

**Minutes of
Regular Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, April 27, 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, N. Erskine, Z. Hoffert, S. Kaur, L. Souza
Absent: A. Blanco
Staff: B. Stephens, R. Pecot, T. Jalique, J. Stocking, B. Etcheverry
- 7:01 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: #20-21/#12
Action: **Vote:** Yes-6; No-0; Absent-1(Blanco)
- 6b** Report Out of Action Taken on PE Exemptions: #WHS10311774
Action: **Vote:** Yes-6; No-0; Absent-1(Blanco)
- 6c** Report Out of Action Taken on Consider Non-Paid Leave of Absence for Certificated Employee #UC-1261, Pursuant to Article XX
Action: **Vote:** Approved. Yes-6; No-0; Absent-1(Blanco)
- 6d** Report Out of Action Taken on Consider Non-Paid Leave of Absence for Certificated Employee #UC-1262, Pursuant to Article XX
Action: **Vote:** Approved. Yes-6; No-0; Absent-1(Blanco)
- 6e** Report Out of Action Taken on Consider Non-Paid Leave of Absence for Classified Employee #UCL-402, Pursuant to Article XXIII
Action: **Vote:** Approved to Deny. Yes-4; No-2(Alexander, Hoffert); Absent-1(Blanco)
- 6f** Report Out of Action Taken on Consider Non-Paid Leave of Absence for Certificated Employee #UC-1263, Pursuant to Article XX
Action: **Vote:** Yes-6; No-0; Absent-1(Blanco)
- Minutes:** 7. **Approve Regular Minutes of March 23, 2021**
Action: Abercrombie, Erskine. **Vote:** Yes-6; No-0; Absent-1(Blanco)
Approve Special Minutes of March 30, 2021
Action: Abercrombie, Souza. **Vote:** Yes-6; No-0; Absent -1(Blanco)
Approve Special Minutes of April 13, 2021
Action: Abercrombie, Souza. **Vote:** Yes-6; No-0; Absent-1(Blanco)
- Visitors:** None. Meeting was live streamed via Microsoft Teams.

**Student Rep
Reports:**

8. None.

**Recognition &
Presentations:**

9.1 Poet Christian School Presentation

Principal, Bill Maslyar, presented a video which showed him touring through the campus and asking questions from various students about being back on campus. Students are excited and energy is high. There were several pictures including students with their plexiglass shields and social distancing on the playground during break time. Students missed their friends and hope that next year they are back to normal.

Trustee Hoffert left the meeting at 7:10pm

Trustee Hoffert returned to the meeting at 7:13pm

Trustee Souza left the meeting at 7:15pm

Trustee Souza returned to the meeting at 7:17pm

9.2 Kimball High School Presentation

Principal, Ben Keller, hosted the video which was shot by the video production students at Kimball. Standing by “The Peace Pole” which contains the message “May peace prevail on earth”, which is stated in the 8 different languages that are most commonly spoken at Kimball High. The drama department presented virtual acts in Aril and are currently working on the production of *Beauty and the Beast* online. The Medical & Health Services Academy had a successful freshman recruitment and are holding monthly meetings all of which are being done virtually. The advanced video class put together a video to help bring everyone together during distance learning. The video was of various students with positive messages. The explained the camera angles that were studied in class and showed examples of the shots. Teacher, Mr. Jacobe, explained how his co-teacher is in the classroom teaching the students online, while he is taking the in-person students to the library. Leadership, band, cheer and Freshman orientation all took place virtually or in according to current guidelines. They showed several slides of various activities including community service, donation drives, escape rooms, music, and a talent show.

**9.3 Recognize the Outstanding Employees of the Spring Term for the 2020-2021
School Year**

The Board recognized the following Employees for the Spring Term of the 2020-2021 School Year: Tiffany Gonzales (9-12), Megan Wright (6-8) and Delgel Pabalan (K-5) as Outstanding Certificated Employees; Samia Basravi (9-12) and Diana Parrales (6-8) and Nicola Roberts (K-5) as Outstanding Classified Employees and Bobbie Etcheverry as the Outstanding Management. Each will be given a certificate of recognition.

**9.4 Recognize Simran Kaur and Rajdeep Singh for their help in Securing COVID
Testing for Tracy Unified Sports Programs.**

Superintendent, Dr. Stephens, presented Simran Kaur and her husband, Rajdeep Singh with a certificate in recognition of their efforts in testing for our athletes.

**Information &
Discussion Items:**

10.1 Administrative & Business Services: None.

10.2 Educational Services:

10.2.1 Receive Report on San Joaquin County COVID19

Associate Superintendent of Educational Services, Julianna Stocking, presented a power point showing that our county is still in red although there was a small increase in the right direction. We need to have our more residents getting vaccinated and tested to the next lower tier.

10.2.2 Receive Report on Graduation/Promotion Ceremonies

Director of Student Services, Dr. Mary Petty, presented a power point that showed the graduation and promotion plans, the capacity limits, and guidelines. High schools will have in-person ceremonies and 8th grades will have drive-thru celebrations.

10.2.3 Receive Information on TUSD ESSER and Expanded Learning and Opportunities Grants

Trustee Abercrombie left the meeting at 7:45pm.

Trustee Abercrombie returned to the meeting at 7:47pm.

Associate Superintendent of Business Services, Dr. Rob Pecot, and Associate Superintendent of Educational Services, Julianna Stocking, presented a power point shared the proposed plans. Both grants are one-time funds. They reviewed the purpose, funding and timeline of the grants. The Expanded Learning Grant is \$10.3 million dollars and requires 10% to be spent on hiring classified staff to provide direct services to students. The Elementary and Secondary School Emergency Relief Fund (ESSER) grants are 1. \$2,052,791, 2. \$9,372,730 and 3. \$21,088,642 and all needs to be spent by September 2024. This is all one-time funding, designed to combat COVID. We have also used other resources to deal with COVID. Feedback has been received from the LCAP survey, consult meetings, staff and parents. They reviewed the list of staff and programs that would be hired with a portion of these funds as well as technology and safety needs. This item will come back to the board as an action item in 2 weeks. We will need time to hire these positions and would like to get as many filled as we can before the start of the upcoming school year. We are not the only district hiring, so it will be competitive.

10.2.4 Receive Report from Tracy Social Justice

The Tracy Social Justice group presented a power point regarding student safety and health. They have partnered with the San Joaquin ACLU in divesting in outdated police methods and investing in mental health. They feel that there is a lack of mental health resources and that students are afraid to talk to an SRO. They shared a few students' opinions where they had a bad experience dealing with officers when having mental health issues and/or sexual assault incidents. They feel that SROs and counselors should not be the ones to help the students with these issues. They are also concerned with the negative stigma that

a student gets when they need help. They want the board to keep these new counseling positions beyond the 3-year funding available. They feel that having SROs on campus creates a dangerous presence and they feel like they are being criminalized. They have surveyed approximately 60 students. Dr. Stephens invited this group to come in and meet with him. He asked them to email him or his assistant and we would be happy to schedule a time to meet. President Kaur thanked them for their presentation, and she looks forward to working with them to see what we can do to help with these issues. If they want to meet with board members or just Dr. Stephens alone, that is fine.

Hearing of Delegations

11. The following comments (unedited) were submitted online and read aloud at the meeting:

1. Respectfully submitted by:

Scott Anderson:Teacher, Department Chair and Former Coach; Kimiko Azama Teacher, Department Chair and Club Advisor; Joe Graham Teacher, Department Chair, Athletic Director, Former Coach; Justin Gregory Teacher, Former Coach and Former Yearbook Advisor; Marisa Grezdo Teacher, Department Chair and AP Coordinator; Stephanie Mason Teacher, Activities Director; Rick Minarich Teacher; Tyler Mullen Teacher, Coach, ELD and WASC Coordinator; Chris Munger Teacher, Yearbook Advisor, KLT Member; Enayat Qayumi Teacher, Department Chair; Geri Neylan Drama Teacher; Robert Quintero Teacher; Elisa Rains Teacher, Former Department Chair; Emily Smith, Teacher, Club Advisor James Tiffany; Teacher, Coach and KLT Member; Tim Wall, Teacher, Coach and Former Journalism Advisor

Dear Dr. Stephens and Esteemed TUSD Trustees:

We, Kimball High School staff, write this letter because we wholeheartedly believe that Dr. Robert Pecot is the correct person to lead and guide Tracy Unified School District in the capacity of superintendent. We are teachers, department chairs, directors, coordinators, advisors, committee members and coaches who always felt supported and heard by our former principal.

When Dr. Pecot became principal of Kimball High School, he did not come in with a preconceived vision for our school or try to make rash decisions: he observed and listened. He talked to all stakeholders of the Kimball community: teachers, office staff, U2s, students, parents, coaches and more. He asked us what was functioning well at Kimball and what needed attention. He respected our recommendations and trusted them and us. What was functioning well at our site he left alone. He instead focused on our concerns; one that stands out was the campus' lack of culture and cohesion due to so much staff turnover and our lack of a single voice. It did not take Dr. Pecot long to realize that we were a demoralized group. Once again, he reached out to us and asked what he consistently asked us during his tenure at KHS: "what can I do to help?"

To address the low morale and lack of culture at KHS, Dr. Pecot asked for volunteers to discuss ways to fix the Pathway program that was in place. It was not functioning and had become divisive. Dr. Pecot listened to everyone's concerns and by a vote it was decided to change the existing Pathway program and create an academy in its place. The Medical Academy was created. It has become a very successful program which attracts more students each year.

Dr. Pecot recruited staff and formed a committee: Kimball Leadership Team. The

purpose of KLT was to address the low morale and lack of culture at KHS. Dr. Pecot never imposed his will on the committee. He constantly asked the committee what it needed and then he gave them what was requested. KLT organized team-building activities such as holiday functions, potluck lunches and games. We had low attendance for site Buy Back Days so KLT was put in charge of professional development for these days as well as staff meetings to ensure that whatever was presented would be relevant to our staff. It worked. Attendance at these events rose because Dr. Pecot was willing to engage with his staff.

Dr. Pecot came to us with a variety of experience. He had been a club advisor, a coach, an athletic director, an activities director, a counselor, and a vice principal. Perhaps due to his diverse background, he knew when to let us do our job and when to step in and guide us. He trusted us and, in turn, we trusted him.

When he asked one teacher to consider the Activities Director position, another to be AP Coordinator, someone else to be WASC Coordinator or even to be a last-minute chaperone for a HOSA event, we said yes. We knew it meant more work and time away from our families but we took on more work because we felt valued and we were working for a common goal: to improve our school.

Dr. Pecot had an open-door policy. His door was literally always open. If we went to talk to his secretary, he would shout a hello and ask how we were. Many of us, went to him with requests for items we needed for our programs or support. He would listen and say: "let me see what I can do". If it was possible, we received what we requested. He also listened to students. Students wanted more benches in the quad, something to do during lunch, a water bottle filling station. He made all that happen.

During the time Dr. Pecot was at KHS, we always felt comfortable. We could speak our minds and disagree; and sometimes we did disagree on philosophy, policy and more. Never-the-less, we never let the disagreements negatively affect our relationship with each other. We cordially agreed to disagree and moved on.

Dr. Pecot always said that the best part of being an educator was the kids. He was out and about as much as his other responsibilities allowed. He could be seen interacting with our students in the quad, breezeways and sporting events. He visited classrooms to answer students' pointed questions: What's the school's budget? Where does the money go? What were you like in school? Dr. Pecot was happy to spend time answering these questions.

In conclusion, after witnessing the positive changes Dr. Pecot brought to our Kimball community, we know he will continue to innovate within our entire school district. It is with the greatest respect for the office of Superintendent that we support Dr. Pecot's candidacy to be the next leader of the Tracy Unified School District.

2. From: Stephanie Mason

Dear Superintendent Stephens and Governing Board of Tracy Unified School District-

It is my privilege to write this letter on behalf of Dr. Rob Pecot in his pursuit to become the Superintendent of Tracy Unified School District. I first met Dr. Pecot during my job interview for a position at Kimball High School in May 2017. My first year at Kimball High was Dr. Pecot's last year as principal, and I came to Kimball feeling the most defeated I've ever felt in my career after my experience in a previous district. I was welcomed with an overwhelming amount of friendliness and support at KHS. There was no doubt that the congeniality

demonstrated by the Kimball staff was the direct result of the culture fostered by its principal.

Dr. Pecot's ability to recognize a staff member's strengths and encourage them to reach their fullest potential is what stands out the most to me. I was a veteran teacher with ten years on my resume from previous school districts. Some principals might be hesitant to hire veteran teachers in fear that they may ultimately prove to be set in their ways and unable to adapt to their new school community. Dr. Pecot was different; he respected the knowledge I brought as a veteran while also believing in my ability to grow further. He took a chance on me and offered me a position in the AVID department in my first year at Kimball despite the fact that I had no prior experience with the program. That position has been the most rewarding experience I have had in my 13 years of teaching. Not only have I fallen in love with the program and the students it serves, but his initial faith in me eventually led to my growth into serving as Site Coordinator for the AVID program at Kimball High School.

In my other role as Activities Director at KHS, I can attest to the fact that Dr. Pecot understands that a school culture is heavily dependent upon the engagement of the students at extracurricular activities. He believes, rightfully so, that events should be driven by student interest. He encouraged both me and my leadership students to plan events that worked for us, even if they went against the status quo. His trust and support helped us establish our own new traditions that make us unique at KHS.

I always felt (and still feel) supported by Dr. Pecot, whether it's in the form of a hand-written note thanking me for attending a pre-evaluation meeting, a shout-out to both me and my students running the student store during a football game, a text message wishing me good luck on my first day of distance learning, or his playfulness with students at our first Homecoming carnival. He's personable and willing to take risks in order to allow for the opportunity to grow. He is down to earth and realistic. And most importantly, he does not shy away from hearing truth to power. Dr. Pecot makes me feel heard and appreciated, and I believe he would be an incredible asset to our district as Superintendent, just as he has been in every role he's ever taken on here at Tracy Unified.

3. From: Jaime Guitron

Dear TUSD Board Members.....

I am writing today in regards to 8th Grade Promotion. I am so happy to hear that the High School's will be having a graduation. This makes my heart so happy because that is a moment and a memory that they will always remember. This year has been extremely hard so I am so happy they get to have their moment. Even with restrictions that are beyond anyone's control..at least they will get to walk the stage and celebrate their accomplishments. I was really hoping that the 8th graders would also be able to have their moment. I was sad to hear that they will not get a promotion or even a modified one. I have seen the drive through promotions mentioned, but they need this moment to walk across the stage too. They have accomplished something special and deserve to have this memory as well. We need to remember what it is like being their age. We need to remember our 8th grade graduation. We need to remember that accomplished feeling. We were saying goodbye to one part of our childhood and getting ready to start a new chapter in High School. It was a big deal. It was special. But what we can't remember (thank goodness) is going through a pandemic during part of our 7th

grade and all of our 8th grade year. They have been through a lot. They have missed a lot. They have missed out on making lifelong memories. I don't want to see them miss out on this too. I don't have a child in 8th grade. My kids are in 10th and 7th grade...I have seen the struggles this year first hand. I know if I had an 8th grader this year...I would truly hope they had their moment to walk the stage. I've subbed for so many of these kids..they are important to me. I want to see them promote. I want to see them have their moments with their friends, teachers and families. It's important! Please...please make it happen for them. Even if it has to be modified for safety...it's truly better than nothing. As adults...we have to try to make the end of this year at least a bit more memorable for all of our kids. There has got to be a way! I truly hope the board can come up with something that is safe, but allows it to happen. It's important...for their mental health and for their school memories. Thank you for your time!

Public Hearing:

12.1 Administrative & Business Services: None.

Consent Items:

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

Action: Items #13.1.2 through 13.3.4 except Items #13.1.1 and 13.3.1. Item #13.2.5 is pulled from agenda) Abercrombie, Souza.

Vote: Yes-6; No-0; Absent-1(Blanco)

Action: On Item #13.1.1 and 13.3.1 Abercrombie, Souza.

Vote: Yes-6; No-0; Absent-1(Blanco)

13.1 Administrative & Business Services:

13.1.1 Approve Accounts Payable Warrants (March, 2021)
(Separate Cover Item)

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

13.1.3 Accept the Generous Donations from the Various Individuals, Businesses, and School Site Parent Teacher Associations Listed Herein with Thanks and Appreciation from the Staff and Students of the Tracy Unified School District

13.1.4 Accept and Review the Status of School Connected Organization/Booster Club Applications Submitted for the 2020/21 School Year

13.1.5 Approve Payroll Reports (March, 2021)

13.1.6 Approve Revolving Cash Fund Reports (March, 2021)

13.2 Educational Services:

13.2.1 Approve Master Contract (MC) for Educational Professionals of Central California for an Individual Educational Evaluation (IEE) Psycho Educational Assessment

13.2.2 Approve Agreement Increase for Contract Services with Speech Therapy and Accent Group Inc. for Independent Educational Evaluation/Speech and Language Assessment

13.2.3 Approve Revised School Site Plan and Budget for South/West Park School for the Remainder of the 2020-2021 School Year
(Separate Cover Item)

13.2.4 Ratify the Services of Med-Mobile to Continue Conducting State

Mandated COVID-19 Rapid Testing for All High School Student Athletes Participating In Football and Water Polo Competitions and for Med-Mobile to Start PCR Testing for all High School Student Athletes Participating in All Outdoor Sports at All Three Comprehensive High Schools in TUSD

13.2.5 This item was pulled: Ratify Agreement for Special Contract Services with Building Connections Behavioral Health, Inc. for Functional Behavioral Analysis Assessment and Behavioral Training and Supervision to Staff

13.2.6 Receive Update on Quarterly Williams Uniform Complaint Report for the Quarter Ending April 15, 2021

13.3 Human Resources:

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

13.3.2 Approve Classified, Certificated and/or Management Employment

13.3.3 Approve Paid Internship Credential Program Agreement with National University

13.3.4 Approve Student Teaching, School Counseling, and School Psychology Field Experience Agreement with Saint Mary's College of California

Action Items:

14.1 Administrative & Business Services:

14.1.1 Approve the Fiscal Year 2019-20 Annual Financial Audit (Separate Cover Item)

Action: This item was pulled from the agenda. There was no vote.

14.2 Educational Services: None.

14.2.1 Approve Adoption of Instructional Materials for International Baccalaureate Mathematics

Action: Abercrombie, Erskine. **Vote:** Yes-6; No-0; Absent-1(Blanco)

14.3 Human Resources:

14.3.1 Receive the District's Initial Bargaining Proposal for the California School Employees Association for the 2021-2022 School Year

Action: Abercrombie, Erskine. **Vote:** Yes-6; No-0; Absent-1(Blanco)

14.3.2 Approve Resolution 20-18, Authorizing Implementing Certificated Layoff for the 2020-2021 School Year

Action Abercrombie, Erskine. **Vote:** Yes-5; No-1(Hoffert); Absent-1(Blanco)

Board Reports:

Trustee Souza thanked everyone for their presentations and the school presentations for Kimball High and Poet Christian. She also thanked Dr. Pecot and Ms. Stocking for their report. They have done an amazing job. She would like to see us focusing on training permanent staff. She thanked the Tracy Social Justice group. It was a good presentation and she would like to see the focus on exactly what we need to look at, sexual assault. She wants to have the resources that we need and hopes that we can add resources and not take them away. Trustee Hoffert thanked everyone for the presentations, especially Dr. Pecot and Ms. Stocking. He congratulated the employees of the spring term. He asked that we put waiving of library fees on the next agenda regarding 2020-2021 only. Trustee Alexander thanked the Tracy Social Justice for their report. The board lives in this

community and in light of the George Floyd decision, we need to think how can we change the results so nothing like would happen again. He would like to see some sort of program that would work with city leaders to sit down and go to classrooms to learn how to interact with police. Some situations that get out of hand can be prevented. In the future, we can avoid situations like this. Trustee Erskine thanked the presenters, cabinet, and management for gathering all of the information provided. She is beginning to feel comfortable as a new trustee. See appreciates the information and the data that is provided. She thanked the teachers, classified and paras who have gotten us through this pandemic. She looks forward to launching our learning recovery programs and what we are going to do for learning loss and to prepare our teachers for 2021-22. She's looking forward to focusing on education. Also, sexual assault is a very serious issue and hopes that we address it in a more detailed She thanked everyone. Trustee Abercrombie stated he is old school. He was taught to ask people for things in a special manner. He understands that the students are passionate, but he warned them about being adversarial. We want to help them, but they need to show respect. They need to reflect on their approach if they want to find solutions or if their true goal is to get police off of their campuses. Hopefully, this is a learning tool on how to approach others in a respectful manner. Trustee Kaur thanked everyone for their presentations tonight. She is glad to start getting past COVID. She also thanked the Tracy Social Group for their presentation. She hopes we all learn from this and that we can make fruitful changes.

Superintendent Report:

Dr. Stephens reported that he received notice this afternoon that West High School has been named a California Distinguished School. This is a wonderful honor and award. There were 3 schools that received this in San Joaquin County. He thanked Dr. Boswell for his leadership and the staff and students for their efforts. He appreciated the efforts of Dr. Pecot and Ms. Stocking for their presentation about the ESSERs funds. This will be an action item in 2 weeks so that we can vote on this at that board meeting.

Adjourn: 9:41 p.m.

Clerk

Date