

SOUTH SAN FRANCISCO UNIFIED SCHOOL DISTRICT
Minutes of the Board of Trustees' Meeting of September 9, 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 Legal Counsel – Anticipated Litigation Significant exposure to litigation pursuant to Government Code section 54956.9(d)(2) (one case).
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. Conference with Labor Negotiators
Agency Designated Representative: District Assistant Superintendent for HR/Student Services
Employee Organization: SSFAFT
5. Superintendent evaluation.

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. Samantha Avila Gomez, 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 led by Spruce ES student Henry Hamilton. Principal Israel Castillo said Henry is an outstanding Cougar and a confident 5th grader who enjoys Math and wants to be an accountant. He also likes Science, swimming, and is enthusiastic about learning new things. Henry then read the following poem: "Spruce cougars join and proudly say, we respect our community every day. We hold our teachers in high regard, we try our best and always work hard. So, turn to a neighbor and let's remind that Spruce Elementary is the best you'll find."

D. LAND ACKNOWLEDGEMENT STATEMENT

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

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

E. REPORTING OUT FROM CLOSED SESSION

MOTION #239 (Baker/Murray) to approve the settlement for Item #1. Motion Carried (Unanimous)

- F. PTA COUNCIL REMARKS** - President John Sanna thanked President Daina Lujan and Dr. Moore for attending the first PTA Council meeting, answering questions, and providing information. At this time of the year, they are searching for members to join the PTA units. While there is more activity, membership-wise

than last year, it is still lagging due to current economics. He encouraged everyone who has joined to continue to be members since strong PTAs working together with school administration create the best schools for children.

G. STAFF ASSOCIATION REPRESENTATIVES' REMARKS

South San Francisco Federation of Adult Educators - None

South San Francisco Classroom Teachers Association - President Danny Yanow said that teachers are feeling frustrated, ignored, and disrespected. He has repeatedly asked that teachers and parents be included in the decision-making process for the use of District funds for mitigating learning loss. He said a meeting invitation was sent to the community to provide input on the use of these funds this afternoon with a deadline of less than a week to respond. This last minute meeting is an insult to teachers and the community since they were not part of the process for the other rounds of funding. Since CTA sunshined their proposal in the spring and their bargaining team was available to negotiate a new contract, they have not gotten a counterproposal from the District's team. The administration should show they value and respect teachers with a new contract and a fair raise. He urged the Board to direct the bargaining team to make an honest counterproposal and set dates to negotiate as soon as possible.

California School Employees Association Chapter 197 – None.

I. PERSONNEL COMMISSION - Assistant Superintendent Jay Spaulding reported that the last meeting was held virtually on August 16. During that meeting, they ratified fourteen position announcements and eight eligibility lists. The next Commission meeting will take place on September 20, 2021.

J. ITEMS FROM BOARD – None.

K. SUPERINTENDENT'S REPORT

a. Return to in-person school - Superintendent Shawnterra Moore said it has been a wonderful time welcoming students back on to campus. When visiting schools, the kids seem happy to be back and learning is happening. Administration is continuing to work with union leadership to ensure that staff has the health and safety measure and essential protective gear to feel safe and focus on what they do best.

b. SSFUSD testing - Dr. Moore stated that the positive cases in school have been shared with the community. Since this was anticipated and planned for that, they focused on health and safety protocols. Most school districts that have welcomed their students and their staff back to in-person, have also experienced positive cases so it's not unique to SSFUSD, although it is unnerving and can cause angst. As an extra mitigation strategy, testing for

students and staff will begin in the next few weeks. She wants to be transparent with the community about the number of cases across the District and list them for students and staff. In communications, she shared that most cases seem to not be due to at-school transmission. Most have been the result of community transmission where someone may have come into contact with an unvaccinated individual. Dr. Moore emphasized that this is not meant to place blame. This is a community effort, to work collaboratively and protect the health and well-being of everyone. The communication was to share that administration is not seeing a spread being initiated at schools, and she apologized if she upset or offended anyone, which was not her intent. A lot of health and safety measures have been instituted to keep the entire community safe, with universal masking, portable air filters, and practicing hand hygiene routinely. Cleaning and sanitizing training was implemented to sanitize and disinfect, and eating outdoors is being encouraged. San Mateo County has administered about 1.1 million doses of the vaccine. 593,000 individuals are vaccinated in the County with at least one dose, which represents about 77.5% of the eligible population. The District is also working on a COVID dashboard, which should be available in the next week.

- c. **Staffing** - the Superintendent reported that, as in SSFUSD, districts throughout the County are experiencing a staffing shortage. In a typical year, the District would be able to cover classes with a substitute fill rate at 95%. Unfortunately, this declined to about 56% in August. Third party vendors, which the District contracts with for substitute teachers, is not able to fill the vacancies. SSFUSD has a great need for paraprofessionals, substitute teachers, and nutritional services positions. These jobs are listed on the District website.
- d. **Federal and State funding** - Dr. Moore said there have been inquiries regarding the one-time State and Federal grant funds and how they are being spent to support District students and staff. During the August 12 Board meeting, Cabinet made a return to in-person re-engagement presentation and discussed several Federal and State stimulus grant funds that the District has received or will be receiving. Much of the funding has been spent based on community feedback. The District will be receiving ESSER III funds soon, so outreach is starting now to create a plan due at the end of October. A community meeting on September 15 will provide another opportunity for the public to provide feedback on what the District should be focusing on.
 - ASB Reports
 - ASB Vice President Dani Dayao, El Camino High School, highlighted the following recent and upcoming events at her site: Now that the District is back to in-person at full capacity, it is important that everyone fights towards equity by continuing to follow COVID-19 safety

precautions. Although an executive decision was made to cancel the Welcome Back rally due to COVID concerns, they had a week of welcome known as Wow Week from August 31 - September 3; each day, during lunch, they had performances and activities, welcomed new staff, and gave recognition to their fall sports teams; last Friday students met on the football field for a special performance by the advanced performing dance class followed by a class competition and singalong game; Homecoming season has officially started with this year's theme of Disney World in recognition of their 50th anniversary and ECHS's 60th anniversary this year; updates are available @ECHS_colts; Senior Sunrise had a great turnout with senior packages being sold; the junior class office is holding a fundraiser on September 23; sophomores are holding a welcome back dodge ball game to commemorate their first year on campus together; freshman officers have been elected; ASB representatives are working with teachers and administration to review and update the student handbook including the school's tardy policies and protocols; during the second week of school over 15 clubs were available for students to join; the drama department has concluded their fall musical auditions for Little Shop of Horrors which will run November 25 - November 27; fall sports are beginning with a cross country invitational on Saturday where the cheerleading team will perform; teachers have also been working with the EL TOSA Ms. Patrick to implement research based strategies in the classroom; in honor of the 20th anniversary of 9/11 tomorrow, students and staff will come to school dressed in red, white, and blue and a flag raising ceremony will be held with community representatives. She concluded her report with "Let's continue to uplift and lead with love in the new normal we are trying to create as a District and most importantly as one community."

- Samantha Avila Gomez, Fall Student Trustee and ASB President, South San Francisco High School, shared the following news from her school: they held their first Welcome Back rally back on campus, on the football field, the first one since all the virtual rallies during COVID; Spirit Week, with a theme of Lights, Camera, Action, was inspired by the classic films The Breakfast Club on Monday, Saturday Night Fever on Tuesday, Wednesday, was sports day with the movie Dodgeball, Thursday was the Parent Trap, and Friday was Inside Out day where students wore their individual class colors and a bubble game was held with teachers and students competed against each other, their advanced dance group performed and a class competition in an obstacle course concluded the rally; in the week of August 23 - 27, the ASB class added four new freshmen; the first Senate meeting took place on September 1, with representatives from each class; the ASB Culture Commission held events for Hispanic Heritage Month so

students can see and feel that their culture is welcomed (details are on @SSFHS_ASB); many clubs have been approved and there are more to be approved in the coming future; Earth Club has been working on an outdoor learning space in between two buildings with a goal to eventually grow food which they will donate to feed families in the east side of South City; the Animal Rescue Club is holding a fundraiser tomorrow; girls volleyball has been rocking this school year; the football team played Lincoln HS and unfortunately lost by 22 to 24; a senior college prep class, started two weeks ago, in conjunction with Skyline College teaches Latinx students about the college experience and helps with scholarships; their college counselor, Brad Ward, held an informational meeting for seniors and their parents on financial aid yesterday; on September 28, a PTSA meeting is happening via Zoom. Complaints and Concerns: students are not able to not bring their personal laptops on campus and there are not enough laptops at school, which is especially concerning with many assignments being online; an overwhelming number of girls are sharing their concerns about the SSFHS dress code and say they are being shamed by administration and staff; with the shortage of nutritionists, a lot of students are missing breakfast and brunch, and there are very long lunch lines; with fire season coming many teachers that are going to have to face the dilemma of either closing their doors and keeping COVID inside or opening them and letting ash inside, so students are proposing fire days à la snow days in some districts; and while there is currently a suspension of the SLO program with police allowed on campus only for emergencies, they were on campus during a Martin ES movie night and at ECHS and SSFHS for non-emergencies.

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:

Stephanie Kuhn, a Los Cerritos ES teacher, spoke about teacher salaries and contract bargaining between the Board and CTA. She referenced the estimated starting salaries for different careers which require various levels of education in the Bay Area. Becoming a teacher requires a four-year college degree plus additional schooling in a credential program. She said other jobs with that level of education and training would pay \$80K to \$120K for the first year on the job. However, the salary for a first year teacher in the District is \$58K. She said teachers should be paid an amount commensurate with the training they went through for their jobs.

Michael Wang-Belt, an ECHS teacher, spoke about the last three contract

negotiations in the District. He said there is a pattern of negotiations breaking down due to the District not bargaining in good faith and this behavior needs to stop. He stated that when teachers bring their needs to the table and are ignored, they feel insulted and undervalued. To maintain a high level of excellence, he asked the Board to encourage the District to open negotiations again in good faith.

Timothy Hockenos, a SSFHS teacher, urged the District and CTA bargaining teams to begin discussing salary and other items. Teachers want to have input on how the millions of dollars in State and Federal funding, which the District has received, will be spent. He said the English Learner population is not being adequately served and more teachers and paraprofessionals are needed for those classes throughout the day. SSFUSD needs to have “competitive salaries to attract and retain qualified teachers, especially in this time of a teacher shortage.” Neighboring school districts are reaching agreements with salary increases which “acknowledge the hard work teachers are doing during this crisis.”

Jamie de Leon, a Ponderosa ES teacher, spoke about trying to purchase a home in this area. Her husband, also a teacher, has a second job and, as property managers, they pay reduced rent. They need family help for a down payment, but are repeatedly outbid. She said if they cannot find a house soon, they will be forced to move to the East Bay. She begged the District to give teachers and staff a raise in the contract negotiations. She loves her school and would be upset to relocate to afford a house.

Phill Naranjo said last year’s Literably data for Spruce ES is really way off as far as the reading data is concerned. He and his fellow teachers finished testing this week and were surprised at how low the scores were compared to those reported in May, which is unacceptable. This cannot be due only to the learning loss, but also with the Literably program. He questioned why the District is still using a computer-run program when there are live teachers that have been trained on how to administer a reading test.

Joseph Sheppard said it is great to be back in-person with their students. However, his joy was tempered when he found out the District had chosen not to bargain over the summer. It felt like a strange ‘thank you’ after 18 difficult months. He said the District needs to get serious about stepping forward and making wages and working conditions attractive and competitive for teachers, paraprofessionals, and classroom aides.

Christina Bonite, a first grade teacher, commented on the wage freeze for teachers who work 12 to 15 years in SSFUSD. This does not make any sense. She asked that the District re-think the pay freeze for veteran teachers who have been loyal and committed to the community. She requested looking into paying subs a little more to cover their positions so they can have time to assess the students’ reading levels. She said it is hard to use Literably to assess 1st graders. With this program, children wearing masks while reading are sometimes marked

unintelligible. This means a complete stranger is grading the kids who cannot hear them reading their assessments. She asked that Literably be reconsidered for Kinder through second graders.

Monyca Currier, a third grade teacher, agreed that it is a joy to be back in the classroom face-to-face with students. However, the equity challenge that has always been present is even more real this year. Social emotional learning is more important than ever and students need to often be validated. Regarding academics, she has students reading three levels above grade level and others reading three grades below grade level. Those kids will be taking the same standardized State tests in the spring and differentiating and meeting kids at their levels now is so important. She encouraged the District to raise the hourly wage of paraprofessionals to help support the classroom teachers and students.

Liz Renaud, a Speech Language Pathologist, thanked everyone for the continued use of Zoom and DocuSign which provide options and flexibility for families to communicate and participate with their schools and SpEd providers. She said it is a shame that although the District has a free breakfast program, it has been paused due to staffing shortages. She commented that there are currently many open positions in SSFUSD and asked why anyone would work here or stay when there are several other higher paying jobs in the area. The District needs to recruit and retain highly qualified personnel, starting by offering truly competitive wages.

Russell Lee said he supports all the teachers who came out tonight asking for a pay raise in their new contract. While the Board has repeatedly said the District is cash-strapped, there is always a way to find money, whether that be budget reallocation or putting a measure on the ballot. Teachers should not have to beg to earn a living wage. He asked the Board to require all students and staff to take weekly COVID tests and institute a vaccine mandate for all students age 12 and up, as well as teachers and staff. The safety of children must be prioritized over the non-science-backed beliefs of some community members. He said the District needs to take lessons from schools further down the peninsula, which display a different tone with their dress code policies.

Brenda Gonzalez, a SSFHS student, spoke about students not being able to bring their personal laptops to school even though there is a shortage of Chromebooks. This is an equity issue and EL students are being underserved. Many teachers say they are struggling without having interpreters in their class, and they beg students to try to interpret for them. She said girls at her school have told stories of slut shaming by staff and read the a list of dress code demands to create a body-positive environment.

Andrea Sims said teachers are not getting paid what they deserve and the Board is asking why the District has a shortage of teachers, which is disappointing. The Board is creating what is causing the issue and students and the community are able to tell them the solutions, but they are not able to get it done. She said it is

frustrating to hear the Board say that students would get sick and they should be proactively doing things to prevent that. She encouraged the Board to have a vaccination mandate and also pay to have quality teachers and substitutes so students are able to learn.

Liliana Rivera said the Board is quick and willing to police students, but they are not willing to do things to keep them safe and healthy. While budgets are limited in terms of COVID, there are many things they could be doing, like a vaccine mandate, and making sure they are being transparent with the number of cases within the community. Using time and energy to organize the number of COVID cases, calling parents, and doing tracing would be better than policing the girls' dress code. She said the fact that there is no breakfast is completely unacceptable. The District is asking for unpaid labor from the community that has already suffered so much during COVID. Alternatives such as self-service or having kids do it for extra credit need to be found.

Adam D, a Martin ES student, spoke about the school creating a Ruby Bridges Walk to School Day in honor of the child civil rights activist who integrated her school so that all children could attend together. He said the State would be voting on this as a State-wide celebration. He asked teachers to contact Mrs. Carlino if they want her students to speak to their class about organizing a walk at their site. They want to help kids spread the word about Ruby.

Katrina Ellis, a teacher, said educators have had to cover the same amount of content, use the same number of skills, and work directly with the same number of students, but with less support and resources than ever. It is insulting that Mr. Yanow's remarks and the disrespect shown towards teachers was dismissed by Dr. Moore. She said they contacted District personnel on June 4 to meet about the use of funds and as of today no one has responded to those emails. It is clear that the District is only conducting a meeting because teachers and parents would be attending today to demand input. She said it is unacceptable that the District's bargaining team has cancelled negotiation sessions and when they do meet, they are unprepared to discuss proposals or provide counterproposals. Currently the District is not bargaining in good faith and the District has money.

Rosamin Ruiz spoke about advocating for her son and addressing issues with the Director of SpEd and Spruce ES staff. She asked the Board for assistance with bullying her son has received at Spruce ES and not being able to keep him at a different school to avoid being traumatized. He will be evaluated to join a bullying group to recover from emotional stress. She wants him to have a safe and positive environment and be able to focus academically.

Javi E. said the absence reports program sounds creepy and Orwellian and matches what teachers are saying about computer grading. She expressed concerns about the new Board Bylaws, removing the designation of electronic Board communications as public records, removing the school designation as a

non-public forum, and prohibiting the school from taking a side on any controversial issue. She said the Superintendent stated that they reached out to the community, but they did not, given the public comments at this meeting. They need to involve teachers in funding decisions and to bargain in good faith. She said this is the same story over and over again and it is either incompetence or malice, but either way, there needs to be accountability. The Board needs to take action and ensure its priorities are enforced and if not, find different administrators.

Eddy Holman thanked all the teachers and staff for the amazing work they do. He is grateful for the opportunities that have been provided by public school staff and feels it is a community's responsibility to stand up when the teachers deserve respect and dignity. He referenced Transparent California and read examples of 2018 Cabinet members' salaries which, he said, totaled over \$2.3M. It is disrespectful to teachers who do not make enough to live in this community. Taxpayer dollars are paying these lavish salaries. He wants negotiations to happen and to pay the teachers. Also, there needs to be a vaccine mandate for all eligible students and teachers and a weekly disclosure of the COVID figures.

Andrew Ta, a SSFHS student, thanked all the teachers who have been working hard. Many teachers need to take on a second job just to stay in this District. They need paraprofessionals to help in their classes. He said they are not getting enough resources for their job and he is pushing the Board to support them. He asked that they listen to the SSFHS girls who are fighting for the right to be respected and do not deserve to be slut shamed. Any staff members that do that and make them feel bad about themselves need to be disciplined and held accountable. He spoke about waiting in long lunch lines and having to eat during class time. More Nutritional Services workers are needed, so that students can get their meals during lunch and also have breakfast so they can focus during school.

Tania Torres commented on why students protested the dress code instead of bringing the issue to the Board first. She said students have done this many times, but the school hardly listens to them. A year ago, they spoke to the Board about the schedule and how EL and AP students were not being supported, and nothing happened. Teachers were overworked and could not prepare their students for AP exams, simply because they did not have time. These were resources that the school board said they would provide and they did not. She said it is baffling for the Board to once again be doing this with the dress code and asked that they do something about it.

Michelle Lambert-Connolly, a Parkway Heights MS teacher, spoke about school breakfasts. She is concerned because when a student misses breakfast and comes to class hungry they have a hard time focusing. She asked the Board to find a way to feed kids or give teachers a way to feed them.

Armando Martinez, a student, said he was advocating for teachers and was sad that throughout COVID, their contract has not been negotiated. SSFUSD teachers

do a lot for students and really care, but are not being paid enough. He feels that school is a place where students come to learn and should not have to worry about being shamed for their bodies. Due to long lunch lines and some food not being nutritious, he suggested implementing new lunches.

Kevina Gallagher, a Bilingual Spanish School Psychologist, spoke about a button she received years ago with the word 'believe'. But she no longer believes in this District and is heartbroken and discouraged. While she has not received a raise for all the work she has done year after year, she stays because of the bilingual Spanish kids and their families.

Alexandria and Mario C. Cabano, who live near Parkway Heights MS, complained about the student drop-offs and pick-ups. It is out of control and parents are being disrespectful by blocking crosswalks or parking in front of or in driveways not moving to let the residents out. Something needs to be done.

President Lujan thanked all the community members for their engagement and for speaking with the Board. She said if someone was not able to speak during the meeting, they should email the Board members who read all communications.

The Board recessed at 8:30 p.m. for a break and reconvened at 8:40 p.m.

Trustee John Baker said that most of the issues in public comments were either being addressed or will be addressed. He asked about the issue of laptops at SSFHS and that he was under the impression that SSFUSD was a one-to-one District with enough laptops for everyone. Assistant Superintendent Irish replied that the District is in the process of verifying all its inventory at each school site with the site leaders. He advised that there is another order in place, which is part of the District's reimbursement plan for tech devices. This morning, he became more aware of the SSFHS Chromebook deficit, so he along with Assistant Superintendent Ted O and IT Director Joe Siam are working to rectify this as quickly as possible. They are looking at all the sites to see if they need to redistribute devices to SSFHS and will make it a priority. Vice President Mina Richardson asked why students cannot bring their own laptops to school. Mr. Irish replied that the District used Federal money to purchase Chromebooks and tech devices and there has been a law in place since 2000 called the Consumer Privacy for Children. The District is responsible for having content filtering software to monitor and assist students to make it sure they do not access possibly obscene websites. If the District allowed students to bring in their own device, the IT Department would have to install the monitoring software. He is collaborating with Mr. Siam on a temporary work around. The first issue they are addressing is that every student should have access to a Chromebook or an iPad. Student Trustee Avila Gomez shared that many websites are already blocked by the school's WiFi and students are confused as to why the District does not update their WiFi to block the other websites. Mr. Irish said some companies decide to block access if someone is 18 or under and they are looking into how to filter and monitor

websites. He thanked the SSFHS Journalism students for meeting with him, making him aware of the issue, and giving him an opportunity to respond and fix it for all District students.

M. PRESENTATIONS

1. EDUCATIONAL SERVICES

a. Teaching and learning presentation: Spruce Elementary School

Principal Israel Castillo shared educational priorities and programs at Spruce ES. He also recognized the following parent volunteers for their ongoing support with certificates of appreciation from the Board: Macaria Acevedo, Tona Chan, Nurilem Frayne, Elvin Frias, and Maria Ortiz.

Mission

- Aligned with the District's LCAP Goals and Priorities
- Academic Achievement - the focus is on student progress
- Professional Development (PD) - staff work together to create success for all students. PD is key in preparing and supporting teachers from distance learning back to in-person instruction. Teachers and staff have the opportunity to attend varied PD offerings in the District.
- Student, Parent, and Community Engagement

Goals

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

Vision

- Create a **collective teamwork** culture that collaborates and supports one another - focus on student success.
- Support all staff in **professional development** in the areas of: technology, using data to enhance instruction to fit the learning needs of our students, and setting grade level goals and individual student goals.
- Foster teacher **leadership** by providing professional learning and growth opportunities by becoming actively involved in a Spruce Committee.

Principal Castillo said maintaining student excitement is key to learning new material. He is proud of his teaching staff for supporting diverse learners.

CAR (Communication, Achievement, Relationships)

The SSFUSD car metaphor is a journey to excellence, providing students a superb learning experience by visiting classrooms daily, collecting walk through data and providing ongoing feedback to teachers and support staff. This year, Principal Castillo is focused on strengthening communication with families and promoting positive relationships with all parties. His main goal is to increase academic achievement and pave a road of opportunity for all students.

School-wide Focus

- Implementation of priority standards (Monitor student learning)
- Strong focus on RTI in the classroom and Tier 2 interventions
- Academic language through daily instruction (Designated and Integrated ELD by implementing BGLAD strategies).
- Implementing a well-balanced literacy program in all grade levels.
- To ensure that they are providing all students with equity.
- To ensure that the systems are designed to build coherence, alignment, and an instrumental system that is functional with the same understanding, the same tools and the same protocols. This is why the PLC process is so important to the collaboration component.
 - The team works together to design the lessons that will support English Learners.
 - Strategically assign small group interventions during the day.
 - Strengthen the system through the District data analysis protocol.
 - Leadership team works collaboratively to analyze data and understand the support needed for students, staff, and families.
 - Cohesive teamwork makes a difference in every child's educational path.

Academic Centers

In previous years, academic centers focused on Math. Data from unit and lesson plans was used. Ed. Services shared the resources with staff and has planned at least two assessments in ELA and Math. Principal Castillo plans to continue some academic center work with teachers for additional intervention before and after school. Due to schools closures and not all students taking standardized assessments in spring of 2020 and 2021, the State has delayed reporting this data. Decisions at the State level will impact the information and how it will be shared with the public.

ELPAC (English Language Proficiency Assessments for California)

Levels

Four levels measure what English Learners can typically do.

- **Level 1** - Student is at beginning stage of developing English skills in speaking, written, and writing.
- **Level 2** - Student has somewhat developed skills.
- **Level 3** - Student has moderately developed skills.
- **Level 4** - Student has well developed skills.

The goal is to support students to eventually progress to level 4 and acquire reclassification.

Spruce ES Fall 2021 Language Status

EL - 211 students, 49.5%

RFEP (students who initially identified as English Learners, but developed over the course of their education and are now considered English proficient) - 52 students, 12.2%

IFEP (students are initially determined to be English proficient) - 22 students, 5.1%

FO (student has no other language besides English) - 90 students, 21.1%

Pending identification - 51 students, 12%. After the initial test based on previous years, this percentage will likely be added to the EL group.

Spruce ES English Language Data

Principal Castillo reviewed the ELPAC scores by grade level. There are currently 46 students at level 1, 89 at level 2, 68 at level 3, and 23 at level 4. The focus is on progressing in the two domains of Reading Writing, areas which affect ELs.

Mr. Castillo said GLAD (Guided Language Acquisition Development) was implemented at Spruce ES four years ago. He described it as an instructional model with clear practical strategies that promote effective interaction between student to student and teacher to student. These strategies help students to develop metacognition, negotiate for meaning, and take ownership of their learning. Metacognition assessment focuses on their culture and personal experiences and also infuses cultural awareness and celebrates multiculturalism. This aligns with Common Core and District requirements.

Spruce ES Attendance Data

Principal Castillo reviewed attendance data at Spruce ES. The current school population is 424 students. 16 students are attending through virtual learning. He provided statistics on attendance for the first ten days of school this year (absences per day by student), and the percentage of students attending per student group. These percentages are, for the most part, stable at the range of 95%. He noted a large dip to 88.4% on August 27 due to a COVID close contact, which he anticipates will likely happen again in the near future. To prepare for this, teachers are creating at-home packets for at least

ten days and will provide on-going help for these students. Most students are glad to be back in-person and this gives teachers an opportunity to truly engage the kids.

Technology Integration

Principal Castillo said this past year they have learned the importance of emerging and integrating technology and being flexible with various teaching platforms. His technology goals are:

- All Spruce teaching staff will integrate technology in the core curriculum at least two times a week for all grade levels.
- On-site technology support.
- Develop the skill set (teachers and students)
- Collaborate with the District Technology TOSA and leadership team to continue the momentum with the integration of technology.

Technology is a skill said that every student will need to be competitive in the workforce.

Spruce Literably Data

At Spruce ES, there are interventions in place to continue to close the achievement gap. It is important that students come to school ready and prepared to meet grade level expectations, but unfortunately through assessments it is shown that many of the students may enter SSFUSD with gaps and school deficiencies, due to English language acquisition and the lack of education for their native language. Principal Castillo said the site is collaborating with their 2.5 literacy coaches and teaching staff to look at data every six weeks. They pool small reading groups for intervention and make necessary adjustments as needed. Teachers also provide small group intervention to support all student learning. Spruce ES is working with Reading Partners, an outside support group, that works one to one with students on specific reading strategies. They also have an RTI (Response to Intervention) team which monitors students' progress or the lack thereof and collaborate to figure out each child's individual needs and the different interventions that might fit that student. When students exhaust all those possible interventions, the next step is to provide an assessment to see if the child qualifies for Special Education. There are three assessments planned with Literably this year. Teachers are currently administering their first round of Literably, so there is not sufficient information to assess yet.

Literably assessments measure students growth so they can refer students to the appropriate tier intervention. In staff meetings, they are collaborating and analyzing small group learning and providing training to teachers and plan to continue this to effectively structure daily literacy blocks in order to accelerate students' literacy development. Last year's data showed growth was measurable for all their students.

PBIS (Positive Behavior Intervention System) School and Character Development

- Teach desired behaviors (teach positive social expectations)
- Provide reminders of expected behaviors
- Give specific positive feedback for desired behaviors
- Re-teach when problem behavior occurs
- Review behavioral expectations frequently and practice
- Actively supervise students
- Collecting and using data for decision-making
- Grade level support

Principal Castillo said the PBIS team was very strategic and helped them get through COVID during the difficult times. This year they will work with grade level teachers to showcase character traits and create consistencies throughout the school. They are also engaging families to ensure they understand PBIS. Spruce ES also has a committee that meets on a monthly basis to formulate activities and assemblies to make school and learning fun. A virtual career day is being planned to show what education can do for children.

Trustee Baker thanked Principal Castillo for including photos of his volunteers in the presentation. It is always important to see those people who are going the extra mile without whom things would not get done in the schools. During the pandemic there were a lot of varying outcomes for students because home resources differed between families, which built up some inequity. He asked Mr. Castillo what support the Board could offer to help narrow those gaps since students returned to in-person learning. Principal Castillo said he would like to continue some academic centers, with his own teaching staff, for before school and after school support. In the past, he used categorical funds to pay teachers to provide this support since his reading specialists cannot take in the number of students needing this extra help. He is confident and optimistic that they can close the gap.

Trustee Chialin Hsieh also thanked Principal Castillo for the great presentation and said she values the information he shared to help her understand the school much better. Having a diverse population with 84% Hispanic and 56 EL students creates a challenge, but his intervention and focus on supporting students is appreciated. She also complimented him on focusing on Math and taking care of the students' well-being.

Trustee Patricia Murray thanked Principal Castillo for his presentation and noted that everything is data-driven, which she appreciates. She complimented him on focusing on the achievement gap and addressing every need through partnerships and collaboration.

Vice President Richardson thanked Principal Castillo for the presentation and said he impresses her every time he reports on his school. She noted that Hispanic/Latinx students have the most absences since school started and asked if he took a closer look as to what is causing that. He replied that it was a combination of some students needing additional documentation in regard to vaccination/COVID testing results and others were out of the country.

Vice President Richardson asked how long it takes for students to move from one ELPAC level to a higher one. Principal Castillo said it varies based on the child's educational background in their native country. They do set an expectation of wanting them to achieve reclassification by 4th or 5th grade.

President Lujan thanked Principal Castillo for putting a lot of research into his presentation. His commitment to serving students and collaborating shines. She commended him and his staff, families, and students and acknowledged his honesty about where the school is at and how he can serve students better.

Student Trustee Avila Gomez said she was a proud Spruce Cougar. She was born in Mexico; her family was bilingual and she was not considered English proficient until the 4th grade. She commended Principal Castillo for all the programs he has, which require a lot of support. She told the Board that teachers should not be overworked and this shows an overwhelming need to hire more EL aides to help the students reach the English proficient level and the education they deserve. Mr. Castillo thanked Ms. Avila Gomez for the wise words and commended her on her leadership role.

N. CONSENT AGENDA

Trustee Murray thanked the parents and companies for their many donations.

MOTION #240 (Richardson/Murray) to approve Item 1a, Minutes to the special Board meeting, August 4, 2021; Item 1b, Minutes to the regular Board meeting, August 12, 2021; Item 1c, Music First agreement for 2021-22; Item 2a, Renaissance Learning contract for 2021-22; Item 2b, InClassToday contract for 2021-23; Item 2c, ECHS Cross Country Team students to participate in the Woodbridge Invitational in Norco, CA; Item 2d, ECHS Cross Country Team students to participate in the Clovis Invitational in Fresno, CA; Item 3a, Certificated Personnel Assignment Order; Item 3b, Classified Personnel Assignment Order; Item 4a, Purchase Order Listing, July 1 - 31, 2021; Item 4b, Warrant Register, July 1 -31, 2021; Item 4c, Cash Receipts, July 1 - 31, 2021; Item 4d, Declaration of surplus items; Item 4e, Gifts to the District, August 2021; Item 4f, 2021-22 fundraising event; Item 4g, Professional service agreements under \$25,000. Motion Carried. (Unanimous)

INFORMATION/DISCUSSION

1. ADMINISTRATION

a. Discussion of Community Forum Topic

The Board discussed potential topic(s) for the District's Community Forum being held on October 21, 2021.

Trustee Murray suggested Nutrition Services, School Safety/Big 5, and the SSFHS dress code as possible topics.

Trustee Hsieh asked if the topics are global or school specific. Dr. Moore replied it depends on the year, but the Board hears from the community on issues of concern and tries to limit the conversation to one or two topics. She said staff provides a very brief overview and then it is just an opportunity for the Board to hear from the community and have a dialogue.

Trustee Baker recommended a discussion on whether the District should have mandatory vaccinations for all students who are medically eligible to receive them. He said it is time to hear the concerns from teachers, staff, and parents. Right now, it applies to children 12 and above and suggested they could word it in a way that if there are vaccines for younger children at a later date, those could also be included. It will likely be a very active meeting, but it is appropriate topic for a Community Forum.

Vice President Richardson said she agreed with Trustee Murray on the dress code for high school students and possibly also for staff. Sometimes she cannot differentiate between students and staff.

Trustee Hsieh said she liked Trustee Baker's idea for potential mandatory vaccination.

President Lujan confirmed the three topics being considered were Nutrition Services, the dress code, and mandatory vaccinations since safety had been discussed multiple times previously. The most support was for the dress code and vaccinations.

Trustee Baker said all three topics are important, but he thinks the dress code could be discussed at a regular Board meeting since it is applicable to two out of the 15 District schools. The other two issues involve many sites and the entire community could weigh in on them, which is the purpose of a Community Forum.

President Lujan questioned if the dress code could be something that actually begins with the Board Bylaws. Trustee Baker asked if the

individual dress codes are set by the schools themselves rather than the Board. If so, he thinks it is premature for them to discuss this issue until it has gone through the process at the schools. He wants to hear what the sites are doing to address the valid student concerns about the dress code. President Lujan said that it would be consistent with requiring uniforms and could be handled at the lowest level. Student Trustee Avila Gomez said SSFHS had a student walkout two weeks ago, during flex time and within school grounds. Afterwards, administration was reactive, not proactive, and met with some students to talk about the dress code. She said the main concern for many students is that this has been an ongoing issue and a lot of administration has not been understanding that it is not just about the dress code, but includes slut shaming and a lot of the rape culture which is perpetrated in the high schools. Administration sent out a form asking for opinions, but she does not know what their next steps are. Vice President Richardson said her approach would be to have a motivational speaker come on campus and try to impress upon the students to dress nicer or they could inspire them to naturally choose for themselves a better attire.

President Lujan recommended keeping an eye on what goes on at the site level and whether the Board would need to have a meeting for discussion. She said she wanted to honor the actions being taken at the sites before the Board jumps in. As a former principal, she feels that the Board should get involved if it is a District-wide issue, but otherwise they should allow things to be handled at the lowest level first. She agreed that Nutrition Services and mandatory vaccinations would be good topics.

Dr. Moore asked for clarification on the topic of Nutrition Services. Trustee Baker acknowledged the long lines are at least partially the result of staffing, but suggested the Board discuss options such as volunteering or staff can present ideas to increase the employee pool such as rewriting the salary scale or advertising the jobs in different places. He proposed possibly paying students who attain a ServSafe certificate through the Culinary Arts program, to arrive early at their schools and help with breakfasts. He would like to see out of the box thinking and new ideas to show the community they are trying to provide the meals to middle and high school students. Trustee Murray recommended finding out what other school districts are doing. Dr. Moore said Director Fran Debost has regular calls with her counterparts and they are in the same predicament, but the Board can discuss it.

The Board agreed to have Nutrition Services and mandatory vaccinations as the Community Forum topics.

b. 1st reading of District's New and Updated Board Policies

The Board discussed the first reading of the new and updated District's Board Bylaw and Board Policies.

President Lujan requested two small changes in the wording in BP 6145.2. "Should" was revised to "shall".

MOTION #241 (Hsieh/Baker) to approve the District's new and updated Board Bylaw and Board Policies listed below (with the modifications noted above) and the waiver of a second reading. Motion Carried. (Unanimous)

1. BB 9012 - Board Member Electronic Communications
2. BP 1325 - Advertising and Promotion
3. BP 3100 - Budget
4. BP 6145 - Extracurricular and Cocurricular Activities
5. BP 6145.2 - Athletic Competition
6. BP 6178.1 - Work-based learning
7. BP 7214 - General Obligation Bonds

PUBLIC HEARINGS

a. Sufficient student textbooks/instructional material

A Public Hearing, in accordance with California Education Code Section 60119 and SB 550, will provide an opportunity for members of the public to comment on the sufficiency, appropriation and disbursement of instructional materials throughout the District.

The Board meeting was suspended to open a public hearing at 9:38 p.m.

This Public Hearing provided an opportunity for members of the public to comment on the instructional materials. Teacher Phill Naranjo said Spruce ES and Martin ES need iPads.

The public hearing was closed and the Board meeting resumed at 9:40 p.m.

b. SSFUSD Initial Proposal to CSEA

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. The SSFUSD initial proposal was presented at this meeting. (The CSEA initial proposal was presented at the August 12, 2021 Board meeting.)

The Board meeting was suspended to open a public hearing at 9:40 p.m.

Assistant Superintendent Spaulding presented the SSFUSD initial proposal to CSEA Chapter 197 for the 2021-22 reopener agreement. He said the District is bringing forward two articles for bargaining, Article 7, Compensation and Benefits and Article 11, Leave of Absence with pay.

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

The public hearing was closed and the Board meeting resumed at 9:41 p.m.

ACTION

1. ADMINISTRATION

a. Resolution No. 21-44 for Hispanic/Latinx Heritage Month

Board Clerk Murray read the resolution in English and Student Trustee Avila Gomez read the Spanish version.

MOTION #242 (Baker/Hsieh) to adopt Resolution #21-44 (English and Spanish versions): Honoring Hispanic/Latinx Heritage Month. (AYES: Student Trustee Avila Gomez, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None). Motion Carried. (Unanimous)

b. Nomination(s) for CSBA Directors-at-Large

There was no motion to nominate Board member(s) for the CSBA Directors-at-Large positions for African American or American Indian.

2. EDUCATIONAL SERVICES

a. Resolution No. 21-45 for Confirmation of Sufficient Student Textbooks/Instructional Materials

MOTION #243 (Murray/Baker) to adopt Resolution #21-45: To confirm and certify that the District has provided each pupil with sufficient textbooks and instructional materials aligned to the academic content standards and consistent with the cycles and content of the curriculum frameworks. (AYES: Student Trustee Avila Gomez, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None) Motion Carried (Unanimous)

b. Approval of Safe Return to In-Person Instruction and Continuity Plan

MOTION #244 (Baker/Murray) to approve the 2021 Safe Return to In-Person Instruction and Continuity Plan year. Motion Carried. (Unanimous)

c. Approval of Extended Non-Public Agency (NPA) Contract

MOTION #245 (Richardson/Baker) to approve an extended contract with NPA Stepping Stones in order to fulfill Individualized Education Plan (IEP) service agreements for 2021-22. Motion Carried (Unanimous)

3. BUSINESS SERVICES

a. Resolution No. 21-46 GANN limits

MOTION #246 (Baker/Murray) to adopt Resolution #21-46: Certifying the actual Gann Limit for 20120-21 and the estimated Gann Limit for 2021-22. (AYES: Student Trustee Avila Gomez, Baker, Hsieh, Lujan, Murray, Richardson; NOES: None) Motion Carried (Unanimous)

b. Approval of Los Cerritos ES Paving Project Close Out

Trustee Baker said the project was quality work and looks great. President Lujan noted that the site looks beautiful. Vice President Richardson said the flowers look good also.

MOTION #247 (Murray/Baker) to approve the authorization for District staff to execute and file the Notice of Completion for the Los Cerritos ES paving project. Motion Carried (Unanimous)

c. Approval to Reject All Bids for the Toilet Pods Repair Project

Vice President Richardson said she understood the District tried to address this item once before, but it was pulled because of ongoing litigation. She questioned what the Board was being asked to do at this point. Assistant Superintendent O replied that staff is recommending the Board reject all bids at this time and authorize to rebid for the future. Vice President Richardson asked if the bid expired would the process then be started over again. Mr. O confirmed that since this item is under litigation, making repairs at this time would complicate the District's position.

Vice President Richardson asked which restrooms the children were using since they are displaced right now. Dr. Moore said the administrators has been very flexible and identified other restrooms for

the kids to utilize during this time.

MOTION #248 (Hsieh/Richardson) to approve the rejection of all bids for the toilet pods repairs project and authorize staff to re-bid the project in the future. Motion Carried (Unanimous)

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

Board meetings are currently held via teleconference and are planned to return to the in-person set-up at a future date. The meeting locations will be noted as applicable.

September 23, 2021 *(teleconference)*

- Teaching and learning presentation - Martin ES
- Presentation and approval of year end unaudited actuals
- Discussion on returning to in-person Board meetings at Baden HS gym
- Update on enrollment for the 2021-22 school year
- Resolution honoring Filipino American History Month
- Approval of the Board Governance calendar for 2021-22
- Approval of Migrant Ed MOU
- Resolution for Work Experience Can Work (WCW) contracts for 2021-24
- Resolution for California Week of the School Administrator (10/10 - 10/16)

October 7, 2021 *(teleconference)*

- Teaching and learning presentation - SSFHS
- Williams report for 3rd quarter ending 9/30/21
- Resolution honoring Native American Heritage History Month
- Approval of ESSER III Expenditure Plan

October 14, 2021 – Special Meeting

- Discussion/approval of SSFUSD SLO MOU with the City

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

- Nutrition Services (long food lines and breakfast service at middle and high schools)
- Mandatory vaccinations for students 12 and up who are medically eligible to receive them.

November 18, 2021 *(teleconference)*

- Teaching and learning presentation - Los Cerritos ES
- Presentation on the Nutrition Services Department
- Update on Safe School Plans

December 9, 2021 *(teleconference)*

- Board of Trustees reorganization
- Resolution honoring outgoing Board President
- Teaching and learning presentation - Ponderosa ES

- Teaching and learning presentation - Children's Center
- Presentation on Performance Management - CTE
- Approval of San Mateo Co. QRIS block grant for 2021-22
- Presentation and approval of First interim budget report "positive certification"
- Selection of Trustees to District sub-committees/committees (Board Policies and Bylaws, City sub-committee, and County Committee on School District Organization)
- CSBA Delegate Assembly nomination(s)

January 13, 2022 (*teleconference*)

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

SUMMARY OF BOARD DIRECTIVES

1. Staff to keep the Board informed on the SSFHS dress code process in a weekly update.

GOOD AND WELFARE

Student Trustee Avila Gomez reported that SSFHS has a app called SSF Athletics, available from the app store. She invited everyone to attend next week's football game football, where she will be cheerleading.

Trustee Murray said she had gone to many virtual back to school nights. Last week, several Board members toured the new Culinary Arts kitchen at ECHS, which is amazing. They then saw the school's softball field with its special touches, such as the flag pole with plaques around it.

Trustee Baker said he also watched several back to school nights, including both comprehensive high schools. He thanked Dr. Moore for sharing the COVID figures this week since there has been a lot of concern about them in the community. He looks forward to having the District's public COVID dashboard. As a Board and Cabinet, they do understand the community's concerns about safety and are keeping this in mind. Several of them have had children in schools and share the same concerns as the parents and families have.

Trustee Hsieh also participated in the back to school night visits. She shared her appreciation of the leadership team, Dr. Moore, the teachers, and principals who are all doing two jobs. She sees that everyone is stepping up and thanked them for their support for the students.

Vice President Richardson thanked Student Trustee Avila Gomez for telling them about the SSF Athletics app so she can easily find the game schedules. She also saw several virtual back to school nights and they were wonderful. She appreciated all the work students did, including the virtual tour of the SSFHS campus. At last night's City Council meeting, Mr. Martin Cruz, Director of Ballet Folklórico, was acknowledged for his work during Hispanic Heritage Month. The care and detail that he gives everybody shows his dedication to this craft and he keeps the culture alive for the students. This is a great moment for the students, so that they can understand the value and power of culture. She acknowledged Baden HS students for their dedication and noted that she is a student there taking a Google course. All the campuses are very nicely kept and now they are extra clean because the District has so many layers of protection due to COVID. She also went to the Culinary Arts classroom and agrees with Trustee Murray that the students will get to use the stove she has always dreamed of having. She thanked Principal Daniel Lunt for the tour.

President Lujan said she greatly enjoyed the back to school nights with the presentations and thought that every site put into their event. She is grateful that school is open and extended a huge thanks to every staff member because she knows they are working harder than ever. The students are amazing and they are absolutely worth it. She also thanked the parents and appreciates their willingness to help when needed.

ADJOURNMENT – 10:08 p.m. in memory of

- **Teresa Gershaneck**, the mother of Christine Lucy, wife of former Trustee Patrick Lucy, who passed away on August 29. She began working for the District in 1977 as an Instructional Aide until her retirement in 1991. She was also a recipient of the District's Golden Apple award.