

**Minutes of  
Regular Meeting of the Governing Board  
For Tracy Unified School District  
Held on Tuesday, August 24, 2021**

- 6:45 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  
Absent: A. Blanco, L. Souza  
Staff: B. Stephens, R. Pecot, T. Jalique, J. Stocking, B. Etcheverry
- 7:06 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:** 6. No Action taken.
- Minutes:** 7. **Approve Regular Minutes of August 10, 2021.**  
**Action:** Abercrombie, Erskine. **Vote:** Yes-4; No-0; Absent-2(Blanco, Souza); Abstain-1(Kaur)
- Visitors:** L. Mendez, S. Wallace, B. Hoffert, M. Stagnaro, M. Arreola, J. Nott
- Student Rep Reports:** **8.1 Tracy High:** Iliana Cashen reported that students are so glad to be back. Activities started over the summer. The first event was Link Crew. They help welcome freshman and tell them about the school. On August 6<sup>th</sup> they held the orientation and it was a blast. The Day was filled with spirit games, music and pizza. She could not understate how nice it is to work in person with classmates and teachers. Senior Sunrise was held on August 16<sup>th</sup> at 6:00a.m. with donuts and music. Last Friday was the annual kickoff football game against Kimball High. There was a lot of spirit. This Friday is the first home game of the season and they will have back to school rally with extreme green and gold and an outside back-to-school dance. Students are grateful and fortunate to be back in person.
- West High:** Lilly Banchemo and Kaitlyn Durant summer was full of prep for the new school year. They had many workshops to get ready for freshman orientation. They participated in games and music and had fun meeting fellow classmates. The traditional red-carpet welcome started off the new school year. Covid measures has many obstacles but still had first ever outside back to school dance. The dance floor was fired up and they had surprise sparklers. At the end of night football players came. They jumped into rush week and got over 400 students to join clubs. The Pack will be brought back to life again. The tradition of football players running through the Wolf Pack helmet served as the start of the new season and new memories. The last 2 weeks have been non-stop. Students started preparing for homecoming and started flower parties. Senior Sunrise is this Friday and will have the first tailgate since 2019. There will be Kona Ice, a video game truck and fun activities.

**Kimball High:** Omed Akbari reported that junior and senior presentations from the counseling department will be broadcasted soon in classroom. They talk about graduation requirements and California colleges. Juniors and Seniors received letters about credits and to make sure they are on track for graduation. The Medical and Health Services Academy is for those students interested in going into the medical field. Officers were voted in last May. On July 27<sup>th</sup> MHSAs freshman students were given survival packs of supplies and were sent out for breakfast groups while parents were given information. MHSAs leadership officers escorted freshman to biology and health rooms and were shown crime scene fingerprinting, blood borne pathogens in the microscope, etc. They are working on recruiting local medical offices to invite our juniors and senior students to job shadow. In the Spring of 2020, students were shadowing orthodontic and veterinarian offices. They hope to expand that opportunity. Kickoff week included dress up days which included sports day, 90's and extreme orange and blue day. The first event was more fun than usual. The kickoff rally was held Friday and they have started planning for Homecoming. The night rally will be held on Wednesday with a carnival, dance and game on Friday. Last Friday, Kimball won over Tracy High. This was the first game of the season. This game is a jungle. The first volleyball game was last night, and games will be live streamed.

**Alternative Ed Campus:** Andrea Navarro a senior at Stein High. The Strategies for Academic Success class is a requirement for graduation. This helps students improve their abilities and employability. Students can participate in WIN, an after-school tutoring program. It stands for "What I Need Time. This is available Tuesday through Friday. Activities coming up includes Meet the Principal Breakfast where parents can meet the principal. They are looking forward to finalizing activities for attendance awareness and for Red Ribbon Week in October. After school clubs will include a Book Club. Students will complete a survey to determine what types of clubs students would like to have on campus.

**Recognition & Presentations:**

**9.1 Central Elementary School Presentation**

Principal, Nancy Link, presented a power point about social emotional learning. Many students are so excited to be at school, but others are anxious. The theme this year is kindness. Each day starts with words of wisdom. A 5<sup>th</sup> grader reads to the school which are sayings, quotes or multicultural things. Every student then recites their self-affirmation. All teachers are using Second Step in the classroom. She thanked the board and district for approving Valley Community Counseling and Sow a Seed on their campus. Students have reading goals and have read alouds and interactive learning. The 3<sup>rd</sup> grade teachers are doing daily temperature checks which is a game where they throw a ball to each other and say a one-word description of how they are feeling. There is also Warm-Hearted Wednesday with random acts of kindness. Students get stickers for their acts of kindness. Students are promoting kindness and helping each other.

**Information & Discussion Items:**

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

**Hearing of Delegations**

**11.** Samantha Wallace teaches 6<sup>th</sup> grade at Williams. There is a sub shortage and have not hired all of our teachers. She is filling in almost every day. She is

interested in doing 120% but feels that is not being looked at seriously at the district level. She is supposed to have a co-teacher, but he was out last week. Subs are not accepting long terms because there is no incentive. She asked the district to work with the teachers to find solutions and to see that teachers get compensated correctly.

Lisa Mendez teaches at Monte Vista and is the TEA representative. She teaches 7<sup>th</sup> and 8<sup>th</sup> grade ELD on a regular basis but this year she is also filling in for 7<sup>th</sup> grade science and doing the prep and lesson planning because she is the mentor for the other science teacher. When she emailed people at the district level, she felt that they were not aware. They have six vacancies that are being covered by their staff. Subs are not willing to work. She has 2 students in college and could use the money. She wants students to have a familiar face. Four of the vacancies are in the SPED inclusion classrooms. Priority is going to the classes that don't have a warm body. The principal, assistant principal and counselor are working classrooms. In negotiations, things are being worked out and she appreciates that. They are still having difficulties finding teachers to lesson plan. The mandated coverage has expired for those that are not volunteering. When she sees kids not getting a quality education it is a problem. She is being mandated to come to a training for something she's been doing for 2 years. These trainings should happen after school hours. She thinks her sub will be called somewhere else. Students need consistency and so does she. It seemed to her that every few days subs are changed because if they stayed in a room too long, they would need to be paid more, but she thinks that has changed.

Sherry Wilson is here on behalf of another parent. Her student is no longer in TUSD and she doesn't fear retribution. There are some parents that feel that they cannot speak up on behalf of their child. The student is limited verbal and in the system. The SLP has said they have tried to work with them and provide tools such as assistive technology. Programs are expensive but these students need the ability to talk. Parents know what the limits are for their children, but they look to the district to bring out more with speech. Since her son is home they have been talking and doing more daily outings. Her son spoke to her today and understood which made her feel good. They understand body language. They look at eyes, smiles or frowns. She hopes that these students get more of a shot at assistive technology and hopes more of the SLPs can help children speak and have a voice.

**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:** On all items except those voted on separately below.  
Abercrombie, Erskine.

**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)

**Action:** Item 13.1.3. Abercrombie, Erskine.

**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)

**Action:** Item 13.1.4. Abercrombie, Erskine.

**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)

**Action:** Item 13.1.6. Abercrombie, Alexander.

**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.1. Abercrombie, alexander.  
**Vote:** Yes-3; No-2(Erskine, Hoffert) Absent-2(Blanco, Souza)  
Motion on Item 13.2.1 failed to pass.  
**Action:** Item 13.2.3. Abercrombie, Alexander.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.4. Abercrombie, Alexander.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.6. Abercrombie, Alexander.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.7. Abercrombie, Erskine.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.8. Abercrombie, Erskine.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.9. Abercrombie, Alexander.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)  
**Action:** Item 13.2.11. Abercrombie, Erskine.  
**Vote:** Yes-5; No-0; Absent-2(Blanco, Souza)

**13.1 Administrative & Business Services:**

- 13.1.1** Approve Accounts Payable Warrants (July, 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 2021/22  
School Year
- 13.1.5** Approve Payroll Reports (July 2021)
- 13.1.6** Approve Revolving Cash Fund Reports (July 2021)

**13.2 Educational Services:**

- 13.2.1** Approve Agreement for Special Contract Services and Memorandum of  
Understanding with San Joaquin County Office of Education, Language  
and Literacy Department to Provide ELL/ELD Trainings to TUSD  
Teachers and Staff for the 2021-2022 School Year
- 13.2.2** Approve Master Contract (MC) for Nonpublic Agency (NPA) 360  
Degree Customer, Inc. for Speech & Language Pathologists (SLP),  
Speech & Language Pathologist Assistants (SLPA), Occupational  
Therapists (OT), Special Education Teachers and an American Sign  
Language (ASL) Interpreter for the 2021-2022 School Year  
(Separate Cover Item)
- 13.2.3** Approve Master Contract (MC) for Nonpublic, Nonsectarian School  
(NPS) Services with Bayhill High School (Separate Cover Item)
- 13.2.4** Approve Master Contract for Special Contract Services with Charis  
Youth Center for the 2021-2022 School Year (Separate Cover Item)
- 13.2.5** Approve Master Contract (MC) for Nonpublic, Nonsectarian Agency

(NPA) Services with Educational Professionals of Central California  
(Separate Cover Item)

- 13.2.6 Approve Agreement for Special Contract Services with Valley Community Counseling for Licensed Marriage and Family Therapist for the 2021-2022 School Year (Separate Cover Item)
- 13.2.7 Approve Master Contract (MC) for Nonpublic, Nonsectarian Agency (NPA) Services with Speech Therapy and Accent Group Inc. (Separate Cover Item)
- 13.2.8 Approve Funding for VirtualJobShadow.com and Unique Learning System Online Platform
- 13.2.9 Ratify Master Contract (MC) for Nonpublic, Nonsectarian School Services with KidzJet, Inc. for Transportation Services for Special Education Students for the 2021-2022 School Year
- 13.2.10 Ratify Master Contract (MC) for Nonpublic Agency (NPA) ATX Learning for Special Education Teachers for the 2021-2022 School Year (Separate Cover Item)
- 13.2.11 Ratify Master Contract (MC) for Nonpublic, Nonsectarian School Services with Anova Center for Education for the 2021-2022 School Year and Approve Attorney Fee Per Confidential Settlement Agreement (Separate Cover Item)

**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 a Variable Term Waiver for Multiple Subject Teacher- Waive Basic Skills Requirement
- 13.3.4 Approve Paid Student Internship Agreement with University of Phoenix

**Action Items:**

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

**14.2 Educational Services:**

**14.2.1** Adopt Revised Board Policy 6158 Independent Study (Second Reading)

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

**14.2.2** Adopt Revisions for Written Master Agreement for the Tracy Unified School District Independent Study Charter School (TISCS)  
(Separate Cover Item)

**Action:** Abercrombie, Alexander. **Vote:** Yes-4; No-1(Hoffert); Absent-2(Blanco, Souza)

**Board Reports:**

Trustee Hoffert thanked the presenters and student representatives that spoke tonight and he appreciated hearing about the sub issue because he didn't know that. He wishes our football teams a successful and safe season. Trustee Erskine commented that tonight is an opportunity to acknowledge classified, certificated, management, students and families for their patience, compassion and willingness to be flexible in managing this disruptive pandemic. She thanked the teachers who have stepped up to other positions and thanked the district management staff and the classified who have kept us going. Trustee Alexander thanked students for their presentations. He also wanted to know why teacher conferences and trainings have to be in Las Vegas and why can't we have it somewhere other than Las

Vegas. If we do have conferences and trainings, they should come back and tell the board what they learned. He would like that this year. Trustee Abercrombie commented that his father passed away last week, and it caused him to do a lot of reflection. His father was a true man of character and treated everyone with respect and compassion. He has made statements in the past at board meetings that were inappropriate and other trustees have done the same. This is not the example that should be set as leaders and unfortunately the community has reacted in the same way. behavior has resulted in the same way. As elected officials, we anticipate being criticized however staff should not be attacked unjustly. He apologized if he offended anyone and hopes we can set a better example as leaders.

Trustee Hoffert left the meeting at 8:08 p.m. and did not return.

Trustee Kaur thanked all who came out tonight.

**Superintendent  
Report:**

Dr. Stephens commented that he visited classrooms at Hirsch today and students were happy to be back. He will visit Central tomorrow. He is in his 38<sup>th</sup> year in education and these first two weeks of school have been most difficult. He expressed his appreciation to classified, certificated and management who went above and beyond to get us through. The shortages we are facing in substitute teachers won't get fixed overnight, but we have a plan. The superintendents in the entire county are expressing the same concerns. This is a crisis in our state and nation. Stockton Unified was short 85 teachers. Lastly, he is disappointed that Item #13.2.1 was not passed tonight. This would have helped some of the lowest achieving EL students and to not provide this training to those teachers is a disappointment.

**Adjourn: 8:11 p.m.**

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Clerk

\_\_\_\_\_  
Date