Antioch Unified School District
Board of Education

MINUTES
May 27, 2020
Regular Board Meeting

1. **Opening: 6:20 PM** (This meeting was held via teleconference pursuant to Executive Orders N-25-20 and N-29-20 issued by California Governor Gavin Newsom.)

   A. **Roll Call and Establishment of Quorum**

   Present: President Diane Gibson-Gray, Vice President Mary Rocha, Trustee Gary Hack, Trustee Ellie Householder, Trustee Crystal Sawyer-White.

2. **Closed Session:**

   A. **Potential Litigation/Pending Litigation/Conference with Legal Counsel (Pursuant to Government Code § 54956.9) - Office of Administrative Hearings (OAH) Proposed Agreement Regarding Case No. 2020010597**

   B. **Conference with Labor Negotiator: Agency Negotiator - Jessica Romeo; Employee Organizations - Antioch Education Association and Classified School Employees Association, Chapter 85**

3. **Recall to Open Session: 7:00 PM** (Roll Call and Reestablishment of Quorum)

   A. **Reestablishment of Quorum**

   President Diane Gibson-Gray, Vice President Mary Rocha, Trustee Gary Hack, Trustee Ellie Householder, Trustee Crystal Sawyer-White.

   B. **Reports from Closed Session**

   President Gibson-Gray reported that the Board approved an agreement regarding Office of Administrative Hearings (OAH) case no. 2020010597.

   Motion: Approve the agreement regarding Office of Administrative Hearings (OAH) case no. 2020010597. **Action:** Approve. **Moved by**: Ms. Ellie Householder. **Seconded by**: Ms. Mary Rocha. **Vote**: Motion carried by a 5-0 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack, Ms. Ellie Householder, Ms. Crystal Sawyer-White.

   C. **Flag Salute**

   D. **Approval of Minutes for the Regular Board of Education Meeting on May 13, 2020**

   Motion: Approve the Minutes of the Board of Education meetings on May 13, 2020. **Action:** Approve. **Moved by**: Ms. Mary Rocha. **Seconded by**: Mr. Gary Hack. **Vote**: Motion carried by

a 5-0 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack, Ms. Ellie Householder, Ms. Crystal Sawyer-White.

4. **Superintendent Reports:**

Superintendent Anello thanked District teachers and certificated employees for their continued work during what has become the most challenging year in public education.

The Superintendent stated that although this was not the way the Class of 2020 imagined their senior year ending, she is so proud of them.

She also congratulated the certificated and classified retirees, thanked them for their service, and wished them the very best.

5. **Public Comments**

A. **Individuals to Address the Board Regarding Items Not on the Agenda From the Public (First 30-Minute Session to Begin no Later Than 8:00 p.m.)** This portion of the meeting is reserved for persons desiring to address the Board of Education on any matter not on this agenda, and over which the Board of Education has jurisdiction. Please state your name for the record before addressing the Board. Please limit your comments to three minutes to allow others time to speak. The Board is prohibited by law from taking any action on matters discussed that are not on the agenda and no adverse conclusions should be drawn if the Board does not respond to your comments at this time. However, the Board may respond briefly to statements made or questions posed, ask a question for clarification, make an inquiry of staff for factual information or refer the item to staff.

Submitted comments were read by President Gibson-Gray.

Brandon Farnwroth-Komar, Cindy Castellon, Karina (last name not provided), Hector M., Mari L., Yaratzet Santiago, Iram (last name not provided), Eddy F., Alma (last name not provided, Maria (last name not provided, Mayra H., Jose H., Gigi (last name not provided), Cindy Munoz, Martha O., Jenny (last name not provided), Linda G., and Javier G. commented on the Dual Immersion program at Fremont Elementary.

B. **Individuals to Address the Board Regarding Items Not on the Agenda from District Employees (First 30-Minute Session to Begin no Later Than 8:30 p.m.)** This portion of the meeting is reserved for employees desiring to address the Board of Education on any matter not on this agenda, and over which the Board of Education has jurisdiction. Please state your name for the record before addressing the Board. Please limit your comments to three minutes to allow others time to speak. The Board is prohibited by law from taking any action on matters discussed that are not on the agenda and no adverse conclusions should be drawn if the Board does not respond to your comments at this time. However, the Board may respond briefly to statements made or questions posed, ask a question for clarification, make an inquiry of staff for factual information or refer the item to staff.

Submitted comments were read by President Gibson-Gray and Superintendent Anello.

Cheryl Murphy, Christine Pierce, Stephanie Gilbert, Crystal Gillette, Jennifer Connolly, Bob Carson, Timothy Hooke, Shelly Travers, Brian Barnes, Katheryn Saylor, Katherine Molano, Danielle (last name not provided), Samantha Franceschi, Natillie Petersen, Kendra Borja, Jessika Tate, Joyce Stephenson, Tracey Davis-Watkins, Connie Azevedo, and five staff members who did not provide their names commented on negotiations with the Antioch Education Association (AEA). Requests included a cost of living increase, class size limits, and

the need for prep periods, music classes, and physical education classes. Several comments also addressed the need of various classified positions, including librarians and registrars.

Christina Velissaratos asked the Board to allow students to returned to school full-time and asked them to avoid any elimination of classified employees.

A staff member who did not provide their name commented that the federal government needs to provide financial assistance to schools.

Tammy Edwards commented on a staff budget for school bus drivers.

A staff member who did not provide their name commented that essential staff who are physically at sites during the pandemic should be paid double time.

A staff member who did not provide their name stated that stated that the Board should consider cutting the salary of the top four staff members in the District.

Veronica Parnham asked the Board not to cut or reduce bus driver positions.

Bob Carson commented on an interview with CSEA President Isenbarger.

Chris Colcord commented on the selfishness of AEA leadership in requesting a salary increase when CSEA members are being laid off.

Gordon Beresford commented on the importance of physical education.

6. **District Reports**: None

7. **Hearings**: None

8. **Public Presentations:** None

9. **Consent Calendar:**

   A. Approval of All Consent Items
   B. Purchase Order Report 2019-20-15
   C. Agreement to Furnish Summer Food Service to Life Skills and Training Program, Inc. (LifeSTEPS) @ The Oaks Apartments
   D. Agreement to Furnish Summer Food Service to Grace Bible Fellowship Church
   E. School Services of California - Agreement for Fiscal Budget Services
   F. Agreement for Professional Services with Legal Counsel 2020-2021
   G. Certificated Human Resources Report 2019-20-14
   H. Classified Human Resources Human Resources Report 2019-20-13
   I. Addendum to Services Agreement with ATX Learning
   J. Addendum to Service Agreement with Therapy Travelers, LLC
   K. 2020-2021 Designation of California Interscholastic Federal Representatives to League
   L. Addendum to Services Agreement with Elite Translingo LLC
   M. English Learner Master Plan

   Items *B. Purchase Order Report 2019-20-15* and *F. Agreement for Professional Services with Legal Counsel 2020-2021* were pulled for discussion.

Items *G. Certificated Human Resources Report 2019-20-14* and *H. Classified Human Resources Human Resources Report 2019-20-13* were pulled for separate vote.

Regarding item *B. Purchase Order Report 2019-20-15*, a trustee requested additional information on a purchase order for Lowes. Deputy Superintendent Romeo responded that the District had to purchase a variety of supplies related to COVID-19 including masks, sanitizers, and gloves.

A trustee requested clarification regarding item *F. Agreement for Professional Services with Legal Counsel 2020-2021*. Deputy Superintendent Romeo responded that the contracts are brought to the Board annually for the following year.

A trustee expressed concerns regarding transfers and layoffs on item *G. Clertificated Human Resources Report 2019-20-14* and asked if they could be considered at a later date once state and local funding is finalized. Deputy Superintendent Romeo responded that the item before the Board contains reassignments for some administrators, but not layoffs. She stated that there are mandated timelines so the District cannot wait for the adoption of the budget.

Motion: Approve the Consent Items except items *G. Certificated Human Resources Report 2019-20-14* and *H. Classified Human Resources Human Resources Report 2019-20-13* which were pulled for a separate vote. **Action:** Approve. **Moved by:** Mr. Gary Hack **Seconded by**: Ms. Mary Rocha. **Vote:** Motion carried by a 5-0 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack, Ms. Ellie Householder, Ms. Crystal Sawyer-White**.**

Motion: Approve the items *G. Certificated Human Resources Report 2019-20-14* and *H. Classified Human Resources Human Resources Report 2019-20-13*. **Action:** Approve. **Moved by:** Mr. Gary Hack **Seconded by**: Ms. Mary Rocha. **Vote:** Motion carried by a 3-2 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack. **No**: Ms. Ellie Householder, Ms. Crystal Sawyer-White.

10. **Action Items:** None

11. **Items for Information/Discussion/Action by the Board:**

    A. **Student Representatives**

    Trustee Sawyer-White stated that a student is interested in being a Student Representative to the Board and asked if trustees would consider making a decision immediately. The Superintendent clarified that she met with the student and shared with her the Education Code that governs the process for selecting a Student Representative. She stated that the student is in the process of collecting the required signatures. President Gibson-Gray shared information regarding Pittsburg Unified School District's bylaw on the matter. Trustees discussed the differences between Student Representatives, which the District had in the recent past, and Student Board Members.

12. **Resolutions for First Reading:** None

13. **Resolutions for Immediate Action:**

    A. **Resolution 2019-20-37, Authorizing Reduction in Classified Service**

Deputy Superintendent Romeo stated that staff reductions are never easy, but the District has a mandated timeline for adopting a budget. She also noted that some of the reductions are the result of changes made by School Site Councils to their site plans. District staff is diligently working with the affected employees to find alternate positions in an effort to retain as many of them as possible.

Submitted comments were read by President Gibson-Gray.

Gayle Littorno, Amy Gonzales, Sheilagh Driscoll, Maureen Hatfield, Lisa Perry, Jason Hoemrin, Julie Cross, Heather Zamora, Madeline Crooks, Elizabeth (last name not provided), Samantha Lipisko, Jenna Wesenhagen, Leslie Scudero, Shira Sweitzer, Jessica Kelb, Kirsten Rocheleau, Andy (last name not provided), Jeff Adkins, Maria McClain, Kristi Hansen, Kenneth Kent, Suzye Farmer, and two staff members who did not provide their names expressed concerns regarding reductions to classified staff.

Motion: Adopt Resolution 2019-20-37 Authorizing Reduction in Classified Service. **Moved by**: Ms. Mary Rocha. **Seconded by**: Mr. Gary Hack. **Vote**: Motion carried by a 3-2 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack. **No**: Ms. Ellie Householder, Ms. Crystal Sawyer-White**.**

B. **Resolution No. 2019-20-47 Establish Temporary Interfund Transfers**

Deputy Superintendent Romeo stated that this is a precautionary measure due to the state's deferral of the June apportionment. It will allow the District to temporarily borrow between funds if needed. The resolution is only for valid through June 2020. Deputy Superintendent Romeo stated that she will inform the Board if it does become necessary for the District to borrow between funds.

Motion: Adopt Resolution 2019-20-47 Establish Temporary Interfund Transfers. **Action:** Adopt. **Moved by**: Ms. Mary Rocha. **Seconded by**: Mr. Gary Hack. **Vote**: Motion carried by a 5-0 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack, Ms. Ellie Householder, Ms. Crystal Sawyer-White**.**

14. **Resolutions for Second Reading and Action:** None

15. **Board Policies for First Reading:** None

16. **Board Policies for Second Reading and Action:** None

17. **Information in Anticipation of Future Action:** None

18. **Information Items for General Information:** None

19. **Future Agenda Items from Board Members:**

Trustee Sawyer-White requested a discussion on transportation costs and an update on school activities related to COVID-19 school closures.

President Gibson-Gray requested a discussion on Board member stipends and their conference budget.

20. **Individuals to Address the Board Regarding Items Not on the Agenda Which Exceeded the First 30-Minute Session Limit:**

Submitted comments were read by President Gibson-Gray and Superintendent Anello.

David Crouch, Veronica Ayala, Susan Weinstein, Susan Buckley-Carson, Sharon Weaver, Karen Vargas, Andrea (last name not provided), Ruth Burdick, Erich Bartel, Barbara Carin, Jordan (name not provided), Raymond Ochoa, Shelly Travers, Valorie Luke, Deb Hubbard, Lisa Culcasi, Chrishan Ross, Lars Blomberg, Annabel Seppelt, Deb Blomberg, Nicole Kitchen, Tricia Campbell, Maureen Hatfield, Donna Cummings, and eleven staff members who did not provide their names commented on negotiations with the Antioch Education Association (AEA). Their requests included a cost of living increase, class size limits, and the need for prep periods, music classes, intervention supports, and physical education classes.

Karen Paulsson commented on the need to allocate additional funding for additional nurses, smaller class sizes, and more technology in order to reopen schools.

Josh Isenbarger thanked classified employees for their tireless work during the pandemic. He asked the Board to reinstate classified staff when the state finally realizes the importance of education.

Courtney Trantham and Sarah Phelan commented on the importance of music in schools and shared successes of the District's music program this year.

A staff member who did not provide their name stated that the District should be drug testing all staff upon hiring and at least every three months.

Anna Hernandez commented on the need for AEA and CSEA to work together and asked AEA leadership to consider the effect a 2% raise will have on classified staff.

A staff member who did not provide their name commented on the importance of computer classes and library techs.

21. **Reports/Comments from Board Members Relative to Memberships or Other Organizations**

President Gibson-Gray shared that all trustees will part of the President's message for the virtual graduation ceremonies. She provided information on the virtual Baccalaureate service on May 31st. She reported that she attended the cap and gown distribution at Prospects High School. She congratulated all of the District's high school graduates and the eighth grade students who are promoting to high school.

Vice President Rocha reported that she attended Grab and Go food distributions at Marsh Elementary and Deer Valley High School. She thanked all of the food service workers for their efforts to feed our families.

Trustee Hack reported that he has attended Grab and Go food distributions at Mission Elementary and Marsh Elementary and the cap and gown distribution at Prospects High School. He also shared that he was a part of the District's induction program when he was first hired at Sutter Elementary.

Trustee Sawyer-White asked everyone to keep the faith and be safe.

Trustee Householder shared that she just experienced her own virtual graduation ceremony and she hopes our graduating Seniors know that they will be celebrated.

22. **Future Meetings:** Regular Board of Education meetings are scheduled for June 10 and 24, 2020. Meetings will be held via teleconferencing until the shelter in place is lifted.

23. **Adjournment: 10:16 PM**

Motion: Adjourn the Board of Education Meeting. **Action:** Adjourn. **Moved by:** Ms. Crystal Sawyer-White. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 5-0 vote. **Yes:** Ms. Diane Gibson-Gray, Ms. Mary Rocha, Mr. Gary Hack, Ms. Ellie Householder, Ms. Crystal Sawyer-White**.**

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Diane Gibson-Gray, President Stephanie Anello, Superintendent