

**NOTICE**  
**REGULAR MEETING OF THE GOVERNING BOARD**  
**TRACY UNIFIED SCHOOL DISTRICT**  
**FEBRUARY 23, 2021**

**PLACE: DISTRICT EDUCATION CENTER**  
**SUPERINTENDENT'S CONFERENCE ROOM**  
**1875 WEST LOWELL AVENUE**  
**TRACY, CALIFORNIA**

**To View this meeting, please follow this link: Board Meeting Live**

**TIME: 5:30 PM Closed Session**  
**7:00 PM Open Session**

**MODIFIED MEETING PROCEDURES DURING COVID-19 PANDEMIC:**

**To view this meeting, please follow this link: Board Meeting Live**  
**Select "Watch on Web Instead"**  
**Once the event opens click "Join Anonymously"**

As per Executive Order N-29-20 from Governor Newsom, the Tracy Unified School District Board of Education meetings will move 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.

**To make a public comment, please follow this [Public Comment Link](#) available only on the date of the meeting, between 5:00 and 6:00 p.m. to place your comment.**

**AGENDA**

- |   |                |
|---|----------------|
| <b>1. Call to Order</b>   | <b>Pg. No.</b> |
| <br>  |                |
| <b>2. Roll Call – Establish Quorum</b><br>Board:S. Abercrombie, A. Alexander, A. Blanco, N. Erskine, Z. Hoffert, S. Kaur, L. Souza<br>Staff: B. Stephens, R. Pecot, T. Jalique, J. Stocking, B. Etcheverry                                |                |
| <br>  |                |
| <b>3. Closed Session:</b> Opportunity to Address the Board Regarding Closed Session Items which follow. Closed session is limited to consideration of items specifically authorized under the Government Code and/or the Education Codes. |                |
| <b>3.1 Administrative &amp; Business Services:</b> None.  |                |
| <br>  |                |
| <b>3.2 Educational Services:</b> None.  |                |
| <b>3.2.1</b> Reinstatements: AR#20-21/#10, AR#20-21/#11   |                |
| <b>3.2.2</b> PE Exemptions: WHS#10345138  |                |
| <br>  |                |
| <b>3.3 Human Resources:</b>   |                |
| <b>3.3.1</b> Consider Unpaid Leave of Absence for Classified Employee #UCI-396. Pursuant to Article XXIII   |                |
| <b>Action:</b> Motion___; Second___, <b>Vote:</b> Yes___; No___; Absent___; Abstain___  |                |
| <b>3.3.2</b> Approve the Non-Reelection of Probationary Certificated Employees: #UC-1228, #UC-1229, #UC-1230, #UC-1231, #UC-1232, #UC-1233,   |                |

#UC-1234, #UC-1235, #UC-1236, #UC-1237, #UC-1239, and #UC-1240. Pursuant to Education Code Section 44929.21(b)

**Action:** Motion\_\_ ; Second\_\_ . **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_  
**3.3.3** Approve Resolution 20-14, Authorizing the Release of Temporary Certificated Employees for the 2021-2022 School Year Pursuant to the Terms of the Individual Temporary Contracts as Supported by Education Code Sections 44920 and 44954

**Action:** Motion\_\_ ; Second\_\_ . **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_  
**3.3.4** Consider Public Employee/Employment/Discipline/Dismissal/Release

**Action:** Motion\_\_ ; Second\_\_ . **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**3.3.5** Conference with Labor Negotiator  
Agency Negotiator: Tammy Jalique  
Associate Superintendent of Human Resources  
Employee Organization: CSEA, TEA

**4. Adjourn to Open Session**

**5. Call to Order and Pledge of Allegiance**

**6. Closed Session Issues:**

**6a** Report Out of Action Taken on Reinstatements: AR#20-21/#10, AR#20-21/#11

**3.2.1**

**Action:** **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**6b** Report Out of Action Taken on PE Exemptions: WHIS#10345138

**3.2.2**

**Action:** **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**6c** Report Out of Action Taken on Consider Unpaid Leave of Absence

**3.3.1** for Classified Employee #UCL-396, Pursuant to Article XXIII

**Action:** **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**6d** Report Out of Action Taken on Approve the Non-Reelection of Probationary  
**3.3.2** Certificated Employees: #UC-1228, #UC-1229, #UC-1230, #UC-1231, #UC-1232, #UC-1233, #UC-1234, #UC-1235, #UC-1236, #UC-1237, #UC-1239, and #UC-1240. Pursuant to Education Code Section 44929.21(b)

**Action:** **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**6e** Report Out of Action Taken on Approve Resolution 20-14, Authorizing the  
**3.3.3** Release of Temporary Certificated Employees for the 2021-2022 School Year Pursuant to the Terms of the Individual Temporary Contracts as Supported by Education Code Sections 44920 and 44954

**Action:** **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**7. Approve Regular Minutes of February 9, 2021**

**1-7**

**Action:** Motion\_\_ ; Second\_\_ . **Vote:** Yes\_\_ ; No\_\_ ; Absent\_\_ ; Abstain\_\_

**8. Student Representative Reports: None.**

**9. Recognition & Presentations:** An opportunity to honor students, employees and community members for outstanding achievement:

**9.1** Hirsch Elementary School Presentation

**9.2** Tracy High School Presentation

- 10. Information & Discussion Items:** An opportunity to present information or reports concerning items that maybe considered by Trustees at a future meeting.

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

**10.2 Educational Services:**

**10.2.1** Receive Report on San Joaquin County COVID19

- 11. Hearing of Delegations:** Anyone wishing to address the Governing Board on a non-agenda item may be heard at this time. Oral presentations shall be held to a reasonable length, normally not to exceed five (5) minutes. If formal action is required, the board may request that the item be placed on a future agenda and action will be taken at a future date. If information or a report is requested, the request for it must also be submitted in writing to the superintendent.

- 12. PUBLIC HEARING:** None.

- 13. Consent Items:** Actions proposed for consent are consistent with the approved practices of the district and are deemed routine in nature. Trustees receive board agenda background information in advance of scheduled meetings and are prepared to vote with knowledge on the consent items.

**Action:** Motion\_\_\_; Second\_\_\_, **Vote:** Yes\_\_\_; No\_\_\_; Absent\_\_\_; Abstain\_\_\_.

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

**13.1 Administrative & Business Services:**

- |               |   |              |
|---------------|---|--------------|
| <b>13.1.1</b> | Approve Accounts Payable Warrants (January, 2021)<br>(Separate Cover Item)  | <b>8</b>     |
| <b>13.1.2</b> | Accept and Review the Status of School Connected<br>Organization/Booster Club Applications Submitted for the 2020/21<br>School Year | <b>9-10</b>  |
| <b>13.1.3</b> | Approve Payroll Reports (January, 2021)   | <b>11-15</b> |
| <b>13.1.4</b> | Approve Revolving Cash Fund Reports (January, 2021)   | <b>16-17</b> |

**13.2 Educational Services:** None.

**13.3 Human Resources:**

- |               |  |              |
|---------------|--|--------------|
| <b>13.3.1</b> | Accept Resignations/Retirements/Leave of Absence for Classified,<br>Certificated, and/or Management Employment | <b>18-20</b> |
| <b>13.3.2</b> | Approve Classified, Certificated, and/or Management Employment   | <b>21-22</b> |
| <b>13.3.3</b> | Approve Declaration for a Provisional Internship Permit  | <b>23-24</b> |

- 14. Action Items:** Action items are considered and voted on individually. Trustees receive background information and staff recommendations for each item recommended for action in advance of scheduled meetings and are prepared to vote with knowledge on the action items.

**14.1 Administrative & Business Services:**

- |               |  |              |
|---------------|--|--------------|
| <b>14.1.1</b> | Approve AB 1200: Public Disclosure of Collective Bargaining<br>Agreement | <b>25-36</b> |
|---------------|--|--------------|

**Action:** Motion\_\_\_; Second\_\_\_, **Vote:** Yes\_\_\_; No\_\_\_; Absent\_\_\_; Abstain\_\_\_.

**14.2 Educational Services:**

**14.2.1** Adopt Updated Board Policy 5111.13 Education for Homeless Children and Youth for the 2020-2021 School Year **37-46**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**14.2.2** Consider and Approve Options to Reopen Schools **47-48**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**14.3 Human Resources:**

**14.3.1** Acknowledge Receipt of Tracy Educators Association's (TEA) Sunshine Proposal for the 2021-2022 School Year **49-50**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**14.3.2** Approve Resolution 20-11, Authorizing Reduction and Elimination of Particular Kinds of Service for the 2021-2022 School Year **51-53**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**14.3.3** Approve Resolution 20-12, Adopting the Competency Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year **54-56**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**14.3.4** Approve Resolution 20-13, Adopting the Tie-Breaking Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year **57-59**

**Action:** Motion\_\_\_; Second\_\_\_. **Vote:** Yes\_\_; No\_\_; Absent\_\_; Abstain\_\_.

**15. Board Reports:** An opportunity for board members to discuss items of particular importance or interest in the district.

**16. Superintendent's Report:** An opportunity for the superintendent to share matters of special interest or importance which are not on the board agenda and/or special presentations of district programs or activities.

**17. Board Meeting Calendar:**

**17.1** March 9, 2021

**17.2** March 23, 2021

**17.3** April 27, 2021

**18. Upcoming Events:**

**18.1** March 5, 2021

No School, Non Work Day

**18.2** April 2-9, 2021

No School, Spring Break

**18.3** May 28, 2021

Last Day of School

If requested, the agenda shall be made available in appropriate alternative formats to persons with a disability. To make this request, please telephone the Superintendent's Office at 209.830.3201. If any person with a disability needs a disability-related modification or accommodation, including auxiliary aids or services, he/she should also contact the Superintendent's Office at least 24 hours prior to the meeting.

**Minutes of  
Regular Meeting of the Governing Board  
For Tracy Unified School District  
Held on Tuesday, February 9, 2021**

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).

- 5:30 PM:** 1-3. President Kaur called the meeting to order and adjourned to closed session.
- Roll Call:** 4. Board: S. Abercrombie, A. Alexander, A. Blanco, N. Erskine, Z. Hoffert,  
S. Kaur, L. Souza  
Staff: B. Stephens, R. Pecot, T. Jalique, J. Stocking, B. Etcheverry
- 7:00 PM** 5. President Kaur called the Tracy Unified School District Board of Education to order and led those present in the Pledge of Allegiance.
- Closed Session:** 6a Report Out of Action Taken on Reinstatements: AR#20-21/#09  
3.2.1  
**Action:** **Vote:** Yes-7; No-0.  
6b Report Out of Action Taken on Early Graduation: WHS#10353194  
3.2.2  
**Action:** **Vote:** Yes-7; No-0.  
6c Report Out of Action Taken on Consider Non-Paid Leave of Absence  
3.3.1 for Classified Employee #UCL-391, Pursuant to Article XXIII  
**Action:** Approved. **Vote:** Yes-7; No-0.  
6d Report Out of Action Taken on Consider Paid Leave of Absence for  
3.3.2 Classified Employee #UCL-392, Pursuant to Article XXIII  
**Action:** Approved. **Vote:** Yes-7; No-0.  
6e Report Out of Action Taken on Consider Non-Paid Leave of Absence  
3.3.3 for Classified Employee #UCL-393, Pursuant to Article XXIII  
**Action:** Approved. **Vote:** Yes-7; No-0.  
6f Report Out of Action Taken on Consider Non-Paid Leave of Absence  
3.3.4 for Classified Employee #UCL-394, Pursuant to Article XXIII  
**Action:** Approved. **Vote:** Yes-7; No-0.  
6g Report Out of Action Taken on Consider Paid Leave of Absence for  
3.3.5 Classified Employee #UCL-395, Pursuant to Article XXIII  
**Action:** Denied. **Vote:** Yes-5; No-2 (Alexander, Hoffert)
- Minutes:** 7. Approve Regular Minutes of January 26, 2021  
**Action:** Erskine, Blanco. **Vote:** Yes-7; No-0.
- Visitors:** None. Meeting was live streamed via Microsoft Teams.

<b>Student Rep Reports:</b>	8. None.
<b>Recognition &amp; Presentations:</b>	<p>9.1 Recognize the Outstanding Employees of the Fall Term for the 2020-2021 School Year</p> <p>Board members read a summary of each of the employees of the term and certificates were mailed to them. They are Ana De La Mora (9-12), Gurleen Kaur (6-8) and Janet Parks (K-5) as Outstanding Certificated Employees; Lidia Chase (9-12) and Elizabeth Cull (6-8) and Ashley Fisher (K-5) as Outstanding Classified Employees and Michael Stagnaro as the Outstanding Management Employee for the Fall Term of the 2020-2021 school year.</p> <p>9.2 Art Freiler School Presentation</p> <p>A video was presented by Art Freiler School. Narrated by Principal, Stephen Theall, it showed teachers in their classrooms during distance learning. Several teachers spoke about their challenges while distance learning teaching during COVID. They have worked to make their classrooms interesting, using technology, they have you tube lessons, and problem solution charts. There are also homework help sessions. Students have excelled in their communication skills, use of technology and problem solving. Students are becoming more responsible and are advocates for themselves.</p> <p>9.3 Tracy Adult School Presentation</p> <p>A video was presented by Tracy Adult School. Narrated by Director of Adult Education and CTE, Sam Strube. Current there are 1074 students enrolled and they are in a Distance Learning model. This program is designed and funded by the State of California. They offer classes in the daytime and evenings. They teach English, classes to become U.S. citizens and courses to help adults earn their high school diploma. Last year they had over 40 graduates. Classes also prepare many students to transfer to Delta College. They also offer a credit recovery program for our high school students and a summer program each year. He then showed a video of some of the students speaking about their experiences. Many expressed that they wanted to learn English to get a better job and to help their own children with their homework.</p>
<b>Information &amp; Discussion Items:</b>	<p>10.1      <b>Administrative &amp; Business Services:</b> None.</p> <p>10.2      <b>Educational Services:</b></p> <p>10.2.1    Receive Report on San Joaquin County COVID19</p> <p>Associate Superintendent of Educational Services, Julianna Stocking, presented a power point on the current COVID numbers. Our county is at 33.1 cases per 100,000. We are still in the purple tier and there are 53 counties remaining in the purple tier, 2 counties in red and 3 counties in orange. Our county currently has an average of 29.8 cases per 100,000. As of February 8<sup>th</sup> there were 146 new cases in San Joaquin county and</p>

a current total of 6,464 cases in Tracy. We are still in the purple and will continue to keep you updated.

#### **10.2.2 Receive Update on Reopening Plan Guidelines**

Associate Superintendent of Educational Services, Julianna Stocking and Associate Superintendent of Human Resources, Tammy Jalique, presented a power point on the COVID safety plan update. They reviewed the background, current reopening guidelines and the reopening recommendations by Dr. Stephens. Ms. Stocking went over the history from March, of 2020, to December, 2020. All of the county superintendents made a collective decision to close all schools on March 13, 2020. On April 6, 2020, through May 22, 2020, we began Distance Learning through packets, zoom and Teams meetings. We had announced that we would be closed for in person instruction through the remainder of the school year. Grades could not be negatively impacted during this time. In the spring of 2020, we developed district blended learning guidelines with our teacher union and consult groups, in anticipation of an August, 2020, reopening. During September of 2020, a plan was developed and negotiated to return cohorts of Special Education students and approved a waiver to allow for reopening of grades preschool to 5<sup>th</sup>. In October of 2020, a special board meeting was held to review the waiver. The board voted to remain in distance learning through the first semester. On October 12 all site safety plans were posted to the school district website. In anticipation to returning January 4<sup>th</sup>, we did a lot of positive collaborative work with our union and consult groups. We have been able to bring small targeted cohorts of Special Education classes, West High SH and our TYAP students back on November 9<sup>th</sup>. They returned on January 25<sup>th</sup> after break to allow for a window of time for anyone that may have traveled during break. Stakeholder engagement was reviewed. This included consult teams, MOUs with our unions, surveys, parent and staff informational meetings, board presentations and community partner meetings.

Associate Superintendent of Human Resources, Tammy Jalique, then reviewed the current guidance that was released from the CDPH on January 14, 2021. There were 2 key components. The Cal/OSHA Prevention Program. This has been completed with input from both of our bargaining units. It also contained the COVID-19 guidance checklist. This addressed many of the same areas as the prior waiver process with some modifications and requirements based on tier status. Some of the areas that have changed are face coverings, which are not required above age 2. Also, now they recommended 6 feet physical distancing, but nothing less than 4 feet between student chairs. She also addressed why some schools have opened while TUSD has not. Schools that were previously open, were allowed to continue operating in person instruction. Although TUSD had small cohorts attending, we were not defined as being open and therefore must complete a COVID safety plan in accordance with tier requirements in order to reopen for in person instruction. She then reviewed and explained each colored tier



and the definition for each. In order to open K-6 we would need to fall less than 25 cases per 100,000. In order to open K-12, we would need to fall less than 7 cases per 100,000. We have been working with the bargaining units, community partners, principals and students. She also reviewed grant funding considerations. As of today, there has been no legislative action to approve this. If we do get this funding, we would have to test staff and students every 2 weeks while in the purple or red tier. The next steps will be to submit the required documentation to reopen K-6 once we are at the less than 25 per 100,000 case rate. This option requires review and approval of the CSP by the Public Health, County Office of Education and the State School Safety Team. We must also consult with our bargaining units. If funding was made available, an MOU would be required from our unions. TEA does not support an MOU which allows reopening in purple tier status. The other option would be to reopen schools when we are in the red tier OR when employees have had the opportunity to receive a first dose of the COVID vaccine. There is no specific timeframe for administration of vaccines. Again, if grant funding were available, an MOU would be required with our unions. The county office is currently working on a plan once vaccines become available. Another consideration is that if the district cannot announce a return on or before April 1<sup>st</sup> to return by or before April 12<sup>th</sup>, then we would remain in Distance Learning for the remainder of the year.

Dr. Stephens commented that this was a very thorough presentation. He recognized the efforts of certificate, classified, students and parents for helping us through this difficult time of distance learning. They have really stepped up to the plate. He appreciates their efforts. Today, we learned that the governor will be releasing a new plan for the reopening of schools. Tonight, we are not requesting an action, but we can put it on for a vote at the next meeting. We thought we would have vaccines during the middle of the month. They have not come in as planned.

President Kaur requested that we bring this matter back at the next board meeting as an action item.

## Hearing of Delegations

### 11.

Carrie Grover: I am writing to ask you to please stick to the vote that took place in November and commit to opening TUSD as soon as we are in red. I understand that back in November there was not a good option for parents who did not want to send their children back to school. But TUSD put together a great plan so that keeping kids home is totally doable now. So please let those of us who would like to send our kids back do so and do not make the decision for us. Let those who do not want to go back stay home. This is a reasonable and doable plan given that many cities in our county are open and doing fine. Thank you for your time and consideration!

Brandi Hoffert: The presentation on Mental Health seemed to lack a lot of information. How about telling parents what services are provided at each tier? How they go about getting those services. Most parents would not understand the



tier's that were explained. If your a parent who has a child on an IEP you may understand the tiers but even then it is not explained well. When you come to the meeting come with more information so parents can understand what kind of service they can expect to get at each level. Mental Health is super important. Make you you make sure all information is clear across the board!!!!!!!!!! HELP EDUCATE PARENTS TEACHERS BOARD MEMBERS AND STAFF ON MENTAL HEALTH!!!!!!!!!!

Michael Robertson: I am commenting for two reasons. First, the public meeting for special education was not a public meeting as it required a Teams account to access and even calling it I couldn't log in to the meeting. This is unacceptable. Second, I am concerned about the fact that Trustees Hoffert and Blanco were seen on camera texting at the end of the last Board meeting. If they have something to say to each other during a meeting they need to say it publicly. Trustee Hoffert also hasn't disclosed that he is the sibling of a special education student within the district yet he sits on the special education committee and has voted on things that impact that department without disclosing the conflict of interest or excusing himself from voting.

Becky Andrus: Please, please, please open the schools. You have the power to open TUSD. Several schools IN TRACY and in our county have been successfully teaching in person. Our children have learned to be resilient, flexible, and adaptable. It's time to get them back in school. Our kids are suffering from sliding grades and sliding emotional health. Depression among the kids I see and know is shocking- kids are angry because they were once successful students and are now failing. Kids are now listless and spend hours online in zoom, hours online doing homework and now hours online trying to connect with friends. The risk for children contracting Covid is minimal. It's time we put the kids FIRST!! Teachers ARE ESSENTIAL workers!! How many of you are actually in the trenches- a house with school-aged TUSD students? How many of you are now the tutor, teacher, counselor, parent, mental health advisor- all while working full time (from home) to support your family? Think of the kids and families in OUR DISTRICT!! If you aren't with us in the trenches, you shouldn't be deciding for our children. I urge you to send your mental health surveys to the students parents and see what WE have to say about what we see in our kids. I urge you to follow other schools now in session that are making in-person school work. It can be done. What is your excuse for keeping the schools closed and stringing out the mental and emotional damage being done to these kids? OPEN THE SCHOOLS!

- |                        |  |
|------------------------|--|
| <b>Public Hearing:</b> | <b>12.1      Administrative &amp; Business Services:</b> None.   |
| <b>Consent Items:</b>  | <p><b>13.            Board approval of any agenda item requiring insurance is conditioned upon acceptance of appropriate insurance accepted by Tracy Unified.</b><br/> <b>Action:</b> All consents except #13.2.1.<br/> Erskine, Alexander. <b>Vote:</b> Yes-7; No-0.<br/> <b>Action:</b> On Item 13.2.1<br/> Erskine, Abercrombie. <b>Vote:</b> Yes -6; No-1(Hoffert)</p> <p><b>13.1          Administrative &amp; Business Services:</b></p> <p><b>13.1.1        Accept the Generous Donations from the Various Individuals,</b></p> |

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 Agreement for Special Contract Services with Sow A Seed  
Community Foundation to provide Group Counseling for Art Freiler  
School

**13.2.2** Approve Agreement for Contract Services for STEM Professional  
Development between McKinley Elementary and San Joaquin County  
Office of Education for McKinley Teachers

**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

**Action Items:**

**14.1 Administrative & Business Services:**

**14.1.1** Cast Ballot for CSBA 2021 Delegate Assembly Election

**Action:** Motion Failed: Neely and Oase. Abercrombie, Souza.

**Vote:** Yes-3 (Abercrombie, Souza, Kaur); No-4(Blanco, Alexander,  
Hoffert, Erskine).

Motion Passed: Porter and Oase. Blanco, Erskine.

**Vote:** Yes-4(Hoffert, Alexander, Blanco, Erskine; No-3(Abercrombie,  
Souza, Kaur)

**14.2 Educational Services:** None.

**14.3 Human Resources:**

**14.3.1** Approve Job Description and Salary for Director of PreK-12 STEM  
Curriculum and Local Assessment

**Action:** This item was pulled. No vote taken.

**Board Reports:**

Trustee Alexander wished a Happy Valentine's Day for staff and board members. Trustee Blanco commented that this pandemic has taught us a lot. Students, staff, administrators and parents have demonstrated grit and resilience. There may be some learning loss, but she feels they have learned in the areas of technology, problem solving skills and citizenship. She applauds everyone for their work and diligence. Trustee Erskine thanked everyone for the public comments. She feels overall that we can look at the bright side and continue to engage meaningfully. She thanked TUSD unions and management who have contributed so greatly in keeping us going. She feels that at some point we will have a new platform of education. She expects to see new policies and improvement in our programs and services. She feels the board and district staff have done a great job. Trustee Hoffert visited Monte Vista last week. He saw three or four classes. He was impressed to see how the teachers used technology to engage their students. He thanked the teachers at Monte Vista for allowing him to visit. Trustee Souza thanked Art Freiler School and Tracy Adult School for their presentations. She also congratulated the employees of the term that were recognized. Our employees are working hard and deserve to be recognized. Trustee Abercrombie is hopeful

that the director position for STEM will come back soon. During recent years he has seen a deterioration on how we treat each other. Lack of character has become common place. Some feel it is their way of demonstrating leadership qualities. We do not always have to agree, but we should show respect as we serve our district. As this board moves forward, he hopes we do a better job of being true leaders. Trustee Kaur thanked everyone who presented. It profoundly impacts her to see how teachers and students are coping and it is reinforced when we see these videos. The presentations on COVID 19 were great tonight. Also, the San Joaquin County District Attorney's Office has a youth leadership program and she encourages everyone to apply online. It is a great program for high school students.

**Superintendent  
Report:**

Dr. Stephens commented that over the last few weeks he has heard from a lot of parents of students who want their kids to return to school. Everyone wants to see kids back in class in a safe manner. We ask for everyone's patience. These are difficult times. As always, teachers and staff are really amazing.

**Adjourn: 8:51 p.m.**

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Clerk

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Date



## **BUSINESS SERVICES MEMORANDUM**

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Dr. Rob Pecot, Assoc Supt of Business Services  
**DATE:** February 10, 2021  
**SUBJECT:** **Approve Accounts Payable Warrants (January 2021)**

**BACKGROUND:** Each month the Financial Services Department submits summaries of warrants issued monthly to the Board of Trustees for review.

**RATIONALE:** The Board of Trustees is required by law to approve the total expenditures of the district. The Board has requested to review detailed backup for expenditures. This agenda item meets Strategic Goal #6 – Forming Partnerships.

**FUNDING:** N/A.

**RECOMMENDATION:** Approve Accounts Payable Warrants (January 2021).

**Prepared by:** S. Reed Call, Director of Financial Services.



## BUSINESS SERVICES MEMORANDUM

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Dr. Rob Pecot, Assoc Supt of Business Services  
**DATE:** February 10, 2021  
**SUBJECT:** **Accept and Review the Status of School Connected Organization/Booster Club Applications Submitted for the 2020/21 School Year**

**BACKGROUND:** The District recognizes the importance of having parent support/booster clubs that enhance and assist in furthering the educational opportunities of students. Community support organizations (CSO's) such as Parent Teacher Clubs, Parent Teacher Associations, Athletics Boosters, Band Boosters, Advisory Groups, and any other organizations approved by the Board, promote, encourage, and support the approved academic, co-curricular, and extra curricular activities of the district. The attached document reflects the current status of active School Connected Organizations for the current year. Those groups approved by prior Board Action are indicated as *Approved*. Those being submitted for current approval are indicated as *Recommended for Approval*. Those groups that have indicated an interest in approval, but have not yet met all approval requirements, are indicated as *Pending*. In addition to the status of *Approved*, *Recommended for Approval*, and *Pending*, each organization is marked as being either *Current* or *Revoked*. *Current* means the organization has submitted a current reconciled bank statement within the past two months and all other documentation is adequate. *Revoked* means the organization has failed to submit a current reconciled bank statement within the past two months, other documentation is inadequate, or some other condition exists for which additional compliance steps are required.

**RATIONALE:** Acceptance of this item indicates endorsement by the School Board of the current status of each recognized School Connected Organization or Booster Club in order to meet the District's strategic goal: strategic goal #5 – Continuously improve fiscal, facilities and operational processes.

**FUNDING:** There are no financial obligations associated with this agenda however sites and departments of the District may incur responsibilities and costs associated with donations made through the (CSO's) fundraising endeavors.

**RECOMMENDATION:** Accept and Review the Status of School Connected Organization/Booster Club Applications Submitted for the 2020/21 School Year.

**Prepared by:** Jill Carter, Director of School Business Support Services & Purchasing.



## 2020/2021 School-Connected Organization Booster Clubs

Organization	Status	Current Reviewed Bank Statements
Hirsch Elementary PTO		<i>Current</i>
Freiler Staff Parent Association		<i>Current</i>
George Kelly Parent Faculty Alliance		<i>Current</i>
Jacobson Staff Parent Association		<i>Current</i>
Jaguar Theatre Booster Club		<i>Current</i>
Kimball High School Athletic Booster Club		<i>Current</i>
Kimball High School Music Boosters, Inc		<i>Current</i>
North School Parent Club		<i>Current</i>
Poet Christian PTSA		<i>Current</i>
South/West Park Parent Club		<i>Current</i>
Tracy High Baseball Boosters, Inc		<i>Current</i>
Tracy High Bulldog Band Booster Club		<i>Current</i>
Tracy High School Football Boosters		<i>Current</i>
Tracy High Softball Booster Club		<i>Current</i>
THS Volleyball Booster Club		<i>Current</i>
Villalovoz PFC		<i>Current</i>
WHS - Homefield Advantage Athletic Booster Club		<i>Current</i>
West High Science Boosters		<i>Current</i>

Revised 2/10/21



## **BUSINESS SERVICES MEMORANDUM**

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Dr. Rob Pecot, Assoc Supt of Business Services  
**DATE:** February 10, 2021  
**SUBJECT:** Approve Payroll Reports (January 2021)

**BACKGROUND:** Financial Services Department submits summaries of payroll warrants issued each month to the Board of Trustees for review.

**RATIONALE:** The Board of Trustees is required by law to approve the total expenditures of the district. The Board has requested to review detailed backup for expenditures. This agenda item meets Strategic Goal #7-Develop Powerful Educational Leaders.

**FUNDING:** N/A.

**RECOMMENDATION:** Approve Payroll Reports (January 2021).

**Prepared by:** S. Reed Call, Director of Financial Services.



## Pay30

## Payroll Fund/Object Recap for County Interface

Pay Date 01/08/2021

Fund 01

## LABOR DISTRIBUTION FOR EMPLOYEES SUMMARY

Fund 01	SACS Object	Amount	
	1100	220,796.59	Teachers' Salaries
	1200	860.40	Cert Pupil Support Salaries
	1900	1,128.02	Other Certificated Salaries
	2100	16,170.05	Instructional Aides' Salaries
	2200	28,900.68	Classified Support Salaries
	2300	35.44	
	2400	8,785.29	Clerical & Office Salaries
	2900	1,544.07	Other Classified Salaries
	<b>Total Labor</b>	<b>278,220.54</b>	
<b>Fund 01</b>	<b>SACS Object</b>	<b>Amount</b>	
	3101	27,480.57	STRS On 1000 Salaries
	3201	137.66	PERS On 1000 Salaries
	3202	3,739.31	PERS On 2000 Salaries
	3301	3,829.57	
	3302	3,074.97	
	3501	111.53	State Unemploy On 1000 Salary
	3502	27.74	State Unemploy On 2000 Salary
	3601	3,993.35	Worker'S Comp Ins On 1000 Sal
	3602	993.72	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>43,388.42</b>	
<b>Fund 09</b>	<b>SACS Object</b>	<b>Amount</b>	
	1100	420.97	Teachers' Salaries
	2400	145.20	Clerical & Office Salaries
	<b>Total Labor</b>	<b>566.17</b>	
<b>Fund 09</b>	<b>SACS Object</b>	<b>Amount</b>	
	3101	67.99	STRS On 1000 Salaries
	3301	6.10	
	3302	11.11	
	3501	0.21	State Unemploy On 1000 Salary
	3502	0.07	State Unemploy On 2000 Salary
	3601	7.55	Worker'S Comp Ins On 1000 Sal
	3602	2.60	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>95.63</b>	

Fund 11	<b>SACS Object</b>	<b>Amount</b>	
	1100	10,404.61	Teachers' Salaries
	1200	860.40	Cert Pupil Support Salaries
	2100	470.19	Instructional Aides' Salaries
	2400	435.50	Clerical & Office Salaries
	<b>Total Labor</b>	<b>12,170.70</b>	
Fund 11	<b>SACS Object</b>	<b>Amount</b>	
	3101	1,054.44	STRS On 1000 Salaries
	3202	130.97	PERS On 2000 Salaries
	3301	163.34	
	3302	69.30	
	3501	5.64	State Unemploy On 1000 Salary
	3502	0.45	State Unemploy On 2000 Salary
	3601	201.93	Worker'S Comp Ins On 1000 Sal
	3602	16.24	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>1,642.31</b>	
Fund 12	<b>SACS Object</b>	<b>Amount</b>	
	2100	296.12	Instructional Aides' Salaries
	<b>Total Labor</b>	<b>296.12</b>	
Fund 12	<b>SACS Object</b>	<b>Amount</b>	
	3302	10.51	
	3502	0.14	State Unemploy On 2000 Salary
	3602	5.31	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>15.96</b>	
Fund 13	<b>SACS Object</b>	<b>Amount</b>	
	2200	1,242.56	Classified Support Salaries
	2300	1,326.29	
	<b>Total Labor</b>	<b>2,568.85</b>	
Fund 13	<b>SACS Object</b>	<b>Amount</b>	
	3202	295.43	PERS On 2000 Salaries
	3302	164.63	
	3502	1.27	State Unemploy On 2000 Salary
	3602	46.04	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>507.37</b>	

ESCAPE ONLINE

Pay30

Payroll Fund/Object Recap for County Interface

Pay Date 01/29/2021

Fund 01

## LABOR DISTRIBUTION FOR EMPLOYEES SUMMARY

Fund	01	SACS Object	Amount	
		1100	4,809,885.88	Teachers' Salaries
		1200	391,689.25	Cert Pupil Support Salaries
		1300	490,529.47	Cert Suprvrs' & Admins' Sal
		1900	104,253.03	Other Certificated Salaries
		2100	393,786.81	Instructional Aides' Salaries
		2200	780,110.68	Classified Support Salaries
		2300	175,305.16	Class Suprvrs' & Admins' Sal
		2400	453,645.50	Clerical & Office Salaries
		2900	37,272.64	Other Classified Salaries
		<b>Total Labor</b>	<b>7,636,478.42</b>	
Fund	01	SACS Object	Amount	
		3101	908,035.34	STRS On 1000 Salaries
		3102	6,132.27	STRS On 2000 Salaries
		3201	34,300.71	PERS On 1000 Salaries
		3202	362,911.93	PERS On 2000 Salaries
		3301	86,655.02	
		3302	130,458.21	
		3401	614,688.70	
		3402	254,402.45	
		3501	2,898.24	State Unemploy On 1000 Salary
		3502	918.70	State Unemploy On 2000 Salary
		3601	103,899.69	Worker'S Comp Ins On 1000 Sal
		3602	32,984.38	Worker'S Comp Ins On 2000 Sal
		3701	79,457.53	
		3702	37,034.08	
		<b>Total Contributions</b>	<b>2,654,777.25</b>	
Fund	09	SACS Object	Amount	
		1100	78,210.48	Teachers' Salaries
		1200	641.92	Cert Pupil Support Salaries
		<b>Total Labor</b>	<b>78,852.40</b>	
Fund	09	SACS Object	Amount	
		3101	11,784.66	STRS On 1000 Salaries
		3201	1,179.62	PERS On 1000 Salaries
		3301	1,404.16	
		3401	8,770.65	
		3501	39.44	State Unemploy On 1000 Salary
		3601	1,413.43	Worker'S Comp Ins On 1000 Sal
		<b>Total Contributions</b>	<b>24,591.96</b>	

Fund 11	<b>SACS Object</b>	<b>Amount</b>	
	1100	11,039.46	Teachers' Salaries
	1200	8,260.75	Cert Pupil Support Salaries
	1300	10,964.84	Cert Suprvrs' & Admins' Sal
	2100	3,432.36	Instructional Aides' Salaries
	2400	8,945.71	Clerical & Office Salaries
	<b>Total Labor</b>	<b>42,643.12</b>	
Fund 11	<b>SACS Object</b>	<b>Amount</b>	
	3101	4,887.82	STRS On 1000 Salaries
	3202	2,562.23	PERS On 2000 Salaries
	3301	408.67	
	3302	897.54	
	3401	2,139.65	
	3402	2,451.25	
	3501	15.14	State Unemploy On 1000 Salary
	3502	6.19	State Unemploy On 2000 Salary
	3601	542.49	Worker'S Comp Ins On 1000 Sal
	3602	221.90	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>14,132.88</b>	
Fund 12	<b>SACS Object</b>	<b>Amount</b>	
	1300	2,107.90	Cert Suprvrs' & Admins' Sal
	2100	10,675.38	Instructional Aides' Salaries
	2300	1,793.32	Class Suprvrs' & Admins' Sal
	2400	4,116.57	Clerical & Office Salaries
	<b>Total Labor</b>	<b>18,693.17</b>	
Fund 12	<b>SACS Object</b>	<b>Amount</b>	
	3101	340.43	STRS On 1000 Salaries
	3102	410.99	STRS On 2000 Salaries
	3202	2,388.09	PERS On 2000 Salaries
	3301	27.97	
	3302	990.83	
	3401	196.08	
	3402	1,603.92	
	3501	1.05	State Unemploy On 1000 Salary
	3502	8.31	State Unemploy On 2000 Salary
	3601	37.78	Worker'S Comp Ins On 1000 Sal
	3602	297.30	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>6,302.75</b>	
Fund 13	<b>SACS Object</b>	<b>Amount</b>	
	2200	132,041.35	Classified Support Salaries
	2300	31,759.32	Class Suprvrs' & Admins' Sal
	2400	16,615.05	Clerical & Office Salaries
	<b>Total Labor</b>	<b>180,415.72</b>	
Fund 13	<b>SACS Object</b>	<b>Amount</b>	
	3202	31,321.54	PERS On 2000 Salaries
	3302	12,478.06	
	3402	14,949.36	
	3502	90.24	State Unemploy On 2000 Salary
	3602	3,233.97	Worker'S Comp Ins On 2000 Sal
	<b>Total Contributions</b>	<b>62,073.17</b>	



TRACY  
UNIFIED SCHOOL DISTRICT

## BUSINESS SERVICES MEMORANDUM

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Dr. Rob Pecot, Assoc Supt of Business Services  
**DATE:** February 10, 2021  
**SUBJECT:** Approve Revolving Cash Fund Reports (January 2021)

**BACKGROUND:** Each month the Financial Services Department submits summaries of revolving cash fund checks issued monthly to the Board of Trustees for review.

**RATIONALE:** The Board of Trustees is required by law to approve the total expenditures of the district. The Board has requested to review detailed backup for expenditures. This agenda item meets Strategic Goal #6 – Forming Partnerships.

**FUNDING:** N/A.

**RECOMMENDATION:** Approve Revolving Cash Fund Reports (January 2021).

**Prepared by:** S. Reed Call, Director of Financial Services.

02/01/21

**TUSD**  
**REVOLVING CASH FUND**  
January 2021

Date	Num	Name	Memo	Paid Amount
01/11/2021	9701	SALLY ZAVALA	Late time sheet	
			01-6500-0-5770-2490-2207-806-2542	-86.57
TOTAL				-86.57
01/14/2021	9702	CCSESA	PO21-01497 NGSS Professional Learning #1	
			01-9032-0-1110-1000-5800-800-2035	-1,000.00
TOTAL				-1,000.00



# HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 10, 2021  
**SUBJECT:** Accept Resignations/Retirements/Leave of Absences for Classified, Certificated, and/or Management Employment

## BACKGROUND:

## MANAGEMENT/CLASSIFIED CONFIDENTIAL RESIGNATION

<u>NAME/TITLE</u>	<u>SITE</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Quintana, Erin	Villalovoz	6/30/2021	Accepted Director of Prof. Learning and Curriculum Position

## BACKGROUND:

## CERTIFICATED RESIGNATION

<u>NAME/TITLE</u>	<u>SITE</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
Gambrah, Elizabeth Special Ed. SDC	MVMS	5/31/2021	Personal
Matthews, Betty Special Ed. SDC	MVMS	5/28/2021	Personal

## BACKGROUND:

## CERTIFICATED RETIREMENTS

<u>NAME/TITLE</u>	<u>SITE</u>	<u>EFFECTIVE DATE</u>	<u>REASON</u>
McCormick, Marsha Psychologist	DEC	7/1/2021	Retirement



**BACKGROUND:****MANAGEMENT/CLASSIFIED  
CONFIDENTIAL RETIREMENTS**NAME/TITLESITEEFFECTIVE  
DATE**BACKGROUND:****CLASSIFIED RETIREMENTS**NAME/TITLESITEEFFECTIVE  
DATEREASONWillner, Monique  
Construction Technician

Facilities

2/3/2021

Retirement

**BACKGROUND:****CLASSIFIED RESIGNATION**NAME/TITLESITEEFFECTIVE  
DATEREASONCordero, Claudia  
Parent Liaison

Tracy/Kimball

2/19/2021

Personal

Gonzales, Jennifer  
School Supervision Assistant

Hirsch

2/9/2021

Accepted IEP Para  
Educator I position at  
HirschGordon, Patricia  
Food Service Worker I

Hirsch

1/27/2021

Personal

Gossett, Anthony  
ISET Technician I

ISET

2/2/2021

Accepted ISET  
Technician II positionGupta, Ashimita  
Special Ed Para Educator I

Monte Vista

1/29/2021

Personal

Hallman, Jessica  
Para Educator I

McKinley

1/29/2021

Accepted Para  
Educator I position at  
BohnLowe, Jenni  
Food Service Worker I

Kimball

2/9/2021

Personal

Medina, Alejandra  
School Supervision Assistant

North

1/29/2021

Accepted Parent  
Liaison position at  
North

Perez, Zenaida Parent Liaison	MVMS/McKinley	2/12/2021	Personal
Rai, Ronita Special Ed Para Educator I	Poet	2/1/2021	Personal
Sorensen, Christina Food Service Worker II	Williams	1/29/2021	Accepted Food Service Worker Supervisor position at Monte Vista

**RECOMMENDATION:** Accept Resignations/Retirements/Leave of Absence for Classified, Certificated, and/or Management Employment.

**Prepared by:** Tammy Jalique, Associate Superintendent for Human Resources



## HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 10, 2021  
**SUBJECT:** Approve Classified, Certificated, and/or Management Employment

**BACKGROUND:**

Quintana, Erin

**MANAGEMENT/CLASSIFIED**  
**CONFIDENTIAL**

Director of Professional Learning  
and Curriculum (Replacement)  
Professional Learning and Curriculum  
Range 58, Step E, \$156,736.00  
Fund: General Fund  
Effective: July 1, 2021

**BACKGROUND:**

Ambs, Hayley

**CLASSIFIED**

H.S. Library Technician (Replacement)  
Kimball  
Range 31, Step A - \$18.31 per hour  
5 hours per day  
Fund: State Lottery

Godinez, Lesly

Para Educator I (New)  
Freiler  
Range 24, Step C - \$17.07 per hour  
3 hours per day  
Fund: IASA-Title I Bas Grnts Low Inc

Gonzales, Jennifer

IEP Para Educator I (New)  
Hirsch  
Range 24, Step C - \$17.07 per hour  
3.35 hours per day  
Fund: Special Education

Gossett, Anthony	ISET Technician II (Replacement) ISET Range 56, Step E - \$39.80 per hour 8 hours per day Fund: General Fund
Hallman, Jessica	Para Educator I (Replacement) Bohn Range 24, Step E - \$18.72 per hour 3 hours per day Fund: IASA-Title I Bas Grnts Low Inc
Hewell, Alexandria	Utility Person II (Replacement) MOT Range 35, Step A - \$20.10 per hour 8 hours per day Fund: General Fund
Ortega Cisneros, Julyssa	Parent Liaison (Replacement) West High Range 28, Step A - \$17.07 per hour 8 hours per day Fund: Targeted EL
Sorensen, Christina	Food Service Supervisor (Replacement) Monte Vista Range 34, Step B - \$20.56 per hour 8 hours per day Fund: Child Nutrition – School Program
Medina, Alejandra	Parent Liaison (Replacement) North Range 28, Step C - 18.72 per hour 8 hours per day Fund: Targeted EL
Mendonca, Stephanie	Para Educator I (New) Freiler Range 24, Step C - \$17.07 per hour 3 hours per day Fund: IASA-Title I Bas Grnts Low Inc

**RECOMMENDATION:** Approve Classified, Certificated and/or Management Employment

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources



# HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent for Human Resources  
**DATE:** February 4, 2021  
**SUBJECT:** Approve Declaration for a Provisional Internship Permit

**BACKGROUND:** In response to the phasing out of emergency permits, the California Commission on Teacher Credentialing has instituted the use of the Provisional Internship Permit (PIP) effective July 1, 2005. It allows an employing agency to fill staffing needs by hiring individuals who have not yet met the subject matter competence requirement for an internship program. This permit can only be requested by the employing agency. The permits are issued for one year and service is restricted to that employing agency. Due to COVID-19 and the Executive Order signed by Governor Newsom this allows the Basic Skills Requirement to be deferred for one (1) year.

**RATIONALE:** The Provisional Internship Permit allows the employing agency to fill staffing needs by hiring individuals who have not yet met the subject matter competence requirement for an internship program. This agenda item meets District Goal #2: Hire, support, develop, train and sustain district employees who create a singleness of purpose focused on maximizing students' academic, social, and emotional potential.

**FUNDING:** There is no cost to the District

**RECOMMENDATION:** Approve Declaration for a Provisional Internship Permit.

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources.

**BEFORE THE BOARD OF TRUSTEES  
TRACY UNIFIED SCHOOL DISTRICT  
COUNTY OF SAN JOAQUIN  
STATE OF CALIFORNIA**

**DECLARATION**

The Governing Board of Tracy Unified School District declares that the District has elected to employ the following teacher under a Provisional Internship Permit. The individual will be provided orientation, guidance and assistance during the valid period of the permit. She will also be provided assistance to seek and enroll in subject matter training, if necessary, in an effort to pass the subject matter competency exam. Once the exam is passed, she will be eligible for an Intern Permit.

Megan Anastasio; West High School; SDC Mild/Moderate; 9<sup>th</sup>-12<sup>th</sup> Grades

**AYES:**

**NOES:**

**ABSTAIN:**

**ABSENT:**

\_\_\_\_\_  
Board President

Date: \_\_\_\_\_

**ATTEST:**

\_\_\_\_\_  
Board Vice President

Date: \_\_\_\_\_



## **BUSINESS SERVICES MEMORANDUM**

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Dr. Rob Pecot, Assoc Supt of Business Services  
**DATE:** February 11, 2021  
**SUBJECT:** Approve AB 1200: Public Disclosure of Collective Bargaining Agreement

**BACKGROUND:** In accordance with Government Code Section 3547.5(b), the District Superintendent and Chief Business Official must certify that the costs incurred by the school district under this agreement (Tentative Agreements with the Tracy Educators Association, presented and approved on January 19, 2021) can be met by the district during the agreement's term.

**RATIONALE:** After this public disclosure of the major provisions contained in this summary, the Governing Board must take action to acknowledge that any budget revisions described in this disclosure are necessary to meet the costs of the agreement.

**FUNDING:** N/A.

**RECOMMENDATION:** Approve AB 1200: Public Disclosure of Collective Bargaining Agreement.

**Prepared by:** S. Reed Call, Director of Financial Services.



**Public Disclosure of Collective Bargaining Agreement**  
In Accordance with AB 1200 (Statutes of 1991, Chapter 1213) and GC 3547.5 and 3540.2

Name of School District: Tracy Unified School District

Name of Bargaining/Represented Unit: Tracy Educators Association (TEA)

Certificated, Classified, Other: Certificated

The proposed agreement covers the period beginning: July 1, 2020 and ending June 30, 2021  
(date) (date)

The Governing Board will act upon this agreement on: February 23, 2021  
(date)

**A. Proposed Change in Compensation**

Compensation	Annual Cost Prior to Proposed Agreement  2019-20	Fiscal Impact of Proposed Agreement (All Funds) Complete years 2 and 3 for multi-year agreements only.		
		Year 1 Increase/(Decrease) 2019-20	Year 2 Increase/(Decrease) 2020-21	Year 3 Increase/(Decrease) FY
1 Salary Schedule Ongoing Increase (Decrease)	\$ -	\$ -	\$ -	\$ -
	On-going year-over-year change	0.00%	0.00%	0.00%
2 Other Compensation -	\$ -	\$ -	\$ -	\$ -
Increase (Decrease) (Stipends, Bonuses, Overtime, etc.)-One time	Description	Off Schedule Bonus	Off Schedule Bonus	
3 Statutory Benefits - STRS, PERS, FICA, WC, UI, Medicare etc.	\$ -	\$ -	\$ -	\$ -
4 Health/Welfare Benefits	\$ -	\$ -	\$ -	\$ -
5 Total Compensation - Increase (Decrease) (Total Lines 1-4)	\$ -	\$ -	\$ -	\$ -
6 Total Number of Represented Employees (Use FTEs if appropriate)	541.00			
7 Total Compensation <u>Average</u> Cost per Employee	\$ -	\$ -	\$ -	\$ -
	Year-over-year change	0.00%	0.00%	0.00%

If the agreement increases or decreases costs, a multiyear projection must be attached.

**Public Disclosure of Collective Bargaining Agreement**

Name of Bargaining/Represented Unit: Tracy Educators Association (TEA)

**B. SUMMARY**

**FISCAL EFFECTS**

**CHANGES TO COMPENSATION (SALARIES AND BENEFITS)**

None

**OTHER FISCAL EFFECTS**

None

**FUNDING SOURCES**

Not Applicable

**OTHER CHANGES**

None

**CERTIFICATION**

In accordance with Government Code Section 3547.5(b), I hereby certify that the costs incurred by the school district under this agreement can be met by the district during the agreement's term. The budget revisions necessary to meet the costs of the agreement are described above. (Must be signed in the copy presented to the board)

*District Superintendent*

*Date*

*Chief Business Official*

*Date*

After public disclosure of the major provisions contained in this summary, the Governing Board took action to approve the proposed agreement and acknowledges that any budget revisions described above are necessary to meet the costs of the agreement.

*President (or Clerk), Governing Board*

*Date signed*

*Date of Board Action*

**C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Bargaining Unit:		Unrestricted General Fund Tracy Educators Association (TEA)		
	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of  (10-31-20)	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	\$ 141,463,548	\$ -	\$ 277,069	\$ 141,740,617
Remaining Revenues (8100-8799)	\$ 4,244,770	\$ -	\$ 332,388	\$ 4,577,158
<b>TOTAL REVENUES</b>	<b>\$ 145,708,318</b>	<b>\$ -</b>	<b>\$ 609,457</b>	<b>\$ 146,317,775</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 59,046,617	\$ -	\$ (1,304,629)	\$ 57,741,988
Classified Salaries (2000-2999)	\$ 17,895,542	\$ -	\$ (426,424)	\$ 17,469,118
Employee Benefits (3000-3999)	\$ 26,219,927	\$ -	\$ (604,369)	\$ 25,615,558
Books & Supplies (4000-4999)	\$ 5,962,223	\$ -	\$ 5,181	\$ 5,967,404
Services & Operating Expenses (5000-5999)	\$ 15,986,390	\$ -	\$ (42,731)	\$ 15,943,659
Capital Outlay (6000-6999)	\$ 226,090	\$ -	\$ 181,075	\$ 407,165
Other Outgo (7100-7299) (7400- 7499)	\$ 1,622,828	\$ -	\$ 119,719	\$ 1,742,547
Direct support/Indirect Costs (7300- 7399)	\$ (1,533,460)	\$ -	\$ -	\$ (1,533,460)
<b>TOTAL EXPENDITURES</b>	<b>\$ 125,426,157</b>	<b>\$ -</b>	<b>\$ (2,072,178)</b>	<b>\$ 123,353,979</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ 20,282,161</b>	<b>\$ -</b>	<b>\$ 2,681,635</b>	<b>\$ 22,963,796</b>
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610- 7699)	\$ 32,824	\$ -	\$ 558,000	\$ 590,824
Contributions (8980-8999)	\$ (23,465,015)	\$ -	\$ 187,131	\$ (23,277,884)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (3,215,678)</b>	<b>\$ -</b>	<b>\$ 2,310,766</b>	<b>\$ (904,912)</b>
<b>BEGINNING BALANCE (9791)</b>	<b>\$ 40,011,913</b>			<b>\$ 40,011,913</b>
Audit Adjustments/Restatements (9793 & 9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 36,796,235</b>	<b>\$ -</b>	<b>\$ 2,310,766</b>	<b>\$ 39,107,001</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted and Nonspendable (9711-9740)	\$ 327,933	\$ -	\$ -	\$ 327,933
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ 5,563,700	\$ -	\$ -	\$ 5,563,700
Other Assignments (9780)	\$ 30,904,602	\$ -	\$ 2,310,766	\$ 33,215,368
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

**C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Bargaining Unit:		Restricted General Fund Tracy Educators Association (TEA)		
	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of (10-31-20)	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 32,174,710	\$ -	\$ 219,548	\$ 32,394,258
<b>TOTAL REVENUES</b>	<b>\$ 32,174,710</b>	<b>\$ -</b>	<b>\$ 219,548</b>	<b>\$ 32,394,258</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 10,351,168	\$ -	\$ 253,555	\$ 10,604,723
Classified Salaries (2000-2999)	\$ 6,560,715	\$ -	\$ (276,153)	\$ 6,284,562
Employee Benefits (3000-3999)	\$ 11,172,829	\$ -	\$ 7,752	\$ 11,180,581
Books & Supplies (4000-4999)	\$ 20,670,205	\$ -	\$ (427,383)	\$ 20,242,822
Services & Operating Expenses (5000-5999)	\$ 8,777,452	\$ -	\$ 915,109	\$ 9,692,561
Capital Outlay (6000-6999)	\$ 160,359	\$ -	\$ 10,838	\$ 171,197
Other Outgo (7100-7299) (7400- 7499)	\$ 1,080,546	\$ -	\$ (451,308)	\$ 629,238
Direct support/Indirect Costs (7300- 7399)	\$ 1,223,984	\$ -	\$ -	\$ 1,223,984
<b>TOTAL EXPENDITURES</b>	<b>\$ 59,997,258</b>	<b>\$ -</b>	<b>\$ 32,410</b>	<b>\$ 60,029,668</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ (27,822,548)</b>	<b>\$ -</b>	<b>\$ 187,138</b>	<b>\$ (27,635,410)</b>
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610- 7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 23,465,014	\$ -	\$ (187,130)	\$ 23,277,884
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (4,357,534)</b>	<b>\$ -</b>	<b>\$ 8</b>	<b>\$ (4,357,526)</b>
<b>BEGINNING BALANCE (9791)</b>	<b>\$ 5,521,991</b>			<b>\$ 5,521,991</b>
Audit Adjustments/Restatements (9793 & 9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 1,164,457</b>	<b>\$ -</b>	<b>\$ 8</b>	<b>\$ 1,164,465</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted and Nonspendable (9711-9740)	\$ 1,164,457	\$ -	\$ 8	\$ 1,164,465
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -
Reserved for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

**C. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Bargaining Unit:		Combined General Fund Tracy Educators Association (TEA)		
	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of (10-31-20)	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	\$ 141,463,548	\$ -	\$ 277,069	\$ 141,740,617
Remaining Revenues (8100-8799)	\$ 36,419,480	\$ -	\$ 551,936	\$ 36,971,416
<b>TOTAL REVENUES</b>	<b>\$ 177,883,028</b>	<b>\$ -</b>	<b>\$ 829,005</b>	<b>\$ 178,712,033</b>
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ 69,397,785	\$ -	\$ (1,051,074)	\$ 68,346,711
Classified Salaries (2000-2999)	\$ 24,456,257	\$ -	\$ (702,577)	\$ 23,753,680
Employee Benefits (3000-3999)	\$ 37,392,756	\$ -	\$ (596,617)	\$ 36,796,139
Books & Supplies (4000-4999)	\$ 26,632,428	\$ -	\$ (422,202)	\$ 26,210,226
Services & Operating Expenses (5000-5999)	\$ 24,763,842	\$ -	\$ 872,378	\$ 25,636,220
Capital Outlay (6000-6999)	\$ 386,449	\$ -	\$ 191,913	\$ 578,362
Other Outgo (7100-7299) (7400- 7499)	\$ 2,703,374	\$ -	\$ (331,589)	\$ 2,371,785
Direct support/Indirect Costs (7300- 7399)	\$ (309,476)	\$ -	\$ -	\$ (309,476)
<b>TOTAL EXPENDITURES</b>	<b>\$ 185,423,415</b>	<b>\$ -</b>	<b>\$ (2,039,768)</b>	<b>\$ 183,383,647</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ (7,540,387)</b>	<b>\$ -</b>	<b>\$ 2,868,773</b>	<b>\$ (4,671,614)</b>
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610- 7699)	\$ 32,824	\$ -	\$ 558,000	\$ 590,824
Contributions (8980-8999)	\$ (1)	\$ -	\$ 1	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (7,573,212)</b>	<b>\$ -</b>	<b>\$ 2,310,774</b>	<b>\$ (5,262,438)</b>
<b>BEGINNING BALANCE (9791)</b>	<b>\$ 45,533,904</b>			<b>\$ 45,533,904</b>
Audit Adjustments/Restatements (9793 & 9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 37,960,692</b>	<b>\$ -</b>	<b>\$ 2,310,774</b>	<b>\$ 40,271,466</b>
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted and Nonspendable (9711-9740)	\$ 1,492,390	\$ -	\$ 8	\$ 1,492,398
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ 5,563,700	\$ -	\$ -	\$ 5,563,700
Other Assignments (9780)	\$ 30,904,602	\$ -	\$ 2,310,766	\$ 33,215,368
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

**D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Enter Bargaining Unit:		Unrestricted General Fund Tracy Educators Association (TEA)			
Fiscal Year	Column A Current Year Budget After Settlement ( 2020 - 2021 )	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement ( 2021-2022 )	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement ( 2022-2023 )
<b>REVENUES</b>					
LCFF Sources (8010-8099)	\$ 141,740,617	\$ 4,341,395	\$ 146,082,012	\$ (1,152,677)	\$ 144,929,335
Remaining Revenues (8100-8799)	\$ 4,577,158	\$ (379,227)	\$ 4,197,931	\$ (43,463)	\$ 4,154,468
<b>TOTAL REVENUES</b>	<b>\$ 146,317,775</b>	<b>\$ 3,962,168</b>	<b>\$ 150,279,943</b>	<b>\$ (1,196,140)</b>	<b>\$ 149,083,803</b>
<b>EXPENDITURES</b>					
Certificated Salaries (1000-1999)	\$ 57,741,988	\$ 1,278,236	\$ 59,020,224	\$ 268,690	\$ 59,288,914
Classified Salaries (2000-2999)	\$ 17,469,118	\$ 694,855	\$ 18,163,973	\$ 272,460	\$ 18,436,433
Employee Benefits (3000-3999)	\$ 25,615,558	\$ 835,794	\$ 26,451,352	\$ 2,150,795	\$ 28,602,147
Books & Supplies (4000-4999)	\$ 5,967,404	\$ (2,618,276)	\$ 3,349,128	\$ -	\$ 3,349,128
Services & Operating Expenses (5000-5999)	\$ 15,943,659	\$ (1,949,755)	\$ 13,993,904	\$ (1,185,545)	\$ 12,808,359
Capital Outlay (6000-6999)	\$ 407,165	\$ (294,238)	\$ 112,927	\$ -	\$ 112,927
Other Outgo (7100-7299) (7400-7499)	\$ 1,742,547	\$ (119,634)	\$ 1,622,913	\$ -	\$ 1,622,913
Direct support/Indirect Costs (7300-7399)	\$ (1,533,460)	\$ 116,495	\$ (1,416,965)	\$ -	\$ (1,416,965)
<b>TOTAL EXPENDITURES</b>	<b>\$ 123,353,979</b>	<b>\$ (2,056,523)</b>	<b>\$ 121,297,456</b>	<b>\$ 1,506,400</b>	<b>\$ 122,803,856</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ 22,963,796</b>	<b>\$ 6,018,691</b>	<b>\$ 28,982,487</b>	<b>\$ (2,702,540)</b>	<b>\$ 26,279,947</b>
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 590,824	\$ (590,824)	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ (23,277,884)	\$ (378,992)	\$ (23,656,876)	\$ -	\$ (23,954,404)
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (904,912)</b>	<b>\$ 6,230,523</b>	<b>\$ 5,325,611</b>	<b>\$ (3,000,068)</b>	<b>\$ 2,325,543</b>
<b>BEGINNING BALANCE (9791)</b>	<b>\$ 40,011,913</b>	<b>\$ (904,912)</b>	<b>\$ 39,107,001</b>	<b>\$ 5,325,611</b>	<b>\$ 44,432,612</b>
Audit Adjustments/Restatements (9793 & 9795)	\$ -	\$ -	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 39,107,001</b>	<b>\$ 5,325,611</b>	<b>\$ 44,432,612</b>	<b>\$ 2,325,543</b>	<b>\$ 46,758,155</b>
<b>COMPONENTS OF ENDING BALANCE:</b>					
Restricted and Nonspendable (9711-9740)	\$ 327,933	\$ (327,933)	\$ -	\$ -	\$ -
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ 5,563,700	\$ (746,698)	\$ 4,817,002	\$ 53,759	\$ 4,870,762
Other Assignments (9780)	\$ 33,215,368	\$ 6,400,242	\$ 39,615,610	\$ 2,271,784	\$ 41,887,393
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -	\$ -



**D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

**Restricted General Fund**

Enter Bargaining Unit:

Tracy Educators Association (TEA)

Fiscal Year	Column A Current Year Budget After Settlement ( 2020 - 2021 )	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement ( 2021-2022 )	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement ( 2022-2023 )
<b>REVENUES</b>					
LCFF Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ 32,394,258	\$ (16,781,849)	\$ 15,612,409	\$ (11,950)	\$ 15,600,459
<b>TOTAL REVENUES</b>	<b>\$ 32,394,258</b>	<b>\$ (16,781,849)</b>	<b>\$ 15,612,409</b>	<b>\$ (11,950)</b>	<b>\$ 15,600,459</b>
<b>EXPENDITURES</b>					
Certificated Salaries (1000-1999)	\$ 10,604,723	\$ (116,021)	\$ 10,488,702	\$ 180,652	\$ 10,669,354
Classified Salaries (2000-2999)	\$ 6,284,562	\$ 272,531	\$ 6,557,093	\$ 33,434	\$ 6,590,527
Employee Benefits (3000-3999)	\$ 11,180,581	\$ 144,577	\$ 11,325,158	\$ 527,659	\$ 11,852,817
Books & Supplies (4000-4999)	\$ 20,242,822	\$ (16,761,778)	\$ 3,481,044	\$ (456,167)	\$ 3,024,877
Services & Operating Expenses (5000-5999)	\$ 9,692,561	\$ (4,463,308)	\$ 5,229,253	\$ -	\$ 5,229,253
Capital Outlay (6000-6999)	\$ 171,197	\$ (171,197)	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400- 7499)	\$ 629,238	\$ 451,308	\$ 1,080,546	\$ -	\$ 1,080,546
Direct support/Indirect Costs (7300- 7399)	\$ 1,223,984	\$ (116,495)	\$ 1,107,489	\$ -	\$ 1,107,489
<b>TOTAL EXPENDITURES</b>	<b>\$ 60,029,668</b>	<b>\$ (20,760,383)</b>	<b>\$ 39,269,285</b>	<b>\$ 285,578</b>	<b>\$ 39,554,863</b>
<b>OPERATING SURPLUS (DEFICIT)</b>	<b>\$ (27,635,410)</b>	<b>\$ 3,978,534</b>	<b>\$ (23,656,876)</b>	<b>\$ (297,528)</b>	<b>\$ (23,954,404)</b>
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610- 7699)	\$ -	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ 23,277,884	\$ 378,992	\$ 23,656,876	\$ 297,528	\$ 23,954,404
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	<b>\$ (4,357,526)</b>	<b>\$ 4,357,526</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
<b>BEGINNING BALANCE (9791)</b>	<b>\$ 5,521,991</b>	<b>\$ (4,357,526)</b>	<b>\$ 1,164,465</b>	<b>\$ -</b>	<b>\$ 1,164,465</b>
Audit Adjustments/Restatements (9793 & 9795)	\$ -	\$ -	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	<b>\$ 1,164,465</b>	<b>\$ -</b>	<b>\$ 1,164,465</b>	<b>\$ -</b>	<b>\$ 1,164,465</b>
<b>COMPONENTS OF ENDING BALANCE:</b>					
Restricted and Nonspendable (9711-9740)	\$ 1,164,465	\$ -	\$ 1,164,465	\$ -	\$ 1,164,465
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -	\$ -



**D. IMPACT OF PROPOSED AGREEMENT ON SUBSEQUENT YEARS**

Enter Bargaining Unit:		Combined General Fund Tracy Educators Association (TEA)			
Fiscal Year	Column A Current Year Budget After Settlement ( 2020 - 2021 )	Column B Change from Current Year to First Subsequent	Column C First Subsequent Year After Settlement ( 2021-2022 )	Column D Change from First Subsequent to Second Subsequent	Column E Second Subsequent Year After Settlement ( 2022-2023 )
<b>REVENUES</b>					
LCFF Sources (8010-8099)	\$ 141,740,617	\$ 4,341,395	\$ 146,082,012	\$ (1,152,677)	\$ 144,929,335
Remaining Revenues (8100-8799)	\$ 36,971,416	\$ (17,161,076)	\$ 19,810,340	\$ (55,413)	\$ 19,754,927
<b>TOTAL REVENUES</b>	\$ 178,712,033	\$ (12,819,681)	\$ 165,892,352	\$ (1,208,090)	\$ 164,684,262
<b>EXPENDITURES</b>					
Certificated Salaries (1000-1999)	\$ 68,346,711	\$ 1,162,215	\$ 69,508,926	\$ 449,342	\$ 69,958,268
Classified Salaries (2000-2999)	\$ 23,753,680	\$ 967,386	\$ 24,721,066	\$ 305,894	\$ 25,026,960
Employee Benefits (3000-3999)	\$ 36,796,139	\$ 980,371	\$ 37,776,510	\$ 2,678,454	\$ 40,454,964
Books & Supplies (4000-4999)	\$ 26,210,226	\$ (19,380,054)	\$ 6,830,172	\$ (456,167)	\$ 6,374,005
Services & Operating Expenses (5000-5999)	\$ 25,636,220	\$ (6,413,063)	\$ 19,223,157	\$ (1,185,545)	\$ 18,037,612
Capital Outlay (6000-6999)	\$ 578,362	\$ (465,435)	\$ 112,927	\$ -	\$ 112,927
Other Outgo (7100-7299) (7400-7499)	\$ 2,371,785	\$ 331,674	\$ 2,703,459	\$ -	\$ 2,703,459
Direct support/Indirect Costs (7300-7399)	\$ (309,476)	\$ -	\$ (309,476)	\$ -	\$ (309,476)
<b>TOTAL EXPENDITURES</b>	\$ 183,383,647	\$ (22,816,906)	\$ 160,566,741	\$ 1,791,978	\$ 162,358,719
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ (4,671,614)	\$ 9,997,225	\$ 5,325,611	\$ (3,000,068)	\$ 2,325,543
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610-7699)	\$ 590,824	\$ (590,824)	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ 297,528	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ (5,262,438)	\$ 10,588,049	\$ 5,325,611	\$ (3,000,068)	\$ 2,325,543
<b>BEGINNING BALANCE (9791)</b>	\$ 45,533,904	\$ (5,262,438)	\$ 40,271,466	\$ 5,325,611	\$ 45,597,077
Audit Adjustments/Restatements (9793 & 9795)	\$ -	\$ -	\$ -	\$ -	\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ 40,271,466	\$ 5,325,611	\$ 45,597,077	\$ 2,325,543	\$ 47,922,620
<b>COMPONENTS OF ENDING BALANCE:</b>					
Restricted and Nonspendable (9711-9740)	\$ 1,492,398	\$ (327,933)	\$ 1,164,465	\$ -	\$ 1,164,465
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ 5,563,700	\$ (746,698)	\$ 4,817,002	\$ 53,759	\$ 4,870,762
Other Assignments (9780)	\$ 33,215,368	\$ 6,400,242	\$ 39,615,610	\$ 2,271,784	\$ 41,887,393
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -	\$ -

**E. Reserves**

**State Reserve Standard**

Fiscal Year		( 2020 - 2021 )	( 2021-2022 )	( 2022-2023 )
a.	Total Expenditures, Transfers Out, and Uses (Including Cost of Proposed Agreement)	\$ 183,974,471	\$ 160,566,741	\$ 162,358,719
b.	State Standard Minimum Reserve Percentage for this District	3%	3%	3%
c.	State Standard Minimum Reserve Amount for this District (For districts with less than 1,001 ADA, this is the greater of Line a times Line b, or \$50,000)	\$ 5,519,234	\$ 4,817,002	\$ 4,870,762

**Budgeted Unrestricted Reserve (After Impact of Proposed Agreement)**

a.	General Fund Budgeted Unrestricted Reserve for Economic Uncertainties (9789)	\$ 5,563,700	\$ 4,817,002	\$ 4,870,762
b.	General Fund Budgeted Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -
c.	Special Reserve Fund (Fund 17) Budgeted Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -
d.	Special Reserve Fund (Fund 17) Budgeted Unassigned/Unappropriated Amount (9790)	\$ -	\$ -	\$ -
e.	Total Available Reserves	\$ 5,563,700	\$ 4,817,002	\$ 4,870,762
f.	Reserves in Excess of State Reserve Standard	\$ 44,466	\$ -	\$ -

**F. IMPACT OF PROPOSED AGREEMENT ON CURRENT YEAR OPERATING BUDGET**

Enter Fund: \_\_\_\_\_  
Enter Bargaining Unit: \_\_\_\_\_

	Column 1 Latest Budget submitted to COE (Orig. Adopted, 1st Interim, or 2nd Interim) As of ( )	Column 2 Adjustments as a Result of Settlement (include revisions for cost of settlement and other revisions necessary to fund settlement)	Column 3 Other Revisions since budget in column 1 unrelated to settlement	Column 4 Total Current Budget (Columns 1+2+3)
<b>REVENUES</b>				
LCFF Sources (8010-8099)	\$ -	\$ -	\$ -	\$ -
Remaining Revenues (8100-8799)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL REVENUES</b>	\$ -	\$ -	\$ -	\$ -
<b>EXPENDITURES</b>				
Certificated Salaries (1000-1999)	\$ -	\$ -	\$ -	\$ -
Classified Salaries (2000-2999)	\$ -	\$ -	\$ -	\$ -
Employee Benefits (3000-3999)	\$ -	\$ -	\$ -	\$ -
Books & Supplies (4000-4999)	\$ -	\$ -	\$ -	\$ -
Services & Operating Expenses (5000-5999)	\$ -	\$ -	\$ -	\$ -
Capital Outlay (6000-6999)	\$ -	\$ -	\$ -	\$ -
Other Outgo (7100-7299) (7400- 7499)	\$ -	\$ -	\$ -	\$ -
Direct support/Indirect Costs (7300- 7399)	\$ -	\$ -	\$ -	\$ -
<b>TOTAL EXPENDITURES</b>	\$ -	\$ -	\$ -	\$ -
<b>OPERATING SURPLUS (DEFICIT)</b>	\$ -	\$ -	\$ -	\$ -
Transfers In and Other Sources (8910-8979)	\$ -	\$ -	\$ -	\$ -
Transfers Out and Other Uses (7610- 7699)	\$ -	\$ -	\$ -	\$ -
Contributions (8980-8999)	\$ -	\$ -	\$ -	\$ -
<b>CURRENT YEAR INCREASE (DECREASE) IN FUND BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>BEGINNING BALANCE (9791)</b>	\$ -			\$ -
Audit Adjustments/Restatements (9793 & 9795)	\$ -			\$ -
<b>CURRENT-YEAR ENDING BALANCE</b>	\$ -	\$ -	\$ -	\$ -
<b>COMPONENTS OF ENDING BALANCE:</b>				
Restricted and Nonspendable (9711-9740)	\$ -	\$ -	\$ -	\$ -
Committed Amounts (9750-9760)	\$ -	\$ -	\$ -	\$ -
Reserve for Economic Uncertainties (9789)	\$ -	\$ -	\$ -	\$ -
Other Assignments (9780)	\$ -	\$ -	\$ -	\$ -
Unassigned/Unappropriated (9790)	\$ -	\$ -	\$ -	\$ -

**Public Disclosure of Collective Bargaining Agreement**

Name of Bargaining/Represented Unit: Tracy Educators Association (TEA)

**B. SUMMARY**

**FISCAL EFFECTS**

**CHANGES TO COMPENSATION (SALARIES AND BENEFITS)**

None

**OTHER FISCAL EFFECTS**

None

**FUNDING SOURCES**

Not Applicable

**OTHER CHANGES**

None

**CERTIFICATION**

In accordance with Government Code Section 3547.5(b), I hereby certify that the costs incurred by the school district under this agreement can be met by the district during the agreement's term. The budget revisions necessary to meet the costs of the agreement are described above. (Must be signed in the copy presented to the board)

*District Superintendent*

*Date*

*Chief Business Official*

*Date*

After public disclosure of the major provisions contained in this summary, the Governing Board took action to approve the proposed agreement and acknowledges that any budget revisions described above are necessary to meet the costs of the agreement.

*President (or Clerk), Governing Board*

*Date signed*

*Date of Board Action*



## EDUCATIONAL SERVICES MEMORANDUM

**TO:** Dr. Brian Stephens, Superintendent  
**FROM:** Julianna Stocking, Associate Superintendent of Educational Services  
**DATE:** February 9, 2021  
**SUBJECT:** **Adopt Updated Board Policy 5111.13 Education for Homeless Children and Youth for the 2020-2021 School Year**

**BACKGROUND:** According to Tracy Unified School District's 2019–2020 Homeless Education Policy, Requirements, and Implementation page within the Spring Release Consolidated Application and Reporting System (CARS), the homeless education board policy was last updated in 2006. Section 11432(g)(1)(I-J) of the McKinney-Vento Homeless Assistance Act as reauthorized by the Every Student Succeeds Act (ESSA) states that LEAs are required to have developed, reviewed, and revised policies to remove barriers to the identification, enrollment, and retention of homeless children and youths.

**RATIONALE:** The Tracy Unified School District (TUSD) needs to review and revise current Board Policy 5111.3 Residency for Homeless children to reflect updated homeless education for children and youth policy.

**FUNDING:** There is no cost.

**RECOMMENDATION:** Adopt Updated Board Policy 5111.13 Education for Homeless Children and Youth for the 2020-2021 School Year.

**Prepared by:** Dr. Deidre Hill-Valdivia, Coordinator of Prevention Services

**RESIDENCY FOR HOMELESS CHILDREN**

The Governing Board desires to ensure that homeless students have access to the same free and appropriate public education provided to other students within the district. The district shall provide homeless students with access to education and other services necessary for these students to meet the same challenging academic standards as other students.

~~Homeless students living in the district shall be admitted to district schools upon presentation of any of the following:~~

- ~~1. Hotel or motel receipts~~
- ~~2. A letter from a social service agency or homeless shelter verifying that the student lives within the district~~
- ~~3. An affidavit from the parent/guardian stating that the family lives within the district~~

~~A reasonable effort shall be made to secure an address, phone number and medical release from the parent/guardian when a student is placed in a classroom.~~

Legal Reference:

EDUCATION CODE

1980-1986 County community schools

2558.2 Use of revenue limits to determine average daily attendance of homeless children

39807.5 Payment of transportation costs by parents

UNITED STATES CODE, TITLE 42

11431-11435 McKinney-Vento Homeless Assistance Act

Management Resources:

CDE PUBLICATIONS

Enrolling Students in Homeless Situations, 1999

FEDERAL REGISTER

Adopted 01/24/06

**RESIDENCY FOR HOMELESS CHILDREN**

U.S. Department of Education: Notice of school enrollment guidelines, 67 Fed. Reg. 10698

**WEB SITES**

CDE: <http://www.cde.ca.gov>

U.S. Department of Education: <http://www.ed.gov>

National Law Center on Homelessness and Poverty: <http://www.nlchp.org>

The Governing Board desires to ensure that homeless students have access to the same free and appropriate public education provided to other students within the district. The district shall provide homeless students with access to education and other services necessary for them to meet the same challenging academic standards as other students.

Homeless students shall not be segregated into a separate school or program based on their status as homeless and shall not be stigmatized in any way.

The Superintendent or designee shall ensure that placement decisions for homeless students are based on the student's best interest as defined in law and administrative regulation.

When there are at least 15 homeless students in the district or a district school, the district's local control and accountability plan (LCAP) shall include goals and specific actions to improve student achievement and other outcomes of homeless students. (California Education Code [EC] sections 52052, 52060)

At least annually, the Superintendent or designee shall report to the Board on outcomes for homeless students, which may include, but are not limited to, school attendance, student achievement test results, promotion and retention rates by grade level, graduation rates, suspension/expulsion rates, and other outcomes related to any goals and specific actions identified in the LCAP. Based on the evaluation data, the district shall revise its strategies as needed to better support the education of homeless students.

### Definitions

The term homeless children and youth means individuals who lack a fixed, regular, and adequate nighttime residence and includes: (42 United States Code [42 U.S.C.] Section 11434a; EC Section 48852.7)

1. Students who are sharing the housing of other persons due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; or, are abandoned in hospitals
2. Students who have a primary nighttime residence that is a public or private place not designed for or ordinarily used as regular sleeping accommodations for human beings
3. Students who are living in cars, parks, public spaces, abandoned buildings, substandard housing, bus or train stations, or similar settings
4. Migratory children who qualify as homeless because they are living in conditions described above
5. Unaccompanied youth who are not in the physical custody of a parent or guardian

The term school of origin means the school that the homeless student attended when permanently housed or the school in which he/she was last enrolled. If the school the homeless student attended when permanently housed is different from the school in which he/she was last enrolled, or if there is some other school that he/she attended within the preceding 15 months and with which he/she is connected, the district liaison shall determine, in consultation with and with the agreement of the homeless student and the person holding



the right to make educational decisions for the student, and in the best interests of the homeless student, which school shall be deemed the school of origin. (42 U.S.C. Section 11432[g][3][I]; *EC* Section 48852.7)

When determining the best interest in making educational and school placement decisions for a homeless student, consideration is given to, among other factors, educational stability, the opportunity to be educated in the least restrictive educational setting necessary to achieve academic progress, and the student's access to academic resources, services, and extracurricular and enrichment activities that are available to all district students. (42 U.S.C. Section 11432[g][3][B]; *EC* Sections 48850, 48853)

**Enrollment**

The district shall make placement decisions for homeless students based on the student's best interest. (42 U.S.C. Section 11432[g][3][B]; *EC* Section 48852.7)

When making a placement decision for a homeless student, the Superintendent or designee may consider the age of the student, the distance of the commute and the impact it may have on the student's education, personal safety issues, the student's need for special instruction, the length of anticipated stay in the temporary shelter or other temporary location, likely area of future housing, school placement of siblings, and the time remaining in the school year.

However, placement decisions shall not be based on whether a homeless student lives with his/her homeless parent/guardian or has been temporarily placed elsewhere.

In the case of an unaccompanied youth, the liaison shall assist in placement or enrollment decisions, consider the views of the student, and provide notice to the student of his/her appeal rights.

In determining a student's best interest, a homeless student shall, to the extent feasible, be placed in his/her school of origin, unless his/her parent/guardian requests otherwise.

Once a placement decision has been made, the principal or designee shall immediately enroll the student in the school of choice. The student shall be enrolled even if he/she:

1. Has outstanding fees, fines, textbooks, or other items or monies due to the school last attended
2. Does not have clothing normally required by the school, such as school uniforms
3. Is unable to produce records normally required for enrollment, such as previous academic records, proof of residency, and medical records, including, but not limited to, records or other proof of immunization history

The principal or designee shall immediately contact the school last attended by the student to obtain the relevant records. If the student needs to obtain immunizations or does not possess immunization or other medical records, the principal or designee shall refer the parent/guardian to the district liaison for homeless students. The district liaison shall assist the parent/guardian, or the student if he/she is an unaccompanied youth, in obtaining the necessary immunizations or records for the student.

If the student is placed at a school other than his/her school of origin or the school requested by his/her parent/guardian, the Superintendent or designee shall provide the parent/guardian with a written explanation of the decision along with a statement regarding the parent/guardian's right to appeal the placement decision. The student may continue attending his/her school of origin for the duration of the homelessness. (42 U.S.C. Section 11432; EC Section 48852.7)

To ensure that the homeless student has the benefit of matriculating with his/her peers in accordance with the established feeder patterns, the following shall apply: (EC Section 48852.7)

1. If the student is transitioning between grade levels, he/she shall be allowed to continue in the same attendance area.
2. If the student is transitioning to a middle school or high school, and the school designated for matriculation is in another school district, he/she shall be allowed to continue to the school designated for matriculation in that district.

If the student's status changes before the end of the school year so that he/she is no longer homeless, he/she shall be allowed to stay in the school of origin: (EC Section 48852.7)

1. Through the duration of the school year if he/she is in grades K-8
2. Through graduation if he/she is in high school

### **Resolving Enrollment Disputes**

If a dispute arises over eligibility, school selection or enrollment in a particular school, the student shall be immediately admitted to the school in which enrollment is sought pending final resolution of the dispute, including all available appeals. (42 U.S.C. Section 11432[g][3])

The parent/guardian/unaccompanied youth shall be provided with a written explanation of the placement decision, which shall be complete, as brief as possible, simply stated, and provided in language that the parent/guardian/unaccompanied youth can understand. The written explanation shall include:

1. The district liaison's contact information
2. A description of the district's placement decision
3. Notice of the student's right to enroll in the school of choice pending resolution of the dispute, including the right to fully participate in all school activities
4. Notice of the parent/guardian/unaccompanied youth's right to appeal the decision to the county office of education and, if necessary, to the California Department of Education (CDE)

The district liaison shall work to resolve an enrollment dispute as expeditiously as possible after receiving notice of the dispute. (42 U.S.C. Section 11432[g][3][E])

In working with a student's parents/guardians to resolve an enrollment dispute, the district liaison shall:

1. Inform them that they may provide written and/or oral documentation to support their position
2. Inform them that they may seek the assistance of social services, advocates, and/or service providers in having the dispute resolved
3. Provide them a simple form that they may use and turn in to the school to initiate the dispute resolution process
4. Provide them a copy of the dispute form they submit for their records
5. Provide them the outcome of the dispute for their records

If the parent/guardian/unaccompanied youth chooses to appeal the district's placement decision, the district liaison shall forward all written documentation and related paperwork to the homeless liaison at the county office of education (COE).

If the parent/guardian/unaccompanied youth chooses to appeal the COE's placement decision, the COE homeless liaison shall forward all written documentation and related paperwork to the CDE.

### **Transportation**

The district shall provide transportation for a homeless student to and from his/her school of origin when the student is residing within the district and the parent/guardian requests that such transportation be provided. If the student moves outside of district boundaries, but continues to attend his/her school of origin within this district, the Superintendent or designee shall consult with the superintendent of the district in which the student is now residing to agree upon a method to apportion the responsibility and costs of the transportation. (42 U.S.C. Section 11432[g][6][A])

The district shall not be obligated to provide transportation to students who continue attending their school of origin after they cease to be homeless, unless the formerly homeless student has an individualized education program that includes transportation as a necessary related service for the student. (EC Section 48852.7)

### **Transfer of Coursework and Credits**

When a homeless student transfers into a district school, the district shall accept and issue full credit for any coursework that the student has satisfactorily completed while attending another public school, a juvenile court school, or a nonpublic, nonsectarian school or agency and shall not require the student to retake the course. (42 U.S.C. Section 11432[g][1][F]; EC Section 51225.2)

If the homeless student did not complete the entire course, he/she shall be issued partial credit for the coursework completed and shall be required to take the portion of the course that he/she did not complete at his/her previous school. However, the district may require the student to retake the portion of the course completed if, in consultation with the holder of educational

rights for the student, the district finds that the student is reasonably able to complete the requirements in time to graduate from high school. Whenever partial credit is issued to a homeless student in any particular course, he/she shall be enrolled in the same or equivalent course, if applicable, so that he/she may continue and complete the entire course. (42 U.S.C. Section 11432[g][1][F]; *EC* Section 51225.2)

Partial credits shall be awarded on the basis of 0.5 credits for every seven class periods attended per subject. If the school is on a block schedule, each block schedule class period attended shall be equal to two regular class periods per subject. Partial credits and grades earned by a student shall be included on the student's official transcript within two business days of the district's notification of the student's transfer, as required under *EC* Section 49069.5.

In no event shall the district prevent a homeless student from taking or retaking a course to meet the eligibility requirements for admission to the California State University or the University of California. (*EC* Section 51225.2)

### **Applicability of Graduation Requirements**

To obtain a high school diploma, a homeless student shall complete all courses required by *EC* Section 51225.3 and fulfill any additional graduation requirements prescribed by the Governing Board.

However, when a homeless student who has completed his/her second year of high school transfers into the district from another school district or transfers between high schools within the district, he/she shall be exempted from all district-adopted coursework and other district-established graduation requirements, unless the district makes a finding that the student is reasonably able to complete the additional requirements in time to graduate from high school by the end of his/her fourth year of high school. Within 30 calendar days of the homeless student's transfer, the Superintendent or designee shall notify the student, the person holding the right to make educational decisions for him/her, and the district liaison for homeless students of the availability of the exemption and whether the student qualifies for it. If the Superintendent or designee fails to provide this notification, the student shall be eligible for the exemption once notified, even if the notification occurs after the student is no longer homeless. (*EC* Section 51225.1)

To determine whether a homeless student is in his/her third or fourth year of high school, the district shall use either the number of credits he/she has earned as of the date of the transfer or the length of his/her school enrollment, whichever qualifies him/her for the exemption. (*EC* Section 51225.1)

The Superintendent or designee shall notify any homeless student who is granted an exemption and the person holding the right to make educational decisions for him/her how any requirements that are waived will affect the student's ability to gain admission to a postsecondary educational institution and shall provide information about transfer opportunities available through the California Community Colleges. (*EC* Section 51225.1)

The district shall not require or request a homeless student to transfer schools in order to qualify for an exemption and no request for a transfer solely to qualify for an exemption shall be made by a homeless student, the person holding the right to make educational decisions for the student, or the district liaison on behalf of the student. (*EC* Section 51225.1)

If a homeless student is exempted from local graduation requirements, the exemption shall continue to apply after the student is no longer homeless or if he/she transfers to another school or school district. (*EC* Section 51225.1)

If the Superintendent or designee determines that a homeless student is reasonably able to complete district graduation requirements within his/her fifth year of high school, he/she shall: (*EC* Section 51225.1)

1. Inform the student and, if under 18 years of age, the person holding the right to make educational decisions for him/her, of the option available to the student to remain in school for a fifth year to complete the district's graduation requirements and how that will affect his/her ability to gain admission to a postsecondary educational institution
2. Provide information to the homeless student about transfer opportunities available through the California Community Colleges
3. Upon agreement with the homeless student or with the person holding the right to make educational decisions for him/her if he/she is under 18 years of age, permit the student to stay in school for a fifth year to complete the district's graduation requirements

**Eligibility for Extracurricular Activities**

A homeless student who enrolls in any district school shall be immediately deemed to meet all residency requirements for participation in interscholastic sports or other extracurricular activities. (42 U.S.C. Section 11432[g][1][F]; *EC* Section 48850[a][2])

**Notification and Complaints**

Information regarding the educational rights of homeless students, as specified in *EC* sections 51225.1 and 51225.2, shall be included in the annual uniform complaint procedures notification distributed to students, parents/guardians, employees, and other interested parties pursuant to 5 California Code of Regulations Section 4622.  
(*EC* sections 51225.1, 51225.2)

Legal Reference:

EDUCATION CODE

1980-1986 County community schools

2558.2 Use of revenue limits to determine average daily attendance of homeless children

39807.5 Payment of transportation costs by parents

UNITED STATES CODE, TITLE 42

11431-11435 McKinney-Vento Homeless Assistance Act

Management Resources:

CDE PUBLICATIONS

Enrolling Students in Homeless Situations, 1999

FEDERAL REGISTER

U.S. Department of Education: Notice of school enrollment guidelines, 67 Fed. Reg.  
10698

WEB SITES

CDE: <http://www.cde.ca.gov>

U.S. Department of Education: <http://www.ed.gov>

National Law Center on Homelessness and Poverty: <http://www.nlchp.org>



## EDUCATIONAL SERVICES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Julianna Stocking, Associate Superintendent of Educational Services  
**DATE:** February 16, 2021  
**SUBJECT:** Consider and Approve Options to Reopen Schools

**BACKGROUND:** Due to COVID-19, Tracy Unified School District, like many districts across the nation and the globe, began the 2020-2021 school year in a distance learning instructional model. On June 7, 2020, the California Department of Public Health (CDPH) placed San Joaquin County on its monitoring list. On July 17, 2020, Governor Gavin Newsom announced that if a county has been on the monitoring list within the prior 14 days, a school must conduct distance learning only, until the county has been off the monitoring list for at least 14 days. In counties on the monitoring list, CDPH guidance allows a district superintendent, private school principal/head of school, or executive director of a charter school (hereinafter superintendent) to apply for a waiver from the local health officer to open an elementary school for in-person instruction. This waiver is applicable only for grades TK-6, even if the grade configuration at the school includes additional grades. Waiver requests will not be granted before San Joaquin's countywide case rate is under 200 per 100,000 for seven consecutive days. The county is recommending a phased approach in school districts with multiple TK-6 schools, to open schools in staggered intervals. When applying for the waiver, the superintendent must submit to the local health officer evidence of (1) consultation with labor and parent organizations and (2) publication of the elementary school reopening plans on the website of the local educational agency (or equivalent). The local health officer then reviews the application and reopening plan (along with local community epidemiological data), makes a determination whether to grant or deny the waiver, and consults with CDPH regarding that determination. Elementary schools in counties on the monitoring list within the prior 14 days may not open for in-person instruction until they have received approval of a submitted waiver from the local health officer. On August 28, 2020, San Joaquin Public Health released the Elementary Schools Reopening Application Waiver for district to apply. Because the number of new cases per 100K has fallen under 14 to 12.6, San Joaquin County Public Health department is currently accepting and approving waivers for the re-opening of schools. On September 22, 2020, the TUSD School Board approved the TUSD Reopening Schools Plan and on September 24, 2020, the TUSD Reopening Schools was submitted to the San Joaquin County Public Health Department for approval. A Special Board meeting was held on October 20, 2020 to review the previously approved waiver and the Board voted to remain in distance learning through the first semester. On February 9, 2021 the updated reopening plan was presented to the Board to consider the following reopening options included in the rationale to be voted on February 23, 2021 described below:

**RATIONALE:** Consider three options to reopen schools that are presented to the board for TUSD schools and select one.

- Option 1: Submit the required documentation to reopen K-6 once the <25 CR has been met.  
*This option requires review and approval of the CSP by Public Health, the County Office of Education, and the State School Safety Team. Requires consult with bargaining units.*
- Reopen schools with a Hybrid/ Distance Learning Concurrent Model and provide the option of TUSD Independent Study Charter School K-12, or Distance Learning for grades K-5 to families that prefer at home learning.
- Option 2: Reopening schools when the county is in red tier OR employees have had the opportunity to receive a first dose of the COVID vaccine.  
*Due to how doses of the vaccine are being distributed, there is no specific timeframe for administration of the vaccines. This option does not require that the CSP receive approval from health agencies or the County Office of Education. We would be required to be in red tier for 5 days, with our CSP posted publicly for that same length of time, prior to reopening.*
- Reopen schools with a Hybrid/Distance Learning Concurrent Model and provide the option of TUSD Independent Study Charter School K-12, or Distance Learning for grades K-5 to families that prefer at home learning.
- Option 3: Continue Distance Learning through May 28, 2021.  
*If the District is not able to announce a return of the students on or before April 1 for a return by April 12 (the Monday following Spring Break), the District would recommend remaining in Distance Learning for the remainder of the year.*

This agenda item meets District Strategic Goal #1: Prepare all students to be well-rounded individuals with the knowledge and skills to pursue their college and/or career goals; and District Strategic Goal #2: Hire, support, develop, train, and sustain District employees who create a singleness of purpose focused on maximizing students' academic, social, and emotional potential.

**FUNDING:** The Local Control Funding Formula and COVID-19 mitigation funds support the reopening of TUSD Elementary schools.

**RECOMMENDATION:** Consider and Approve Options to Reopen Schools.

**Prepared by:** Julianna Stocking, Associate Superintendent of Educational Services.





## **HUMAN RESOURCES MEMORANDUM**

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 11, 2021  
**SUBJECT:** **Acknowledge Receipt of Tracy Educators Association's (TEA)  
Sunshine Proposal for the 2021-2022 School Year**

**BACKGROUND:** For the 2021-2022 reopener agreement contract negotiations, TEA is requesting to meet and negotiate the following articles:

- VI Hours
- XII Class Size/Teacher Aide Time
- XIII Salaries (Compensation)
- XIV Fringe Benefits
- XVI Transfer/Reassignment

**FUNDING:** N/A

**RECOMMENDATION:** Acknowledge Receipt of Tracy Educators Association's (TEA) Sunshine Proposal for the 2021-2022 School Year.

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources

To: Tammy Jalique

From: Miyoko Masuda  
Vicki Headley

Date: 2/11/2021

Re: Notification of Intent to Bargain

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In accordance with Article XX of the current Master Agreement between the Tracy Unified School District (TUSD) and the Tracy Educator's Association (TEA), TEA hereby notifies TUSD of its intent to open and bargain the following articles:

**Shared:**

Article VI - Hours

**Automatic reopener:**

Article XIII – Salaries (Compensation)

Article XIV – Fringe Benefits

**TEA opener:**

Article XII – Class Size

Article XVI – Transfers



## HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 12, 2021  
**SUBJECT:** **Approve Resolution 20-11, Authorizing Reduction and Elimination of Particular Kinds of Service for the 2021-2022 School Year.**

**BACKGROUND:** Pursuant to Education Codes 44949 and 44955, the District administration is making a recommendation that will require the Governing Board of the Tracy Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District.

**RATIONALE:** Reduction or discontinuance of particular kinds of service is needed to address staffing needs and budget concerns for the 2021-2022 school year.

**FUNDING:** None.

**RECOMMENDATION:** Approve Resolution 20-11, Authorizing Reduction and Elimination of Particular Kinds of Service for the 2021-2022 School Year.

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources.

**TRACY UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 20-11**

**REDUCTION AND ELIMINATION  
OF PARTICULAR KINDS OF SERVICES  
FOR THE 2021-2022 SCHOOL YEAR**

**WHEREAS**, as a result of staffing and budget needs, the Board of Trustees of the Tracy Unified School District has determined that it shall be necessary to reduce the following particular kinds of certificated services of the District not later than the beginning of the 2021-2022 school year:

- a. Reduction of **1.0 FTE** High School Social Science Teaching Program;
- b. Reduction of **0.4 FTE** Middle School Social Science Teaching Program;
- c. Reduction of **.8 FTE** High School Biology Teaching Program;
- d. Reduction of **.4 FTE** Middle School Science Teaching Program;
- e. Reduction of **.4 FTE** High School Art Teaching Program;
- f. Reduction of **.4 FTE** High School Music Teaching Program;
- g. Reduction of **.2 FTE** High School Drama Teaching Program;
- h. Reduction of **.2 FTE** Middle School Art Teaching Program;
- i. Reduction of **.2 FTE** Middle School Technology Teaching Program;
- j. Reduction of **.2 FTE** Middle School Home Economics Teaching Program;
- k. Reduction of **.4 FTE** Middle School Physical Education Teaching Program;
- l. Reduction of **1.2 FTE** High School Physical Education Teaching Program;
- m. Reduction of **1.2 FTE** High School Spanish Teaching Program;
- n. Reduction of **.4 FTE** High School French Teaching Program;
- o. Reduction of **6.0 FTE** Independent Charter School Teaching program.

**WHEREAS**, the Board of Trustees has determined that each of the foregoing services constitutes a particular kind of service (PKS) within the meaning of Education Code section 44955;

**WHEREAS**, it is the opinion of the Board of Trustees that it is necessary by reason of the above reduction or elimination of particular kinds of services to eliminate 13.4 FTE certificated positions in the District at the close of the current school year in accordance with Education Code section 44955; and

**WHEREAS**, this Board is authorized by Education Code section 44955(d) to deviate from terminating employees in order of seniority where the District demonstrates a specific need for personnel to teach a specific course or courses of study. Due to the specific need of the District to hire and retain fully credentialed teachers in core academic subject areas, the Superintendent and/or his designee is authorized to deviate from terminating certificated employees in order of seniority only in instances where the less senior employee possesses a currently valid intern, preliminary or clear California teaching credential and the more senior employee meets certification or licensing requirements solely on a Short-Term Staff Permit (STSP) or a Provisional Internship Permit (PIP).

**NOW, THEREFORE, BE IT RESOLVED** that it shall be necessary to terminate at the end of the 2020-2021 school year the employment of not more than 13.4 FTE certificated employees in the District as a result of the above reduction of services. Pursuant to Education Code sections 44949 and 44955 the Superintendent or his designated representative is directed to take all appropriate action needed, including the sending of appropriate notices to all employees whose positions shall be affected by virtue of this action.

**PASSED AND ADOPTED** by the Board of Trustees of the Tracy Unified School District on February 23, 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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President  
Board of Trustees  
Tracy Unified School District

**ATTESTED:**

I certify that the foregoing resolution was adopted by the Board of Trustees of the Tracy Unified School District, County of San Joaquin, on the date shown above.

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Clerk  
Board of Trustees  
Tracy Unified School District



## HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 12, 2021  
**SUBJECT:** Approve Resolution 20-12, Adopting the Competency Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year

**BACKGROUND:** Pursuant to Education Codes 44949 and 44955, the District administration is making a recommendation that will require the Governing Board of the Tracy Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District. In conjunction with that recommendation it is necessary to adopt criteria for determining if a certificated employee would have the competency to replace (Bump) another certificated employee out of their position.

**RATIONALE:** Reduction or discontinuance of particular kinds of service are needed to address staffing needs and budget concerns for the 2021-2022 school year and the District must have a way to ensure that when one certificated employee may potentially replace (bump) another certificated employee they possess the necessary competency in order to provide adequate services.

**FUNDING:** None.

**RECOMMENDATION:** Approve Resolution 20-12, Adopting the Competency Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year.

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources.

**TRACY UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 20-12**

**COMPETENCY CRITERIA IN THE CASE OF  
CERTIFICATED REDUCTION IN FORCE  
FOR THE 2021-2022 SCHOOL YEAR**

**WHEREAS**, it appears that it will be necessary for the Tracy Unified School District to lay off certificated employees at the end of the 2020-2021 school year for the 2021-2022 school year; and

**WHEREAS**, the District is required to provide instruction to students who have limited English language proficiency; and

**WHEREAS**, the State has determined that in order to provide instruction to such students, teachers shall be specifically trained in appropriate techniques, which training is demonstrated by the teacher holding a BCLAD, CLAD, SB 2042, AB 1059, SB 395 or equivalent certificate; and

**WHEREAS**, approximately 25.1% of the students in the District are English Learners ("EL"), that is, students whose first language is not English; and

**WHEREAS**, to provide teachers for those classes containing EL students, there is a need for teachers throughout the District who are EL certified; and

**WHEREAS**, for the purposes of making assignments and reassignments of certificated employees for the District, a certificated employee shall be deemed to be competent to perform certificated services if he or she, in addition to the criteria described above, has a credential authorizing the service to be rendered and possesses a currently valid intern, preliminary or clear California teaching credential and not certification or licensing requirements solely on a Short-Term Staff Permit (STSP) or a Provisional Internship Permit (PIP).

**WHEREAS**, Education Code section 44911 provides that time served under a provisional credential cannot be used toward a teacher's gaining permanent status, and therefore acknowledges that there is a significant difference between a provisional or short term credential and a regular credential; and

**WHEREAS**, high school principals need to have the ability to assign teachers to teach the higher level courses within subject areas, and not every credential allows principals to make such assignments;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Tracy Unified School District that, for the purposes of making assignments and reassignments of certificated employees into and/or within teaching positions for the District to meet its obligations under Education Code section 44955, a certificated employee shall be deemed to be competent and qualified to perform the certificated teaching service if:

- a. He or she holds a BCLAD, CLAD, SB 2042, AB 1059, SB 395 or equivalent certification and training authorizing him/her to provide instruction to English Learners; and
- b. His or her credential authorizing the service to be provided is a regular credential, and not solely on a Short-Term Staff Permit (STSP) or a Provisional Internship Permit (PIP); and
- c. He or she has a single subject credential authorizing the full spectrum of courses within that subject area or has a credential authorizing the teaching of foundational-level courses in grades 9-12.

**PASSED AND ADOPTED** by the Board of Trustees of the Tracy Unified School District on February 23, 2021, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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President  
Board of Trustees  
Tracy Unified School District

**ATTESTED:**

I certify that the foregoing resolution was adopted by the Board of Trustees of the Tracy Unified School District, County of San Joaquin, on the date shown above.

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Clerk  
Board of Trustees  
Tracy Unified School District





## HUMAN RESOURCES MEMORANDUM

**TO:** Dr. Brian R. Stephens, Superintendent  
**FROM:** Tammy Jalique, Associate Superintendent of Human Resources  
**DATE:** February 12, 2021  
**SUBJECT:** Approve Resolution 20-13, Adopting the Tie-Breaking Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year

**BACKGROUND:** Pursuant to Education Codes 44949 and 44955, the District administration is making a recommendation that will require the Governing Board of the Tracy Unified School District to reduce or discontinue particular kinds of services in order to reduce the number of certificated employees of the District. In conjunction with that recommendation, it is necessary to adopt criteria for tie-breaking when two or more certificated employees possess the same seniority date.

**RATIONALE:** Reduction or discontinuance of particular kinds of service are needed to address staffing needs and budget concerns for the 2021-2022 school year and the District must have a way to break ties between two or more certificated employees with the same seniority date who are both currently providing the same particular kind of service identified for reduction or discontinuance.

**FUNDING:** None.

**RECOMMENDATION:** Approve Resolution 20-13, Adopting the Tie-Breaking Criteria in the Case of Certificated Reduction in Force for the 2021-2022 School Year

**Prepared by:** Tammy Jalique, Associate Superintendent of Human Resources.

**TRACY UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 20-13**

**ADOPTING TIE BREAKING CRITERIA  
IN THE CASE OF CERTIFICATED REDUCTION IN FORCE  
FOR THE 2021-2022 SCHOOL YEAR**

**WHEREAS**, it appears that it will be necessary for the Tracy Unified School District to lay off certificated employees at the end of the 2020-2021 school year for the 2021-2022 school year; and

**WHEREAS**, there are individuals who have the same first date of paid service as probationary certificated employees;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Trustees of the Tracy Unified School District that if any two or more employees have the same first date of paid service as probationary certificated employees in the Tracy Unified School District, and if there is a need to reduce staffing by a number less than all such individuals, the decision as to which individuals shall be given preference and not be laid off shall be determined by the following criteria, which are based upon the Board of Trustee's determination of the needs of the District and its students:

1. Individuals with a BCLAD certificate will be given preference. If these factors are identical then;
2. Individuals with CLAD, SB 2042, AB 1059, SB 395, SDA1E or an equivalent training and certificate will be given preference. If these factors are identical then;
3. Individuals who currently hold a regular credential, not a provisional or short term credential as defined by the California Commission on Teacher Credentialing, which authorizes the service to be provided will be given preference. If these factors are identical then;
4. Individuals who hold multiple (2 or more) single subject credentials will receive preference as follows:
  - a, Those who hold the most single subject credentials will be given preference from most to least,
  - b. For individuals who hold the same number of single subject credentials, preference will be given first to those who hold:
    1. Mathematics credentials, then
    2. Science credentials, then
    3. English credentials

If these factors are identical then;

5. A lottery shall be conducted among those remaining.

**PASSED AND ADOPTED** by the Board of Trustees of the Tracy Unified School District on February 23, 2021 by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

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President  
Board of Trustees  
Tracy Unified School District

**ATTESTED:**

I certify that the foregoing resolution was adopted by the Board of Trustees of the Tracy Unified School District, County of San Joaquin, on the date shown above.

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Clerk  
Board of Trustees  
Tracy Unified School District