Antioch Unified School District
Board of Education

MINUTES
December 13, 2023
Regular Board Meeting
Annual Organization Meeting

1. **Opening: 6:03 PM** (Antioch Unified School District, District Office, 510 G Street, Antioch, CA 94509)
   A. **Call to Order and Establishment of Quorum**

      Present: President Clyde Lewis, Vice President Jag Lathan, Trustee Antonio Hernandez, Trustee Mary Rocha.

      Absent: Trustee Gary Hack

2. **Closed Session:**
   A. **Stipulated Expulsions E#841 and E#842 and Stipulated Expulsions with Recommendation for Suspended Enforcement E#839 and E#840**
   B. **Public Employee: Discipline/Dismissal/Release [Pursuant to Government Code § 54957]**
   C. **Conference with Labor Negotiator - Agency Negotiator, Dr. Robert Martinez: Employee Organization, Antioch Education Association and California School Employees Association, Chapter 85**

3. **Recall to Open Session: 7:07 PM** (Roll Call and Reestablishment of Quorum)
   A. **Reestablishment of Quorum**

      Present: President Clyde Lewis, Vice President Jag Lathan, Trustee Antonio Hernandez, Trustee Mary Rocha.

      Absent: Trustee Gary Hack

   B. **Reports from Closed Session**

      There was no reportable action from Closed Session.

   C. **Flag Salute:** The pledge was led by Trustee Hernandez.

   D. **Approval of Minutes for the Regular Board of Education Meeting of October 25, 2023**

      Motion: Approve the Minutes of the Regular Board of Education meeting of October 25, 2023. **Moved by**: Mary Rocha. **Seconded by**: Dr. Jag Lathan. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

   E. **Approval of Minutes for the Regular Board of Education Meeting of November 8, 2023**

Motion: Approve the Minutes of the Regular Board of Education meeting of November 8, 2023. **Moved by**: Mary Rocha. **Seconded by**: Dr. Jag Lathan. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

4. **Superintendent Reports:**

   A. **Superintendent Reports**

   Superintendent Anello wished everyone a joyous holiday season and stated she would forego her report in the interest of time to accommodate public comments.

5. **School Reports:**

   A. **None**

6. **Public Comments:**

   A. **Individuals to Address the Board Regarding Items Not on the Agenda from the Public**

   Celia Medina Owens praised Antioch teachers and support staff. Ms. Medina Owens advocated for better pay and benefits for Antioch teachers and support staff.

   Velma Wilson wished everyone happy holidays and shared information regarding the MLK art and essay contest. Ms. Wilson thanked Antioch teachers for their assistance to students who submitted entries. Ms. Wilson also thanked parents for their participation in the parent advisory committee and DELAC. Ms. Wilson encouraged teachers to join the PTA.

   B. **Individuals to Address the Board Regarding Items Not on the Agenda from District Employees**

   Amanda Freitas expressed her support for increased teacher pay and benefits. Ms. Freitas also expressed her disappointment regarding the use of Fremont School classroom space by Sierra Schools.

   Leslie Adams expressed her support for increased teacher health benefits, a reasonable cost of living increase, full-time librarians, more high school computers for student use, additional resource specialists, additional adult support in kindergarten classrooms, and lower class sizes.

   Veronica Ayala advocated for increased and full medical family benefits for teachers.

   Jaime Leuschen invited the Board to her classroom to meet her amazing students. Ms. Leuschen shared a cost-of-living analysis to show why she supports increased pay for teachers.

   Rita Landski shared why she feels it is important to retain teachers and staff with increased teacher and classified pay and benefits.

   Maria Villanueva shared on behalf of a fellow teacher who expressed her support for lower class sizes and increased pay and benefits. Ms. Villanueva shared that she and her fellow teachers use personal money to purchase items for their classroom, so an increase in teacher pay would help offset these expenses.

Lisa Henley expressed her concerns regarding an increase in student behavior on her campus and is advocating for counseling-enriched classes on all campuses. Ms. Henley also expressed her support for increased pay and benefits.

Leslie McNabb shared her concerns regarding staffing ratios and class sizes. Ms. McNabb shared her support for higher salaries and full family benefits.

Kasey Graham shared that she believes higher pay and increased benefits will attract new teachers and help with teacher retention. Ms. Graham also shared her support for smaller class sizes to benefit teachers and students.

Ken Kent expressed his support for his fellow teachers and meeting the needs of students. Mr. Kent shared his experiences, saying that an increase in adult support in the classroom helps students be successful.

7. **District Reports**:

   A. **Career Technical Education (CTE) Overview**

   Director Lindsay Wisely presented information regarding the District's current CTE and academy program opportunities. Director Wisely shared that LCAP Goal 3, College and Career Readiness, is supported by these District programs, and the District monitors metrics to gauge the progress of the programs. District Wisely reported that the District has seen an increase in program participation and graduation rates, along with positive gains on other monitored metrics such as AP passing rates and A-G and CTE completion rates. Director Wisely shared details regarding new programs and expansions to the current programs, along with contact information and social media links to access additional information regarding CTE and academy programs.

   A trustee thanked Director Wisely for the presentation and sharing the wonderful work that is happening in the District.

   A trustee asked what the long-term plans are for the CTE program and how parents are engaged in the development of the programs. Director Wisely responded that there is a focus on having more CTE completers and building each program through support for teachers and professional development. In addition, parents were engaged in designing rooms for a newer pathway, and while industry partners are heavily involved in the programs, CTE leaders are looking at how to engage more parents.

   A trustee asked when students choose a pathway program. Director Wisely shared that after various presentations and informational sessions for parents and students, students select a pathway during their 8th grade year.

President Lewis requested that the rules be suspended to allow another 30-minute block of public comments.

Conan Moats thanked Superintendent Anello for foregoing her comments in the interest of time and for allowing public comments earlier in the evening. Mr. Moats thanked Director Wisely for her dedication to the CTE program. Mr. Moats shared that more resources will better support students. Mr. Moats also advocated for higher pay and full benefits.

Carmen Parra shared that she is starting her 24th year as a counselor and that supporting students is rewarding. Ms. Parra advocated for lower counselor caseloads so that counselors can better support students.

Mary McHugh shared that she believes that the NCUST process will provide opportunities and a foundation to build on for students. Ms. McHugh advocated for an investment in teachers so that they can provide the very best for students.

Ashlee Oneal advocated for a lower caseload for counselors. Ms. Oneal shared that studies show that lower caseloads result in better test scores, attendance, higher graduation rates, and lower disciplinary incidents.

Suzy Hines advocated for full benefits. Ms. Hines also advocated for more counselors at Orchard Park High School.

Andre Tim Tim shared that competitive wages and benefits will result in attracting new teachers and better teacher retention.

Zach Williams advocated for more computers at Deer Valley High School, higher pay, full benefits, and lower counseling caseloads. Mr. Williams also shared that teachers are important to student success.

Saxon Brown advocated for lower class sizes in transitional kindergarten classes so that teachers could better support students. Ms. Brown also advocated for increased wages and fully paid family medical benefits.

Samantha Lipisko advocated for feminine hygiene products to be made available to students and increased health benefits.

Monica Cannady advocated for an increase in wages and full family health benefits.

Sarah Phalen Nichols shared why she believes increased classes will negatively impact students and staff.

8. **Hearings**:
   A. **None**
9. **Public Presentations:**
   A. **None**
10. **Consent Calendar:**
   A. **Approval of All Consent Items**
   B. **Purchase Order Report 2023-24-08**
   C. **Payroll Summary Report - November 2023**
   D. **Accounts Payable Batch Totals Report - November 2023**
   E. **Accounts Payable Checks Summary Report - November 2023**
   F. **Acceptance of 2022-23 Annual Developer Fees Report**
   G. **Certificate of Signatures**

H. **Donation Report**

I. **Rejection of Claim No. 631303**

J. **Surplus and Obsolete Report**

K. **Renewal of Services with the Super Co-Op for United States Department of Agriculture Foods**

L. **Certificated Human Resources Report 2023-24-8**

M. **Classified Human Resources Report 2023-24-8**

N. **Master Contract with Spectrum Antioch Nonpublic School for 2023-2024**

O. **Addendum to Services Agreement with ATX Learning LLC**

P. **Addendum to Services Agreement with Maxim Healthcare Staffing Services, Inc.**

Q. **Addendum to Services Agreement with Pioneer Healthcare Services**

R. **Interagency Agreement with Contra Costa County Health Services**

S. **Services Agreement with Dance Studio Maseuani on behalf of Antioch Middle School**

T. **Services Agreement with Kelsey Pacha Consulting**

U. **Services Agreement with LaShante Smith, LEP**

V. **Services Agreement with The Regents of the University of California, Berkeley on Behalf of its Bay Area Writing Project (BAWP)**

W. **Out of State Travel Expense for the Service-Learning Conference, National Youth Leadership Council**

X. **Stipulated Expulsions E#841 and E#842 and Stipulated Expulsions with Recommendation for Suspended Enforcement E#839 and E#840**

Motion: Approve all Consent Items with the exception of Item X *Stipulated Expulsions E#841 and E#842 and Stipulated Expulsions with Recommendation for Suspended Enforcement E#839 and E#840* which was pulled for a roll call vote. **Moved by:** Antonio Hernandez. **Seconded by**: Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

Item X *Stipulated Expulsions E#841 and E#842 and Stipulated Expulsions with Recommendation for Suspended Enforcement E#839 and E#840* was pulled for a roll call vote.

Motion: Do Not Approve Stipulated Expulsion E#839. **Moved by:** Dr. Jag Lathan. **Seconded by:** Antonio Hernandez. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

Motion: Approve Stipulated Expulsion E#840. **Moved by:** Antonio Hernandez. **Seconded by:** Dr. Jag Lathan. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

Motion: Approve Stipulated Expulsion E#841. **Moved by:** Dr. Jag Lathan. **Seconded by:** Antonio Hernandez. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

Motion: Do Not Approve Stipulated Expulsion E#842. **Moved by:** Dr. Jag Lathan. **Seconded by:** Antonio Hernandez. **Vote:** Motion carried by a 3-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis. **No:** Mary Rocha

11. **Action Items:**

A. **Election of President for the Board of Education**

Motion: Approve Antonio Hernandez as the President of the Board of Education to serve a one-year term. **Moved by**: Dr. Clyde Lewis **Seconded by**: Mary Rocha. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

Newly elected President Antonio Hernandez shared what drives him and the Board work he does.

B. **Election of Vice President for the Board of Education**

Motion: Approve Mary Rocha as the Vice President of the Board of Education to serve a one-year term. **Moved by**: Marty Rocha. **Seconded by**: Dr. Clyde Lewis. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

C. **Election of Board Member Liaison to Contra Costa County School Boards Association**

Motion: Approve Mary Rocha to continue as the Board Member Liaison to Contra Costa County School Boards Association. **Moved by**: Dr. Clyde Lewis. **Seconded by**: Antonio Hernandez. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

The Board took a short break at 9:08 p.m. and reconvened at 9:12 p.m.

Present: President Clyde Lewis, Vice President Jag Lathan, Trustee Antonio Hernandez, Trustee Mary Rocha.

D. **2023-24 First Interim Report**

Associate Superintendent Liz Robbins shared the District's 2023-24 First Interim Budget. The budget report is used to provide an update on the current budget to the public, the state, the county, and the Board. The report covers the financial condition of the District for the period of July 1st–October 31st, 2023.

Motion: Approve the First Interim Report for the period ending October 31, 2023. **Moved by**: Antonio Hernandez. **Seconded by**: Dr. Jag Lathan. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

A trustee asked if there were any restrictions on the ending fund balance that would not allow the money to be spent or if there were planned expenditures that these funds would be used to cover. Associate Superintendent Robbins explained that the ending fund balance may include encumbered expenses not yet paid and planned expenditures. Associate Superintendent Robbins shared that we receive funding throughout the year and there may be funds that won't be received until the following year.

E. **Initial Proposal from California School Employees Association for 2023-2024 to Antioch Unified School District**

Motion: Accept the Initial Proposal for California School Employees Association for 2023-2024. **Moved by:** Mary Rocha. **Seconded by**: Antonio Hernandez. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha.

F. **2023-2024 School Plans for Student Achievement (SPSA)**

Motion: Approve the School Plans for Student Achievement (SPSA) for sites in receipt of federal categorical funding as presented. **Moved by:** Antonio Hernandez. **Seconded by**: Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha.

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

A. **CSBA Delegate Assembly Nomination**

Motion: Nominate Mary Rocha to the Delegate Assembly for CSBA. **Moved by:** Antonio Hernandez. **Seconded by:** Dr. Clyde Lewis. Vote: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha.

B. **Committee Formation "Equity and Excellence Audit Committee"**

Motion: Approve the formation of an Equity and Excellence Ad-Hoc Committee (President Hernandez and Trustee Lathan). **Moved by:** Dr. Jag Lathan. **Seconded by:** Antonio Hernandez. Vote: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha.

C. **Committee Formation "Special Education"**

Motion: Approve the formation of a Special Education Ad-Hoc Committee (Vice President Rocha and Trustee Lewis). **Moved by:** Dr. Jag Lathan. **Seconded by:** Antonio Hernandez. Vote: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha.

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

14. **Resolutions for Immediate Action:**

A. **Resolution 2023-24-34 Authorizing Instructors to Teach Outside of Credential Authorization for the 2023-24 School Year**

Motion: Adopt Resolution 2023-24-34 Authorizing Instructors to Teach Outside of Credential Authorization for the 2023-24 School Year. **Moved by**: Mary Rocha. **Seconded by**: Antonio Hernandez. **Vote**: Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

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

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

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

18. **Information Items for General Information:**

A. **Revised Administrative Rule 4161.22/4261.2/4361.2, Personal Leaves**

B. **Revised Administrative Rule 5125.2 Withholding Grades, Diploma or Transcripts**

C. **Revised Administrative Rule 5126 Awards for Achievement**

D. **Revised Administrative Rule 5131.7 Weapons and Dangerous Instruments**

E. **Williams Visit Report**

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

Trustee Lathan requested a future discussion on the SBAC Assessment results and the Anti-Bias Grant work.

20. **Individuals to Address the Board Regarding Items Not on the Agenda Which Exceeded the First 30-Minute Session Limit:** There were no additional comments.

21. **Reports/Comments from Board Members:**

Trustee Lewis shared information regarding his fraternity's fundraising event for education mentoring. Trustee Lewis also shared that he attended the Ruby Bridges Walk to School Day event at Dallas Ranch Middle School and it was well attended. Trustee Lewis shared that he will be speaking at a conference regarding the opioid settlement funds.

Trustee Lathan shared that she attended the Ruby Bridges Walk to School Day event at Grant Elementary School. Trustee Lathan also shared that she visited Carmen Dragon Elementary, Jack London Elementary, Lone Tree Elementary, and Turner Elementary Schools, along with Antioch High School and Antioch Middle School. She shared highlights regarding a couple of the schools she visited and noted she would share highlights from the other schools at a future meeting.

President Hernandez reported that he welcomed elected state officials to the Big Break Marina in Oakley as part of the water education program for Latino leaders. President Hernandez also shared that he attended the City of Antioch's unity event and a talk by Sal Khan.

Trustee Rocha shared information and material from the CSBA conference which she recently attended. Trustee Rocha also shared a book authored by Dr. Rios, a presenter at the CSBA conference.

22. **Future Meetings:**

Regular Board of Education meetings are scheduled for January 24 and February 14, 2024.

23. **Adjournment: 10:13 PM**

Motion: Adjourn the Board of Education meeting in thankfulness of President Lewis and Vice President Lathan. **Moved by:** Antonio Hernandez. **Seconded by:** Mary Rocha. **Vote:** Motion carried by a 4-0 vote. **Yes:** Antonio Hernandez, Dr. Jag Lathan, Dr. Clyde Lewis, Mary Rocha**.**

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Antonio Hernandez, President Stephanie Anello, Superintendent