

**SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT**  
**Minutes of the Board of Trustees' Meeting of May 27, 2021**

**CORONAVIRUS DISEASE (COVID-19) NOTICE**

This meeting was conducted pursuant to the provisions of the Governor's Executive Order N-35-20 issued on March 21, 2020 allowing for deviation of teleconference rules required by the Brown Act and pursuant to the order of the Health Officer of San Mateo County dated March 16, 2020 as this meeting is necessary so that the South San Francisco Unified School District can conduct necessary business and is permitted under the order as an essential governmental function.

As SSFUSD is an inclusive school district a Spanish language translation of the Board meeting was also available to the Spanish speaking community.

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 - 6:00 p.m.**

**A. CALL TO ORDER**

**CLOSED SESSION - 6:00 p.m.**

1. Conference with Labor Negotiators  
Agency Designated Representative: District Assistant Superintendent for HR/Student Services  
Employee Organization: SSFAFT
2. Conference with Labor Negotiators  
Agency Designated Representative: District Assistant Superintendent for HR/Student Services  
Employee Organization: SSFCTA
3. Conference with Labor Negotiators  
Agency Designated Representative: District Assistant Superintendent for HR/Student Services  
Employee Organization: CSEA Chapter 197
4. To consider the appointment of one (1) public employee to the position of Director of Facilities Special Projects, Categoricals, and EL Programs, in accordance with Government Code Section 54956.
5. To consider the appointment of one (1) public employee to the position of Principal of Skyline ES, in accordance with Government Code Section 54956.

**RECONVENE INTO OPEN SESSION - 7:00 p.m.**

**A. ROLL CALL**

Board Members: Mr. John Baker - Present  
Dr. Chialin Hsieh - Present  
Ms. Daina Lujan - Present  
Mrs. Patricia Murray - Present  
Mrs. Mina Richardson - Present

Cabinet Members: Dr. Shawnterra Moore, Superintendent - Present  
Mr. Keith Irish, Assistant Superintendent, Educational Services and Categorical Programs - Present  
Mr. Ted O, Assistant Superintendent, Business Services - Present  
Dr. Jay Spaulding, Assistant Superintendent, Human Resources and Student Services - Present

**B. PLEDGE OF ALLEGIANCE** was led by Trustee John Baker.

**C. REPORTING OUT FROM CLOSED SESSION**

Dr. Spaulding stated that closed session item #4 should have listed “Director of Special Projects, Categoricals, and EL Programs” and not “Director of Facilities”.

MOTION #180 (Baker/Murray) to approve the appointment of Dr. Marcos Garcia to the position of Director of Special Projects, Categoricals, and EL Programs. Motion Carried (Unanimous)

MOTION #181 (Murray/Hsieh) to approve the appointment of Luann Daniel to the position of Principal of Skyline ES. Motion Carried (Unanimous)

**D. REVIEW OF AGENDA** - no changes.

**E. PTA COUNCIL REMARKS** - no report

**F. STAFF ASSOCIATION REPRESENTATIVES’ REMARKS**

**South San Francisco Federation of Adult Educators** - None

**South San Francisco Classroom Teachers Association** - President Danny Yanow said throughout the pandemic the union and the District have worked together and always tried to move in the same direction. Tonight’s presentation, by Assistant Superintendent Keith Irish, includes a proposal to change the bell schedule at the high schools. Mr. Yanow said Mr. Irish has assured CTA that this is a proposal, not an action item, and that both Cabinet and the Superintendent understand any change in bell schedules is a change to working conditions and

must be bargained and voted on by our membership before it can be put into place. He spoke about the issue of limiting class sizes as students coming out of lockdown will need smaller class size so that they will receive more individual attention. Lowering class size will forestall the closing of schools due to a lack of enrollment and will attract new students to the District.

**California School Employees Association Chapter 197 - None**

- H. PERSONNEL COMMISSION** - Assistant Superintendent Jay Spaulding reported that the last meeting was held virtually on May 17. During that meeting, they ratified one position announcement and seven eligibility lists. The next Commission meeting will take place on June 21, 2021.

**I. ITEMS FROM BOARD**

President Daina Lujan reported that the SMCSBA voted in President Hector Camacho and she will serve as the immediate past President.

**J. SUPERINTENDENT'S REPORT**

- a. End of Year Gratitude** - Superintendent Shawnterra Moore said words cannot express how grateful she is for the community, ranging from the Board members, to Cabinet members, directors, principals, Classified staff, Certificated staff, brilliant students, and the unbelievably supportive families. Communities that believe in each other, that lift each other up, encourage and support each other really makes it possible for them to weather the storm of the pandemic and still experience some success. She is proud to be part of the community and feels they were able to collectively come together and navigate their way through the challenges of the past year and a half and will be better and stronger together in the years to come. Dr. Moore thanked the entire community for trusting the District's decisions even when they did not always agree. It has been a really hard year, but some great things have been accomplished in spite of a global pandemic.
- b. Availability of Vaccines** - Dr. Moore said everyone is looking forward to the prospective re-opening of California on June 15. However, that is partially predicated on a sufficient vaccine supply for all 12-year-olds and older, and she wanted to remind the community that there are multiple pathways to getting the vaccine. Those who are interested in getting vaccinated can contact their healthcare provider, CVS or Rite Aid pharmacies, or access California's My Turn as well as the San Mateo County Health Department.
- c. Recognition of Nurse and Health Techs and COVID-19 testing** - the Superintendent recognized the District's nurse and Health Techs. SSFUSD was able to offer monthly COVID testing to employees the latter part of the school year, which would not have happened if it were not for Classified staff.

She acknowledged the District's partnership with nurse Bonnie White and Health Techs for their phenomenal job traveling to ensure that any staff member or employee had the opportunity to be tested.

- d. **Science Garage poster session** - Dr. Moore reported that on May 20, Genentech hosted a virtual scientific poster session for students enrolled in their second and third year biotechnology courses. Second year biotechnology students presented formal posters based on lab experiments that they had conducted at home as part of their course work this year. Third year biotechnology students presented scientific talks on research questions that they were able to answer using bioinformatics. While the posters and the talks were based on a single research experiment or project, the event culminated two to three years of learning, as students had to draw on their understanding of a variety of biotechnology concepts, and they were able to show off their ability to effectively communicate scientific information. Six students received awards for the quality of their posters, the ability to verbally communicate their research, and their ability to learn from both unexpected results or failed experiments. Three of the student presenters were also recipients of Futurelab scholarships. The Superintendent said the District is very proud of the student presenters and all that they have accomplished.

## K. 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:

Liz Renaud, a District Speech Language Pathologist, thanked the Board and District for how they led the District through the pandemic. She appreciates the consistent effort and focus on safety. She also thanked them for hiring the additional personnel in the beginning of the year, particularly the Behavioral Therapists and additional Psychologists, which have been invaluable. She commented on retaining Zoom and YouTube for further Board meetings, since the community has been able to participate more with those formats. With the potential start of the fall season to in person learning, she asked to keep Special Education Specialists in mind when thinking of work spaces. Some specialists typically work with groups of one to six students at a time work in rooms without windows and/or ventilation. She asked if a mechanical system report will be done on Hillside School and middle and high schools. She also asked that during continued negotiations, class sizes for all grade levels be considered, particularly now as the focus is on student needs post distance learning. She thanked Board members who participated in Martin ES's 5<sup>th</sup> grade promotion.

Samantha Avila said as they come to the end of the school year with finals and AP testing, there were many students that fought against the schedule with three

classes in the fall and four classes in the spring. Many of her peers struggled to learn American History in a few months and then re-learn it before the exam. For AP Language, they had three months to learn how to better their writing and learn different formats. It was a terrible schedule, which many students spoke about during Board meetings and it broke them mentally. She said the Board has consistently not done things when children told them it is harmful. Although students got through the school year, she asked what they sacrificed. She expressed concern that if, during the summer, the Board votes on having police in schools, Student Trustees will not be able to express their opinion to remove them.

## L. PRESENTATIONS

### 1. EDUCATIONAL SERVICES

#### a. Teaching and learning presentation: Baden High School and Adult Education

Principal Stephen Redmond shared educational priorities and programs at Baden HS and Adult Education.

Vice President Richardson asked Principal Redmond's opinion on what skill surprises him that students are lacking in independent skills class. He replied that some students have supportive teachers in the classrooms, and once they are done, that support is no longer there. It is really on the students to be able to function outside of an educational system. Students need to have the skills to be independent whether it is getting on a bus, walking to the park, or cooking by themselves. Vice President Richardson asked how many students he sends to the Skyline Middle College program. Mr. Redmond said his students do not feed into Middle College.

Trustee Patricia Murray said the presentation was wonderful. She appreciates Principal Redmond's programs because at the end of the day, not all kids learn in the same way and his school addresses that

Trustee Chialin Hsieh also thanked Principal Redmond for the presentation. There are so many programs he oversees which serve many non-traditional high school students. She noted that Baden HS has 74% Hispanic students while the overall District demographics show 48% Hispanic students. She appreciates Dr. Moore sharing how the District reviews data for the referral process for students to attend Baden HS. Those data points could potentially link to suspension or attendance and she is grateful that the District is looking into all this information as the Board is very focused on the equity process.

Trustee Baker said he was disappointed to see the drop in the number of English Learners. While that is understandable, hopefully they can

rebuild those numbers next year. He thanked Baden HS's staff and Principal Redmond for working extra hard over the past year and continuing to do so.

President Lujan echoed her colleagues' thanks for the many programs Principal Redmond oversees. She commended his hard work to build collaboration and relationships. At the 2018-19 Baden HS graduation, many students raised their hand and said they earned the Skyline Promise Scholarship, which is a hallmark of his helping students have hope. She also thanked him for giving each program the attention it needs and fostering relationships along the way and gave kudos to him and his staff for their hard work.

## **2. ADMINISTRATION**

### **a. SSFUSD Fall Return to in Person Learning Presentation**

Cabinet members shared SSFUSD's Fall in person reopening information and updates from Human Resources/Student Services, Business Services, and Educational Services.

Dr. Moore said they were sharing the presentation with the Board and community updates about what they are anticipating as they prepare for Fall 2021. In August, Governor Gavin Newsom released the blueprint for safer economies and it replaced the monitoring list with a four-tiered color-coded system that tracks COVID cases by counties. Effective June 15, California will fully re-open its economy, and the District will drop nearly all COVID-19 restrictions including the tier system if two criteria are met. One is that the vaccine supply needs to be sufficient enough for Californians ages 12 and above who wish to be inoculated, and then if hospitalization rates are stable and low. Currently, the county is in the yellow tier. The District has created opportunities for staff to be vaccinated and communicated via multiple pathways. In April, about 665 employees received their vaccine, which represents approximately 67% of staff. They cannot yet require vaccinations for staff and students, but that could change. Schools are anticipated to return to in person instruction for all students, full day every day. District will have additional measures to support the health and safety of staff. When the District launched into re-opening for elementary colleagues, they worked directly with site leaders on the processes and protocols, and they anticipate doing very similar things next year. They are excited about launching their Equity, Diversity, and Inclusion Committee and refocusing on strengthening their system to be more equitable. The Board and Cabinet will spend more time talking about this at their Saturday session. As the District hears from the California Department of Public Health, it will likely impact San

Mateo County, and they will adjust their protocols based on what is received from the State level.

Dr. Moore spoke about educational equity and accessibility which leads to positive outcomes. One of the fundamental principles that everyone values is about ensuring they are maneuvering through the lens of equity, where they can be an anti-racist, anti-ablest school district where they are very persistent in looking at policies, programs, practices, and protocols to ensure they are operating in equitable ways.

### **Human Services/Student Services**

Assistant Superintendent Spaulding reviewed the following:

#### Hiring Practices

- Human Resources has focused the past two years hiring staff with a focus on equity which continued this Spring
- We've worked with our site leaders in establishing consistent questions to be used in our certificated interviews with questions about:
  - an understanding of equity and what it would like in the classroom
  - an understanding positive behavioral intervention support (PBIS) restorative justice practices
  - an understanding of professional learning communities and using assessments
  - engagement strategies with a focus on English Learners and Special Education students

#### Staff Training

- Trainings that are required
  - Mandated Reporter training
  - Sexual Harassment training for management and staff Bloodborne Pathogens
- Additional trainings are available for staff as needed
- In addition, we may require additional training that follow safety and health guidelines, such as:
  - Social Distancing
  - Face Coverings
  - Hand Washing

#### Volunteer Requirements

- For 2021-22, SSFUSD will continue to require all volunteers to complete paperwork before volunteering on campus.
- For the upcoming year, all volunteers will have to show proof of vaccination before they start volunteering.

### Student Services

- Restorative Practices
  - New coordinator position
  - Best practices and adherence to the Expectations for Student Success Handbook
- Developing an Alternative to Suspension Program
- Addressing Chronic Absenteeism
  - Positive messaging and application to truancy situations
  - Expanding partnership with EveryDay Labs
- Online Registration
  - High School pilot, annual updating
  - Outlook for Elementary/Middle expansion

### **Business Services**

Assistant Superintendent Ted O reviewed the following:

#### Health and Safety

- Health and Safety is a top priority for our District
- We have been very responsive to the needs and concerns of our staff, students, parents, and the community
- We want to ensure that everyone who comes onto the campus is protected and feels safe
- Some of the purchases and actions we have taken to address Health and Safety include:
  - Essential Protective Equipment including hand sanitizer, disinfecting chemicals and wipes, thermometers, face masks and shield, disposable gowns, gloves and goggles.
- Posted a lot of signage at our sites to remind people to wear the mask, physical distancing requirements, washing their hands and also having temperatures taken.
- Our maintenance staff installed plexiglass barriers at all locations as needed.
- We also added air purifiers, sanitizing, and disinfecting equipment to do a better job of disinfecting the classrooms.

#### Custodial Staff Trainings

- Mandatory Trainings for Custodial Staff
  - Cleaning and Sanitizing
  - Safe use of cleaning and disinfecting chemicals
  - Properly and safely operating the Mobile UV-C Light Room Sanitizing Units

### **Educational Services**

Assistant Superintendent Irish reviewed the following:

#### SB 98

- SB 98 was signed into law on June 29, 2020 which provided districts the ability to offer distance learning.

- SB 98 will sunset on June 30, 2021 unless the California legislature takes action “to reauthorize SB 98” for the 2021-22 school year.
- If SB 98 is not reauthorized by the California legislature, the following requirements will be enacted:
  - Minimum daily instructional minute requirement, annual instructional minute requirement and annual instructional day requirements.
  - Superintendents (Dr. Moore) meet regularly with County Superintendent - (Supt. Magee) to obtain the latest information
- SB 98 is not likely to be reauthorized at this point in time based on the latest information.
- SSFUSD receives updates/information on legislative bills/insights from County Counsel & County Superintendent Magee.

If SB 98 is not re-authorized and it does not look like it will be, then all schedules at all levels will need to meet the following minimum number of instructional minutes.

#### Instructional Minutes Requirement

- Kindergarten - 36,000 minutes
- 1<sup>st</sup> to 3<sup>rd</sup> grade - 50,400 minutes
- 4<sup>th</sup> to 8<sup>th</sup> grade - 54,000 minutes
- 9<sup>th</sup> to 12<sup>th</sup> grade - 64,800 minutes

#### Independent Study (IS) for 2021-22

- IS students will focus on core classes; electives and PE may not be offered.
- IS students will receive about 5 hours of instruction and support per week.
- IS students will not have live synchronous instruction daily.
- IS students may have to be monitor virtually when taking assessments.
- IS students will be assigned classwork daily and must meet minimum daily instructional minutes for the grade span.
- IS teachers will set up office hours to assist students.

Right now, SSFUSD is looking at a potential option for families that might be uncomfortable with returning to in person instruction for the 2021-22 school year. Independent study is very different than what has done this past year in terms of distance learning. So independent study focuses just on core classes. The big key is students must be able to do work on their own. There will be no live synchronous daily instruction like we have right now. Students can have the ability to check in with office hours to have assistance, but it is really for students to do the work independently. Dr. Moore sent out a letter

describing independent study to get an idea of how many parents would potentially be interested. As of today, **102 people or 6.6% of families want to be considered for IS.** 1,550 surveys have been submitted and a letter will go out tomorrow asking again.

#### SB 328

- This bill would require the school day for middle schools and high schools to begin no earlier than 8:00 a.m. and 8:30 a.m., respectively, by July 1, 2022, or the date on which a school district's respective collective bargaining agreement that is operative on January 1, 2020, expires, whichever is later, except for rural school districts.

#### High School Scheduling Considerations

- SB 328 - Start time - 8:30 a.m.
- Consistent bell schedules at both comprehensive schools - ECHS and SSFHS
- 1 day all periods meet (1-7) - Fridays and the other 4 days are a block schedule
- Collaboration meetings
- Flex periods
- Brunch periods

#### Potential Benefits of Proposed Schedules

- Start time - 8:30 a.m. - consistent at both HS and later start - will need to have an 8:30 a.m. start at HS starting in 2022-23
- Consistency for students so we can potentially have students take classes at the other high school
- Collaboration meetings embedded in schedules monthly - consistent for professional learning opportunities
- Support for students via flex time
- Brunch periods
- Block schedules allow more in depth learning/classroom activities & teacher - student interaction
- Allows SSFUSD to transition to hybrid/distance learning if needed in 2021-22

#### Update on schedules for 2021-22

- Created HS Teaching and Learning Task Force Committee to propose HS schedules.
  - Consisted of 23 members - 10 from ECHS & SSFHS (students, parents, classified, certificated and site principals) and 3 members from Educational Services.
  - Met twice - April 28 and May 12, 2021
  - Discussed SB 328 late start and adding a brunch period

- Adding flex periods and brunch could necessitate lengthening the school day and work day for certificated staff
- Reviewed District scheduling priorities; members voted via a survey to recommend HS bell schedule for 2021-22
- Adding a Brunch
- Expansion of School Breakfast Program connected to studies that show the benefit of providing am food to health, focus, attendance and discipline
- Brunch participation typically higher than participation in breakfast before school
  - SSFHS: 55 before school vs. 275 brunch
  - ECHS: 20 before school and no brunch
- Students/staff get a “10-15-minute break” mid-morning; brain break/food
- Staff - duty free

#### High School Schedule Options

The Teaching and Learning Task Force Committee reviewed four schedules. Option A and B are our current schedule, so if we did not incorporate SB 328, we had one schedule with no brunch, and we had some flex periods in here. The District’s current work day for certificated staff is 7 hours. Option C and D involved discussions about the possibility of lengthening the work day. For any change in working conditions, District leadership understands they would have to negotiate with the unions. Option C and D have a longer work day and a flex period in the morning and at the end of the day. The reason for putting it at the end of the day is that by starting at 8:30 a.m., school would then get out about 3:35 p.m. to 3:45 p.m., which would impact student athletes missing classes. So, the thought process is having flex twice, once in the morning and once in the day would be advantageous for all students’ schedules. 14 of the 23 members on the Teaching and Learning Task Force Committee completed a survey and proposed considering bell schedule 3, which is option C, and would have the 8:30 a.m. start time, brunch would be 19 minutes, flex time is embedded in the schedule, and then the longer school day, if negotiated as such would be 7 hours and 25 minutes.

#### Elementary bell schedules

- No proposed changes to Elementary bell schedules at this time
- Schools will reinstate 2019-20 bell schedules
- Start times - between 8:20 a.m. - 8:30 a.m.
- End times - Kindergarten - approximately 1:30 p.m.
- Grades 1 - 5 - approximately 2:45 p.m.

#### Middle Schools

- Middle Schools will reinstate 2019-20 bell schedules

- Middle schools are contemplating adding a double lunch period
- One lunch period for grade 6
- One lunch period for grades 7 and 8
- Start times - 8:25 a.m. - 8:45 a.m.
- End times - 3:00 p.m. - 3:15 p.m.
- SSFUSD will create a MS Teaching and Learning committee to study, analyze 4X4 A/B schedule in Fall 2021

If the District decides to negotiate and lengthen the work day adjustments would be made to the elementary and middle school schedules as well.

Trustee Baker noted that the District has been working on restorative justice and he would like to see a coordinator hired which would provide a little bit more strength in that field. Alternatives to Suspension is also great to see and online registration for high schoolers is something he looks forward to. He said since this is the end of the pandemic, it is a chance to kind of do a reset. If something has not been working in the past, this is their opportunity to work on it. He acknowledged some things need to be negotiated. Based on his high school experience, Trustee Baker thinks having a break and a snack would be helpful for students. He would like to hear from students concerning flex time on Mondays and Wednesdays vs. Tuesdays and Thursdays since they often use that time to catch up on homework and might already be caught up by Monday.

Trustee Hsieh said it is really helpful using the Four Pillars to focus on the District priorities. She acknowledged Dr. Spaulding's interview questions are aligned with student groups. She said health and safety is the most important pillar on which they should focus. She appreciates having the student voice on the task force. Trustee Hsieh said she trusts the recommendations of the task force because those students, parents, classified and certificated staff, and managers are the experts. She said the public wants the District to consider the bus schedule to unify the start of the day for all three middle schools and make sure that students taking a bus to school do not miss first period class. Trustee Baker shared that the bus schedule for the school routes are based on what the District provides SamTrans. Once the District's schedules are set the information is reported to SamTrans and they should be able to accommodate the students.

Trustee Murray thanked everybody for their time and effort into creating the well thought-out report. She appreciates that the District is looking out for the students at a top level and is kid-focused

Vice President Richardson said she concurred with her fellow Board members and puts a lot of faith in the surveys. She looks forward to seeing more participation, but the early return is positive. It gives them a clue for how everyone is feeling and the District cannot be accused of not giving the families and community enough information. She thanked everyone for creating a very well put together statement of where the District is going and that the student voice is being included.

Trustee Murray said she appreciated the presentation which showed how over the past year they have all been working beyond their full capacity and they are also looking to the future. Everyone, in a very intentional way gathered student, staff, and parent input. She agreed that more respondents are needed to acquire solid survey data. Trustee Murray thanked the task force for their work and their forward thinking since SB 328 is going to become a reality. She expressed interest in the feasibility, as the task force continues their work, in engaging in negotiations on something like the work hours. Dr. Spaulding stated that negotiations with CTA are scheduled for next Friday, so he can bring the proposal forward to them and he will report to the Board in closed session on June 10.

The Board recessed at 8:25 p.m. for a break and reconvened at 8:35 p.m.

### **3. HUMAN RESOURCES**

#### **a. Certificated Salary Analysis Presentation**

Dr. Spaulding provided information on salary increases and schedules, and compensation and benefits, including health care.

##### Certificated Salary Increases

- 2014-15 - 5.00% salary increase
- 2015-16 - 5.00% salary increase
- 2016-17 - 7.00% salary increase
- 2017-18 - 2.00% salary increase
- 2018-19 - 3.25% salary increase
- 2019-20 - 2.25% salary increase
- 2020-21 - 3.00% salary increase

The same percentage increase over the last seven years is 27.5%, a little less than 4% of a salary increase.

The Board also provided an increase on the medical cap in 2014-15, which was an additional \$200 per month for the employees, \$2,400 per year per employee. Then again in 2019-20, we fully funded coverage of a single employee at the Kaiser rate for medical, dental and vision, which was an additional \$500K. The Board also approved an increase in the certificated hourly rate from \$37 to \$45 an hour in 2017-18, and

most recently in 2019-20, from \$45 to \$50, for \$334K. And during COVID-19, the Board approved a one-time off salary stipend of \$800 for staff to be prepared in doing online distance learning and lesson planning. The ongoing cost was \$13.1M for that salary increase over the seven-year period.

#### Amount of Salary Increase

- Between 2014-15 to 2020-21 (7 years), salaries of certificated employees increased by \$13.1M.
- With medical and other employee compensation, this amount goes up to \$16M for the 2020-21 school year.

#### Percentage Salary Increase

- Between 2014-15 to 2020-21 (7 years), certificated salaries increased by 27.50%.
- With medical and other employee compensation, this percentage goes up to 33.22%.

#### Salaries to Total Budget

- Prior to the salary increase, certificated salaries were 36% of the overall SSFUSD budget.
- With the salary increase, it is now 48% of the overall District budget.

#### District Out-of-Pocket Cost

- The average salary of SSFUSD teachers in 2019-20 was \$80,387.
- With the District's contribution of 16.15% per teacher to retirement and health benefits, the total comes to \$106,794 per an average teacher.

#### 2019-20 Starting Salary Comparison

SSFUSD ranks 11 out of 24 San Mateo County districts (including the SMCOE) in starting salary. Our starting salary was \$56,352. The lowest salary was in a different district, approximately \$12K lower and another district south of us was about \$14K above us. So, there is a very wide discrepancy.

#### Highest Salary Comparison

SSFUSD ranked 14 out of 24 districts in 2019-20. The highest salary was \$104,979 and another district was \$32K more. Most recently, the Board approved a 3% raise for certificated, so it's now up to \$108,128.

#### 2020-21 Salary Schedule

Dr. Spaulding reviewed the step-and-column employee increases for Certificated staff based on college units, a credential, and advanced degrees.

Trustee Baker asked if the salaries are based on the mean rather than the median. Dr. Spaulding confirmed that is correct. Trustee Baker said, in the future, the median might be better, especially when comparing SSFUSD to other school districts. He noted that seven of the eleven school districts which have higher starting salaries have parcel taxes. He said if they want to give the teachers more than a slight bump in the future, the District will need to find another source of revenue. Otherwise the District will recruit teachers and lose out if they continue to move south. He said an excellent group of facilities, east of Highway 101 helps fund the District, but with Prop 13 and a low turnover in houses, the District is not getting the benefits of the inflated housing prices.

Vice President Richardson thanked Dr. Spaulding for his presentation, which makes a lot of things clear in the numbers. San Mateo County is a very expensive area and unless someone makes \$70K, they are considered in the poverty line. She said she has looked for places to get more revenue for the District.

Dr. Moore thanked Dr. Spaulding for providing a clear picture of the certificated salary analysis. She acknowledged the Board for their work over the past seven years ago that shows that the District is investing in its staff. One of the things Trustees mentioned is around Human Resources and budgeting and ways to not only recruit the best talent, but how to retain them, and it means also looking at engaging in negotiations and offering support. She pointed out that 33.22%, approximately \$16M over the last seven years has been invested in certificated staff. Since 2014-15 the investment provided for staff goes beyond that and she applauded the Board for also recognizing that they want the best talent and want to retain them in the District. This presentation gives the community and the Board a clearer picture of the investment in the District. Of course, there is always room to grow. Often times, SSFUSD is considered the lowest paying district in the County and teachers are not valued. The data indicates that colleagues are valued and the District wants to do what is right and best for them, and also remain fiscally prudent and responsible.

Trustee Lujan thanked Dr. Moore for the clarification and thinks that was why this presentation was requested. The Board wants the community to know how much they value the teachers, and the investment that they make in them.

Trustee Hsieh said the presentation painted a clearer picture for her as a newcomer. As Vice President Richardson said, SSFUSD is not the bottom and not the highest paying district, but it is in the middle. And

there is always room for improvement. It is also very helpful to see this connected to a District priority.

President Lujan also thanked Dr. Spaulding and Mr. O and all the staff that worked together to create this presentation in a short time. The data really does help highlight where the District really is. There are always areas of opportunity, but it is important to be clear that SSFUSD is not the top, but definitely not the bottom either and staff are valued.

## **M. CONSENT AGENDA**

Vice President Mina Richardson asked about the declaration of 277 surplus items and whether the District receives any type of revenue from these items. Assistant Superintendent O replied that they are laptops which are out of useful life and are sent for recycling or disposal and provide no revenue.

Vice President Richardson inquired about the professional service agreements under 25,000 memo and if there is a specific fund used for them. Mr. O said under the heading for each item, such as the ECHS item, that sites could use their discretionary funds or use gifts and donations that they receive, so it is up to the site's discretion how they want to use their funds to pay for it.

MOTION #182 (Richardson/Murray) to approve Item 1a, Minutes to the regular Board meeting, May 13, 2021; Item 1b, Children's Center Program 2020-21 annual self-evaluation reports; Item 2a, Single Plan for Student Achievement (SPSA's); Item 3a, Certificated Personnel Assignment Order; Item 3b, Classified Personnel Assignment Order; Item 3b, Destruction of Class 3 Disposable Records; Item 4a, Purchase Order Listing, April 1 - 30, 2021; Item 4b, Warrant Register, April 1 - 30, 2021; Item 4c, Cash Receipts, April 1 - 30, 2021; Item 4d, Declaration of surplus items; Item 4e, Gifts to the District for May 2021; Item 4f, Fundraising events for 2020-21 and 2021-22; Item 4g, Professional service agreements under \$25,000. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

## **INFORMATION/DISCUSSION**

### **1. ADMINISTRATION**

#### **a. Discussion of Return to in Person Board Meetings**

The Board continued their discussion on preparing to return to in person meetings and considered the platform options and meeting structures.

Dr. Moore began the conversation with a review of the Board's previous discussion to return no later than June 24. Prior to transitioning to in person meetings, the Board asked staff to bring back some options for the type of platform that they may want to transition to in lieu of Zoom, or whether they might retain Zoom, and options for the structure and/or format of meetings. She provided several options to Board which noted key differences for their consideration. The last option indicated that if the Board did not see the perfect option, they could pick and pull from other options to create a new option. She said IT Director Joe Siam, who co-facilitated the session, also provided information on the different platforms available.

President Lujan asked the Board for comments focused on what options they are most interested in.

Vice President Richardson asked about a motion to return the travel stipend to the Board. President Lujan said that would be a separate conversation.

Trustee Hsieh said she favored option two and to continue to Zoom. *(Option 2: Consider having the Board meet in person in the Board Room at the District Office. Cabinet and staff would meet in their respective offices at the District Office (because we all cannot fit in the Board Room and maintain physically distancing) and everyone can participate via Zoom. Live public comments would still occur via Zoom and be accepted electronically. The option for live streaming to YouTube would continue for the community.)*

Trustee Baker said option two may be a starting point with the June 24 Board meeting and having people Zoom as well. Then they would begin to expand and return to the Baden gym closer to the school year once the IT infrastructure to handle a live Zoom meeting is set up. His preference would be Baden with extra social distance seating and maintaining the remote commenting and viewing opportunities for greater reach out into the community, with a captioner and online Spanish translation

Trustee Murray agreed with starting at the District Office and then ramping it up, but she would like to see the Board move to in person meetings without laptops. She prefers to keep the Zoom access and said any live comments should be done publically in the meetings.

Vice President Richardson stated that she had no preference, but the only reason she would like to return to in person meetings is to have students come to the meetings and receive their certificates. That recognition is "a life-long memory for some students". While she is open to a lot of possibilities, she likes in person meetings.

Trustee Baker noted that they have seen the audience increase from audio streaming meetings to YouTube broadcasts. Zoom meetings and taking remote public comments has brought out a lot more democracy and a lot more participation from community members. He prefers remote commenting and broadcasting with captioners and translation.

Trustee Murray said they should still allow people to see the meetings. She had heard from many people they prefer this even before distance meetings began. In terms of having people making live comments directly to the Board, she likes seeing their faces, hearing the inflection in their voices, and understanding where they are coming from. She wants to make sure they are hearing all the voices needed in order to inform their decisions. She supports continuing with the written comments which are read by the Board prior to each meeting.

President Lujan said she did not think all Trustees agreed on one specific option. However, they all support Zoom as the preferred platform. The consensus is that they want people to be able to watch the Board meetings either as an attendee on Zoom or when it is streaming to YouTube. While they also want people to be able to engage with the Trustees, there is not a clear consensus on whether to start in the Board room and transition to Baden or start in Baden. She noted that the tricky thing with the comments is making sure everyone raises their hand at one time. With speaker cards, the President can sort them by items which are or are not on the agenda and know at what point in the meeting to call upon the speaker. As a facilitator, President Lujan prefers public comments be submitted in advance or be done in person during the meetings.

Trustee Baker spoke about the bandwidth at each facility since the Board was originally told the District Office does have the modern Wi-Fi installed as opposed to Baden, which has not been upgraded yet. Director Siam told him that either location would work. While he does not mind starting at Baden, if they do not have an audience at first, then the District Office would be a better location.

Trustee Murray said she did not mind where they started, but agreed with the live comments. If they begin meeting in the District Office, people may feel comfortable since she thinks they are all vaccinated.

Vice President Richardson asked about the cost. Dr. Moore replied that the cost for either location would be related to the Zoom license if they use the current platform, otherwise they would not be asking staff to come if it was just the Board because the meetings would still be virtual.

President Lujan said that they will accept written comments and at some point in person comments would be made so the facilitator has the ability to sort through the speaker cards. The Board would then have in person interaction. For the record, she stated her preference to retain remote meetings for the time being.

Trustee Baker said that until they open meetings to the public for in person attendance, they need to keep the remote commenting. The District Office would make more sense because the acoustics are better. He suggested a Baden test run before the meetings are fully open to the public.

Dr. Moore said a transition back to in person on June 24 could be for the Board, Cabinet, and staff until they ramp up to a more pre-COVID type of meeting, but that still is on the table if the Board is interested. She responded to Vice President Richardson's question of cost, saying that if they start to invite people, they would need to have someone monitoring health screening and checking people as come in. That could all change on June 15 with the Governor looking to reopen California. Even though they might plan for these things, they could get additional information that says none of it is necessary.

Trustee Hsieh agreed with Trustee Baker's comments and that they may have enough information to go forward to the next item.

President Lujan summarized the discussion saying she heard support for just the Board, Cabinet, and staff to meet in the District Office on June 24. Meetings would continue with Zoom and be broadcast to YouTube, taking public comments via the Google forum and Zoom for now. A future item would be reflecting back on how this was working and then to also consider if they want to make an additional change, potentially working toward just using YouTube.

Senior Executive Assistant Nalani Allen-Cantley responded to Vice President Richardson's earlier question regarding their stipend, which applies to the entire Board. She said in the future agenda items section of this agenda, it states that at the next regular Board meeting on June 10, there is an item for the Board to consider a compensation increase for the 2021-22 school year and that does include a decision on the mileage stipend.

President Lujan thanked Dr. Moore for mentioning the Governor's guidance, which is something critical and may change. This is something to be mindful of and if that changes, they would need to go in that direction.

Superintendent Moore confirmed that for June 24, staff will be transitioning to the District Office and continue the Zoom and live streaming. Then within the next month or two they will start transitioning back to Baden, keeping in mind whatever the latest guidance is and adhering to that.

**b. Discussion of Land Acknowledgement at Board Meetings**

The Board discussed possibly beginning their meetings with a land acknowledgement statement for the indigenous community and whether this acknowledgement should be formally adopted and implemented, moving forward, at each Board meeting, quarterly, annually, or not at all.

Trustee Baker said he was the Board member who brought this item up for discussion. As a State employee, he has been to a lot of community meetings across California, especially in rural areas. It has become widespread to formally acknowledge those whose land was taken over and reflect upon the erasure of indigenous peoples and the traumas they suffered under colonialism. He said, "It honors the spiritual relationship that indigenous peoples have to their ancestral lands..." This would be a small gesture of recognition for Native American people.

Trustee Hsieh agreed with Trustee Baker's ideas and suggested the statement be made each semester.

Trustee Murray also supports the idea, especially with the Board's emphasis on equity. It is something to show where they stand. She would like to have the statement read at every meeting.

Vice President Richardson said the statement would portray a nice image for the community, the District, and the Board. She suggested possibly having a recorded statement being included on a monthly basis. She noted that the District sits on other people's land and some South City history does not include anything prior to the Mexican occupation.

President Lujan agreed the statement should be adopted, for the public, as well. She said the Board can decide on the frequency.

Trustee Baker said the statement could be recorded, but read live during Native American History Month in November and possibly at the first meeting of each semester, if not monthly. He expressed concern than a recorded version may be offensive.

Trustee Murray agreed with the frequency of every semester and Native American History Month, but is fine with reading it at every meeting.

President Lujan confirmed that the statement is something the Board wants to include. She said reading it live confirms that it is something they believe in and why they are taking the time to read it. She is comfortable reading the acknowledgement at the beginning of every meeting to give it personal recognition.

The Trustees agreed to bring the land acknowledgement back for approval at the June 10 Board meeting. The statement would then be read at each Board meeting, beginning June 24.

## **2. BUSINESS SERVICES**

### **a. May Revision of the Governor's Budget**

Assistant Superintendent O presented information on the revision of Governor Newsom's State budget proposal for the 2021-22 fiscal year, which was released on May 14, 2021. This is the final statutory opportunity for the Governor to update his economic projections and make changes to his proposed budget before the enactment of the State budget in June. Last week, Mr. O and his staff attended a School Services of California workshop to gather the details of the proposed budget, which they will be using to prepare the District's 2021-22 budget. Mr. O said this is actually one of the better May versions from the Governor.

#### Local Control Funding Formula (LCFF)

- For the first time since its creation, the LCFF is facing a reduction instead of an increase.

#### Statutory COLA (Cost of Living Adjustment)

- In the May Revision, the Governor is proposing three different cost-of-living adjustments (COLAs) for next year.
  - 5.07% for the Local Control Funding Formula (LCFF) to provide additional funds to school districts
    - 2.70% for 2021-22 and 2.31% for 2019-20 due to an increase in revenue received
  - 4.05% for Special Education
  - 1.70% for Other Categorical Programs (Nutrition Services, State Preschool, Mandate Block Grant, etc.)
- This would significantly increase revenue for 90% of the school districts funded by the State's LCFF.

- Unfortunately, this additional funding does not benefit SSFUSD since we are a basic aid district and receive most of our revenue from property taxes, not from the State.

#### CalSTRS and CalPERS (Employee Pension)

- The Governor did not provide any new funding for the California State Teachers' Retirement System (CalSTRS) or the California Public Employees' Retirement System (CalPERS) in his 2021-22 revised budget.
- However, In the current 2020-21 State budget, he did provide funds to school districts to reduce the employer rate in 2021-22 for CalSTRS from 18.1% to 15.92% and CalPERS from 24.6% to 22.84%.
- Based on the latest actuary, the CalSTRS rate is going up by 1% to 16.92% in 2021-22.
- The CalPERS rate is decreasing by 0.09% to 22.91% in 2021-22.

#### State Unemployment Insurance (SUI) Rate Increase

- The May Revision also highlights the increase in the State Unemployment Insurance rate
- The California Employment Development Department (EDD) is increasing the State Unemployment Insurance rate from 0.05% to 1.23%, a huge increase of 1.18% for 2021-22.
- This is needed to generate enough revenue to restore the fund's reserve.
- This will be an additional cost to all school districts.

#### Childcare, Preschool, and Transitional Kindergarten

- Early Learning continues to be one of the Governor's top priorities.
- He is proposing to provide universal access to TK for all 4-year olds in California by 2024-25, by allocating \$900M in 2022-23 and increasing it to \$2.7B for full implementation by 2024-25.
- The Governor is also proposing to allocate funds to reduce TK classroom ratios by half by paying for additional staff.
- He proposes allocating one-time \$250M to help districts prepare for TK expansion beginning with 2022-23.

#### Child Nutrition Services

- The Governor is proposing allocating \$100M one-time funding to provide school kitchen infrastructure upgrades and training for school cafeteria staff.
- Of this amount, \$80M is dedicated for school kitchen infrastructure upgrades to increase student access to school meals or improve the quality of the meals

- All Districts will receive a base of \$25K.
- After the base allocations are made, the remaining funds will be provided to districts based on those with 50% or more of students on Free and Reduced-price meals.
- SSFUSD does not qualify because we do not meet the % requirement
- The remaining \$20M will be provided to fund food service staff training.

#### Afterschool and Summer Programs

- The Governor envisions robust after-school and summer programs for elementary school students with a five-year plan.
- He wants to provide no-cost after-school and summer programs with a priority for districts with the highest concentration of low-income students, English Language Learners, and youth in Foster Care.
- In the May Revision, he is proposing to allocate \$1B for this proposal in 2021-22 and will grow it to \$5B in 2025-26.

#### Cash Deferrals

- Cash Deferrals have a huge impact on the 90% of districts that receive most of their funding from the State.
- Cash deferrals is when the State postpones the dollars they owe to school districts each month to a later month due to a shortage of cash.
- This puts the burden on school districts to borrow cash to meet their payroll and other expenses.
- And the district is stuck paying the interest on the temporary loans.
- In the May Revision, the Governor is proposing to provide an additional \$1.5B in funding to further reduce the \$9.2B deferrals that were included in the 2020-21 enacted budget.
- This would leave a balance of \$2.6B at the end of 2021-22.
- This does not impact our school district because we are a “Basic Aid” school district and receive the bulk of our funds from property taxes, not from the State.
- For the 90% of school districts that rely on the State for the bulk of their funding, this has a significant impact on their cash flow.

#### New Student Learning Grants

- The Governor is proposing two new Student Learning Grants.
- The Governor proposes an additional \$2B for health and safety activities associated with reopening schools to supplement the In Person Instruction Grant.

- In addition, he proposes to supplement the Expanded Learning Opportunities Grant with an additional \$2.6B to provide interventions for students focused on accelerated learning.
- Again, this is still a proposal at this time.

#### Independent Study Program Improvements

- Recognizing that some parents may still be hesitant to send their children back to school in the Fall, the May Revision affirms that districts may serve their students outside the classroom using existing Independent Study statuses.
- To ensure that students receive a high-quality option for non-classroom-based instruction, he proposes some improvements to the independent study statuses.
- More details will be coming out on this proposal.

#### Special Education

- In the May Revision, the Governor proposes to apply a COLA of 4.05% to Special Education Funding, which will increase funding for the Special Ed program.

#### Investment in Educator Workforce

- The Governor wants to invest in the educator workforce by providing \$3.3B in a multi-year package to support initiatives that:
  - Build the teacher pipeline
  - Encourage educator retention
  - And provide professional training

#### Summary

- Again, these are just proposals at this time.
- Also, as a Basic Aid (or community funded) district, we may not qualify for many of these proposals.
- During the next few weeks, the Legislature (State Senate and State Assembly) will work with the Governor to iron out their differences before they vote to approve the budget.
- Then, the Governor will sign the budget.
- The final adopted budget may look quite different from what is proposed.
- All of this has to be done by June 15.

Trustee Hsieh noted that the final adopted budget is due by June 15 and asked if Mr. O will share information at the June 24 Board meeting. Mr. O said the budget needs to be finalized by the end of June, before the final State budget is available. SSFUSD's budget is based on the Governor's May revision. Some of those changes are incorporated. School Services advises the District on what to do. The

District has 45 days from the time the State approves their budget to make amendments to ours. If there is a huge revision, it does not impact SSFUSD since it is not State funded.

Trustee Murray thanked Mr. O and his staff for the report.

President Lujan also thanked Mr. O for all his work in preparing the budget, especially with all the new information that is coming and making sense of all the new information which is different than prior year budget preparations.

### **PUBLIC HEARING – SSFAFT and SSFUSD Proposals**

The Board meeting was suspended to open a public hearing at 9:51 p.m.

Prior to commencing negotiations, California law (Government Code Section 3547) requires that a school district and the exclusive employee representative present their respective proposals at a public meeting.

#### **SSFAFT Proposal to SSFUSD**

The South San Francisco Adult School Teachers (SSFAFT) proposal was not presented, but Dr. Spaulding reported he met with Principal Redmond who oversees Adult Education.

#### **SSFUSD Proposal to SSFAFT**

Assistant Superintendent Spaulding presented the SSFUSD proposal to the SSFAFT regarding the collective bargaining agreement negotiations for the 2021-23 school years. The two articles to be brought forward are article 12 and conversation around temporary assignments.

This Public Hearing provided an opportunity for members of the public to comment on both initial proposals. No comments were made.

The public hearing was closed and the Board meeting resumed at 9:54 p.m.

### **ACTION**

#### **1. ADMINISTRATION**

##### **a. Resolution No. 21-38 for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ+) Pride Month**

Trustee Baker read the resolution.

MOTION #183 (Murray/Hsieh) to adopt Resolution #21-38: In support

of 2021 LGBTQ+ Pride Month. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

## 2. EDUCATIONAL SERVICES

### a. Approval of the Expanding Learning Opportunities Grant

Vice President Richardson asked Mr. Irish if this is something the District does on a yearly basis and if the grant is renewable yearly. Mr. Irish replied that this is part of Governor Newsom's AB 86 for the upcoming school year, and as Mr. O said, there is the possibility of an additional expanded learning grant. She questioned if the District needs to submit this and get approval by June 1. He replied that was correct and noted that the allocation was over \$5M for SSFUSD.

MOTION #184 (Baker/Murray) to approve an Expanded Learning Opportunities Grant to implement supplemental instruction and support strategies for their students. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

### b. Adoption of Special Education Local Area Plan (SELPA) Policies and Procedures

MOTION #185 (Murray/Baker) to adopt the SELPA Special Education policies and procedures. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

## 2. BUSINESS SERVICES

### a. Approval of Professional Services Agreement for Facilities Consulting Services

MOTION #186 (Baker/Hsieh) to approve the 2021-22 professional services agreement, in an amount not to exceed \$36,000, with K12 School Facilities consultant, William Savidge, for Facilities Consulting Services. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

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

### May 29, 2021 – Special Meeting/Board Workshop *(teleconference)*

- District priorities for 2021-22

### June 2, 2021 – Special Meeting/Board Workshop *(teleconference)*

- Equity and excellence

**June 5, 2021 – Special Meeting/Board Workshop** *(teleconference)*

- Good Beginnings

**June 10, 2021** *(teleconference)*

- Approval of Children’s Center 2021-22 CCTR childcare contract
- Approval of Children’s Center 2021-22 CSPP childcare contract
- Presentation on YSB School Counseling and Safe School Advocates Services
- Approval to add land acknowledgement statement to each Board meeting
- Approval of Infinite Campus agreement for 2021-22
- Approval of Board of Trustees Compensation increase for 2021-22
- Approval to move to earlier start times for summer Board meetings
- Public Hearing 2021-22 LCAP draft plan
- Public Hearing 2021-22 Preliminary Budget
- Resolution on Budgetary increases and year end transfers

**June 12, 2021 – Special Meeting/Board Workshop** *(teleconference)*

- Superintendent evaluation

**June 24, 2021** *(teleconference)*

- Approval of Consolidated Application and Reporting System Spring 2021
- Approval to increase facility use fees
- Approval to increase District rental/leasing rates
- Approval of Commercial Food and Supplies award for 2021-22
- Adoption of 2021-22 LCAP
- Adoption of 2021-22 Preliminary Budget
- Resolution on Education Protection Account Funds

**July 15, 2021** *(teleconference)*

- Williams report for 2nd quarter ending 6/30/21
- Approval of MOU for YSB School Counseling and Safe School Advocates Services
- Approval for Superintendent and Board to participate in the annual CSBA Conference
- Discussion on District mental health supports

**August 12, 2021** *(teleconference)*

- Summer School report
- Resolution for Attendance Awareness Month

**September 9, 2021** *(teleconference)*

- Teaching and learning presentation - TBD
- Introduction of Student Trustees/ASB High School Presidents
- Presentation and approval of year end unaudited actuals

- Approval for Superintendent to participate in 2021-22 conferences and seminars
- Public Hearing and resolution for confirmation of sufficient student textbooks/instructional materials
- Resolution Honoring Hispanic Heritage Month
- Resolution on GANN limit

**September 23, 2021** (*teleconference*)

- Teaching and learning presentation - TBD
- Discussion of October 21 Community Forum topic(s)
- Update on Safe School Plans
- Resolution for California Week of the School Administrator
- Resolution honoring Filipino American History Month
- Approval of the Board Governance calendar for 2021-22

**October 7, 2021** (*teleconference*)

- Teaching and learning presentation - TBD
- Williams report for 3rd quarter ending 9/30/21

**October 21, 2021 - Community Forum** (*teleconference*)

- Topic(s) TBD

**SUMMARY OF BOARD DIRECTIVES**

1. Agendize an approval item for land acknowledgement statement.

**GOOD AND WELFARE**

Trustee Baker congratulated all the graduates and promotees. He had a great time today at ECHS and will have a great time tomorrow at SSFHS. It was wonderful seeing everyone back on campus at Alta Loma MS, the first time all year. He wished everyone good luck.

Trustee Hsieh said this was her first time participating in six graduations and promotions, which were wonderful events. There will be more tomorrow. She congratulated all graduates.

Vice President Richardson congratulated all graduates and those promoting this year. She was happy to see someone shaking the hands of Middle College graduates at ECHS today. Four recipients were awarded a Goodman scholarship for Middle College, named for former SSFUSD Trustee Maurice Goodman. She attended ceremonies at Los Cerritos ES, Martin ES, Skyline ES, Skyline Middle College, Spruce ES, Parkway Heights MS, and Baden HS. She said she volunteers at the vaccination clinic and there were many youth and neighbors, which were nice to see. She attended a wonderful spring concert with ECHS, a play by Alta Loma MS students, and the Gene Academy.

Trustee Murray also congratulated all the students and their families and the promotees. She thanked her colleagues for stepping in while she had a dental emergency.

President Lujan extended congratulations to the students, the families, and staff. She said we made it through this year and hopes everyone enjoys an incredible last day of school tomorrow.

**ADJOURNMENT - 10:06 p.m.** in memory of

- The victims of the San Jose VTA shooting on May 26.