



**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION**
August 9, 2022
Closed Session 5:30 p.m. / Regular Meeting 7:00 p.m.

Board Members Present: Mrs. Susan Macfarlane, President; Mr. Courtney Porter, Vice-President; Mr. George Neely, Clerk; Mr. Ron Freitas; Mr. Ron Heberle; Mr. Gary Knackstedt; and Mr. Joe Nava

Administrative Staff: Dr. Cathy Washer, Superintendent and Mr. Leonard Kahn, Chief Business Officer

Meeting Recorder: Mrs. Michelle Armstrong, Executive Assistant to the Board of Education

Call to Order

The meeting was called to order at 5:30 p.m. at the James Areida Education Support Center, 1305 East Vine Street, Lodi, CA, and broadcast on YouTube.

Public Comment on Closed Session Items

No public comments were received prior to Closed Session.

Adjourn to Closed Session

The Board adjourned to Closed Session.

Reconvene Open Session

The meeting was reconvened at 7:00 p.m. Attendance was recorded and Board Member Ron Freitas led the Pledge of Allegiance.

Closed Session

President Macfarlane reported the following action was taken in Closed Session:

Personnel Matters

Mr. Freitas motioned, Mr. Knackstedt seconded, and the Board voted to approve the appointment of Richard Shipley as Continuation High School Principal, effective 2022-2023 school year, by the following vote:

Ayes:	Freitas; Knackstedt; Macfarlane; Nava; and Neely	
Noes:	Heberle; Porter	
Absent:	None	
Abstain:	None	Motion Carried

Mr. Freitas motioned, Mr. Porter seconded, and the Board voted to approve the appointment of Neil Young as Associate Superintendent, effective date, to be determined, by the following vote:

Ayes:	Freitas; Heberle; Knackstedt; Macfarlane; Nava; and Neely	
Noes:	None	
Absent:	None	
Abstain:	Porter	Motion Carried

Conference with Legal Counsel

Mr. Nava motioned, Mr. Porter seconded, and the Board voted unanimously to rejected claim #606864.

Mr. Nava motioned, Mr. Porter seconded, and the Board voted unanimously to approve claim #583517, by the following vote:

Ayes: Knackstedt; Macfarlane; Nava; Porter
Noes: Freitas; Neely; Heberle
Absent: None
Abstain: None

Motion Carried

Other Action Item

Public Employment – Public Employee Appointment

A. Associate Superintendent

The Board discussed the salary range for the newly appointed associate superintendent.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Desiree Wise, Representative, California School Employees Association, Lodi, Chapter #77

Kelly Hansston, Teacher, Julia Morgan Elementary

Mr. Heberle moved, Mr. Freitas seconded, and the Board voted to approve Public Employment – Public Employee Appointment A. Associate Superintendent to be placed on Step 5 of the Management Salary Schedule at \$198,278, by the following vote:

Ayes: Freitas; Heberle; Macfarlane; Porter
Noes: Knackstedt; Nava; Neely
Absent: None
Abstain: None

Motion Carried

B. Successor Superintendent

The Board deliberated the salary placement for the successor superintendent position. Kim Bogard, District Legal Counsel/Attorney at Kingsley Bogard LLP, was present and gave direction and clarification on the salary placement process.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Kelly Hansston, Teacher, Julia Morgan Elementary

Desiree Wise, Representative, California School Employees Association, Lodi, Chapter #77

Marielle Jensen, Music Teacher, Julia Morgan Elementary

Mr. Nava moved, Mr. Neely seconded, and the Board voted to approve the successor superintendent to be placed at a salary of \$285,000, by the following vote:

Ayes: Knackstedt; Nava; Neely
Noes: Freitas; Heberle; Porter; Macfarlane
Absent: None
Abstain: None

Motion Failed

Discussion continued.

Mr. Freitas moved, to approve the successor superintendent to be placed at \$265,000 on the salary schedule. Motion failed, for lack of a second.

Dr. Washer noted that the consideration of an automobile allowance and/or monthly incidental allowance had yet to be discussed during the deliberation of the base salary.

Mr. Heberle moved, Mr. Porter seconded, and the Board voted to approve the successor superintendent to be placed at a salary of \$240,000, by the following vote:

Ayes:	Heberle; Porter	
Noes:	Freitas; Knackstedt; Macfarlane Nava; Neely	
Absent:	None	
Abstain:	None	Motion Failed

Discussion continued.

Mr. Nava moved, Mr. Freitas seconded, and the Board voted to approve the successor superintendent to be placed at a salary of \$265,000, by the following vote:

Ayes:	Freitas; Knackstedt; Macfarlane Nava; Neely	
Noes:	Heberle; Porter	
Absent:	None	
Abstain:	None	Motion Carried

The Board discussed providing an automobile and incidentals allowance for the successor superintendent.

Mr. Neely moved, Mr. Freitas seconded, and the Board voted to approve an automobile allowance for the successor superintendent at \$750/month, by the following vote:

Ayes:	Freitas; Heberle; Nava; Neely	
Noes:	Knackstedt; Macfarlane; Porter	
Absent:	None	
Abstain:	None	Motion Carried

Mr. Freitas moved, Mr. Knackstedt seconded, to approve the successor superintendent incidental allowance at \$250/month.

Mr. Neely asked for an amendment to the motion to increase the monthly stipend for incidentals.

Mr. Neely moved, Mr. Nava seconded, and the Board voted to allow an amendment to the original motion to increase the monthly successor superintendent incidental amount, by the following vote:

Ayes:	Heberle; Macfarlane; Nava; Neely	
Noes:	Freitas; Knackstedt; Porter	
Absent:	None	
Abstain:	None	Motion Carried

Mr. Neely moved, Mr. Nava seconded, and the Board voted to approve the successor superintendent incidental allowance at \$400/month, by the following vote:

Ayes:	Freitas; Heberle; Macfarlane; Nava; Neely	
Noes:	Knackstedt; Porter	
Absent:	None	
Abstain:	None	Motion Carried

Superintendent Washer recapped and then Board took a recess.

To provide clarification to the conversation that took place prior to break regarding salary placement for associate superintendent, Kim Bogard, District Legal Counsel, reported that as Assistant Superintendent, Elementary Education, Mr. Young is currently placed on the administrator salary schedule at Year 16 (\$185,661).

Mr. Freitas moved, Mr. Nava seconded, and the Board voted to approve an automobile allowance for the associate superintendent at \$750/month, by the following vote:

Ayes: Freitas; Heberle; Knackstedt; Macfarlane; Nava; Neely

Noes: Porter

Absent: None

Abstain: None

Motion Carried

President Macfarlane announced that she met with Mr. Young and Ms. Bogard during the recess and the successor superintendent contract was agreed upon; Board officially welcomed Neil Young as the Successor Superintendent, following Dr. Washer's retirement.

Comments from Student Representatives

Ms. Del Prato, Bear Creek High School, and Mr. Waters, Senior Class President (subbing for McKenna Anderson), Lodi High School, presented reports from their respective schools.

President Macfarlane dismissed the student representatives.

Public Hearings

Lodi Unified School District Successor Agreement Opener with Lodi Pupil Personnel Association (LPPA)

President Macfarlane declared the public hearing "Lodi Unified School District Successor Agreement Opener with Lodi Pupil Personnel Association (LPPA)" open.

No Board or public comments were received.

The public hearing was declared closed.

Lodi Unified School District Contract Re-openers with Lodi Education Association (LEA) for the 2022-23 Year

President Macfarlane declared the public hearing "Lodi Unified School District Contract Re-openers with Lodi Education Association (LEA) for the 2022-23 Year" open.

No Board comments were received.

Public Comment

Lisa Wilkins, President, Lodi Education Association

The public hearing was declared closed.

Lodi Unified School District Contract Re-openers with California School Employees Association (CSEA) for the 2022-23 Year

President Macfarlane declared the public hearing "Lodi Unified School District Contract Re-openers with California School Employees Association (CSEA) for the 2022-23 Year" open.
No Board or public comments were received.

The public hearing was declared closed.

Lodi Unified School District Contract Re-openers with Lodi Unified Supervisorial Group (LUSG) for the 2022-23 Year

President Macfarlane declared the public hearing "Lodi Unified School District Contract Re-openers with Lodi Unified Supervisorial Group (LUSG) for the 2022-23 Year" open.

No Board or public comments were received.

The public hearing was declared closed.

Superintendent's Report

Superintendent Washer shared a video of the first day of school and thanked staff for getting school sites ready. She spoke about some challenging areas at the start of the new year, including staffing shortages, teacher classroom movements, and bus driver shortages. Dr. Washer stated that Personnel will present an official report on staffing once enrollment numbers have leveled out in a few weeks.

Comments from the Public

Jennifer Vasques, Teacher, Curriculum and Instruction, spoke about last minute teacher resignments during the week before school starting.

Anne Swehla Garcia, Teacher, Julia Morgan Elementary, spoke about her motivation for speaking up regarding attracting and retaining teachers.

Maria Smith, Teacher, John Muir Elementary, asked for teachers to be respected at the negotiation table and for teachers to receive compensation for completing the Keenan employee training videos.

Alice Campbell, Grandparent, spoke about her disappointment that classroom music was cut at Lakewood School and would like the District to offer a signing bonus as an incentive to attract more teachers.

Brenda Murarik, Teacher, Sutherland Elementary, spoke about the salary placement of the associate superintendent and about the staffing shortages throughout the District.

Kelly Hansston, Teacher, Julia Morgan Elementary, spoke about money she spent out of pocket for classroom school supplies, substitute shortages, and about the disadvantages of teaching oversized classes.

Consent Agenda A, Routine Business

- Item A-1 Changes to the Adopted Budget
- Item A-2 Contracts List
- Item A-3 Purchase Order Detail Report
- Item A-4 Purchase Order Detail Report

- Item A-5 Warrant Report
- Item A-6 Donations
- Item A-7 Resolution 2022-78 Authorizing the Filing of the Notice of Completion (NOC) for the Bear Creek High School Agriculture Complex Project No. 0886-8986
- Item A-8 Notice of Completion for Public Works Projects under the California Uniform Public Construction Cost Accounting Act (CUPCCAA)
- Item A-9 Resolution 2022-84 Authorizing Certain Employees to Sign Orders Drawn on School District Funds
- Item A-10 Quarterly Report Pursuant to the Williams and Valenzuela Settlements
- Item A-11 Ratification of Representatives and Alternate Designees to CIF (California Interscholastic Federation) Section
- Item A-12 Minutes of the Regular Meeting of July 12, 2022
- Item A-13 Minutes of the Special Meeting of July 25, 2022
- Item A-14 Minutes of the Special Meeting of August 2, 2022

Mr. Knackstedt moved, Mr. Nava seconded, and the Board voted unanimously to approve Consent Agenda A, Routine Business, as presented.

Consent Agenda B – Student Discipline Cases

- Item B-1 Readmission: Student # 21/22-8-30

Mr. Neely moved, Mr. Nava seconded, and the Board voted unanimously to approve Consent Agenda B, Student Discipline Case, as presented.

Other Action Items

Item OAI-1 Staff will present the 45 Day Revision to the 2022-23 Adopted Budget

Leonard Kahn, Chief Business Officer, and Adina Andris, Director of Budgets, presented the 45 Day Revision to the 2022-23 Adopted Budget, for Board consideration.

Mr. Heberle questioned total student enrollment without kindergarten included. Discussion ensued.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Kelly Hansston, Teacher, Julia Morgan Elementary

Mr. Freitas moved, Mr. Nava seconded, and the Board voted unanimously to approve Item OAI-1 Staff will present the 45 Day Revision to the 2022-23 Adopted Budget.

Item OAI-2 Ratification of the Memorandum of Understanding with California School Employees Association

Amber Jaeger, Director of Personnel, presented the ratification of the memorandum of understanding with California School Employees Association, for Board consideration.

No Board comments were received.

Public Comments

Desiree Wise, Representative, California School Employees Association, Lodi, Chapter #77

Mr. Nava moved, Mr. Heberle seconded, and the Board voted unanimously to approve Item OAI-2 Ratification of the Memorandum of Understanding with California School Employees Association.

Item OAI-3 Ratification of the Memorandum of Understanding with Lodi Unified Supervisorial Group

Amber Jaeger, Director of Personnel, presented the ratification of the memorandum of understanding with Lodi Unified Supervisorial Group, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted unanimously to approve Item OAI-3 Ratification of the Memorandum of Understanding with Lodi Unified Supervisorial Group.

Item OAI-4 Resolution 2022-77 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Amber Jaeger, Director of Personnel, brought forth Resolution 2022-77 Exemption to the CalSTRS Separation from Service Requirement, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted unanimously to approve Item OAI-4 Resolution 2022-77 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-5 Resolution 2022-80 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Amber Jaeger, Director of Personnel, brought forth Resolution 2022-80 Exemption to the CalSTRS Separation from Service Requirement, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-5 Resolution 2022-80 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-6 Resolution 2022-85 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Amber Jaeger, Director of Personnel, brought forth Resolution 2022-85 Exemption to the CalSTRS Separation from Service Requirement, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-6 Resolution 2022-85 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-7 Resolution 2022-83 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Amber Jaeger, Director of Personnel, brought forth Resolution 2022-83 Exemption to the CalSTRS Separation from Service Requirement, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-7 Resolution 2022-83 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-8 Resolution 2022-81 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Amber Jaeger, Director of Personnel, brought forth Resolution 2022-81 Exemption to the CalSTRS Separation from Service Requirement, for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-8 Resolution 2022-81 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-9 Approval of Resolution 2022-82 Recognizing a State of Emergency and Authorizing Virtual/Teleconference Meetings Pursuant to AB 361

Dr. Washer presented Resolution 2022-82 Recognizing a State of Emergency and Authorizing Virtual/Teleconference Meetings Pursuant to AB 361, for Board approval.

Mr. Heberle voiced his concern with the resolution and why he will not be supporting.

Mr. Nava moved, Mr. Neely seconded, and the Board voted to approve Item OAI-9 Approval of Resolution 2022-82 Recognizing a State of Emergency and Authorizing Virtual/Teleconference Meetings Pursuant to AB 361, by the following vote:

Ayes: Freitas; Knackstedt; Nava; Neely; and Porter

Noes: Heberle; Macfarlane

Absent: None

Abstain: None

Motion Carried

Personnel Matters

Amber Jaeger, Director of Personnel, presented Personnel Matters for Board consideration.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Desiree Wise, Representative, California School Employees Association, Lodi, Chapter #77

Mr. Nava moved, Mr. Neely seconded, and the Board voted unanimously to approve Personnel Matters, as presented.

Reports

Amendment to Increase Project Budget for the Lodi High Pool and Locker Room

Mr. Kahn stated staff has added routine restricted maintenance work to the Lodi High Pool and Locker Room Bond project, and staff has concern about potential unforeseen issues when the construction schedule progresses to the old locker room conversion. He stated that staff is seeking direction to bring back an amendment to the facilities lease between Lodi Unified School District ("District") and Diede Construction, Inc., which would add a \$1,400,000 District-controlled allowance to the agreement.

No Board or public comments were received.

Communications

Comments from Employee Group Representatives

Lisa Wilkins, President, Lodi Education Association, spoke about attracting and retaining new teachers, teachers teaching outside of their credentials, and about the protocols for COVID testing.

Comments from the Board

Board members congratulated Mr. Young on his appointment as Associate Superintendent and Successor Superintendent.

Mr. Knackstedt recognized Robert Winterhalter, Assistant Principal, Bear Creek High School, for the amazing job he is doing in his newly assigned position.

Mr. Neely spoke about attracting new teachers to the District and making the job opportunities more prominent, such as on the front page of the District website.

Mr. Porter spoke about staffing shortages and his disappointment of hearing about the teacher reassignments that happened the Friday before school starting and apologized for not doing his job.

Mr. Heberle spoke about the reality of employee shortages and requested a report on District staffing.

Mrs. Macfarlane spoke about the importance of communication to attract new staff and thanked all District staff on their hard work.

Comments from the Superintendent

Dr. Washer had no further comments.

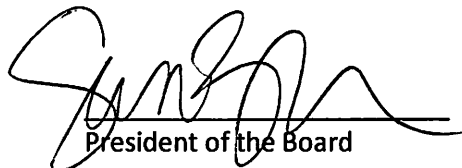
Board Member Advisory Reports

No reports were presented.

Adjourn

The meeting adjourned at 10:05 p.m.


Clerk of the Board


President of the Board