



Putting  
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First

# BOARD OF EDUCATION MEETING AND WORKSHOP

## Board of Education Members

Christina Pritchett, President (Trustee Area 3)  
Lisa Murawski, Vice President (Trustee Area 1)  
Darrel Woo, Second Vice President (Trustee Area 6)  
Leticia Garcia, (Trustee Area 2)  
Jamee Villa, (Trustee Area 4)  
Chinua Rhodes, (Trustee Area 5)  
Lavinia Grace Phillips, (Trustee Area 7)  
Jacqueline Zhang, Student Member

Thursday, November 4, 2021

4:30 p.m. Closed Session

6:00 p.m. Open Session

## Serna Center

Community Conference Rooms  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824  
(See Notice to the Public Below)

# AGENDA

2021/22-13

*Allotted Time*

4:30 p.m. **1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL**

### NOTICE OF PUBLIC ATTENDANCE BY LIVESTREAM

Members of the public who wish to attend the meeting may do so by livestream at:  
<https://www.scusd.edu/post/watch-meeting-live>.

*No physical location of the meeting will be provided to the public.*

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

### NOTICE OF PUBLIC COMMENT AND DEADLINE FOR SUBMISSION:

*Public comment may be (1) emailed to [publiccomment@scusd.edu](mailto:publiccomment@scusd.edu); (2) submitted in writing, identifying the matter number and the name of the public member at the URL <https://tinyurl.com/BoardMeetingNov4>; or (3) using the same URL, submitting a request for oral comment only when the matter is called, instead of written comment. Individual public comment shall be presented to the Board orally for no more than two minutes, or other time determined by the Board on each agenda item. Public comments submitted in writing will not be read aloud, but will be provided to the Board in advance of the meeting and posted on the District's website. The Board shall allow a reasonable time for public comment on each agenda item, not to exceed 15 minutes in length, including communications and organizational reports. With Board consent, the President may increase or decrease the length of time allowed for public comment, depending on the agenda item and the number of public comments. Speakers will be called sequentially until there is no speaker coming forward on the agenda item or the amount of time allocated for the agenda item has elapsed, whichever occurs first.*

**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) Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9 (Two Potential Cases)
  - b) Existing litigation pursuant to subdivision (d)(1) of Government Code section 54956.9 (OAH Case No. 2021090277, and OAH Case No. 2021080640)
- 3.2 Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining SCTA SEIU, TCS, Teamsters, UPE, Non-Represented/Confidential Management (District Representative Pam Manwiller)
- 3.3 Government Code 54957 – Public Employee Discipline/Dismissal/Release/Reassignment
- 3.4 Government Code 54957.6 (a) and (b) Negotiations/Conference with Labor Negotiator, Non-Represented Employee: Superintendent (District Representative: Board President)
- 3.5 Government Code 54956.8—Conference with Real Property Negotiators: Property: Parcel B, Delta Shores Phase 2, Subdivision No. P20-024 Agency Negotiator: Superintendent or designee Negotiating Parties: SCUSD and Signature Homes, Inc. Under Negotiation: Price and Terms

6:00 p.m. **4.0 CALL BACK TO ORDER/PLEDGE OF ALLEGIANCE**

- 4.1 The Pledge of Allegiance
- 4.2 Broadcast Statement
- 4.3 Stellar Student – James Doolittle and Adina Aaron, both Seniors from West Campus High School, to be introduced by Member Villa

6:05 p.m. **5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION**

6:10 p.m. **6.0 AGENDA ADOPTION**

6:15 p.m. **7.0 PUBLIC COMMENT** 15 minutes

*Public comment may be (1) emailed to [publiccomment@scusd.edu](mailto:publiccomment@scusd.edu); (2) submitted in writing, identifying the matter number and the name of the public member at the URL <https://tinyurl.com/BoardMeetingNov4>; or (3) using the same URL, submitting a request for oral comment only when the matter is called, instead of written comment. Individual public comment shall be presented to the Board orally for no more than two minutes or other time determined by the Board,*

*on each agenda item. Public comments submitted in writing will not be read aloud, but will be provided to the Board in advance of the meeting and posted on the District’s website. The Board shall allow a reasonable time for public comment on each agenda item, not to exceed 15 minutes in length, including communications and organizational reports. With Board consent, the President may increase or decrease the length of time allowed for public comment, depending on the agenda item and the number of public comments. Speakers will be called sequentially until there is no speaker coming forward on the agenda item or the amount of time allocated for the agenda item has elapsed, whichever occurs first.*

**8.0 SPECIAL PRESENTATION**

6:30 p.m.

8.1 Resolution No. 3238: Recognition of National Native American Heritage Month (Manpreet Kaur and Christina Prairie-Chicken)

**Action**  
5 minute presentation  
5 minute discussion  
**(Roll Call Vote)**

8.2 Resolution No. 3240: Recognition of Veterans Day (Christina Pritchett)

**Action**  
5 minute presentation  
5 minute discussion  
**(Roll Call Vote)**

8.3 Update on Mandatory COVID-19 Vaccine for Eligible, Non-Exempt Students and Staff (Bob Lyons, Victoria Flores, and Raoul Bozio)

**Information**  
30 minute presentation  
20 minute discussion

8.4 Trustee Area Redistricting – Full Demographic Presentation with Map Options (Ken Reynolds)

**Information**  
20 minute presentation  
20 minute discussion

**9.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES**

8:20 p.m.

9.1 Fiscal Recovery Plan (Rose Ramos)

**Information**  
30 minute presentation  
60 minute discussion

**10.0 PUBLIC HEARING**

9:50 p.m.

10.1 Public Hearing: Second Reading of Revised Board Policy 4119.21, Professional Standards (previously labeled Code of Ethics) (Raoul Bozio and Cancy McArn)

**Action**  
5 minute presentation  
5 minute discussion  
**(Roll Call Vote)**

10:00 p.m.	10.2 <i>Public Hearing: Second Reading of Proposed Board Policy 4119.24, Maintaining Appropriate Adult-Student Interactions (Raoul Bozio and Cancy McArn)</i>	<b>Action</b> 5 minute presentation 5 minute discussion <b>(Roll Call Vote)</b>
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10:10 p.m. **11.0 COMMUNICATIONS**

11.1 *Employee Organization Reports:*

- SCTA
- SEIU
- TCS
- Teamsters
- UPE

**Information**  
SCTA – 15 minutes  
SEIU – 3 minutes  
TCS – 3 minutes  
Teamsters – 3 minutes  
UPE – 3 minutes

10:37 p.m. 11.2 *District Advisory Committees:*

- Community Advisory Committee
- District English Learner Advisory Committee
- Local Control Accountability Plan/Parent Advisory Committee
- Student Advisory Council
- African American Advisory Board

**Information**  
3 minutes each

10:52 p.m. 11.3 *Superintendent’s Report (Jorge A. Aguilar)*

**Information**  
5 minutes

10:57 p.m. 11.4 *President’s Report (Christina Pritchett)*

**Information**  
5 minutes

11:02 p.m. 11.5 *Student Member Report (Jacqueline Zhang)*

**Information**  
5 minutes

11:07 p.m. 11.6 *Information Sharing By Board Members*

**Information**  
10 minutes

11:17 p.m. **12.0 CONSENT AGENDA**

**Action**  
2 minutes  
**(Roll Call Vote)**

*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.*

12.1 Items Subject or Not Subject to Closed Session:

- 12.1a *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)*

*12.1b Approve Personnel Transactions (Cancy McArn)*

*12.1c Approve Mandatory Reporting to the Sacramento County Office of Education – Uniform Complaints Regarding the Williams Settlement Processed for the Period of July 2021 through September 2021 (Cancy McArn)*

*12.1d Approve Minutes of the October 7, 2021, Board of Education Meeting (Jorge A. Aguilar)*

*12.1e Approve Minutes of the October 12, 2021, Special Board of Education Meeting (Jorge A. Aguilar)*

*12.1f Approve Appointment of Board Members Chinua Rhodes and Leticia Garcia to the California School Board Association (CSBA) Delegate Assembly (Christina Pritchett)*

*11:19 p.m.*    **13.0 FUTURE BOARD MEETING DATES / LOCATIONS**

- ✓ *November 18, 2021 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47<sup>th</sup> Avenue, Community Room, Regular Workshop Meeting*
- ✓ *December 16, 2021 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47<sup>th</sup> Avenue, Community Room, Annual Organizational and Workshop Meeting*

*11:20 p.m.*    **14.0 ADJOURNMENT**

*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 will be available on the District's website at [www.scusd.edu](http://www.scusd.edu)*



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.1

**Meeting Date:** November 4, 2021

**Subject:** Resolution No.3238: Recognition of National Native American Heritage Month

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

**Division:** Human Resource Services

**Recommendation:** Approve Resolution No.3238 Recognition of National Native American Heritage Month

**Background/Rationale:** November is designated as National Native American Heritage Month. This observance commemorates the history, heritage, and culture of Native Americans and Alaskan Natives. It is during this month we acknowledge the vast achievements of America's original indigenous people.

**Financial Considerations:** None

**LCAP Goal(s):** Safe, Emotionally Healthy and Engaged Students

**Documents Attached:**

1. Resolution No. 3238

<p><b>Estimated Time of Presentation:</b> 5 min <b>Submitted by:</b> Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

**RESOLUTION NO. 3238**

**RECOGNITION OF NATIONAL NATIVE AMERICAN HERITAGE MONTH,  
NOVEMBER 2021**

**WHEREAS**, National Native American Heritage Month is an opportunity to consider and recognize the contributions of Native Americans to the history of the United States;

**WHEREAS**, Native Americans are the original, Indigenous people of what is now the United States of America;

**WHEREAS**, Native Americans maintain vibrant cultures and traditions, hold a deeply rooted sense of community and have made and continue to make distinct and important contributions to the United States and the rest of the world in many fields, including the fields of agriculture, medicine, music, language, and art.

**WHEREAS**, California has the highest Native American population in the country, it is home to 110 federally recognized tribes, with approximately 81 groups seeking recognition;

**WHEREAS**, California Native American Day was celebrated on September 24, 2021;

**WHEREAS**, Over one-half of the state's Native American population is composed of individuals (and now their descendants) who were relocated to large urban areas as part of the federal government's termination policy;

**WHEREAS**, Before the missionary, fur trapping, and gold rush era migrations, California's Native American population was estimated at about 200,000, between 1840 and 1870, the population declined to 12,000 due to disease, forced removal, and death;

**WHEREAS**, the Census Bureau estimated that, in 2020, there were more than 631,016 individuals of Native American descent in California and more than 18,637 in the county of Sacramento;

**WHEREAS**, The City of Sacramento celebrated Indigenous Peoples' day on October 11, 2021;

**WHEREAS**, the California Department of Education School Dashboard indicates that Native American students within SCUSD are more likely to be chronically absent,

**WHEREAS**, Governor Newsom approved Assembly bill 516 which excuses an absence for participating in a cultural ceremony or event;

**WHEREAS**, the Sacramento City Unified School District resides on lands of the Nisenan and Miwok people;

**WHEREAS**, SCUSD is committed to improving the academic and social-emotional outcomes for Native American students and all students in the region;

**WHEREAS**, 2020-2021 CDE Dataquest information indicates there are 28,331 Native American students in California and 217 in SCUSD, a recent pull of Infinite Campus data indicates there are 474 SCUSD American Indian students that are classified as two or more races;

**WHEREAS**, SCUSD's American Indian Education Program (AIEP) provides tutoring, cultural programs, back to school events, field trips and graduation recognitions for American Indian students enrolled in the program;

**WHEREAS**, SCUSD has committed to supporting students by providing services for self-identified American Indian students who are unable to enroll in AIEP program due to lack of documentation;

**NOW, THEREFORE, BE IT RESOLVED**, that the Sacramento City Unified School District Board of Education recognizes November 2021 as National Native American Heritage Month.

**BE IT FURTHER RESOLVED**, that the Board of Education urges schools within the District to observe National Native American Heritage Month and Native American Heritage Day with appropriate programs and activities.

**PASSED AND ADOPTED** by the Sacramento City Unified School District Board of Education on this 4th day of November, 2021, by the following vote:

A YES: \_\_\_\_\_

NOES: \_\_\_\_\_

ABSTAIN: \_\_\_\_\_

ABSENT: \_\_\_\_\_

ATTESTED TO:

\_\_\_\_\_  
Christina Pritchett  
President of the Board of Education

\_\_\_\_\_  
Jorge A. Aguilar  
Superintendent





# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.2

**Meeting Date:** November 4, 2021

**Subject:** Resolution No. 3240: Recognition of Veterans Day

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

**Division:** Human Resource Services

**Recommendation:** Approve Resolution No. 3240 Recognition of Veterans Day

**Background/Rationale:** In November 1919, President Wilson proclaimed November 11 as the first commemoration of Armistice Day with the following words: "To us in America, the reflections of Armistice Day will be filled with solemn pride in the heroism of those who died in the country's service and with gratitude for the victory, both because of the thing from which it has freed us and because of the opportunity it has given America to show her sympathy with peace and justice in the councils of the nations..." The important purpose of Veterans Day is a celebration to honor America's veterans for their patriotism, love of country, and willingness to serve and sacrifice for the common good.

The veterans in the Sacramento City Unified School District serve as parents, educators, support staff, administrators and in other capacities. The District recognizes Veterans Day and honors the men and women of our Armed Forces, past and present, who bravely and tirelessly defend and secure our freedom here and around the world.

**Financial Considerations:** None

**LCAP Goal(s):** Safe, Emotionally Healthy and Engaged Students

**Documents Attached:**

1. Resolution No. 3240

<p><b>Estimated Time of Presentation:</b> 3 min <b>Submitted by:</b> Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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**SACRAMENTO CITY UNIFIED SCHOOL DISTRICT  
BOARD OF EDUCATION**

**RESOLUTION NO. 3240**

**RECOGNITION OF VETERAN’S DAY**

**WHEREAS**, The United States of America was founded on the principles of liberty, opportunity, and justice for all; and

**WHEREAS**, America has called on men and women in uniform to protect our national security to advance our national interests, and to preserve our rights and freedoms; and

**WHEREAS**, on Veterans Day we recognize the men and women of our Armed Forces past and present, who have valiantly defended these values throughout our Nation’s history; and

**WHEREAS**, serving as educators, support staff, administrators, parents, and in other important capacities, these patriots have made contributions to civilian life that serves as a testament to their dedication to the welfare of our country; and

**WHEREAS**, on Veterans Day we also remember and pay tribute to the millions of patriots whose courage and sacrifice have defended and secured our freedom around the globe; and

**WHEREAS**, we honor all men and women currently serving in the military for their sacrifices;

**NOW, THEREFORE, BE IT RESOLVED**, the Sacramento City Unified School District Board of Education recognized Veterans Day on the Eleventh day of November and calls for educators, students, parents, and community partners to honor it, and the special men and women who have served our country, with lessons, guest speakers, displays, lectures, and other activities throughout the district and community.

**PASSED AND ADOPTED** by the Sacramento City Unified School District Board of Education on this 4th day of November, 2021, by the following vote:

AYES: \_\_\_\_\_  
NOES: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_  
ABSENT: \_\_\_\_\_

ATTESTED TO:

\_\_\_\_\_  
Christina Pritchett  
President of the Board of Education

\_\_\_\_\_  
Jorge A. Aguilar  
Superintendent



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.3

**Meeting Date:** November 4, 2021

**Subject:** Update on Mandatory COVID-19 Vaccination for Eligible, Non-Exempt Students and Staff

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

**Division:** Student Support and Health Services

**Recommendation:** N/A

**Background/Rationale:** The purpose of this item is to provide an update on the implementation of the board resolution presented at the October 12<sup>th</sup> Board meeting requiring COVID-19 vaccinations for eligible, nonexempt students and staff.

**Financial Considerations:** Potential costs include monitoring and enforcing vaccinations and/or testing to ensure compliance with requirements. Any exclusion of eligible students for failure to comply with requirements and potential use of Independent Study could result in loss of ADA funding.

**LCAP Goal(s):** College, Career and Life Ready Graduates; Safe, Emotionally Healthy and Engaged Students; Family and Community Empowerment; and Operational Excellence

**Documents Attached:**

1. N/A

**Estimated Time of Presentation:** 20 Minutes

**Submitted by:** Victoria Flores, Director III, Student Support and Health Services

**Approved by:** Jorge A. Aguilar, Superintendent



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 8.4

**Meeting Date:** November 4, 2021

**Subject:** Trustee Area Redistricting – Full Demographic Presentation with Map Options

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

**Division:** Legal

**Recommendation:** Information item.

**Background/Rationale:** The law requires that trustee areas be population balanced using the 2020 Census Data. Legal Counsel and a demographer will assist the District in this redistricting process, including drafting and revising maps for consideration by the public and the Trustees.

**Financial Considerations:** Costs associated with hiring professional demographers, SchoolWorks, Inc., for analysis.

**LCAP Goal(s):** Board governance

**Documents Attached:**

1. Executive Summary
2. Plan A Detail
3. Plan A All
4. Plan B Detail
5. Plan B All
6. Plan C Detail
7. Plan C All

<p><b><u>Estimated Time of Presentation:</u></b> 20 minutes <b><u>Submitted by:</u></b> Raoul Bozio, General Counsel <b><u>Approved by:</u></b> Jorge A. Aguilar, Superintendent</p>
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# Board of Education Executive Summary

## Legal Department

Trustee Area Redistricting – Full Demographic Presentation with Map Options  
November 4, 2021



### I. Overview/History of Department or Program

Sacramento City Unified School District (SCUSD) completed the process to transition from at-large to by-trustee area elections following voter approval in November 2006. SCUSD has seven (7) trustee areas. Each of the trustees is required to reside within a defined trustee area and each trustee is elected only by voters in that trustee area. This type of voting is referred to as by-trustee area or by-district voting.

Every ten years, after the U.S. Census data is released, school districts are required to evaluate whether their current trustee areas have approximately equal populations using the new census data. The variation in total population among trustee areas cannot exceed 10%. If the total peak variation is less than 10%, no changes are needed. If the total peak variation exceeds 10%, trustee area boundaries need to be adjusted. This process is referred to as *redistricting*. Trustee areas must be made as equal in population as possible and practicable to provide equal access to political representation consistent with the one person, one vote constitutional principle.

The redistricting process is governed by the U.S. Constitution, federal law, and California law. Please note that redistricting applies to voting areas only and does not impact school attendance boundaries.

SCUSD hired professional demographers, SchoolWorks, Inc., to draft and revise maps for consideration by the public and the Trustees. Proposed “revised maps” will ensure appropriate population balance and will incorporate feedback received by the Trustees and the community. Members of the public will be able to provide input about boundaries, as well as possible revisions of maps, assuming new maps will be required.

The districting process will be transparent, and everyone will have the opportunity to provide their input on the proposed revised maps. The Board of Trustees will adopt a resolution establishing election district boundaries by February 28, 2022, the deadline established by law. After adoption of a new map, it will be sent to the County Superintendent of Schools and the County Registrar of Voters. The County Registrars of Voters will then adjust precinct boundaries before the filing deadline for the November 2022 trustee election. The new map will be used for the first time for the November 2022 election, when three SCUSD trustees will stand for election.

The proposed timeline, below, includes multiple Board meetings and dedicated time for community input to meet statutory deadlines for map adjustments following the delayed release of 2020 Census Data. These deadlines and the procedures outlined below are subject to change.

**Trustees, Trustee areas, and terms of office:**

# Board of Education Executive Summary

## Legal Department

Trustee Area Redistricting – Full Demographic Presentation with Map Options  
November 4, 2021



- Area 1: Lisa Murawski (2022)
- Area 2: Leticia Garcia (2022)
- Area 3: Christina Pritchett (2024)
- Area 4: Jamee Villa (2024)
- Area 5: Chinua Rhodes (2024)
- Area 6: Darell Woo (2022)
- Area 7: Lavinia Phillips (2024)

### Proposed Timeline\*

- **October 21, 2021.** Board Meeting No. 1. Announce Redistricting Issue to Board/Community, along with a proposed timeline for completion of the process.
- **November 4, 2021:** Board meeting No. 2. Full demographic presentation, including 3 map options.
- **November 5-11, 2021:** Community meetings (virtual).
- **November 18, 2021:** Board meeting No. 3. Staff presents a summary of community input. Demographer presentation. Possible adoption of a new map.
- **December 16, 2021:** Board meeting No. 4. Optional. Use for adoption of a new map, if needed.
- **November/December, 2021.** (Upon map adoption): Send notice to the County Superintendent and the County Registrar of Voters with the adopted resolution and map.
- **February 28, 2022.** Deadline for adoption of a new map. (Education Code section 5019.5)
- **July 6, 2022:** Deadline for the Registrar to implement the new maps.
- **November 8, 2022.** Initial election of trustees using the new map approved by the board. (3 trustees up for election).
- **November 5, 2024.** Second election of trustees using the new map approved by the board. (4 trustees up for election).

\* These deadlines and the procedures outlined above are subject to change.

### III. Budget:

Costs associated with hiring professional demographers, SchoolWorks, Inc., for analysis.

### IV. Goals, Objectives and Measures:

Pursuant to District Board Bylaw 9005 (Governance Standards), the Board “believes that its primary responsibility is to act in the best interests of every student in the district. The Board also has major commitments to parents, guardians, all members of the community, employees, the state of California, laws pertaining to public education, and established policies of the district. To maximize Board effectiveness and public confidence in district governance, Board Members are expected to govern responsibly and hold themselves to the highest standards of

# Board of Education Executive Summary

## Legal Department

Trustee Area Redistricting – Full Demographic Presentation with Map Options  
November 4, 2021



ethical conduct.” As such, the goal is for the District to evaluate whether its current trustee areas have approximately equal populations using the new census data and determine whether the redistricting process is required by the U.S. Constitution, federal law, and California law. If the redistricting process is necessary, everyone will have the opportunity to provide their input on the proposed revised maps.

### **V. Major Initiatives:**

This redistricting process is necessary because the law requires that trustee areas be population balanced using the 2020 Census Data.

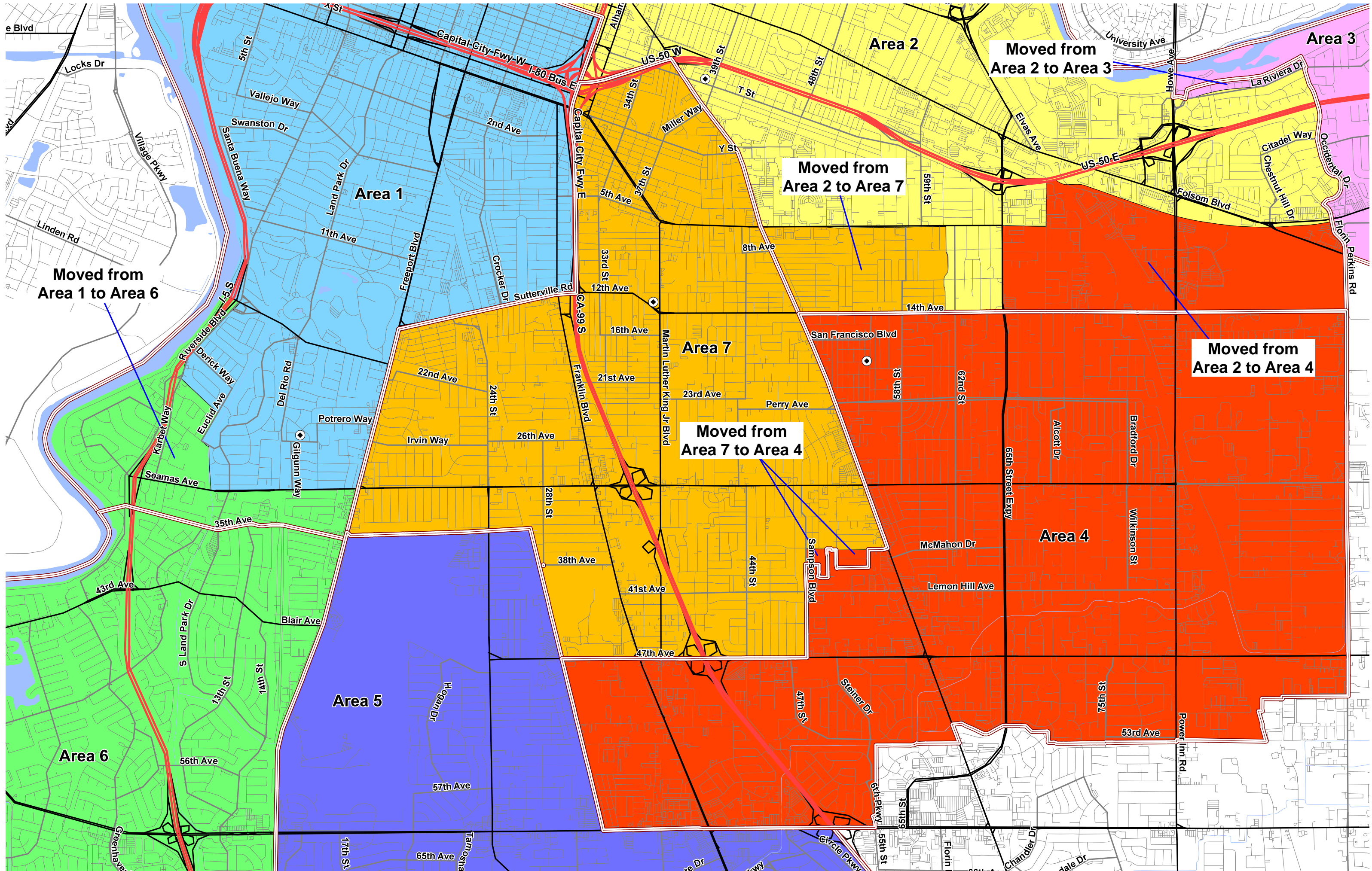
### **VI. Results:**

The new trustee areas will be in effect for November 2022 elections. The deadline for adoption of revised districting maps (February 28, 2022) allows time for county Registrars of Voters to adjust precinct boundaries before the filing deadline for the November election.

### **VII. Lessons Learned/Next Steps:**

SCUSD hired professional demographers, SchoolWorks, Inc., to draft and revise maps for consideration by the public and the Trustees. Proposed “revised maps” will ensure appropriate population balance and will incorporate feedback received by the Trustees and the community. Members of the public will be able to provide input about boundaries, as well as possible revisions of maps, assuming new maps will be required.





Moved from Area 1 to Area 6

Moved from Area 2 to Area 3

Moved from Area 2 to Area 7

Moved from Area 2 to Area 4

Moved from Area 7 to Area 4

Area 1

Area 2

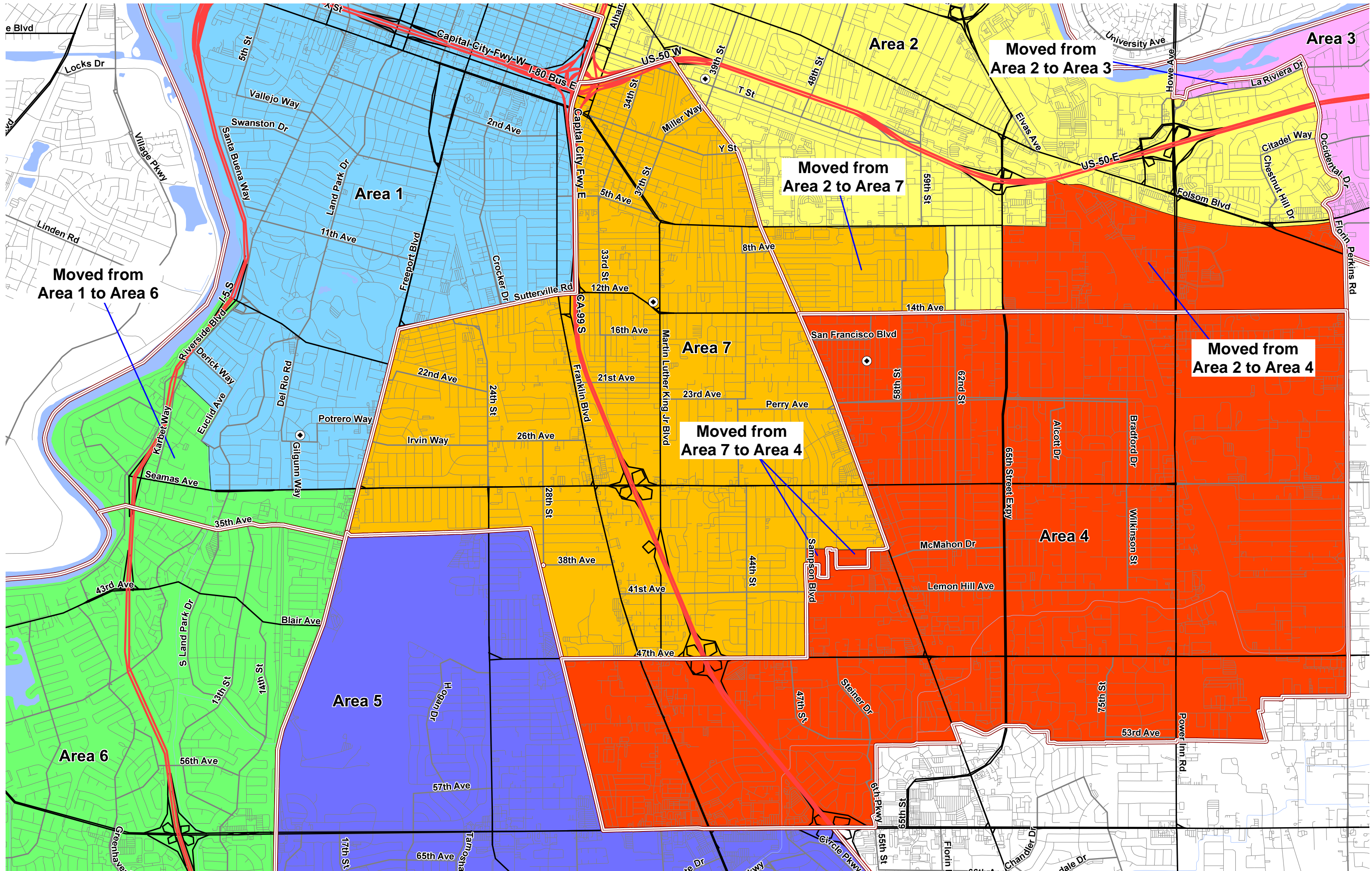
Area 3

Area 7

Area 4

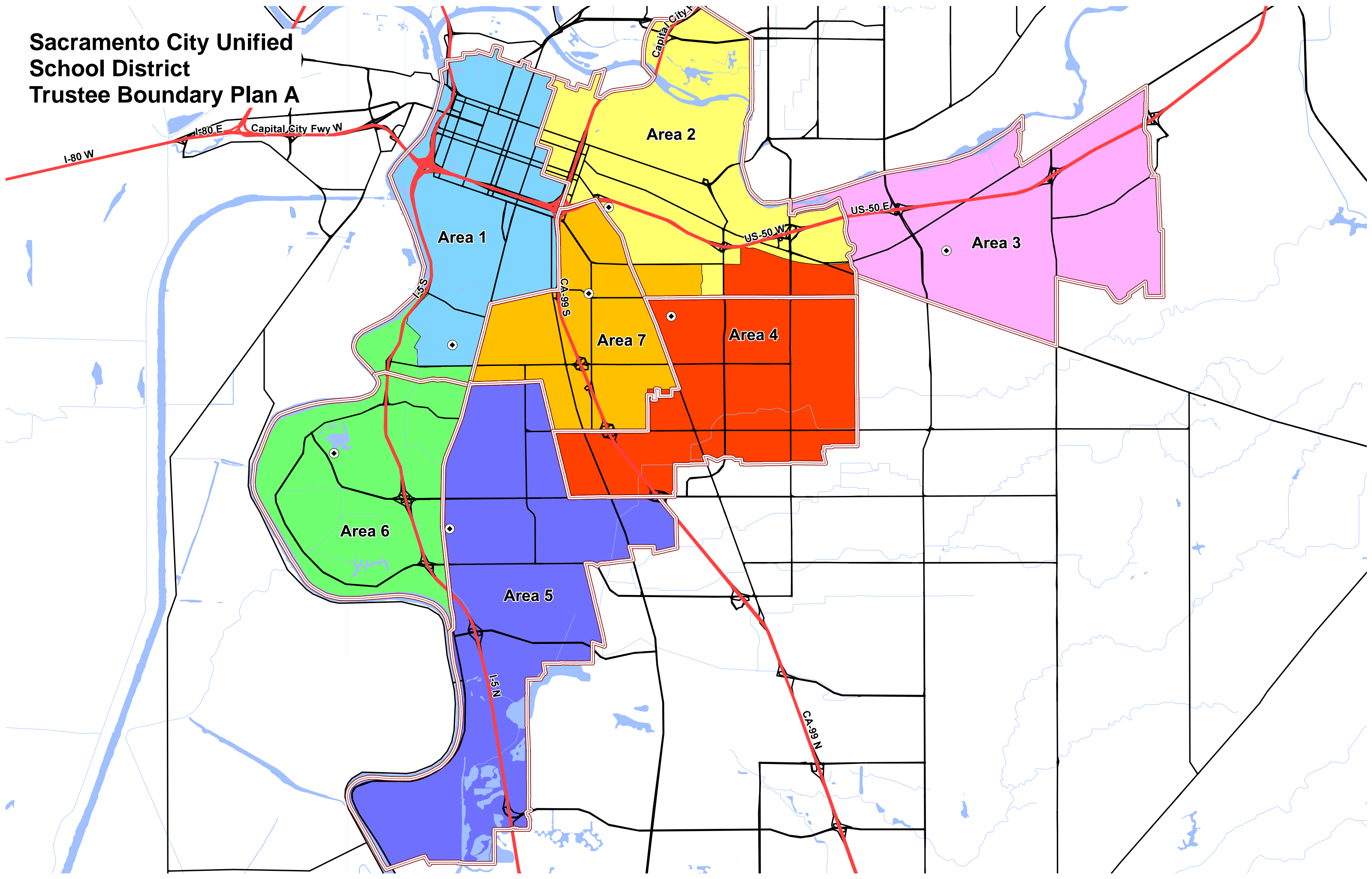
Area 5

Area 6

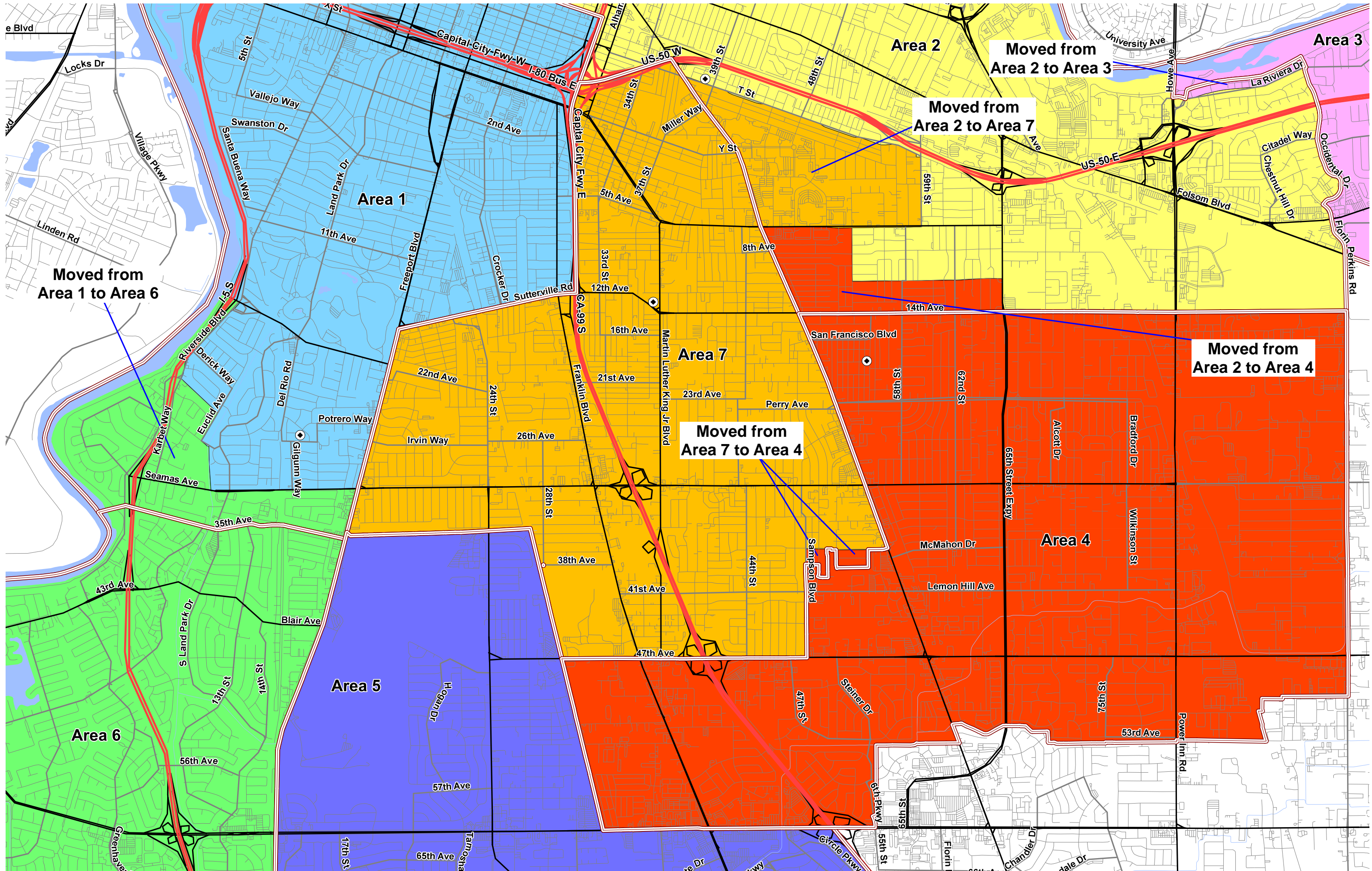




# Sacramento City Unified School District Trustee Boundary Plan A

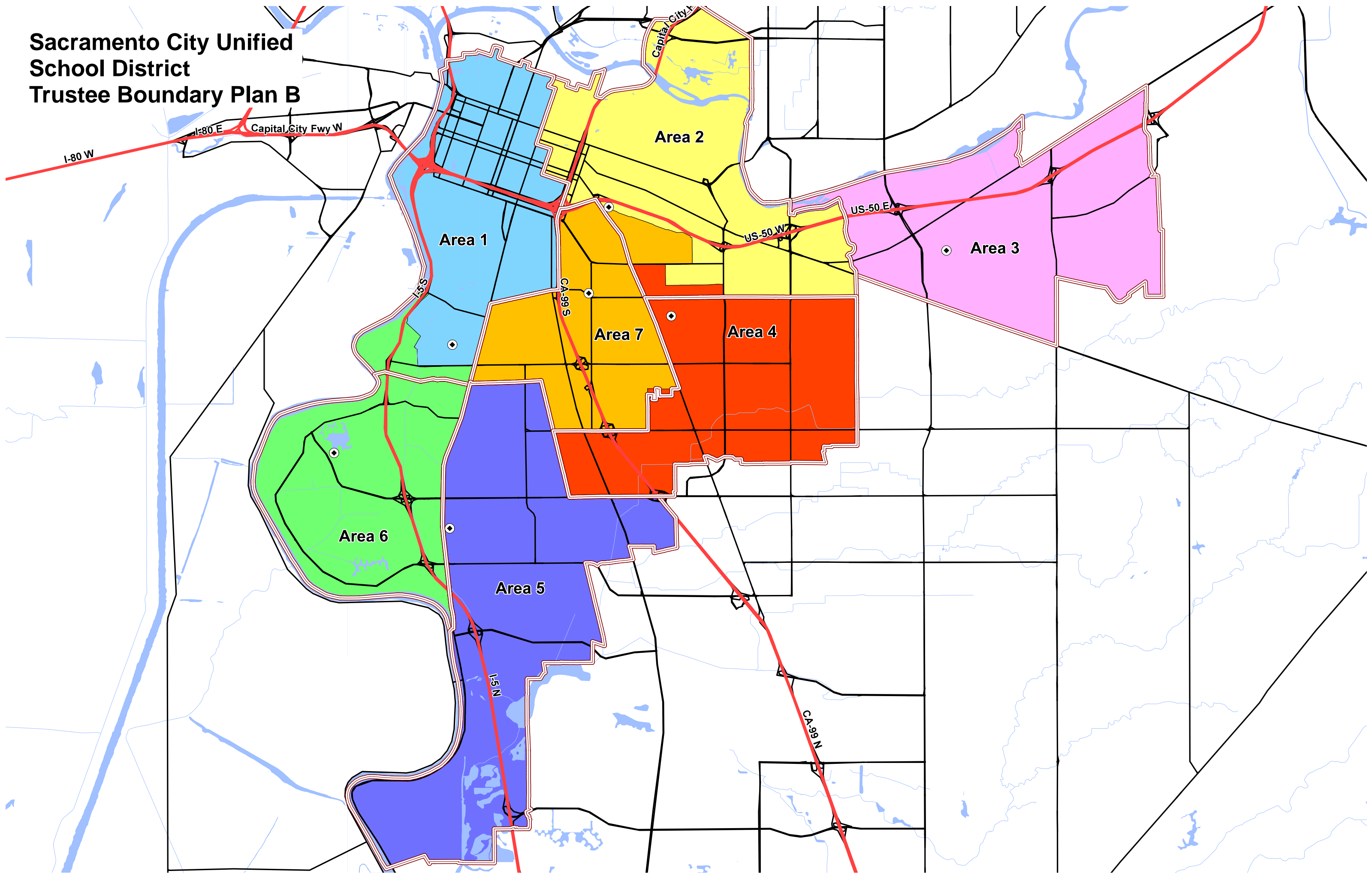




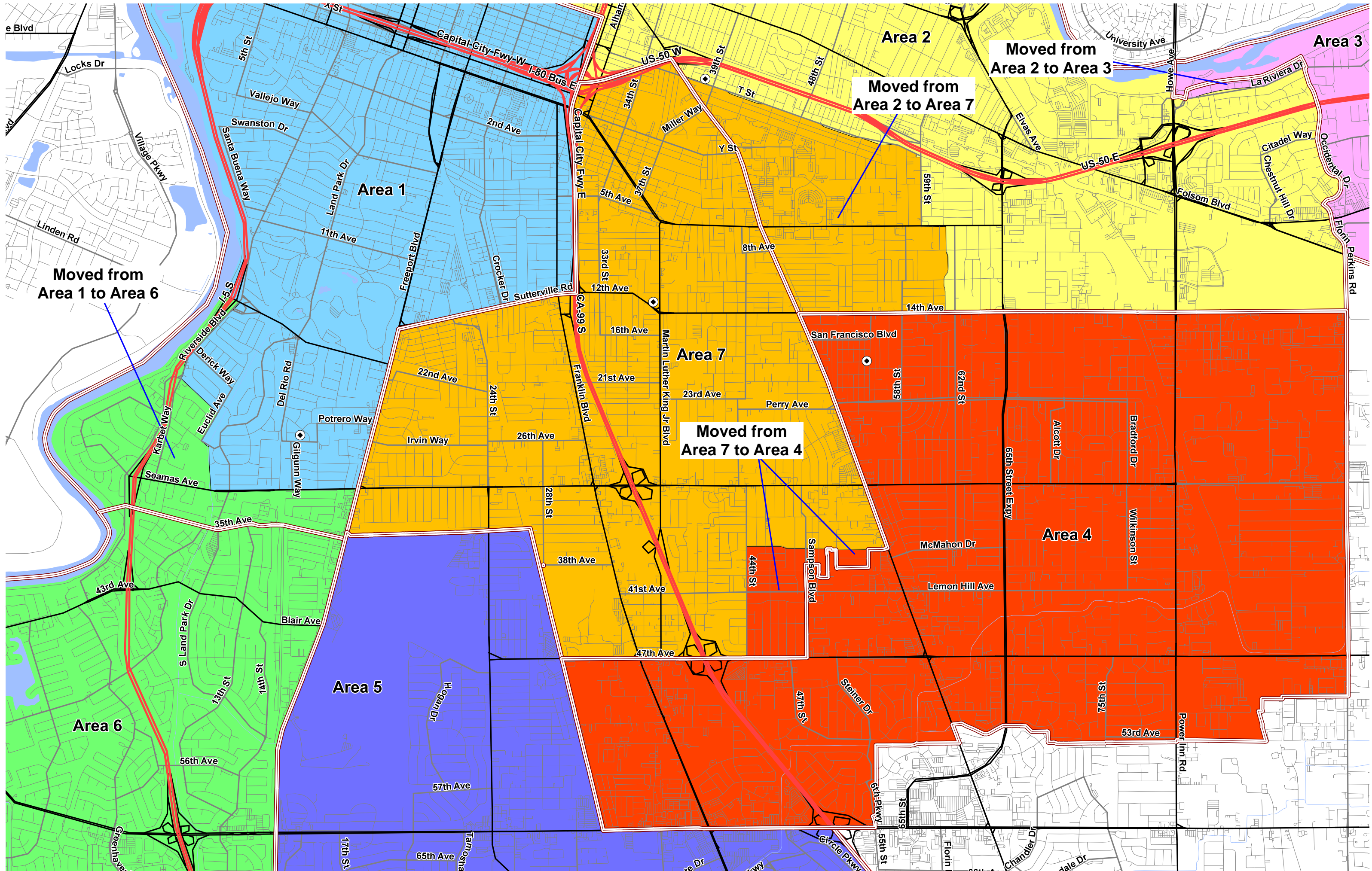




# Sacramento City Unified School District Trustee Boundary Plan B







Moved from Area 1 to Area 6

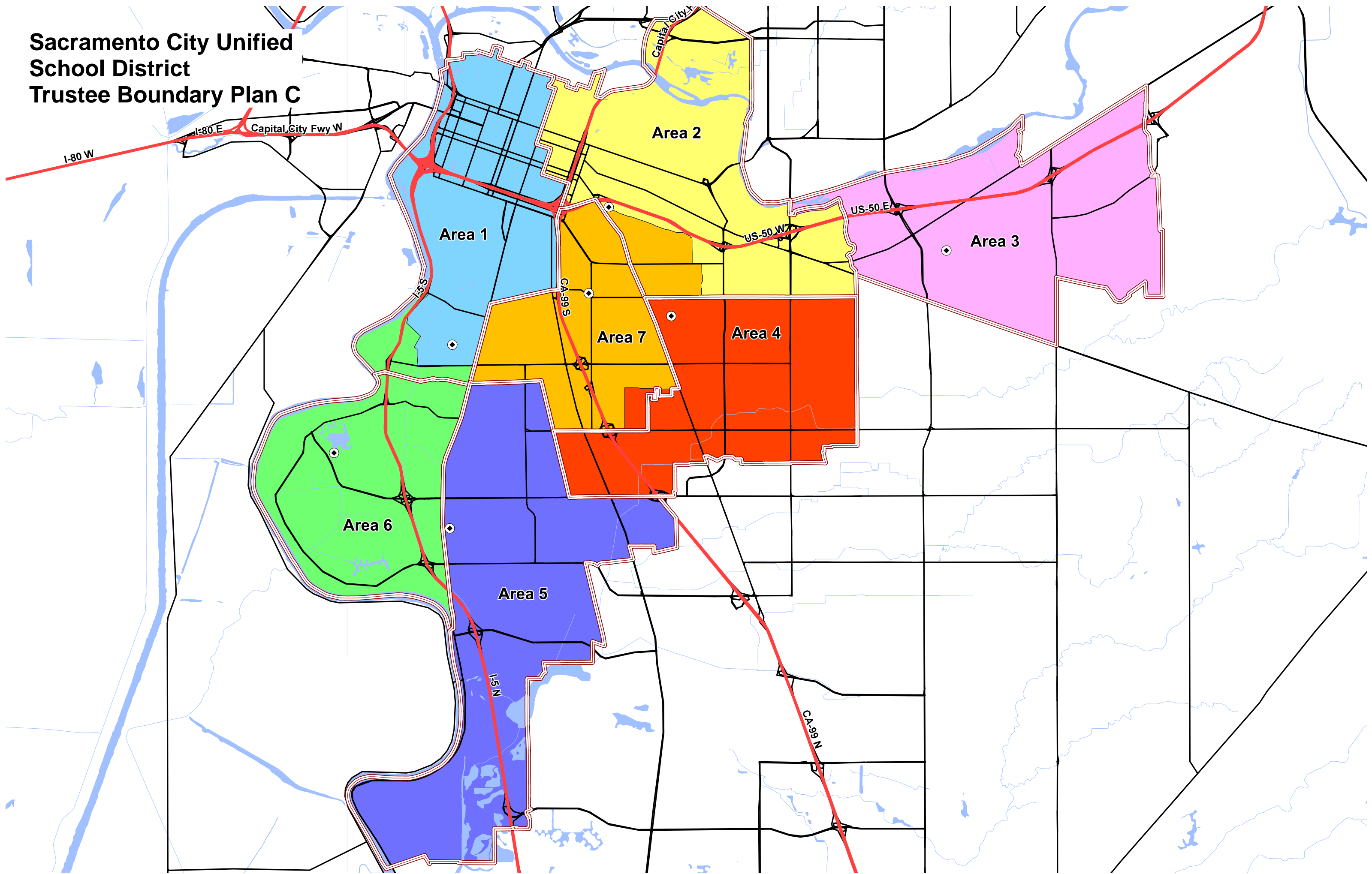
Moved from Area 2 to Area 7

Moved from Area 2 to Area 3

Moved from Area 7 to Area 4



# Sacramento City Unified School District Trustee Boundary Plan C





# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 9.1

**Meeting Date:** November 4, 2021

**Subject:** Fiscal Recovery Plan

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: 12/16/21)
- Conference/Action
- Action
- Public Hearing

**Division:** Business Services

**Recommendation:** First presentation of the Fiscal Recovery Plan.

**Background/Rationale:** The current financial status as of the 2021-22 Budget Update, using enrollment projections of 38,0039, projects that on-going reductions of \$39,300,000 are required in order to balance the budget, satisfy the state-mandated 2% reserve and avoid fiscal insolvency. On June 24, 2021 the Sacramento City Unified School District's ("District") Board approved the 2021-22 Adopted Budget which was conditionally approved by the Sacramento County Office of Education (SCOE). SCOE conditionally approved the District's 2021-22 Adopted Budget with a lack of going concern determination primarily due to the on-going structural deficit. As part of the conditional approval, the District must submit a viable board-approved plan by December 15, 2021 to address the on-going structural deficit.

**Financial Considerations:** The District's Fiscal Recovery Plan includes proposed budget solutions.

**LCAP Goal(s):** Family and Community Empowerment; Operational Excellence

**Documents Attached:**

1. Executive Summary

**Estimated Time:** 30 Minutes

**Submitted by:** Rose Ramos, Chief Business Officer

**Approved by:** Jorge A. Aguilar, Superintendent

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



### I. OVERVIEW/HISTORY:

On June 24, 2021 the Sacramento City Unified School District’s (“District”) Board approved the 2021-22 Adopted Budget which was conditionally approved by the Sacramento County Office of Education (SCOE) in a letter dated September 15, 2021. SCOE conditionally approved the District’s 2021-22 Adopted Budget with a lack of going concern determination primarily due to the on-going structural deficit. As part of the conditional approval, the District must submit a viable board-approved Fiscal Recovery Plan by December 15, 2021 to address the on-going structural deficit. The Fiscal Advisor assigned by SCOE has continued to work with the District providing fiscal oversight and guidance.

The District must implement sufficient reductions to resolve the on-going structural budget deficit which is also projected to increase in future years. Although a State Loan will not be required in 2021-2022, the District is at risk of fiscal insolvency if the required reductions are not implemented for the 2022-23 fiscal year. To address fiscal insolvency, the District, for the board’s consideration, has developed a Fiscal Recovery Plan (FRP) that includes both negotiable and non-negotiable items. Although savings from the non-negotiable items will reduce the deficit, these reductions alone will not be sufficient and therefore, additional reductions will be required to eliminate deficit spending and achieve fiscal solvency.

### II. BUDGET:

#### 2021-2022 Budget Update

The current financial status as of the 2021-22 Budget Update, which was presented on August 19<sup>th</sup>, projected that on-going reductions of \$39.3M would be required in order to balance the budget, satisfy the state-mandated 2% reserve, and avoid fiscal insolvency. The following multi-year table is based on projected enrollment of 38,039 students and the adjustments related to the 2021-22 State Enacted budget. These adjustments included changes in the Local Control Funding Formula concentration grant increase, lottery increase, unemployment insurance rate decrease and increased special education funding.

Sacramento City Unified School District	2021-22 Budget Update	2022-23 Projected	2023-24 Projected
Beginning Fund Balance - <i>Unaudited Actuals</i>	\$103,708,114	\$101,513,250	\$66,787,538
Surplus/(Deficit) Spending	<b>(\$2,194,864)</b>	<b>(\$34,725,712)</b>	<b>(\$39,292,599)</b>
Ending Fund Balance	\$101,513,250	\$66,787,538	\$27,494,939
Less: Assignments & Reserves	\$79,281,726	\$44,556,014	\$10,263,415
2% Reserve for Economic Uncertainty	\$11,920,193	\$12,335,433	\$12,307,291
Net Available Fund Balance after 2% REU	\$10,311,331	\$9,896,091	\$4,924,233

# Board of Education Executive Summary

## Business Services

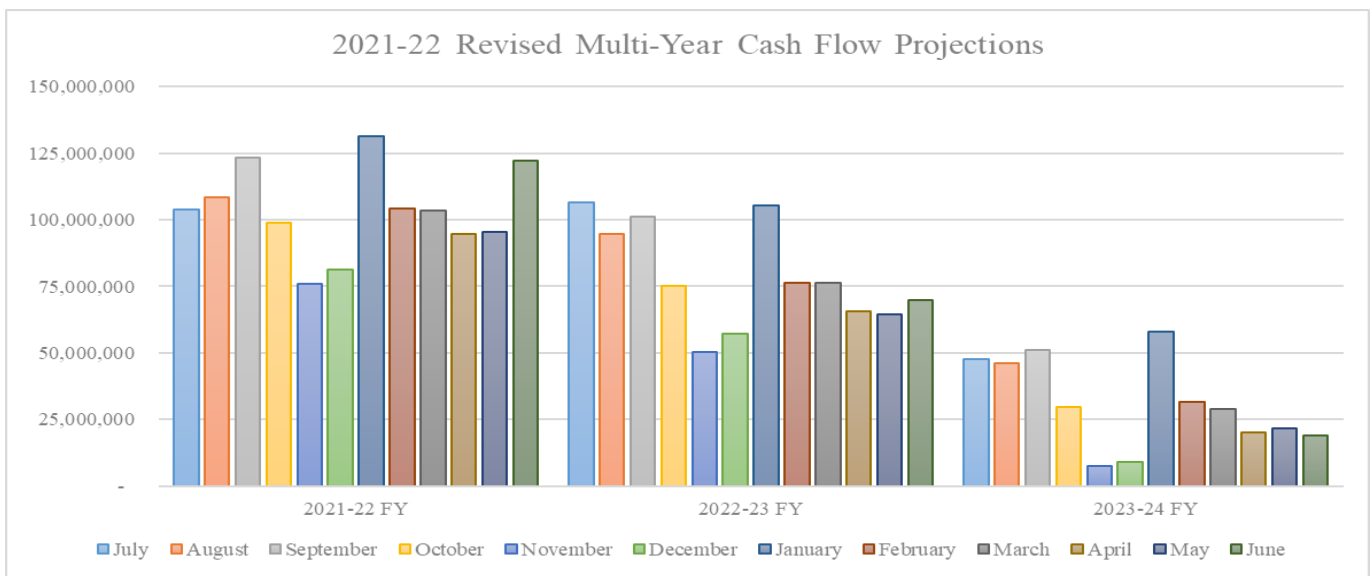
Proposed Fiscal Recovery Plan

November 4, 2021



### Cash Flow

The District's cash flow reports project a positive cash balance through the current fiscal year and two subsequent years. However, due to the deficit spending, cash balances are also projected to decline significantly. Therefore, the District must implement reductions in order to bolster its cash balances and continue to meet its financial obligations. The following graph compares the District's projected cash balances for the budget year 2021-22 through the future years 2022-23 and 2023-24 as of October 2021:



The above chart includes estimated changes from the 2021-22 State Budget, 2020-21 Unaudited Actuals, and projected lower enrollment. These estimated changes include:

- Projected Enrollment of 38,039 students
- Change in revenue recognition of COVID funds in the 2020-21 Unaudited Actuals report compared to the 2020-21 Estimated Actuals report presented during the 2021-22 Adopted Budget
- Removal of LCFF deferral in June 2022
- Change in starting cash balance, assets and liabilities per the 2020-21 Unaudited Actuals Report

An additional cash flow projection report will be provided during the 2021-22 First Interim Report.



# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



### **Budget Reductions Implemented To Date**

Over the past four years, the District has identified and implemented \$54.7 million in on-going non-negotiable budget reductions. The District's prior reductions also included positions at the District office, administrator level and staffing adjustments consistent with student enrollment numbers. Below is a list of some of the prior year reductions:

**2018-19, 2019-20 & 2020-21 Budget Adjustments**

<b>Approval Date</b>	<b>Ongoing (in millions)</b>	<b>One-Time (in millions)</b>	<b>Items</b>
December 2018	17.5	3.6	Position Control, Debt Service, OPEB, Central Office Personnel, Supplies, Services & Utilities
February/March 2019	7.8	0.0	Staffing adjustments - aligning to enrollment for 2019-2020
May 2019	21.0	2.5	Special Education expenditures, LCFF, Utilized Restricted Funds, Charter Oversight Revenue & Interest
June 2019	2.9	0.0	Special Education Revenue, District Services revenue (custodial, utilities from charters)
September 2019	1.0	6.0	Interest revenue, One-time expenditures savings
February 2021	4.5	0.0	Central Office Supplies, Professional Development, Travel, Transportation (Non Special Education), College & Career Visits, Social Workers, Counselors, After School/Youth Development, Preschool Contribution
<b>Totals</b>	<b>54.70</b>	<b>12.10</b>	

### **External Audits of District's Budget**

In the last few years, the District's budget has been reviewed by FCMAT, bond rating agencies and the State Auditor for the purpose of identifying needed improvements and to provide recommendations to assist the District in achieving fiscal solvency. A few common conclusions from these reports:

1. the District does not have sufficient on-going resources to support on-going expenses
2. the District must not rely on one-time funds to support on-going expenses

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



3. the District must implement significant on-going budget reductions to create a balanced budget, and eliminate deficit spending to avoid fiscal insolvency
4. the District's personnel costs are the largest on-going expense and these must be reduced
5. The District's escalating healthcare costs are a main driving factor that must be reduced

### Proposed Student Centered Fiscal Recovery Plan

The District believes that students should be at the center of all budget decisions and that we must work collaboratively to protect funding for core academic programs and services. As we continue this work, we are guided by our core values and reminded that these values are not limited to our students, but should be applied when making decisions related to our employees. The District has identified proposed budget reductions necessary to address the on-going structural deficit. *Yet, the District's potential \$39 million shortfall will not be resolved without negotiated solutions.* The District is seeking to return to District healthcare benefit contributions that are in parity to comparable school districts while maintaining high quality medical benefit plans for employees.

For the board's consideration, the District has developed a Fiscal Recovery Plan (FRP) that includes both negotiable and non-negotiable items. Savings from the non-negotiable items will reduce the deficit but the proposed reductions alone will not be sufficient, thus additional reductions will be required to eliminate deficit spending and achieve a balanced budget.

DISTRICTWIDE PROPOSALS - SUBJECT TO NEGOTIATIONS		
Item	Action	Potential Cost Savings
Health Benefits	Reduce District Contribution to 100% employee only (any plan) & 75% of Kaiser Rate for ee plus1 or ee plus family plan	\$17,708,933
Health Benefits	Reduce District Contribution to Kaiser rate:100% employee only & 75% for ee plus1 and 75% for ee plus family plan	\$18,744,093
Dental & Vision Benefits	Reduce to 80% per Tier	\$1,421,022
Dental & Vision Benefits	Reduce to employee only	\$2,986,951
CompleteCare (Keenan Program)	\$400 Cash In-leiu of Benefits assuming 3% participation	\$1,152,703
CompleteCare (Keenan Program)	\$500 Cash In-leiu of Benefits assuming 3% participation	\$1,071,209
Furlough Days - General Fund	Currently 181, reduce by 1 day	\$1,822,752
1% Salary Reductions - General Fund	Reduce	\$3,498,368

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



The summary below reflects countless hours of staff collaboration identifying possible reductions to the budget. While none of these items are desired, there is recognition that difficult decisions must be made. The components of these summary items will be presented at the board meeting.

<b>CENTRAL DEPARTMENT PROGRAMS</b>		
<b>Item</b>	<b>Action</b>	<b>Potential Cost Savings</b>
Staffing Adjustment to Enrollment Decline - LCFF BASE	Reduce 55.50 FTE for 1664 Enrollment decline	\$6,900,000
15% Central Office Staffing Reductions - LCFF BASE	Reduce	\$3,640,000
20% Central Office Discretionary - LCFF BASE	Reduce	\$3,200,000
Textbook Adoption Budget - LCFF BASE	Alternative Funding Source - going to online textbooks	\$5,054,000
New Teacher Induction - LCFF BASE	Alternative Funding Source - Educator Effectiveness Block Grant	\$243,174
15% Central Office Staffing Reductions - LCFF S&C	Reduce	\$1,930,000
20% Central Office Discretionary - LCFF S&C	Reduce	\$551,000
	<b>TOTAL LCFF BASE</b>	<b>\$19,037,174</b>
	<b>TOTAL LCFF S&amp;C</b>	<b>\$2,481,000</b>
	<b>TOTAL UNRESTRICTED GENERAL FUND</b>	<b>\$21,518,174</b>

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



SCHOOL SITE PROGRAMS		
Item	Action	Potential Cost Savings
Charters - LCFF BASE	Eliminate	266,000
20% Site Discretionary Supplies - LCAP BASE	Reduce	555,000
College & Career Visits - LCFF S&C	Eliminate	690,598
Small Schools/Specialty Programs - LCFF S&C	Eliminate	3,930,863
Alternative Ed - LCFF S&C	Eliminate	1,606,151
Waldorf/Specialty Programs - LCAP S&C	Eliminate	869,558
Inclusive Practices/Specialty Programs - LCAP S&C	Eliminate	1,689,905
Elementary Sports - LCFF S&C	Eliminate	379,192
VAPA - LCFF S&C	Eliminate	785,444
VAPA Music Equipment - LCFF Base	Eliminate	78,500
Dual Immersion - LCFF S&C	Eliminate	953,227
	<b>TOTAL LCFF BASE</b>	<b>\$899,500</b>
	<b>TOTAL LCFF S&amp;C</b>	<b>\$10,904,938</b>
	<b>TOTAL UNRESTRICTED GENERAL FUND</b>	<b>\$11,804,438</b>

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



### SCHOOL SITE PROGRAMS - ADDITIONAL STAFFING CONSIDERATIONS

Item	Action	Potential Cost Savings
1.33 FTE Assistant Principal - Elementary - LCFF S&C	Eliminate/Reduce to CBA - not subject CBA	\$200,564
8.0 FTE Assistant Principal - Middle School - LCFF BASE	Eliminate/Reduce to CBA - not subject CBA	\$1,244,800
14.0 FTE Assistant Principal - High School - LCFF BASE	Eliminate/Reduce to CBA - not subject CBA	\$2,245,600
16.0 FTE Assistant Principal - High School - LCFF S&C	Eliminate/Reduce to CBA - not subject CBA	\$320,800
3.0 FTE Assistant Principal - K-8 Schools - LCFF BASE	Eliminate/Reduce to CBA - not subject CBA	\$452,400
1.5 FTE Assistant Principal - K-8 Schools - LCFF S&C	Eliminate/Reduce to CBA - not subject CBA	\$226,200
11.6 FTE Librarian - LCFF S&C	Eliminate/Reduce to CBA - TBD	\$1,557,330
9.3 FTE Counselor, High School - LCFF BASE	Eliminate/Reduce to CBA - TBD	\$1,203,420
23.65 FTE Counselor, High School - LCFF S&C	Eliminate/Reduce to CBA - TBD	\$3,060,310
1 FTE Counselor, High School Continuation - LCFF BASE	Eliminate/Reduce to CBA - TBD	\$129,400
19.4 FTE Counselor, Middle School - LCFF BASE	Eliminate/Reduce to CBA - TBD	\$2,057,460
19.4 FTE Counselor, Middle School - LCFF S&C	Eliminate/Reduce to CBA - TBD	\$51,760
7.26 FTE Social Worker - LCFF S&C	Eliminate/Reduce to CBA - not subject CBA	\$1,129,656
	<b>TOTAL LCFF BASE</b>	<b>\$7,333,080</b>
	<b>TOTAL LCFF S&amp;C</b>	<b>\$6,546,620</b>
	<b>TOTAL UNRESTRICTED GENERAL FUND</b>	<b>\$13,879,700</b>

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



The tables below show the impact of implementing budget solutions effective July 1, 2022.

### Fiscal Recovery Plan Scenario #1 - \$39.3M On-Going Budget Reductions

Sacramento City Unified School District	2021-22 Budget Update	2022-23 Projected	2023-24 Projected
<b>PROJECTED Deficit</b> Spending as of the 2021-22 Budget Update ( <i>Enrollment projections @ 38,039</i> )	<b>(\$2,194,864)</b>	<b>(\$34,725,712)</b>	<b>(\$39,292,599)</b>
<i>On-going budget reductions 2022-23</i>		\$39,300,000	\$39,300,000
<i>On-going budget reductions 2023-24</i>			
<i>On-going budget reductions 2024-25</i>			
<b>Cummulative On-Going Budget Reductions</b>	\$0	\$39,300,000	\$39,300,000
<b>REVISED Surplus/(Deficit) Spending</b>		\$4,574,288	\$7,401

### Fiscal Recovery Plan Scenario #2 - \$19.65M On-Going Budget Reductions EACH YEAR

Sacramento City Unified School District	2021-22 Budget Update	2022-23 Projected	2023-24 Projected
<b>PROJECTED Deficit</b> Spending as of the 2021-22 Budget Update ( <i>Enrollment projections @ 38,039</i> )	<b>(\$2,194,864)</b>	<b>(\$34,725,712)</b>	<b>(\$39,292,599)</b>
<i>On-going budget reductions 2022-23</i>		\$19,650,000	\$19,650,000
<i>On-going budget reductions 2023-24</i>			\$19,650,000
<i>On-going budget reductions 2024-25</i>			
<b>Cummulative On-Going Budget Reductions</b>	\$0	\$19,650,000	\$39,300,000
<b>REVISED Surplus/(Deficit) Spending</b>		<b>(\$15,075,712)</b>	\$7,401

# Board of Education Executive Summary

## Business Services

Proposed Fiscal Recovery Plan

November 4, 2021



### III. Driving Governance:

- Education Code section 42127 requires the Governing Board of each school district to adopt a budget on or before July 1<sup>st</sup>. The budget to be adopted shall be prepared in accordance with Education Code section 42126. The adopted budget shall be submitted to the County Office of Education. The County Office of Education will determine if the district will be able to meet its financial obligations during the fiscal year and the subsequent two years. The County Office of Education will either approve, disapprove, or conditionally approve the district's budget.
- Education Code section 42130 requires the Superintendent to submit two reports to the Board of Education during each fiscal year. The first report shall cover the financial and budgetary status of the district for the period ending October 31<sup>st</sup>. All reports required shall be in a format or on forms prescribed by the Superintendent of Public Instruction.
- Education Code section 42131 requires the Board of Education to certify, in writing, whether the district is able to meet its financial obligations for the remainder of the fiscal year and, based on current forecasts, for the subsequent two fiscal years. Certifications shall be based on the Board's assessment of the district budget. Certifications shall be classified as positive, qualified or negative. This education code section also outlines the role of the County Office of Education.
- Education Code section 42131 (3)(e) directs districts to provide additional reports to the County Office of Education as of June 1<sup>st</sup>, if a Qualified or Negative Certification is reported as of the Second Interim Report.

### IV. Goals, Objectives, and Measures:

Follow the timeline, identify all budget reductions and savings, take action to implement such savings as required by law, District policy, and applicable bargaining agreements.

### V. Major Initiatives:

Continued analysis of information from the State and its impact on District finances.

### VI. Results:

The Fiscal Recovery Plan presented at the November 4, 2021 Board Meeting identifies potential savings to address the deficit and achieve a balanced budget. The District must submit a viable board-approved plan by December 15, 2021 to address the on-going structural deficit.

### VII. Lessons Learned/Next Steps:

- Follow the approved calendar with adjustments made as necessary.
- Update District Budget Timeline
- Continue to monitor the state budget and its impact on the district finances.
- Continue to engage stakeholders in the budget development process through community budget meetings.
- Work to complete negotiations with bargaining unit partners.
- Ensure compliance with all LCFF and LCAP requirements.



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.1

**Meeting Date:** November 4, 2021

**Subject:** Public Hearing: Second Reading of Revised Board Policy 4119.21,  
Professional Standards (previously labeled Code of Ethics)

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

**Division:** Legal Services and Human Resource Services

**Recommendation:** Approve revisions to Board Policy 4119.21

**Background/Rationale:** California has many sets of standards and expectations to guide policies, programs, and personnel effectiveness. These standards promote the highest ethical standards, professional behavior, and compliance with state and federal laws.

In order to provide guidelines and principles regarding appropriate conduct and to enhance the integrity of the District and enhance its educational programs, revisions to this policy are necessary. No prior updates to BP 4119.21 have occurred since its adoption in 2002. Such updates include the CSBA's model language.

**Documents Attached:**

1. Executive Summary
2. BP 4119.21 (Redlines)

<p><b>Estimated Time of Presentation:</b> 5 Minutes <b>Submitted by:</b> Raoul Bozio, In House Counsel and Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.21: Professional Standards (previously labeled Code of Ethics)

November 4, 2021



### I. Overview/History of Department or Program

District employees are expected to maintain the highest ethical standards, behave professionally, follow District policies and regulations, abide by state and federal laws, and exercise good judgment when interacting with students and other members of the District's community.

This policy was adopted in 2002 and has since then not been revised. Updates are based off the model provided by the CSBA and aligns with the District's commitment to enhancing the integrity of its school and community.

### II. Driving Governance:

Pursuant to Education Code 44050:

(a) A local educational agency, or a person, firm, association, partnership, or corporation offering or conducting private school instruction at the elementary or high school level, that maintains a section on employee interactions with pupils in its employee code of conduct shall do both of the following:

(1) Commencing July 1, 2018, provide a written copy of the section on employee interactions with pupils in its code of conduct to the parent or guardian of each enrolled pupil at the beginning of each school year.

(2) Commencing January 1, 2018, post the section on employee interactions with pupils in its code of conduct, or provide a link to it, on each of its schools' Internet Web sites, or, if a school of a local educational agency does not have its own Internet Web site, on the local educational agency's Internet Web site, in a manner that is accessible to the public without a password.

(b) A local educational agency may satisfy the requirement to provide a written copy of the section on employee interactions with pupils in its code of conduct to the parent or guardian of each enrolled pupil by including the section on employee interactions with pupils in its code of conduct in the notice required pursuant to Section 48980.

Further, there are guiding principles, professional standards, and codes of ethics adopted by various educational and professional associations. For example, the California Teachers Association's Code of Ethics provides:

PREAMBLE

# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.21: Professional Standards (previously labeled Code of Ethics)

November 4, 2021



The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurture of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics of the Education Profession indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than one specifically designed by the NEA or its affiliates.

### PRINCIPLE I

#### COMMITMENT TO THE STUDENT

The educator strives to help each student realize his or her potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator –

- Shall not reasonably restrain the student from independent action in the pursuit of learning.
- Shall not unreasonably deny the student access to varying points of view.
- Shall not deliberately suppress or distort subject matter relevant to the student's progress.
- Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety.
- Shall not intentionally expose the student to embarrassment or disparagement.
- Shall not on the basis of race, color, creed, sex, national origin, marital status, political or religion beliefs, family, social, or cultural background, or sexual orientation, unfairly –
  - a. Exclude any student from participation in any program
  - b. Deny benefits to any student
  - c. Grant any advantage to any student
- Shall not use professional relationships with students for private advantage.

# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.21: Professional Standards (previously labeled Code of Ethics)

November 4, 2021



- Shall not disclose information about students obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.

### PRINCIPLE II

#### COMMITMENT TO THE PROFESSION

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgement, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation of the profession, the educator –

- Shall not in any application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications.
- Shall not misrepresent his/her professional qualifications.
- Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute.
- Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position.
- Shall not assist a noneducator in the unauthorized practice of teaching.
- Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law.
- Shall not knowingly make false or malicious statements about a colleague.
- Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action.

– Adopted by the [NEA](#) 1975 Representative Assembly

### III. Budget:

The proposed policy is intended to provide standards for which District employees will follow to behave ethically and professionally and exercise good judgment when interacting with students and the school community.

# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.21: Professional Standards (previously labeled Code of Ethics)

November 4, 2021



### IV. Goals, Objectives and Measures:

Pursuant to the District's core beliefs under Board Policy 0100, the District believes "that all people are inspired by HIGH STANDARDS and CHALLENGING GOALS." As such, the goal is for the District to establish sound policy for all employees that enhances the integrity of the District, advances the goals of the District's educational programs, and contributes to a positive school climate and specifically, provide guidelines regarding inappropriate conduct and reporting misconduct.

### V. Major Initiatives:

This professional standards policy is critical for employees to maintain the highest ethical standards and behave professionally to contribute to the learning and achievement of District students.

### VI. Results:

Adopt Board Policy 4119.21. Ensure compliance with Education Code.

### VII. Lessons Learned/Next Steps:

Adoption Board Policy 4119.21 concerning professional standards. Information and correspondences concerning this matter have previously been shared with the District. Further updates will be provided as necessary.

# Sacramento City USD

## Board Policy

### Code Of Ethics

### Professional Standards

BP 4119.21 4219.21,4319.21

### **Personnel**

The Governing Board expects district employees to maintain the highest ethical standards, ~~to behave professionally,~~ follow district policies and regulations, ~~and to~~ abide by state and ~~national~~ federal laws. ~~Employee,~~ and exercise good judgment when interacting with students and other members of the school community. Employees shall engage in ~~conduct should~~ ~~enhance~~ that enhances the integrity of the district ~~and,~~ advances the goals of the district's educational ~~program~~ programs, and contributes to a positive school climate.

(cf. 0200 - Goals for the School District)

(cf. 4119.1/4219.1/4319.1 - Civil and Legal Rights)

(cf. 5131 - Conduct)

(cf. 5137 - Positive School Climate)

The Board encourages district employees to accept as guiding principles the professional standards and codes of ethics ~~published~~ adopted by educational or professional associations to which they may belong.

(cf. 2111 - Superintendent Governance Standards)

(cf. 9005 - Governance Standards)

Each employee is expected to acquire the knowledge and skills necessary to fulfill his/her responsibilities and to contribute to the learning and achievement of district students.

(cf. 4112.2 - Certification)

(cf. 4131 - Staff Development)

(cf. 4231 - Staff Development)

(cf. 4331 - Staff Development)

### Inappropriate Conduct

Inappropriate employee conduct includes, but is not limited to:

1. Engaging in any conduct that endangers students, staff, or others, including, but not limited to, physical violence, threats of violence, or possession of a firearm or other weapon

(cf. 0450 - Comprehensive Safety Plan)

(cf. 3515.7 - Firearms on School Grounds)

(cf. 4158/4258/4358 - Employee Security)

2. Engaging in harassing or discriminatory behavior towards students, parents/guardians, staff, or community members, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed

(cf. 0410 - Nondiscrimination in District Programs and Activities)

(cf. 4119.11/4219.11/4319.11 - Sexual Harassment)

(cf. 5131.2 - Bullying)

(cf. 5145.3 - Nondiscrimination/Harassment)

(cf. 5145.7 - Sexual Harassment)

3. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child

4. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student

5. Possessing or viewing any pornography on school grounds, or possessing or viewing child pornography or other imagery portraying children in a sexualized manner at any time

6. Using profane, obscene, or abusive language against students, parents/guardians, staff, or community members

7. Willfully disrupting district or school operations by loud or unreasonable noise or other action

(cf. 3515.2 - Disruptions)

8. Using tobacco, alcohol, or an illegal or unauthorized substance, or possessing or distributing any controlled substance, while in the workplace, on district property, or at a school-sponsored activity

(cf. 3513.3 - Tobacco-Free Schools)

(cf. 3513.4 - Drug and Alcohol Free Schools)

(cf. 4020 - Drug and Alcohol-Free Workplace)

(cf. 4112.41/4212.41/4312.41 - Employee Drug Testing)

(cf. 4112.42/4212.42/4312.42 - Drug and Alcohol Testing for School Bus Drivers)

9. Being dishonest with students, parents/guardians, staff, or members of the public, including, but not limited to, falsifying information in employment records or other school records

10. Divulging confidential information about students, district employees, or district operations to persons or entities not authorized to receive the information

(cf. 3580 - District Records)

(cf. 4119.23/4219.23/4319.23 - Unauthorized Release of Confidential/Privileged Information)

(cf. 5125 - Student Records)

(cf. 5125.1 - Release of Directory Information)

11. Using district equipment or other district resources for the employee's own commercial purposes or for political activities

(cf. 4119.25/4219.25/4319.25 - Political Activities of Employees)

12. Using district equipment or communications devices for personal purposes while on duty, except in an emergency, during scheduled work breaks, or for personal necessity

Employees shall be notified that computer files and all electronic communications, including, but not limited to, email and voice mail, are not private. To ensure proper use, the Superintendent or designee may monitor employee usage of district technological resources at any time without the employee's consent.

(cf. 4040 - Employee Use of Technology)

13. Causing damage to or engaging in theft of property belonging to students, staff, or the district

14. Wearing inappropriate attire

(cf. 4119.22/4219.22/4319.22 - Dress and Grooming)

Reports of Misconduct

An employee who observes or has evidence of another employee's inappropriate conduct shall immediately report such conduct to the principal or Superintendent or designee. An employee who has knowledge of or suspects child abuse or neglect shall file a report pursuant to the district's child abuse reporting procedures as detailed in AR 5141.4 - Child Abuse Prevention and Reporting.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

Any reports of employee misconduct shall be promptly investigated. Any employee who is found to have engaged in inappropriate conduct in violation of law or Board policy shall be subject to disciplinary action and, in the case of a certificated employee, may be subject to a report to the Commission on Teacher Credentialing. The Superintendent or designee shall notify local law enforcement as appropriate.

(cf. 4117.7/4317.7 - Employment Status Reports)

[\(cf. 4118 - Dismissal/Suspension/Disciplinary Action\)](#)  
[\(cf. 4218 - Dismissal/Suspension/Disciplinary Action\)](#)

[An employee who has knowledge of but fails to report inappropriate employee conduct may also be subject to discipline.](#)

[The district prohibits retaliation against anyone who files a complaint against an employee or reports an employee's inappropriate conduct. Any employee who retaliates against any such complainant, reporter, or other participant in the district's complaint process shall be subject to discipline.](#)

### [Notifications](#)

[The section\(s\) of the district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites. \(Education Code 44050\)](#)

[\(cf. 1113 - District and School Web Sites\)](#)  
[\(cf. 5145.6 - Parental Notifications\)](#)

### **Legal Reference:**

#### [EDUCATION CODE](#)

[200-262.4 Prohibition of discrimination](#)

[44050 Employee code of conduct; interaction with students](#)

[44242.5 Reports and review of alleged misconduct](#)

[48980 Parental notifications](#)

#### [PENAL CODE](#)

[11164-11174.4 Child Abuse and Neglect Reporting Act](#)

#### **CODE OF REGULATIONS, TITLE 5**

[80303 Reports of dismissal, resignation and other terminations for alleged misconduct](#)

[80331-80338 Rules of ~~Conduct~~conduct for professional educators](#)

### [Management Resources:](#)

#### [COMMISSION ON TEACHER CREDENTIALING PUBLICATIONS](#)

[California Professional ~~Educators~~Standards for Educational Leaders, February 2014](#)

~~Policy~~ [SACRAMENTO CITY UNIFIEDCalifornia Standards for the Teaching Profession, 2009](#)

#### [COUNCIL OF CHIEF STATE SCHOOL ~~DISTRICT~~OFFICERS PUBLICATIONS](#)

~~adopted: May 6, 2002~~ [Sacramento,Professional Standards for Educational Leaders, 2015](#)

#### [NATIONAL EDUCATION ASSOCIATION PUBLICATIONS](#)

[Code of Ethics of the Education Profession, 1975](#)

#### [WESTED PUBLICATIONS](#)



Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2003

WEB SITES

CSBA: <http://www.csba.org>

Association of California School Administrators: <http://www.acsa.org>

California Department of Education: <http://www.cde.ca.gov>

California Federation of Teachers: <http://www.cft.org>

California School Employees Association: <http://www.csea.com>

California Teachers Association: <http://www.cta.org>

Commission on Teacher Credentialing: <http://www.ctc.ca.gov>

Council of Chief State School Officers: <http://www.ccsso.org>

WestEd: <http://www.wested.org>

Policy SACRAMENTO CITY UNIFIED SCHOOL DISTRICT

adopted: May 6, 2002          Sacramento, California

revised:



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 10.2

**Meeting Date:** November 4, 2021

**Subject:** Public Hearing: Second Reading of Proposed Board Policy 4119.24,  
Maintaining Appropriate Adult-Student Interactions

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

**Division:** Legal Services and Human Resource Services

**Recommendation:** Approve Board Policy 4119.24

**Background/Rationale:** Currently, the Sacramento City Unified School District does not have a Board Policy with respect to maintaining appropriate adult-student interactions. In order to provide guidelines for adults whom students may interact with at school or in school-related activities, adoption of the policy is necessary to provide a positive school environment that protects the safety and well-being of District students. This policy includes language in the CSBA Gamut model policy and the expertise of District administrators.

**Documents Attached:**

1. Executive Summary
2. BP 4119.24

<p><b>Estimated Time of Presentation:</b> 5 Minutes <b>Submitted by:</b> Raoul Bozio, In House Counsel and Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.24: Maintaining Appropriate Adult-Student Interactions

November 4, 2021



### I. Overview/History of Department or Program

Currently, the Sacramento City Unified School District does not have a Board Policy concerning maintaining appropriate adult-student interactions. By adopting such policy, the District will provide guidelines for adults (including employees, independent contractors, and volunteers) whom students may interact with at school or in school-related activities.

The Board desires to provide a positive school environment that protects the safety and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Specifically, this policy lists a number of inappropriate behaviors, including but not limited to:

- Personally contacting a student without any legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal
- Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee
- Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business
- Addressing a student in an overly familiar manner that would make a reasonable student feel uncomfortable and/or that would not be welcomed by a reasonable student

This proposed policy is based off the model provided by the CSBA and includes language provided by District administrators. It aligns with the District's commitment to provide a positive and safe school environment that protects the well-being of its students.

# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.24: Maintaining Appropriate Adult-Student Interactions

November 4, 2021



### II. Driving Governance:

Pursuant to Penal Code 11164-11174.3 Child Abuse and Neglect Reporting Act, District staff are mandated child abuse reporters. See Board Policy/Regulation 5141.4. The District faces liability in situations of child abuse where reports should have been made. The District owes a duty of care over students under its supervision.

Pursuant to Education Code 44050:

(a) A local educational agency, or a person, firm, association, partnership, or corporation offering or conducting private school instruction at the elementary or high school level, that maintains a section on employee interactions with pupils in its employee code of conduct shall do both of the following:

(1) Commencing July 1, 2018, provide a written copy of the section on employee interactions with pupils in its code of conduct to the parent or guardian of each enrolled pupil at the beginning of each school year.

(2) Commencing January 1, 2018, post the section on employee interactions with pupils in its code of conduct, or provide a link to it, on each of its schools' Internet Web sites, or, if a school of a local educational agency does not have its own Internet Web site, on the local educational agency's Internet Web site, in a manner that is accessible to the public without a password.

### III. Budget:

The proposed policy is intended to provide a positive school environment that protects the safety and well-being of District students.

### IV. Goals, Objectives and Measures:

Pursuant to the District's core beliefs under Board Policy 0100, the District believes "that all people excel in an environment that is SAFE, and offers everyone UNLIMITED OPPORTUNITIES for continuous growth and PERSONAL SUCCESS." As such, the goal is for the District to establish sound policy for all adults with whom students may interact at school or in school-related activities in order to prevent unlawful or inappropriate interactions with students and to avoid boundary-blurring behaviors that undermine trust in the adult-student relationship.

### V. Major Initiatives:

This adult-student interactions policy is critical to promote a positive and safe school environment while recognizing that certain professional adult conduct may be necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health,

# Board of Education Executive Summary

## Legal Department

Proposed Board Policy (BP) 4119.24: Maintaining Appropriate Adult-Student Interactions

November 4, 2021



or student or staff safety.

### **VI. Results:**

Adopt Board Policy 4119.24. Ensure compliance with Education Code.

### **VII. Lessons Learned/Next Steps:**

Adoption Board Policy 4119.24 concerning adult-student interactions. Information and correspondences concerning this matter have previously been shared with the District. Further updates will be provided as necessary.

# SCUSD

## Board Policy

### Maintaining Appropriate Adult-Student Interactions

BP 4119.24 4219.24,4319.24

#### Personnel

The Governing Board desires to provide a positive school environment that protects the safety and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, including employees, independent contractors, and volunteers, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting. Such adults shall not engage in unlawful or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

(cf. 4119.21/4219.21/4319.21 - Professional Standards)

All adults with whom students may interact at school or in school-related activities are prohibited from entering into or attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature.

(cf. 5145.7 - Sexual Harassment)

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

All adults with whom students may interact at school or in school-related activities who observes or has knowledge of another adult's violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. The Superintendent or designee shall take necessary steps to protect anyone who reports a violation from retaliation from individuals who are within the control of the district. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

(cf. 1312.1 - Complaints Concerning District Employees)

(cf. 1312.3 - Uniform Complaint Procedures)

(cf. 5141.4 - Child Abuse Prevention and Reporting)

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred

from school grounds and activities in accordance with law. The Superintendent or designee may also notify law enforcement as appropriate.

(cf. 4118 - Dismissal/Suspension/Disciplinary Action)

(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

In addition to being provided to district employee's, the district's applicable professional standards and/or employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district web sites. (Education Code 44050)

(cf. 1113 - District and School Web Sites)

(cf. 5145.6 - Parental Notifications)

### Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students. Employee conduct that may undermine professional adult-student interactions or create the appearance of impropriety include, but are not limited to:

1. Initiating inappropriate physical contact
2. Being alone with a student outside of the view of others for reasons other than those related to legitimate educational purposes, such as tutoring
3. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent outside of a district-sponsored program or activity
4. Personally contacting a student without any legitimate educational purpose, by phone, letter, electronic communications, or other means, without including the student's parent/guardian or the principal

When communicating electronically with students, employees shall use district equipment or technological resources when available. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

(cf. 4040 - Employee Use of Technology)

5. Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee
6. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business



7. Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students
8. Addressing a student in an overly familiar manner that would make a reasonable student feel uncomfortable and/or that would not be welcomed by a reasonable student
9. Socializing or spending time with students outside of school-sponsored events, without invitation from the student's parent/guardian and except as participants in community activities
10. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose
11. Transporting a student in a personal vehicle without prior authorization
12. Encouraging students to confide their personal or family problems and/or relationships
13. Disclosing personal, family, or other private matters to students or sharing personal secrets with students that have no legitimate educational purposes

The aforementioned examples do not include professional adult conduct necessary in an emergency or legitimately sought to serve students' interests related to instruction, counseling, student health, or student or staff safety or professional adult conduct that a reasonable person would consider appropriate in light of students' age and personal circumstances.

#### Legal Reference

##### EDUCATION CODE

44030.5 Employment status reports

44050 Employee code of conduct; employee interactions with students

44242.5 Reports and review of alleged misconduct

44940 Sex offenses and narcotic offenses; compulsory leave of absence

48980 Parental notifications

##### PENAL CODE

11164-11174.3 Child Abuse and Neglect Reporting Act

##### CODE OF REGULATIONS, TITLE 5

80303 Reports of change in employment status, alleged misconduct

80304 Notice of sexual misconduct

Adopted:



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 12.1a

**Meeting Date:** November 4, 2021

**Subject:** Approval/Ratification of Grants, Entitlements, and Other Income Agreements  
Approval/Ratification of Other Agreements  
Approval of Bid Awards  
Approval of Declared Surplus Materials and Equipment  
Change Notices  
Notices of Completion

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

**Division:** Business Services

**Recommendation:** Recommend approval of items submitted.

**Background/Rationale:**

**Financial Considerations:** See attached.

**LCAP Goal(s):** Operational Excellence

**Documents Attached:**

1. Notices of Completion – Facilities Projects

<p><b>Estimated Time of Presentation:</b> N/A <b>Submitted by:</b> Rose Ramos, Chief Business Officer Jessica Sulli, Contract Specialist <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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## **NOTICES OF COMPLETION – FACILITIES PROJECTS**

Contract work is complete and Notices of Completion may be executed.

<b>Contractor</b>	<b>Project</b>	<b>Completion Date</b>
Roebbelen Contracting, Inc.	Martin Luther King Jr. Roof Replacement	9/30/21



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1b

**Meeting Date:** November 4, 2021

**Subject:** Approve Personnel Transactions

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

**Division:** Human Resources Services

**Recommendation:** Approve Personnel Transactions

**Background/Rationale:** N/A

**Financial Considerations:** N/A

**LCAP Goal(s):** Safe, Clean and Healthy Schools

**Documents Attached:**

1. Certificated Personnel Transactions Dated November 4, 2021
2. Classified Personnel Transactions Dated November 4, 2021

<p><b>Estimated Time of Presentation:</b> N/A <b>Submitted by:</b> Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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**Attachment 1: CERTIFICATED 11/4/2021**

NameLast	NameFirst	JobPerm	JobClass	PrimeSite	BegDate	EndDate	Comment
<b>EMPLOY/ REEMPLOY</b>							
BOWN	MELANIE	0	Teacher, High School	LUTHER BURBANK HIGH SCHOOL	9/27/2021	6/30/2022	EMPLOY PROB 9/27/21
CUDABAC	VANESSA	B	Teacher, Elementary	CAPITAL CITY SCHOOL	10/1/2021	6/30/2022	EMPLOY PROB 10/1/2021
FITZGERALD	TIMOTHY	B	Teacher, Elementary Spec Subj	DAVID LUBIN ELEMENTARY SCHOOL	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
HINOJOSA	EVELINA	B	Teacher, Elementary	CAPITAL CITY SCHOOL	10/4/2021	6/30/2022	EMPLOY PROB 10/4/2021
HOYLE	KATHERINE	0	Teacher, Resource, Special Ed.	C. K. McCLATCHY HIGH SCHOOL	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
PEREZ	NATALI	B	School Social Worker	STUDENT SUPPORT&HEALTH SRVCS	10/25/2021	6/30/2022	EMPLOY PROB 10/25/21
TAN	TERENCE	B	Teacher, High School	ENGINEERING AND SCIENCES HS	9/15/2021	6/30/2022	EMPLOY PROB 9/15/21
THOMPSON	TABITHA	B	Director III, Child Developmnt	CHILD DEVELOPMENT PROGRAMS	11/1/2021	6/30/2022	EMPLOY PROB 11/1/21
VALERIANO	RUBY	B	School Nurse	HEALTH SERVICES	10/4/2021	6/30/2022	EMPL PROB 10/4/21
ZEPEDA	ANGELICA	0	Teacher, Elementary	HUBERT H BANCROFT ELEMENTARY	9/15/2021	6/30/2022	EMPLOY PROB 9/15/21
<b>LEAVES</b>							
CHASE	SCOTT	A	Teacher, Elementary	MARK TWAIN ELEMENTARY SCHOOL	9/27/2021	10/31/2021	LOA (PD) FMLA/CFRA 9/27-10/31/21
CHASE	SCOTT	A	Teacher, Elementary	MARK TWAIN ELEMENTARY SCHOOL	11/1/2021	6/30/2022	LOA EXT (PD) FMLA/CFRA 11/1-12/1/21
FALLON	MARGO	A	Teacher, Spec Ed	HIRAM W. JOHNSON HIGH SCHOOL	10/11/2021	12/5/2021	LOA EXT (PD) FMLA/CFRA 10/11/21-12/5/21
FALLON	MARGO	A	Teacher, Spec Ed	HIRAM W. JOHNSON HIGH SCHOOL	12/6/2021	1/2/2022	LOA (PD) 12/6/21-1/2/22
HALEY	RICHARD	A	Principal, Middle School	CALIFORNIA MIDDLE SCHOOL	10/5/2021	11/5/2021	LOA (PD) FMLA/CFRA 10/5/21-11/5/21
HEDEGARD	SADIE	B	Asst Sup, Spec Ed I & L	SPECIAL EDUCATION DEPARTMENT	10/4/2021	12/9/2021	LOA (PD) 10/4/21-12/9/21
JOHNSON	LAUREN	A	Teacher, Elementary	OAK RIDGE ELEMENTARY SCHOOL	11/6/2021	1/2/2022	LOA (PD) 11/6-1/2/22
LACHAPPELLE	KELLIE	A	Teacher, Spec Ed	ROSA PARKS MIDDLE SCHOOL	9/2/2021	12/5/2021	LOA AMEND (PD) FMLA/CFRA 9/2/21-12/5/21
MYERS	GINA	C	Teacher, Elementary	NICHOLAS ELEMENTARY SCHOOL	11/1/2021	1/17/2022	LOA EXT (PD) FMLA/CFRA 11/1-1/17/22
MYERS	GINA	C	Teacher, Elementary	NICHOLAS ELEMENTARY SCHOOL	1/18/2021	6/30/2021	LOA RTN (PD) FMLA/CFRA 1/18/22
RHODES	ANDREW	C	Teacher, Middle School	KIT CARSON INTL ACADEMY	10/18/2021	10/25/2021	LOA (PD) ADMIN 10/18/21
SEIFERT	ALEXANDRIA	0	Teacher, Resource, Special Ed.	LUTHER BURBANK HIGH SCHOOL	10/1/2021	2/21/2022	LOA (PD) 10/1/21-2/21/22
SEIFERT	ALEXANDRIA	0	Teacher, Resource, Special Ed.	SAM BRANNAN MIDDLE SCHOOL	10/1/2021	2/21/2022	LOA (PD) 10/1/21-2/21/22
SHINTAKU	VANESSA	A	Teacher, Resource, Special Ed.	HIRAM W. JOHNSON HIGH SCHOOL	11/29/2021	3/9/2022	LOA (PD) FMLA/CFRA 11/29-3/9/22
THOR	KA	A	Teacher, Elementary	ELDER CREEK ELEMENTARY SCHOOL	10/22/2021	6/30/2022	LOA RTN (PD) 10/22/21
WINSTON	SARAH	A	Teacher, Resource, Special Ed.	DAVID LUBIN ELEMENTARY SCHOOL	8/31/2021	6/30/2022	LOA (UNPD) EDU IMPROVEMENT 8/31-6/30/22
<b>RE-ASSIGN/STATUS CHANGE</b>							
BRENNEISE	JULIE	A	Teacher, Elementary Spec Subj	MARTIN L. KING JR ELEMENTARY	7/1/2021	6/30/2022	STCHG TO PERM 7/1/21
DUONG	TUAN	B	Area Assistant Superintendent	AREA ASSITANT SUPERINTENDENTS	9/22/2021	6/30/2022	REA/STCHG 9/22/21
GARLAND	ASHLEY	C	Teacher, Elementary	PACIFIC ELEMENTARY SCHOOL	9/6/2021	6/30/2022	STCHG 9/6/21
HERNANDEZ	ELIZABETH	R	Teacher, Traveling Music	MUSIC SECTION	7/1/2021	6/30/2022	STCHG 7/1/21-6/30/22
KACHAGIN	ANNA	R	Teacher, K-8	JOHN H. STILL - K-8	7/1/2021	6/30/2022	STCHG 7/1/21
MENDOZA	AMY	R	Resource Teacher, GATE	GIFTED AND TALENTED EDUCATION	7/1/2021	6/30/2022	STCHG 7/1/21
PAZ	ADRIAN	A	Teacher, Resource, Special Ed.	C. K. McCLATCHY HIGH SCHOOL	10/11/2021	6/30/2022	STCHG 10/11/21
PEREZ	MIRNA	R	School Social Worker	STUDENT SUPPORT&HEALTH SRVCS	7/1/2021	6/30/2022	STCHG 7/1/21
SHAFTO	APRILLE	B	Area Assistant Superintendent	AREA ASSISTANT SUPERINTENDENT	10/4/2021	6/30/2022	REA/STCHG 10/4/21
WASSUM	PATRICIA	A	Teacher, Traveling Music	MUSIC SECTION	7/1/2021	6/30/2022	REA/STCHG 7/1/21
YETI	DANIELLE	A	Teacher, Elementary	A. M. WINN - K-8	7/1/2021	6/30/2022	REA/STCHG 7/1/21
YETI	DANIELLE	L	Teacher, Traveling Music	MUSIC SECTION	7/1/2021	6/30/2022	REA/STCHG 7/1/21
<b>SEPARATE / RESIGN / RETIRE</b>							
BLANTON	MICHELLE	B	Principal,Supt Priority (Elem)	LEATAATA FLOYD ELEMENTARY	7/1/2021	10/29/2021	SEP/RESIGN 10/29/21
MOUA	AUTUMN	A	Teacher, Elementary	BOWLING GREEN ELEMENTARY	7/1/2021	10/15/2021	SEP/RESIGN 10/15/21
MOUA	LISAM	A	Counselor, High School	HEALTH PROFESSIONS HIGH SCHOOL	7/1/2021	10/29/2021	SEP/RESIGN 10/29/21
MOUA	LISAM	A	Counselor, Middle School	KIT CARSON INTL ACADEMY	7/1/2021	10/29/2021	SEP/RESIGN 10/29/21
PULBER	VITALIY	B	Teacher, Middle School	KIT CARSON INTL ACADEMY	7/1/2021	9/27/2021	SEP/RESIGN 09/27/21
SMITH	JOEL	A	Teacher, High School	LUTHER BURBANK HIGH SCHOOL	7/1/2021	9/27/2021	SEP/RESIGN 9/27/21
THOMPSON	KELLY	A	School Social Worker	STUDENT SUPPORT&HEALTH SRVCS	7/1/2021	9/2/2021	SEP/RESIGN 9/2/21



**Attachment 2: CLASSIFIED 11/4/2021**

NameLast	NameFirst	JobPerm	JobClass	PrimeSite	BegDate	EndDate	Comment
<b>EMPLOY/ REEMPLOY</b>							
ABUHAMDA	NARIMAN	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
ALVAREZ	CYNTHIA	A	Child Care Attendant, Chld Dev	CHILD DEVELOPMENT PROGRAMS	9/2/2021	3/30/2022	REEMPLOY PERM 9/2/21
BHAN	IRENE	B	Youth/Family Mntl Hlth Adv	STUDENT SUPPORT&HEALTH SRVCS	10/1/2021	6/30/2022	EMPLOY PROB 10/1/21
COOLEY	DIANA	B	Noon Duty	MARK TWAIN ELEMENTARY SCHOOL	10/4/2021	6/30/2022	EMPLOY PROB 10/4/21
DARVELL	SAMANTHA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
DIAZ	GABRIEL	B	Noon Duty	ISADOR COHEN ELEMENTARY SCHOOL	10/14/2021	6/30/2022	EMPLOY PROB 10/14/21
ESHANZAI	MOHAMMAD	B	Teacher Assistant, Bilingual	C. K. McCLATCHY HIGH SCHOOL	10/25/2021	6/30/2022	EMPLOY PROB 10/25/2021
FELIX	MELISSA	B	School Office Manager I	ELDER CREEK ELEMENTARY SCHOOL	10/4/2021	6/30/2022	EMPLOY PROB 10/4/21
FOBBS	VERA	B	Health Aide, Spec Ed	HEALTH SERVICES	10/25/2021	6/30/2022	EMPLOY PROB 10/25/21
GARCIA-CASTILLO	ALYSSA	B	Noon Duty	WOODBINE ELEMENTARY SCHOOL	10/15/2021	6/30/2022	EMPLOY PROB 10/15/21
HARRISON	TAMARA	B	Noon Duty	ELDER CREEK ELEMENTARY SCHOOL	10/13/2021	6/30/2022	EMPLOY PROB 10/13/21
KANGAS	NICOLE	B	Mngnr II Community Engagement	COMMUNICATIONS OFFICE	10/11/2021	6/30/2022	EMPLOY PROB 10/11/21
NABARRETE	CONSTANCIA	B	Clerk II	SUSAN B. ANTHONY ELEMENTARY	10/4/2021	6/30/2022	EMPLOY PROB 10/4/21
OLVERA OCHOA	DORA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
PAYNE	BEE	B	Inst Aid, Spec Ed	JOHN BIDWELL ELEMENTARY	10/4/2021	6/30/2022	EMPLOY PROB 10/4/21
RAMOS DE CASTRO	MARIAROSA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/4/2021	6/30/2022	EMPLOY PROB 10/4/21
REID	PAUL	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/11/2021	6/30/2022	EMPLOY PROB 10/11/21
SY	KEN	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/11/2021	6/30/2022	EMPLOY PROB 10/11/21
THAO	WILSON	B	Adm & Family Svcs Tech	ENROLLMENT CENTER	10/13/2021	6/30/2022	EMPLOY PROB 10/13/21
VILLALOBOS	LAURA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/18/2021	6/30/2022	EMPLOY PROB 10/18/21
YAMAMOTO	MEGHAN	B	Inst Aid, Spec Ed	C. K. McCLATCHY HIGH SCHOOL	10/21/2021	6/30/2022	EMPLOY PROB 10/21/21
<b>LEAVES</b>							
CARNERO	MARK	B	Spec II, Youth Development	YOUTH DEVELOPMENT	12/18/2021	6/30/2022	LOA RTN 12/18/21
CHILDS	JENNYFER	A	Inst Aide Child Dev	CHILD DEVELOPMENT PROGRAMS	10/26/2021	6/30/2022	LOA RTN 10/26/21
CHRISTIAN	LACHIA	A	Inst Aide Child Dev	CHILD DEVELOPMENT PROGRAMS	10/11/2021	3/30/2022	LOA RTN 10/11/21
GILES	DEBORAH	A	Fd Sv Asst IV	NUTRITION SERVICES DEPARTMENT	10/25/2021	6/30/2022	LOA RTN 10/25/21
HER	SAI	A	Teacher Assistant, Bilingual	WOODBINE ELEMENTARY SCHOOL	9/2/2021	12/5/2021	LOA(PD)FMLA/CFRA 9/2-12/5/21
JOHNSON	EBONY	A	Inst Aid, Spec Ed	JOHN F. KENNEDY HIGH SCHOOL	10/13/2021	1/12/2022	LOA (PD) 10/13-1/12/22
KIRKENDOLL	MICHAEL	B	Office Technician IV	HIRAM W. JOHNSON HIGH SCHOOL	11/1/2021	12/17/2021	LOA (PD) FMLA/CFRA 11/1/21-12/17/21
KIRKENDOLL	MICHAEL	B	Office Technician IV	HIRAM W. JOHNSON HIGH SCHOOL	12/18/2021	6/30/2022	LOA RTN (PD) FMLA/CFRA 12/18/21
LEE	SUSAN	B	FACE Technician	STUDENT SUPPORT&HEALTH SRVCS	9/23/2021	1/5/2022	LOA (PD) FMLA/CFRA 9/23/21-1/5/22
LINDSKOOG	MARY	A	Fd Sv Asst III	NUTRITION SERVICES DEPARTMENT	10/18/2021	1/11/2022	AMEND LOA (PD) FMLA/CFRA 10/18/21-1/11/22
LUEVANOS	ANDRES	B	Facilities Maint Laborer I	FACILITIES MAINTENANCE	10/25/2021	12/17/2021	LOA (PD) FMLA/CFRA 10/25/21-12/17/21
MULKEY	SKYLA	A	Inst Aid, Spec Ed	ROSEMONT HIGH SCHOOL	10/11/2021	6/30/2022	LOA (UNPD) 10/11/21-6/30/22
MURILLO	HILDA	A	Custodian	SERNA CENTER	10/18/2021	6/30/2022	LOA RTN (PD) FMLA/CFRA 10/18/21
MURILLO DE PENNA	MANUELA	A	Clerk II	CROCKER/RIVERSIDE ELEMENTARY	9/1/2021	6/30/2022	LOA (UNPD) 9/1/21-6/30/22
NANSEL	ALANA	A	Certified Occup Therapy Asst	SPECIAL EDUCATION DEPARTMENT	10/22/2021	12/12/2021	LOA (PD) FMLA/CFRA 10/22-12/12/21
NANSEL	ALANA	A	Certified Occup Therapy Asst	SPECIAL EDUCATION DEPARTMENT	10/21/2021	10/21/2021	LOA EXT (PD) 10/21-10/21/21
PAULING	MARIA	A	IEP Desig Inst Para-Sp Ed	KIT CARSON INTL ACADEMY	9/2/2021	6/30/2022	LOA (UNPD) 09/02/21-06/30/22
PELLETIER	MICHELLE	B	Spec II Student Support Svcs	STUDENT SUPPORT&HEALTH SRVCS	10/9/2021	11/30/2021	LOA (PD) 10/9-11/30/21
PELLETIER	MICHELLE	B	Spec II Student Support Svcs	STUDENT SUPPORT&HEALTH SRVCS	12/1/2021	6/30/2022	LOA RTN (PD) 12/1/21
SANCHEZ	NANCY	A	Inst Aid, Spec Ed	BG CHACON ACADEMY	10/22/2021	6/30/2022	LOA RTN (PD) FMLA/CFRA 10/22/21
SCHERMAN	DONALD	A	Custodian	PHOEBE A HEARST BASIC ELEM.	9/1/2021	9/24/2021	LOA EXT (PD) FMLA/CFRA 9/1/21-9/24/21
SCHERMAN	DONALD	A	Custodian	PHOEBE A HEARST BASIC ELEM.	9/25/2021	10/31/2021	LOA (PD) 9/24-10/31/21
SMITH	COURTNEY	A	Office Tchncn II	SPECIAL EDUCATION DEPARTMENT	10/25/2021	11/19/2021	LOA (PD) FMLA/CFRA 10/25/21-11/19/21
TORIZ DE MEDINA	MARIA	A	Career Information Technician	LUTHER BURBANK HIGH SCHOOL	10/1/2021	10/31/2021	LOA (PD) FMLA/CFRA 10/1/21-10/31/21
TORIZ DE MEDINA	MARIA	A	Career Information Technician	LUTHER BURBANK HIGH SCHOOL	11/1/2021	1/14/2022	LOA EXT (PD) FMLA/CFRA 11/1-1/14/22
TORIZ DE MEDINA	MARIA	A	Office Tchncn II	LUTHER BURBANK HIGH SCHOOL	10/1/2021	10/31/2021	LOA (PD) FMLA/CFRA 10/1/21-10/31/21
TORIZ DE MEDINA	MARIA	A	Office Tchncn II	LUTHER BURBANK HIGH SCHOOL	11/1/2021	1/14/2022	LOA EXT (PD) FMLA/CFRA 11/1-1/14/22
WEEKS	TOBERTHA	A	Pers Tech II	HUMAN RESOURCE SERVICES	10/14/2021	11/30/2021	ADMIN LOA (PD) 10/14/21-11/30/21
<b>RE-ASSIGN/STATUS CHANGE</b>							
BROWN	AUTUMN	B	Youth/Family Mntl Hlth Adv	STUDENT SUPPORT&HEALTH SRVCS	10/12/2021	6/30/2022	RE/STCHG 10/12/21



NameLast	NameFirst	JobPerm	JobClass	PrimeSite	BegDate	EndDate	Comment
BROWN	KAREN	B	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
BROWN	DALE	B	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	2/28/2022	STCHG 9/30/21
CAKAU	ALIPATE	A	Bus Driver	TRANSPORTATION SERVICES	10/4/2021	6/30/2022	STCHG 10/4/21
ESELEKHOMHEN	SUNNY	B	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
FANG	KONG	B	Pers Tech II	HUMAN RESOURCE SERVICES	11/1/2021	12/31/2021	REA/STCHG 11/1/21
GALVEZ	JOSE	A	Bus Driver	TRANSPORTATION SERVICES	10/6/2021	6/30/2022	STCHG 10/6/21
GARCIA	ROSALBA	A	Bus Driver	TRANSPORTATION SERVICES	10/11/2021	6/30/2022	STCHG 10/11/21
HANKINS	JASON	A	Bus Driver	TRANSPORTATION SERVICES	10/4/2021	6/30/2022	STCHG 10/4/21
HARRIS	ALONA	A	Noon Duty	CALEB GREENWOOD ELEMENTARY	10/11/2021	10/19/2021	STCHG 10/11/21
HUERTA	ANNA	A	Bus Attendant	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
KOLOAMATANGI	VEISINIA	B	Clerk III	SAM BRANNAN MIDDLE SCHOOL	10/4/2021	6/30/2022	REA/STCHG 10/4/21
KOLOAMATANGI	VEISINIA	B	Office Tchncn II	SAM BRANNAN MIDDLE SCHOOL	10/4/2021	6/30/2022	REA/STCHG 10/4/21
LEE	ALICE	A	Bus Attendant	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
NGUYEN	HUY	A	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
NUGENT	CATHLIN	A	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
PHUNG	LIEN	A	Bus Attendant	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
RAMIREZ CUELLAR	YESENIA	B	Bus Driver	TRANSPORTATION SERVICES	9/3/2021	6/30/2022	STCHG 9/3/21
RASHADA	BRAJONA	B	Foster Youth Svcs Prog Asst	FOSTER YOUTH SERVICES PROGRAM	10/18/2021	6/30/2022	REA/STCHG 10/18/21
RODRIGUEZ	MONICA	B	Pupil Personnel Records Tech	STUDENT SUPPORT AND FAMILY SER	11/15/2021	6/30/2022	REA/STCHG 11/15/21
RODRIGUEZ	VERONICA	A	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
SAEFONG	KAE	A	Pers Tech II	HUMAN RESOURCE SERVICES	10/15/2021	6/30/2022	REA/STCHG 10/15/21
SALAUN	KATHY	B	Bus Driver	TRANSPORTATION SERVICES	10/4/2021	6/30/2022	STCHG 10/4/21
VACCA-DAVIS	BERNADETTE	B	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
VALENCIA	ROSIE	A	Bus Attendant	TRANSPORTATION SERVICES	9/2/2021	9/29/2021	STCHG 9/2/21
VALENCIA	ROSIE	A	Bus Attendant	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
WELCH	REGINA	A	Bus Driver	TRANSPORTATION SERVICES	10/5/2021	6/30/2022	STCHG 10/5/21
WEST	CARI	A	Bus Driver	TRANSPORTATION SERVICES	9/30/2021	6/30/2022	STCHG 9/30/21
<b>SEPARATE / RESIGN / RETIRE</b>							
ADAMS	ANN	B	Noon Duty	HUBERT H BANCROFT ELEMENTARY	9/29/2021	10/14/2021	SEP/RESIGN 10/14/21
ARIZANGA	ELIZABETH	A	Accounting Specialist	ACCOUNTING SERVICES DEPARTMENT	7/1/2021	12/2/2021	SEP/RESIGN 12/2/21
BELLE	JOSEPHINE	A	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	9/1/2021	10/1/2021	SEP/RESIGN 10/1/21
COMPTON II	MICHAEL	A	Warehouse Worker	DISTRIBUTION SERVICES	7/1/2021	11/12/2021	SEP/RESIGN 11/12/21
CRUZ-ROLISON	DEAVENNIE LEA	B	Bus Driver	TRANSPORTATION SERVICES	7/1/2021	9/24/2021	SEP/RESIGN 9/24/21
DICKSON	MICHELLE	A	Inst Aid, Spec Ed	O. W. ERLEWINE ELEMENTARY	7/1/2021	10/8/2021	SEP/RESIGN 10/8/21
ESPARZA PLASCENCIA	ANNA	A	Personnel Tech I	HUMAN RESOURCE SERVICES	7/1/2021	10/15/2021	SEP/RESIGN 10/15/21
FOLK	RHODA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	2/1/2021	6/17/2021	SEP/RESIGN 6/17/21
FRASER	DANA	B	Inst Aid, Spec Ed	DAVID LUBIN ELEMENTARY SCHOOL	9/2/2021	10/1/2021	SEP/RESIGN 10/1/21
GARCIA VILLALOBOS	SARA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	10/11/2021	10/21/2021	SEP/RESIGN 10/21/21
GRANDERSON	KAYLA	A	Foster Youth Svcs Prog Asst	FOSTER YOUTH SERVICES PROGRAM	7/1/2021	11/3/2021	SEP/RESIGN 11/3/21
JAQUEZ	GLORIA	B	Fd Sv Asst I	NUTRITION SERVICES DEPARTMENT	9/2/2021	9/24/2021	SEP/RESIGN 9/24/21
KING	CHRISTIEN	A	Custodian	FATHER K.B. KENNY - K-8	9/2/2021	10/15/2021	SEP/TERM 10/15/21
MARTINEZ NOLAZCO	ITZALIT	A	Noon Duty	CESAR CHAVEZ INTERMEDIATE	7/1/2021	9/30/2021	SEP/RESIGN 9/30/21
MOORE	BARBARA	A	Bus Attendant	TRANSPORTATION SERVICES	9/2/2021	10/5/2021	SEP/TERM 10/5/21
NGUYEN	THANH	B	Child Develop Prgms Tech	CHILD DEVELOPMENT PROGRAMS	7/1/2021	12/30/2021	SEP/RETIRE 12/30/21
NUNEZ VARGAS	LEODEGARIO	A	Inst Aid, Spec Ed	ROSEMONT HIGH SCHOOL	7/1/2021	8/17/2021	SEP/RESIGN 8/17/21
PENA	ELIAS	B	Inst Aid, Spec Ed	HIRAM W. JOHNSON HIGH SCHOOL	7/1/2021	9/22/2021	SEP/RESIGN 9/22/21
POTTLE	WENDY	A	Child Care Attendant, Chld Dev	CHILD DEVELOPMENT PROGRAMS	9/1/2021	9/8/2021	SEP/RESIGN 9/8/21
TANG	APRIL	B	Noon Duty	MATSUYAMA ELEMENTARY SCHOOL	9/2/2021	10/25/2021	SEP/RESIGN 10/25/21
VERA	MARIA	A	Fd Sv Asst III	NUTRITION SERVICES DEPARTMENT	7/1/2021	10/31/2021	SEP/RETIRED 10/31/21
WACKER	MELYSSA	A	IEP Desig Inst Para-Sp Ed	OAK RIDGE ELEMENTARY SCHOOL	7/1/2021	8/24/2021	SEP/RESIGN 8/24/21
WATKINS	DEBORAH	B	Job Developer, Employment Svcs	SPECIAL EDUCATION DEPARTMENT	7/1/2021	11/1/2021	SEP/RESIGNED 11/1/21
WELDON	KAYLA	A	School Office Manager I	THEODORE JUDAH ELEMENTARY	9/13/2021	10/15/2021	SEP/RESIGNED 10/15/21
<b>TRANSFER</b>							
PARIS JR.	DAVID	A	Inst Aid, Spec Ed	ROSEMONT HIGH SCHOOL	10/11/2021	1/31/2022	TR 10/11/21
MARES	BARBIE	A	IEP Desig Inst Para-Sp Ed	O. W. ERLEWINE ELEMENTARY	8/1/2021	6/30/2022	TR 8/1/21





# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1c

**Meeting Date:** November 4, 2021

**Subject:** Approve Mandatory Reporting to the Sacramento County Office of Education – Uniform Complaints Regarding the Williams Settlement Processed for the Period of July 2021 through September 2021

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

**Division:** Human Resource Services

**Recommendation:** Approve Mandatory Reporting to the Sacramento County Office of Education – Uniform Complaints Regarding the Williams Settlement Processed for the Period of July 2021 through September 2021.

**Background/Rationale:** The Williams Settlement Case and Education Code §35186 states that persons may now use the uniform complaint process to file complaints regarding deficiencies in instructional materials, facility problems, and teacher vacancy or mis-assignment. The District is required to report on these complaints to the Superintendent of the Sacramento County Office of Education. The report must contain the number of complaints by general subject area and the number of resolved and unresolved complaints.

**Financial Considerations:** None

**LCAP Goal(s):** Safe, Emotionally Healthy and Engaged Students

**Documents Attached:**

1. Complaint Report – Attachment A-1

<p><b>Estimated Time of Presentation:</b> N/A <b>Submitted by:</b> Cancy McArn, Chief Human Resources Officer <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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Sacramento City Unified School District  
Complaint Report  
Submitted to the Superintendent  
Sacramento County Office of Education  
Pursuant to Education Code 35186

**July 2021 through September 2021**

<b>Number of Complaints</b>	<b>Instructional Material</b>	<b>Facilities</b>	<b>Teacher Vacancy and Misassignment</b>	<b>CAHSEE</b>	<b>Resolved</b>	<b>Unresolved</b>
0	0	0	0	0	0	0
<b>Total: 1</b>						



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1d

**Meeting Date:** November 4, 2021

**Subject:** Approve Minutes of the October 7, 2021, 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 October 7, 2021, Board of Education Meeting.

**Background/Rationale:** None

**Financial Considerations:** None

**LCAP Goal(s):** Family and Community Empowerment

**Documents Attached:**

1. Minutes of the October 7, 2021, Board of Education Regular Meeting

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

# BOARD OF EDUCATION MEETING AND WORKSHOP

## **Board of Education Members**

Christina Pritchett, President (Trustee Area 3)  
Lisa Murawski, Vice President (Trustee Area 1)  
Darrel Woo, Second Vice President (Trustee Area 6)  
Leticia Garcia, (Trustee Area 2)  
Jamee Villa, (Trustee Area 4)  
Chinua Rhodes, (Trustee Area 5)  
Lavinia Grace Phillips, (Trustee Area 7)  
Jacqueline Zhang, Student Member

**Thursday, October 7, 2021**

**4:30 p.m. Closed Session**

**6:00 p.m. Open Session**

## **Serna Center**

Community Conference Rooms  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824  
(See Notice to the Public Below)

# MINUTES

2021/22-10

## **1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL**

### **NOTICE OF PUBLIC ATTENDANCE BY LIVESTREAM**

**Members of the public who wish to attend the meeting may do so by livestream at:**  
**<https://www.scusd.edu/post/watch-meeting-live>**

**No physical location of the meeting will be provided to the public.**

*The meeting was called to order at 4:30 p.m. by President Pritchett, and roll was taken.*

#### *Members Present:*

*President Christina Pritchett  
Vice President Lisa Murawski  
Second Vice President Darrel Woo  
Leticia Garcia  
Lavinia Grace Phillips (via Zoom)  
Chinua Rhodes  
Jamee Villa*

#### *Members Absent:*

*Student Member Jacqueline Zhang arrived at 6:00 p.m. for Open Session.*

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

### **NOTICE OF PUBLIC COMMENT AND DEADLINE FOR SUBMISSION:**

**Public comment may be (1) emailed to [publiccomment@scusd.edu](mailto:publiccomment@scusd.edu); (2) submitted in writing, identifying the matter number and the name of the public member at the**

URL <https://tinyurl.com/BoardMeetingOct7>; or (3) using the same URL, submitting a request for oral comment only when the matter is called, instead of written comment. Individual public comment shall be presented to the Board orally for no more than two minutes, or other time determined by the Board on each agenda item. Public comments submitted in writing will not be read aloud, but will be provided to the Board in advance of the meeting and posted on the District's website. The Board shall allow a reasonable time for public comment on each agenda item, not to exceed 15 minutes in length, including communications and organizational reports. With Board consent, the President may increase or decrease the length of time allowed for public comment, depending on the agenda item and the number of public comments. Speakers will be called sequentially until there is no speaker coming forward on the agenda item or the amount of time allocated for the agenda item has elapsed, whichever occurs first.

*Public Comment on Closed Session:*

*Sara Bailey*

*Cyd Jaghory*

*Sikandar Jaghory*

*Maria Saxton*

*Anais Jaghory*

### **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) Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9 (Two Potential Cases)*

3.2 *Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining SCTA SEIU, TCS, Teamsters, UPE, Non-Represented/Confidential Management (District Representative Pam Manwiller)*

3.3 *Government Code 54957 – Public Employee Discipline/Dismissal/Release/Reassignment*

3.4 *Government Code 54957.6 (a) and (b) Negotiations/Conference with Labor Negotiator, Non-Represented Employee: Superintendent (District Representative: Board President)*

### **4.0 CALL BACK TO ORDER/PLEDGE OF ALLEGIANCE**

4.1 *The Pledge of Allegiance*

4.2 *Broadcast Statement*

4.3 *Stellar Student – Joselyn Cabrera, a Freshman from Hiram Johnson High School was introduced by Member Garcia.*



## **5.0 ANNOUNCEMENT OF ACTION TAKEN IN CLOSED SESSION**

*None*

## **6.0 AGENDA ADOPTION**

*President Pritchett asked for a motion to adopt the agenda. A motion was made to approve by Member Villa and seconded by Member Rhodes. The Board voted unanimously to adopt the agenda.*

## **7.0 PUBLIC COMMENT**

*15 minutes*

*Public comment may be (1) emailed to [publiccomment@scusd.edu](mailto:publiccomment@scusd.edu); (2) submitted in writing, identifying the matter number and the name of the public member at the URL <https://tinyurl.com/BoardMeetingOct7>; or (3) using the same URL, submitting a request for oral comment only when the matter is called, instead of written comment. Individual public comment shall be presented to the Board orally for no more than two minutes or other time determined by the Board, on each agenda item. Public comments submitted in writing will not be read aloud, but will be provided to the Board in advance of the meeting and posted on the District's website. The Board shall allow a reasonable time for public comment on each agenda item, not to exceed 15 minutes in length, including communications and organizational reports. With Board consent, the President may increase or decrease the length of time allowed for public comment, depending on the agenda item and the number of public comments. Speakers will be called sequentially until there is no speaker coming forward on the agenda item or the amount of time allocated for the agenda item has elapsed, whichever occurs first.*

*Public Comment:  
Kelly Chardonay  
Andrea Hassan  
Alan Daurie  
Keri Cavin  
Lisa Jennings  
Joseph Pickar  
Bethany Cox  
Mo Kashmiri  
Ellen Yin-Wycoff  
Amber Awosanya  
Sarah Waldrop  
Gyynnae Byrd  
Shawnda Westly  
Maria Rodriguez  
David Fisher  
Nikki Milevsky  
Ingrid Hutchins  
Cassandra Hoff  
Evan Minton  
Anais Jaghory  
Samantha Benton*

*Frank Black  
Olivia Minor  
Ms. Cortez  
Sarah Waldrop*

**8.0 SPECIAL PRESENTATION**

*8.1 Resolution No. 3231: Recognition of Week of School Administrators, October 10-16, 2021 (Christina Villegas and Tiffany Smith-Simmons)*

**Action  
(Roll Call Vote)**

*Human Resources Director Christina Villegas presented the resolution and showed a video of employees in the District.*

*Public Comment:  
Terrence Gladney*

*Board Comments:*

*President Pritchett thanked all school administrators throughout the District.*

*Superintendent Aguilar spoke of his discussions with principals regarding some of the challenges they face.*

*Member Rhodes made a motion to approve the resolution, and Vice President Murawski seconded. The motion passed unanimously.*

*8.2 Resolution No. 3228: Recognition of National School Lunch Week, October 10 – 16, 2021 (Diana Flores)*

**Action  
(Roll Call Vote)**

*Director of Nutrition Services Diana Flores presented the resolution.*

*Public Comment:  
Terrence Gladney*

*Board Comments:*

*Second Vice President Woo thanked all of the food preparers, especially for last year when food was rolled out for all.*

*Member Garcia said that she knows Nutrition Services has really stepped up since the pandemic started, and she also noted all the meals that have been served. She is excited to see*

*the food truck at schools with fresh food. She thanked Ms. Flores and her team.*

*Member Villa made a motion to approve the resolution, and Member Rhodes seconded. The motion passed unanimously.*

*8.3 Resolution No. 3232: Recognition of Filipino American History Month (Mark Carnero)*

**Action  
(Roll Call Vote)**

*Nialani Plaza, a Senior from West Campus High School began the presentation. Youth Development Specialist Mark Carnero also presented.*

*Public Comment:  
Terrence Gladney*

*Board Comments:*

*Member Rhodes motioned to approve the resolution, and Second Vice President Woo seconded. The motion passed unanimously.*

*Member Phillips said she appreciates the resolution, and she also acknowledged Mr. Gladney's comments.*

*8.4 Resolution No. 3229: California High School Voter Education Weeks, September 13 – 24, 2021 (Jacqueline Zhang)*

**Action  
(Roll Call Vote)**

*Eleanor Love, a Senior at C. K. McClatchy High School gave an introduction to the resolution. She and Student Member Zhang read the resolution.*

*Public Comment:  
None*

*Board Comments:*

*Member Garcia said she is excited to see this resolution, and she asked how this aligns with the State Seal of Civic Engagement and, as we are encouraging students to participate in this process, how do we ensure that they receive credit toward the State Seal of Civic Engagement, or any other type of credit, than can be afforded to them. Superintendent Aguilar said that a presentation is going to be brought to the Board on the State Seal of Civic Engagement, in which this will be a part.*

*Second Vice President Woo said that we have come a long way since he first voted, and he is glad to see that 16 and 17 year olds can pre-register to vote. He moved to approve the resolution, and Member Garcia seconded. The motion passed unanimously.*

*President Pritchett thanked Ms. Love and Student Member Zhang for the presentation.*

#### *8.5 ESSER III Expenditure Plan Update (Steven Ramirez-Fong)*

**Information**

*LCAP/SPSA Coordinator Steven Ramirez-Fong presented. He gave a brief overview of the context, purpose, and overall timeline of the ESSER III Expenditure Plan, summarized the steps taken in the development process to date, as well as alignment efforts to recent planning processes. He outlined next steps and introduced the key components of the plan template by discussing the range of actions being proposed and highlighting the draft's location and opportunities to provide input.*

*Public Comment:  
Terrence Gladney*

*Board Comments:*

*Vice President Murawski said she is proud of the work that went into this. She noted the student support and opportunities. She asked how the funds would be administered. Mr. Ramirez-Fong replied. Superintendent Aguilar reminded that putting aside a certain percentage for managing the funds had been discussed previously. Ms. Ramos said she will review and let the Board know the amount. Vice President Murawski said she is happy to see the one-time expenditures and investments that will last over many years.*

*Member Garcia thanked Mr. Ramirez-Fong for the presentation and said it is exciting to know there are one-time funds to make the proposals a reality, and she appreciates that this will continue to layer on the LCAP. She asked when we will know dollar amounts and when we will see number of FTEs. Mr. Ramirez-Fong replied. Superintendent Aguilar added that there is a notation about staffing shortages and challenges in the proposal. Member Garcia then asked if communication can be sent to the school sites and parent-teacher organizations regarding Sly Park and athletics*

*funding. She also asked to be intentional about sharing the college savings account resolution information recently adopted by the Board. She is excited about the staff recruitment and retention proposal as well and suggested finding out how the Educator Effectiveness Block Grant dollars can support this.*

*Superintendent Aguilar recognized the role of the LCAP as the foundational anchor and living document.*

## **9.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES**

### **9.1 Comprehensive Coordinated Early Intervening Services Plan (CCEIS) to Address Significant Disproportionality (Geovanni Linares)**

**Information**

*SELPA Director Geovanni Linares presented. He gave an overview of significant disproportionality and covered a programmatic improvement process, key findings, and next steps. He was also joined by Toni Tinker and Kristen Jordan of the African American Advisory Council.*

*Public Comment:  
Mohammad Kashmiri  
Terrence Gladney*

*Board Comments:  
None*

### **9.2 Facilities Master Plan Update (Rose Ramos, Ron Hickey, and Leigh Sata)**

**Conference**

*Chief Business Officer Rose Ramos, Assistant Superintendent of Operations Ronald Hickey, and Interim Assistant Superintendent of Facility Support Services Leigh Sata presented. The agenda included a case study of middle school with 6 educational assessment petals, a facilities condition index, and sources and uses of funds. The presentation gave a projected timeline, summary and next steps, and a listening session.*

*Public Comment:  
Mohammad Kashmiri  
Terrence Gladney*

*Board Comments:*

*Member Villa thanked the presenters and said she is impressed. She also said that the schools, students, and staff need more.*

*She said the plan looks at every part with an equity lense and looks deeply at what the needs are at every school. She likes the different work stations that will be available at the school sites and she appreciates the effort with the schools and the staff.*

*Vice President Murawski asked about efficiency regarding the second set of projects; she asked if there is a per capita dollar amount. Mr. Sata answered that the equity index identifies the schools, students, and neighborhoods that have historically been marginalized and received the least amount of funding. He said that, in terms of the number of students served, it has been shared that these types of new schools are drivers of economic activity in those neighborhoods. Vice President Murawski said that she understands and agrees, but hopes we have realistic projections about this. She said what she would like to know is, overall, are we thinking if we are spending \$10,000 per student versus \$5,000 per student are we helping more students with the same amount of money. She would like more analysis to bear on this because she would like to be sure that we are being realistic about what it is going to achieve. She would like to get the most value for the dollar for students that need it the most. She said if we are not thinking about efficiency, then we are not doing the most that we can with the limited dollars available. She would like to see an efficiency metric included going forward. She also has concerns about facilities that will need a major overhaul beyond the 10 year bond.*

*Member Rhodes said it is clear how innovative and leading this type of idea is when it comes to facility usage in the District, and he feels that we should be taking leadership roles like we are today. He spoke of how strong schools build strong communities and how schools that have not had the proper investment is mirrored in the communities around them. He is in full support of this document moving forward and said it connects equity system wide.*

*Member Phillips said that the difference between equity and equality, so often used interchangeably, are actually quite different. Equality simply means everyone is treated the same exact way regardless of need or any other individual difference, on the other hand equity provides everyone with what they need to succeed. She shared that some schools are going to feel left out, and that will have to be okay, although we would like to serve everyone. She spoke about systemically targeted areas and said a lot of the discussion has pointed to equality and not to equity.*



*Member Garcia said she appreciates the very comprehensive profiles of every school site, which she does not believe has been available in the past. She also appreciates that it was said that all schools have needs because of age. She wants to support the equity lense, but said she feels that the analyses are based on what is there and does not factor in how we grow and add capacity. She noted that there is a lot of funding tied to transitional kinder expansion. She also noted expanded learning opportunities that are supposed to happen and a need for before and after school programs and wellness centers as well as community schools. She asked what sites would need a whole new building from scratch. Mr. Sata spoke about a study they are working on about seven school sites that are not currently being used. He also said that there is extra capacity at several existing schools. He reiterated that what was presented is a tool that staff will use and that an actual facilities spending plan will be brought to the Board hopefully within the next several months. Ms. Ramos added that a best use analysis of sites should be available soon as part of phase two. Member Garcia asked if the analysis will factor in athletic fields. Mr. Sata answered that they have data and they have qualitative data which is the human overlay. He said they would be working with the local school sites to actually determine what the specific projects would be that would increase scores once they have identified the schools that are a higher priority. Once a project has been approved, there will be a series of workshops with user groups to make detailed decisions. Member Garcia lastly asked Mr. Sata to describe what “additional in-person community forums”, as included in the presentation, will look like. Mr. Sata replied that one of the feedback points received in the virtual community forums was that they try to meet in person throughout the District. Prior to COVID-19 forums would be held at all the high schools, but unfortunately they had to be changed to on-line. They will, however, be happy to meet in person once circumstances allow.*

*Member Rhodes asked if the community meetings could be held outside. Mr. Sata said yes, of course. Mr. Hickey concurred.*

## **10.0 PUBLIC HEARING**

### **10.1 Public Hearing: AB 1200 Disclosure and Approval of Teamsters Summer School Program 2020-21 SY MOU (Raoul Bozio)**

**Action  
(Roll Call Vote)**

*In House Counsel Raoul Bozio gave the presentation by going over key provisions.*

*Public Comment:*

*None*

*Board Comments:*

*Vice President Murawski motioned to approve the item, and Member Villa seconded. The motion passed unanimously.*

**10.2 Public Hearing: Approval of UPE Article 5 Evaluation Tentative Agreement (Raoul Bozio)**

**Action  
(Roll Call Vote)**

*In House Counsel Raoul Bozio gave the presentation by going over key provisions.*

*Public Comment:*

*None*

*Board Comments:*

*Member Phillips asked Mr. Bozio to clarify how often administrators will be initially evaluated. Mr. Bozio answered that it will be each of their first two years.*

*Member Rhodes motioned to approved the item, and Member Garcia seconded. The motion passed unanimously.*

*Superintendent Aguilar thanked UPE.*

**11.0 COMMUNICATIONS**

**11.1 Employee Organization Reports:**

**Information**

- *SCTA – No report given*
- *SEIU – Mo Kashmiri reported on behalf of SEIU, and there was public comment from Terrence Gladney*
- *TCS – No report given*
- *Teamsters – No report given*
- *UPE – No report given*

**11.2 District Advisory Committees:**

**Information**

- *Community Advisory Committee – Taylor Kayatta reported on behalf of the CAC*
- *District English Learner Advisory Committee – No report given*

- *Local Control Accountability Plan/Parent Advisory Committee*  
– Report given by Terrence Gladney
- *Student Advisory Council* – No report given
- *African American Advisory Board* – No report given

11.3 *Superintendent’s Report (Jorge A. Aguilar)*

**Information**

*Superintendent Aguilar noted that it has been one month since the beginning of the school year. He spoke of the continued threat of COVID-19 and mitigation measures at the schools. He thanked the health services team for continued leadership in ensuring that students can stay in school as well as be healthy and safe. He reported that an update on independent study will be given at the special board meeting on October 12<sup>th</sup>. Currently 624 students are waiting for teachers to be assigned. He spoke about the staffing challenges and also about the Governor’s vaccine mandate. He also said there will be a pause put on the special education program at A. M. Winn K-8 School as the issue will be looked at over the next few months. He invited the community to participate in the ESSER III plan through the District website.*

11.4 *President’s Report (Christina Pritchett)*

**Information**

*President Pritchett thanked all the parents and teachers that reached out to her from A. M. Winn K-8 School over the past week.*

11.5 *Student Member Report (Jacqueline Zhang)*

**Information**

*Student Member Zhang reported that there have been 585 quarantines at John F. Kennedy High School since school started, which is 25% of the population there. Since we do not know if COVID-19 will get better moving toward winter, she asked if there should be more cleaning and other preventative measures. She then reported on the Student Advisory Council.*

11.6 *Information Sharing By Board Members*

**Information**

*Member Rhodes shared that the next day at Success Academy there would be a free food distribution in partnership with NorCal Resist.*

*Vice President Murawski requested that the Board do all they can to correct disinformation on health and safety issues.*

*Second Vice President Woo reported that the week of the 21<sup>st</sup> is the annual conference of the Council of Great City Schools.*

## **12.0 CONSENT AGENDA**

**Action  
(Roll Call Vote)**

*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.*

### ***12.1 Items Subject or Not Subject to Closed Session:***

- 12.1a 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)*
- 12.1b Approve Personnel Transactions (Cancy McArn)*
- 12.1c Approve Minutes of the September 2, 2021, Board of Education Meeting (Jorge A. Aguilar)*
- 12.1d Approve Minutes of the September 8, 2021, Board of Education Special Meeting (Jorge A. Aguilar)*

*President Pritchett asked for a motion to adopt the Consent Agenda. A motion was made to approve by Member Villa and seconded by Member Rhodes. The Board voted 6-1 to adopt the Consent Agenda with Member Phillips abstaining.*

## **13.0 BUSINESS AND FINANCIAL INFORMATION/REPORTS**

**Receive Information**

- 13.1 Receive Initial Proposal from Service Employees International Union, Local 1021 (SEIU) on 2020-2023 Successor Contract Negotiations (Raoul Bozio)*

*The Business and Financial Information/Reports were received by President Pritchett.*

## **14.0 FUTURE BOARD MEETING DATES / LOCATIONS**

- ✓ October 21, 2021 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47<sup>th</sup> Avenue, Community Room, Regular Workshop Meeting*
- ✓ November 4, 2021 4:30 p.m. Closed Session, 6:00 p.m. Open Session, Serna Center, 5735 47<sup>th</sup> Avenue, Community Room, Regular Workshop Meeting*

## **15.0 ADJOURNMENT**

*President Pritchett asked for a motion to adjourn the meeting, and a motion was made by Member Phillips to adjourn in the memory of District Bus Driver Barbara Moore. The motion was seconded by Vice President Murawski. The motion was passed unanimously, and the meeting adjourned at 9:52 p.m.*

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*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 will be available on the District's website at [www.scusd.edu](http://www.scusd.edu)*



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1e

**Meeting Date:** November 4, 2021

**Subject:** Approve Minutes of the October 12, 2021, Special 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 October 12, 2021, Special Board of Education Meeting.

**Background/Rationale:** None

**Financial Considerations:** None

**LCAP Goal(s):** Family and Community Empowerment

**Documents Attached:**

1. Minutes of the October 12, 2021, Special Board of Education Meeting

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

# Sacramento City Unified School District BOARD OF EDUCATION SPECIAL MEETING

## Board of Education Members

Christina Pritchett, President (Trustee Area 3)  
Lisa Murawski, Vice President (Trustee Area 1)  
Darrel Woo, Second Vice President (Trustee Area 6)  
Leticia Garcia (Trustee Area 2)  
Jamee Villa (Trustee Area 4)  
Chinua Rhodes (Trustee Area 5)  
Lavinia Grace Phillips (Trustee Area 7)  
Jacqueline Zhang, Student Member

Tuesday, October 12, 2021  
5:30 p.m.

Serna Center  
Community Conference Rooms  
5735 47<sup>th</sup> Avenue  
Sacramento, CA 95824

## *Minutes* 2021/22-11

### 1.0 OPEN SESSION / CALL TO ORDER / ROLL CALL

#### NOTICE OF PUBLIC ATTENDANCE BY LIVESTREAM

Members of the public who wish to attend the meeting may do so by livestream at:

<https://www.scusd.edu/post/watch-meeting-live>.

*No physical location of the meeting will be provided to the public.*

*Meeting was called to order at 5:37 p.m. by Vice President Murawski and roll was taken.*

#### *Members Present:*

*Lisa Murawski, Vice President  
Darrel Woo, Second Vice President  
Leticia Garcia  
Chinua Rhodes  
Lavinia Grace Phillips  
Jamee Villa (via Zoom)*

#### *Members Absent:*

*Christina Pritchett, President (arrived during Closed Session)  
Student Member Jacqueline Zhang (arrived for Open Session)*

### 2.0 PUBLIC COMMENT FOR AGENDA ITEMS ONLY

#### NOTICE OF PUBLIC COMMENT AND DEADLINE FOR SUBMISSION:

*Public comment may be (1) emailed to [publiccomment@scusd.edu](mailto:publiccomment@scusd.edu); or (2) submitted in writing, identifying the matter number and the name of the public member at the URL <https://tinyurl.com/SCUSDcommentsspecialOct12>; or (3) using the same URL, submitting a request for oral comment. Individual public comment shall be presented to the Board orally for no more than two minutes, or other time determined by the Board on each agenda item. Public comments submitted in writing will not be read aloud, but will be provided to the Board in advance of the meeting and posted on the District's website. The Board shall allow a reasonable time for public comment on each agenda item, not to exceed 15 minutes in length, including communications and*



*organizational reports. With Board consent, the President may increase or decrease the length of time allowed for public comment, depending on the agenda item and the number of public comments. Speakers will be called sequentially until there is no speaker coming forward on the agenda item or the amount of time allocated for the agenda item has elapsed, whichever occurs first.*

### **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 Significant exposure to litigation pursuant to subdivision (d)(2) of Government Code section 54956.9 (One Potential Case)*

*3.2 Government Code 54957.6 (a) and (b) Negotiations/Collective Bargaining SCTA SEIU, TCS, Teamsters, UPE, Non-Represented/Confidential Management (District Representative Pam Manwiller)*

*Public Comment:*

*Erica Haramio*

*Chris Walton*

### **4.0 BOARD WORKSHOP/STRATEGIC PLAN AND OTHER INITIATIVES**

*4.1 Discussion and Possible Approval of Resolution No. 3233:*

*Mandatory COVID-19 Vaccination*

**Action**

*for Eligible, Non-Exempt Students and Staff*

*(Victoria Flores)*

*Director of Student Support and Health Services Victoria Flores began the presentation. She was joined by In-House Counsel Raoul Bozio, Chief Business Officer Rose Ramos, Chief Human Resources Officer Cancy McArn, and Instructional Assistant Superintendent Chad Sweitzer. They reviewed current conditions of COVID-19, gave a recap of the September 16<sup>th</sup> board meeting presentation pathways and an overview of the Governor's October 1<sup>st</sup> vaccination mandate, and provided more updated and detailed information in light of previous meetings and recent directives. Superintendent Aguilar also spoke.*

*Public Comment:*

*Senator Richard Pan*

*Jean Shanley*

*Alicia Morgan-Hecht*

*Pedro Peterson*

*Jennifer Malone*

*Sara Bailey*

*Aimee Hernandez*

*Jenessa and Cory Stewart*

*Brian Barnes*

*Kearsten Sheperd*

*Jay Singh*

*Tiffany Colasanti*

*Michael Absher  
Javier Sanchez  
Gurinder Pundhar  
Joshua Clark  
Bikramjit Singh  
Jenny Pierre  
Shanda Westly  
Ellen Wycoff  
Justine Hern  
Cassandra Hoff  
Samantha Benton  
Kevin Smith  
Emily Wolford  
Jody Bone  
Matt Van Zandt  
Cyd Jaghory  
Ian Perkins  
Christine Bankston  
Lisa Wardose  
Chris Walton  
Troy Flint  
Taylor Kayatta  
Crystal Straight  
Deanna Benninger  
Mo Kashmiri  
Ellen Chapman  
Jennifer Malone  
John Meyers  
Theresa Weaver  
Janine Simmack  
Christine Jaghory  
Sarah Goaler  
Kelly Stout  
David Fisher  
Jennifer Baker*

*Board Comment:*

*President Pritchett made clear that this is not a vote to force a vaccine mandate, as that was already done by the Governor. She said that this resolution is instead a timeline of when the District will have this vaccine mandate. She asked if the District will also send out notifications via backpack. Superintendent Aguilar responded that the communication strategy will be all encompassing, using different languages and mediums. President Pritchett also asked if there will be two full-time health aides at each school site. Ms. Flores answered that there will be someone present full-time and that the health aides will rotate their schedules to provide testing during the school day as needed. President Pritchett asked if the health aides will be able to sign off on personal exemptions. Ms. Flores said yes, if there is a role for them to assist.*

*Vice President Murawski thanked staff for the presentation and all they do. She felt there was some misinformation during public comment, and she said she would like to correct the record; she reiterated comments from Dr. Blumberg from U. C. Davis. She provided other information that go along with the*

*benefits of being vaccinated. She is concerned about increased duties of administrators over the next couple of months, but feels COVID-19 related extra administrative work will diminish once all are vaccinated. She encouraged the Superintendent to provide as much support on a short term basis as possible. She would also like regular reporting to be made to the Board while going toward the November 30<sup>th</sup> date. She asked if full vaccination of two doses is the November 30<sup>th</sup> goal. Ms. Flores answered that the November 30<sup>th</sup> goal is at least one dose of the vaccine.*

*President Pritchett asked what is the District's legal authority on emergency use authorization. Mr. Bozio replied that the vaccine can be taken by adults and children in the age groups. He does not think there is any reason that would delineate between emergency use and full use in terms of what the District's authority would be. He said that we are not requiring that anyone be vaccinated; we are requiring that for in person attendance, absent an exemption, one who is eligible for the vaccine receive it. President Pritchett said that, although she is vaccinated, she is struggling with this decision. She feels the District is not taking other precautions, such as the independent study program which still needs substantial help. She noted the loss of average daily attendance, which could mean the loss of jobs. She noted that many parents she spoke with said they will remove their students to either home school them or place them in private schools. She said that all this must be taken into account. She asked the Board to reconsider the resolution language and to follow the Governor's recommendation on the vaccine mandate which is about a month's difference. This would allow additional time to work on the independent study program.*

*Member Garcia said she respectfully declines President Pritchett's request to reconsider the resolution and realign it with the Governor's proposal. She noted that the Governor's mandate is required and that the question before the Board is what timeline will be adopted. She noted that the vaccination mandate applies to all schools, public and private. She noted that the District is giving the option of being vaccinated or join the independent study program. She said we need to know what the demand is, and that will not be known until moving forward with the vaccination mandate. She feels delaying will be too long and noted pandemic uncertainties as we move into the flu season. She would like to provide the safest learning environment for children in person.*

*Member Phillips stated that, although she feels the District should be following the mandate, some students are marginalized, such as students of color, special education and LGBTQ students, and she does not want them to be left out. She asked if clinics can be held at smaller venues, as she does not have a comprehensive high school in her trustee area. She feels the District will lose some students, but also gain some back from home school and independent study. She said she will vote yes on this resolution.*

*Member Villa said she agrees with President Pritchett in that she struggles with this decision. She wants to advocate for all and said it is difficult to make this decision for others. She is concerned about the staffing issue and independent study. She said she understands that the Board has to do this, but asked how staff can be supported. She said she agrees with Member Phillips as well.*

*Member Rhodes said he appreciates all of the information given. He echoed Vice President Murawski's concerns about the added responsibilities for administration at the sites that this will incur. He said that support for this will need to be a priority. He said he believes that strong schools build strong neighborhoods and communities in terms of education, safety, and health. He cited the different numbers of COVID-19 cases in different areas and noted what those could look like if people were vaccinated. He said he looks forward to voting on this tonight and getting forward to actualizing the idea of strong schools building strong neighborhood hubs and communities.*

*Second Vice President Woo made a motion to change the resolution regarding "students age 5 through*

*11 subject to the Superintendent’s discretion” be changed to “5 through 15”, with ages 16 through 18 mandatory.*

*Vice President Murawski said she has investigated this, and she has found that no medical professionals have concerns with the safety or efficacy for the emergency use authorization. She cited recommendations for age 12 and up from the CDC and other health organizations. She continued that millions of children in that age range have been vaccinated already without issue and noted that we are in a public health emergency. She supports the resolution as is and strongly recommended the Board to do so as well.*

*The motion by Second Vice President Woo was not passed. It was defeated by a vote of 5-1, with President Pritchett abstaining.*

*Vice President Murawski validated Member Phillip’s point about taking marginalized communities into account, and asked that information and vaccinations be made easily available to all. She feels that ultimately this requirement will take a huge burden off of school administrators in the long run. She motioned to approve the resolution. Member Garcia seconded. The motion passed 6-0 with President Pritchett abstaining.*

## **5.0 ADJOURNMENT**

*President Pritchett asked for a motion to adjourn the meeting; a motion was made by Member Villa and seconded by Vice President Murawski. The motion was passed unanimously, and the meeting adjourned at 9:52 p.m.*

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*Jorge A. Aguilar, Superintendent and Board Secretary*

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*§12132)] Any public records distributed to the Board of Education less than 24 hours in advance of the meeting and relating to an open session item are available for public inspection at 5735 47<sup>th</sup> Avenue at the Front Desk Counter and on the District’s website at [www.scusd.edu](http://www.scusd.edu)*



# SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item# 12.1f

**Meeting Date:** November 4, 2021

**Subject:** Approve Appointment of Board Members Chinua Rhodes and Leticia Garcia to the California School Board Association (CSBA) Delegate Assembly

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

**Division:** Board of Education

**Recommendation:** Approve Board Member Appointment to the CSBA Delegate Assembly

**Background/Rationale:** The Board approved the delegation of Members Rhodes and Garcia to the CSBA delegate assembly on March 4, 2021 with an attached Delegate Assembly Ballot for Subregion 6-B. This action will confirm and clarify the Board's appointment of Members Rhodes and Garcia to the CSBA delegate assembly.

**Financial Considerations:** None

**LCAP Goal(s):** Family and Community Empowerment

**Documents Attached:** None

<p><b>Estimated Time of Presentation:</b> N/A <b>Submitted by:</b> Christina Pritchett, Board President <b>Approved by:</b> Jorge A. Aguilar, Superintendent</p>
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