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2023-12-05, Regular Meeting

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- ▶ [**Nancy Thomas**] The December 5, 2023 regular meeting of the Board of Education is now called to order.

- ▶ [**Carina Plancarte**] Here. Here.

- ▶ [**Phuong Nguyen**] Student board member Lee is, she's at science camp.

- ▶ [**Nancy Thomas**] OK, thank you. Next, we're asking if there are any public comment on closed session items. We will be recessing to closed session where we will talk about public employee discipline, dismissal, release, conference with labor negotiators, employee organization, NTA and CSEA, conference with legal counsel, anticipated litigation, conference with legal counsel, existing litigation, student expulsion, 48918, three student expulsions actually. And they all are according to Ed Code 48918. With that, recess to closed session. Thank you.

- ▶ [**Nancy Thomas**] In closed session we discussed a complaint against an employee. The board has authorized me to make this statement. The Newark Unified School District and its Board of Education are committed to the highest ethical standards in operations and hiring practices. The board appreciates the thoughtful and appropriate way that Superintendent DeLeon has approached filling key vacancies in her administration. By keeping board members consistently informed and by requesting our counsel ahead of district actions, Superintendent DeLeon enables us to fulfill its oversight responsibility, and we hold great confidence that the district is being well served. So with that, please join me in the pledge.

- ▶ [] I pledge allegiance to the flag of the United States of America and to the republic for which it stands, one nation, under God, indivisible, with liberty and justice for all.

- ▶ [**Nancy Thomas**] Thank you. Next, is there anyone on the board that would like to pull any item on the agenda or make any recommendation regarding the agenda? Seeing none, I would entertain a motion for the approval of the agenda.

- ▶ [**Carina Plancarte**] I'll make a motion to approve the agenda.

- ▶ [**Kat Jones**] I'll second.

- ▶ [**Nancy Thomas**] Thank you. Please vote.

- ▶ [**Aiden Hill**] Pardon?

- ▶ [**Phuong Nguyen**] Member Plancarte moved. And? And Member Jones seconded.

- ▶ [**Nancy Thomas**] I'll read that out. The delay is because we are asked to vote electronically.

- ▶ [**Kadie Eugster**] All approved. All approved.

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- ▶ [**Nancy Thomas**] OK. Unanimous. Thank you. Next, we move on to our school spotlight superintendent.
- ▶ [**Penny DeLeon**] Yes. It is my great pleasure to introduce the esteemed principal of Lincoln Elementary School, Ms. Amanda Gollhofer.
- ▶ [**Amanda Gollhofer**] Well, while we're waiting, thank you, ladies and gentlemen of the board, for allowing us to be here, eCabinet. It is my honor and privilege to be here this evening to shine the spotlight on Lincoln Elementary School.
- ▶ [**Steve Burrell**] We actually don't have the presentation.
- ▶ [**Penny DeLeon**] I believe I did. I'll send it to her.
- ▶ [**Penny DeLeon**] One second.
- ▶ [**Amanda Gollhofer**] Had a very lovely presentation. Typos and calls.
- ▶ [**Amanda Gollhofer**] It was perfect. It is very lovely.
- ▶ [] OK. OK.
- ▶ [**Steve Burrell**] There you go. Who did you send it to? To Katie.
- ▶ [**Kadie Eugster**] Yeah.
- ▶ [**Penny DeLeon**] That's OK. What's the email for board docs? What is the email for board docs?
- ▶ [**Penny DeLeon**] Okay, you should have it. It's well worth the wait, Amanda. It's a fabulous report.
- ▶ [**Amanda Gollhofer**] And that's OK. I get so nervous that now.
- ▶ [**Penny DeLeon**] It's going to be great.
- ▶ [**Amanda Gollhofer**] It's going to be great moving forward.
- ▶ [**Penny DeLeon**] Is it easier to open your email, Katie?
- ▶ [**Steve Burrell**] No.
- ▶ [**Penny DeLeon**] No.
- ▶ [**Amanda Gollhofer**] It's all good.
- ▶ [**Kat Jones**] Yay, Paul.


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-  [Penny DeLeon] Yay, Paul. Paul will know work. There it is. There it is. Yay.
-  [Amanda Gollhofer] Okay, so once again, I am super excited to be here. To shine the spotlight on Lincoln. So we have three goals and priorities this year. Under academic excellence, we want to increase our academic performance in both English language arts and mathematics. For climate and community, we want to reinforce our learning community, focusing on community and growth through PBIS and our partnerships. And last but not least, we want to become a destination school for families seeking elementary pathways to our secondary schools pathways for our college and career science programs. So we're really excited about that work. So we're going to start with academic excellence and we're going to look at English language arts. So what I'm presenting this evening is a comparison to where we are today in December to where we were last year when we presented to you in April. So about four months difference. So you can see that currently we have 50% of our students performing at or above grade level in English language arts. And that's an increase from 9% from our first week of school. In our Tier 1, which is one year behind, we have decreased by a percent, and we're currently at 31%. And then in our Tier 3, which is two or more grade levels behind, we've decreased by 8%. And it's a little bit too small, but I believe it's 19% is where we're at currently. So if you look back last year, four months ahead of where we are right now, in our Tier 1, we were at 55%. So we're pretty close to that. We're ahead of schedule for kind of being where we are at, but also moving forward to increase our excellence this year. And in our tier two, we were at 20%. And then in our tier three, we were at 17% in April. So we're far ahead of where we were last year. Looking at mathematics, same thing. We're comparing where we were. So this right now, we're at 34%. This is a 10% increase from the first week of school. We're at 46%. from 51, so we've decreased by 5% in that tier two, and we've decreased by 5% in our tier three. So we have a little bit more work to do in mathematics. It's definitely our area of growth. So you can even see that when we're comparing to last year, where we were at 49% in April. So we're still making growth, but we have a little bit more speed to pick up in comparison to where we were in BLA. So our academic plan for excellence is we have created and implemented an acceleration and enrichment program, or A&E program. So this we did in collaboration with SEWA and AmeriCorps. We've brought in our AmeriCorps volunteers. And we are providing targeted academic support and enrichment three times a week for 40 minutes a day in each grade level. And we're doing that by utilizing our grade level teachers, our intervention teachers, our AmeriCorps volunteers, our bilingual aid, and our RSP teacher. So during this time, no new instruction is taking place. We are combining the kids at this grade level and splitting them into small groups where they're getting their support in an area that each grade level has targeted as content specific and then an area within that. So for example, in second grade, We have our ANA team, which is Mrs. Angelo, Mrs. Perry and Mrs. Garrett, Mrs. Cola, our intervention teacher, Mrs. RJ, our AmeriCorps volunteer, Ms. Van, our bilingual aid, and Mr. Daniels, our RSP teacher. So we have a total of 45 students, and we can have up to six groups. So that's about seven students in a group. But those are going to vary because our enrichment group is going to be a little bit larger. We want our acceleration group to be smaller and targeted. And in our first session, they focused on reinforcing phonics focus and comprehension. And then a different group was focusing on fluency and comprehension. In our enrichment group, we were increasing that academic vocabulary, so really doing targeted vocabulary support for them. So what does that look like? Because we've already completed one session of our E&E program. In second grade, we have moved. Oh, it's so small from here. I have to look over here. Sorry. I should have brought glasses. All right, we went from 21% up to 34% of our students being at or above grade level. On grade level, we went from 19% to 23%. In our one year below, we went from 36% down to 30%. from 23% down to 13% in our two or more. So we had a huge amount of growth in this grade level. And we continued moving forward with that in each and every one of our grade levels. So the next area for in our plan for success is to increase our enrichment opportunities, right? So we know math and language arts are important, but the whole child is important. So we are partnering with adult education to bring taiko drumming to our campus. Currently we have 30 students in a taiko drumming ensemble, and they are looking forward to performing for the community, so watch out. We may surprise you at some point with a show. We are expanding our CWOW partnership. So starting in January, we're bringing arts, robotics, yoga, meditation, and an academic competition group in geography to our campus. And then we partner with our PALS, our parent group, and we're trying to bring choir back to Lincoln as well. And we're continuing to use our grant funds to bring our theater factory performing arts productions to our campus. So for

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our science focus, Right? That was another one of our priorities. We've partnered with Bayside Lawrence Hall of Science, where we are refining our instruction and working on STEAM integration. So we are going from where we were at with environmental literacy, which is strong and going at our campus, but moving ourselves forward to doing STEAM integration throughout the day. So STEAM Week is great. Those activities are fabulous. We're not getting rid of those. But we're looking at how we can integrate science and STEAM throughout the day, throughout the year. And so what you see in the top right is our teachers participating in PD with our Lawrence Hall of Science team. And right next to that, you see our STEAM print. And that's super tiny. But what you see there is one investigation from our curriculum. We've tied it to the work we're doing with our computer science Tosa, Ms. Pauline Kim. She's fabulous. I hope you get to see her work as well. So she has an activity that she can help lead us in and that we can deliver to our students. Next to that, you see an engineering focus that we can embed or build upon. Next to that, you see an art component that will also come back to that topic. Next to that, you see math and how it integrates with our math and what they're learning there. At the end of the column, continuing with our environmental literacy, it's how are we going to tie this to being outdoors and learning outdoors. Then underneath, in the pink, is what we're most currently working on and how do we integrate it with our English language arts instruction. And we build off and we just increase our success in our informational text and how we're using that and all tying it back to science so that it's all nice and neat together. So that's where we're at with our science focus. Climate and community is huge for us. We are a really small community. We are small, but we are mighty. And we are strong because of our community. So like other campuses, we have a really strong PBIS program. We're always doing celebrations and learning and growing in our shared expectations. We lean into our character strong curriculum, and we do monthly assemblies where we celebrate our growth in those character traits. But we also do things where when we partner with our parent program and they're doing fundraisers, we're not just doing fundraisers, we're helping students grow in the process. So we did the Apex Leadership Program. So they're fundraising because we're going to have a race at the end, but two weeks prior to that, we're building our leadership skills as a school. So that's fabulous. We have our turkey trot where we come out and compete in races. And this is a really good experience for students because we get to celebrate the students who come in first, second, third place. But we're also learning to celebrate ourselves when we do our personal best and we participate and enjoy the event even without the medal. So that was really exciting to be part of this year. Spooktacular is a way we come together because our student leadership leads us. They plan it. They organize it. They set it up. The night of, they're the ones leading things. The adults are just there. And they invite the community to come be part of the school. And it's really great to see them grow. This year, we got to do something special. And we hosted all of our Newark Unified Special Olympic athletes. So any athlete that participated started the day off at Lincoln. We came together. We celebrated them. We hyped them up. We got them on a bus through their cheering lines. And they went out as a united front to go face their competitors. So that was really fun to be part of. This year, we also did our first Ruby Bridges Walk to School Day. We spent two weeks learning about Ruby Bridges and her courage and all the work she did to make our schools what they are today, but also how we can continue that work so that Lincoln and NUSD is a community that welcomes everyone. Coming up, you are all invited to be part of our community. So please join us for Winter Wonderland. That's on Saturday. On the 11th, it's our 29th annual Young Authors Program kickoff with an author's visit. So you can come and be part of that. And that evening, our students are going to be presenting their Lion King production. So that is all kinds of fun and definitely cute, because they're great up there. Last but not least, the day before winter break, we are going to have our Amazon Attendance Challenge. And we are going to compete to earn some gift cards. So it's going to be great. And that was a lot, but thank you so much, and have a good evening. Don't forget, everybody roar.

 [**Nancy Thomas**] Thank you. Thank you, Ms. Gullihier.

 [**Phuong Nguyen**] Ms. Nguyen. Thank you, President Thomas. Hi, Ms. Gullihier. Hi. Thank you so much for the wonderful presentation. I love your Lincoln community, your are your leopards, Lincoln leopards. I just want to say thank you for the great presentation. And also, I love that you're adding so many additional enrichment programs to Lincoln. I think that's really important. I know with lack of funding and stuff like that, we aren't able to have a proper music program in the district and incorporating the taiko drumming with the students. That's

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amazing. And all the additional other enrichment programs that you provide to the students there. So thank you. And I always love coming to all of your events there. The Spooktacular was amazing this year. And it was especially wonderful because it was, like you said, student-led. And that was your student council. Our student leadership, yeah. Your student leadership, yes. And so they did a wonderful job. And I hope that they did raise quite a bit of money. So thank you for everything that you do over there. And I know that your leadership means a lot to all of the teachers over there. So thank you. Thank you.

▶ [**Carina Plancarte**] I'd just like to echo that member Nguyen's comments. And then also kudos on really integrating the STEAM into everyday, year-long activities. I think that's wonderful.

▶ [**Kat Jones**] I just wanted to say it is really great to hear all that you're doing, and I'm so glad you're back this year.

▶ [**Amanda Gollhofer**] Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Kallaher, for the great presentation. Just a quick question regarding I-Ready. So number one, congratulations on the improvements. But can you, and maybe you said at the beginning of the presentation, can you remind me of the dates of the before and the after?

▶ [**Amanda Gollhofer**] Sure. We tested second grade through fifth grade the first week of school, the first two weeks of school. Some of us were a little behind. Some of our first graders did it, but not all of them, because they weren't ready yet. They were still learning classroom procedures and skills.

▶ [**Aiden Hill**] But yeah. So the latest ones are from the first week of school, and when were the prior ones? Oh, no.

▶ [**Amanda Gollhofer**] So the very first, we did it the first couple of weeks, and then our fall benchmarks.

▶ [**Aiden Hill**] OK. OK, which you take when?

▶ [**Amanda Gollhofer**] We take it the mid-October.

▶ [**Aiden Hill**] Say it again?

▶ [**Amanda Gollhofer**] Mid-October.

▶ [**Aiden Hill**] OK, great. OK, thank you.

▶ [**Nancy Thomas**] Thank you. I'd like to say I'm particularly impressed with your use of the AmeriCorps CIWA volunteers and all of the work that you're doing to incorporate them and your other staff into enrichment and in helping students catch up. So that seems very promising.

▶ [**Amanda Gollhofer**] Yeah, it's great. And I have to admit, like, It is the people behind me. It is my teaching team that make that happen. I can provide the volunteers. But they're leading the volunteers in what to do and how to instruct and things like that. So they've taken on a lot of work. They're fabulous.

▶ [**Nancy Thomas**] Great. Can you point out the back of the room, the bulletin board?

▶ [**Amanda Gollhofer**] Oh, the bulletin board. Well, in front of the bulletin board is my fabulous staff and our families. But on the right, we have some of the work that we did surrounding our Ruby Bridges Walk to School Day. So that's everything kind of in purple. And that's from our first grade and our library. We incorporated some activities during library. Next to that, in the green, we have some writing that took place in our second grade

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classrooms. So disguising our turkeys, being a super friend, some of the work we're doing. when it comes to building character. To the left of that are Compass Roses. That's from our SDC class and their work in social studies. Next to that we have some writing samples and work samples from our primary SDC class where they're exploring weather and climate and fun things like that. Next to that we have our third grade work in social studies. So they're looking at their maps. And then we have some fourth grade work where we're just celebrating Lincoln.

- ▶ [**Nancy Thomas**] Thanks. And finally, can we ask your staff and parents to stand so we can give them a big round of applause? Absolutely. Thank you very much.
- ▶ [**Amanda Gollhofer**] And I have to thank my students, because they know how nervous I get with public speaking. So they've been giving me little pep talks all day.
- ▶ [**Penny DeLeon**] Joy.
- ▶ [**Nancy Thomas**] Next, we move on to our student board member report. And is she giving that over the? She is. She's on Zoom right now.
- ▶ [**Penny DeLeon**] OK. Yeah. So I think if we could get her up on Zoom, she'll.
- ▶ [**Joy Lee**] Hello. Can you guys hear me?
- ▶ [**Penny DeLeon**] Is she up on that TV?
- ▶ [**Steve Burrell**] Yeah, we can slightly hear her. Joy, can you start talking?
- ▶ [**Joy Lee**] Hello?
- ▶ [**Penny DeLeon**] Should I go get Paul? I can see you guys.
- ▶ [**Steve Burrell**] Hold tight. We're going to go get our tech support.
- ▶ [**Penny DeLeon**] And so he can get her. Yeah, got to get her up on that one.
- ▶ [**Nancy Thomas**] On both of them, actually.
- ▶ [**Penny DeLeon**] Yeah. I know it's not correct.
- ▶ [**Joy Lee**] Does it work now?
- ▶ [**Steve Burrell**] Joy, it's still quite light. So let's see what we can do.
- ▶ [] So Joy is on right now.
- ▶ [**Joy Lee**] What if I called one of you guys and you guys pick up one speaker?

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- ▶ [**Steve Burrell**] Joy, we're fixing it. Hold tight.

- ▶ [**Joy Lee**] Would that be louder?

- ▶ [**Steve Burrell**] Hold tight. We're fixing it. Go ahead, Joy.

- ▶ [**Joy Lee**] Hello?

- ▶ [**Steve Burrell**] Yeah, we can hear you. Go ahead.

- ▶ [**Joy Lee**] Thank you. I'll just start then. Yeah, we can hear you. Thank you. Awesome. All right. Good evening, board, executive cabinet, and community. I hope everybody enjoyed Thanksgiving. I'm so sorry that I can't be here today, as I'm at a science camp with Schilling Elementary School. What has happened at our schools is that, first of all, we had our canned food drive. At the high school, we had a competition, and one class rose above the rest. It was Mr. Oaks' third period who received a pizza party. All cans have been given to Viola of Life, and it will benefit so many, so thank you to the generosity of those who did donate cans. Newark Memorial High School's drama, Scared Silly, was a hilarious hit. Board members, I highly recommend you to come next time we have another drama. I also want to recognize member Nguyen, who I saw went, and I wanted to ask, did you enjoy it?

- ▶ [**Phuong Nguyen**] The students did amazing, Joy. Thank you.

- ▶ [**Joy Lee**] Yes, it was amazing. They did so great. Next, our high school campus recently got three bin sorting solutions, which is something that is so needed to helping the environment as food scraps and landfill often create more greenhouse gases than driving cars. The high school is hoping to begin on working on education and how to use these three bin sorting stations effectively. Next, something that I'm personally really excited for is our clubs. Our Newark Memorial High School Rocketry Club is continuing to fundraise for their trip to work with NASA and And so I wanted to bring up again, please go fund them. It's really truly a once in a lifetime experience for those participating in this program and also for our school, because we're getting to work with NASA. If you would like to meet them and honestly just go support them, they are hosting a rocket fair at the Newark Ohlone campus from on December 9th from 1 p.m. to 5 p.m. So this is for literally anyone who is interested in color fire demos, a mid-power rocket launch, and space-themed food. So it's for all ages. Come invite your friends and families. It's a free event. It's on Newark Ohlone campus on December 9th from 1 p.m. to 5 p.m. I hope everybody wrote that down. for the holidays. If you would like to donate, you can drop off any new and unwrapped toys, the main office or the activities office. The last day to donate is December 17th. So the main office or the activities office, this is for people or families who may have trouble getting toys, but still we want to celebrate the Christmas spirit. What's any better than that to be able to give? And then next Friday, the 15th, is the band and choir winter concert. The concert starts at 7 p.m. in the theater. Student tickets are \$5 and parents can go for \$10. You can purchase these tickets at GoFundMe or at the door. and then our Newark Memorial High School is currently preparing for our winter school week, partnering with the Fremont schools. We have a dress-up competition and a coin drive where all donations will not only boost our school's points to win, but will be donated to the nonprofit of each ASB classes, of each school's ASB's choice. And A couple of exciting events. Bridgepoint Winter Feast was held on November 14th at 1130 a.m. Something really amazing is that the menu was planned and prepared by our culinary arts students with support from Child Nutrition. They wanted to thank Dr. DeLeon for being there. And Bridgepoint will be holding its annual canned food drive next week. The winning class will be treated to lunch by the main office staff. So I will now be sharing a few exciting events going on at the elementary schools. So Schilling is on their science camp right now. And I know the other elementary students are going to their own science camp soon. I hope all the elementary students are looking forward to their science camps because it's such a memorable event where we are immersed in science and have a chance to grow a love for nature. And Lincoln Elementary School, if you guys heard early in the

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presentation, will be hosting their Winter Wonderland on December 9th. Please go, please support them, it'll be really fun. And Schilling will be having their presentation of the Lion King Jr. at 6.30 p.m. in their multi-purpose room. And we'll also be having their Reindeer Run, sponsored by their student council, on Friday, December 22nd at 1.15, out on the field. I will be going to the Lion King Jr. at 6.30 p.m. I hope other board members will join me also. And I think that I'm really, really actually excited about is our NUSD will be having our first Girls Who Code Showcases at Coyote Hills and BGI Elementary Schools. I've heard that for 10 weeks, students have been learning and working on coding projects in Scratch and building new friendships in the club. So a first girls who coach showcases. I'm so excited. And so thank you all for listening. Parents, community members, board, I hope to see you guys all at these events supporting our community. Thank you.

- ▶ [**Nancy Thomas**] Thank you, Joy. Thank you very much, Joy. Next, we move on to employee organizations. I see Ms. Cheri Villa from NTA is here.
- ▶ [**Cheri Villa**] Good evening, board president and superintendent, school board members, cabinet. My name is Cheri Villa. I'm president of our Newark Teachers Association. First and foremost, Ms. Vacar, on behalf of NTA, welcome to It's been a long time since the words deficit and reduction and cuts since, I mean, it's been a long time since we have not heard those words. So something that all of my NT members were looking forward, you know, not right, of course, not right away, but, you know, yeah, big things. And I do look forward to meeting with you and getting to work, I guess. Mr. Burrell, another batch of subs in the power report. It's amazing, amazing what you do. Looking forward to doing that with teachers now, or eventually. So thank you for that, appreciate it. Also, just want to bring to attention again, we do have vacancies in our district still. We have a science position in elementary. and a fifth grade position at BGI. Our SEAL TOSA, the work that we are missing for our students, especially in Title I schools, we need to get somebody in there. We need to get her back doing the work that we're planning on her to do. Thankfully, our math TOSA has been We found somebody for that position. So I know in our LCAP, it was talking about her doing work at the junior high with the sixth grade teachers. So moving in a positive direction. Other than that, I want to give a shout out to our NTA members. They're doing it every day. They come and they're our first line with these kids. And day after day, they come in the conditions that we're in still. But they're awesome. All 230, however many we have. But again, thank you. And Superintendent, thank you for the work that you're doing. Every meeting that we have, you're always educating these kids. While we might not always agree, you can definitely tell. I mean, every single time in your heart, you have the kids, the students in our district, first and foremost. And I applaud you for that. So thank you.
- ▶ [**Nancy Thomas**] Thank you, Ms. Villa. Next, we move on to public comment on non-agenda items. The first speaker, Mr. or Darnay Lang. Is that a?
- ▶ [] I'm going to pass it over, actually, to the students that are coming in.
- ▶ [**Nancy Thomas**] So this is Dana.
- ▶ [**Dana Lang**] Dana, OK. Yeah, hi, I'm speaking on behalf of the Newark Memorial Rocketry Club. Some of you may remember me from last time I came and presented with the rest of the team, as well as Joy just mentioned kind of what I wanted to talk about. So first of all, our GoFundMe is now up. So last time we came, we did not have that up, and we weren't able to receive donations from you guys. But now we have actually raised over \$7,000 in the past month, and we have our GoFundMe up. And then secondly, our outreach team has been working for the past month since late October on this major event at Ohlone College. This is the Newark campus. And in this event, it is a public launch. So we will be launching a rocket, like a mid-power rocket, up to 1,000 feet. And then we are going to be having science booths. So this is open to all ages, to elementary schoolers, middle schoolers, high schoolers, adults. Some of these science booths include like paper rockets or space slime for kids. And we also have a rail gun. We have fire tornadoes. We have some advanced stuff, and we have some stuff for younger kids. But this is open to everyone, and we're really trying to get as much reach as we can, because it is a free event. And we're doing it for our community, and we're doing it so we can also get some coverage. Yeah, this is the main event I wanted to talk about. This will be at Ohlone College. This is the one

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right next to the high school. It's going to be this Saturday, December 9, from 1 to 5 PM. And we have different events spread out throughout the whole event. Throughout the entire science fair, we have a launch at 3 PM or 4 PM. We have a launch at 4 PM. And then we have fire tornadoes at 5. And we have safety demos at 3 and earlier than that. So this is a major event. Again, we've been working on it for the past month and a half, and we'd really love if everyone here could come.

- ▶ [**Nancy Thomas**] Thank you. Thank you. Thank you very much. I guess we're going to be getting that news out through Parent Square, so hopefully our school community will come out in force. and on our website. Next, Elisa Martinez.
- ▶ [**Elisa Martinez**] Thank you. Good evening, board. My name is Elisa Martinez, and I am a parent of two Newark Memorial students. Over the years, they both have benefited from many teachers and staff that, day to day, not only teach them, but care for them. And for that, I am grateful and proud of our schools. It has been a while since I came to a meeting because, frankly, I consider it a waste of my time. As you, members Nancy Thomas, Aiden Hill, and Kat Jones came in with a focus on dismantling all the hard work of proceeding boards and administration. But I also firmly believe that we lose the right to complain if we don't have the courage to step forward and hold those in elected positions to account. Item number one, when you decided to buy out our previous superintendent out of his contract because you had no valid reason to let him go, I asked you to publish the total cost of your questionable decision. You have not done that. So how much at NUSD funds of the funds did you spend of one year of salary, the search firm, legal fees, So I'm thinking at least \$300,000, \$350,000. Not sure what the number is, but you haven't reported that. Item number two. And speaking of legal fees, months ago, I also asked for the report that NUSD board commissioned to investigate board member Aiden Hill's potential violation of closed session disclosures, which, by the way, is illegal. Where is that report? It was prepared by a previous law firm, and then you brought member Nancy Thomas' favorite law firm back. Then suddenly, nothing happened. How much did that cost NUSD? This is the same law firm that, by the way, many years ago made a mistake that cost the district over \$500,000. Item number three. So now we come to your hiring of Pene DeLeon. Are you aware that she has single-handedly alienated most of her entire team? They've now left. You know that. And sometimes we say, good riddance, right? But are you also aware that all of these individuals are now in highly coveted positions? So who really made out better? They did, or did NUSD? Finally, if you're keeping track of the money, I wonder how you ended up now in a structural deficit again. We are from a 20% reserves back to a minimum of 3%. Where are the usual negative Nancys out in the crowd complaining that you irresponsibly hire? How is Aiden Hill and Nancy Thomas, who claim to be fiscal hawks, hire a superintendent and CBO, this last one under questionable practices, and agree to pay them what districts two to three times as large or larger than us are paying their folks with very large budgets? What are you thinking? And frankly, what are these so-called seasoned professionals demanding such high salaries for in a district that they know cannot afford it? Frankly, you all should be ashamed of yourselves. And please stop throwing our money away. Given that we don't have translation services, I'd like to translate this into Spanish. I will try to give an abridged version. If you have any inconveniences, please ask me to stop.
- ▶ [**Nancy Thomas**] OK? I'm not sure that we offer that option to other speakers. And I'm not sure that.
- ▶ [**Elisa Martinez**] Actually, the law does allow for a translation. And in fact, you are in violation of the law. So I normally, in the past, have translated my own speeches.
- ▶ [**Nancy Thomas**] Well, we don't translate.
- ▶ [**Elisa Martinez**] Six minutes. You allow the double time. You allow six minutes.
- ▶ [**Nancy Thomas**] We don't translate.

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- ▶ [**Lucia Gutierrez**] Discrimination against Elisa because she's loud.

- ▶ [**Nancy Thomas**] I think it's very important to treat all of our public speakers equally. Our attorney is here in the audience. Mr. Lozano, would you be willing to speak to whether we are being fair in having every member be allowed to have six minutes to speak?

- ▶ [**Louis Lozano**] Public is not allowed to translate their own speech. If you allowed translation, you would have a translator here. If you're not required to do that, you don't do it.

- ▶ [**Lucia Gutierrez**] But here's the other thing. They are required because it's over 50% of the Spanish speakers.

- ▶ [**Lucia Gutierrez**] As a past practice, we have many different translations. But it shouldn't be raised.

- ▶ [**Louis Lozano**] We're not required to have a translator. Be the district that would define the translation, not the speaker.

- ▶ [**Nancy Thomas**] OK, thank you. Point of order. You're dismissed. Thank you. Next, Liz. Thank you.

- ▶ [**Lucia Gutierrez**] Lucia Gutierrez. That's more waste of money. Your attorney is right there. OK. Why is my clock starting?

- ▶ [**Kat Jones**] Thank you. I'm ready.

- ▶ [**Lucia Gutierrez**] Board members. As individuals selected by the community to represent them, your constituents rely on you to represent them and to look out for the well-being of their children and the district's financial health. However, something has gone wrong here. Instead, the community has to work hard and over time to hold their representatives accountable for your guys' actions. At one point, this community relied on your sixth board member to be the district's watchdog and holding the administration accountable for their actions. However, with this new leadership, all of a sudden that vigilance is gone. And when vigilance and accountability is needed most. Our district went from a projected \$4 million deficit to a \$14 million deficit in one year. Within that year, we had a change of board and a new superintendent. Since this board forced this previous superintendent to leave because they did not want to work with him. Now, we recently learned that the superintendent has been accused of property theft, identity theft, and harboring stolen property. And thanks to some diligent community member, we also now know about the corrupt hiring of the CBO or slash her friend. Yet this board along with the six board member are defending these new leaders. I hope this board is ready to be held accountable for their actions. Aiden Hill wanted an individual to take us to the Super Bowl. Just by looking at the error filled agenda and her lack of knowledge of Alameda County and Newark policy, it is enough to know that Newark will not be at the Super Bowl this year. For the sake of transparency, Nancy asked me if I would be willing to train the new executive assistant. And I recently found out that the previous assistant was actually prohibited from talking to me. I told Nancy that I was concerned about the frivolous spending from the superintendent, and she claimed that I will not be satisfied with anything that Penny does. And that is not the case. There is no way that I will be OK with \$10,000 office remodel. I will not be OK with the superintendent getting her own credit card, which has never been done in Newark. And it's not a recommended practice in any school district. I will not be OK with the fact that she maxed out the credit card in the first month. I will not be OK with the excessive lunch purchases and lunch reimbursements while the students are being deprived of valuable resources. I will not be OK with paying \$250,000 to a CBO who only has two years experience under her belt and will not be providing any checks and balances to her friends spending. With regards to the superintendent spending habits, Nancy claimed that she was approving all of the expenses to which I say thank you Nancy for letting me know because I will be holding you accountable for this deficit. To the board, please know that the community is watching and they will not be happy when you close schools and cut programs all because you did

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not limit the superintendent's frivolous spending. Please know that the community will consider a recall as they have done so already. I ran out of time.

▶ [**Nancy Thomas**] Branch Brewster.

▶ [**Branch Brewster**] Good evening, Superintendent and Executive Board. That's going to be quite difficult to follow, but I came up here as a staff member at Lincoln Elementary to continue spreading the love of our Lincoln community. I've been incredibly, incredibly happy with Mrs. Gallaher's leadership. I've seen incredible things happening at Lincoln, and it seems like every time we have a meeting, Ms. Gallaher has wrangled up some new resource that we can use or some new program that we can implement. I'm not sure how she does it, but it's incredibly impressive. And she's been incredibly supportive of the entire staff. This is my fifth year at Lincoln and our community seems stronger than I've ever seen it. So I'm really grateful for her leadership. And I'd also like to thank member Nguyen, President Thomas and Superintendent DeLeon for attending the Spooktacular. My partner, Mrs. Angelo and I, we run the student leadership program at Lincoln. And when the students found out that the superintendent and the board president and board members were coming, they were incredibly excited. It inspired them to work even harder. And when you were there, you supported our program, you supported the events, spoke with the community, passed out tickets to students, participated in the events. And it was also incredible to see Superintendent DeLeon at the turkey trot supporting our students in a turkey suit, being there to encourage our students and make it an incredible event. All this high-level money stuff that's above my pay grade, but as a staff member at Lincoln and at Newark Unified, I've had nothing but positive interactions with you, Superintendent DeLeon, and I'm grateful for that aspect of what you're doing, and things seem as far as Lincoln Elementary things seem to be going pretty well right now. So thank you.

▶ [**Nancy Thomas**] Thank you. Angela Silvera.

▶ [**Angela Silvera**] Hello, I'm Angela Silvera. And this is Adeline Silvera, my fourth grade Lincoln student. I am the eighth year president of the PALS group, which is the Parents and Lincoln Staff. And I wanted to tell you that I also think Lincoln is an amazing school. All of my kids feel like Lincoln is their home. Even my high schooler, when I talk about Lincoln, he's like, oh, that's my school. He feels that much connection even though he's in ninth grade now. But I wanted to come up here to invite you, and I know they've already said it, but to invite you to Winter Wonderland since it's PALS event. We have a raffle. There's going to be donuts and conchas and croissants and coffee and craft for kids. You can get pictures with Santa, if you'd like. And we're doing a photo booth this year, which will be fun. So I'd like to invite you. It's \$5 a person, just so that you know, or \$7 at the door. And all the proceeds help fund all of the things that we do at Lincoln. We also, do you want to say it?

▶ [**Joy Lee**] Go ahead. We also want to invite you to the to the play Lion King that is going on at Lincoln.

▶ [**Angela Silvera**] You're in it, huh? Yeah. And that's on December 11th at 630. I'm also excited because Lincoln, I believe it was mentioned, but we're also that same day are having an author come and visit. Mrs. Borrego every year tries to get an author to come inspire the kids so that they can write young author books. And I believe Adeline might do one again this year, which will be great. But I just wanted to come up here as a positive, to echo a branch that Mr. Brewster said, that we love our Lincoln community. And thank you for supporting us. And we hope to see a lot of you there. And then afterwards, you can go to the rocket event.

▶ [**Carina Plancarte**] Thank you. Thank you. Thank you.

▶ [**Nancy Thomas**] So thank you very much. Next, we move on to the superintendent's report.

▶ [**Jacqueline Carrillo**] Good evening, board members. On behalf of the Schilling community, we are very disappointed that the board president nomination and voting has been removed from today's agenda and moved to Thursday, 12-14. Coincidentally, This was done once the district office received word from that Schilling

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parents were going to be present and voicing their vote for board member Nguyen. Schilling students are performing the Lion King on 12-14 at the same time as the meeting, but you already knew this since all district events are posted on the NUSD website. Moving the date without much notice and no justification seemingly to undermine us is malicious. Going forward, we are requesting notice of any future board meeting date changes via Parent Square. Board members, let us remind you that you have been elected by us to serve the Newark community as a whole with the intent to do what is best for our students. It is your responsibility to hold the district accountable, especially the superintendent, to ensure there is transparency, equal opportunity, and appropriate services to all Newark unified students. We need to create a better school district given its poor financial situation, lack of knowledgeable staff, and sound policies. Superintendent DeLeon, even though you're relatively new to the district, please be advised we want to work together to address our failing system. Taking away opportunities for us to speak up and be heard is not acceptable. Please do better. According to the October warrant report, you spent \$9,873.12 on office furniture despite having access to a warehouse full of free furniture available to district employees. Just to remind you, we're \$14 million in deficit, and this frivolous spending is irresponsible. Another concern is the abuse of district-issued credit cards. This is not only concerning, but has detrimental implications that are impacting our entire district. These are critical funds that can support our teachers and students with resources to improving our decreasing I-Ready assessment scores, along with an abundance of other shortcomings. Board members, we respectfully ask that you choose to not accept and tolerate the lack of transparency, which is blatant. NUSD parents are paying attention, and we will not be intimidated or silenced. Thank you.

▶ [**Nancy Thomas**] Next, we have an online speaker.

▶ [**Jeff Anderson**] Can you hear me?

▶ [**Nancy Thomas**] Yes, we can hear you.

▶ [**Jeff Anderson**] OK, I'll get started. Good evening. Tonight, I will speak about two issues. First, prior to tonight's meeting, Chilling Parents became aware that the NUSD board had planned to put a vote on the agenda for tonight for the new board president. In response to this plan, our community worked hard to be able to attend tonight's meeting and speak about this agenda item. However, I was quite surprised on Friday, December 1 to see the specific item was pushed off to a new, previously unscheduled meeting on Thursday, 12-14-2023. We had many parents change their schedules and coordinate babysitters to be able to attend tonight's meeting. Moreover, the new date you chose intersects with the previously scheduled event at Schilling. This is unacceptable. In this moment, you've used your power to set the agenda in an attempt to silence our voice and make it harder for our community to engage in this process. Those actions communicate a lack of respect for our parents and other parents in this district. Moreover, makes it harder for us to engage in the process of community engagement. We are here to support the work of our schools and become a part of a larger community of parents that works together to strengthen NUSD in these difficult times. Your decision tonight has made it more difficult for our community to share our voice. The second thing I'm going to share, I'm going to share in Spanish. And I want you to imagine that you actually wanted to understand what I say, because this is what it's like for our Spanish-speaking parents

▶ [**Jeff Anderson**] En segundo lugar, quiero pedirles que proporcionen traductores en español en estas reuniones. En los próximos meses, años y décadas, trabajaremos para ayudar a algunas familias de nuestra comunidad a usar su voz en este espacio. Tenemos muchos padres en este distrito que se sienten más cómodos hablando en español. Me gustaría ver un esfuerzo deliberado y sostenido para dar la bienvenida a estas personas y felicitarlos a participar aquí. Eso comienza con proporcionar traductores en cada junto de este grupo. Mientras tanto, nuestra comunidad estará pensando en cómo llenar el vacío de ustedes para que podamos apoyar las voces de todas, todas, todas, todas nuestras familias. Este es uno de los aspectos más bonitos de la vida en Schilling. Los niños y las familias aprendemos en dos idiomas y crecemos juntos. Unidos somos fuertes. Thank you.

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Second, I want to ask you to provide Spanish translators at these meetings. In the coming months, years and decades, we will work to help some families in our community use their voice in this space. We have many parents in this district who are more comfortable speaking in Spanish. I would like to see a deliberate and sustained effort to welcome these people and encourage them to participate here. That starts with providing translators in every part of this group. In the meantime, our community will be thinking about how to fill the gap for you so that we can support the voices of all, all, all, all, all of our families. This is one of the most beautiful aspects of life at Schilling. Children and families learn in two languages and grow together. Together we are strong. Thank you.

- ▶ [**Nancy Thomas**] Next we move on to the superintendent report.
- ▶ [**Nancy Thomas**] I'm sorry. We have public comment on agenda items. The following individuals are free to make their public comment now or they can make them when the item is called later. So for I'll try to get them in order. I believe 12.3 and 12.4 have been requested by Ms. Gutierrez. Do you wish to speak to it now or later? Yes. OK, please. It's actually more than that.
- ▶ [**Lucia Gutierrez**] They're all lined up, all the numbers.
- ▶ [**Nancy Thomas**] It's 12.13. 12 point. I have them all. I thought I would. call them in order, but that's fine. You can handle all of them. No problem.
- ▶ [**Lucia Gutierrez**] Thank you very much. OK. I will start. I will start with number 12.13, organization meeting. So this one is simple. I thought about explaining a little bit more about this one, but I think it's important that you guys also do your homework. So please look up Assembly Bill 2449. and hopefully that'll be to give you guys direction as to when you should actually be um agendized agendizing this that that section.
- ▶ [**Lucia Gutierrez**] Para los papás que están en casa y no pueden y no pueden venir y de hecho tienen ganas de venir y no vienen porque no tienen traductores. Les quiero informar que en este distrito porque tenemos más del 15% de los familiares que hablan español se requiere traducción en todos los documentos que provee en el distrito Thank you very much. 12.4. Correct. So this is regarding

For the parents who are at home and can't come and can't come and in fact they want to come and they don't come because they don't have translators. I want to inform you that in this district because we have more than 15% of the family members who speak Spanish we require translation in all the documents that you provide in the district Thank you very much. 12.4. Correct. So this is regarding
- ▶ [**Lucia Gutierrez**] the Brown Act violation. So once more, I address the mistakes of the president. Nancy, you reached out asking for clarity on the violation, yet it seems that your 17 years of experience were not sufficient to help you see your mistakes. The Brown Act requires prior to any action on the salaries, salary schedules, compensation or compensation paid in the form of fringe benefits or of an agency executive, a board must Orally report the summary of a recommendation for the final action during the open session in which this action is taken. I will repeat, during the open session. At the November 7th board meeting, you reported out on closed session and provided the summary right after. You then proceeded to ask for a motion to approve the agenda. If you claim no Brown Act violation was made, then you claim that the summary was done during open session. However, when did open session begin? Is it with the approval of the agenda? Is it with the tapping of a gavel? Wait, that didn't happen. We don't know what time the meeting began because, well, you never officially opened it. On top of that, there was no time that was dated or recorded. Maybe we should refer to the minutes. Wait, we can't do that either. As for your response, you needed to respond to me and the other individuals directly. The law does not say that you should post it on the agenda and that it's all taken care of. So again, you have failed in responding properly. All the community asks is for transparency and for the laws to be followed. At one point, Aiden insisted that the Roberts rules of procedure be adopted. Sounds like a good idea right about now. It would definitely keep everybody accountable and force you guys to run an organized agenda. You continue to make Brown Act violations and nothing will happen to you. But you know that the community is watching, and a recall is not too far away. Kat and Karina, I hope you begin to dissociate yourself with these inappropriate actions. And I urge you to attend board trainings so you can be informed as to how to avoid these violations. As for the

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attachments on this agenda item, please know that you have violated three citizens' right to privacy by not redacting their personal emails. Please do the right thing, remove the attachment right now and redact their emails ASAP to avoid any harassment as a result of your mistake. Your carelessness is opening the district and each one of you to the litigation and I do hope you know that. Additional mistakes on the agenda. You have provided anticipated litigation, yet you did not write any number of cases that were going to be discussed. You have existing litigation, but you did not put a name or a number of the case, even though it's highlighted on the template, making it easy for you to know. For roll call, you don't even have the new student board member's name on there, and that's been an error all year. It also looks like you've disregarded any announcements from middle school and Bridgepoint student representatives. There are free Brown Act trainings available to the board, so I do hope you

- ▶ [**Nancy Thomas**] Take advantage of those. OK, thank you. I believe you have three minutes for each item. Next item is 14.7? Correct. OK, 14.7.

- ▶ [**Lucia Gutierrez**] This is regarding the adopt, the resolution to adopt a conflict of interest code. On this item, again, we are looking at accuracy. This item is scheduled under 14.7 and you want to adopt a resolution based on a policy that does not come up until 14.33. This, in this situation, it sounds like what comes first, the chicken or the egg kind of problem. You think you would approve the policy first before then moving forward to adopting the resolution. But it seems like Nancy and Penny do whatever they want anyway. I do recall during the last study session that Aiden wanted all possible conflict of interest disclosures from various staff members, including the superintendent. So when will the policy be adopted to require the superintendent to disclose her conflict of interest so that she can disclose that she hired her daughter to work as a teacher at NUSD? The community will be waiting for that soon. Thank you. 14.13. This is regarding the independent contract. So this item was very interesting. I do recall an independent contractor agreement needed to be on the board prior. The actual agreement needed to be approved by the board prior to commencing work. Yet here we have a contractor who finished the work and the superintendent is barely now bringing it for board ratification. I do question whether the contract would have even gone on the agenda if I didn't directly ask Nancy why this contract never got ratified. So now the first contract is for \$46,000 and it's exhausted and the superintendent is coming to ask for more money for an individual who will be supporting with fiscal and organizational structure. But I thought that that's why you hired the deputy CBO and in such a rush. So could she be managing all information regarding fiscal services right now? Why do you still need to increase and supplement this other independent contractor? We have a \$14 million structural deficit and apparently also have enough money to pay a \$250,000, over \$250,000 CBO and another \$60,000 for a second CBO to help the super qualified CBO. I hope school closures don't come next. Additionally, the second agreement says that it supersedes the first. However, the description says more time is needed to complete the work of the first agreement. Sounds like a supplement is needed here, not a superseding a contract. So let's paint the picture. The superintendent has an approval limit of \$48,000 roughly. Both of these contracts would be \$60,000. So if she splits the agreement and made them independent, then she would not have to bring it to the board for approval. Sounds like somebody might be trying to be sneaky. Something else I found interesting about these contracts is that the use of the standard contract when you first hire an independent contractor was replaced with a more simple contract in the second agreement. And in the second agreement, you are removing all safeguards for the district. No insurance requirement, no information on equipment and materials requirement, no fingerprinting, no assignment, no Don discrimination, no indemnification, no copyright, no waiver, no litigation or licenses requirement. All protections to the district have been removed. So that actually seems a little bit fishy. And then, hey, Aiden, Do you know if this new contractor has a license with the city of Newark? Because I know that's something that you insisted on all prior contractors, right? Exactly. So interesting how practices have changed. Nancy, you told me that you were personally approving all the superintendent's expenses. I told you on the phone that, and I will say it again here, in that case, I will be personally holding you liable for the deficit and the misuse of funds from the superintendent. Additionally, please know that spending from the budget needs to be approved by the board, not one single board member. Thank you.

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- ▶ [**Nancy Thomas**] Thank you. 14.29.

- ▶ [**Lucia Gutierrez**] This is regarding the policies. Finally, we come to the policies. I would like to make you aware of a few careless mistakes. First, the language in the blue boxes are notes made by CSBA to explain the changes that they are making from the previous policy. They are not part of the policy. However, your current policy show red line marks and added language inside those blue boxes so as to infer that the notes are being adopted. Mistake number one. Specifically related to exhibit 61.1, there is a lot of information that is missing, like the year, the name of the district that needs to be inserted, and specifically, it asks that you name all materials per subject. It would be careless to adopt this policy with so much missing information. This is probably why CSBA recommends that staff update these policies and that they never recommend that a community member not employed by the district edit these policies as it is happening now. Staff is knowledgeable of the district's day-to-day actions and they have the knowledge to adequately edit these policies. Some policies ask you to choose between two CSBA approved languages. So who's making that decision? Our community editor? The current district admins spent many hours going through training provided by CSBA to learn how to properly update these policies. And all that is now being undermined when Nancy created the subcommittee. Yet, you guys haven't had any training. What a bigger disregard for staff when you ask a community to edit these, and he has definitely not had that training. Please review your current practices and review all the policies currently on the agenda because there are many policies with additional mistakes that I did not mention here. Thank you.

- ▶ [**Nancy Thomas**] Thank you. Mr. Lozano, could you come forward for a moment? I would appreciate it if you could describe why we have to have the organizational meeting on the 14th and not on the 5th.

- ▶ [**Louis Lozano**] Yeah, there is a requirement in the law that you have it within 15 days after the election date. So it's a limitation on the frame. The framework is within that 15 day after the election date. Well, there's no election this year. Or the first Friday in December.

- ▶ [**Nancy Thomas**] Thank you. Is there any other comment you can make regarding these items that have been spoken to?

- ▶ [**Louis Lozano**] Yeah. As far as a Brown Act violation, I've looked at the YouTube recording of the board meeting in question. And I looked at the agenda. There is no violation of the Brown Act by this board. The requirement is that there is a verbal or oral summary of the financial terms of employment agreements with the executives. You provided that. Obviously it was an open session because I saw it on YouTube as would anybody who was actually in attendance at the meeting. So the verbal summary was in fact given. It does not state where in the agenda it has to be done other than the fact that it has to be done before the contract is voted on, which is in fact what was done at that board meeting.

- ▶ [**Nancy Thomas**] Thank you. Any other comments on any issues that you can remember or think about?

- ▶ [**Louis Lozano**] No. It's unfortunate. If people were trying to find things wrong, you could nitpick just about anything. I think what's important is for the community to come together for the benefit of the students and work together as a unit rather than being on the attack. But that's a personal opinion. Thank you.

- ▶ [**Nancy Thomas**] Next up, Ms. Martinez wanted to talk about 14.4 and 14.18.

- ▶ [**Elisa Martinez**] If the board would permit me, I'm feeling a little bit discriminated against. I wanted to say things in Spanish and other couple of individuals weren't stopped. And then it was my turn to speak in public comment. And then the lawyer stepped in. So what's going on? Just wanted to pose that question.

- ▶ [**Nancy Thomas**] But Mr. Lozano, did you want to say something to that?

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- ▶ [**Louis Lozano**] I would say before that all speakers have three minutes to speak. If they want to speak in Spanish, that's perfectly fine. But nobody has more than three minutes to speak.
- ▶ [**Lucia Gutierrez**] Thank you. And it's in your guys' own policy.
- ▶ [**Elisa Martinez**] So for those of us who've been following board meetings or have been on the board, we know that a speaker has six minutes if they choose to translate. But then again, you already know that. And you should look at Ed Code that describes when translation services must be provided when there is 15% more of the student population that speaks that language. So, once again, you all should be ashamed of yourselves. And I'm looking right at you, Aiden and Nancy and Kat. You know that better. So, 14.14. Renewal of the contract strategic solutions, which is basically a financial advisor. So, again, the board just approved a sped up process that the superintendent took of hiring this new CBO superstar with a big price tag with a lot of experience. So why are we going to pay somebody to now go and help them? For those of you who have been on the board now more than a couple of years, Nancy, you've been on the board almost 20 years. This is not rocket science. We have a budget. We have expenses. It does not require and additional resource. I think this is, once again, frivolous spending on everybody's been talking about the number, lots and lots of millions. And I know we're talking about 15K, 20K here, but it adds up. And it's all impacting our ability to serve our students. Thank you. The next one is policy updates.
- ▶ [**Elisa Martinez**] Para esto la voy a hablar en español y no sé si la superintendente o quién le va a traducir a la mesa directiva porque no hay servicios de traducción. Pero este comentario va sobre no nada más la política 1250 sino de todas estas políticas. Estamos en una situación donde hemos perdido muchísimo del talento del equipo ejecutivo, del equipo administrativo. Y de repente, cuántas políticas vienen, como 10, 15, aníse cuántas, quién tuvo el tiempo, quién tuvo el tiempo de hacer eso. Cuando la asistente ejecutiva ya no está, que típicamente es la que le dan entrenamiento y es la que cambia los formatos y se los presenta a la mesa directiva. Otra práctica es que la mesa directiva tenga un comité que hagan las revisiones a los documentos, pero tampoco sabemos cuál es el proceso que se está llevando. Lo que se dice en Newark por la comunicación informal es que un residente de Newark, un muy amigo de Nancy Thomas, que siempre le ha ayudado en muchas cosas, pero no es parte de la mesa directiva, se dice que él es el que está proporcionando todas las revisiones a los documentos y se las está presentando a Nancy para que ella las traiga a esta mesa directiva. Yo no sé, yo no sé cuál sea la verdad, yo nada más repito lo que se está escuchando. Lo que sí me preocupa es que ahorita este equipo no tiene la capacidad de hacerlo y de repente todo esto está sucediendo. Entonces, es una pregunta que me gustaría que esta mesa directiva nos dé una respuesta para la próxima junta. Gracias.
For this I am going to speak it in Spanish and I don't know if the superintendent or who is going to translate for the board because there are no translation services. But this comment is not only about policy 1250 but about all these policies. We are in a situation where we have lost a lot of talent from the executive team, from the administrative team. And all of a sudden, how many policies are coming, like 10, 15, think how many, who had the time, who had the time to do that. When the executive assistant is gone, who is typically the one who is trained and is the one who changes the formats and presents them to the board. Another practice is for the board to have a committee that makes revisions to the documents, but we also don't know what the process is. What is being said in Newark through informal communication is that a Newark resident, a very close friend of Nancy Thomas, who has always helped her with many things, but is not on the board, is said to be the one who is providing all the revisions to the documents and is presenting them to Nancy for her to bring to this board. I do not know, I do not know what the truth is, I just repeat what is being heard. What worries me is that right now this team does not have the capacity to do it and suddenly all this is happening. So, it is a question that I would like this board to give us an answer for the next meeting. Thank you.
- ▶ [**Penny DeLeon**] Next, move on to superintendent report. So I am really excited to announce the results of our Ed Benefit Form Challenge. So we're going to move into the positives. As a district, we are doing everything we can to increase revenues. And one of the biggest ways that we do that is by ensuring that we get all of the resources that we can possibly receive as a district. So ever since we've had universal meals, parents are no longer required to submit any forms to qualify our students for meals. Because of that, it is now incredibly

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difficult to collect our Ed Benefit forms, which are the forms that qualify students for free meals. But the biggest piece about the Ed Benefit form is the Ed Benefit. What a lot of people don't know, and I think is really important for people to know, is that there are so many benefits to the district and resources we get for our students, for our students when our percentages are accurate within the district. So we had a campaign this year. And our sites all challenged each other to try to make it over 75% of collection of ed benefit forms. And if they did, they got a deluxe ball kit for their site. And then if they could get over 90%, they got two deluxe ball kits. And it was pretty spectacular. I have to tell you, the sites killed it. We had a 100% site, which was McGregor. So break it down for McGregor. We had a 98% submission by, no, almost, though. We had a few that were close, by Birch Grove Intermediate. Break it down, BGI. And then after that, we had an 87%, which I, it was like Lincoln had that, and I think Kennedy had 84. And we just had so many schools that did a great job. And if I got your number wrong, I apologize. I'm just trying to remember off the top of my head. But we had so many schools knock it out of the park. All the schools hit a way higher percentage. Now, ever since we've had universal meals, districts have been lucky to get 30% to 40% of the forms back. which means that there are a number of parents usually that maybe do qualify for resources that don't get them. So we want to get that number as high as possible. All of our sites did an amazing job. They killed it. Almost everybody hit almost 70%. The high school. The high school got over 60%. These are high school kids at a huge campus. That's amazing. Thanks to the work of our, I know our high school counselors killed it over there working on that. Our middle school got just under 70%, 69.84 or something like that. So we're just super excited. Everybody did an amazing, amazing job. And with that, we were able to reach 66.7% district wide. So we're just waiting to see whether or not we were able to be able to serve and have resources for more of our students in this district, which will help everyone in the district. So anyway, I'm excited about that. So that was a really great campaign. Oh, and I just want the sites to know that the sites that earned their kits. Jodi has ordered them, and they are on their way. And I'm starting to get a little bit soft, and I'm kind of thinking that we're going to just send kits to everybody because they really killed it. So I'm really, really happy with that. And then next, this amazing announcement is on our website, Nicole Lemus. Our wonderful assistant for people services created this and what this is is the announcement of the opening of our registration and we moved it up this year as part of our campaign to try to get our enrollment in and give more time for enrollment, get those numbers in more expeditiously. earlier, which impacts then our staffing. So we want to be able to get our staffing numbers as early as possible, et cetera. And so we moved it up. And the information is now on the website. And this was designed by Nicole Lemus. And so I just wanted to give her a shout out for that. And then lastly, I want to give a couple shout outs. Had exciting times at Lincoln at the Spooktacular and the Turkey Trot. It was the first time in my life I've ever dressed up like a turkey. And it was a lot of fun. And we got to cheer on the kids. It was a great, great day. And to see kids win actual turkeys. They give away actual turkeys. So it was really cool. And then also was really excited today to drop by Coyote Hills and go visit the Girls Who Code showcase. Absolutely amazing what they're able to do. Watched several computer games that they created with background noise, like the whole thing, the whole image in the background, the sounds, the click, actually coding how the cat chases the mouse, and how they gain points and the whole thing. It was just absolutely amazing. And I just want to thank Pauline Kim and all of the people who work really hard to help our kids code, which is part of a bigger what we're working on as part of a bigger K-12 or TK-12 pathway for computer science all the way through our schools. And so we're really excited about that work. Anyway, that is my board report for tonight. Thank you.

- ▶ [**Nancy Thomas**] OK, next we move on to item 12.1, nominee for CSBA Delegate Assembly. Oh, I'm sorry. Oh, of course, I'm sorry. I already staff report. Superintendent, do you want to introduce this?
- ▶ [**Penny DeLeon**] At this time, I call on Assistant Superintendent Nicole, Dr. Nicole Pierce-Stapes, to give us our IREDI report. Oops. Technical difficulties. Oh, I'm sorry. Clicker. Oh, sorry.
- ▶ [**Nicole Pierce-Davis**] All right, we're just jumping right into English, yeah? Do you want to go back one? That's OK. We can start there. All right, so as Ms. Gallaher, Principal Gallaher from Lincoln Elementary, discussed a little bit, we did our fall assessment for iReady. For our community members, this is an informal progress monitoring assessment tool that we use for literacy and mathematics. So this is not a summative assessment. This is not our state testing. This is a sort of progress monitoring along the way to see how our

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students are doing and to make small adjustments over the course of the year. So teachers use this assessment to think about their small group instruction, think about what students might need to be pulled for intervention, either in small groups in the back of the room or by an intervention support personnel across our district. They use it for reteaching opportunities amongst other opportunities. Just to give a little bit of information about how this iReady assessment is used because tonight what you will get is a really broad brush, an overview, but this is not the data we use to actually make change in the district. That data is more at a student level and that's what different school sites are looking at more closely. So I just want to make that clear. All right let's jump right into it. So starting with again this is our fall window. It should be noted real quickly for the board as well that there is a movement right now in NUSD and we're working with Curriculum Council on this to change our assessment windows next year. So you may see that brought to you at the end of the year. Again it's working through Curriculum Council. It's really being driven by principals and teachers, and Ed Services is supporting their feedback. They want a beginning of year assessment, and so they'd like us to kind of shift the calendar a little bit. But again, we'll bring that towards the end of the year. So sorry if I'm giving you a bit of a preview there. So this is our iReady reading. This is literacy assessment overall across the district. I want to note a couple things here. You see the large number, 4,574. That's because we open iReady to all of our students. For our older students, we use it as a reclassification assessment. And then for our younger grade levels, we use it as a progress monitoring tool. Our middle school is also piloting this. So as part of their pilot, they chose a later window. And so I might be coming back to you in January with those December results as well. So iReady, this is by domain. So as you can see here, phonological awareness is something we're doing quite well. This is something that, for instance, as we think about our ELA adoption, if we know we're doing something really well, like phonological awareness, we might want to focus on parts of the text that focus more on comprehension of literature or specifically informational text here. We also see vocabulary as another area for improvement. Whereas with phonics, phonological awareness, high frequency words, we tend to do a little bit better across the district. This is by school. And again, you're going to see students assessed on the side. Please keep in mind that we do not assess our kinder or our TK students. So those students will not be included in those numbers. Again, so you can see kindergarten, it's about 338 students that are not assessed. And then we've got for each grade level, grade 1, 2, 3, and 4, how their spans are across the district. Again, the green with the lines going through it is above grade level. Green is right at grade level. Yellow approaching grade level. And the red is two or more behind, grade levels behind. We also look at our demographic data. There's a few populations that we're looking closely at as part of our differentiated assistance work. One of that is our English language learners. We always look at demographics, specifically looking at, not when we look at our achievement data, but when we look at other data, we look at our African American students. And then we also are looking very closely at special education students this year. So this is a breakdown by Hispanic or Latino. We do block out any sort of data samples that have less than 10 or less students. So notice you might see a little block there, but then you also see it broken down by demographics for Asian, Black or African-American students, Native Hawaiian or other Pacific Islander students, two or more races, white, and that are not reported. We also have socioeconomic status. This is an area of the LCAP that we focus on, along with our foster youth and English language learners. and our English language learners. I think there was a question a few weeks ago at a prior board meeting, and Ed Services is really looking closely at our English learners this year as a real area of focus. Special education. Excuse the pauses. I feel like you guys can read the data yourself, so that's why I'm not talking through it. And then mathematics. So again, IREDI and mathematics. This is for the full district. This is by domain. By school site. by grade level, Hispanic or Latino. And again, you see the note there, students assessed. These totals include secondary students, which does not necessarily test during this period unless required for reclassification. By racial demographic. socioeconomic status, whether or not English is the primary language at home, and special education. So what do we do with that data? Again, we talk at length about all of the work that teachers are really doing in their classrooms to adjust their instruction, whether it's reteaching opportunities, mini lessons, pull-out programs. Lincoln Elementary talked about how they're using their AmeriCorps volunteers to create an entire intervention program. Ms. Gallaher is also speaking with the principals at Coyote Hills and Schilling, who also were given AmeriCorps volunteers. Again, it's going to work differently at every school, but those are the kinds of opportunities that we create when we have this kind of data. We're going to continue our focus professional development for subgroups. This was something that NTA really asked us to do, and it fits

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Ward Goal 1. This includes principal instructional leadership, specialized professional development for special education staff, SEAL at Schilling and Coyote Hills, ELD strategies woven into other elementary professional development deliveries, such as ELD strategies, math language routines, and then Kagan Cooperative Learning that's coming up in January. Just some considerations to think about as we continue to shift around our organizational structure, as I think was mentioned earlier. You'll start to see support shift across the district, and I just want to make sure that that's highlighted. We'll also continue developing our multi-tiered systems of support that address the whole child. This fits our goal area three. This includes making sure we have strong coordination of services teams across the district, utilizing internal and external partnerships, making sure kids have access to counseling, meals, mentors, technology access, et cetera, that help their learning or create barriers towards their learning. The more we can remove the barriers and create avenues and scaffolds for their success, the better we'll do. And then we also have some teacher-led intervention strategies as well. We're also still working on our ELA adoption. We have a new member of our team, Denise Coleman, who's going to support continuing the ELA adoption work, which again speaks to goal area one. I want to take this opportunity to tell the board and a little bit of the community about the January 8th. We are going to bring in Kagan, and you might ask, why are we focusing on cooperative learning? We're really trying to increase academic student-to-student talk and really increase that oral output. The board goal was around early literacy. And so we know that in early literacy, when kids are in transitional kindergarten and kindergarten, they're not reading yet. So one way that we can support with literacy is building the academic vocabulary that will then help strengthen their literacy as they develop the reading skills in kinder and first and second grade. We also know that increasing oral output supports our English language learners. It also complements some of the SEAL work that we're already doing. Cooperative learning also reduces bullying, which, again, hits a goal three. In our observation data, we noticed there's a lot of one-to-one talk. So there might be a teacher talk, and then a student talk, and then a teacher talk, and then a student talk, right, if you're asking a question. That is great instruction, and please don't stop. But what that does is it means maybe in that entire 15-minute period, maybe five students talked. And so if we develop more cooperative learning structures, students are then able to have more opportunities to create more oral output. They also have more opportunities to learn from each other. And so you go from maybe a 15-minute period where maybe 10% of your students were actively participating with their words to 100%, right? And so that's one of the reasons why we're bringing that in, and it's research-supported. We've also worked with NTA on this. We wanted to make sure that since we did cancel the earlier PD earlier to give that time back to teachers who so desperately needed it. We didn't want to create a one-day PD that felt like a one-off for people. We wanted it to have something that could carry into future sessions. And so we appreciate the partnership with NTA on making this decision. And that is it. I'm happy to answer any questions.

- ▶ [**Nancy Thomas**] Member Hill. I thought you raised your hand.
- ▶ [**Aiden Hill**] No, no, no. I just had my hand up. Oh. But I do have a question, but I defer to the other board members first.
- ▶ [] Go ahead.
- ▶ [**Aiden Hill**] So thank you, Dr. Pierce-Davis, for the presentation. Do we have a sense of how the numbers are changing from the prior year in these different categories? And obviously, there's a bunch. But just thematically or if there are any particular areas where we're seeing either increases or decreases.
- ▶ [**Nicole Pierce-Davis**] Can I get a little clarity? So do you mean increases? So one of the things that Lincoln did is they made the choice to do a beginning of year assessment. Is that kind of what you mean from beginning of year to this fall window? Or do you mean year over year?
- ▶ [**Aiden Hill**] Well, yeah. I'm looking at really from last year. Yes, so if we have a sense of okay, so here's the percentage that we're in tier 1, tier 1, tier 1, tier 2, tier 3 at the end of last year or whenever the last measurement was to... I see what you're saying.

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- ▶ [**Nicole Pierce-Davis**] Okay. So we can absolutely pull that data. What we tend to do, though, is iReady is more used as a progress monitoring, because each class is going to be slightly different each year. So I think, Member Jones, you talked about this last year when we looked at iReady data. You were talking about how you really almost have to follow a cohort. And I think I heard somewhere say, oh, man, third grade's killing it. We've noticed some cohort trends over time. So we absolutely do look at that. One of the biggest pushes I think that's coming from teachers for why would they want the beginning of year assessment is so they can do that direct comparison in fall. They want to see growth of their cohort from the beginning of the year to the fall assessment. We could pull, if you would like to see it, we could pull fall and compare fall year over year. Like what does fall look like now compared to fall last year compared to fall before? What we get more excited about seeing year over year, especially since it's a progress monitoring tool, is when we come back to you with winter data, looking at growth from this assessment to the winter. And that's where we want to really see, OK, what are the practices this year that seem to be working and moving kids faster in certain areas than others? When we start to compare year over year, all of those other variables start to come into play. So did they get a new principal that year? Did they not have a principal towards the end of the year? Did staffing change? I'm looking at Member Jones because I know she understands. So there's just a lot more variables there. But we can. And we can definitely pull that data pretty easily.
- ▶ [**Aiden Hill**] I mean, and right, the reason I'm asking is because this ties to the first board goal, right? And so we've talked about looking at ELA and math changes, right? And so I just want to understand how we can start measuring that, so.
- ▶ [**Nicole Pierce-Davis**] One of the things that we have noticed year over year is that I know that early literacy is a board goal. We tend to actually do stronger with our earlier grades with some of our iReady assessments. So it might be something that we look at a little bit more closely this year Just looking at the data to see where where are and I know you also have a goal around our subgroups making 5% more increase, right? So like what are those, you know ed services kind of has a couple subgroups that we're looking closely at in partnership with Alameda County Whether it's differentiated systems work or whether it's just we pulled up those those groups I'd be interested in doing the same with the board just to see if there's certain specific groups that we really want to target and develop some more resources towards.
- ▶ [**Aiden Hill**] Great. Thank you.
- ▶ [**Kat Jones**] Thank you. I would like to comment on looking at with you were saying curriculum committee was looking at doing a beginning of the year and then you know it's beginning of the year fall winter end of the year. that was something that we did at BGI for years. We did, I was doing a beginning of the year for years. I did that and it really did help to see and show that growth from August to, because now we start so early in August, we can actually, we could actually test in August and then again in October and you get to see that growth over those two months. And it really kind of, I believe as an educator, it allowed me to really, see what kids I needed to focus on in the fall and how critical it was to get that real early, start with them. So I'm thankful that you're looking at that. Thank you for your report. It was really great.
- ▶ [**Phuong Nguyen**] Thank you. Sorry. Sorry, Member Jones. I hope you're OK. Thank you, President Thomas. I did reach out to staff in regards to a question regarding the IREDI assessment. And when I was looking through the assessment, I realized that between sites, there was a huge discrepancy. And I feel that it does not reflect the accurate assessment data overall. Based on the data provided, these were the percentages of students that were assessed at Schilling, 39%, BGI, 81%, BGP, 59%, Coyote Hills, 58%, Crossroads, 20%, Kennedy, 73%, and Lincoln, 75. And I asked staff, is it possible in the future to have all sites assessed at at least like an 80% or higher threshold for better data representation? And I think that really can help us with more of honing in on the groups of students that are going to be able to need help and intervention. And I really appreciate the response that I got back from Dr. Pierce-Davis and thank you for the additional information that you provided and that you are already in the process of doing that and I really thank you for that and then that maybe we will be able to get there for the winter assessment and then the additional information that you

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provided us through the breakdown by teachers and by in the folder structure that you had by school. So thank you so much.

- ▶ [**Nicole Pierce-Davis**] And if you don't mind, I just want to speak a little bit to the percentages. I do think those percentages included kindergarten. So those will be included in winter. So those percentages should be higher. Thank you for noticing that. We do. We did pull it by teachers. Every principal has their record. Out of it, we did notice that some of the students that were not assessed were SDC classrooms. They make those decisions as well. There is one particular site that we're going to provide a little bit more support to as a result of sort of our analysis of who participated and who didn't. But overall, the participation was a lot better. I know we also had that concern at the end of last year. So I appreciate the transparency and bringing that forward as well.
- ▶ [**Nancy Thomas**] Thank you. I really appreciate your presentation. And I agree with Member Fong and in the fact that we want to get as much participation as we can and make this a requirement among for our teachers. So thank you.
- ▶ [**Carina Plancarte**] I have a question and it's really more surrounding you know the support that our teachers are receiving. So I'm assuming that obviously these students have been identified the ones who are underperforming. And do we have the right strategies already in place to offer those supports to our teachers? And given, you know, that we've got staff shortages, we've not been able to fill positions, but are we supporting them as best as we can so that they are able to provide intervention services to our students?
- ▶ [**Nicole Pierce-Davis**] For lack of better words, that is a big question. And I have a big answer for you, but we would have to extend this meeting For me to go into details about that what I can say is The short version is that do we have the right? I don't know Are we working our butts off to try to provide that intervention as much as possible and maybe that wasn't the appropriate term. I'm sorry Absolutely, right? With the personnel that we have as well, right? And so what does that look like? Some of that is going to have to transition. So I know we talked about this last year. Would we love to have intervention teachers at every school? Absolutely. We're still staffing our regular scheduled classrooms, right? And again, I'm not saying that as an excuse. I'm just saying we now have to work now to create what does it mean to differentiate within the classroom? What does it mean to pull ELD? What does it mean to maybe start training and partnering classified staff with teachers to provide that pullout support? There's a lot of things that we can do, but we have to start thinking differently about what that looks like. And that's the short version. I could talk to you for hours about this.
- ▶ [**Nancy Thomas**] Thank you.
- ▶ [**Penny DeLeon**] Well, I was just going to say that I think that this warrants a report about what our intervention services are and plan going forward, just a separate staff report, like how how do we do it? How do we do it absent teachers and not having enough classroom teachers and enough supports? And what do we do going forward to ensure that students who are identified as being below grade level do receive the support, that they absolutely receive the support they need, and that teachers receive support being able to work with those students. And so I asked Dr. Pierce-Davis earlier today if in the future we could just have a report basically on what do we do for multi-tiered systems of support academically in our district.
- ▶ [**Nancy Thomas**] Thank you. OK, now we can move on. Sorry I messed up on that. staff report. We move on to new business 12.1 2024 nominee for CSBA Delegate Assembly and I'm humbly asking my fellow board members to to nominate me for the Delegate Assembly and yes.
- ▶ [**Aiden Hill**] I move to nominate Nancy Thomas for the CSBA Delegate Assembly.
- ▶ [**Kat Jones**] I will second that.

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- ▶ [**Nancy Thomas**] Any comments? Please vote.

- ▶ [**Kadie Eugster**] Unanimous.

- ▶ [**Nancy Thomas**] Thank you. That was a unanimous vote.

- ▶ [**Aiden Hill**] Have you done this before?

- ▶ [**Nancy Thomas**] Yes, I've been on the Delegate Assembly for approximately 10 to 12 years. So since I've come back on the board, I really would like to represent our district and represent our needs to the broader CSBA community. So thank you. Next is the Board meeting schedule changed. Superintendent, do you want to speak to this? OK.

- ▶ [**Penny DeLeon**] Well, let me go ahead and open the item here so that I can have this. So a couple of things. we need to be able to set the meeting date for our organizational meeting within 15 days of the actual organizational meeting. So that was one piece and then was one of the main reasons for wanting to reschedule this meeting and then also needing extra time because of the transition in CBO and Director of Fiscal Services to be able to try to complete the first interim report and so we wanted to move it as close to the deadline as possible to give us as many days as possible.

- ▶ [**Nancy Thomas**] Thank you. So with that can we get an approval for the board meeting change? That our December 19th board meeting will be rescheduled to December 14th, and it will be a regular meeting with 72 hours advance notice.

- ▶ [**Kat Jones**] I will make a motion to approve that. Can I make a comment also? Sure. My understanding also was that the organizational meeting must be stated the prior meeting so that there's that window of understanding. And that the reason the date got moved up is because of the interim report and trying to make sure that all that worked. But that the main reason, I mean, one of the main reasons was because it needed to be announced and we did not announce it in November.

- ▶ [**Nancy Thomas**] Is that correct? That's correct. We could not have our organizational meeting on the 5th because of the requirements.

- ▶ [**Kat Jones**] OK. Then I make a motion to accept the date.

- ▶ [**Nancy Thomas**] I'll second. Please vote.

- ▶ [**Kadie Eugster**] Unanimous.

- ▶ [**Nancy Thomas**] Five ayes. Thank you. Next. I spent a lot of time looking at the Ed Code around the organizational meeting, and that is why the meeting is set for December 14th. And also, Member Jones mentioned the requirement that we set that date at the meeting immediately preceding the organizational meeting. And in fact, that we have our clerk, which would be Member Hill, notify all members of that date of that annual meeting within 15 days or after this, after we do set the date. So, I assume that everyone is fine with setting the date to the December 14th meeting. May I have a motion?

- ▶ [**Carina Plancarte**] I'll make a motion to approve.

- ▶ [**Kat Jones**] I'll second.

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- ▶ [**Nancy Thomas**] Okay, please vote. Unanimous vote, thank you board. Next we move on to 12.4 response to Brown Act complaints. This item pertains to four allegations that this board violated the Brown Act in the approval of the employment agreement for the deputy superintendent of business services. We have conferred with our legal counsel and do not believe there has been any violation of the Brown Act. However, out of an abundance of caution, I am asking the board to approve and authorize a letter to be sent to the four complainants regarding their allegations. And that letter is attached to the agenda. I believe previously we had several members speaking to this item. Do board members have any questions or comments? Member Nguyen? I do.
- ▶ [**Phuong Nguyen**] Brown Act complaint PDF. Ms. Gutierrez's email and personal information was not included, but all the other three complainants, their email address and name were there and not redacted. I would like for us to correct that, and I'm happy to approve.
- ▶ [**Nancy Thomas**] OK. Member Hill.
- ▶ [**Aiden Hill**] I'd like for us to actually get clarification on this from legal counsel. And the reason for that, it's my understanding that when there's a communication that's directed to the board, that all the information, including contact information, is actually a public record. And so that's my understanding. I could be mistaken. And so I'd just like for us to get clarification on that.
- ▶ [**Nancy Thomas**] I agree with that. So given that we want clarification, I would entertain a motion to approve our response letters to the four complainants. I'll second. I guess I made the motion then. OK, I'll make the motion. And member Jones will second. Please vote.
- ▶ [**Kadie Eugster**] Unanimous.
- ▶ [**Nancy Thomas**] Thank you. All board members voting in favor of 12.4. Next, we move on to personnel items. Personnel report. Member Nguyen.
- ▶ [**Phuong Nguyen**] I'd like to pull it, please. 13.2. OK.
- ▶ [**Nancy Thomas**] Member Nguyen.
- ▶ [**Phuong Nguyen**] Thank you, President Thomas. Again, I ask this question to staff. What was the hiring process for the executive assistant position? How many applicants were there? What was the makeup of the interview panel? Did the district hold a panel oral board interview where they gave recommendations of candidates to move forward in the next interview process with superintendent and executive staff?
- ▶ [**Nancy Thomas**] Superintendent, would you like to respond to that?
- ▶ [**Penny DeLeon**] Mr. Burrell, who ran the program?
- ▶ [**Steve Burrell**] Was the question not addressed in the board response? Yeah, you can read it. OK. Sure. The position was posted internally with our district and on EdJoin. Altogether, we had four applicants, two internal and two external. Dr. DeLeon and I screened candidate applications. It was determined that all four were viable options and were offered interviews, which were held on Thursday, November 16, 2023. One internal candidate was unable to make the interview and withdrew from the process. The interview panel included the following members. Dr. DeLeon, Board President Thomas, Principal Amanda Goloher, NTA President Cheri Villa, Mandy Prim, Miranda Dinsmore, and Nicole Lemus with Steve Burrell facilitating. There were 13 interview questions for each candidate following the interviews. The panel debriefed the candidates in a systematic process in reviewing the strengths and questions of each candidate. The panel moved forward with one final recommended candidate. From there, three references were called and all came back glowing with With that, Dr. DeLeon made

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the recommendation to move forward with the top candidate.

- ▶ [**Phuong Nguyen**] Thank you, Mr. Burrell. And with that, I would like to make a motion to approve the... Oh, wait. Actually, I have one more question. With the hire of the certificated substitutes in our prior board meeting, we had also... There are six here. I believe last time there was around six or nine. Are there any of those, and Superintendent DeLeon had made a commitment to maybe possibly use our certificated substitutes to free up our TOSAs, in particular, Ms. Mikayla Ashmore, to be able to go back and do the work of SEAL. So that's really important to me, and I hope that it's also important to the rest of the board, that we do find, and also I... We've already hired.
- ▶ [**Penny DeLeon**] Would you go ahead, Mr. Burrell?
- ▶ [**Steve Burrell**] We hired. Did you finish your.
- ▶ [**Steve Burrell**] I didn't want to.
- ▶ [**Steve Burrell**] I didn't want you to not have the opportunity to finish your question.
- ▶ [**Phuong Nguyen**] Well I appreciate that. Superintendent DeLeon said that we already hired which is great news. And I hope that we can relieve Miss Michaela Ashmore back to the SEAL program because our Title 1 schools need her resources. and our teachers there need her to be able to train them so that we can continue the great work that is SEAL. Thank you.
- ▶ [**Steve Burrell**] Let me just also just follow up because your question had a couple of pieces in it in that regard. One of the things that was talked about in a previous board meeting as well was reaching out to former retirees as well to see if we could. So our wonderful HR team, Darnay was here earlier, who really I wanted to give you know, kudos to, my name keeps coming up as the Certificated Substitute, you know, additions, but really it's the team processing them, getting them in, and getting them processed quickly. So with our retirees, we actually went and called all of our retirees. Responses varied from no way to very happily retired. Unfortunately, none of the retirees were willing to take a long-term position to come back. But certain ones were willing to do kind of day-to-day and continue with that. Also, we have pinged our certificated substitute pooled in regards to long-term. And again, not finding that response there as well, more of a day-to-day. In regard to the one position that So we actually had two TOSAs that were filling spots, one at Schilling and one at BGI. And the Schilling TOSA has been able to be released starting yesterday, back to doing the work specifically around mathematics. In regards to the higher, we have all the onboarding paperwork and pieces in place. We were waiting for the, it was an out-of-state credential that we're waiting for verification. to allow for it to be processed in California. This was processed quite a few weeks ago. The state has let us know that it's a 50-day process. We're at about that time. We're also, there's an expedited, well, we've heard that there may be an expedited email that we can send out. So we're, again, I know I sound like a broken record. There are a lot of hoops that need to be jumped through. I have a level of frustration with knowing that there's a teacher shortage and still the same level of, while we definitely want to vet and make sure we have highly qualified teachers in our kids, it just feels like the hoops are still quite a number to jump through. So we have a person lined up ready to basically start as soon as that verification is there. So I'm hoping within the next, I mean, we're right around the corner from our winter holidays. So I'm hoping by then and starting the new year, we'll have that in place.
- ▶ [**Phuong Nguyen**] To relieve both TOSAs?
- ▶ [**Steve Burrell**] One has already been relieved as of yesterday. She's back into working with.

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- ▶ [**Phuong Nguyen**] And that's the one at Schilling?

- ▶ [**Steve Burrell**] Correct.

- ▶ [**Phuong Nguyen**] So the one at BGI you're hoping to relieve after the holidays?

- ▶ [**Steve Burrell**] At the latest, yes.

- ▶ [**Phuong Nguyen**] OK. Thank you. Thank you. Good question. I appreciate the clarification. And with that, I would move to approve the PAP report. Thank you. Thank you.

- ▶ [**Kat Jones**] I'll second.

- ▶ [**Nancy Thomas**] Member Nguyen makes the motion. Member Jones seconds. Please vote. Okay, unanimous, thank you very much. Next we move on to the consent agenda, non-personnel items. Does any board member wish to pull any of these? Member Nguyen? Yes, I'd like to pull 14.12, I'm sorry, 14.13, 14.14, and 14.18 through,

- ▶ [**Phuong Nguyen**] 14.31, and yes, I will repeat.

- ▶ [**Steve Burrell**] Yeah, would you mind repeating from the beginning?

- ▶ [**Phuong Nguyen**] Yes. I would like to pull resolution 14.7, 14.13, 14.14, And 14.18 through 34. 14.18 through 14.34, all the policy updates. So that would be 14.

- ▶ [**Nancy Thomas**] We would entertain a motion for 14.2 through 14.6, 14.15 through 14.8 through 14.12, 14.15 through 14.17.

- ▶ [**Kat Jones**] I'll make a motion to approve 14.2 through 14.6, 14.8 through 14.12, 14.15 through 14.17. I second. Please vote.

- ▶ [**Nancy Thomas**] 14.7. Unanimous. Pardon? Unanimous vote. Thank you.

- ▶ [**Phuong Nguyen**] Thank you, President Thomas. So I pulled 14.7 because it is tied to 14.33. And I would like to have all of the policy updates be pulled for a second reading because my question is, My understanding was that when we established the Audit Committee, was that the Audit Committee was reviewing these. And now I'm hearing that there's possible community member updating these policies. So I am concerned. Oh, no, hold on. Let me finish. Because my understanding, the committee consisted of you, President Thomas, and Member Jones, and also Assistant Superintendent Pierce-Davis, am I correct?

- ▶ [**Nancy Thomas**] Yes, but only for Ed Services.

- ▶ [**Phuong Nguyen**] OK. That's not my understanding, but OK. So my question is, no, can I please finish? I apologize. I know that I cut you off, so go ahead. Cut me off. Oh sorry, apologies, subcommittee, policy subcommittee. So my concern is, thank you member Hill for correcting me, I appreciate that. And I need to do a better job of listening also. But my concern is that, is there another Is there a community member that is helping with the policy updates? Because that's not something that the board approved. And I would much rather have staff evaluating the policies like we had done before. Because as I was going through some of these, there were some deleted items in the note section. And I don't see a previous one or what the recommended copy of it was. So that's why I'm asking for those to be pulled and for a second reading.

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- ▶ [**Nancy Thomas**] Thank you. I could maybe help clarify. There's two types of updates. One is when there is several iterations or updates from prior policies that have been approved. So for example, maybe our policy is from 2014 and then there's been CSBA updates in 2018 and 2020, and now we're going to 23. Well, CSBA does not provide markups except from the previous CSBA policy. So the only way we can get markups is to go back and markup from our policy to the CSBA recommended policy. So if there's intervening policy changes by CSBA, That's what we have to do. The one that you mentioned where there's cross-outs in the notes section.
- ▶ [**Phuong Nguyen**] Pardon? Or completely deleted, but the box is still there.
- ▶ [**Nancy Thomas**] Yeah, so, well, I know that boxes that, what do you mean completely deleted?
- ▶ [**Phuong Nguyen**] They wouldn't put a blue box there if there wasn't a prior comment, so somehow those If there were notes there, they're not there. So were there notes or were there not notes?
- ▶ [**Nancy Thomas**] Is that on the, which policy is that on?
- ▶ [**Phuong Nguyen**] All of them? On a couple of them. So I'm just pulling them all just for us to review again. Thank you.
- ▶ [**Nancy Thomas**] That's fine. But I do think that there are markups within the boxes. And I heard you say that.
- ▶ [**Phuong Nguyen**] Yes, there are markups within the boxes, but there are on some of the policy updates. It is very unclear. whether or not there were language there before or if there were not. But the blue box is there.
- ▶ [**Nancy Thomas**] I have no problem pulling these and putting them on the next agenda if member Jones feels the same. And I can converse with you and go over them to make sure that it's clear and that they're marked up correctly. They're marked up with an automatic process. They're not marked up by anyone.
- ▶ [**Phuong Nguyen**] My second question is, is there a community member helping you guys update these policies?
- ▶ [**Nancy Thomas**] No. There is a community member that has created a program that does the markups for the policies that CSBA does not have a markup for.
- ▶ [**Phuong Nguyen**] And are you reviewing all those markups? Yes. Okay. Yeah.
- ▶ [**Nancy Thomas**] Thank you. So what does the board want to do? Go ahead with these or do you want to pull them?
- ▶ [**Phuong Nguyen**] Yeah, we'll pull them first and also I do kind of have an issue with that I mean like there was There was no discussion that you're having some sort of software or another person helping markup. I mean that's I would rather have staff look through these because they have a trained eye. They understand there are certain things that are definitely missing, like material items that pertain to our district. And it is not there. So that really concerns me. And regardless of the fact that I know that you guys are both reviewing it, I don't know if that's a misstep or what. But that's why I just don't feel comfortable in general having like how many policies right now up here. trying to approve them all at one time, I think that we should slow down a little bit and, you know, press on the brakes and maybe go through them a little bit more diligently.
- ▶ [**Nancy Thomas**] Staff does approve and look at these. They really have to go to staff. We look them over, we ask questions, but staff gives their approval before it gets put on the agenda, except for the bylaws. which are our board bylaws, and in that case, Ms. Jones and I review them.

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- ▶ [**Aiden Hill**] Okay, thank you. Should we make a motion to have these pulled for a second reading? Do we need that?
- ▶ [**Nancy Thomas**] 14.18 through 14.34.
- ▶ [**Aiden Hill**] So actually, I have 14.7 and 14.18 through
- ▶ [**Phuong Nguyen**] 14.34, I would like to make a motion to pull them for a second reading.
- ▶ [**Aiden Hill**] I second.
- ▶ [**Nancy Thomas**] I don't think we have to vote on this. When we pull an item, the first reading, we just schedule a second reading. So those will come back for a second reading.
- ▶ [**Steve Burrell**] It's been captured in the board notes here.
- ▶ [**Phuong Nguyen**] Thank you. OK, on to item. 14.13, the contract regarding the strategic solution. I understand that is for 46,100 and it was dated for, the commence work was July 1 to June 30th, 2024. And this is kind of together with The other one, so my question is on the second renewals contract, it says that the renewal supersedes, which means that this new agreement now supersedes means replace the previous contract and for an additional work up to 15,000. through February of 2024. And I actually don't agree with the renewal. I think it is a supplemental to the original contract because it's additional work that is the same work. And I don't agree with the term renewal. I believe that this contract is actually the second one is a supplemental. So there should be an amendment to the original contract. and add this as a supplemental, therefore bringing the subtotal to, let's see, 46 and 15, 61,000, which needs board approval. So I'm voting no on both of these contracts. So I guess we can make a motion to approve, but my stance is voting no on either one of the on both of them. I mean, I understand the first one is already commenced work and he has already invoiced us. And then the second one, I don't believe that we should continue or renew the contract or add a supplemental to the contract because we already have a we have our new CBO who is capable of doing this work. And we're paying her already a large amount. And so I'm voting no on both of those items.
- ▶ [**Nancy Thomas**] OK. On 14.13, I'll call on you, Member Hill, just a second. I just wanted to clarify that and help the public understand that this contract was approved by staff. It is under the amount that staff has approval limits for. It was inadvertently left off of the last quarterly contract ratification that the board does. So we are really only on 14.13, we are only ratifying what was already approved by the staff. Member Hill.
- ▶ [**Aiden Hill**] Thank you, President Thompson. President Wendt's comments that were, I'm sorry, Member Wendt's, her comment, and it was made by the public as well, about splitting orders. And I don't think that that was the intent, but we want to be careful. I'm a little bit rusty on my procurement law right now, since I haven't looked at it recently. But my understanding, and this is an area that we will need the new CBO's help policy is that for services, anything under \$99,000, it doesn't need formal board approval in advance. The board still needs to ratify this afterwards, but that's the limit for services.
- ▶ [**Nancy Thomas**] That's the bid limit, and our approval is half of the bid limit. So it's half of whatever, and each year it changes. Yeah, it's not \$99,000.
- ▶ [**Aiden Hill**] It's 54. It's 54. OK. So like I said, I'm rusty.
- ▶ [**Aiden Hill**] But if it takes combining and doing an amendment to it or whatever, I mean, again, I don't really have a strong viewpoint on that. But one thing, though, that I do want people to understand is so strategic solutions, so the person who is really strategic solutions is was recommended to us by CSBA. He is an

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experienced financial person. He worked his way up and played the CBO role. But he's also the former superintendent of Fresno. And so he's a super experienced guy. And one of the reasons that he was recommended to us by CSBA is because he has experience in doing forensic audits. And that's one of the things that we've been having him do. And we have found a lot of irregularities. And some of this has been discussed in the audit committee. And I think that although his work is coming to a close, there's still a number of loose ends that need to be tied up. And so in the idea that there can just be sort of this immediate handoff that says, OK, we have a new CBO. Now this person disappears. It's really an unrealistic expectation. You always need a transition. And I don't think that that's an excessive transition that's being asked for. So that's my perspective on this.

- ▶ [**Phuong Nguyen**] Also, I mean, I'm kind of curious because he's made reports to the audit committee, but he's working for the board. He hasn't made any report outs to the board in public. The public does not know what he's doing. And, you know, that concerns me. And then not only that, you talk about transition. We also just approved last month for week two interim finance directors to be able to transition Ms. Tracy Becker.
- ▶ [**Aiden Hill**] So that's, my understanding is that that's not correct. So, and let me provide a clarification. So, Mr. Berg has been involved with the audit committee. He was helping to support our auditor selection process. He shared a couple of insights into things that are going on, but there wasn't a formal report to the audit committee. But my understanding is, is that the meeting that Superintendent DeLeon is heading, which I don't remember the name of it, but it's where you're doing a financial report out,
- ▶ [**Penny DeLeon**] Mr. Berg runs the district budget task force and our goal for They will present their recommendations, which they've been working on all fall And they will present them in February and he's been in my understanding.
- ▶ [**Aiden Hill**] I haven't been to those meetings But my understanding is that he's been present. So it's not like he's hiding in the shadow somewhere So he's been he actually leads them for the most part. Yeah, and and I think that the other position is actually is not doing the same thing. It's because we also had Kim Lola leave and so this other person is actually backfilling for Kim Lola until we can get a replacement. So that's my understanding.
- ▶ [**Nancy Thomas**] Thank you. Yeah, that's my understanding as well. And so I'm planning to vote for both of these with the understanding that that 14.14 is an addendum and and was just called a renewal.
- ▶ [**Penny DeLeon**] Yes, I do want to say that we did name it incorrectly. It's an addendum to add on to it at the end.
- ▶ [**Nancy Thomas**] Any other comments from board members? OK. With that, I would entertain a motion regarding 14.13. That's the ratification of the contract that has already been approved by staff.
- ▶ [**Aiden Hill**] I second.
- ▶ [**Nancy Thomas**] Who made the motion? No, I was asking for the motion.
- ▶ [**Aiden Hill**] I make the motion for items 14.13.
- ▶ [**Aiden Hill**] Okay, so for item 14.13 I move to ratify the contract, the renewal contract strategic solutions today. That's what the language says. OK. Contract.
- ▶ [**Nancy Thomas**] I'll second. OK. Member Hill makes the motion. Member Jones seconds. Please vote.

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- ▶ [**Kadie Eugster**] Unanimous. I'm sorry. Four yay, one nay.

- ▶ [**Nancy Thomas**] And who was nay? You have to report that. Number Nguyen votes nay, and the rest of us voted yay. Thank you. Student members not here. 14.14, addendum to the contract. strategic solutions today instead of a named renewal.

- ▶ [**Kat Jones**] Could I have a motion? I'll make a motion to accept the addendum to the strategic solutions today contract.

- ▶ [**Nancy Thomas**] I'll second. Please vote.

- ▶ [**Kadie Eugster**] Four yay and one nay, with the nay being Ms. Nguyen.

- ▶ [**Nancy Thomas**] Thank you. I think that's it. Next, we move on to student expulsions, 15.1, case E2324-04.

- ▶ [**Phuong Nguyen**] I just want to point out something. They're not, if you don't remember which sequence you read them in, They're not listed the same down at the bottom as they were attached to our information on closed session.

- ▶ [**Nancy Thomas**] Okay, right. So they're out of order, but the administrative content and our, had them with these numbers, so.

- ▶ [**Phuong Nguyen**] So I just want to let the board know so that they're voting on the correct one. So for 15.1, for 15.1, it is tied to, it is tied to the item 2.6, agenda item 2.6, and then 15.2, is tied to agenda item 2.5. And agenda item 15.3 is tied to the last one. Sorry. 2.7. Okay.

- ▶ [**Nancy Thomas**] Okay. With that understanding, I would accept a motion for 15.1.

- ▶ [**Carina Plancarte**] I'll make a motion.

- ▶ [**Nancy Thomas**] I'll second. And your motion is to accept the staff recommended solution. Okay. Please vote.

- ▶ [**Kadie Eugster**] Four yea, with one nay, with a win.

- ▶ [**Nancy Thomas**] OK, 15.2.

- ▶ [**Phuong Nguyen**] I move to approve case number E2324-05. I'll second. Please vote.

- ▶ [**Kadie Eugster**] Unanimous.

- ▶ [**Nancy Thomas**] A motion for 15.3 please.

- ▶ [**Phuong Nguyen**] I move to approve item 15.3 student expulsion case number 82324-03. I'll second. Please vote.

- ▶ [**Kadie Eugster**] Unanimous.

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- ▶ [**Nancy Thomas**] Thank you. Next, we move on to Board of Education Committee Reports, Announcements, Requests, Debrief, and Discussion. We begin with Member Nguyen.
- ▶ [**Phuong Nguyen**] Thank you, President Thomas. We don't have anything to report out on the liaison committee or the bond parcel committee. And I just wanted to, I didn't, when Ms. Jennifer Sacks left us, we didn't have a proper, we didn't have an open session board meeting to thank you for her services. So I just wanted to acknowledge her in open session and say thank you to Ms. Jennifer Sacks, our previous executive assistant, for doing a wonderful job. And I know that she's bright and bubbly personality and lit up the room for a lot of people, and everyone enjoyed her work ethic and her company. And so I just want to say, Jennifer, if you're listening, we really appreciate you, and apologies for late recognition. And we really did appreciate all the hard work that you did for us at NUSD. So thank you. And I just wanted to thank Rotary for listening to our rocketry students today. I did not make it to rocketry. to Rotary today because I had a last minute data request from my boss, so I had to be there for them because they had a meeting to go to, a community meeting. But thank you, President Thomas, for inviting Ms. Janice Bishop and the students to present at Rotary. I know that they were able to come away with some extra donations today, and so that was amazing. And I just want to also thank the Newark Educational Foundation who've been in great partnership with our district for supporting the students with Science Camp and at all of our elementary sites. And I just want to also thank them for committing \$3,000 to the Rocketry Initiative for their launch with NASA. coming up in April, and they are actually hoping to get an additional \$3,000 match on that \$3,000 committed, so hopefully they'll be able to match it and raise it up to \$6,000 for the students. And I also want to thank Ms. Paulina Kim for creating an empowering environment for our students in Girls Who Code. I was there today, this afternoon, and I just want to give you some statistics. and why coding is such a great skill to have. So right now, and I got this from Ms. Kim, so 58% of all new STEM jobs are in computing, 91% of computing jobs are located outside of Silicon Valley, 67% of computing jobs are in non-tech fields like medicine, art, and more, and their ability to make an average salary over \$100,000 and potentially more provides a financial freedom and mobility. There is missed opportunities. There's 500,000 computing jobs in the U.S. and only 40,000 CS graduates every year. So let that sink in. So for us to be able to extend coding to our female students, that's an amazing opportunity for them because it's wide open. And the challenge is, right now, only 2% of women of color are in tech, and only 19% of students who receive a degree in computer science are women. So if we are able to help and increase that number in any way possible, I think that's amazing. So that's our challenge and our mission. So thank you, Ms. Kim, and every employee and staff member who support her. and support the girls. And yes, so in the coding event today, the girls, like Superintendent DeLeon had said, they learned how to code the background color, code the characters, sound, and time sequence, which they also had to do some math calculations, but they were tiny, small. And they had to add the sequence of holding positions, adding sound and music. So I thought they did a great job building their game. And some of the students also built interactive pieces that had conversations. That was amazing through Scratch. And that's an elementary coding language for students. And it's great for them to be able to learn build strength on. So I really appreciate Ms. Kim for empowering and building a safe environment for students to build their confidence in. And then lastly, I just, well, actually after this, I have, I do have a request. I would like, and I had mentioned this to Superintendent DeLeon already. We would like to invite and agendize Newark Educational Foundation to come and speak at the board meeting in January and one of the January board meetings. and then um this let me see what I um I will get back with the other requests at another time but I just wanted to I I read this today and it's not something that I wrote but it definitely um resonated with me so I'm going to read it out loud here um in reflection because it is towards the end of the year and I just want everyone to maybe um and I hope that it resonates with you. So never blame anyone in your life. Good people give you happiness, bad people give you experiences, worse people give you lessons, and the best people give you memories. We are often let down by the most trusted people, loved by the most unexpected ones. Some make us cry for things that we haven't done, while others ignore our faults and just see our smile. Some leave us when we need them the most, while some stay with us even when we ask them to leave. The world is a mixture of people. We just need to know which hand to shake and which hand to hold. After all, that's life, learning to hold on and learning to let go. Only those who care about you can hear you when you're quiet." And that hit hard because that last sentence, only those who care about you can hear you when you are quiet. So to those who are feeling less

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than or unappreciated. I just wanted to let you know that I hear you and I see you and I really do appreciate you. So I know that it is a struggle sometimes, but I hope that we can come together as a team and work towards something greater and better for the district. So thank you. I just want to end with that.

- ▶ [**Carina Plancarte**] I don't have any committee updates. I simply did just I want to go ahead and say that today's presentation from Lincoln was magnificent. I truly love what they're doing. They're doing such a good job. They're thinking forward, and they're putting programs in place right now to ensure that none of the students fall behind. And truly, that's where our focus always needs to lie, is ensuring that every one of our students has access to the education that they need and that we're meeting them where they're at, whether they're high achieving or whether underperforming. And truly, that is what our site always needs to be on. And also, I just wanted to welcome Tracy as well to the team. lot of work a lot of a lot of work ahead of you and I just I'm glad you're here and welcome to NUSD and I look forward to working with you.
- ▶ [**Kat Jones**] I have a just one thing to say from today's regional policy board meeting for the SILPA and that is that NUSD is really looking forward to hosting Special Olympics in February for basketball and that will happen on February 16th and look forward to seeing many faces there and enjoying that event for those students. I also wanted to say just kind of reiterate what member Plancarte said and just say that I'm really glad that you're here and look forward to working with you Dr. Ficarra and and have enjoyed the time that I've had working with Dr. DeLeon up to this point, so thank you. I appreciate all the hard work that staff does. I know that you're all working really hard and you as well, Dr. Pierce, that you're all working under extreme circumstances and I really appreciate and acknowledge that about all staff and Steve, we're really glad that you're here with us and are pulling us through And thank you for just getting all of those personnel people together and the teachers that we've gotten for substitutes. And I know Ms. Starney has done a lot of work with that, but I appreciate what's going on in your department as well. So thank you. I do have, sorry. I covered it up. I do have a request. As I was reading the California dashboard data, I was looking at the ELA information and the minimal growth that some of the schools have shown. Yeah.
- ▶ [**Nicole Pierce-Davis**] It's embargoed. Hi, Ben. So this is announcement for the public. The dashboard will be available mid-December. I believe it's supposed to be released December 15th. OK. The board and the community get a preliminary view. But with that information, I think it's fine to go ahead and share what you're about to say. Maybe just not the data itself. Yeah.
- ▶ [**Kat Jones**] No, I wasn't actually going to give any data. Oh, perfect. But my request has to do with wanting to have the end of the year SEAL survey for the last three years, if we have it, if not two years. Just to know what's in that survey, the results of that, because we haven't had an opportunity to hear that. I think I avoided saying anything I wasn't supposed to say. OK. Absolutely reach out to me. I'd love to talk. Thank you.
- ▶ [**Aiden Hill**] So I'd like to echo my fellow board members' comments. And number one, I appreciate the reflection that you shared. And member Plancarte and member Jones also agreed to where we're heartily welcoming CDO Vaccar. So thank you for joining us. One update and then one comment. So the update is we're going to have our last audit committee meeting of the year. this next Wednesday, I believe it is, at 6 o'clock in the board library for those that are interested. And I was hoping that we might actually be able to see the draft view of the audit, but it's not ready yet. So we're not going to be able to see that. So that's going to have to wait until January. But we're also hoping, and I know that we copied the CBO on this, we're hoping to see if we could arrange an introduction to the new auditor, although this is a busy time of year, so I know that they may not be able to do it. But it would be nice to make that introduction if we can. So that's the update. The comment is, as everybody knows, I'm a sports fan and a football fan. And I've made comparisons between the 49ers and what they've been able to do and what we're hoping to be able to do with our district. But I'd like to provide a little context just so people understand and have a realistic eye around how these things work. And so although right now we're on the cusp of maybe having another 49er dynasty, I don't want to jinx it. But the 49ers were not always great. And I remember a time when I was very little when they were the worst team in football. And not only that, there were commentators that said, not only are the 49ers the worst team in football, they are the worst

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sports franchise in the United States. And in 1978, they had a 2 and 14 record. And they decided that the team and the organization was going in the wrong direction. And so they brought in a new coach. They brought in Bill Walsh. And now, in retrospect, when we look at Bill Walsh and we look at everything that he's accomplished, he's regarded as one of the greatest NFL coaches in history. And he is in the Pro Football Hall of Fame, inventor of the West Coast Offense, a variety of other innovations. But when he joined, he was not a sure thing. But he believed, and the ownership, when they brought him in, believed that he was going to bring in a system that was going to bring change and make the organization great. But it didn't happen overnight. And so again, people When they look through history, they forget about this stuff. But in 1979, when he finished the 1979 season, his first year, he had exactly the same record as the prior losing year. It was 2 and 14. So there were a lot of doubters. There was a lot of questioning. Then the following year, in 1980, he improved. But it was only 6 and 10. So again, and there were some really, really nail-biting moments. But again, what his attitude and when, if you read the book that he contributed interviews to, it's called, I can't remember the name now. But it basically talks about how What you need to pay attention to is the day-to-day things that are getting done and the slow progress that's being made. And so his viewpoint was, it's not going to happen overnight. And the name of the book's called The Score Takes Care of Itself. And so he said, if you start putting the right systems in place and you start executing on them, ultimately, you're going to get the score and you're going to get the record that you look for. And by 1981, three years later, we had our first Super Bowl championship. And he's the only coach in history, in NFL history, that was able to accomplish that. But it didn't happen overnight, and it required putting a system in place and a lot of hard work. And so I just want to set those expectations. But again, I think that we all just need to commit to trying to figure out how we can become a the education equivalent of a Super Bowl team, because at the end of the day, right, that's what our kids need, that's what our community wants, and we'll all feel really rewarded if we're able to achieve that. Thank you.

▶ [**Nancy Thomas**] Thank you. I don't have any committee reports to make. There will be an ROP meeting on Thursday that I will attend. I really appreciated and enjoyed all the work that went into the Spooktacular and other events that we've had, including the Girls Who Code. I plan to go on the 14th. Welcome to our CBO, Deputy CBO. Thank you so much for joining our district. We're looking forward to a lot of good things happening going forward. So welcome. And also, I'd like to echo the sentiments of my other fellow board members about how much we appreciate staff and the hard work you're doing. And we just want you to know that we love you and that we're behind you. And please tell us what you need and counsel us so that we can move our district forward. Thank you. Member Nguyen.

▶ [**Phuong Nguyen**] Thank you, President Thomas. I forgot one thing. On November 16th, we had Special Olympics over in Fremont for middle school and high school. And honestly, that day I wasn't going to go, but my chief was giving a speech there. So she asked me to come and I was happy to accompany her. And I just wanted to give appreciation to Chief Diaz of the Fremont Fire Department for engaging with one of our student members over at Bridgepoint. She was really excited to meet Chief Diaz. Actually, she was hoping she was a police officer, but she got the fire chief instead. And at the end of the conversation, she said, I would like to be you one day. So the chief went out to her car and grabbed her turnout coat and helmet. She put it on our student, and it was amazing to see the student light up and have a great time. And it was pretty funny, because I was also greeting Ms. Rangel, and they were actually playing soccer, and I kind of got run off the field. And so it was really fun. To all of our community, if you're not, I'm excited to participate in the Special Olympics once here for basketball, because last year we did hold it at the high school. So if you have an opportunity to come out and really see the students engage, it's a wonderful experience. And again, welcome, Ms. Becker. And we're excited to have you on board. And thank you again.

▶ [**Nancy Thomas**] That's it. You're concluding remarks.

▶ [**Penny DeLeon**] Well, I was going to save everyone time and just say thank you all for all of your support. and to our wonderful staff for everything, Ms. Euster, for filling in for us again. You're amazing. And just thank you all for everything, and have a great evening. Thank you.

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- ▶ [**Nancy Thomas**] May I have a motion for adjournment?

- ▶ [**Phuong Nguyen**] I move. I move to adjourn.

- ▶ [**Nancy Thomas**] I'll second. Motion to adjourn is made and seconded. Please vote.

- ▶ [**Kat Jones**] I know you have to like have our voices, right? Yeah.

- ▶ [**Nancy Thomas**] It's unanimous. OK. I used to announce who made the motion and who made the second.