

**Minutes of
Regular Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, January 23, 2024**

- 6:15 PM:** 1-3. President Abercrombie called the meeting to order and adjourned to closed session.
- Roll Call:** 4. Board: S. Abercrombie, O. Alexander, R. Fagin, L. Hawkins, Z. Hoffert, N. Kahlon, J. Silcox
Staff: T. Salinas, T. Jalique, J. Stocking, S. Smith. Absent: R. Pecot
- 7:02 PM** 5. President Abercrombie called the Tracy Unified School District Board of Education to order and led those present in the Pledge of Allegiance.
- Closed Session:**
- 6a** Action Taken on Finding of Facts: 23/24#29
3.2.1
Action: Silcox, Fagin. **Vote:** Yes-7; No-0; Absent-0.
- 6b** Report Out of Action Taken on Reinstatements: AR#23-24/#13, AR#23-24/#14
3.2.2
Action: **Vote:** Yes-7; No-0; Absent-0.
- 6c** Report Out of Action Taken on Early Graduation: TISCS #10360655,
3.2.3 TISCS #10322926, TISCS #10320959
Action: **Vote:** Yes-7; No-0; Absent-0.
- 6d** Report Out of Action Taken on Approve Funding for Parent
3.2.4 Reimbursement Per Confidential Settlement Agreement for
Compensatory Educational Services
Action: **Vote:** Yes-7; No-0; Absent-0.
- 6e** Report Out of Action Taken on Consider Unpaid Leave of Absence for
3.3.1 Classified Employee, #UC-463
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
- 6f** Report Out of Action Taken on Consider Unpaid Leave of Absence for
3.3.2 Classified Employee, #UC-464
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
- 6g** Report Out of Action Taken on Release Probationary Classified
3.3.3 Employee #UCL-465 Para Educator I
Action: Item pulled, no vote taken.
- 6h** Report Out of Action Taken on Consider Leave of Absence Requests for
3.3.4 Certificated Employees: #UC-1321 Modified, #UC-1343. Pursuant to
Article XX
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
- 6i** Report Out of Action Taken on Consider Unpaid Leave of Absence for
3.3.5 Certificated Management Employee #UC-1344
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
- Minutes:** 7. Approve Regular Minutes of January 9, 2024
Action: Hawkins, Kahlon. **Vote:** Yes-7; No-0; Absent-0.

Audience:

Carol Riddle, Monica Hill, Emily Summa, Kaleigh Felisberto, Jacqui Nott, Mary Petty, Jason Noll, Deanne Clary, Charlene Baker, Joe Graham, LuLu Flores, Rhonda Rae Campbell, Melissa Anguiano, Bridget Huff, Gurleen Kaur, Amy Crotts, Barbara Silver, Tammy Peterson, Sarah Davis, Theresa James, Babette Adkins, Heather Reyburn, Cynthia Angell, Laura Mohr, Brent Bauer, Josh Jensen, Cassidy Jensen, Robert James, Christina Hall, Deanna Hazelbaker, Sandra Perez, Dana Avita, Angela Putt, Esmeralda Munoz, Chris Munger, Megan Jimenez, Shannon McMahon, Samantha Wallace, Jennifer Haut, Heidi Preece, Julie Cody, Meghan Vasbinder, Christina Orsi, Grace Gualco, Eden Frangos, Jody Price, Olga Anaya, Kimberly Rieman, Patti Correia, Rebecca Wheeler, Dotty Nygard, Sharon Williams, Julie Rodriguez, Cindy Carlfeldt, Marianna Aguirre, Sarika Bhopal

Student Rep Reports:

8.1 Kimball High: Harleen Kaur reported back that the Martin Luther King breakfast held at Kimball and hosted by the Black Student Unions, District, and the Tracy African American Association went very well. Their School Site Council met on the January 18 where they spoke about discipline and approved the school safety plan for next year. The students were given an opportunity to work on college preparations. Counselors gave presentations, held workshops, and some colleges visited the campus to provide information.

Alternative Education: Joshua Diaz is the new Board Representative reporting for Stein High School. They recently had a field trip to see a presentation by Heirloom; a carbon company that aims to bring CO2 emission levels to zero. The students are participating in holocaust week of remembrance activities. Students are using the Holocaust Memoriam website to research information. They have set up a Never Forget Memorial in their school hallway. In sports, they are beginning basketball this week, with the first game taking place on January 24th at the Stockton Community Center.

West High: Noah Watkins and Kaelyn Garcia recapped the last few months at West High. They had a gift-wrapping fundraiser and students enjoyed the Winter Ball. Their biggest event, prom, is April 6th being held at Lake Chalet this year. WHS basketball is doing well so far, and the wrestling team recently had their senior night.

Tracy High: Natalia Lomeli presented to the board on behalf of the THS students. Winter sports are thriving, and the Dog Pound has been showing up in full support. The AG Science Academy presentations were just completed. One project was to spread the importance of organ donation and they are now hosting a blood drive for students and faculty. They just finished spirit week with themed daily events. Their prom theme has been announced as Bridgerton and it will be at the Scottish Rite Center in Oakland.

Recognition & Presentations:**9.1 Monte Vista Middle School**

Principal Dr. Barbara Silver was joined by Assistant Principal, Heather Reyburn, and MVMS Counselor, Sarah Davis. They provided information regarding the COST program (Coordination of Services Team). The purpose of COST is to bring together multi-stakeholders to address high risk student needs. The team includes Administration, Counselors/Psychologists, FACES, Axis Community Health Therapists, Parent Liaison, and their MTSS Clerk. Data shows a 62% increase of

COST referrals, with the higher risk students referred directly to the school psychologist. They have seen a 32.9% decrease in suspensions including a decrease in violent fights. There has also been a decrease in vaping, bullying and harassment discipline. Counselors have been able to place more focus on academics and have a seen a significant improvement in the number of F's received by students.

Trust Hoffert left the room at 7:16.

Trustee Hoffert returned at 7:18.

**Information &
Discussion Items:**

10.1 Administrative & Business Services: None.

**Hearing of
Delegations**

11. Dotty Nygard is with the Tracy Earth Project. They are bringing back the Earth Day Challenge again for this year. Last year 200 students participated with Stein High School as the winner. She is challenging Stein to participate again to try to hold on to the trophy. This year, the top three classrooms will be awarded \$1,000.

Sarika Bhopal is a concerned parent. She asks the district to do the right thing regarding raises to meet the cost-of-living increase provided by the state. The teacher shortage is growing. We must offer competitive wages to attract and retain teachers. Our district is one of the lowest paying districts. Our children's education should be a priority.

TEA President, Chris Munger, provided letters to the board written by teachers that were unable to attend. He is speaking on behalf of the hard-working teachers of TUSD regarding the lack of a reasonable salary increase. He has spent a lot of time speaking with Dr. Pecot. To attract great talent the district must pay more.

Carol Riddle is a TYAP teacher. She read a statement on behalf of another TEA member. They appreciate the district's commitment to professional development. They have a commitment to STEM but have deep concerns if teachers are not compensated. Without a more reasonable compensation offer, we may become a steppingstone for teachers seeking to clear their credentials.

Monica Hill read a statement on behalf of someone else. There have been countless hours worked, many unpaid, to provide students with what they deserve. This is done with a large workload, student behaviors, and now finding they are unable to pay their bills and afford insurance in the district. They deserve more than what is currently being offered.

Emily Summa of Kelly School is in her 24th year teaching, she loves teaching in this town. She no longer gets step increases and relies on the COLA to keep up with inflation. This year she is making less than the prior year. Please consider what you can do.

Debbie Mello says teachers put off parts of their own lives to teach and can be known to complete lesson plans on their own time. Teachers do these things for their students and their schools. Now is the time for the district to do something for the teachers. School class sizes are also an issue.

Christina Hall with TEA read a statement on behalf of another. They believe the district wants to provide a high-quality education for our students. Teachers are facing an increased workload, with substitute shortages, and SDC classes that are capped at a lower tier system than other districts. She requests the school board consider a reasonable adjustment in salary.

DeAnna Hazelbaker read a statement for another. They live in Stockton where the drive to work costs a lot in gas. There is an increase in health insurance and an increase in the cost of groceries. They are bringing home less than last year and would be better off taking a position closer to their home. They are not the only teacher that feels undervalued. They ask to be shown we are willing to give a decent wage increase and to stop insulting them with these low offers.

Sandra Perez is a SWP teacher, she is speaking on behalf of a new teacher at TUSD that is working on their Masters. They are a valuable asset to this district, however, the pay and benefits offered to the teachers are making them consider commuting out of town.

Samantha Wallace with TEA says nothing has changed financially by the district since October. It is insulting that they were offered a 4.16% increase. Everything has gone up and they are feeling the effects of that. They have a high cost of living and need a salary that allows teachers to live in the area.

Teacher Cynthia Angell says TUSD needs to level up for the sake of our students. We cannot expect to get and retain employees if we are not competing with the surrounding districts. Moral is the lowest she has seen. She foresees teachers leaving and retiring in the future. Teachers and students deserve better.

Robert James was reading a statement on behalf of someone else. The offer from TUSD is unacceptable and is an insult. TUSD needs to give teachers a 9% increase. Their PG&E and grocery bills are on the rise, and they are providing financial support for their children's college education. TUSD needs to do the ethical thing and let teachers know we care for them and their needs. The full COLA increase should be given to teachers. The current offer from TUSD is unacceptable.

Anthony Irizarry points out that TUSD competes with 17 school districts. 46% of teachers in our district live in Tracy and 54% commute. Gassing up twice a week to get to work can add up to over \$5000 per year. 4.1% will not cover the cost of gas.

Kaleigh Felisberto has questions about TUSD's data and planning process. We knew ESSER funds were temporary. Has a needs analysis been done? The district will be receiving 8.22% more. What data is being used to decide what area needs additional money.

Christina Gomes is here to speak regarding the graduation schedule. She is a parent of children at Jefferson School District and Kimball High School. The change in graduation date came upon suddenly and has been a conflict for Jefferson families. Their school dance is still on Thursday. She asks if we can have a Friday graduation going forward if it does not go back to a Saturday.

- 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: Silcox, Alexander. **Vote:** Yes-7; No-0; Absent-0.
 13.3.1 is approved as amended.
- 13.1 Administrative & Business Services:**
- 13.1.1** Ratify Routine Agreements, Expenditures and Notice of Completions Which Meet the Criteria for Placement on the Consent Agenda
- 13.1.2** Accept the Generous Donations from the Various Individuals, Businesses, and School Site Parent Teacher Associations Listed Herein with Thanks and Appreciation from the Staff and Students of the Tracy Unified School District
- 13.1.3** Approve Accounts Payable Warrants (November & December 2023) (Separate Cover Item)
- 13.1.4** Approve Revolving Cash Fund Reports (November & December 2023)
- 13.1.5** Approve Payroll Reports (November & December 2023)
- 13.2 Educational Services:**
- 13.2.1** Approve Agreement for Special Contract Services with ASIR Visual Marketing for the Custom Development of STEM Logo, STEM Vision Video, and Communication/Recruitment Materials
- 13.2.2** Approve Out of State Travel for West High School Activities Director and Asst. Principal to Attend the California Association of Directors of Activities (CADA) Conference in Reno, NV March 5-9, 2024
- 13.2.3** Approve Agreement for North School Sixth Grade Students and Supervisors to attend Science Camp at Sky Mountain Educational Center on March 19 – 21, 2024
- 13.2.4** Approve all TUSD School Accountability Report Cards (SARCs) for the 2022-2023 School Year (Separate Cover Item)
- 13.2.5** Approve Agreement for Special Contract Services with Sown to Grow for the Preparation and Technical Assistance of the California Community Schools Partnership Program (CCSPP) Cohort 3 Grant for the 2023-2024 School year
- 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** Approve PCR Consulting Agreement
Action: Hawkins, Alexander. **Vote:** Yes-7; No-0; Absent-0.
- 14.2 Educational Services:** None.
- 14.3 Human Resources:**

14.3.1 Approve a Variable Term Waiver for Multiple Subject, Single Subject and Education Specialist Teachers

Action: Hawkins, Fagin. **Vote:** Yes-7; No-0; Absent-0.

14.3.2 Acknowledge Revisions to Administrative Regulation 4161.5, 4261.5, 4361.5; Abolish Board Policy 4161.5 (Second Reading)

Action Approved as Final. Fagin, Olinga. **Vote:** Yes-7; No-0; Absent-0.

Board Reports:

Trustee Kahlon thanked all for coming out and sharing their stories and challenges. Trustee Hoffert thanked everyone. He believes strongly that their concerns are legitimate. It takes courage for people to speak before their employers. He believes teachers should earn what athletes are being paid. He says, when the time comes for TEA to arrive at their agreement, he will 100% support it regardless of the amount. Trustee Fagin appreciates the teacher's dedication to their trade. No comment can be made at this time, but they do appreciate them. Trustee Alexander appreciates the teachers and the hard work they are doing. Trustee Hawkins understands teachers concerns; he has been there and hopes things will work out. Trustee Silcox appreciates all that have come out to speak. He knows how hard they work and how much they care. He hopes all can come together to make it work for all parties. Trustee Abercrombie said it is great to see a full board room. Everyone is appreciated and he hopes to get this resolved quickly and fairly for the students.

Superintendent Report:

Dr. Pecot was not in attendance.

Adjourn: 7:57 PM

Clerk

Date