Antioch Unified School District
Board of Education

MINUTES
March 20, 2019
Regular Board Meeting

1. **Opening: 6:30 PM** Call to Order and Establishment of Quorum, Antioch Unified School District, District Office, 510 G Street, Antioch, CA 94509. **Roll Call:** President Gary Hack, Vice-President Diane Gibson-Gray, Trustee Ellie Householder, Trustee Mary Rocha. **Absent:** Trustee Crystal Sawyer-White.

   Trustee Sawyer-White arrived at 6:35 PM.

2. **Closed Session:**
   A. Conference with Legal Counsel - Pending Litigation (Pursuant to Government Code Section 54956.9(d)(1)), Contra Costa Superior Court Action No: MSC18-01394 - One Case

   B. Conference with Labor Negotiator - Agency Negotiator, Jessica Romeo: Employee Organization, Antioch Education Association

   C. Conference with Labor Negotiator - Agency Negotiator, Jessica Romeo: Employee Organization, Classified School Employees Association, Chapter 85

3. **Recall to Open Session (7:08 PM):**
   A. Reports from Closed Session

   No reports out of Closed Session.

   The meeting was halted as attendance exceeded the capacity of the Board room.

   Superintendent Anello stated that the District received a request from Rocketship administration on Friday, March 15, 2019 to move the location of the March 20, 2019 Board meeting to a larger venue to accommodate parents and students wishing to speak at the meeting. Superintendent Anello notified Rocketship administration that the District was unable to accommodate the request as it was received too late. The District had already posted notices for two public hearings prior to receiving the request.

   Motion: Approve continuing the meeting to Friday, March 22, 2019, at Lone Tree Elementary School. **Action:** Approve. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 5-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha, Ms. Crystal Sawyer-White.

Recall to Open Session – Friday, March 22, 2019 at 7:04 PM Call to Order and Establishment of Quorum, Antioch Unified School District, Lone Tree Elementary School, 1931 Mokelumne Drive, Antioch, CA 94531. **Roll Call:** President Gary Hack, Vice-President Diane Gibson-Gray, Trustee Mary Rocha. **Absent:** Trustee Ellie Householder, Trustee Crystal Sawyer-White.

B. Flag Salute: Beginning of Open Session – The pledge was led by Ms. Diane Gibson-Gray.

Trustee Householder arrived at 7:05 PM.

C. Approval of Board Minutes

Motion: Approve the Minutes of the Board of Education Meeting of February 27, 2019. **Action:** Approve. **Moved by:** Ms. Mary Rocha. **Seconded by:** Diane Gibson-Gray. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Crystal Sawyer-White.

4. **Superintendent's Reports:** None.

5. **School/Delegate Reports**
   A. Dozier-Libbey Medical High School Health Science Academy Student Report

   This item was pulled due to the continuance of the meeting.

6. **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.

   Trustee Householder suggested extending the public comment period beyond thirty minutes to allow all parents and community members an opportunity to speak.

   Motion: Approve extending the public comment portion of the meeting for parents and community members. **Action:** Approve. **Moved by:** Ms. Ellie Householder. **Seconded by:** Motion not seconded; motion failed.

   Vice President Gibson-Gray noted that there were also many employees in the audience so it would be equitable to allow 30 minutes for comments from the public and 30 minutes for comments from employees. Afterwards the Board could review the number of remaining speakers and determine if changes to the agenda were needed.

   The consensus of the Board was to proceed with the agenda and then reevaluate following the 30-minute period for *Item 7B. Individuals to Address the Board Regarding Items Not on the Agenda from District Employees.*

   Silvina Arguelles stated that her children attend Rocketship and they were so excited when their teachers visited their home. Her children started at grade level and are now exceeding standards.

   Cynthia Cathey stated that her daughter is a kindergartener at Rocketship Delta. She feels the Notice of Violation process has created havoc and she would like to see collaboration.

Sarah Bonacci stated that her son is a 1st grader at Rocketship and he is increasing step levels in reading. She asked the Board to collaborate with Rocketship.

Tamanieka Clayton spoke about her son's success at Rocketship and how she collaborates with staff to find alternative services to meet his educational needs.

Khareasha Stokes stated that her daughter attends Rocketship. She asked the Board to support strong educational platforms such as Rocketship.

Tom McNell stated that three of his four sons were successful in traditional public schools. The traditional setting did not work for one son, but after he enrolled in Antioch Charter School, he developed academically and socially. He became the class president and varsity soccer captain at De La Salle and double majored at the United States Air Force Academy. Mr. McNell supports Rocketship Public Schools. He also spoke in support of librarians.

Adam Wicks, a special education teacher at Rocketship, spoke about the school's full inclusion model and the success of differentiated instruction.

Yaneli Avila, a Rocketship parent, stated that she volunteers in her daughter's classroom and for school events. She asked the Board to support Rocketship Delta Prep.

Susana Lopez spoke about the success her son has found in reading while at Rocketship Delta Prep.

Hannah Rettig-Zucchi, a kindergarten teacher at Rocketship, spoke about the school's rotational model and asked the Board to support Rocketship.

Marciela Guerrero, Senior Director of Schools at Rocketship Public Schools, spoke about students' academic success and thanked the Board for working with Rocketship.

Alyssa Poblete, a kindergarten teacher at Rocketship, stated that her class is projected to have one of the highest growths across the Rocketship network.

Hans Ho stated that he understands the importance of having paperwork in on time and acknowledged that if he was in the Board's place, he would have issued the Notice of Violation. He added that the District is not blameless as notices were sent to the school rather than Rocketship headquarters. He asked the Board to direct staff to work with Rocketship so the issue doesn't become a lawsuit.

John H. Reich stated that Rocketship staff values honor and integrity. They welcome Boy Scouts of America, Girl Scouts of America, and youth soccer.

Velma Wilson questioned why Rocketship supporters chose to make the charter school the main part of the Board meeting as Rocketship was not on the agenda. She referenced an article that was recently published regarding the Santa Clara County Office of Education's possible Notice of Violation for Rocketship. She spoke about the successes of her children who attend AUSD public schools and urged parents to stay involved in their children's education.

(The 30-minute period for public comments from the community expired so the Board moved to *Item 6B. Individuals to Address the Board Regarding Items Not on the Agenda from District Employees*. Following *Item 6B. Individuals to Address the Board Regarding Items Not on the*

Agenda from District Employees, the Board returned to *Item 6A. Individuals to Address the Board Regarding Items Not on the Agenda from the Public.*)

Denise Rundall spoke about the benefits of small class sizes and expressed support for librarians. She urged parents to get involved in children's education.

Councilmember Lamar Thorpe shared information about a youth services task force event on Tuesday, March 26th. He also spoke in favor of smaller class sizes.

Willie Mims spoke about the Low Performing Student Block Grant and shared data regarding standards not being met by district African American students in third, fourth, and fifth grades.

Evelyn King stated that her son receives an extended learning day, small group instruction, and constant parent-teacher communication at Rocketship.

John H. Reich read a statement on behalf of Mr. Navarro regarding the decline in district enrollment and his support of Rocketship.

Angel Luevano spoke in support of Rocketship and stated that it provides good competition for the District.

Tonya Gentry spoke about the supports her son receives at Rocketship and stated that she supports AUSD instructional aides and librarians.

Marie Gil, Bay Area Regional Director for Rocketship, thanked the Board for moving the meeting to a larger venue so parents could engage with the Board directly.

Lauren Hilliard, an assistant principal at Rocketship Delta Prep, spoke about the value of high-quality instruction and the multigenerational effect deficit learning can have on a community.

Katie Young spoke about academic successes at other Rocketship schools and provided the Board with copies of a report from Innovative Schools.

Sandra Torres spoke about her daughter's academic growth at Rocketship.

Dodge Diaz, a student at Orchard Park, spoke in support of librarians and stated that she believes libraries should be open every day.

Diego Gonzalez expressed concerns about possible budget cuts to the Antioch High School Career Center. He spoke about assistance he received with grants and college guidance.

Kissa Johnson spoke in support of Rocketship and parents' rights to advocate for the best education for children.

Motion: Approve moving Item *14 B. Resolution 2018-19-23, Authorizing Reduction in Classified Service* up in the agenda. **Action:** Approve. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

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.

Helen Burke spoke about the impact class size has on students. She requested a cap of 24 for Transitional Kindergarten classes to ensure student safety.

Maria Harrity spoke on behalf of Diann Cacciaroni, who was unable to attend. She stated that Transitional Kindergarten teachers are finding that many ETK students need special day placements. The students remain in general education classrooms during the sixty-day testing compliance, which can create safety issues and impedes the least restrictive environment for all students.

Leslie Adams expressed concern about possible cuts to librarians, counselors, reading teachers, and computer teachers.

Sara Nevé stated that she is one of the few teachers with classes exceeding 38 students and she requested that the District cap all secondary classes at 38.

Valorie Luke spoke about the need to set class size caps at 38 students for secondary schools, to continue working towards a ratio of 24-to-1 in grades K through 3, and to maintain 200 minutes of prep time in elementary schools.

Kenneth Kent read a statement on behalf of Sharon Weaver. Ms. Weaver stated that special education teachers need adequate support including maintaining the class size caps for mod-severe preschool classes, keeping fulltime reading teachers, and ensuring students have access to libraries each school day.

Jeremy Martin spoke about the value of teachers having collaboration and planning time. He also expresses support for librarians.

Jennifer Bannerman, an SDC teacher at Grant, stated that when her class size increases, student behavior increases which results in the need of more one-to-one aides and possible SDC placements. She also stated that she wants to have the option of deciding when her class can accept more students.

Stephanie Gildart spoke about the need for smaller PE classes, the impact smaller class sizes have on student achievement, and the benefits of fulltime librarians.

Elizabeth Mott spoke about the difference between maximum class sizes and average class sizes. She asked the District to return to having maximum class sizes.

Kenneth Kent spoke about the benefits of working with small groups of students. He also expressed concern about comments allegedly made by administrative staff regarding teachers' use of sick days.

Sara Nevé spoke about absences that were entered prior to two smoke days. She stated that in the future, a letter should be sent to affected staff stating the legal reason their pre-existing absences could not be cancelled following the declaration that school was cancelled.

Motion: Approve providing an additional 30-minute period for public comments for items not on the agenda and then providing a 30-minute period for comments on *Item 14 B. Resolution 2018-19-23, Authorizing Reduction in Classified Service*. **Action:** Approve. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

7. **District Reports**:
   A. Possible Future Bond for School Facility Needs

      Dave Olson from Public Financial Management provided information regarding the status of the District's current bond obligations and its capacity for additional bond measures. The District has significant facility needs identified at all 25 sites. Investing in the District's school facilities in an ongoing, consistent basis is needed and helps avoid emergency situations that would otherwise require the use of general funds. General obligation bonds are the most common funding source for school districts.

      Vice President Gibson-Gray asked if the bond would be citywide or if areas would be treated separately. Mr. Olson responded that either option is possible. He noted that if a new SFID is formed, generated funds could only go toward schools within the SFID.

   B. Trustee Areas Boundary Map Process Presentation

      This item was pulled as the presenter was unable to attend the continued meeting.

8. **Hearings**
   A. Public Hearing #2 for Redistricting

      President Hack opened the hearing to receive community feedback regarding the California Voting Rights Act (CVRA) and the potential design of maps that outline trustee-areas for Board elections.

      Trustee Householder asked if it was possible to schedule a stand-alone meeting. Superintendent Anello said that it could be added to the next agenda as an item of discussion by the Board or as a future agenda item.

      As there were no speakers, President Hack closed the hearing.

   B. Proposed Naming and Dedication of the Track and Field Facilities at the Sports stadium at Antioch High School

      This item was pulled and will be rescheduled for a future meeting.

9. **Public Presentations:** None

10. **Consent Calendar:**
    A. Approval of All Consent Items
    B. Rejection of Claim No. 566841
    C. Reject Claim Submitted by Maria Gonzalez for Vehicle Damage on February 15, 2019 at Antioch High School

D. Purchase Order Report 2018-19-12
E. Payroll Summary Report - Month of February 2019
F. Accounts Payable Batch Totals Report - Month of February 2019
G. Accounts Payable Checks Summary Report - Month of February 2019
H. Crowe LLP Agreement for District Financial Statements Audit Services, for Fiscal Years 2018-19, 2019-20 and 2020-21
I. Crowe LLP Agreements for District Financial and Performance Audit Services for Measure B and Measure C, for Fiscal Years 2018-19, 2019-20 and 2020-21
J. Crowe LLP Agreement for Proposition 51 State Bond District Financial and Performance Audit Services
K. Additional Service Fee to ATI Architects + Engineers for Measure C - Heating, Ventilation and Air Conditioning Replacement Project at Mission Elementary School
L. Approval of Contract Price for the Lease-Leaseback Contract with S+B James Construction for the Heating, Ventilation, and Air Conditioning Replacement Project at Mission Elementary School
M. Change Order #04 to Roebbelen Contracting, Inc. for Measure C - Modernization Project of Turner Elementary School
N. Notice of Completion with Roebbelen Contracting, Inc. for the Modernization Project at Turner Elementary School
O. Donation Contributions for Black, Powerful, Educated After-School Program
P. Approval to Declare Assets as Surplus and/or Obsolete
Q. Approval to Remove Assets from District Inventory for eWaste
R. Certificated Human Resources Report 2018-19-11
S. Classified Human Resources Report 2018-19-11
T. Job Description for Coordinator, Health Services
U. Addendum to Services Agreement with Ro Health, Inc
V. Award of Request for Quote to AMS.net, Purchase of Equipment under the Federal eRate Program for Antioch Unified School District
W. Services Agreement with Elite Translingo LLC
X. Services Agreement with Foundations Psychological Services
Y. Services Agreement with JLW Consulting
Z. Services Agreement with Terrin Kelly on behalf of Prospects High School
AA. Services Agreement with Martha Paulson
BB. Services Agreement with Marzano Research

Superintendent Anello pulled *Item N. Notice of Completion with Roebbelen Contracting, Inc. for the Modernization Project at Turner Elementary School.*

Item S. Classified Human Resources Report 2018-19-11 was revised.

Trustee Householder stated that she was concerned about *Item T. Job Description Job Description for Coordinator, Health Services*.

Jessica Romeo explained that the District currently has licensed vocational nurses (LVNs) servicing students and the District needs to have someone to oversee and advise them. The District has not been able to hire a registered nurse and is currently paying a contractor to

do the work part time at a higher cost. This position will eliminate the need for the outside contractor.

Trustee Householder asked if the District needs to hire the position right now. Ms. Romeo responded that this is an immediate need due to the liability risk as the District is required to provide supervision for the LVNs. This position requires a nursing certificate and the cost listed includes benefits and labor related costs.

Superintendent Anello stated that the District's registered nurse position is difficult to fill and was previously vacant for two years without applicants.

Motion: Approve all Consent Items except *Item N. Notice of Completion with Roebbelen Contracting, Inc. for the Modernization Project at Turner Elementary School*, which was pulled, and with revisions to Item *S. Classified Human Resources Report 2018-19-11.* **Action:** Approve. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

11. **Action Items:**

A. 2018-19 Second Interim Report

The District is required to provide the county and the California Department of Education with a Second Interim Report to communicate its overall financial condition and to verify that it can meet its financial obligations for the current year and the following two years.

Total revenue to the general fund increased by $1.7 million due to a slight increase in the District's unduplicated count, a STRS refund, and two grants—the Low Performing Students Block Grant and the Classified School Employee Professional Development Block Grant, which the District received after the budget was adopted. There was an increase in expenditures, mainly due to expenditures related to the Low Performing Students Block Grant. The District also eliminated several vacant positions.

The ending fund balance includes the required 3% designation for economic uncertainties, as well as the additional 2% previously approved by the Board.

The multi-year projection assumptions include cost of living increases to revenue anticipated by the state and revisions to projected enrollment. CalSTRS and CalPers rates are anticipated to continue rising over the next two years.

The combined multi-year projection decline includes the $4 million reductions.

Motion: Approve the 2018-19 Second Interim Report. **Action:** Approve. **Moved by:** Ms. Mary Rocha. **Seconded by:** Ms. Diane Gibson-Gray. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

B. Initial Proposal from California School Employees Association for 2018-2019 to Antioch Unified School District

Motion: Accept the Initial Proposal for California School Employees Association for 2018-2019. **Action:** Accept. **Moved by:** Ms. Ellie Householder. **Seconded by:** Mr. Gary Hack. **Vote:**

Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

C. Revised Contra Costa SELPA Local Plan

Superintendent Anello stated that several years ago there was a joint powers agreement amongst all of the districts for the SELPA to be able to negotiate and approve contracts on behalf of the district. The contracts the SELPA was entering into did not protect districts enough. These revisions strengthen indemnification language to provide safeguards for districts.

Motion: Adopt the revised Contra Costa SELPA Local Plan as presented. **Action:** Accept. **Moved by:** Ms. Ellie Householder. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

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

A. Information/Discussion/Action on Item(s) Requested by the Board

1. Technology Update (C. Sawyer-White)

There was no discussion as Trustee Sawyer-White was not present.

2. Professional Development Survey Summary (E. Householder)

Superintendent Anello stated that survey information was provided to the Board in the Friday Update.

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

14. **Resolutions for Immediate Action:**

A. Resolution 2018-19-22 César Chávez Day of Service and Learning

Trustee Rocha invited the Board to two local events honoring César Chávez.

Motion: Adopt Resolution 2018-19-22 César Chávez Day of Service and Learning. **Action:** Adopt. **Moved by:** Ms. Mary Rocha. **Seconded by:** Ms. Ellie Householder. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

B. Resolution 2018-19-23, Authorizing Reduction in Classified Service

Jessica Romeo stated that proposing staffing reductions is difficult; however, the District had to identify approximately $4M in reductions to meet the multiyear projections for the next three years. In order to meet that goal, the District identified reductions in contracts, certificated positions, and administrative positions. This resolution proposes reductions to some centrally funded classified positions, as well as some site funded positions that are not being renewed in school site plans. Human Resources will work with displaced staff to find vacant positions within the District, if possible. The reduction to the Library Media Tech I classification will not result in the closure of school libraries at the elementary level, but will reduce the hours of operation.

Cyndi Stevens spoke about the benefits to students of having libraries open fulltime, including higher achievement, improved literacy, and greater success. Standardized scores tend to be 10-20% higher in schools with fulltime library programs.

Diane Lusty stated that libraries are the hub of the school and if the proposal is approved, librarians will be unable to perform their many duties. She asked the Board to say no to cutting library hours and to find other reductions.

Samantha Loza spoke about the importance of libraries in education. Library Media Techs keep libraries open before, during, and after school; offer valuable lessons to teach literacy skills, provide an environment for students to become comfortable with library practices; aid teachers in finding literature to support lesson plans; and help students with research material. She stated that there are over 900 signatures on a petition to keep fulltime libraries.

Mary Burk Frew asked the Board to recognize the vital role of bilingual assistants in Transitional Kindergarten classes as they provide social-emotional support for students, communicate and translate information to bilingual families, and assist with small group lessons.

Patricia Preciado read statements from students on what they like about libraries.

Maria Villanueva spoke about the impact school librarians have and asked the Board to look elsewhere to save money.

Sarah Nichols spoke about the proposed cuts to Library Media Techs and provided the Board with letters from Lone Tree Elementary students on the importance of the library. She asked the Board to avoid making cuts at the school level as those positions are in direct contact with students. She thanked Superintendent Anello for foreseeing the effects Rocketship would have and for foregoing her raise for the 2018-19 school year.

Josh Isenberger spoke about importance of classified employees and asked that the Board not make any cuts.

Willie Mims urged the Board to forgo any cuts. He expressed concern that classified positions are being cut due to a lack of funds while a new position is being created. He also expressed concern that supplemental and concentration grant funds are used to pay for vice principals and school safety.

Amanda Freitas stated that students need access to libraries every day and that having a library only halftime sends a message to students that reading is not important. She spoke about the impact bilingual assistants and instructional aides have in the classroom and asked the Board to reassess where cuts can be made.

Elizabeth Matt spoke about the importance of having books available to students as libraries foster a love of learning and provide students with a safe place for exploration.

Shelly Hartman stated that Library Media Techs cultivate connections with their students, learn their reading levels and interests, and put the right books in their hands. Part of LCAP funding is to be used to have libraries up to date and fully staffed. She suggested that the District eliminate an open administrative position rather than cutting Library Media Techs.

Monica Andrea shared examples on the impact Library Media Techs have on students.

Samantha Loza read a letter on behalf of middle school student Jackie Briones. Jackie wrote about the importance of libraries and asked the Board to keep them open.

Anthony Narcisse spoke about the effect eliminating his position would have on students as he does all of the permits for their sporting events, clubs, and after school award programs.

Trevor Morris read a statement on behalf of his daughter Lucy Morris. Lucy wrote about the importance of librarians as a library without a librarian is just a room of books. Kids need libraries with librarians in them.

Councilmember Lamar Thorpe spoke about the impact classified staff make on students and encouraged the Board to look at other areas to cut.

Debra Vinson stated that it is important to think about safety before cutting classified staff. She stated that the Board should review the budget to see what else can be cut and if cuts are needed to staff, they should begin with administrators.

Emilio Garcia spoke against cuts to the Career Center Technician and librarians. The Career Center Technician helped him with scholarships, as well as SAT and ACT testing.

Josh Young recommended looking at the top administrative areas before cutting classified staff. He asked the Board to review to find a way to make literacy the focal point for our children and community.

Alissa Urbina spoke about the crucial role reading has in education, especially for elementary students. It educates them to become more curious and helps them learn to explore.

Student Michael Loza said that kids need libraries so they can have fun reading books and stay in at recess to play with Legos. If librarians are cut, kids won't have anyone to read to them and they won't learn how to read.

Claryssa Wilson asked the Board to reflect on the District's mission, vision, and goal statements before making cuts. She credited her college and career counselor for providing her information on college fairs, scholarships, and tips on preparing for collegiate life.

Teresita Orneias spoke about the support the AHS Career Center Technician provided her and her peers, who are mostly first-generation college students. She also spoke in support of librarians and asked the Board to reconsider making any cuts.

Kashauna Clipps questioned how students will be prepared for college, career, and success without the help and support of a Career Center Technician. Elimination of the positions would leave 5,000 students without the proper guidance.

Jocelyn Silva spoke in support of the AHS Career Center Technician and asked the Board to reevaluate their decision before eliminating the position.

Sgt. Shannon Sumpter of the U.S. Army recruiting center in Brentwood spoke in support of the Career Center Technicians and asked the Board to look elsewhere for budget cuts.

Velma Wilson stated that the District is faced with budget cuts due to the approval of Rocketship Charter School. She urged everyone to actively participate by reviewing their school's site plan and eliminating things like vendor contracts that are not benefitting students.

Fabiola Ornelas stated that she is a first-generation college student because of librarians and career center aides. She asked the Board to reconsider eliminating these positions.

Ken Kent expressed concern regarding the CSEA cuts. He stated that he will campaign for a bond to repair the District's aging facilities. He spoke about the need to get parents and the community involved in the push for the Schools and Communities First Act to close the loopholes from Proposition 13.

Sara Nevé shared a poster created by Antioch High School students in support of the AHS Career Center Technician.

Trustee Householder reflected on her experiences as an AUSD student and the impact librarians and other classified staff had in her life. She asked the Board to delay making a decision on the resolution until they could have a study session to see if reductions could be made elsewhere.

Vice President Gibson-Gray stated that this time of year is difficult as decisions need to be made prior to the Governor's May Revise. She asked for confirmation on the timeline requirements of the notices and the effect on the 2nd Interim Report.

Jessica Romeo responded that pursuant to Education Code, there is a sixty-day requirement for notices. The Board can make changes later, but the budget must be based on the current information.

Vice President Gibson-Gray asked about vacant positions at the administrative office.

Ms. Romeo responded that three administrative positions will become available on or beforeJune 30th so a layoff notice was not needed for them. The Associate Superintendent of Business Services position is needed as this person oversees the Business Department, as well as the Maintenance and Operations, Technology, Nutrition Services, and Purchasing Departments. Two coordinator positions will be vacant, but only one will be filled. Additionally, reductions were made to teacher on special assignment positions, as well as vacant clerical positions at the district office.

Vice President Gibson-Gray spoke about the difficulty in making decisions regarding reducing positions, but because of the timing, the Board has to make a decision now. There are many competing issues including prep periods, special education, and class size reduction. She urged the two unions to work with district administration to find other areas to cut and requested that the Board have a study session in 30-45 days to have a more in depth conversation.

Trustee Rocha asked for additional information about the issue of vendor contract. Ms. Romeo responded that the District has been identifying contracts that can be eliminated or reduced.

Trustee Rocha stated that she trusts that staff is doing what needs to be done. She requested additional clarification on the timeline requirements.

Ms. Romeo responded that in order to meet the timeline for the end of the year, delivery of notices needs to begin following spring break as Human Resources staff meets individually with each employee who is impacted and tries to identify other positions within the District

for the employee. She added that the proposed reductions are not effective until June 30th so there will be time for revisions if additional funds become available. However, Board action is required at this time.

Superintendent Anello stated that the Board will also be voting on the 2nd Interim Budget which must show a positive balance or the District will risk state intervention. She added that the District has identified $3.3M additional reductions in addition to the proposed reduction to classified staff.

Trustee Rocha asked about the effect reductions will have on the benefits of impacted employees.

Ms. Romeo responded that for employees remaining in 8-hour positions, there is no change to their benefits. If the employee is reduced to a 6-hour position, the impact would need to be negotiated. Six-hour employees in the District pay a prorated share of their benefits.

Trustee Householder stated that she did not have clarity of the situation as the Interim Budget did not appear to reflect all of the reductions. Ms. Romeo responded that the reductions will not take effect during the current year, but they are reflected in the following two years.

President Hack spoke about the importance of classified employees, but noted that the reality is that the Board is constrained by budget timelines.

Superintendent Anello thanked the Board for challenging the validity of two questionable charters that were surrendered as without that there would have been a loss of 300 jobs.

Trustee Householder requested clarification regarding the consequences if the budget is not approved.

Ms. Romeo responded that the District is required to show that it has a positive budget and can meet its obligations for the next three years. Vice President Gibson-Gray added that the state would assign a trustee and the Board would no longer have any decision-making authority.

Motion: Approve Resolution 2018-19-23, Authorizing Reduction in Classified Service. **Action:** Approve. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Mary Rocha. **Vote:** Motion carried by a 3-1 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Mary Rocha. **No**: Ms. Ellie Householder. **Absent**: Ms. Crystal Sawyer-White.

C. Resolution 2018-19-24 National Women's History Month

Motion: Adopt Resolution 2018-19-24 National Women's History Month. **Action:** Adopt. **Moved by:** Mr. Gary Hack. **Seconded by:** Ms. Ellie Householder. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent**: Ms. Crystal Sawyer-White.

15. **Resolutions for Reading and Action:** None

16. **Board Policies for First Reading:**
    A. Revised Board Policy 0420 School Plans/Site Councils

B. Revised Board Policy 0460 Local Control and Accountability Plan

C. Revised Board Policy 1330 Use of School Facilities

D. Revised Board Policy 6145.2 Athletic Competition

The policies are presented for first read and will come before the Board for approval at the next meeting. Superintendent Anello asked the Board to email or call her with any comments or revision suggestions they have.

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

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

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

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

A. Future Agenda Items from Board Members.

Superintendent Anello reminded the Board that they can email her and President Hack with their items.

21. **Individuals to Address the Board Regarding Items Not on the Agenda Which Exceeded the First 30-Minute Session Limit:** None

22. **Reports from Board Members Relative to Memberships, Other Organizations or District Business**

Trustee Rocha shared that three Board members went to Sacramento on Legislative Day of Action to support fair funding for schools. She also went to Oakland for a Special Education event and attended a cultural event at Dozier-Libbey Medical High School.

Trustee Householder participated in Read Across America at Fremont Elementary. She also attended Legislative Day of Action in Sacramento, the school district/city Ad Hoc meeting, and the youth services task force meeting.

23. **Future Meetings:** Regular Board of Education meetings of April 10 and April 24, 2019. Meetings to be held at the Antioch Unified School District office at 510 G Street, Antioch, CA 94509.

24. **Adjournment: 12:04 AM**

Motion: Adjourn. **Action:** Adjourn. **Moved by:** Ms. Diane Gibson-Gray. **Seconded by:** Ms. Ellie Householder. **Vote:** Motion carried by a 4-0 vote. **Yes:** Mr. Gary Hack, Ms. Diane Gibson-Gray, Ms. Ellie Householder, Ms. Mary Rocha. **Absent:** Ms. Crystal Sawyer-White.

Gary Hack, President

Stephanie Anello, Superintendent