



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.1d

Meeting Date: March 5, 2020

Subject: Approve Minutes of the February 20, 2020, Board of Education Meeting

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Superintendent's Office

Recommendation: Approve Minutes of the February 20, 2020, Board of Education Meeting.

Background/Rationale: None

Financial Considerations: None

LCAP Goal(s): Family and Community Empowerment

Documents Attached:

1. Minutes of the February 20, 2020, Board of Education Regular Meeting

<p>Estimated Time of Presentation: N/A Submitted by: Jorge A. Aguilar, Superintendent Approved by: N/A</p>



BOARD OF EDUCATION MEETING AND WORKSHOP

Board of Education Members

Jessie Ryan, President (Trustee Area 7)
Christina Pritchett, Vice President (Trustee Area 3)
Michael Minnick, 2nd Vice President (Trustee Area 4)
Lisa Murawski (Trustee Area 1)
Leticia Garcia (Trustee Area 2)
Mai Vang (Trustee Area 5)
Darrel Woo (Trustee Area 6)
Olivia Ang-Olson, Student Member

Thursday, February 20, 2020

4:30 p.m. Closed Session

6:00 p.m. Open Session

Serna Center

Community Conference Rooms

5735 47th Avenue

Sacramento, CA 95824

MINUTES

2019/20-17

1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL

The meeting was called to order at 4:38 p.m. by President Ryan, and roll was taken.

Members Present:

*President Jessie Ryan
Second Vice President Michael Minnick
Leticia Garcia
Lisa Murawski
Darrel Woo*

Members Absent:

*Vice President Christina Pritchett (arrived at 4:45 p.m.)
Mai Vang (arrived at 4:45 p.m.)
Student Member Olivia Ang-Olson (arrived at 6:15 p.m.)*

A quorum was reached.

2.0 ANNOUNCEMENT AND PUBLIC COMMENT REGARDING ITEMS TO BE DISCUSSED IN CLOSED SESSION

None

3.0 CLOSED SESSION

While the Brown Act creates broad public access rights to the meetings of the Board of Education, it also recognizes the legitimate need to conduct some of its meetings outside of the public eye. Closed session meetings are specifically defined and limited in scope. They primarily involve personnel issues, pending litigation, labor negotiations, and real property matters.

- 3.1 *Government Code 54956.9 - Conference with Legal Counsel:*
 - a) *Existing litigation pursuant to subdivision (d)(1) of Government Code section 54956.9 (Superior Court Case No. 34-2018-00226922 and OAH Case No. 2019080302)*
 - b) *Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9 (One Potential Case)*
 - c) *Initiation of litigation pursuant to subdivision (d)(4) of Government Code section 54956.9 (One Potential Case)*
- 3.2 *Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining TCS, SCTA Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining SCTA, SEIU, TCS, Teamsters, UPE, Non-Represented/Confidential Management (District Representative Cancy McArn)*
- 3.3 *Government Code 54957 – Public Employee Discipline/Dismissal/Release/Reassignment*
- 3.4 *Education Code 54957 – Public Employee Appointment*
 - a) *Chief Communications Officer*
- 3.5 *Education Code 35146 – The Board will hear staff recommendations on the following student expulsion(s):*
 - a) *Expulsion #6, 2019-20*
 - b) *Expulsion #7, 2019-20*

4.0 CALL BACK TO ORDER/PLEDGE OF ALLEGIANCE

- 4.1 *The Pledge of Allegiance*
- 4.2 *Broadcast Statement (Student Member Ang-Olson)*
- 4.3 *Stellar Student Recognition: Rosemont High School Career Technical Education Students Steven Alvarado III, Allister Arriaga, Angel Madrid, Giovanni Martinez, and Tyler Sheufelt*
 - *Presentation of Certificates by Vice President Christina Pritchett*

Public Comment: Rob Fong

5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION

Counsel Jerry Behrens announced a settlement in OAH Case No. 201908302 by unanimous vote, and also unanimous approval of Closed Session Non-reemployment Resolution No. 2019/20-G. Superintendent Aguilar announced the unanimous appointment of Tara Gallegos to the position of Chief Communications Officer.

6.0 AGENDA ADOPTION

President Ryan asked for a motion to adopt the agenda. A motion was made to approve by Member Murawski and seconded by Member Woo. The Board voted unanimously to adopt the agenda.

7.0 SPECIAL PRESENTATION

7.1 Approve Resolution No. 3125: Recognition of National Black History Month, February 2020 (Jessie Ryan) 5 minutes

President Ryan presented the resolution and also presented framed copies to Cassandra Jennings of the Greater Sacramento Urban League and LCAP/Parent Advisory Committee member Cecile Nunley. Ms. Jennings spoke.

Public Comment:

None

Board Comments:

Vice President Pritchett made a motion to approve the resolution. Member Woo seconded it, and the motion passed unanimously.

7.2 Approve Resolution No. 3124: Recognition of National Eating Disorders Awareness Week (February 24 – March 1, 2020) (Jessie Ryan and Christina Pritchett) 5 minutes

President Ryan and Vice President Pritchett presented the resolution.

Public Comment:

None

Board Comments:

Vice President Pritchett moved to approve the resolution, and President Ryan seconded. The motion passed unanimously.

8.0 PUBLIC COMMENT

Members of the public may address the Board on non-agenda items that are within the subject matter jurisdiction of the Board. Please fill out a yellow card available at the entrance. Speakers may be called in the order that requests are received, or grouped by subject area. We ask that comments are limited to two (2) minutes with no more than 15 minutes per single topic so that as many people as possible may be heard. By law, the Board is allowed to take action only on items on the agenda. The Board may, at its discretion, refer a matter to district staff or calendar the issue for future discussion.

President Ryan announced that she had received a request from SCTA to address the Board on the following: 1) Schools and Community First Initiative and other ways of improving school funding, and 2) fiscal transparency and accountability. Accordingly, SCTA had 15 minutes to speak on these topics.

Public Comment:
David Fisher
Karla Faucett
Kaden Krat
Jennifer Rumph
Damian Harmony
Trudy Mohr
Elizabeth Uribe
Cassandra Kelly Tillman
Phyllis Mosley
Zachary Bryant
Cecile Nunley
Rich Vasquez
Alison French-Tubo
Juan Martinez
Lamaia Coleman
Robyn Mutchler

9.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES

9.1 Safe Schools Review (Ray Lozada)

Information

Safe Schools Director Ray Lozada presented. He went over the direction of the department moving forward, an overview of the current roles of non-school site based patrol officers (formerly “SROs”) and site administrators, and the increasing quality and frequency of safety planning and drills.

Public Comment:
Cecile Nunley
Robyn Mutchler

Board Comments:

Vice President Pritchett asked what Mr. Lozada’s relationship is with the sheriff, seeing that some of her schools are in the County and not in the City. She also asked how he is getting the sheriff’s reports. Mr. Lozada said he has reached out and met with the sheriff’s department. He said they are working on mainstreaming the process in which the principal will call him first, he will determine if the situation warrants getting law enforcement involved, and if so he will reach out to the sheriff’s department. Vice President Pritchett then asked how information gets to Mr. Lozada when someone calls 911 directly from the school. He said that he relies on the school resource officers to have that communication. Vice President Pritchett said she still does not think three officers are sufficient for the District. She also asked if he has been able to compare data to prior years. Mr. Lozada said that he does not have data for what happened in prior years. He said that we need to do better regarding that. Vice President Pritchett said that she is happy he is tracking these numbers from here on out. She then asked for a list of schools that have Columbine style locks, and she also asked that he hold a community meeting. She asked that a report on SROs be given every three months.

Student Member Ang-Olson asked for clarification on the Columbine locks. Mr. Lozada said they should all be installed over the next 18 months. Student Member Ang-Olson also asked if the role expectations for the non-school site based patrol officers has changed since there is only three now. Mr. Lozada explained the challenges being faced now that there are only three officers. He said they are basically now in triage mode. Student Member Ang-Olson said that she thought part of the goal in reducing the number of SROs was to use Campus Monitors, Social Workers, and other individuals to deal with situations. Mr. Lozada said time will be needed to project out what resources will be needed and to build those mechanisms. From his perspective, we need SROs to deal with safety.

Member Murawski appreciates the direction that this has gone, and she hope that they have an opportunity at a future time to look into more specific questions. She asked how we know what the demand is of the SROs, versus supply. Mr. Lozada said that it is clear that when looking at some of the categories, such as number of calls, group fights on campuses, trespassers on campuses, missing students, and sexual and physical abuse investigations, these are things for which we do not have a lot of discretion as to if we want to address it or not.

President Ryan noted that we will have another Board presentation on this in May and that some of the Board's questions can be incorporated into the next community meeting.

Member Vang thanked Mr. Lozada for his presentation and welcomed him to the District. She asked him and the Superintendent if we had collected data prior to August 29, 2019. Superintendent Aguilar said that he does not believe that we collected the data, but that our partners at the Sacramento Police Department did. He noted that we began collecting data as a result of the contract that was signed. Member Vang asked if the data in front of the Board now was internal data that the District SROs were collecting. Mr. Lozada said that it is a combination of our generated requests and their response. Member Vang said she is interested in seeing comparative data between this year and last year. What she is hearing is that there are more fights happening on campus, but feels it is important to see the comparison in data. She also asked when the questioning and apprehension policy would come back to the Board for discussion. Mr. Lozada said that he has reviewed a few drafts, and he believes there is a timeline for this. President Ryan said that, based on the work already done, they were hoping to bring this forward in March. Deputy Superintendent Lisa Allen said that is correct. Lastly Member Vang asked about school safety. Mr. Lozada said this is a community conversation and that we are just identifying the types of mechanisms that we need just to be good at dealing with behavior. Being committed to working with community and our partners is where we have to start. Member Vang said she also wants to make sure that our labor partners are part of this conversation.

Member Garcia thanked Mr. Lozada for the work he's done so far. She noted that we must think of safety in a more comprehensive way and, in realizing that we are lacking data from prior years, she would like to think about how we use what we currently have in informing the next conversation about how we are going to approach evaluating the contract with the SROs. She noted that it expires on June 30th.

President Ryan said one of her concerns is disproportionality. She said we need to be dealing with this head on, and that we should think about what our safety plan does to account for bias. She said we need to recognize that our Campus Monitors have a big role to play, and she would like to see if there is desire from the Campus Monitors to participate in additional training.

9.2 Measures Q and R at Work (Nathaniel Browning)

Information

Director of Capital Projects, Facilities, and Resource Management Nathaniel Browning introduced Facilities Project Technician Troy Mietz from Facilities, along with several others from the department. They then gave the presentation which went over the background of Measures Q and R, some highlighted projects, and expenditures by trustee area.

*Public Comment:
Rick Vasquez*

Board Comments:

Member Garcia spoke about the percentage split of resources between the trustee areas, and noted that all of the projects featured in the presentation are in Trustee Area Two; however, two of the three projects are serving the whole District. She asked about the 23 percent of Measure Q funds that remain as of January 31, 2020. She wanted to know the dollar amount and if the dollars have been committed. Mr. Browning said the dollar amount is about \$30 million and that we are currently underway with John F. Kennedy High School core academic, and much of that is not in the pie chart, as well as the core academic for Luther Burbank High School. Some of the funds are also to be used to fix roofs. Member Garcia recognized that American Legion High School is a phenomenal facility and asked if there is an educational program at the central kitchen and how else we are using this facility. It was pointed out to Member Garcia that community gardens line San Joaquin, as well as a walking promenade. The building will also house dry goods. Member Garcia asked how we can be more receptive with surrounding neighborhoods and asked if there are thoughts along those lines. Mr. Browning answered that there is a classroom and test kitchen that will be open for the civic permit process. Member Garcia asked about the impact to the neighborhood that is adjacent to the Transportation yard. She wants to figure out ways to work with the communities. She knows that the honking is being addressed, but the diesel idling is still a problem. She knows that these are pending issues, but she wants to make sure that we continue to work on these issues in a timely manner. Mr. Browning clarified that Trustee Area Two does have a large percentage, but the central kitchen and transportation is actually part of the “other” (with an asterisk). He also said that, regarding transportation, the project is complete, and what we are doing now to address the beeping and the back-up alarms is to implement alternatives to help mitigate some of the concerns of neighbors. The components being purchased for buses to address concerns do not have a useful life of ten years, so bond funds cannot be used, but other resources are being used. Member Garcia asked that this be communicated to the community and that work be done timely.

Vice President Pritchett asked that a Board communication be sent with a breakdown on area. She asked when the central kitchen will be opened. Mr. Browning answered that it will be in the first to half of November. Vice President Pritchett asked for an explanation of Proposition 39. Mr. Browning said that it was a California clean energy jobs act which provided a bucket of funds that had to be encumbered by June 2019 for energy upgrades to facilities. He gave some examples of purchases and upgrades that were done.

President Ryan pointed out the largest single expenditure in her area was for American Legion High School. This means that the neighborhood school expenditures are miniscule when looking at eight percent compared to the higher percentage in the other two areas, and she feels it is important to spend bond dollars through an equity lense.

9.3 Bond Oversight Committee Annual Report 2017-2018 (Nathaniel Browning and Rose F. Ramos)

The Chair of the Bond Oversight Committee, Michael Watanabe, gave the presentation. He gave an overview of Proposition 39, the 2018-19 and current membership, support staff, annual activities, projects, Measures Q and R audit findings, and conclusions.

Information

*Public Comment:
Terrence Gladney*

Board Comments:

Second Vice President Minnick said he appreciates the presentation and responded to the idea of having additional opportunities to have engaged conversations that may be lacking now that there is not a Facilities Committee. Although he agrees that it is more appropriate for the Board to address things in this space, he loves the idea of having opportunities for community input. He looks to Mr. Browning, as he knows there is talk about community meetings around facilities master plan matters in the future. He would like to look at how to structure regular meetings a couple of times per year.

Member Garcia thanked Second Vice President Minnick for his comments and asked about outreach and the selection process. She noted that Measure H expands the committee by two spots, a labor representative and a community representative. Mr. Watanabe said that there is an application on the District's website to be submitted. These applications go to the Board for approval. Mr. Browning said that previously the Board was asked to reach out to their constituents to find individuals that would be interested in serving on the committee.

9.4 Fiscal Recovery and SPSA Mid-Year Update (Rose F. Ramos, Kelley Odipo, and Vincent Harris)

Continuous Improvement and Accountability Chief Vincent Harris began the presentation and introduced Chief Business Officer Rose Ramos, State and Federal Programs Director Kelley Odipo, Accounting Director Amari Watkins, Instructional Assistant Superintendent Mary Hardin Young, and Cesar Chavez Elementary School Principal Eracleo Guevara. They reminded us that all children can learn, went over budget development and adoption, restructuring of our current process for tracking supplemental and concentration funds, Federal and State funds, the SACS code structure, conditions for change, return on investment, the mid-year review process, and next steps.

*Public Comment:
Alison French-Tubo*

Board Comments:

Member Murawski thanked the presenters and said she is wondering how principals can get the right variable to measure. She thinks it may be in consultation with the Instructional Assistant Superintendents, but said it is a concern of hers as we go into this wonderful methodology for measuring how we are doing. She would like to make sure that we are paying attention to the goal and measuring the right things.

Member Garcia also thanked the presenters, she found the process insightful and exciting, and said what really came through is the partnership with the principals. She asked how the Title I dollars flow to the site level. Ms. Odipo answered that there is a school-wide structure with a threshold of 50 percent. Therefore, if there are 50 percent of students that qualify for free and reduced lunch, then that triggers an allocation for that school site. Member Garcia asked what happens to the schools that do not meet that percentage. Ms. Odipo said that all schools receive an allocation of supplemental concentration dollars. Member Garcia asked about a public charge change at the Federal level and how this may discourage parents from applying for free and reduced lunch. She does not need the answer right now. She asked for a listing of schools and their percentages.

Member Woo asked if these Title I dollars are last year's money. Ms. Odipo said we are talking about this year's money for this school year. Member Woo said that there is a strong belief that next year's money is going to be reduced, and he is holding out hope that we can keep it the same. He asked if the presentation was for every school. Ms. Odipo said that every school conducted a mid-year review.

President Ryan thanked staff for all the work in aligning the SPSA budget to the LCAP and asked Principal Guevara how he has used the SPSA and the mid-year review as a way to embrace continuous improvement. Principal Guevara said that it has guided their school year thus far in terms of needs and what direction they want to go, and he gave examples. President Ryan commended Principal Guevara for his leadership and his partnership with his teachers.

Superintendent Aguilar commented that this is foundational to our own vision of tying student outcomes to every decision we make around our budget, and he said this is not connected to the fiscal crisis in any way. This will hopefully set the foundation for when we are not in the fiscal crisis situation anymore, and the

community should continue to demand and expect that we are tying every instructional and budget decision to very specific student outcomes. In that regard, it is also a reflection of our commitment to the countless hours and energy that have been expended by countless people. Superintendent Aguilar also said this is not about the District centralizing and keeping our site leaders and teaching staff from being innovative. By no means expect SPSAs to minimize our site's ability to be innovative. We want sites to be innovative, but want to be able to measure what it is that is being introduced into the system; that has to be tied to student outcomes. He asked Principal Guevara to express his viewpoint on this. Principal Guevara said that principals tend to think of the school as their school but the budget as the students' budget. Therefore, when he is able to ask in survey what parents need and would like to see for their own children, he is not held back at all; it allows him to move the work alongside them, and it has been a good feeling to have this tool which with to work.

9.5 Approve Resolution No. 3120: Resolution to Eliminate Certificated Employees Due to a Reduction of Particular Kinds of Service (Cancy McArn)

President Ryan noted that this is a preliminary notification of action. The presentation was then given by Chief Human Resources Officer Cancy McArn, Chief Business Officer Rose Ramos, Continuous Improvement and Accountability Chief Vincent Harris, and Instructional Assistant Superintendent Mary Hardin Young. The team went over past practice, changes in process, the budget development process, enrollment projection, SPSA mid-year review, pre-registration for core classes, next steps and the 2021-2022 planning and monitoring cycle.

Action

Public Comment:
Alison French-Tubo
Julie Law-Marin
Nikki Milevsky
David Fisher
Lamaia Coleman
Frank DeYoung

Board Comments:

Second Vice President Minnick said he was happy to see how student input had an effect on the process, such as course offerings. He said that we are identifying positions that may not be able to continue, with the understanding that hopefully through attrition we won't need to actually have employees leave us. He asked for an idea of how many positions were identified last year for notices and then how many actual lay-offs took place. Ms. McArn replied that the approval was to reduce about 178 fte, and of that about 100 actual notices went out by the May 15th deadline. Second Vice President Minnick asked where we ended up for the following school year. Ms. McArn stated that we started the school year with approximately 45 remaining on the lay-off list, excluding Child Development. Second Vice President Minnick said he is hopeful that this time the worst case scenario number will also reduce. He said it is his understanding that the reason we have had vacancies was not a direct result of the lay-offs we talked about from last

year, but because the issue was more around specific needs related to credentialing. Ms. McArn clarified that, yes, when there is a need one must look at the specific credential to see if it is a match. Lay-offs are done in seniority order, so the particular category or need is looked at first. Second Vice President Minnick asked if we could lose a Math teacher, for example, when we still need them due to seniority. Ms. McArn said that we do the lay-offs based on the need for next year, based on what we know now. When we get attrition and can bring an employee back, we look at seniority and also look at the credential match. One reason postings may be seen is that there may have been attrition in the middle of the year, so we still need to continuously try to fill positions. Open enrollment is taking place right now also, which may create additional adjustments.

Student Member Ang-Olson asked if classrooms would be filled with non-credentialed teachers or continuous substitutes, as she has classmates with as many as four substitutes. Ms. McArn said that we recognize we had that unfortunate position last year for this current school year. Therefore, in this year's process, there will be pre-registration and looking closely at some of the specialty programs. Student Member Ang-Olson asked for clarification that if classes are filled in subjects that students want to take that those teachers would not be eliminated, but in classes that are not full, those positions would be cut. Ms. McArn said we went through the process with sites and worked with the entire team, needing to reduce in certain areas, but we look District wide. This year, however, we looked at attrition in a different way, and Ms. McArn gave an example.

Member Garcia said this a confusing process. She asked how many students we are expecting to not show up on the first day of school. Ms. Ramos said it is approximately 200. Member Garcia asked if that is applied at a District level, and if that number of students translates into a number of positions that need to be eliminated. Ms. McArn explained that each site is looked at individually for enrollment projections and type of subject and grade requirements. Then an analysis is made District wide.

Vice President Pritchett made a motion to extend the meeting to 11:00 p.m. Member Murawski seconded, and the motion was unanimously approved.

Superintendent Aguilar noted to Ms. Ramos that in her presentation she described that site by site enrollment projections is one element of the staffing process. Ms. Ramos said that is correct. Superintendent Aguilar stated that Ms. Ramos had mentioned that, as a new CBO, she had to learn about the variety of unique programs that we offer in the District. He asked her for an example of how enrollment is not the determining factor to dictate staffing and where we have adjusted staffing levels despite what enrollment projections called for. He also asked Superintendent Gordon to give a perspective of SCOE as an oversight entity and his perspective on how we manage to remain committed to the unique programs we offer given the challenges that we face fiscally, and why (in that oversight role) the process we are undertaking tonight is necessary. Ms. Ramos gave examples from the small high schools, the Waldorf and dual immersion programs, and K-8 schools. Ms. Hardin Young elaborated on the situation for the K-8 schools. Superintendent Gordon explained that we have a very serious budget problem and so have to make huge cuts just to stay solvent. Therefore, we have to make sure we

are not spending more money that we need to spend to meet the goals we have. Based on what the Governor's May revision may show, things may get better or they may not, but you have to be prepared and there are deadlines which, if not met, there is no opportunity to make reductions for another 15 months. In terms of specialized programs, you are putting them "off ratio" because we have a set of programs that are not only appealing but very impactful. Some may bring students from outside the District, which is financially to District advantage, but these simply cost more. Superintendent Gordon said the Board could decide to close these programs down and save some money, but would lose these programs and probably have difficulty reinstating them if and when the budget becomes stabilized.

Member Garcia asked if Sutter Middle School or West Campus are considered specialty programs. She knows these schools, and others, have a wait list. She asked how this is reconciled with all the other sites that are not specialty programs. Ms. Ramos answered that we are continuing to review enrollment projections for adjustments. Member Garcia asked what happens between March 15th and May 15th, and how will the Board and the community know about the updates. Ms. McArn said on-going analysis will take into account any attrition and that there is a hearing process that takes place in April. The results of the hearing process and on-going monitoring will be brought to the Board in May. Member Garcia asked about final notices. Ms. McArn replied that final notices must be delivered by May 15th; therefore, prior to that date, they will come back to the Board with final lay-off notices. These lay-off notices are effective July 1st, but will rescind if needed after the notice is delivered. Member Garcia asked if it is common to have retirements happen so late into the school year. Ms. McArn said yes, retirements are received at all times in this District. Member Garcia noted that this information was not provided to the Board before tonight's meeting. She asked the Superintendent to find a way that we can be more informative and transparent at an earlier stage.

Member Murawski said she appreciates all the work that goes into all the processes and the explanation of the difference between positions and employees. She asked if the 24 vacant positions were in this year's budget and from where the positions came. Ms. McArn answered that the positions come from a variety of places; some are vacant because during the year there was a decision to close a position and open something else, but going through the lay-off process is the only legal way we have to close a position. Therefore, while we may not have been trying to fill it, we still have to note it through this process in order to officially close it. It can also be that a position happened to be vacant, and there was a decision made that it won't be needed for the next school year. Member Murawski then asked Ms. McArn to walk through the Adult Education piece; she asked if it is a program change that is proposed. Chief Academic Officer Christine Baeta responded. She said that the Adult Education preschool program is not a self-sustaining program; it requires funds from the District, and so for right now they are essentially on hold until we can ensure that we have funding for these positions. Member Murawski asked if the proposal is then to eliminate the parent participation preschool. Ms. Baeta replied that we must have contribution from the general fund to be able to sustain the program because the program is not self-sustaining with their fees, and we are working to try and find a monetary solution. Member Murawski asked if that is the entire parent participation preschool program, and Ms. Baeta replied yes. Member Murawski said the 54 positions beyond the vacant positions seems high. She asked

what makes these positions eliminated through the budgeting process. Ms. McArn explained how a reduction at a specific school site leads to a District wide look and perspective. She also explained how partial fte plays into it. Member Murawski asked if we will have fewer fte of total teachers next year. Ms. McArn answered that these are the positions identified, at this point in time, and the suggestion is to reduce these positions. This does not mean that we will not need additional positions, it just means that we need to continue to closely monitor throughout the next months, and going into the summer, to ensure that if something changes we are ready to make the commitment change. But as of right now, based on our overall needs, this is what is being recommended. Member Murawski asked if there is a number of positions that can be projected as needed based on prior experience. Ms. McArn said that this year they specifically tried to identify areas that 1) in which we know we have attrition and are likely going to be able to cover the loss and 2) are in areas that we know we will continue to need to try and recruit, such as Science and Special Education. Member Murawski said that she is willing to accept that we are in a tough financial situation and cannot afford to keep more staff than we need. However, what she is still concerned about is that we may close these positions, but then may need to add more staff, and the process for that seems a lot more cumbersome. We do not have a lot of time to look at if there are any other options for that, and it seems counterintuitive.

Member Pritchett moved to extend the meeting to 11:30. Member Vang seconded, and the motion passed unanimously.

Ms. McArn responded that we are trying to balance our responsibility to closely pay attention to our finances given the situation we are in and in meeting the needs of students and programs at school sites. This is why she cannot overemphasize the monitoring portion and the cross departmental collaboration. She noted that we all want to make sure we are fully staffed at all school sites, however we have obligations that must be met per education code, by March 13th this year, to issue preliminary notices. And so this is based on the information that we have and all the work that has been put in to balance all of those things is what leads us here. Member Murawski asked if what is being asked of the Board tonight is to approve issuance of preliminary notices. She asked if the Board takes action on this, does it mean that the District has authority to lay-off staff, or does staff have to come back to the Board in May to take final action. Ms. McArn said that action on this item tonight allows staff to go back and do the analysis on who is affected, because these are positions. Preliminary notices must go out to those individuals by March 13th. Staff then comes back to the Board in the beginning of May, and after the administrative law judge's decision, to say that we feel these are the final lay-off notices. Therefore, there could not possibly be more fte that what is brought forward today, but yes, the Board must take action again in May. Then staff would issue final lay-off notices for May 15th. Member Murawski asked if the vacant positions would be closed based on action on this item. Ms. McArn explained that these are all fte that staff is seeking to close.

President Ryan said that she would like the Board to consider having a workshop that is available to the community and parents to do a deep dive on this process. She noted that the District wants to be able to maintain great staff, and yet is facing

the reality of a fiscal situation that is not allowing numbers to be below the maximum for staffing per contracts.

Second Vice President Minnick motioned to approve and Member Woo seconded. The motion passed 6-1 with Member Murawski abstaining.

9.6 Approve Resolution No. 3121: Of Determination for Tie-Breaking Criteria (Cancy McArn)

Chief Human Resources Officer Cancy McArn presented the Item, and she explained the need for tie-breaking criteria.

Action

Public Comment:

None

Board Comments:

Vice President Pritchett moved to approve Resolution No. 3121, and Second Vice President Minnick seconded. The motion was unanimously approved with Member Woo away from the dais.

9.7 Approve Resolution No. 3122: To Determine Criteria for Deviation from Eliminating a Certificated Employee in Order of Seniority (“Skipping” Criteria) (Cancy McArn)

Chief Human Resources Officer Cancy McArn presented the Item, and she explained the “skipping” criteria.

Action

Public Comment:

Alison French-Tubo asked why the international baccalaureate programs at Luther Burbank High School, Kit Carson, and Caleb Greenwood Elementary School are not included. Ms. McArn replied that the international baccalaureate programs are not on this particular skip criteria, but is something that can be considered as they go through the analysis. However, based on previous analysis in completing the skipping criteria, it is known that there are positions that are extremely hard to fill, and those hard to fill positions fall into the categories in the resolution.

Board Comments:

Second Vice President Minnick asked if the Board takes action on this item, is it possible to look into the issue of the international baccalaureate sites or is there a deadline on this. Council Jerry Behrens said that this is the Board’s opportunity. Second Vice President Minnick said that he is not comfortable adding it if staff has already determined where the need is, but he thinks it should be considered for future years. Ms. McArn noted that it is an additional certification, but the same credential is required.

Member Garcia asked how staff determines the skipping areas. Ms. McArn said these are areas that are hardest to fill. Member Garcia asked if these areas have been consistent from year to year. Ms. McArn said yes, it is pretty consistent. Member Garcia asked why the international baccalaureate program is not considered as part of the skipping criteria. Ms. McArn said that it did not present as hard to fill during the analysis. Member Garcia asked for an example of other programs that are specialized that do not meet the criteria for skipping. Ms. McArn said that there have been other things included in the past priority schools were skipped, for example. Member Murawski said she understands that growing the list must make the process more complicated, and Ms. McArn said that is correct.

Vice President Pritchett moved to approve the resolution, and Member Woo seconded. The motion passed unanimously.

9.8 Approve Resolution No. 3123: Notice of Layoff: Classified Employees – Reduction in Force Due to Lack of Funds and/or Lack of Work (Cancy McArn)

Action

The presentation was given by Chief Human Resources Officer Cancy McArn, Chief Business Officer Rose Ramos, Continuous Improvement and Accountability Chief Vincent Harris, and Instructional Assistant Superintendent Mary Hardin Young. They went over budget development and adoption, proposed changes to the process, enrollment projections, a SPSA mid-year review tool, pre-registration for core classes, staffing, and next steps.

Vice President Pritchett moved to extend the meeting to midnight. Second Vice President Minnick seconded, and the motion passed unanimously.

Public Comment:

Karla Faucett

Debra Durazo

Robyn Mutchler

Kaslen Kratzer

Liz Uribe

Roena Dumlao

Alison French-Tubo

David Wong

Board Comments:

Vice President Pritchett asked about bilingual assistant positions at Albert Einstein Middle School and James Marshall Elementary School in terms of population demographics. Ms. McArn said she knows that the school sites, in working with the Instructional Assistant Superintendents, looked at these positions in terms of this. She noted that, similarly to the Certificated, the initial positions listed on the exhibit are vacant.

Member Vang asked how she can access the one stop budgeting analysis. Ms. McArn said it is an analysis done through a team of departments. Member Vang asked if that information has been made available in the past for Board

members. She also said she would like the projected enrollment per school site to be made available to the Board and the public. Superintendent Aguilar said that the enrollment projections by site should be posted by tomorrow on the District website. Member Vang said that when the Board takes final action on May 13th, she would like to see a trend analysis of projected enrollment versus actuals. Ms. McArn clarified that, while Certificated will come back in May, this resolution does not come back in May. For Classified, the Board would be taking action, and then staff meets with union partners. They would be analyzing staff reductions and determining who and how many employees would be issued lay-off notices. In addition, they would be working to coordinate workshops looking at new funding, as some positions are closing because grants are going away. Member Vang said that is unfortunate because she needs to see those numbers before she votes for Classified staff, and therefore she will have to vote no on this item.

President Ryan asked Ms. McArn to clarify if the District is governed by education code or contractual requirements that require a notice by March 15th for Classified staff. Ms. McArn said that, for Classified, it is a 60 day notice. Also, there has to be time for the analysis. President Ryan asked if this is for the next school year. Ms. McArn said yes, for both Certificated and Classified, this is for the 2020/21 school year, effective July 1st. President Ryan clarified that if the Board decides not to take action tonight, a deadline will not have been missed for Classified.

Member Murawski recommended to defer action to the next Board meeting.

President Ryan said she would be comfortable with that and is supportive of delaying this to a future date.

Vice President Pritchett made a motion to not take action on this resolution tonight but to defer to another Board meeting. Member Murawski seconded the motion, and it passed unanimously.

Member Garcia asked that when the item is brought back that positions be identified when lost due to lack of funding and identify what funding.

10.0 CONSENT AGENDA

Generally routine items are approved by one motion without discussion. The Superintendent or a Board member may request an item be pulled from the consent agenda and voted upon separately.

10.1a Approve Grants, Entitlements and Other Income Agreements, Ratification of Other Agreements, Approval of Bid Awards, Approval of Declared Surplus Materials and Equipment, Change Notices and Notices of Completion (Rose F. Ramos)

10.1b Approve Personnel Transactions (Cancy McArn)

10.1c Approve Business and Financial Report: Warrants, Checks, and Electronic Transfers Issued for the Period of January 2020 (Rose F. Ramos)

10.1d Approve Donations List for the Period of January 1-31, 2020 (Rose F. Ramos)

- 10.1e *Approve Retention of 14 Firms for the Architectural Services Pool in Response to Request for Qualifications (Rose F. Ramos)*
- 10.1f *Approve Minutes of the February 6, 2020, Board of Education Meeting (Jorge A. Aguilar)*
- 10.1g *Approve Albert Einstein Middle School Field Trip to Washington, D. C. from March 29 through April 2, 2020 (Mary Hardin Young and Christine Baeta)*
- 10.1h *Approve West Campus High School Field Trip to Reno, NV from March 13 through March 15, 2020 (Chad Sweitzer and Christine Baeta)*
- 10.1i *Approve John F. Kennedy High School Field Trip to Little Rock, AR from March 4 through March 8, 2020 (Mary Hardin Young and Christine Baeta)*
- 10.1j *Approve John F. Kennedy High School Field Trip to Reno, NV from March 13 through March 15, 2020 (Mary Hardin Young and Christine Baeta)*
- 10.1k *Approve School of Engineering and Sciences High School Field Trip to Victoria, British Columbia, Canada from March 2 through March 8, 2020 (Chad Sweitzer and Christine Baeta)*
- 10.1l *Approve Staff Recommendations for Expulsion #6, 2019-20, and Expulsion #7, 2019-20, as Determined by the Board (Stephan Brown)*

President Ryan asked for a motion to adopt the Consent Agenda. A motion was made to approve by Second Vice President Minnick and seconded by Vice President Pritchett. The Board voted unanimously to adopt the agenda with Member Woo absent.

11.0 BUSINESS AND FINANCIAL INFORMATION/REPORTS

Receive Information

*11.1 Business and Financial Information:
Purchase Order Board Report for the Period of December 15, 2019, through January 14, 2020 (Rose F. Ramos)*

11.2 Receive Monthly Suspension Report – January 31 (Ed Eldridge)

Public Comment: Cecile Nunley

11.3 Head Start Reports

President Ryan received the business and financial information.

9:10 p.m. **12.0 FUTURE BOARD MEETING DATES / LOCATIONS**

- ✓ March 5, 2020 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47th Avenue, Community Room, Annual Organizational and Workshop Meeting
- ✓ March 19, 2020, 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47th Avenue, Community Room, Regular Workshop Meeting

9:15 p.m. **13.0 ADJOURNMENT**

President Ryan asked for a motion to adjourn the meeting; a motion was made by Vice President Pritchett and seconded by Second Vice President Minnick. The motion was passed unanimously, and the meeting adjourned at 11.55 p.m.

Jorge A. Aguilar, Superintendent and Board Secretary

NOTE: The Sacramento City Unified School District encourages those with disabilities to participate fully in the public meeting process. If you need a disability-related modification or accommodation, including auxiliary aids or services, to participate in the public meeting, please contact the Board of Education Office at (916) 643-9314 at least 48 hours before the scheduled Board of Education meeting so that we may make every reasonable effort to accommodate you. [Government Code § 54953.2; Americans with Disabilities Act of 1990, § 202 (42 U.S.C. §12132)] Any public records distributed to the Board of Education less than 72 hours in advance of the meeting and relating to an open session item are available for public inspection at 5735 47th Avenue at the Front Desk Counter and on the District's website at www.scusd.edu