



**MINUTES OF THE REGULAR MEETING
OF THE BOARD OF EDUCATION**
October 4, 2022
Closed Session 6:00 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; Mr. Neil Young, Associate Superintendent; and Mr. Leonard Kahn, Chief Business Officer

Meeting Recorder: Mrs. Valerie McFee, Executive Assistant to the Superintendent

Call to Order

The meeting was called to order at 6:00 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 7:02 p.m. Attendance was recorded and Board Member Gary Knackstedt led the Pledge of Allegiance.

Closed Session

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

Personnel Matters

Mr. Freitas motioned, Mr. Nava seconded, and the Board voted unanimously to approve the appointment of Jenna Handel as Vice Principal, Elementary School, for the 2023-2024 school year, location to be determined.

Mr. Freitas motioned, Mr. Knackstedt seconded, and the Board voted unanimously to approve the appointment of James Schuller as High School Assistant Principal, start date and location to be determined.

Mr. Nava motioned, Mr. Neely seconded, and the Board voted unanimously to approve the appointment of Robert Sahli as Associate Superintendent, start date to be determined.

Mr. Freitas motioned, Mr. Heberle seconded, and the Board voted unanimously to approve the appointment of Paul Warren as Area Director, Student Services/SELPA, start date to be determined.

Mr. Nava motioned, Mr. Heberle seconded, and the Board voted unanimously to approve the appointment of Susan Petersen as Director of Education, start date to be determined.

Student Matters

Placement of Non-Public School Students (New) 2022-23

Mr. Neely motioned, Mr. Nava seconded, and the Board voted unanimously to approve the placement of 2022-23 Non-Public School Student (New) number 57.

Recognitions

Proclamation: National School Lunch Week – October 10-14, 2022

Proclamation: Week of the School Administrator – October 9-15, 2022

Public Hearings

Lodi Pupil Personnel Association (LPPA) Re-openers for a Successor Agreement

President Macfarlane declared the public hearing “Lodi Pupil Personnel Association Re-openers for a Successor Agreement” open.

No Board or public comments were received.

The public hearing was declared closed.

Superintendent’s Report

Superintendent Washer announced Lodi High School student, Lucas Goulart as recipient of the 2022 33rd Annual ABC (Action on Behalf of Children) Award in the category of “Kids Helping Kids” for his work in increasing awareness about suicide prevention and mental health. Dr. Washer also announced that school site budgets were increased to \$300 (per teacher, for classroom supplies), and staff will make sure that principals get the information out to their staff members.

Associate Superintendent Young shared that the Expanded Learning Opportunity Program is currently hosting an intercession at 6 school sites for 712 students. Math, reading, and reading awareness for the younger students is being offered. Mr. Young commended Principal, Jose Maciel and the team that is assisting him to support this endeavor. He also noted that 30 teachers attended the recent English Learner Institute. Mr. Young provided information about the students at Needham West’s Lodi Career Connection Program who are taking part this week in a five-day workshop focused on work readiness. Students are attending workshops provided by Lodi Chamber of Commerce, touring Delta College along with other area businesses, and will take part in mock interviews at the Lodi Target at the end of the week. Mr. Young noted that the Workability Program is run by Coordinator, Lisa Chaves.

Comments from the Public

Susan Heberle, Community Member, issued a heartfelt plea that voters be cognizant to avoid electing candidates or voting for policies that have a negative impact on children. She stated children are being abused, killed, poisoned, and trafficked; California is not doing a good job of protecting our children.

Lana Gentry, Teacher, Bear Creek High School, reported that nothing has changed regarding disrepair of facilities and lack of hygiene products in the girls’ restrooms on the Bear Creek campus. She spoke of the lack of substitute teachers and the increase in health and welfare benefit costs.

Angela Aistrup, Parent, reported concerns with the coach of the girls’ soccer team at Bear Creek High School.

Darsie Gonzales, Parent, reported concerns with the coach of the girls' soccer team at Bear Creek High School.

Erin Smith, Teacher, John Muir Elementary School, spoke of the increase in insurance premiums and asked why the rates for Lodi USD are higher as compared to surrounding districts.

Maria Smith, Teacher, John Muir Elementary School, spoke of concerns related to how the teachers and retired teachers were notified of a situation regarding their health & welfare benefit caps. She asked that District negotiators come to the table willing to make changes.

Karen Minick, Teacher, Bear Creek High School, spoke regarding the needs for better working conditions and increased compensation for teachers.

Consent Agenda A, Routine Business

LEA President, Lisa Wilkins, pulled Item A-1 for comment.

- Item A-2 Contracts List
- Item A-3 Purchase Order Detail Report
- Item A-4 Resolution 2022-93 Authorization to Advertise and Solicit Bids for the John Muir Elementary School Re-Roofing, Project No. 8150-5830-1
- Item A-5 Resolution 2022-94 Authorization to Advertise and Solicit Bids for the Tokay High School Asphalt, Project No. 8150-5830-2
- Item A-6 Approval of Job Descriptions or Reprographics Technician and Lead Reprographics Technician
- Item A-7 Minutes of the Regular Meeting of September 20, 2022

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

Individual Action on Items Pulled from Consent Agenda A – Routine Business

Item A-1 Changes to the Adopted Budget

LEA President, Lisa Wilkins, pulled this item to comment that she would like some of the funds mentioned to be used for expanding learning opportunities instead of losing out on funds.

Leonard Kahn, Chief Business Officer, responded that the monies mentioned are directed to specific resource codes, with the majority being restricted.

Mr. Nava moved, Mr. Neely seconded, and the Board voted unanimously to approve Consent Agenda A, Item A-1 Changes to the Adopted Budget.

Consent Agenda B – Student Discipline Cases

- Item B-1 Expulsion: Student #22/23-9-12
- Item B-2 Expulsion: Student #22/23-7-13
- Item B-3 Suspended Expulsion: Student #22/23-7-14
- Item B-4 Expulsion: Student #22/23-11-15
- Item B-5 Expulsion: Student #22/23-10-16
- Item B-6 Expulsion: Student #22/23-7-17
- Item B-7 Expulsion: Student #22/23-8-18

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

Other Action Items

Item OAI-1 Approval of Tentative Agreement with Lodi Unified Supervisorial Group

Neil Young, Associate Superintendent, presented the item for Board consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted to grant approval of the Tentative Agreement with Lodi Unified Supervisorial Group, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item OAI-2 Approval of the Memorandum of Understanding with Lodi Unified Supervisorial Group for a One-Time, Off Salary Schedule Payment of \$500.00

Mr. Young presented the Memorandum of Understanding to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted to approve the Memorandum of Understanding with Lodi Unified Supervisorial Group for a One-Time, Off Salary Schedule Payment of \$500.00, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item OAI-3 Approval of the Memorandum of Understanding with Lodi Pupil Personnel Association for a One-Time, Off Salary Schedule Payment of \$500.00

Mr. Young presented the Memorandum of Understanding to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Heberle seconded, and the Board voted to approve the Memorandum of Understanding with Lodi Pupil Personnel Association for a One-Time, Off Salary Schedule Payment of \$500.00, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item OAI-4 One-Time, Off Salary Schedule Payment of \$500.00 to Confidential Employees

Mr. Young presented the item to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted to approve a One-Time, Off Salary Schedule Payment of \$500.00 to Confidential Employees, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item OAI-5 One-Time, Off Salary Schedule Payment of \$500.00 to Management Employees

Mr. Young presented the item to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted to approve a One-Time, Off Salary Schedule Payment of \$500.00 to Management Employees, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item OAI-6 Approval of the Memorandum of Understanding with Lodi Pupil Personnel Association to Increase the Annual District Contribution to Health & Welfare Benefits by \$528.00 Per Person

Mr. Young presented the item to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Heberle seconded, and the Board voted unanimously to approve the Memorandum of Understanding with Lodi Pupil Personnel Association to Increase the Annual District Contribution to Health & Welfare Benefits by \$528.00 Per Person.

Item OAI-7 Increasing the Annual District Contribution Toward Health & Welfare Benefits for the Confidential Employees by \$528.00 Per Person

Mr. Young presented the item to Board for consideration.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Increasing The Annual District Contribution Toward Health & Welfare Benefits for the Confidential Employees by \$528.00 Per Person.

Item OAI-8 Increasing the Annual District Contribution Toward Health & Welfare Benefits for the Management Employees by \$528.00 Per Person

Mr. Young presented the item to Board for consideration.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted to approve Increasing The Annual District Contribution Toward Health & Welfare Benefits for the Management Employees by \$528.00 Per Person, as follows:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Personnel Matters

Mr. Young presented Personnel Matters for Board consideration.

No Board or public comments were received.

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

Reports

Proposed Revisions to Board Policy and Rule 5144.1

Mr. Young presented revisions to the policy for student suspension and expulsion/due process for the purpose of keeping current with California law and the California Education Code. He opened the floor to questions.

Public Comments

Lisa Wilkins, President, Lodi Education Association

Mr. Young stated that the revised policy and rule will return for action at the next Board Meeting.

Communications

Comments from Employee Group Representatives

Lisa Wilkins, President, Lodi Education Association, asked why labor groups were not invited to interviews for the new leadership positions. She explained timelines related to the one-time, off schedule payment and the additional monies towards health and welfare benefits with regards to voting and fall break. She commented on members who may need to move to another district because of salary. She explained that LEA has a tentative agreement now in the voting process; however, she stated that the other districts are getting more than a cost-of-living adjustment.

Comments from the Board

Mr. Nava asked staff to investigate the report (during Public Comments) of restroom problems at Bear Creek High School. He also asked staff to investigate the report, also from a comment made earlier in the evening, of a situation involving a girls' soccer coach at Bear Creek High School. He commented on sports highlights from Lodi High School. Mr. Nava announced that Mr. Freitas, newly elected San Joaquin County District Attorney will have a six-year term in that position.

Mr. Knackstedt added to Mr. Nava's comments and asked that the restroom situation at Bear Creek High School be taken care of during the break. As he is also concerned about the report regarding a girl's soccer coach at Bear Creek High School, he noted that the school's athletic director may be of assistance.

Mr. Neely stated that employee groups were offered 5.07% and .80% and each group can decide where they want the money allocated (salary or health & welfare benefits). Mr. Neely stated he is pleased that his idea of putting employment opportunities as a pop up when accessing the District's website has come to fruition. He spoke on the substitute teacher shortage and offered some ideas. He also asked that staff consider not to release teachers for training opportunities if a substitute is not available to cover the classroom. He noted the Governor signed a bill to help teachers with housing. He asked that follow up information be provided at the next Board Meeting regarding the Bear Creek restroom and coaching situations.

Mr. Heberle echoed concerns that were brought up during Public Comments pertaining to the growing fentanyl problem, noting that when disguised as candy it is to attract children, thus then acting as a poison. He asked that the District educate children to the dangers of taking something that looks like candy. He spoke about Narcan and how the product can be used via an auto injector or by nasal spray. He would like staff to look into having school staff trained in Narcan administration.

Mr. Freitas thanked his colleagues for covering the bases and joined in on their comments. He issued his congratulations to the three administrators who are now serving in different positions. Mr. Freitas noted that October is Domestic Violence Awareness Month and stated if you are the victim of domestic violence to call 911 immediately for assistance.

Mrs. Macfarlane explained that when someone asks a question that might be considered negotiating, it puts Board in an uncomfortable situation, as they want to make sure they are not violating the Brown Act. She asked that if a member of the audience had such a question earlier in the evening to please contact Dr. Washer or Mr. Young for additional information, as Board cannot comment. She asked that the concerns brought forward regarding a coaching employee not be discussed at a Board Meeting. She asked that the problems with the restroom at Bear Creek High School be remedied immediately.

Comments from the Superintendent

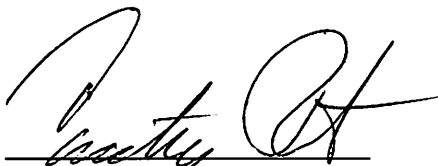
Dr. Washer had no further comments.

Board Member Advisory Reports

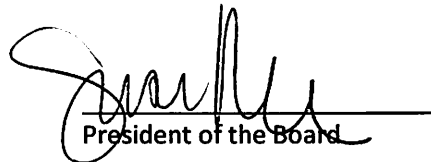
No reports were presented.

Adjourn

The meeting adjourned at 8:15 p.m.



Vice President of the Board



President of the Board