

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Meeting of March 25, 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 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: SSFAFT

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

B. ROLL CALL

Board Members:	Mr. John Baker - Present Dr. Chialin Hsieh – Present Ms. Daina Lujan - Present Mrs. Patricia Murray - Present Mrs. Mina Richardson - Present Ms. Jessica Rangel-Cruz, Student Board Member - 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

C. PLEDGE OF ALLEGIANCE was led by Los Cerritos ES student Levi Lara. Principal Marybeth McLaughlin said he is a “gem” to have at her school.

D. REPORTING OUT FROM CLOSED SESSION – Nothing to report.

E. REVIEW OF AGENDA

President Daina Lujan moved the public hearing on the provisional appointment to the Board to take place before the appointment was made.

Superintendent Shawnterra Moore provided the following information on the appointment process.

On January 28, 2021, Trustee Eddie Flores was appointed to the South San Francisco City Council. Mr. Flores resigned from the South San Francisco School District Board of Trustees effective that date.

Education Code §5091 provides that when a vacancy occurs on a governing board or a resignation is filed with the County Superintendent of Schools, the Board has two options available to fill it within sixty (60) days.

At the Special Board meeting on February 11, 2021, per Education Code §5091, the Board of Trustees voted to make a provisional appointment to fill the Board vacancy. The person appointed will have all of the powers or duties of a governing board member upon appointment and will hold office only until the next regularly scheduled election for the position they are replacing (November 2022).

Qualified candidates completed applications to be considered for the provisional appointment. The deadline for these applications was March 11, 2021. The four candidates were: Scott Grindy, Chialin Hsieh, Reem Nasrah, and Kayla Powers.

The four remaining Trustees (President Daina Lujan, Vice President Mina Richardson, Trustee John Baker, and Trustee Patricia Murray) conducted interviews, in open session, during the March 17, 2021 Special Board meeting.

A second round of interviews for the top three candidates (Dr. Hsieh, Ms. Nasrah, and Ms. Powers) took place during the March 18, 2021 Special Board meeting.

At tonight's meeting, the Trustees had an opportunity to discuss the candidates and make a determination whether or not the Board wanted to vote on a new candidate to take the vacancy seat and have a five-member Board.

Trustee Murray asked what would happen if The Board did not select someone. Dr. Moore replied that if that occurred, the County Superintendent would order a special election to fill the seat, which is a costly process.

Prior to the public hearing, Trustee Murray read a statement in support of candidate Nasrah.

PUBLIC HEARING – Provisional appointment to Board of Trustees

The Board meeting was suspended to open a public hearing at 7:15 p.m.

In accordance with California Education Code Section §45246, a public hearing provided the public the opportunity to express their views on the qualifications of a person recommended by the governing board for appointment.

Liliana Rivera said she was shocked that the Board allowed Trustee Murray to give a long speech on behalf of a friend of hers. She said it was out of line because there have been so many times that the community has wanted to weigh in on this and public comment were sometimes limited to two minutes per person. She said the posted public comments included a lot of support for Ms. Powers for what she is bringing to the table in terms of policy and ideas that she has for the District. Several comments reflected negatively on Ms. Nasrah. She said the community is saying one thing and the Board might be ready to do another.

Ethan Mizzi said he would be happy with either Dr. Hsieh or Ms. Powers being appointed. Ms. Powers would be his pick and she would do an amazing job.

Marcella Rivera said she was also shocked with Trustee Murray's comments supporting Ms. Nasrah, who she thinks would not be a good fit for the position and would not bring anything new to the table. The District needs someone like Ms. Powers or Dr. Hsieh who is bringing a completely new perspective to the Board. Dr. Hsieh has seen the work the District has done in the past and acknowledges some of the shortcomings, which is a good viewpoint to bring. Ms. Powers can bring an analytical perspective that will strongly benefit the Board. Students are saying they have had negative experiences with Ms. Nasrah and she does not understand how her appointment would benefit anyone.

Amanda Sterner, a Los Cerritos ES teacher, thanked IT Director Joe Siam for getting iPads to her students, which has been game changing with technology that works. She also thanked the Board and administration for listening to staff, students, and parents for selecting Ms. McLaughlin for their Principal. Everything they have accomplished this year and anything that has gone smoothly has been because of that choice.

Kelley Widrin said as the District continues on its path towards equity and educational standards and implementation across all schools, it is imperative to have a voice on the Board of somebody who not only listens to all opinions but also uses their communication skills and their strategic thinking capabilities to bridge those gaps. She said Ms. Powers has explained the nuances of equity with thoughtfulness and empathy in a way that makes it clear that collectively the District can do better. She can speak to equity and deliver concrete actions to incorporate equity into education.

Eddy Holman spoke about the process of public comments. He said that while President Lujan has the authority to limit the time for public comments under the Brown Act, it does not mean that action is appropriate. Students, teachers, and community members take time to speak out on what they believe in and this needs to be encouraged. Silencing their voices when she does not agree with them breeds cynicism within the community and they trust the Board less. Regarding the appointment, he said Ms. Nasrah offered no concrete proposals. He supports Ms. Powers' candidacy since she understands what equity means. She would be able to hit the ground running and improve the life of students in the District. Regarding reopening, he suggested maintaining the virtual setting which students and teachers have become accustomed to and revisit in person in the fall, when the pandemic is under control.

Olivia Pogorelskin, a Buri Buri ES teacher, commented on what will happen in her classroom once the District goes back to in-person instruction in the afternoons on April 19. She said only 45% of families indicated that they would feel comfortable with this plan. Of her 24 students, only three, or 12% of her entire class, will be returning to campus. The other 88% will have no support during the afternoons which are the only thing keeping those students afloat academically. She asked why the District is moving forward with such an inequitable plan when it is not getting money for it. No ventilation test results have been made available to anyone on the Buri Buri ES campus. No one knows if the school is compliant with the CDE guidelines. She also spoke of the equity issue with only elementary teachers returning while middle and high school teachers remain in the safety of their homes. She does not see how anyone can look at the numbers and feel like they have made a decision based on what is best for students.

Phill Naranjo, a Spruce ES teacher, said at a recent Board meeting, there was a discussion about reopening right after Spring Break and he appreciates that the Board listened and decided to push back the opening date to April 19. The CDC has changed their requirements for elementary students from a 6-foot distance to a 3-foot distance, which does not make sense to him. He said the District should not be opening up schools to more students unless it is safe. He is concerned about an equity issue for parents with small children who have been teaching all day long and then having to take care of their children because there is no available child care due to various reasons. He said it is not fair to have a parent stay home and not get paid for the last two hours of the day, while the middle and high school

teachers, who are parents, have the luxury of staying home.

Yarelin Solorio said Ms. Nasrah is the least supported candidate. A lot of parents and students have come forward to talk about their bad experiences with her and that says a lot. Ms. Powers is the most supported, she is committed to serving the community, and is the right candidate for the job.

Olga Perez said having been raised in the old town area has brought her insight and knowledge on what it is to be underserved and underrepresented. She asked the Board to keep this in mind when selecting the next Board member. It is very important to choose a person who understands the way of life for students in that area and the barriers and challenges which become a part of them. She supports Ms. Powers for the next District Board member.

The public hearing was closed and the Board meeting resumed at 7:38 p.m.

F. DISCUSSION ON INTERVIEWS CONDUCTED ON MARCH 17 AND MARCH 18, 2021 TO PROVISIONALLY APPOINT A MEMBER TO THE BOARD OF TRUSTEES

ACTION

1. ADMINISTRATION

a. Appointment of New Board Member

Per Education Code §5091 the Trustees had a 60-day requirement to appoint a candidate to fill the vacancy on the Board. They discussed the candidates and interviews.

Trustee Murray apologized for jumping the gun. Stakeholders are anybody who has a stake in the District including students, teachers, parents, staff, families, community members, and advocacy groups. Anybody who has an interest in education is considered a stakeholder. She said when they are considering who to appoint, it is her belief that they should be paying attention to all the stakeholders. Ms. Nasrah had the most diverse groups of stakeholders writing on her behalf.

Trustee Baker said the numerous emails the Board received indicated that Ms. Nasrah was the preferred candidate. The selection is a difficult decision because it means there are three fine candidates and any of them would be an asset to both the District and its students. They would all add something very valuable to the Board. He is looking at what the Board is most lacking and most needed. Mr. Yanow reminded them of the disparities between the east and west sides of the District and the need for equity and appointing an east side

applicant, such as Ms. Powers, will help balance the District. She is a young, educated professional, probably most like the voter-approved person she is replacing, Councilmember Flores. In her interview, she recognized how the community's polarization makes it hard to build consensus and then she outlined her experience in building it. Trustee Baker said he would be happy to work with any of the three applicants but right now, his preference is for Ms. Powers.

Vice President Richardson said the Board was deadlocked because each Trustee is firm on their candidate. She believes all the candidates offer something and are above average as far as she is concerned. Dr. Hsieh would be a good fit as she has been a resident in the District and has a junior college background, which is valuable. Each candidate offers their own valuable set of experiences, and she just cannot choose.

Trustee Baker said in the past when there were only four Trustees, it did not go well. On occasion there was a lack of a quorum or there were 2-2 votes and nothing passed. He encouraged his fellow Trustees to make an effort to select someone to join the Board at this meeting.

President Lujan said she echoed many of the sentiments and strongly encouraged the Board to make a decision tonight. One possibility that was suggested was to consider making the decision through forced ranking. Speaking to the quality of the candidates, all three offer a lot. She is grateful for the engagement of the public, and it pushed them to step back and really think about the qualities of each of the candidates and the strength that each of them brings. This is not an easy decision and she thinks about what would help complement the Board and elevate voices that maybe are not as elevated as they should be. President Lujan said her number one candidate would be Ms. Powers.

President Lujan stated that she and Trustee Baker would select Ms. Powers, Trustee Murray would pick Ms. Nasrah, and Vice President Richardson would select Dr. Hsieh. Dr. Moore confirmed that the majority would be three Trustees all agreeing on one candidate.

Trustee Murray asked about forced ranking. Trustee Baker replied they would list their first and second choices with three points for everyone's first choice and two points for everyone's second choice. The vacancy would be filled by whomever has the most points at the end. Trustee Baker suggested that Vice President Richardson vote for Ms. Powers as she would balance out the geographic diversity, age diversity, and help enforce the focus on equity.

Trustee Murray asked Vice President Richardson, based on her

comments last week, to value the experience of a candidate and what they did in the past with the District. Ms. Nasrah has shown the ability to collaborate with many stakeholders and should be selected.

Student Trustee Rangel-Cruz provided a student perspective. She wanted to remind the Board that this decision will be affecting the majority of the students and viewing previous experiences with some of these candidates does not seem very reflective of what is best for the students.

President Lujan said Ms. Powers would bring a youth perspective to the Board. She is much younger than the other Trustees and her firsthand experience would echo a lot of the things that Ms. Rangel-Cruz and she support and have been fighting for during this pandemic.

President Lujan suggested the Board consider doing ranked-choice voting and assign three points for their number one candidate and two points for the number two candidate. In order of first and second choices, the Board selected the following candidates:

- Trustee Baker - Ms. Powers (3 pts.) and Dr. Hsieh (2 pts.)
- Trustee Murray - Ms. Nasrah (3 pts.) and Dr. Hsieh (2 pts.)
- Vice President Richardson - Dr. Hsieh (3 pts.) and Ms. Nasrah (2 pts.)
- President Lujan - Ms. Powers (3 pts.) and Dr. Hsieh (2 pts.)

Trustee Baker tallied the votes which totaled nine for Dr. Hsieh, six for Ms. Powers, and five for Ms. Nasrah. The Board discussed possibly having a second round of votes. However, Trustee Baker concluded that if the two people who voted for Ms. Powers as their first choice and if Dr. Hsieh is the second round choice of the other two Trustees, the Board would still be tied 2-2. He proposed they appoint Dr. Hsieh as the new Trustee.

The Board members congratulated Dr. Hsieh on being appointed to the Board and thanked the other candidates.

MOTION #138 (Baker/Murray) to appoint Chialin Hsieh to the Board of Trustees. (AYES: Student Trustee Rangel-Cruz, Baker, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

Dr. Shawnterra Moore administered the oath of office to Trustee Hsieh who immediately began serving on the Board.

G. PTA COUNCIL REMARKS - PTA Council Communications Officer, John Sanna, congratulated and welcomed Trustee Hsieh to the Board and said the PTA Council looks forward to working with her. He encouraged Ms. Powers to stay involved and expressed appreciation for Ms. Nasrah's involvement in the District and PTA.

This is the PTA's time for elections and schools are establishing their slates of officers. A few boards have already been nominated and are set to be voted upon. They are hoping to have full boards at all schools before the end of the school year.

H. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators - None

South San Francisco Classroom Teachers Association - President Danny said their bargaining team and the District's bargaining team signed a tentative agreement. While it is not perfect, it does provide a standard for the return to in person instruction for many elementary school students to their classrooms in over a year. Safety measures will be in place, no student will lose instruction from the teacher they have grown accustomed to in the morning, and students will have the choice of staying home in the afternoon. This agreement provides for appropriate ventilation for a measure of safety during the pandemic. Members will be receiving copies of the tentative agreement and they will be having a town hall meeting to discuss the agreement on April 7. Last week the Board authorized the purchase of over \$500K of UVC lights for sanitation of rooms. He asked that the District also consider purchasing as many air purifiers as needed so all rooms can be used safely. These air purifiers will provide a learning environment that is safe and healthy for the students and the adults in the classrooms year-round. Mr. Yanow said to remind ourselves that as long as one person is in bondage or oppressed in the world, none of us is truly free, and it is the duty of everyone to fight against oppression. In that spirit, he introduced the SSFCTA Human Rights Chair, Katrina Ellis. She read a letter that President Yanow and she put together to denounce Asian violence and discrimination.

California School Employees Association Chapter 197 - President Jolene Malfatti welcomed newly appointed Trustee Hsieh and also looks forward to working with her. CSEA is going to officially ratify their successor agreement tomorrow and she does not see a problem with it passing unanimously. She hoped that in future Board meetings, the audience will bring more respect and civility to the Trustees.

I. PERSONNEL COMMISSION - Assistant Superintendent Jay Spaulding reported that that the next Commission meeting will take place on April 19, 2021.

J. ITEMS FROM BOARD

Trustee Baker gave an official welcome to Dr. Hsieh.

President Lujan reported that the Cultural Arts Commission is doing their annual youth scholarship application. They are awarding up to three scholarships for a total of up to \$3,000 to SSFUSD graduating high school seniors who have shown

achievement in the arts and plan to continue to study art. Applications are due April 12 to the City of SSF.

Vice President Richardson said she wanted to share her pride in District schools. She gave a shout out to Skyline Middle College. Each year, students in the 12th grade government class, participate in a Statewide documentary competition which encourages students to think critically about issues that affect our communities and our nation. This year, out of 2,300 entries, one of the middle college student groups were part of the 150 documentaries selected to receive honorable mentions and to have their link on the c-span student cam webpage. They were also awarded a cash prize of \$250. Their topic was on the missing and murdered indigenous women epidemic. Also, in October, Skyline ES was selected by Scholastic Magazine as the poster school in their advertisement about outdoor libraries. They were one of the few schools in the Bay Area to hold such an event.

Trustee Murray reminded everyone of the upcoming community conversations with the General Plan Committee on March 25, March 29, and March 31. She encouraged community members to join one of the meetings and share their voices.

K. SUPERINTENDENT'S REPORT

- a. California vaccine eligibility** - Superintendent Moore said the Governor announced today that California will be opening up the vaccine eligibility to people 50 and older on April 1 and to everyone 16 and older on April 15.
- b. Learning hubs grant** - Dr. Moore reported that a few weeks ago, SSFUSD received a \$145K grant from the Community Equity Collaborative to expand learning hubs and the District has been busily working on this.
- c. LCAP stakeholder meeting** - the Superintendent said the District will initiate the first community meeting to obtain input from all stakeholders for the 2021-22 LCAP. This is the District's plan to support students in their learning, provide support to teachers, and to strengthen the connection and engagement with families. The first meeting is scheduled for April 1. The flyer was emailed to the entire community earlier today. Since needs have changed due to the pandemic, staff is looking forward to having a full house so they can share what they believe the needs are.
 - ASB Reports
 - Jessica Rangel-Cruz, ASB President, South San Francisco High School, congratulated and welcomed Dr. Hsieh and looks forward to working with her. She shared the following events; The school had their first football game last weekend; for Multicultural Week, today's focus was cultural art and tomorrow the emphasis will be on traditions; the freshman class held a society fundraiser today; and this Saturday,

the Red Cross Club will host a movie night to view “The Boy in the Striped Pajamas”.

- Abigail Verino, ASB President, El Camino High School, said yesterday was their Senior Sunrise which was a huge success and the students of the class of 2021 were able to attend and have a great time. She gave a shout out to the senior class for their efforts in ensure the entire class was able to make up for all the time lost and have one last hurrah before they move on to college. The student leaders worked on the event for over three months. The seniors had photo backdrops, a fun karaoke session where students performed, and it was overall a great time. She said the joy in the community in this time, where there is a lot of hate going on in the world, is a small win that makes students more excited for the future when they finally get to go back to school.

The Board recessed at 8:29 p.m. for a break and reconvened at 8:39 p.m.

L. 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:

Rachel Estrada, a 1st grade teacher, said today CTA bargained and reached an agreement to returning to in person. There are some wins, but there is also a huge loss for teachers and parents. It stated if teachers have children younger than 5 and cannot return to in person instruction because of childcare demands their workday will be cut by two hours each day and they will have an unpaid afternoon. This is not equitable and is very insulting to hard working teaching parents. Middle and high school teachers who have young children are not given this ultimatum and are not being asked to come back. She and her colleagues cannot leave their children home alone and the tentative agreement is punishing them for not being able to do so. She asked the District to continue to work their afternoons and meet their small groups, provide one on one instruction and support, and be available to parents and families. She encouraged the bargaining team to go back to negotiations and asked the Board to not approve the agreement.

Nicole Starke, another kindergarten teacher, said she agreed with Ms. Estrada. She is concerned with what she will do with her seven and nine-year-old children, who attend schools in another district, which has not provided a plan for their schooling as of April 19. Her childcare provider does not qualify for the vaccine yet. The District needs to allow the flexibility for people who have older children but do not have the opportunity to give them childcare. She asked for an option for parents whose kids are not allowed to go back in person right now and to be flexible with her and others who do want to go back but cannot.

M. PRESENTATIONS

President Lujan switched Item 1b with Item 1b in consideration of students participating in the first presentation.

1. EDUCATIONAL SERVICES

b. Update on SSFHS Mascot

Principal Kevin Asbra provided an update from the SSFHS Mascot Committee on the process to potentially change the site's mascots/logos and share the committee's recommendations. He introduced three additional committee members: Mr. Aaron Boyd, Video Arts teacher, and two students, Junior Pedemonte and Jason Kwong, who created a video on the mascot update. The video recapped the history of the change, beginning in February 2020 when the decision was made to replace the school logo. This was an opportunity to bring the school community together. Research was done for a year and a plan was created. It was decided to have the school community choose the direction of their new brand and they would work side by side with the best graphic designers to create the most amazing warrior brand. Instead of replacing one logo with another logo they chose to design a new brand that included different logos, bold blue and white colors, with their own custom typography, all new school apparel, sports uniforms, building murals, street flags, and much more. This was an opportunity for not only a new logo, but a new warrior identity that honors the past and inspires the future with all the qualities of a warrior in the community. A warrior exists in all cultures with stories of adversity and triumph and it is representative of a community nourished, embraced, celebrated, and protected. A warrior will always fight for what is right. The brand centers around a warrior image but includes logos with the 'SC' letters, a shield, custom fonts, and more. Since SSFHS is a diverse group, they decided to have a diverse logo everybody could be excited about. The survey results showed overwhelming support for a Spartan or Trojan warrior. The second object was a shield or sword. The brand officially includes six approved logos, not just one. Each one is designed to be unique and fit as many esthetic tastes as possible. The best representation for the school is the inspiration which came out of a celebration of diversity.

Principal Asbra reviewed the branding book with the six different logos. All are equal in school representation and all can be used equally. They will retain the classic blue and white which have been used for over a hundred years. They have the ability to change each of the logo backgrounds which creates even more diversity and choice. The

variations of the six logos create over 100 different logos. SSFHS's online student campus store will feature the logos on fan gear, student supplies, and more merchandise than they have ever had avail within hundreds of logo and apparel combinations. They created an opportunity for everyone to find their unique style and still look like a South City warrior and represent their school with pride. Clubs, teams and school organizations can put together their own apparel and merchandise using the various logo and custom variations. They can even sell them and earn funding.

Trustee Baker asked about the level of student involvement in selecting the new branding. Student Pedemonte said they sent out a poll and about 500 responses were students. The committee is two thirds students.

Vice President Richardson said she was happy they kept the blue color. The students chose a decent logo. She said some designs just say 'SC' and wondered if they could put the warrior name on the bottom of the two letters. Principal Asbra replied that the nice thing about the six different options is that there are plenty of options with the branding logo. For those who want the shield with the 'SC' that is an option and it gives the clubs a variety of choices.

Trustee Murray thanked the students and staff for the amazing presentation. She loves the branding and will purchase the South City hoodie, even though she graduated from ECHS. She appreciates the consideration put into not wanting to choose another logo.

Trustee Hsieh said she admired the process used to get to this outcome. She asked if faculty, teachers, and principals, had any feedback through the survey. Principal Asbra said the majority of responses came mainly from students, some alumni, and teachers as well. She said the brand thinking is very innovative and thanked everyone for the great presentation and hard work behind the scenes.

President Lujan said she was also impressed with the hard work to engage members of community and elevate voices, particularly this unusual school year. She commended the students and staff for gathering the input and coming up with an innovative way to brand SSFHS. She was also impressed with the presentation.

Student Trustee Rangel-Cruz asked about the plan. Mr. Asbra replied that the next phase is to meet with Varsity Brands and finalize the six images with a little tweaking. Then they will begin the actual branding process on campus. She noted the overwhelming vote was for the trojan and asked if that was from the general student population because there are about 1,300 students and the total number of

responses received was 500. Principal Asbra said he did not have the exact number of how many students actually participated, but they had roughly 500 respondents. They did two surveys in late spring and early summer and sent them out to all social media and alumni accounts. They had a mixture of alumni, community members, students, faculty, and staff.

Vice President Richardson asked if the logos would need to be trademarked. Principal Asbra replied that they are using a company called Varsity Brands which will trademark everything, including the specific font, so everything will be legal. They have a very good partnership with Varsity Brands which is taking care of all details that might come up.

**a. Teaching and learning presentation:
Los Cerritos Elementary School**

Principal Marybeth McLaughlin shared educational priorities and programs at Los Cerritos ES. She also recognized the following parent volunteers with certificates of appreciation from the Board: Michelle Keith, Nicole Longa, Sam Marcum, Nikki Rael, and Matt Sanford.

Vice President Richardson thanked Principal McLaughlin for her enthusiasm and passion for the students. This is a challenging school, that can frustrate most teachers. She appreciated the fact that the Principal saw that something was not working right, crunched the data, made changes, and moved on. She gave kudos to Principal McLaughlin and her staff for their wonderful work with the students.

Trustee Baker, speaking as a former Los Cerritos ES parent, said he knows how tight a community it is, at such a small school. He saw the original performance of the Nutcracker Suite a few months prior and enjoyed it. He asked what special thing Principal McLaughlin did during this trying time that have made things better and could be implemented in other schools. Trustee Baker thought it was the extra training in phonemic awareness. Ms. McLaughlin said Assistant Superintendent Keith Irish and Dr. Karla Groth have been working with her reading teachers, because there is a gap in their Language Arts Program for phonemic awareness and phonics. They found something that was effective for them and Mr. Irish is working to find something that would help the whole District. Mr. Irish stated that they are looking at four programs and going through the FFME process. When they conduct that, they will bring back a recommendation for a District implementation and then train all staff.

Trustee Hsieh complimented Principal McLaughlin on her presentation

and said they can all feel her enthusiasm and love she has for the students and staff. For her students to improve reading tests, says a lot. She encouraged the Principal to let the Board know if she needs any support. Ms. McLaughlin said whenever her teachers have an issue, the Board and Cabinet are responsive, which she appreciates.

President Lujan thanked Ms. McLaughlin for the presentation and noted her comprehensive support for students and the entire Los Cerritos community. She complimented the Principal for her response to data, either qualitative or quantitative, and if teachers need some help, there is a strategic response to that.

N. CONSENT AGENDA

MOTION #139 (Murray/Richardson) to approve Item 1a, Minutes to the regular Board meeting, February 25, 2021; Item 2a, Certificated Personnel Assignment Order; Item 2b, Classified Personnel Assignment Order; Item 3a, Purchase Order Listing, February 1 - 28, 2021; Item 3b, Warrant Register, February 1 - 28, 2021; Item 3c, Cash Receipts, February 1 - 28, 2021; Item 3d, Declaration of surplus items; Item 3e, Gifts to the District for March 2021; Item 3f, Fundraising events; Item 3g, Professional service agreements under \$25,000. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

PUBLIC HEARING #2 – SSFAFT Chapter #6179 and SSFUSD Proposals

The Board meeting was suspended to open a public hearing at 9:34 p.m.

SSFAFT Initial Proposal to SSFUSD

There was no SSFAFT representative in attendance to review their initial proposal.

SSFUSD Initial Proposal to SSFAFT

Dr. Spaulding stated that the SSFUSD initial proposal focused on compensation.

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 9:36 p.m.

ACTION

1. ADMINISTRATION

b. Resolution No. 21-04 for National Child Abuse Prevention Month

Board Clerk Murray read the resolution.

MOTION #140 (Baker/Richardson) to adopt Resolution #21-04: In support of National Child Abuse Prevention Month. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

c. Resolution No. 21-05 for Earth Day

Board Clerk Murray read the resolution.

MOTION #141 (Richardson/Hsieh) to adopt Resolution #21-05: In support of Earth Day. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

d. Resolution No. 21-06 for Autism Awareness Month

Trustee Baker read the resolution. He requested the addition of one word in paragraph six, "Autism was **mistakenly** believed to result from poor parenting or vaccination..."

MOTION #142 (Murray/Baker) to adopt Resolution #21-06: In support of Autism Awareness Month. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

e. Resolution No. 21-07 for Trustee Compensation

MOTION #143 (Richardson/Baker) to adopt Resolution #21-07: To allow stipend payment for Trustee Lujan who was absent from the March 18, 2021 Board meeting. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

f. Resolution No. 21-08 Denouncing Hate Crimes and Bigotry Targeting Asian Americans and Pacific Islanders

Board Clerk Murray and Trustee Baker jointly read the resolution.

MOTION #144 (Richardson/Murray) to adopt Resolution #21-08: In support of denouncing hate crimes and bigotry targeting Asian Americans and Pacific Islanders. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

Student Trustee Rangel-Cruz asked questions based on the previous resolutions just passed. She asked if the Ethnic Studies class will be a full year or continue to be a semester class. She said if the Board is adamant about stopping bigotry, it would need to be at least one semester. Mr. Irish replied that the District is following the guidance from the CDE. Since the State adopted the Ethnic Studies curriculum the District is fortunate to have the class in place. Once staff receives further guidance and looks at the scope and sequence the State is recommending, they may make a recommendation to the Board about the possibility of enhancing or lengthening the class. Also, it might become a recommendation to be a graduation requirement.

Student Trustee Rangel-Cruz suggested having updates on each resolution and how the District is working on carrying out direction from the resolutions. This would keep the public notified and up to date on what the Board is doing to uphold the resolutions that are being passed. Trustee Baker noted the Board had a protocol for posting resolutions on the District website. Senior Executive Assistant Nalani Allen-Cantley stated that since it was first proposed she has been posting resolution she believes the Board would want on the website. Trustee Baker said they would trust her judgement. President Lujan thanked Student Trustee Rangel-Cruz for the great question and said maybe they could explore how to follow up as a future agenda item.

2. EDUCATIONAL SERVICES

a. Approval of an Individual Service Agreement (ISA)

Vice president Richardson asked if this student was going to be at this school, outside of SSF on temporary placement. She asked if the request is \$60K. Assistant Superintendent Irish replied the costs is about \$21K per month. He said the District prides itself on meeting the needs of all of its students and staff have been working hard on a placement change for this particular student. The Director of Special Education, working with the student's family, has been able to find a more local placement change. Journey Academy is a temporary placement through August with the hope of finding a fit within SSFUSD. Vice President Richardson noted the site was far away and asked if that meant the District would be paying for the transportation on a daily basis from where the student is to and from SSF. Mr. Irish confirmed that was the case. He said this is a new placement for this family, so it is already closer than the alternative placement was before. He noted that some students have very unique needs and staff must find the best placement for them to meet all of those needs.

MOTION #145 (Baker/Murray) to approve an Individual Service Agreement (ISA) with Journey Academy from April 3 - August 11, 2021, in order to fulfill the inherited placement. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

b. Approval of an Agreement with Diversified Stage

Vice President Richardson noted that the diagram indicates a separation of six feet, but it has been reduced to four feet. She asked what is being provided for the cost and whether every student receives a CD of their graduation.

Assistant Superintendent Irish noted that shelter in place has been in effect since March of 2020. Staff worked with site leaders and wanted to recognize the seniors and give them a graduation like no other. He and Director Brockmeyer started researching in January. They will be flexible and pivot with the guidance released by the State in a few weeks concerning capacity in outdoor events. It all depends on transmission and the tiered blueprint system the State has laid out. If the yellow tier is in effect by graduation time, there can be up to a 57% capacity. As with spectators at the athletic events, grouping families in fours and making sure they are six feet apart will limit the possibility of transmission. If this item is approved, due to the number of graduates, multiple graduations might be needed. By partnering with a company like Diversified Stage, they might have to stream it, and due to what is happening with transmission and COVID-19, they might not be able to have any participants there live. This company can provide in person, or stream, or do a hybrid approach to graduation. This would be the first time SSFHS would be outdoors on the football field, instead of in the auditorium. This company will assist in making sure the District is meeting all health and safety requirements. He agreed that the cost is substantial, but this is in alignment with what other companies are charging for graduation, especially with the size of SSFUSD's student body and potential participants.

Vice President Richardson noted that in February the amount was \$105K. Mr. Irish said there are different packages and staff worked with site leaders to determine what aspects to incorporate, so the total is \$30K per high school, and that could be for two graduations. He said based on the guidance and limits, the District may need to pivot to three graduations which is part of the reason they are trying to secure the contract and begin to prepare. They will need to communicate with families. With the travel guidance, if someone is not within 120 miles of SSF at this time, they would not be allowed to be in person. Staff

wants to make sure the event can be streamed for family members further away than 120 miles.

Vice President Richardson said she thinks the seniors deserve it. They have struggled and this is a milestone in their lives. After last year, she cannot imagine not giving this to them. Mr. Irish agreed that they deserve a celebration for what has transpired the last 14 months.

Trustee Hsieh said she supports this because her son graduated last year and graduation means so much for students. Every moment is changing, so this is a stunning work for staff to take on. She appreciates that and thinks the seniors really need this boost during this pandemic time.

MOTION #146 (Murray/Richardson) to approve an agreement with Diversified Stage for high school hybrid graduations. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

The Board recessed at 10:15 p.m. for a break and reconvened at 10:25 p.m.

MOTION #147 (Murray/Richardson) to extend the meeting to 11:00 p.m. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried (Unanimous)

c. Approval of SSFHS Mascot/Logos

Trustee Baker complimented the SSFHS Video Arts class on the great job they did with the presentation.

MOTION #148 (Murray/Baker) to approve the SSFHS Mascot Committee recommended mascot/logos. (AYES: Baker, Hsieh, Lujan, Murray, Richardson; NOES: None; ABSTAIN: Student Trustee Rangel-Cruz). Motion Carried. (Unanimous)

3. HUMAN RESOURCES

a. Adoption of Tentative CSEA #197 Agreement and Approval of Corresponding AB 1200

Dr. Spaulding said since CSEA has not ratified the vote, as of today, there are two options. The agreement can be pulled for the next Board meeting or include “per CSEA ratification” in the vote recommendation. Trustee Baker offered to make the motion pending ratification of the modified agreement by CSEA.

MOTION #149 (Baker/Murray) to adopt the tentative agreement dated March 2, 2021, between the South San Francisco Unified School District and California School Employees Association #197 and pursuant to Government Code Section 3547.5 and approve the corresponding AB 1200 document, pending CSEA ratification. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

4. BUSINESS SERVICES

a. Approval of Change Order #1 to the Argo Construction, Inc. Agreement for the ECHS Culinary Arts Classroom Project

MOTION #150 (Baker/Murray) to approve Change Order #1 to the Argo Construction, Inc. agreement, in the amount of \$14,412, for the ECHS Culinary Arts Classroom project. (AYES: Student Trustee Rangel-Cruz, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

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

Student Trustee Rangel-Cruz requested an update on the progress with selected resolutions at a future Board meeting.

April 15, 2021

- Teaching and learning presentation - Sunshine Gardens ES
- Presentation on Performance Management - Educational Technology and Data Governance
- Williams report for 1st quarter ending 3/31/21
- Approval of LCFF supplemental funded positions
- Approval of declaration of need for fully qualified educators, 2021-22
- Resolutions for retirees

April 26, 2021 – Special Meeting/Study Session

- Equity Network session #4

April 29, 2021

- Teaching and learning presentation - Monte Verde ES
- Presentation on Performance Management - Information Technology
- Approval of SPSAs
- Discussion on changing name of Junipero Serra ES (report on logistics, costs, etc.)
- Resolution honoring Asian Pacific American Heritage Month
- Resolution for Day of the Teacher (5/13)

- Resolution for Classified School Employee Week (5/17-5/23)
- Resolutions for retirees

May 13, 2021

- Recognition for outgoing Student Trustee Rangel-Cruz
- Teaching and learning presentation - Westborough MS
- Approval of the Board meeting calendar for the 2021-22 school year
- Approval of Graduates – Baden HS, ECHS, SSFHS, and Adult Ed.
- Approval of designated representatives to CIF (California Interscholastic Federation)

SUMMARY OF BOARD DIRECTIVES

1. Staff to provide an update on the progress with selected resolutions at a future Board meeting.

GOOD AND WELFARE

Trustee Baker thanked the Monte Verde ES staff and students for their virtual visit. He hopes to visit them in person soon. Referencing Student Trustee Rangel Cruz's question about a year-long ethnic studies class, he said Ms. Zelus, the ECHS Ethics Studies teacher, has a year-long honors Ethics Studies class at that site. Hopefully that can be transferred over to SSFHS as well soon.

Vice President Richardson welcomed Dr. Hsieh and said she did a wonderful job in her first Board meeting. She looks forward to working with her. She thanked the candidates who were all good and said the selection was very tough. She also visited Monte Verde ES and saw seven classrooms. It was nice to watch the students in their breakout rooms. She had a chance to chat with the teacher while the children were at recess. Everything is going to work out once they get back to campus and go back to the same routine.

Trustee Hsieh thanked the Board for giving her this opportunity and she appreciates all the support. She is humbled and honored to be given the chance to serve on the Board and will do her best to learn as much as possible and work with everyone to support the District.

Trustee Murray told Dr. Hsieh she was going to be wonderful and was glad she was on the Board. She also participated in the Monte Verde ES visit, visited six classes, and spoke with the Principal. Every time she has visited a class, it is amazing to see the teachers at work, and what they do to engage the students. She also attended the SSFHS PTSA meeting and complimented the members for not having skipped a beat and being very good using Zoom. Trustee Murray advised that there will be a City subcommittee meeting tomorrow.

President Lujan welcomed Trustee Hsieh aboard and she is looking forward to serving with her. She thanked all the candidates, saying they were very well prepared and dedicated to the District and community. While she was not able to visit Monte Verde ES, her 9-year-old son provided feedback and said it was very fun to have visitors. She attended the Skyline President's Breakfast, which was a successful event, and she is grateful for the support of the local community college. This Saturday is Legislative Action Day for Trustees and Superintendents. Assembly member Mullen, Assembly member Berman, Senator Becker, and Senator Wiener will be in attendance and are prepared to answer questions from the membership. President Lujan thanked staff for all of their hard work across the District. She complimented Mr. Irish, for being able to speak comprehensively this evening to the question about Ethnic Studies when the CDE made a decision just last week. This speaks volumes about the dedication of the SSFUSD staff. She also thanked the District's families and students for the amazing things they are doing, which fills her with hope and makes her excited about the futures for all the students.

ADJOURNMENT – 10:40 p.m. in memory of

- **Catherine Kuo**, a Dublin Unified School District Trustee who died yesterday in a vehicular accident while distributing food at Fallon Middle School.