

**Minutes of
Regular Meeting of the Governing Board
For Tracy Unified School District
Held on Tuesday, February 13, 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: R. Pecot, T. Salinas, T. Jalique, J. Stocking, S. Smith

7:00 PM 5. President Abercrombie called the Tracy Unified School District Board of Education to order and led those present in the Pledge of Allegiance.

Board President Abercrombie shared a statement regarding the unjust attack of Jon Waggle on social media sites. The board appreciates Mr. Waggle's dedication. Per article 422 and 422.4 of the penal code, it is a crime to threaten death by any electronic device. Any members of the public engaging in disruptive behavior will be removed from the meeting.

Closed Session: 6a Action Taken on Finding of Facts: 23/24#25, 23/24#26, 23/24#27,
3.2.1 23/24#28, 23/24#30, 23/24#32, 23/24#33, 23/24#34, 23/24#35
Action: Hawkins, Fagin **Vote:** Yes-7; No-0; Absent-0.
6b Report Out of Action Taken on Consider Non-renewal of Coach
3.3.1 Contracts for Employees #UCL- 466, 467, 468, 469, 470, 471, 472, 473
and 474
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
6c Report Out of Action Taken on Consider Leave of Absence Requests for
3.3.2 Certificated Employees: #UC-1345, #UC-1346, Pursuant to Article XX
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
6d Report Out of Action Taken on Release Probationary Classified
3.3.3 Employee #UCL-475 School Supervision Assistant
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.
6e Report Out of Action Taken on Release Probationary Classified
3.3.4 Employee #UCL-476 Food Service Worker I
Action: Approved. **Vote:** Yes-7; No-0; Absent-0.

Minutes: 7. Approve Regular Minutes of January 23, 2024.
Action: Silcox, Kahlon. **Vote:** Yes-7; No-0; Absent-0.

Audience: Chris Munger, Jon Waggle, Dean Reese, Debra Schneider, Kaleigh Felisberto, Taylor Kessler, Richard Newton, Jason Noll, Annabelle Lee, Zachary Boswell, Tony Quintana, Susan Hawkins, Kathleen Noah, Duane Voller, Bob Brownne, Michelle Daniel, Anthony Flores, Alex Aguirre, Barbara Silver, Erin Quintana, Roya Mahiddin, Brittany Ryan, Tammy Peterson, Ivar Bjocralt, Alejandra Herrera, Jake Hallen, Kimberly Rieman, Linsey Castro, Heidi Jara, Melissa Angruano,

Meghan Vasbinder, Melanie Osorio, Joyce Hawkins, Owen Murry, Andrew Johnson, San Juana Rosales, Saifuddin Raniwala, Deena Morrar, Juan Bautista, Brennan DeWitt, Leydu Pena

**Student Rep
Reports:**

8.1 None.

**Recognition &
Presentations:**

9.1 Recognize the Outstanding Employees of the Winter Term for the 2023-2024 School Year

The board recognized Jeanette Tober (9-12), Andrew Johnson (6-8) and Tina Brown (K-5) as Outstanding Certificated Employees; Alex Guerrero (9-12) Anne Langley (6-8) Taylor Kessler (K-5) as Outstanding Classified Employees and Dr. Debra Schneider as the Outstanding Management Employee for the Winter Term of the 2023-2024 School Year. They were presented with certificates.

9.2 Kelly Elementary School

Principal Brittany Ryan and Assistant Principal Anthony Crivello were excited to share how they are increasing access to reading, increasing growth, and increasing the positive school culture at Kelly School. The corrective reading program promotes reading accuracy, it is in alignment with the LCAP goal to prepare students to be college and career ready. This year 169 students have had access to this program. Students exit the program once they no longer need reading support. Students surveyed felt more confident reading upon exit of the program. Leadership students shared the benefits of the after-school tutoring program at Kelly School.

9.3 Poet Elementary School

Albert Strong, Principal of Poet Christian Elementary School, accompanied by Assistant Principal Roya Mahiddin. Leadership students created a PowerPoint showcasing what they love about Poet School. They provide many fun and engaging school activities, and a variety of after school sports, with a community atmosphere due to the smaller school environment. Poet students enjoy the middle school dances created and decorated by leadership. As a TK-8 school, the students grow up together and create long term bonds.

**Information &
Discussion Items:**

10.1 Administrative & Business Services: None.

10.2 Educational Services:

10.2.1 Receive Report on the Mid-Year LCAP Update for the 2023-2024 Local Control Accountability Plan (Separate Cover)

Dr. Mary Petty, Director of State and Federal Programs provided an LCAP data update and budget overview. LCAP Goal 1 is to prepare all students for college and career readiness. There are 8 metrics in the LCAP. Metric 1B shows 100% of students have sufficient access to standards aligned instructional materials. The mid-year update shows 34% of our students have completed A-G requirements and 53.4% have made progress towards English proficiency. This year we have started a Student Advisory Committee, this is a platform for students to come together and share their opinions. Committee members Jake Hallen and Kylie Goodall shared information. The committee students come from different schools, programs and activities and are collaborating with each

other to get different viewpoints and discuss what they feel is or is not working well at their schools.

10.2.2 Receive Report on the Mid-Year LCAP Update for the 2023-2024 Local Control Accountability Plan for Tracy Charter School (Separate Cover)

Annabelle Lee, Principal of the Tracy Charter School, provided a recap of the LCAP for the Charter. Their metrics and actions are specific to the Charter and their unique school needs as they have a unique way of learning. 100% of their teachers are credentialed in their area of instruction. They have 13 fully implemented Goal 1 action items and 2 partially implemented action items. Goal 2 is to provide a safe and equitable learning environment. For this goal, the school has 5 fully implemented action items and 2 that are partially implemented. They continue to see increased enrollment and are working to market the charter school to the community as an alternate way of learning.

Trustee Hoffert left the meeting at 8:05 P.M.

Trustee Hoffert returned at 8:07 P.M.

Hearing of Delegations

11. Chris Munger, TEA President, was happy to report that the District and TEA have come to a tentative agreement on salary. This agreement provides economic relief while staying fiscally responsible at the same time, bringing closure to a long bargaining cycle.

Heidi Jares, MVMS parent, voiced concerns in terms of safety regarding bullying happening at the school. Fights have occurred causing students to be dismissed early. This is a safety concern. An issue was dismissed because it happened on a Sunday night and the school did not consider it a direct threat. Her child has to walk the hallways knowing there is a bully wanting to attack her. This is heart breaking as a parent. Who will ensure the safety of her daughter. She would like this looked into.

Christine Gomes came to speak about empathy for those that feel they do not have a voice. She has heard a teacher in this district was suspended for expressing empathy for the people of Palestine. We should foster empathy for others and what is happening in other countries. She has also emailed every board member regarding the change in graduation dates. They all say they did not make the decision for change. Jefferson School district is planning their school calendar. She is speaking for her daughter.

Lynsey Castro has two children in the district, she recently pulled one from Monte Vista due to bullying and sexual harassment. She is here as an advocate for the community and, what she feels is, the lack of leadership at MVMS. Her daughter has been bullied by the same boy for a year and a half. This boy has been suspended multiple times. Her daughter's grades have dropped, and she has become depressed. She has learned many families have had similar experiences. She strongly urges the board to look at the number of students that have been pulled out of this school due to lack of leadership there.

Juan Bautista is a junior at THS. Geometry teacher, Mr. Murray, has shown him support and sympathy and taught him what he needed to succeed as a person. He has gone above and beyond, defending, and providing true honesty to those that really need it. It is time to recognize educators like Mr. Murray rather than punish them.

Saifuddin Raniwala has two boys that have gone through THS as students of Mr. Murray. He is concerned why he is being disciplined. There needs to be equal treatment for all teachers. If one teacher can speak on a subject or display any flags, all should be able to. There should be fair treatment to all the teachers.

Amir Hamautd heard there is a rumor that Mr. Murray is being suspended for showing empathy towards the Palestinian people. You should not suspend a person for speaking about an issue. We need to support and encourage speaking about issues whether it is for or against. We will not stand for the suspension of a teacher for taking a position that is sensitive towards the Palestinian people. He hopes he is very clear.

Brennan DeWitt is speaking regarding Mr. Murray. He is a junior at THS that failed geometry and took it again last year. Mr. Murray helped him to pass the class. Brennan supports Mr. Murray as an amazing teacher that has touched the lives of many students.

Rachael Musharbas wants to be informed and understand the facts. She has received no notice of what is going on. She is a student at West High. Being Arab is the largest part of her identity. A teacher that was raising awareness towards Israels monstrosities is not the enemy. Students have reported staff displaying the Israeli flag in their classroom representing the brutal murder of her people. Tracy Unified should be helping the Arab demographic during this trying time rather than choosing to remain silent.

Saadia is a parent standing with Mr. Murray who is standing with humanity. She asks why he is suspended. She does not agree with the decision of the principal, and she does not want students to feel they will be punished for standing with humanity. She is very mad. This should not be happening. It is not fair.

Leanna is a former substitute teacher for THS. You can see how the inconsistency of teachers effect the students. If this teacher is suspended, how many subs will they have until the end of the year?

Owen Murray is a teacher at Tracy High School. He wants to make it clear that Jon Waggle is not a racist and he feels there are some misunderstandings. He felt like an Afghani immigrant was given unfair treatment due to unconscious bias and he felt he was the better teacher for the student. He thought Mr. Waggle had made a wrong decision. He was upset and admits he had said some things in an email. He was trying to take a stand for a Muslim American student.

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: Fagin, Kahlon. **Vote:** Yes-7; No-0; Absent-0.
 - 13.1 Administrative & Business Services:**
 - 13.1.1** Approve Entertainment, Assembly, Service, Business and Food Vendors
 - 13.1.2** Authorize Associate Superintendent of Business Services to Enter into Agreement to Dispose of Damaged, Obsolete, and Surplus Furniture, Computers, and Equipment through Disposal Service
 - 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** Ratify Routine Agreements, Expenditures and Notice of Completions Which Meet the Criteria for Placement on the Consent Agenda
 - 13.2 Educational Services:**
 - 13.2.1** Approve Agreement with Alma Speech Language Pathology dba Alma Language and Literacy for an Independent Educational Evaluation (IEE) for a Speech Assessment
 - 13.2.2** Approve Agreement with The Learning Owl for an Independent Educational Evaluation (IEE) for an Occupational Therapy Assessment
 - 13.2.3** Approve Overnight Travel for Merrill F. West High School to attend Disneyland in Anaheim, CA on May 17-18, 2024, for Grad Nite Senior Celebration Event
 - 13.2.4** Approve Overnight Travel for the West High School Track and Field Team and Advisors to attend Arcadia Invitational and Tiger Invitational at Arcadia HS and South Pasadena HS, in Arcadia and Pasadena, CA on April 4-7, 2024
 - 13.2.5** Approve Overnight Travel for Merrill F. West High School Track and Field Team and Advisors to attend the West Coast Relays at Buchanon High School, in Clovis, CA on April 12-13, 2024
 - 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 Proposed Revisions to the 2024-2025 Instructional Calendar

- Action Items:**
- 14.1 Administrative & Business Services:**
 - 14.1.1** Cast Ballot for CSBA 2024 Delegate Assembly Election
Action: Motion by Silcox, Fagin for Kate Powell. **Vote:** Yes-7; No-0; Absent-0.
 - 14.1.2** Accept Revised Board Policy and Administrative Regulation 3551 Food Service Operations/Cafeteria Fund and Revised Board Policy and Administrative Regulation 3553 Free and Reduced-Price Meals (First Reading) (Separate Cover)
Action: Hawkins, Alexander. **Vote:** Yes-7; No-0; Absent-0.
 - 14.2 Educational Services:** None.

14.3 Human Resources:

14.3.1 Approve Revised Job Description for Director of Special Education

Action: Silcox, Kahlon. **Vote:** Yes-7; No-0; Absent-0.

Board Reports:

Trustee Kahlon thanked everyone for coming and sharing their thoughts and for tonight's great presentations. Trustee Hoffert congratulated the employees of the Winter term and offered congratulations on the new pay raise. Trustee Fagin points out there are heated issues but he knows there will be a thorough investigation and all the facts will come out. Trustee Alexander enjoyed the presentations and congratulated the employees that received certificates tonight. Trustee Hawkins said as things are happening inside the community, we will get things figured out and make sure they are handled the correct way. Trustee Silcox congratulated the district and TEA for settling on a really good raise. We are all on the same team, even though we have different roles. Sometimes in these situations, misinformation gets out to the public and people act on misinformation without knowing the facts. Trustee Abercrombie expressed that sadly, over the last few years, as a society, people have become less willing to have a respectful conversation with others with differing views. He was recently contacted by a staff member regarding the budget and directed them to contact Dr. Pecot and Ms. Salinas since they have the most knowledge of our funding sources. The staff member felt he should be able to provide the answers so he in turn reached out to obtain the information. The staff member did not like his response and indicated he did not know what he was talking about. It was obvious that this person did not want to know the truth to her questions and only wanted to hear what she had formulated in her mind as the correct answer. Again tonight, we have heard from others presenting their narrative about what has happened to a teacher without knowing the facts. As a result, a dedicated person has been unjustly attacked.

Superintendent Report:

Dr. Pecot began with the positive, we are all relieved to have come to a tentative agreement with TEA. Thank you to Mr. Munger and all the TEA members and a special thanks to Miyoko Masuda and her negotiation team. Dr. Pecot read a statement for the record regarding the misinformation being spread throughout the community. We are aware of the discussions regarding a teacher allegedly suspended for displaying a free Palestine flag in the classroom and that the decision to suspend was the decision of Principal Jon Waggle. This information is false. All personnel matters are confidential, a teacher is on leave to allow the district time to investigate performance and conduct concerns which are unrelated to the displaying of any flag. As a District, we respect and encourage free speech. It is his opinion that Mr. Waggle has performed his duties as principal with respect and integrity, he should not have to have gone through what he has in the last few weeks.

Adjourn: 8:41 P.M.

Clerk

Date