tracy High in 1981 although I was a good student but at the time my circumstances did not give me the opportunity to attend College. I went to the Career Center and I still remember Mrs. Thiel our Career Tech and she was very helpful recommending many other options such as trade school or decent employment. It's a fact not all students will attend college after High School that is why our Career Techs are very important for our High School Students. Board members you were voted by the residents of Tracy to be make a difference. You have the authority to vote no and save 150 classified jobs. I pray you make the right choice for the community of Tracy.

Michelle Nisbet: When I wrote in during the last meeting I reminded the board that many of us have been employed with TUSD for well over a decade. Never would we have imagined we would be potentially losing the jobs we have dedicated our lives to. We have helped students and staff day in and day out making our schools the best they can be. Without us our students, teachers, site admin and parents will suffer. We are not disposable. We are essential and we are an asset. Many of would not survive this cut economically . Many will lose everything they worked hard for. A lot of other districts have chosen to use reserves and backed up employees by taking pay cuts and by using other means necessary to prove classified employees are a valued part of a team and in this together. 154 families of these chosen Tracy Unified staff members are going to directly suffer financially . And over 15000 students of Tracy Unified will suffer academically as a result of losing us. I truly hope if you decide to cut our jobs you are doing it knowing there is absolutely no other choice.

Ana Brekke: When I wrote in during the last meeting, I reminded the board that many of us have been employed with TUSD for well over a decade. Never would we have imagined we would be potentially losing the jobs we have dedicated our lives to. We have helped students and staff day in and day out making our schools the best they can be. Without us our students, teachers, site admin and parents will suffer. We are not disposable. We are essential and we are an asset. Many of would not survive this cut economically . Many will lose everything they worked hard for. A lot of other districts have chosen to use reserves and backed up employees by taking pay cuts and by using other means necessary to prove classified employees are a valued part of a team and in this together. 154 families of these chosen Tracy Unified staff members are going to directly suffer financially . And over 15000 students of Tracy Unified will suffer academically as a result of losing us. I truly hope if you decide to cut our jobs you are doing it knowing there is absolutely no other choice.

Ashley Fisher: I am writing to you as the Library Technician at McKinley Elementary since January 2018. When I accepted my 20 hour a week position, I knew it would be a challenge to give our students as much access as they deserve to their library. At our school, the library is more than a place you come once a week to listen to a story and choose a book. It is the place our students have free choice of books. Books that offer a mirror for them to see themselves or a window into someone else's life or story. Books that offer an escape to places they can only dream of. It is a place where we come together and create and share beautiful art. It is a place to come to when you need a quiet place, want to play a game or if you feel like you just don't fit in during recess. A place for teachers to access books they need to support curriculum and standards. I fear that if I lose my place in McKinley's beautiful, warm and welcoming library, that once a month will be the only access that they get. My heart breaks for all of our McKinley Tiger family if this happens. All Classified staff are essential.

Barbara Moser: I am saddened again to have to write in to defend my position as EL Para Educator and ELPAC Coordinator at McKinley Elementary, with over 19 years in TUSD. I am not just an interventionist, recess supervisor, and test administrator. I am a friendly, familiar face at the gate every day for every child from transitional kindergarten to 5th grade. As well as to the parents and family members, that are a part of our McKinley Tiger Family. I am a hand to hold when the last thing a child wants to do is leave their parent to go to class. I am a hug when they need it, a shoulder to cry on, a mediator, mentor, sometimes nurse and always cheerleader. School is so much more than just Teachers and students. All Classified staff are essential. A deep sense of community is what all TUSD students deserve and need to thrive. It takes a village.

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| Public Hearing: | 12.1 | Administrative & Business Services: None. |
| Consent Items: | 13. | None. |
| Action Items: | 14.1 | Administrative & Business Services: None. |
| | 14.2 | Educational Services: None. |

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: Abercrombie, Costa. **Vote:** Yes-6; No-1(Alexander)

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

Action Abercrombie, Costa. **Vote:**Yes-6; No-1(Alexander)

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

This item was moved up on the agenda.

Action Pulled. **Vote:** None.

Board Reports:

Trustee Silcox believes it is important to put in things in perspective and the circumstance the district is in. No one person enjoys cutting jobs. Prior to COVID we had declining enrollment and we had to be cut to be financially solvent. Now all businesses have had dramatic impacts. Many in other industries have cuts or lost jobs. TUSD is not immune. We are fortunate that cabinet has been responsible. The District has 3-4 months of expenses in the bank. If the state does not pay beyond that we don't have the money. Some ask why we can't have the same as other districts. Other districts are different and receive more funding. No one on this board or cabinet can promise that we have saved any jobs because we do not know what the future holds. Today we are following Dr. Stephens request to not make cuts, but that does not mean there won't be in the future. We cannot give a false sense of hope. We will do our best. The character and integrity of cabinet has come into question. He has worked closely with them and can say that they absolutely hold the highest standards. Negative statements are a reflection of those making the statements. CSEA leadership is dishonest and disrespectful. If he was a CSEA employee, he would have no confidence in their leadership. Trustee Souza agrees with Trustee Silcox. We are fully invested in saving jobs and students. To hear you want to recall board members or disagree with us is a concern. This is worse than the great depression. As a district we do not want the state taking us over when they cannot manage their own budget. Our children are our top priority. If you question that, please get in touch with us instead of going online. We are proud of all the work that everyone has done and believes in our team and what we are trying to accomplish. Trustee Kaur commented that we do not take cuts lightly. We very seriously looked at the budget countless times. Tonight, is a testament of how hard we all worked. She wants employees to understand they will be at the forefront. She understands this is their livelihood. She wants to acknowledge our administration for their work. Trustee Alexander wants everyone to be mindful of COVID-19. There has been a spike in our community so stay safe. Trustee Costa read a prepared statement that commented on the amount of misinformation that is out there. She has been on the board since 2010 and is amazed by the number of people that pass blame and stir the pot by telling lies. It is unfortunate that groups use social medial instead of working with board. The board makes reductions every year including cuts in management. This year, the state has not finalized its budget, so we are left hanging. Deferred payments are not guaranteed. Approximately 80% of our budget is salaries which doesn't leave much to cut. The blame should be placed on the State of California. Please educate yourself before you find fault and verify

statements. We do not want to cut any jobs. We hope that you will be part of the solution, not the problem. She hopes that all will show respect and work together. Trustee Pekari stated that these are challenging times and knows that everyone is here for the kids. We need to advocate for public education to help our kids. He requested that people send a letter to the governor. We are one of the biggest employers in Tracy. It doesn't just hurt TUSD, it hurts our city as well.

**Superintendent
Report:**

Dr. Stephens is relieved that we did not have to go through these budget reductions. We have wonderful employees and to retain them is important to TUSD. He appreciates Governor Newsom signing the budget and appreciates our school board for their support in this tough time. He also thanked cabinet for their hard work. He has been here 6 years and is very happy to be here and work with amazing people.

Adjourn: 7:50 p.m.

Clerk

Date