

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Meeting of October 7, 2021

This meeting included closed captions which required the Board to provide a break, for the stenographer's benefit, after approximately every 1.5 hours.

OPEN SESSION - 6:30 p.m.

A. CALL TO ORDER

CLOSED SESSION - 6:30 p.m.

1. Conference with Labor Negotiators
Agency Designated Representative: District Assistant Superintendent for HR/Student Services
Employee Organization: SSFCTA
2. Conference with Labor Negotiators
Agency Designated Representative: District Assistant Superintendent for HR/Student Services
Employee Organization: CSEA Chapter 197
3. Conference with Labor Negotiators
Agency Designated Representative: District Assistant Superintendent for HR/Student Services
Employee Organization: SSFAFT
4. To consider the evaluation of performance and discipline/dismissal/release/reassignment of Classified personnel in accordance with Government Code Section 54957 (one case).

RECONVENE INTO OPEN SESSION - 7:02 p.m.

B. ROLL CALL

Board Members:	Mr. John Baker - Present Dr. Chialin Hsieh - Present Ms. Daina Lujan - Present Mrs. Patricia Murray - Absent Mrs. Mina Richardson - Present Ms. Samantha Avila Gomez, Student Board Member - Present
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Cabinet Members:	Dr. Shawnterra Moore, Superintendent - Present Mr. Keith Irish, Assistant Superintendent, Educational Services and Categorical Programs - Present
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Mr. Ted O, Assistant Superintendent,
Business Services - Present
Dr. Jay Spaulding, Assistant Superintendent,
Human Resources and Student
Services - Present

- C. PLEDGE OF ALLEGIANCE** was planned to be led by SSFHS student Anthony Songco. Principal Kevin Asbra explained that he could not attend the meeting and shared a statement from a parent of another school district regarding Mr. Songco. She praised him for going out of his way and helping her carry some items to a volleyball match on campus. She said he is an upstanding, extremely kind, and thoughtful man and thanked Mr. Asbra for teaching his students kindness, respect, and to help others. Principal Asbra said Mr. Songco was the SSFHS September Student of the Month.

D. LAND ACKNOWLEDGEMENT STATEMENT

We acknowledge that the South San Francisco Unified School District is located on the unceded ancestral homeland of the Ramaytush Ohlone peoples who are the original inhabitants of the San Francisco Peninsula.

We wish to pay our respects by acknowledging the Ancestors, Elders, and relatives of the Ramaytush Community and by affirming their sovereign rights as First Peoples.

E. REPORTING OUT FROM CLOSED SESSION

MOTION #55 (Baker/Hsieh) to uphold the discipline recommendation regarding employee #7235. Motion Carried on a 3-0 vote as Vice President Mina Richardson was absent from closed session during the vote on this item.

F. REVIEW OF AGENDA

Assistant Superintendent Jay Spaulding pulled Action item 3b, Approval of a Provisional Internship Permit.

Assistant Superintendent Keith Irish pulled Action item 2a, Approval of the K-12 Strong Workforce Program Grant.

- G. RECOGNITION AWARDS** - Superintendent Moore acknowledged the SSFHS volunteers Ayrnn Bautista, Nixora Ferman, Juan Fuentes, and Veronica Lau. Certificates of appreciation from the Board will be sent to them.

- H. PTA COUNCIL REMARKS** - President John Sanna thanked Vice President

Richardson and Assistant Superintendent Ted O for their attendance at the PTA Council meeting on Tuesday. Mr. O was very helpful in answering HR questions in his presentation and Vice President Richardson did a valiant job in explaining what the District is going through at this point in time in response and reinforcement of Mr. O's comments. Mr. Sanna reported he is going to showcase the PTA for the school which is presenting at upcoming Board meetings. He acknowledged SSFHS's past leadership for leaving the current PTA functioning. There is a new group of PTA leaders at the school. Membership is increasing and he appreciates how Principal Asbra is working with them. He said a parent told him she wanted to speak at a recent Board meeting, but was not called on. He told the Board they are here to listen to parents, students, staff, and the community. Dr. Moore stated that all speakers who raised their hand during the meeting were called on. She will follow-up with Mr. Sanna for the names of any parents who did not speak.

I. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators - None

South San Francisco Classroom Teachers Association - President Danny Yanow said it was wonderful to be back in person, but noted that access for some is an issue and urged the Board to continue to allow remote comments. Almost six months ago, CTA sunshined their proposal to the Board and made a proposal for a salary increase on April 15. Since then, they have not received a counterproposal. He asked the Board what they are thinking. He said "...challenges of returning to the classroom are greater than anything that we as teachers have ever faced. How can you be so disrespectful and dismissive of the people who are doing all of the heavy lifting in this District?" Mr. Yanow said the District has millions which can be used for a teachers' pay increase. This money comes from taxes every year and is supposed to be used in that same year. The money should be spent on employees, but the Board is refusing to even consider making an offer. The money belongs to District families who want it spent on their children's education now. Teachers have left and there is a serious morale problem in SSFUSD. This can be improved by giving them a raise. He said teachers are working twice as hard for the same pay. "Teachers are doing the custodians' work as well as our own, wiping down desks and sweeping floors and you will not recognize that by offering us a raise, what are you thinking? And when every teacher is working above and beyond in an unprecedented situation and we are teaching kids who are two and three years behind where they should be because of the loss of in-person schooling and we are frustrated and worn out and it's only October and you are telling us to keep on keeping on and giving us pats on the back, but no increase in salary, what are you thinking?"

California School Employees Association Chapter 197 - Jolene Malfatti said it was good to be in person again and she is hopeful everyone can work together to

get through this stressful pandemic. Since their Labor Relations Representative is returning from vacation, CSEA is looking forward to getting back to the bargaining table on October 12 with Dr. Spaulding and his team. She said it is vital for the District to focus on retaining current employees. They are short staffed in many areas. Mr. Malfatti said she was happy that Superintendent Moore's contract was extended and she will be leading the District for several more years. She is sad to see Nutrition Services Director Fran Debest leave for another position down the peninsula. She praised her for doing a wonderful job and said she will be missed very much. She encouraged everyone to get their vaccinations and stay well.

- J. PERSONNEL COMMISSION** - Assistant Superintendent Spaulding reported that the next Commission meeting will take place on October 18, 2021.

K. ITEMS FROM BOARD

Vice President Richardson reminded everyone that the library is open and they will be waiving late fees.

L. SUPERINTENDENT'S REPORT

- a. Equity Network** - Superintendent Shawnterra Moore said that starting next month, the Board Governance Team will begin their Equity Network sessions again this year. During these sessions, the team will build upon concepts they learned last year, develop a deeper understanding of educational equity and reflect on their role in interrupting equity gaps that exist in the District's data. The work will also include analyzing the steps they need to take from the Equity Policy the Board developed into equitable practices.
- b. Virtual Independent Study** - Dr. Moore reported that the District has enrolled students whose families requested virtual independent study within the first six weeks of the school year. Educational Services is proposing windows for additional families who request this program. These enrollment windows are aligned to the marking periods, so elementary students can be enrolled every six weeks, because the schools are on trimesters, and the secondary students enrollments are aligned to semesters. This information has been shared with District families to keep them apprised.
- c. Pooled testing update** - the Superintendent shared that pooled testing was launched two weeks ago. While there were some initial bumps concerning logistics and staff, things are running much smoother now. She thanked parents who consented to testing and encouraged others to opt in to the program to ensure the health and safety of the entire community.
 - ASB Reports

- Abigail Verino, Spring Student Trustee and ASB President, El Camino High School, highlighted the following recent and upcoming events at her site: in honor of Filipino-American History Month, she shared a quote from Jose Rizzo, the national hero of the Philippines, where he said “The Youth is the Hope of our Future” and she said District students are not only the future, but right now. As they celebrate and acknowledge the history and heritage month, stories from the past can ensure a great future for those who come after. For World Teachers’ Day on Tuesday, she commended all District educators, the modern heroes for their “...unwavering support and immense dedication to ensuring all students were able to smoothly transition back into in-person learning.”; Homecoming season is in full swing with classes coming together for preparations and rejoicing in being together again; Homecoming officially begins on October 18 thru October 22; a rally, with an Advanced Dance performance, and football game is being held on October 22; Homecoming dance is on October 23 in the school’s courtyard; a new tradition is replacing the Homecoming Court with Homecoming Heroes, where students select their fellow peers who have shown outstanding efforts of service within the school and the community at large; she thanked Dr. Moore, Vice President Richardson, and Mr. Irish for attending the candlelight vigil for Mr. Jim Cresta which had an amazing turnout; on October 23, a non-profit car show at ECHS will take place with funds raised going to a student scholarship in Mr. Cresta’s name; for seniors, the Counseling Department will present graduation requirements and resources on October 26; for Breast Cancer Awareness Month, they are hosting a pink ribbon signing every day at lunch, and at the October 29 football game a Pink Out Day is taking place, where all students and community members attending the game will be asked to wear all pink; for Halloween, ASB will be decorating the campus and a student and staff costume contest is planned; the fall musical, “Little Shop of Horrors”, will run from November 18 - 21; athletes are doing a great job and in the past two weeks, two new lady Colts have been honored as Athletes of the Week.
- Samantha Avila Gomez, Fall Student Trustee and ASB President, South San Francisco High School, shared the following news from her school: She wished everyone a Happy Filipino American History Month as well as Hispanic Heritage Month and said the District has many students of both ethnicities who should be proud of their heritage; Senior Sunrise occurred on September 22, when the senior class marked the beginning of their last year together; on September 25, the Key club participated in a beach clean-up with help from the South City Warriors; a volleyball tournament took place on October 1,

with a team of students or teachers playing against the girls volleyball team, where the Little Ponies won; the Cheer Team has a competition this Saturday in Santa Cruz; school administration is launching a PBIS program to bring a new morale and respect to the South City campus; Homecoming season has started with the overarching theme of “Cities”; seniors are representing New Orleans, juniors are New York City, sophomores are Mexico City and freshmen are Tokyo; next week the school will be decorated by a different class Monday through Friday; the Homecoming dance, on October 16 will be less gender-biased and welcoming of queer relationships; Spirit Week, with a “City Lights” theme culminates in a Friday rally; Earth club has been working on an outdoor learning space and is in need of donations; the School Culture Commission continues to celebrate Hispanic Heritage Month; their annual Haunted House will take place on October 29 with many festive fall items being sold along with fair games; the National Honor Society is having a Thanksgiving food drive with donations being accepted until November 18; the Interact Club is knitting scarves for the homeless community until November 29; the Key Club is working on a kindness card project; girls’ volleyball is having a strong season; home football games take place every Thursday at 4:00 p.m.; the girls’ golf team is PAL champions again; and the PTSA is doing a balloon fundraiser.

Ms. Avila Gomez said teachers are overworked and many are leaving SSFUSD because they are not paid enough. She said, “You can’t expect teachers to be heroes forever without any support.” Lunch lines are still long and it has been almost two months without breakfast and brunch. She reiterated prior suggestions with having students getting excused early from class, then eating their lunch early, and helping to cater food for some form of extra credit. She said students are “disgusted” that remote public comments will not be allowed beginning in November. It is ableist to expect that people with disabilities come to every Board meeting and many students are urging the Board to allow the current form for public comments to be retained.

M. COMMUNICATIONS

Public comments were submitted in advance of the meeting, were read by all Board members and posted on the District’s website before the meeting.

The following were live comments made in-person, followed by Zoom speakers:

Allison Light spoke about prior years when she was the CTA President. In 2014-15, their bargaining team and the Board were told money was very tight and the

District needed to be fiscally responsible. At the end of that school year, the District showed a large reserve. She said the same was true the next year. In 2016-17, teachers were leaving for higher paying districts or could not afford to live here. CTA was told the pots of money, more than a healthy reserve fund, were being set aside for a rainy day. She said the community needs the District to spend money where it can help the most, in this pandemic year. She appreciates that much of this is being used on safety, technology, and for programs to help students catch up in their learning. Ms. Light said the most important asset to a child's learning is the teachers, staff, and educators that they work with at school. Teachers realize their counterparts in nearby districts are bargaining successfully for raises and other compensation. She said if the Board values its educators, they need to direct the District to make them a priority. The priorities of any organization are shown in its budget. She encouraged them to invest in the students' education and in District teachers.

Ethan Mizzi said he was glad that the Board is meeting back in person, but asked the Trustees to reconsider the decision to no longer allow remote public comments beginning next month. Public participation, with comments, in these meetings is foundational to democracy. Zoom allows more community members than ever to provide input on local decision-making, which should be encouraged, not curbed. He said the District should pay teachers and staff more and urged the Board to give them a contract that is reflective of the invaluable work and tireless dedication they provide to the youth and community.

Calvin Quick echoed what other commenters said and urged the Board to continue the option for live remote public comments indefinitely. Remote comments have increased the engagement in public meetings and have also made elected and appointed officials more accountable and accessible. He said that this option can be a lifeline for immunocompromised individuals, working people, the disabled, and any who cannot attend meetings in person to participate.

Alanna Wong, a Westborough MS teacher, said there are millions of dollars in the general fund, undesignated reserve, and in pandemic relief funds which should be spent on fairly compensating teachers and staff. She wants reasonable compensation for her work that has only gotten harder during the pandemic. She asked if the Board really considers them superheroes or if that is just said since it is easier than actually paying them what they deserve. She encouraged them to "Put your money where your mouth is".

Liz Wilberg, an Alta Loma MS teacher was asked, along with Parkway Heights MS and Westborough MS teachers, to create site committees and collect information to assist the District in creating a new bell schedule. However, the District decided to hire an outside consulting firm to do it. She said it is frustrating that the District is willing to waste this money while Mr. O is telling the Board and community that the finances are in dire straits. She said the District should invest in the community

and not pay outside companies to do work that staff are already being paid to do. The District does not believe or trust in their abilities to do the job.

Phill Naranjo, a Spruce ES teacher, read an excerpt from a book called “You’re your Fault” by Rexford Brown. He asked the Board to stop micromanaging and said there should be a requirement that Trustees can keep real jobs before they are allowed to serve on a Board. He encouraged the Board to spend time listening to real parents and real kids. Trustees are too far away to really know what is going on and they will not let the people closest to the problem fix it. Democracy means letting people in schools take care of their own problems. He said accountability is letting people in schools take responsibility for their actions.

Catrina Ellis related a conversation with her Ethnic Study students who asked why teachers were wearing green. She replied that since they asked, she could tell them. She informed them about the long history of negotiations this year. Although they had been asking for a counterproposal for months, none has been received yet. She told her class that there is \$13M of undesignated reserve which does not include the \$17M of pandemic recovery, the \$11M that has been designated for other purposes, or the \$6M that is being saved for future economic uncertainties. They were surprised and asked if it was illegal to not bargain with the teachers. She confirmed it was and when she told them that she could drive a few miles down the peninsula and get \$20K more a year, they suggested she pack her bags. She said they think she should leave because they know how bad of a deal teachers get in the District. Ms. Ellis stated that it is unacceptable that if students are a priority, the District does not attempt to retain and recruit quality teachers.

Kamryn Murillo, an ECHS student, spoke about the problem of long lunch lines. Like many students, she spends the majority of her lunchtime waiting to get food, leaving no time to actually eat it. Some students are so desperate to skip the lunch line that they will leave a class a bit early just to get ahead of the line. There are only two stations to get food in a school with over 1,000 students. The District needs to prioritize this major problem and find a solution as soon as possible.

Javi E. commented on the seeming lack of good faith on behalf of the District. He said the Board owes its constituents an explanation and asked why there is always nothing to report from closed session. If the Board cares about teachers, they should direct the District to offer a raise. The Board should tell the community what is happening. He noted that two Trustees’ terms are up next year and said if the Board does not start paying teachers more, some community members will organize against them.

N. PRESENTATIONS

1. EDUCATIONAL SERVICES

**a. Teaching and learning presentation:
South San Francisco High School**

Principal Kevin ASBRA shared educational priorities and programs at SSFHS. He acknowledged his four volunteers who were previously thanked by Dr. Moore.

Mission Statement

SSFHS will graduate resilient, empathetic, life-long learners, who will become productive, and globally conscious citizens with useful skills to contribute to an ever-changing society.

District Priorities

- Improve Curriculum, Instruction and Assessment
- Bolster Professional Learning and Collaboration
- Strengthen Leadership Capacity

CAR (Communication, Achievement, Relationships)

The SSFUSD car metaphor is a journey to excellence, providing students a superb learning experience by visiting classrooms daily, collecting walk through data and providing ongoing feedback to teachers and support staff. Principal Asbra is focused on the engine to move forward and get to where they want to be. They have to let data drive their decisions.

District LCAP and School Site Goals

1. Academic Achievement
 - Through regular use of data to drive discussion
 - Walkthroughs to observe engagement and learning
 - Professional discussions to facilitate growth
2. Professional Development
 - Resources built into SPSA to support teacher growth
 - District/site PD's to aid various populations
3. Student, Parent, and Community engagement
 - Implementation of PBIS on campus
 - Ongoing efforts to communicate and Invite parent involvement

SSFHS 2021-22Goals

- Rebuild our school culture after 15 months away from campus
- Increase our parent involvement
- Support the academic success of SPED and EL populations
- Improve academic success across all content areas
- Continue to work to create equity on campus
- Support professional development for staff - site has re-engaged PCRC to continue discussions around dealing with various student

issues, doing mediations with student conflicts, and cultural sensitivity and humility.

- Increase attendance rates and work toward alternative discipline practices
- Provide ongoing support for social and emotional learning

Creating a School Climate Through PBIS (Positive Behavior Intervention System)

Creating respectful and responsible members of the community. Work began last summer on PBIS. A team of five individuals went through summer training and continue to meet weekly. They are looking at various ways to address different student issues. With flex time, they have started doing restorative circles, and working on the biggest issue of tardiness and masks. When students get two or three response cards for tardiness or were asked multiple times to pull up their mask, they get on the list and during flex time groups of about ten sit in a circle and talk about their actions, try to have discussions about how it impacts them, others, and the teaching environment. The PBIS team is working hard to create a positive and healthy school climate.

Mr. Asbra presented a matrix used to identify the areas of focus. These three areas are respect, responsibility, and community. Within the matrix are several identifiers for students, and what they continue to have discussions around to address the school climate. PBIS is discussed at every meeting on campus. With adults, they try to continue to create culture and climate around positivity and a set of guidelines or aspects that they want students to hold themselves to.

BARR

- This a year-long program adopted three years ago to help build assets and reduce risks.
- An educational model created to help students manage the transition from middle school to high school.
- Focus: build on student strengths, create positive and intentional relationships, and use data collaboratively to problem solve and guide actions.
- 16 teachers form houses to support freshmen in their classes and find ways to help them be successful.
- Freshmen attendance data: Prior to starting the program, freshmen had a 97% attendance rate and for 2019-20, it was 98%. 2020-21 was a unique year, with a drop to 93%.
- Freshmen suspension data: In 2019-20, through teacher support, ongoing communication, and counseling support, the suspensions

dropped to 36 students. Due to distance learning, there were no suspensions last year.

- The program has also reduced freshmen failure rates of one or more classes.
- A Parent Advisory Committee supports the program.

Supporting the SpEd Population: Changes and Support For 2021-2022

- Added (PUSH) classes where a General Ed. and a SpEd teacher tag team work with students in a class with a mix of General Ed. and SpEd students. Classes include Algebra 1, Geometry, Biology, Chemistry, Earth Science, and English. During collaboration time, teachers discuss supports for students, strategies, and curriculum to identify accommodations that meet the needs of all students. The teachers participated in a three day training to help them work with a mixed student population.
- Added new courses this year where students can flip-flop between English and Math support. An elective, Multimedia Arts, was added in the SpEd department.

Supporting Students in EL

222 students are working toward reclassification. To support students, a Controversial Issues course for long term EL's was piloted in 2020-21. This year, six sections were added. The class helps build skills in critical thinking, writing, and communication to enable students to be reclassified English proficient. To provide support for the students, even though they are still acquiring the language, they are also able to receive A-G credits and at the end of four years, hopefully move on to a four-year university. The EL TOSA has provided a few trainings on campus to aid teachers in identifying who their students are, what level they are, and some of the areas in which they are trying to grow. She is also doing classroom visits and planning work on monitoring their grade progress.

CA Dashboard current performance indicators (from 2018-19)



English Language Arts, Orange - all students indicator is 6.5 points below standard. Site is working to improve this with Wednesday collaborations and with cycles of inquiry, starting with cognitive formative assessment.

Mathematics, Yellow - all students indicator is 69.8 points below standard. Collaboration with teachers around common assessments and grading practices is taking place to improve the indicator.

College/Career, Orange - all students indicator is 32.3% are prepared, A big goal for the site is to have more students that meet the A-G requirements to be eligible to attend a 4-year college. The school has a College and Career Technician who is working to change some of the perspective about going to college and is providing students with support to get there.

English Language Arts, Orange - all students indicator is 6.5 points below standard.

Demographics

The 1316 students include 35 to 40 Middle College students. Principal Asbra is encouraging parents to send their children in virtual independent study back to school because it is a better learning environment for them. Some families are concerned about health and safety and prefer, for at least the first semester, to have their children at home virtually.

Students by Program Group

Female - 673 students, 51.1%

Male - 643 students, 48.9%

EL - 222 students, 16.9%

Students with disabilities - 196 students, 14.9%

Socioeconomically disadvantaged - 503 students, 38.2%

Students by Race/Ethnicity

Native American/Alaska Native - 7 students, 0.5%

Asian - 188 students, 14.3%

Native Hawaiian/Pacific Islander- 27 students, 2.1%

Filipino - 221 students, 16.8%

Hispanic/Latinx - 777 students, 59.0%

African American/Black - 24 students, 1.8%

White - 72 students, 5.5%

Attendance (one month snapshot)

Principal Asbra said the numbers are low in part due to the number of students that have been identified as a COVID-19 close contact and families have chosen to have them stay home during the waiting period for negative results.

Students by Program Group - total 87%

Female - 87%

Male - 88%

EL - 84%
 Students with disabilities - 82%
 Socioeconomically disadvantaged - 85%

Students by Race/Ethnicity

Asian - 94%
 Native American/Alaska Native - 0.5%
 Filipino - 91%
 Hispanic/Latinx - 86%
 African American/Black - 82%
 White - 87%

Suspension Data from 2019-20

- There were 73 suspensions at SSFHS including nine students that had been suspended more than once.

Group	Number of Students	% of Total Suspensions	% on Campus
Hispanic	54	71	53.86
White	6	7.9	6.7
Filipino	5	6.6	22.63
African Am	3	3.9	1.42
Pacific Islander	1	1.3	2.5
Native Am.	1	1.3	1.18
Asian	3	3.9	11.36

The red numbers represent a percentage of total suspensions that is higher than the percentage of that student population on campus.

- 39 Suspensions are drug/alcohol related (51% of total)
- 18 Suspensions are fight/intimidation (24% of total)
 - These two categories make up 57 suspensions (75% of total)
- For the drug/alcohol suspensions there is a clear pattern of most incidents being related to bathroom situations.

Principal Asbra said the good news is that 14 of these students are participating in the Fresh Lifelines for Youth (FLY) program.

Suspension Data from Past Three Years

Principal Asbra shared monthly data from 2016-17 through February 2020 (before the pandemic began). He said the two biggest areas of suspension have been for physical altercations and drug/alcohol violations. With the issue of vaping becoming more prominent, there has been an upward trend in these violations. The suspensions for

physical altercations are being addressed through PCRC working with conflict resolution.

Supporting Social and Emotional Learning (SEL) Needs of the Community

- Academic Counselors, Wellness Counselor, School Psychologist, School Safety Advocate, and Star Vista Therapists
- New Wellness Center for 2021-22
- Weekly Student Assistance Program (SAP) meetings to discuss different levels of support needed.

Creating a Culture of Equity

Principal Asbra shared that SSFHS continues to address the issues of equity and break down barriers so students are able to have opportunities for whatever area they want to choose. This includes conversations with departments to make sure students are allowed to take classes.

The Board recessed at 8:34 p.m. for a break and reconvened at 8:44 p.m.

Trustee John Baker asked if SSFHS did not previously have SpEd team teaching classes which have been present at ECHS for some time. Principal Asbra replied that the teachers work closely together and collaborate on teaching, on the curriculum, and also on what is working. The strategies can be used that are good not only for SpEd students, but all students. Trustee Baker, as a parent of a SpEd student, said he knows those classes are very valuable and very well received by both groups of students.

Trustee Baker asked if vaping is considered a suspendable offense. Mr. Asbra said the school has not had a vaping problem, but some other drug infractions. Trustee Baker questioned, in terms of suspensions for drug and alcohol, whether it is merely possession which is an automatic suspension. Principal Asbra said if a student is under the influence on campus or if they are caught smoking marijuana in the bathroom, that would be a suspendable offense right on the spot. He confirmed that being caught with possession is suspendable under the Ed Code. Part of the process is having the student attend a one-day Alternative to Suspension program which talks about making decisions and choices so that it does not occur again.

Trustee Baker asked what the Board could do to help make students more comfortable academically and attendance-wise in their return to school. Principal Asbra replied that staff is discussing bridging student learning gaps from the last year-plus and what they can do to support

the social-emotional needs of their students beyond the wellness that they already have.

Trustee Chialin Hsieh said she appreciated the presentation, especially the data comparing the suspension percentage with the total student population, in terms of ethnicity. It is wonderful that staff is working on the BARR program improvement. She complimented Principal Asbra for really paying attention and then very intentionally connecting the data and with intervention. She said the suspension data is interesting in terms of patterns in the months of September/October and April/May, when students could potentially be acting out.

Vice President Richardson stated that she appreciates the attention that is given the students. She asked who reports on students who are inebriated or smell of marijuana use. Principal Asbra said it comes in various forms from teachers who notice a student is a little off to students letting staff know they observed someone in a restroom doing something they should not be doing.

Vice President Richardson asked if SSFHS has had any TikTok pranks and, if so, how is it being handled. Mr. Asbra said the site responded to the September challenge to vandalize restrooms by locking them at certain times. He expressed concern with the October challenge of swatting a teacher or staff member on the back. In response, the school sent a letter to all their parents informing them of the challenge. Vice President Richardson said she appreciates seeing how Mr. Asbra moves around campus to check on things.

Vice President Richardson asked what percentage of students have returned back to school. Principal Asbra confirmed that the attendance numbers are actually consistent with where they were last year and have increased a little. He confirmed that they have not seen the trend with parents sending their children to other schools or private ones. Vice President Richardson said she believes everyone is happy to send their children to school and the kids are happy as well. San Mateo County has a low positivity rate and is an example to the whole nation.

Student Trustee Avila Gomez complimented SSFHS's college counselor who has helped many students who did not believe they could make it to college. She is an amazing resource, is changing the school culture, and helping a lot of kids to believe in themselves. Ms. Avila Gomez shared that the ASB class is aware of the TikTok challenges and there have been no major problems. She has a lot of

friends in the FLY program and it shows how important restorative justice programs are, especially at SSFHS.

President Daina Lujan noted that Principal Asbra opened his presentation highlighting the importance of data to drive decisions and he demonstrated how each decision made is strategic and responsive to student needs and effectiveness is being monitored. She complimented him, his staff, the families, and their students.

O. CONSENT AGENDA

MOTION #56 (Hsieh/Baker) to approve Item 1a, Minutes to the regular Board Meeting, September 23, 2021; Item 2a, Certificated Personnel Assignment Order; Item 2b, Classified Personnel Assignment Order; Item 3a, Gifts to the District September 2021; Item 3b, 2021-22 fundraising events; Item 3c, Professional service agreements under \$25,000. Motion Carried. (Unanimous)

INFORMATION/DISCUSSION

1. HUMAN RESOURCES

a. Williams Uniform Complaints for First Quarter Ending 9/30/21

Dr. Spaulding presented the Quarterly Report on Williams Uniform Complaints for the quarter ending 9/30/21, per Education Code Section 35186. This form deals with complaints regarding textbooks, facilities, and teacher misassignment.

He stated that there were no complaints filed in the District for this quarter.

PUBLIC HEARING – SSFCTA Additional Proposal

The Board meeting was suspended to open a public hearing at 9:01 p.m.

The South San Francisco California Teachers Association (SSFCTA) proposal was presented to the South San Francisco Unified School District (SSFUSD) Board of Trustees for successor negotiations related to the Children's Center.

This Public Hearing provided an opportunity for members of the public to comment on the CSEA initial proposal.

CTA President Yanow said the workers at the Children's Center are the lowest paid teachers and are dealing with the youngest students, which is a hard job. He then read the following sunshine statement:

Article 7 Compensation and Benefits - Proposal for Children's Center

7% across the board increase to the Children's Center salary schedules. This proposal is an additional increase above any other increases that may be negotiated for under current negotiations between SSFUSD and SSFCTA resulting in increases to all certificated salary schedules.

The public hearing was closed and the Board meeting resumed at 9:04 p.m.

ACTION

1. ADMINISTRATION

b. Resolution No. 21-51 Native American Heritage Month

Trustee Baker read the resolution.

MOTION #57 (Richardson/Baker) to adopt Resolution #21-51: Honoring Native American Heritage Month. (AYES: Student Trustee Avila Gomez, Baker, Hsieh, Lujan, Richardson; NOES: None). Motion Carried. (Unanimous)

c. 2nd Reading of District's Updated Board Policy

MOTION #58 (Richardson/Baker) to approve the District's updated Board Policy listed below. Motion Carried. (Unanimous)

1. BP 5121 - Grades/Evaluation of Student Achievement

d. Approval of District's New and Updated Board Bylaw and Board Policies

Trustee Baker pointed out that the committee passed these bylaws and policies and recommends them for approval with a second reading waived.

President Lujan commended the Board Policies and Bylaws Committee for their work on quite a few policies.

MOTION #59 (Baker/Hsieh) to approve the District's new and updated Board Policies listed below with the waiver for a second reading. Motion Carried. (Unanimous)

1. BP 0430 - Comprehensive Local Plan for Special Education
2. BP 0470 - COVID-19 Mitigation Plan

3. BP 1312.2 - Uniform Complaint Procedures
4. BP 1340 - Access to District Records
5. BP 4112.9, 4212.9, 4312.9 - Employee Notifications
6. BP 4113 - Certificated Personnel Assignment
7. BP 4119.42, 4219.42, 4319.42 - Exposure Control Plan for Bloodborne Pathogens
8. BP 4119.43, 4219.43, 4319.43 - Universal Precautions
9. BP 4151, 4251, 4351 - Employee Compensation
10. BP 5141.5 - Mental Health
11. BP 5145.3 - Nondiscrimination/harassment
12. BP 6020 - Parent Involvement
13. BP 6115 - Ceremonies and Observances

d. Approval of District's Response to Grand Jury Report on "Building a Racially & Ethnically Diverse Teaching Workforce: A Challenge for Our Schools."

Trustee Baker noted that a lot of the language is boilerplate, but the District is responding to a finding from the grand jury that says the ethnic diversity of the teachers does not meet the diversity of the students they teach. While it is not clearly defined, the grand jury is saying school districts need to recognize the disparity and do better. How this is stated in the response may not necessarily reflect that. He did want the public to know that they are aware of the issue.

MOTION #60 (Baker/Hsieh) to approve the proposed District's response to the Grand Jury report on Building a Racially & Ethnically Diverse Teaching Workforce: A Challenge for Our Schools and authorization for staff to submit the response to the Grand Jury commission. Motion Carried. (Unanimous)

e. Approval of Superintendent's Contract Extension

Trustee Baker said it has a crazy couple of years and without a strong voice and strong hand on the rudder, the District might have drifted and it did not. He commended Dr. Moore on her work and recommended approval of the item.

Trustee Hsieh thanked the Superintendent for her leadership and said she appreciates everything Dr. Moore does in leading the District in the

right direction, helps keep everyone safe, and is achieving the goals, including equity. She said the contract extension is needed and she is grateful the Superintendent is still here and leading the District. President Lujan echoed the Board members' sentiments.

MOTION #61 (Baker/Hsieh) to approve the Superintendent's contract term through June 30, 2025. Motion Carried. (Unanimous)

2. EDUCATIONAL SERVICES

a. Approval of the K-12 Strong Workforce Program Grant

This item was pulled and will be resubmitted in a later agenda.

b. Approval of SSFUSD Local Performance Indicators Self-reflection for 2020-21

Trustee Hsieh complimented the District's leadership for doing a great job on this self-reflection. She feels some areas are even underrated, such as building relationships with the community and parents. The District has gone above and beyond to help the community with translators, Zoom meetings, the Community Forum, and answering questions. Many other districts are not using bilingual speakers or many other ways to respond to the community's needs.

MOTION #62 (Richardson/Hsieh) to approve the District's 2020-21 self-assessment of its progress on local performance indicators based on the LCFF state priorities. Motion Carried. (Unanimous)

c. Approval of Elementary and Secondary School Emergency Relief Fund (ESSER) III Expenditure Plan

MOTION #63 (Richardson/Baker) to approve the District's ESSER III Expenditure Plan, for the 2021-23 school years, to address safe in-person learning, lost instructional time, and student needs. Motion Carried (Unanimous)

3. HUMAN RESOURCES

a. Adoption of Memorandum of Understanding (MOU) Between SSFUSD and SSFCTA to Address Conditions Related to Assembly Bill (AB) 130 in Regard to Independent Study

MOTION #64 (Richardson/Hsieh) to adopt the tentative agreement,

between the SSFUSD and the SSFCTA to address conditions related to Assembly Bill (AB) 130 in regard to Independent Study as a result of the COVID-19 pandemic. Motion Carried. (Unanimous)

b. Approval of a Provisional Internship Permit

This item was pulled from the agenda.

4. BUSINESS SERVICES

a. Approval of Amendment #1 to the Hohbach-Lewin, Inc. Agreement for the Hillside Parking and Drop-off Project

Vice President Richardson asked for clarification on the amount the Board was being asked to approve. One amount listed is \$30.1K and another is \$48K. William Savidge, the District's Facilities Management Consultant, replied that the SSFHS drainage repair project was the original independent consultant agreement with Hohbach-Lewin. It was approved by the Board and the project has been completed. This is an amendment to the original agreement of \$18K.

MOTION #65 (Hsieh/Baker) to approve amendment #1 to the Hohbach-Lewin, Inc. agreement, in the amount of \$30,100, for the Hillside parking and drop-off project. Motion Carried (Unanimous)

REVIEW OF FUTURE AGENDA ITEMS AND MEETINGS *(subject to change)*

Board meetings have returned to in-person and are being held in the Baden HS gym.

Student Trustee Avila Gomez referenced Governor Newsom's vaccination mandate for students by July 2022 and asked how that will change the conversation at the Community Forum. Superintendent Moore replied that the District's next steps will be determined.

October 12, 2021 – Special Meeting

- Discussion/approval of SSFUSD SLO MOU with the City

October 21, 2021 - Community Forum

- Nutrition Services (long food lines and breakfast service at MS and HS)
- Mandatory vaccinations for students 12+ medically eligible to receive them

November 18, 2021

- Teaching and learning presentation - Los Cerritos ES
- Monthly Accounting reports for the months of September and October

- Approval of SMCOE agreement for K-12 strong workforce program grant
- Approval of the 2022 Summer School programs
- Update on Safe School Plans

December 9, 2021

- Board of Trustees reorganization
- Resolution honoring outgoing Board President
- Selection of Trustees to District sub-committees/committees
- Teaching and learning presentation - Ponderosa ES
- Teaching and learning presentation - Children's Center
- Presentation on Performance Management - CTE
- Presentation and approval of 1st interim budget report "positive certification"
- Approval of San Mateo Co. QRIS block grant for 2021-22
- CSBA Delegate Assembly nomination(s)

January 13, 2022

- Recognition for outgoing Student Trustee Avila Gomez
- Teaching and learning presentation - Monte Verde ES
- Presentation on Performance Management - Special Education
- Audited actuals report for the fiscal year ended June 30, 2021
- Approval of SARCS
- Resolution honoring African American History Month (February)
- Williams report for 4th quarter ending 12/31/21
- Update on Governor's 2022-23 budget proposal

February 10, 2022

- Introduction of new Student Trustee Verino
- Teaching and learning presentation - Westborough MS
- Presentation on Genentech and Science

February 24, 2022

- Teaching and learning presentation - ECHS
- Presentation on Performance Management - English Learners
- Resolution honoring Women's History Month (March)
- Resolution for Red Cross Month (March)
- 2022 CSBA Delegate Assembly election

March 10, 2022

- Teaching and learning presentation – Buri Buri ES
- Update on BTSA program
- Presentation and approval of 2nd interim budget report "positive certification"
- Approval of recommended dates for 2022-23 LCAP and budget hearings and adoptions

March 24, 2022

- Teaching and learning presentation – Alta Loma MS
- Presentation on Curriculum
- Presentation on Skyline College Board
- Presentation on Nutrition Services Department
- Resolution for Child Abuse Prevention Awareness Month (April)
- Resolution for Autism Awareness Month (April)
- 2022 CSBA Delegate Assembly election

SUMMARY OF BOARD DIRECTIVES - None

GOOD AND WELFARE

Vice President Richardson said she attended the PTA Council meeting and is encouraged to see the membership increasing. She also participated in Mr. Cresta's vigil at ECHS with Dr. Moore and Mr. Irish. The vigil was well attended, which pleased her. At Saturday's Day in the Park, she ran into President Lujan who was recruiting people for the school district. Los Cerritos ES has a new electronic marquee which is a nice touch for the school. She thanked the District's administration for getting this done.

Trustee Baker thanked everyone who spoke tonight. He said the Board does hear the passion, understands the needs, and it is all taken into account.

President Lujan also thanked everyone who spoke this evening. She appreciates the comments of the parents and the staff, and knows everyone is working more tirelessly than ever. She also thanked the students. When she listens to the ASB reports, she is astounded by their resilience and is grateful for it.

Student Trustee Avila Gomez said SSFHS has their Home Festival starting up next Monday. She is cheerleading on Saturday and hopes their team does well. She reported that ASB has monthly business meetings which they are hosting in the Library Information Center so other students can attend and make public comments, voice their concerns, or provide suggestions.

ADJOURNMENT - 9:26 p.m.