



MINUTES OF THE REGULAR MEETING OF THE BOARD OF EDUCATION

June 7, 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 (via teleconference); Mr. Ron Freitas; Mr. Ron Heberle; Mr. Gary Knackstedt; and Mr. Joe Nava

Administrative Staff: Dr. Cathy Washer, Superintendent; Mr. Mike McKilligan, Assistant Superintendent, Personnel; 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

Bobbie Ables-Smith, Representative, Lodi Pupil Personnel Association, asked for Board consideration related to a proposed agreement for a stipend for school nurses and speech language pathologists. She spoke regarding the proposed salary schedule for mental health therapists.

Michelle Ono, Speech Language Pathologist, spoke regarding 13 FTE speech language pathologist positions that are unfilled in the District. She explained the educational and continuing education requirements for speech language pathologists.

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 Gary Knackstedt led the Pledge of Allegiance.

Moment of Silence

Nichole Blankenship, Teacher, Needham Elementary School, passed away over the weekend. Board extended their condolences to the Blankenship family, and to the students and staff at Needham Elementary School.

Moment of Silence

Shawn Cannon Jr, Student at Podesta Ranch, passed away on May 27th. Board extended their condolences to the Cannon family, and to the students and staff at Podesta Ranch Elementary School.

Closed Session

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

Personnel Matters

Mr. Freitas motioned, Mr. Porter seconded, and the Board voted unanimously to approve the appointment of Arminah Zarif as Principal of Parklane Elementary School, effective 2022-23 school year.

Personnel Matters

Mr. Nava motioned, Mr. Heberle seconded, and the Board voted to approve the appointment of Matthew Huiras as Principal Alternative Program at Elkhorn School, effective 2022-23 school year, by the following vote:

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

Noes: None

Absent: None

Abstain: Porter

Motion Carried

Placement of Non-Public School Students (New) 2021-22

Mr. Heberle motioned, Mr. Nava seconded, and the Board voted unanimously to approve the placement of 2021-2022 Non-Public School Students (New) numbers 11, 112, 113, and 114.

Placement of Non-Public School Students (Changes) 2021-22

Mr. Nava motioned, Mr. Knackstedt seconded, and the Board voted unanimously to approve the placement of 2021-2022 Non-Public School Students (Changes) numbers 37 and 66.

Conference with Legal Counsel- Existing Litigation

Mr. Nava moved, Mr. Porter seconded, and the Board voted unanimously to reject Claim #606831.

Public Hearings

Local Control and Accountability Plan (LCAP)

President Macfarlane declared the public hearing "Local Control and Accountability Plan (LCAP)" open.

Public Comments

Lisa Wilkins, Vice President, Lodi Education Association

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

The public hearing was declared closed.

2022-23 Budget Adoption

President Macfarlane declared the public hearing "2022-23 Budget Adoption" open.

No comments were received from Board or the public.

The public hearing was declared closed.

Comments from the Public

David Bollinger, Parent, stated his displeasure that the elementary instrumental music program was eliminated, and he objected to the decision-making process that was utilized to make this decision. He asked that the Board work to address staff retention and recruitment.

Kathleen Evans, Music Teacher, spoke regarding the elimination of the elementary music program and related her opinion of potential consequences. She asked that Board work to recruit and retain teachers to remedy the teacher shortage.

Lana Gentry, Teacher, Bear Creek High School, presented information as to the conditions and availability of student bathrooms on the campus. She cited conditions that include broken fixtures, missing soap

dispensers, and an inconsistent availability of paper products. She said some students are refusing to use the bathrooms in the current state of disrepair.

Superintendent's Report

Superintendent Washer thanked the high school teams for the success of the graduation ceremonies and making the events special for the students and their families. She acknowledged that this success comes from months of planning. Dr. Washer thanked Chelsea Vongehr, Public Information Officer, for arranging the livestreaming of the events and for securing American Sign Language interpreters for students and audience members. Dr. Washer noted that various summer school opportunities are available including a two-week residency camp at University of the Pacific, science camps hosted by the San Joaquin County Office of Education and by the Giving Opportunities to Kids (GOT Kids) Foundation, and a camp for English language learners.

Consent Agenda A, Routine Business

President Macfarlane pulled Item A-11 and Leonard Kahn, Chief Business Officer, pulled Item A-7 and Item A-8.

- Item A-1 Contracts List
- Item A-2 Warrant Report
- Item A-3 Resolution 2022-48 Notice of Intent to Approve Preliminary Environmental Assessment (PEA) for the Henderson Middle School – Old Classroom Building
- Item A-4 Resolution 2022-51 Spending Determination with Respect to Fiscal Year 2022-2023 Monies Received from the Education Protection Account (EPA) To determine how Monies received from EPA will be spent
- Item A-5 Resolution 2022-53 Finding that Board Member Joe Nava was Absent from the Special Board Meeting of May 16, 2022, Due to Illness
- Item A-6 Resolution 2022-55 Amendment to the List of Approved Architectural Services Firms
- Item A-9 Credential Waiver Application and Approval
- Item A-10 AP US History Course of Study and Textbook Adoption
- Item A-12 Textbook Adoption for AP Probability and Statistics
- Item A-13 AP Chemistry Textbook Adoption
- Item A-14 AP Biology Textbook Adoption
- Item A-15 Forensics Textbook Adoption
- Item A-16 Marine Biology Textbook Adoption
- Item A-17 AP European History Textbook Adoption
- Item A-18 Minutes of the Regular Meeting of May 10, 2022
- Item A-19 Minutes of the Special Meeting of May 16, 2022
- Item A-20 Minutes of the Study Session Meeting of May 24, 2022

Mr. Nava moved, Mr. Porter 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-11 Expanded Learning Opportunities Program (ELO-P)

President Macfarlane sought clarification regarding how classified staffing would work for the 30 days of extra work required for this program. Dr. Sahli explained that the extra daily hours and the 30 extra days will be paid via timecard, and he was sure the extra work needs could be met with current staff.

Discussion ensued related to coverage at the District office for the extra workload, including increased time needed for phone contact with parents to meet program needs.

Mr. Porter asked about summer school being taught part with a teacher and part online. Dr. Sahli explained that one teacher was conducting a pilot of a split AM/PM concept and he is unsure if the pilot will be successful. Dr. Sahli explained that there is currently a waitlist, and the goal is to try to serve all students who have requested to attend summer school.

Public Comments

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

Lana Gentry, Teacher, Bear Creek High School

Lisa Wilkins, Vice President, Lodi Education Association

Mr. Nava motioned, Mr. Knackstedt seconded, and the Board voted to approve Item A-11 Expanded Learning Opportunities Program (ELO-P), by the following vote:

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

Noes: Porter

Absent: None

Abstain: None

Motion Carried

Item A-7 Resolution 2022-57 Authorization to Move Forward with the Universal Prekindergarten Head Start Portable and Play Structure Project

No action was taken on this item.

Item A-8 Resolution 2022-58 Land Use Agreement between Lodi Unified School District and San Joaquin County Office of Education

No action was taken on this item.

Consent Agenda B – Student Discipline Cases

Item B-1 Expulsion: Student #21/22-9-76

Item B-2 Expulsion: Student #21/22-8-77

Item B-3 Expulsion: Student #21/22-10-78

Item B-4 Expulsion: Student #21/22-8-79

Item B-5 Expulsion: Student #21/22-7-80

Item B-6 Expulsion: Student #21/22-10-81

Item B-7 Expulsion: Student #21/22-10-82

Item B-8 Expulsion: Student #21/22-7-83

Item B-9 Expulsion: Student #21/22-10-84

Item B-10 Expulsion: Student #21/22-9-85

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

Board Discussion

President Macfarlane opened discussion to determine Board interest in pursuing a salary study for District employees. President Macfarlane feels that an independent review that studies each job, number of days worked, benefits, vacation days, etc. would be beneficial.

Mr. Knackstedt said the idea was positive; however, he said to conduct such a study is very time consuming. Mrs. Macfarlane stated that a firm would be hired to conduct the study and possibly an ad hoc committee may need to be formed.

Mr. Porter asked for a clearer definition of the parameters. Mrs. Macfarlane explained the parameters and also added, as an example, that building sizes would be compared for custodial formulas per square footage. Mr. Porter asked if the review would include time and motion studies. She stated that time and motion would be included.

Mr. Heberle likes the idea of working with a third party for valid results. He believes it should be started as soon as possible.

Mr. Nava stated that the District is transparent with salary information and information from other districts can be obtained online. He was unsure of how the data would benefit the District.

Mr. Neely supports the idea; however, he acknowledged it is a big task. He explained that such a study was done in the past and he felt it was inadequate, as the compensation issue is complicated when making comparisons. He voiced concern with who we contract with to perform the study. He would like to see the criteria for the study.

Dr. Washer stated staff will conduct research of the available firms and will bring the information back so Board can decide if they wish to move forward.

Lana Gentry, Teacher, Bear Creek High School
Sandra Starr, Instructional Coach

Other Action Items

Item OAI-1 Formation of Board Ad Hoc Sub-committee: Successor Superintendent Search Committee, to include up to three Board Members as Advisory to the Board of Education

Dr. Washer explained that, if interested, Board could motion to approve this item to allow the president to appoint up to three Board Members or Board could motion and vote for up to three Board Members for the committee. Discussion ensued.

Mr. Neely asked that the committee set a deadline for a last meeting in October.

Mr. Freitas asked for a friendly amendment to specify that one member be from Lodi, one member be from Stockton, and one member represent the rural areas.

It was discussed that this group would research the next steps, such as looking into firms to conduct the search. The next part of the process would include stakeholders and input gathering meetings.

Public Comments

Lisa Wilkins, Vice President, Lodi Education Association
Lana Gentry, Teacher, Bear Creek High School

Mr. Porter moved, Mr. Heberle seconded, and the Board voted unanimously to approve Item OAI-1 Formation of Board Ad Hoc Sub-committee: Successor Superintendent Search Committee, to include up to

three Board Members as Advisory to the Board of Education and to allow the president to appoint up to three Board Members to the committee.

Item OAI-2 Declaration of Need for Fully Qualified Educators

Mike McKilligan, Assistant Superintendent, Personnel, presented the document for Board consideration.

Public Comments

Lisa Wilkins, Vice President, Lodi Education Association

Mr. Nava moved, Mr. Neely seconded, and the Board voted unanimously to approve Item OAI-2 Declaration of Need for Fully Qualified Educators.

Item OAI-3 Increase Certificated Substitute Pay Rates

Mr. McKilligan presented the proposal to increase the substitute pay rate by 5.07%.

No Board or public comments were received.

Mr. Nava moved, Mr. Porter seconded, and the Board voted unanimously to approve Item OAI-3 Increase Certificated Substitute Pay Rates.

Item OAI-4 Resolution 2022-50 Concerning an Exemption to the CalSTRS Separation from Service Requirement

Mr. McKilligan presented Resolution 2022-50 that would allow a retiree to return to service as a substitute teacher before the 180 calendar-day separation from service requirement is fulfilled.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-4 Resolution 2022-50 Concerning an Exemption to the CalSTRS Separation from Service Requirement.

Item OAI-5 Approval of Resolution 2022-52 Recognizing a State of Emergency and Authorizing Virtual/Teleconference Meetings Pursuant to AB 361

Dr. Washer explained that AB 361 requires that we consider this resolution every 30 days if we wish to take advantage of the provisions of the Assembly Bill.

Mr. Heberle asked if we could use teleconferencing without this resolution. Mr. Neely explained that this allows teleconferencing without the requirement to post the teleconferencing location (as the reason to teleconference could come up after posting), if related to a COVID issue.

No public comments were received.

Mr. Nava motioned, Mr. Knackstedt seconded, and the Board voted to approve Item OAI-5 Approval of Resolution 2022-52 Recognizing a State of Emergency and Authorizing Virtual/Teleconference Meetings Pursuant to AB 361, by the following vote:

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

Motion Carried

Item OAI-6 Resolution 2022-54 The Hiring of Short-term Classified Employees

Mr. McKilligan presented Resolution 2022-54 noting that this is an annual resolution for the purpose of securing short-term employees.

No Board or public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-6 Approval of Resolution 2022-02 for The Hiring of Short-term Classified Employees.

Item OAI-7 Mental Health Therapist Salary and Policy Statement

Paul Warren, Administrative Director, Special Services/SELPA, was prepared to present the item and answer questions related to the proposed salary schedule and policy statement.

No Board or public comments were received.

Mr. Knackstedt moved, Mr. Heberle seconded, and the Board voted unanimously to approve Item OAI-7 Mental Health Therapist Salary and Policy Statement.

Item OAI-8 Approval of the Early Literacy Support Block (ELSB) Grant Annual Update

Neil Young, Assistant Superintendent, Elementary Education, presented the annual report to Board as a requirement to continue the grant and receive funds for literacy opportunities at Victor Elementary School.

Discussion ensued.

No public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted unanimously to approve Item OAI-8 Approval of the Early Literacy Support Block (ELSB) Grant Annual Update.

Personnel Matters

Mr. McKilligan presented Personnel Matters for Board consideration.

Public Comments

Lisa Wilkins, Vice President, Lodi Education Association

Lana Gentry, Teacher, Bear Creek High School

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

Reports

Local Control Accountability Plan – Every Student Succeeds Act (ESSA) Addendum

Robert Sahli, Assistant Superintendent, Curriculum & Instruction, stated that due to a technical glitch, the report did not load onto the agenda, thus the report will be presented at the June 14, 2022, Board Meeting.

2022-2023 School Plans for Student Achievement (SPSA)

Dr. Sahli reported that the school plans are attached to the agenda for review. He explained that the school plans are being presented early (so schools actually had to complete the process twice this year), so that schools can start to spend money on July 1. Dr. Sahli explained that this timeframe is more efficient,

thus teachers and students are better served. Dr. Sahli further explained that SPSA plans will be presented in June on an annual basis.

President Macfarlane thanked the principals for doing two such reports in one school year.

Mr. Heberle also offered a thank you to the school principals and noted that their efforts do not go unnoticed.

Public Comments

Sonja Renhult, Principal, Needham Elementary School, stated that completing two SPSAs in one year was very difficult and she wanted to thank Neil Young and Susan Petersen, as she would not have completed this task without the assistance of the team.

Elementary Reporting Period and Report Card Changes Starting in 2022-23

Mr. Young explained that previously report cards followed data collection times. This new process will use the diagnostic approach to assessing our students. Students will be assessed in the beginning, middle, and at the end of the school year. This will move the reporting periods from four to three.

Discussion ensued.

Mr. Young stated the report was to make Board aware of the changes that are coming and what input has been received. The next step will be to make adjustments and get input from all stakeholders.

Dr. Washer added that the information is being shared about the intent to change. If Board wants to take action, staff can bring it back.

Discussion continued.

Public Comments

Lisa Wilkins, Vice President, Lodi Education Association
Lana Gentry, Teacher, Bear Creek High School

Communications

Comments from Employee Group Representatives

Lisa Wilkins, Vice President, Lodi Education Association, commented about working conditions for high school teachers teaching summer school. She expressed concern over the concept of replacing live teachers with the online Pearson program for AP and honors classes and would like more discussion regarding this matter. She stated that some teachers were not able to move their materials/classroom contents to their new sites in preparation for next school year due to the sites not being ready for their arrival. She asked if timecard compensation would be available if such a move was to be made on a non-contract day.

Mrs. Macfarlane asked staff to look into the matter of school sites not being ready when teachers were needing to move their classroom materials from site to site.

Comments from the Board

Mr. Nava expressed concern regarding the shortage of teachers to staff music programs and the condition of the bathrooms at Bear Creek High School.

Mr. Porter commented that Stockton USD is conducting recruitment efforts at the Lodi Farmer's Market on Thursday evenings and inquired what Lodi USD is doing regarding recruitment. Mr. Porter shared the story of a former student who became a teacher and did his student teaching at Lodi High School; however, he decided to work at Lathrop USD because of higher salary. Mr. Porter asked what the District can do to retain and attract teachers.

Mr. Heberle stated he understands the problems schools face when dealing with bathroom vandalism; however, this is not an excuse and bathrooms need to be fixed and fully stocked. Mr. Heberle spoke of the changes to the District's music programs and hopes that in time it will be remedied, as music is one of the hooks that keep kids in school. He congratulated all the Lodi USD 2022 graduates. He noted he has some questions related to the pending budget adoption and will speak to Mr. Kahn prior to the next meeting.

Mr. Freitas commented that he was honored to have attended so many 2022 graduation ceremonies and that they were spectacular events. He noted that Lodi USD students will be entering the workforce, military, and a variety of colleges, including many to the University of California system and a few to Ivy League schools. He stated this is what makes Lodi Unified an "Education Destination."

Mr. Neely hopes that the District can find a way to reinstate the music programs at the elementary level. He asked that the bathrooms be fixed and opened and noted Board has voiced concern in the past about bathroom conditions. Mr. Neely commended the high schools for the awesome and tremendous job they did with the graduation events.

Mrs. Macfarlane wants to find a remedy for the current situation that is forcing changes to the elementary music program, as she feels it will create a wave that will affect students in future years. She stated the graduation ceremonies were amazing and she would like to celebrate the "ones who made it" acknowledging the achievements of all students. She thanked the Board Members for their attendance at the ceremonies.

Comments from the Superintendent

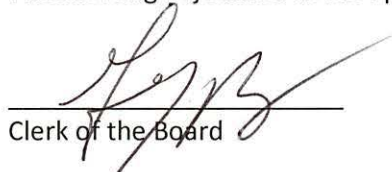
Dr. Washer had no further comments.

Board Member Advisory Reports

No reports were presented.

Adjourn

The meeting adjourned at 9:04 p.m.


Clerk of the Board


President of the Board