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2024-04-16, Regular Meeting


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-  [**Aiden Hill**] Ms. Eugster, roll call, please.


-  [**Kadie Eugster**] Member Thomas. Here. Member Nguyen. Here. Member Plancarte. Here. Member Jones.

-  [**Kat Jones**] Here.

-  [**Kadie Eugster**] President Hill. Here.

-  [**Aiden Hill**] Okay, moving on to agenda item 1.2, meeting practices and information. Greetings, everyone, and thank you for joining. Before we get started, I would like to say that the board appreciates and supports stakeholder input at our meetings. Engagement by members of the public in civic matters is a cornerstone of our democracy. For the California School Board Association, however, it is important to note that a board meeting is not a meeting of the public, but rather a meeting to conduct the public's business. Everyone should have a chance to express their opinions within the guidelines the board has established for its meetings so that we're able to conduct the meeting effectively. OK, and I'm just going to skip to the closed session section. Actually, I won't. During the meeting, there will be time for public to comment on matters not on the agenda. In addition, members of the public may comment on specific agenda items after I, as the board president, ask for the public to comment on an item. Until it is your turn to speak or if you are here just to observe the meeting, please refrain from any behavior that prevents others from participating in the meeting. This includes any conduct that prevents members of the board, district staff, or the person making a comment from speaking. OK. OK, so moving on to section 1.3, public comment on closed session. So do we have any comments? So are you Ms. Gomez? No? OK. Oh, OK. OK.

-  [**Aiden Hill**] Gomez? It's Gomez? OK. Actually, I'm sorry. This is not closed session. I'm sorry. This one is 9.1. So we're, yeah, we're getting you a little bit early here. So we're sorry to drag you in. Actually, your time's going to be a little bit later. I'm sorry. But if you have a comment that you want to make specifically on the items that are connected to closed session. So there's three items. So there's conference with legal counsel. There's conference with labor negotiators. And there's public employee appointment, discipline, dismiss, or release. So if you want to make a comment about those, you can right now. But if you want to make a comment on non-agenda items, you have to wait just a little bit later. So are you waiting until later? OK, great. Sorry to drag you guys in. You can go back outside and enjoy the weather. Or stay. Or stay. OK, great. OK. All right. Are there any other items? I'm sorry, any other speakers? No? OK. OK. So we're going to now recess to closed session. In closed session, we're going to be covering three items. So 2.1, conference with legal counsel, existing litigation, government code 54956.9, so division D1, OAH case number 2024020183, Kenan claim number 634914. We're also going to be discussing 2.2, Conference with Labor Negotiators, Government Code 54957.6, Employee Organization, Unrepresented Employee, Interim Superintendent. And then finally, we're going to be discussing 2.3, Public Employee Appointment, Discipline, Dismissal, Release, Government Code 54957, Interim Superintendent. Okay, and with that, we are recessing to closed session. We should be back. approximately at 7 o'clock to resume the meeting. Okay, thank you.

-  [**Aiden Hill**] from closed session. There are two items that we need to report out that the board took action on. So the number one, the first item is item 2.1 anticipated, I'm sorry, existing litigation OAH case 2024-02-0183. Motion to approve not approved staff recommendation by board members. So there was a motion by member Thomas and a second by member Jones and we had five board members vote in favor of accepting a settlement of \$137,250 and the board members were member Thomas, member Nguyen, Member Plancarte, member

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Jones and member Hill. So that's number one. And then also under the same agenda item action taken under government code 54956.9 in closed session under the agenda item 2.1 conference with legal counsel anticipated litigation. We took the action to approve a settlement recommendation by Keenan and associates for claim number 634914 in the amount of \$670.60. Motion was made by member Nguyen, it was seconded by member Jones and it was five voting Yes, zero, no, zero, abstaining. And the members that voted yes were Member Thomas, Member Nguyen, Member Plancarte, and Member Jones, and Member Hill. All right, so can we all rise and take the Pledge of Allegiance, please?

▶ [] 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.

▶ [**Aiden Hill**] OK, we're moving on now to agenda item 4.2, meeting practices and information. So greetings, everyone, and thank you for joining. Before we get started, I would like to say that the board appreciates and supports stakeholder input at our meetings. Engagement by members of the public in civic matters is a cornerstone of our democracy. Per the California School Board Association, however, it is important to note that a board meeting is not a meeting of the public, but rather a meeting to conduct the public's business. Everyone should have a chance to express their opinions within the guidelines the board has established for its meetings so that we are able to conduct the meeting effectively and efficiently. During the meeting, there will be time for the public to comment on matters not on the agenda. In addition, members of the public may comment on specific agenda items after I, as the board president, ask for public comment on an item. Until it is your turn to speak, or if you are here just to observe the meeting, Please refrain from any behavior that prevents others from participating in the meeting. This includes any conduct that prevents members of the board, district staff, or the person making a comment from speaking. We also ask that when you are called upon, you address only the board. While we assume that members of the public intend to participate in the meeting in a civil manner, and while legitimate criticism of the board is protected speech, Per Board Bylaw 9323 and Government Code 54957.95, we will not permit actual disruption of the board meeting. Disrupting means engaging in behavior during a board meeting that actually disrupts, disturbs, impedes, or renders infeasible the orderly conduct of the meeting. Actual disruption by an individual or group or any conduct or statements that threaten the safety of any person at the meeting shall be grounds for the president to terminate the privilege of addressing the board and remove the individual from the meeting. Prior to removal, the individual will be warned that their behavior is disrupting the meeting and that failure to cease the disruptive behavior will result in removal. If after being warned the individual does not promptly cease the disruptive behavior, the board president will ask that the individual be removed. Thank you for your attention to these protocols and we look forward to your participation in our meeting. Okay. So, moving on to agenda item 5.1, approval of the agenda. Can I get a motion to approve the agenda?

▶ [**Nancy Thomas**] I move that we approve the agenda. I move that we approve the agenda.

▶ [**Aiden Hill**] Can I get a second?

▶ [**Joy Lee**] I'll second.

▶ [**Aiden Hill**] Okay. Member Thomas moves to approve the agenda, and student member Lee seconds. Ms. Huckster, can we do a roll call, please?

▶ [**Kadie Eugster**] Student Joy? Here. Nancy Thomas? Yes. Ms. Nguyen? Yes. Board member Nguyen? Yes. Board member Boncante? Yes. Board member Jones? Yes. President Hill?

▶ [**Aiden Hill**] Yes. Motion carries. Okay, moving on to item six, student report. So student report, student board member. So student member Lee, would you like to provide an update to us?

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- ▶ [**Joy Lee**] Yes, I would love to. Hello, good evening board, executive cabinet, and community. My name is Joy Lee, and I will be presenting today's Newark Memorial High School's board report. So we have a couple of upcoming events at Newark Memorial High School. The first is this Friday on 4-19. We will have our junior and senior prom at Lake Chile in Oakland. Next, we also have our League of Leaders coming up next Monday, which is where our next year leadership students from all the Fremont schools as well as our high school will come together in our main gym and we'll have all day training with the keynote speaker. And while on the topic of leadership today, Newark Memorial High School hosted a challenge day for the 100 students on campus. Students participated in a variety of events to start down breaking walls and finding connections amongst their peers. The event was very successful. And students and adult mentors were able to connect on common ground and begin to see each other through a different perspective. We're hoping to be able to do this event again next year. Next, we have Coogchella, formerly known as Memorial's Got Talent, and is currently taking sign-ups to happen on April 26 during lunch. This is a chance where students are able to showcase their talents, and also a time for Newark Memorial High School students to come together on the grass, standing up, or sitting down and watch the performers. Next, we have Newark Memorial High School's Night Market on April 26, starting from 5.30 PM. And one of the most exciting events which happens on our school from May 6 through 9 is our Cougar Olympics. This is our fourth annual Cougar Olympics. And students have the chance to sign up for dodgeball, volleyball, basketball, and a very new one, bubble soccer during lunch to compete against people from other grades. So it'll be like classes against each other. It'll be like juniors against sophomores and freshmen against seniors. And each day it's a battle to see which grade is the best. And so some notable events which happened since we last met is our SLI team went to Huntsville, Alabama, and the rocket launched with an altitude of 4,139 feet, which is amazing. And for a little recap of what they did there, for the first two days, NASA hosted events like workshops, lectures, and a team networking event. They also had a launch readiness review. And the following day, they attended and had a booth at the rocket fair, in which every team had booths for their rockets. For Newark's SLI team, people could learn about and take a picture with the rocket man. On Saturday, they had launch day, and the entire day was used for the launch. Their rocket, once again, went straight up and had an altitude of 4,139 feet. On the last day, they relaxed, and they had fun, and the team bonded all day. Next, our 11th grade Puente students were able to travel to Southern California and were able to visit six different colleges, which was an amazing opportunity. And lastly, for student life, I just want to speak about how many students are sad about the programs being shut down at our schools. And also, we currently have students
- ▶ [**Aiden Hill**] Testing going on state testing going on right now for the juniors and that's all thank you so much for listening Okay, thank you student member Lee Okay moving on to 7.1 employee organizations. Do we have a representative from NTA here? Welcome, Ms.
- ▶ [**Aiden Hill**] Villa
- ▶ [**Cheri Villa**] Good evening, school board. My name is Cheri Villa. I'm president of our NTA. Again, my comments are going to be similar as previous meetings. We need to keep our teachers. Last meeting, I gave information in regards to Pleasanton and what they've currently settled for. Well, just recently, Hayward, one of our surrounding districts, 2% retro for 22-23, and then 8.5% retro for 23-24. Man, it's hard. Like I said last time, how many of our teachers live out in the valley? Even more live in the Hayward area. We can't ask our teachers to stay anymore. We can't say if you have passion for new work, you'll stay. You can't do that anymore. That's not fair. One year ago today, or one year ago about this time, we settled, we TA'd for two years of compensation, knowing full well that we had the third year to compensate. We're the same exact, we haven't made any movement. We're in the same exact places. Hold on, I take that back. We're a couple steps back. Now what we have going on, all year we've had elementary TOSAs talking about keeping them in their positions. Those TOSAs feeling like they have to fight for what they're doing. Now we have MCA here in the same boat. We shouldn't have our people having to fight for what they do best. So when July 1st starts, Our teachers will be working without a contract in regards to compensation. Our second year runs out June 30th. So again, we are in the same place that we were a year ago in regards to compensation for our teachers. We need to keep our teachers. We can't ask them to stay for what we're getting compensated. We need them to. We're ready to

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negotiate. We proposed for community schools. We haven't heard anything. We, Sunshine, still haven't heard anything. We need to start talking about this now, today, not after school gets out. There's 30 more days left of school, 30 school days. Today's 150. We started this year with 12 vacancies, 12. And in my information, I already have 17 teachers who are going to another district. 17 of the teachers that we have now have already let me know that they're going to be going somewhere else for more compensation.

▶ [**Cheri Villa**] Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Villa. Do we have any representatives from CSEA?

▶ [**Maria Huffer**] Good evening to the Newark board members, executive cabinet members. So I originally came tonight with a different speech in mind, but decided to speak once again in hopes, just once, that the board would listen. But here we are again at another board meeting realizing that the school board has not listened to or chose to not listen to a single word CSEA, NTA, NEWMA, and our parents of our community have to say or have said regarding the dissatisfaction with the way you're running our district over the last several months. Your leadership continues to be a huge disappointment. We are beyond angry that this board's leadership continues to put Newark Unified in turmoil. Your lack of decision making shows that the students of NUSD, that they are not put first. What's first in the eyes of this board is lining the pockets of new created hiring executive cabinet positions with hefty high level increases, which are higher than the previous positions vacated, which by the way, are off the backs of CSEA. NTA and NEWMA staff layoffs, or not filling vacancies? Do the words we robbed from Peter to pay Paul sound familiar? This is what the school board continues to do. The board robs from the classified staff, teachers, and management to pay the rich, executive cabinet positions. When is this board going to listen and stop continuing to make the same mistakes over and over, digging deeper and deeper into this huge hole? I've been telling our classified staff that this is just spiraling, but I have come to realize that it's beyond that. We're at the bottom of the pit with no way up. Newark Unified is in desperate need of change. I keep constantly telling you guys we need to see something, change, difference. This board and executive cabinet continue to state that we are in the situation due to declining enrollment, which I agree to a point. But with declining enrollment, with the declining enrollment, the district loses money. Have you ever given any thought that we are also losing, we are also in this situation because we can't retain our staff? Employees have given 150% to the district, are leaving or have been laid off, and our Newark families are following. With parents unhappy that our valued staff are leaving, they are deciding to pull their children from this district and go elsewhere. We continue to lose students, staff, closing schools, merging schools, and absolutely nothing has changed. In fact, it's gotten worse. More in debt than the year before, but somehow continuing to line the pockets of the new higher leadership positions in this district. Are we in debt or not? Who's doing the math in this district? Do we need to utilize and hire our mathematics teachers to do our budget? CSA is exhausted in trying to get the board to see what is right in front of you, but you continue to turn a blind eye and just look at where we're at now. We are tired of hearing, please be patient as we work things out. We are out of patience and we, the staff, students and parents of Newark Unified deserve better, want answers and accountability for your actions. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Huffer. Do we have a representative from NEWMA? OK. All right. So moving on to 8.1, superintendent report. Ms. Vackar.

▶ [**Tracey Vackar**] Well, I'm super excited to be able to share with you some information about Newark Unified School District this week. This week, board member Jones and myself, we were able to celebrate two amazing Newark Unified School District educators. The first is Michelle Liebheldt, who is our Newark Teacher of the Year. Are you here? Michelle, we are so excited about having you as our representative, as our teacher of the year and going on to county. We also have Angelica Garrido. Angelica, are you here? There she is. Both of you just speak in just a moment, but I just have to share. Both these educators put our students and families first every day. Your colleagues recognize their commitment to serving students, our families, and the work that they do as educators. On behalf of our entire Newark Unified School District family, we want to celebrate and thank you for

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the amazing work that you do each and every day. You both are amazing. Would you like to make a couple of comments?

▶ [**Michelle Leipelt**] I'm fine.

▶ [**Michelle Leipelt**] Thank you.

▶ [**Angela Garrido**] I love my school, my Lincoln community,

▶ [**Michelle Leipelt**] I just want to say thank you. It's an honor to be recognized for the hard work that we do, especially the spotlight on early childhood education as I teach TK. So thank you. To my colleagues that took the time to acknowledge the work that I do, I thank you very much. Any one of them could be standing here as well. BGP is a powerhouse, and we work really hard to make sure that we're meeting the needs of our kids in the Newark community. I've been working for Newark for 26 years, so it's a long time that I've been here. And every year has its challenge. Every year gives me inspiration. Every year, I want to be the best that I can be when I come to work for myself and my growth, for my colleagues that I work with, for my family to be proud of me, and most importantly, for my students to let them know that they fill my cup. I believe in them. And I'm just so proud to represent Newark and to continue serving the students in our community.

▶ [**Michelle Leipelt**] So thank you. Thank you.

▶ [] Yeah, that'll be fine. You want to step down? Get a picture with you and the board. Yeah, that'd be great. Thank you so much. Thank you. Thank you. Thank you. Guess what? There's more.

▶ [**Tracey Vackar**] So on Friday, April 12, 2024, four members, Plancardi and Nguyen, joined Mike Murphy and myself at a very special day at Amazon headquarters over in Sunnyvale, California. We were there for the Amazon Future Engineers of the Year. And we have a future engineer with us. Today, and I think her dad's here with us, we are so excited to announce that Asa Jane, who is our senior at Newark Memorial High School, was announced as one of the 200 future engineers. And she has earned a \$40,000 scholarship. Wait, there's more. There's more. She also gets to intern over at Amazon in the summer months while she's going to college. We are so proud of her accomplishments and the hard work that has put her there. We want to thank her parents, her teachers, her counselors, who kept on believing in her dream of being an engineer. Thank you, staff. And her dad's here. Do you want to say a few words?

▶ [**Mr. Jane**] Thank you so much. And I really thank all the teachers here doing really good job, great job. I wish I was born here in the U.S. or at least went to school here in the U.S. Teachers here are amazing, so friendly, so frank, except one or two which we had experience in. Otherwise, I would say 98% of the teachers. There's, you know, back in India, I remember now things have changed. If we weren't done homework, they would ask us to stand on the desk. Punishments, severe punishments back then. Things have changed there now. But thank you, Mr. Goldsmith. I know he is not here. And my daughter wants to thank him as well or the phone because she couldn't come. She has to catch up with the things she missed on Friday as she wasn't at school because of that. And she has an AP chemistry test coming up. So thank you, all the teachers. Can I just have a quick call, and she can thank Mr. Goldsmith here?

▶ [**Tracey Vackar**] Absolutely. Thank you.

▶ [**Tracey Vackar**] Let's put her on the phone.

▶ [**Asa Jane**] Hello, Aster, everyone out here listening to you. Can you thank your teachers, Mr. Goldsmith and everyone out? He is not here, though. But probably he's going to watch probably on YouTube.

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- ▶ [**Asa Jane**] Yes. Thank you so much, Mr. Goldsmith. You really helped me out this year with all the recommendation letters you wrote for me. And I just wanted to say thank you to all the board members and the president, or not president, principal of the school for supporting me out there on Friday. It really meant a lot to me. So thank you so much.
- ▶ [**Tracey Vackar**] Thank you. It really was so much fun getting to see her open up the box and see that she was going to be one of the future engineers for Amazon. So what a great day that was. And thanks for letting us celebrate with your family sir. We also welcome the new staff member, Jenny Lee Pinafore, is our new IT director. Jenny Lee brings with us, actually she's here somewhere this evening. She's around here helping us out. And she brings innovative ideas to learning and the infrastructure needs of our district. So we're excited to have her join our team. And then Newark Unified Board of Education will have a very special session next week on Tuesday, April 23rd at 6 p.m. here in the board meeting. We've got FCMAT coming and their chief executive officer, Mr. Mike Fine, will be here with us to talk with us about our budget and about the NYP and just share some wisdom with all of us. Additionally, we also have a joint meeting coming up with the city of Newark Next Monday and that is being hosted over the city offices. The agenda is posted online My report this evening Great.
- ▶ [**Aiden Hill**] Thank you Thank You mr. Carr Okay, so moving on to Agenda item 9 public comment. So 9.1 public comment on non agenda items and just to make sure that everybody's, we've got a lot of new people here, so understand the protocol. So we've now reached the portion of the meeting set aside for comments from the public about matters not on the agenda, but within the subject matter jurisdiction of the board. Under board bylaw 9323, comments are limited to three minutes per speaker, and the board will limit the total time for public input on each agenda item to 20 minutes. These limits have been put in place because the board believes that late-night meetings deter public participation, can affect the board's decision-making capability, and can be a burden to staff. If a situation arises where there are more speakers on a topic than total time allotted, the president may ask members of the public with the same viewpoint to select a few individuals to address the board on behalf of that viewpoint. In order to ensure that non-English speakers receive the same opportunity to directly address the board, Per government code 54954.3, non-English speakers who utilize a translator shall be provided at least twice the allotted time to address the board. Per government code 54954.2, the board shall take no action or discussion on any item not appearing on the posted agenda except as authorized by law. However, without taking action, board members or district staff Members may briefly respond to statements made or questions posed by the public about items not appearing on the agenda. OK. And with that, we're going to proceed with 9.1, public comment on non-agenda items. So can I have Ms. Lizette Gamez please come forward.
- ▶ [**Lissette Gomez**] Hello, I'm Lissette Gomez, and I'm a senior at Newark Memorial. Today I'm speaking on behalf of MCA. I'm on my final year of the MCA program, which is a three-year program beginning sophomore year. I believe that the program was extremely beneficial to me as it helped me prepare for my future career. Just to say this personally, I want to be an animator for my career. So getting into a media program and learning how to use equipment and programs that they use in the real world, such as Adobe, Photoshop, InDesign, and Premiere Pro. It really helped me a lot. On top of that, I was able to talk to a lot of professionals in the industry, such as writers, social media managers, comic book artists, animators, and musicians. And it was really helpful for me to see that there's a lot more career options available for artists and to like kind of break the stereotype of this, break the starving stereotype, the starving artist stereotype. On top of improving my skills in media, I feel, I believe that I've grown not, not only academically, artistically, but also personally with the helpful and close-knit community that MCA offers. I ask you to strongly reconsider eliminating the MCA program because I believe it's beneficial to a lot of people that want to get into careers in media and it helped me a lot and I don't think it's fair that the people in the MCA program who have yet to complete it or yet to enter it not get the chance and same opportunities that I did. Thank you.
- ▶ [**Aiden Hill**] Okay, so thank you Ms. Gamez. And I'd like to make a clarification because I think that there are rumors that are swirling around and I'm not sure what the source of them are. But the board at this point has had zero discussions over the MCA program. To my knowledge, there are no plans to be cutting this. This is not on the agenda. And so what I'd like to invoke, because again, we talk about how we have a limit of 20 minutes

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actually for this entire item, I'd be willing to permit that we give 20 minutes to people that want to, if there are additional people that want to share about MCA, that's fine, but we need to limit it to 20 minutes. So I would say everybody that's on the MCA topic, if you wouldn't mind just going out into the lobby and identifying seven people that would be your representatives. So again, right, we're following the protocol, okay? And Ms. Gutierrez, per the protocol, you should not be speaking out, please. Okay? Okay, so. All right, so you understand. All right. Okay, so for those that are on the MCA topic, because again, this is not a topic that we're even considering, if you would like to speak, please go out into the lobby and identify seven people that are going to represent you.

- ▶ [**Aiden Hill**] I think people have the right to say what they need to say. OK. So again, we're going to follow the... So Ms. Gutierrez, I'm warning you at this point, OK? You're violating our protocol, OK? And so if you continue, I'm going to ask you to leave. OK? OK. And Ms. Lopez, the same goes for you. All right? So, please. OK. OK. So, Ms. Gutierrez, if you'd like to come forward and speak.
- ▶ [**Lucia Gutierrez**] Good evening. Tonight, I am reaching out to the NUSD staff. First, I want to thank you for all that you do. I want to thank you for helping our students get the education that they deserve, but with limited resources and with minimal support due to the lack of leadership. Also, thank you for sticking around for our kiddos in the midst of all this mess. Thank you from all the parents that I am working with. That being said, we are at a point where we need help from staff. Things will not be getting better with this board and this leadership. Keep in mind, public comment started and the new leader just left instead of being here to listen to us. Things will not be getting better with this leadership. As you see tonight, this board has decided to select Penny's friend as the new superintendent for the next year and a half. Penny DeLeon left the district in a worse financial decision than when she came in, retired with a nice high pension, and now this board is allowing this to happen again with Penny's friend, Tracy Vackar. And to make matters worse, Vackar will now have a higher salary and will almost be at \$290,000 by July. This board made the mistake of hiring DeLeon, and today they want to repeat the same mistake and add more money to it. Enough is enough. Staff have faced abuse, harassment, retaliation, and this cannot continue. However, if our staff does not come together and speak against it, my words and the words of the parents will not be enough to make this stop. Teachers, I know you cannot rely on your union president because she is in cahoots with the people leading this mess, but you guys can all come together without her and show that there is a lack of confidence in this board. Maria, thank you for speaking tonight. You have a strong voice and everyone here knows that a raise for the superintendent means no money for some of the hardest working employees in this district. The contract being approved today may lock this district in a mess for another year and a half, but together we can show the community and this board our disagreement and lack of confidence in their actions. We have parents that are here to help, but we cannot fight this battle without you. Elections are around the corner and we need a change of the board. And if you want to see a change, we all need to unite, we need to help each other, and we need to come together. Please reach out anytime, because we truly believe that Newark deserves the best. Then together, once we get rid of this bad mess, we will be able to bring the best. Thank you.
- ▶ [**Aiden Hill**] Thank you. Thank you, Ms. Gutierrez. Okay, so Monica Piedra.
- ▶ [**Monica Piedra**] Buenas noches. Ayer tomé mi tiempo para revisar el contrato de la superintendente interina. ¿Qué quieren aprobar hoy? Y me pregunto, ¿a quién le presenta esta mesa directiva? Basada a lo que vi, ustedes están representando a la señorita Baccar y no al distrito. ¿Se le va a dar un aumento de 30 mil dólares? ¿Se le garantiza ser la interina por un año y medio y luego se le regresa su puesto? Luego, si algo no sale bien, solo se lo pueden sacar si se aprueba la terminación con cuatro personas a favor de esa acción. Nada de esto se beneficia a los estudiantes o al distrito y no está bien que ese contrato se apruebe hoy. En otras ocasiones, este distrito ha pedido contratar superintendentes interinos sin salarios tan altos y con gusto que hacen su trabajo. Lo que esta comunidad y nuestros estudiantes ocupan es alguien que tenga el interés real de ver a nuestros estudiantes progresar y no nomás una persona que venga a quitarnos el poco dinero que les sobra al distrito y luego jubilarse con un alto salario como ya lo hicieron. Por favor, no aprueben este contrato.

Good evening. I took my time yesterday to review the interim superintendent's contract. What do you want to

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approve today? And I'm wondering, who is this board presenting to? Based on what I saw, you are representing Ms. Baccar and not the district. Is she going to be given a \$30,000 raise? Is she guaranteed to be the interim for a year and a half and then she gets her job back? Then, if something doesn't go well, she can only be removed if termination is approved with four people in favor of that action. None of this benefits the students or the district and it is not right for that contract to be approved today. On other occasions, this district has asked to hire interim superintendents without such high salaries and gladly do their job. What this community and our students need is someone who has a real interest in seeing our students thrive and not just a person who will come in and take what little money they have left over from the district and then retire with a high salary as they have already done. Please do not approve this contract.

-  [**Lucia Gutierrez**] She brought her own translator because you guys don't have a translator tonight. So three more minutes, please. Good evening. Yesterday I took the time to revise, to review the contract of the new superintendent, interim superintendent, who you guys are going to approve today. And I asked myself, who is this board representing? Based on what I've seen on the contract, you guys are representing Ms. Vacar and not the district. You guys are going to give her a raise of \$30,000 and you're going to guarantee that she's going to be the interim superintendent for a year and a half. And then she'll be able to nicely come back to her post. And if something doesn't go well, you will only be able to take her out of this position with a 4-1 supermajority vote. None of this benefits students in the dual school district. And it's not OK that this contract gets approved today. In other occasions, the district has contracted interim superintendents with lesser salaries. And they gladly did the work. This community and these students need somebody that has a real interest in our students and an interest in them in progressing and not another person that is just going to come here to take more money from our district. Then again retire and like the previous one had done. Please don't approve this contract.
-  [**Aiden Hill**] Thank you, Ms. Piedra. Okay, Brianna Rodriguez.
-  [**Brianna Rodriguez**] Good afternoon. I am an alumni from the MCA program at NMHS. I have come here to tell you that the erasure of MCA would not only harm Oh, would only harm the sizable portion of Newark students who are creatively driven. As a standard, NMHS curriculums simply cannot cater to their learning needs nearly as effectively. MCA is a program that works to nurture these students' interest in mass media, that would be film, mixed arts, et cetera, and to expose them to a vast range of possible career paths aligned with them. along with the tools to succeed in each one. No matter what it may be, MCA is a space where generations of students have and continue to be encouraged to open up the horizons and explore the arts and develop their talents as well as cultivate important life skills such as collaboration, critical thinking, and self-confidence. By taking away this irreplaceable space from present and future NMHS students, You take away their opportunity to reach their fullest potential and flourish in careers that they are truly passionate about. In addition, MCA brings a sense of family and humility that could not be replaced either. to work with peers that have similar interests as you or as it creates a close camaraderie among classmates and a safe space for anyone. Not to mention the diverse and welcoming staff that work so hard to keep MCA whole and bring the best for students. A perfect experience that represents this is the silent film project where students collaborate together and create a story and go to Niles to film it. All students of the MCA class participate, sophomores, juniors, and seniors alike, working together to create a film that they are proud of. It is one of the biggest projects a student embarks on in their MCA high school career, and it always one to look back on from their growth throughout MCA. But it is not about, or it's not just about the academics. MCA is also about the bonds and relationships students form. which in modern times is hard to find when you are lost and on your own from that age. MC is an amazing place to find yourself. Regardless of it being a small group of students, it only creates a more enriched and personal high school experience as it promotes independence and leadership while preparing the students for the industry. As it is, the arts in the schools are severely underappreciated and suppressed. So to have MCA at NMHS is a breath of fresh air. So I urge you to put yourself in the shoes of students that will be missing out on their chance to enrich their creativity and set themselves up for success in the future. Thank you for your attention for this matter, and I trust that you'll make the right decision.

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- ▶ [**Aiden Hill**] Thank you, Ms. Rodriguez. And again, I just want to clarify that I'm not sure how this rumor got started that the board is looking into MCA and talking about cuts. The board has not had any discussions. We've not been briefed on this topic whatsoever. So again, I understand how people can be concerned, but this isn't an issue that we're looking at at this point. OK. Moving on to the next speaker. So, Margarita Gomez.
- ▶ [**Margarita Gomez**] Buenas noches, miembros de la mesa directiva. Mi nombre es Margarita Gómez y tengo tres estudiantes en este distrito. Esta noche vengo con una preocupación muy grande. Veo que esta noche quieren aprobar un contrato para nombrar a la señora Vackar como la superintendente interina, a la cual se le está pensando dar un aumento en el salario de 20 mil dólares sólo por aceptar la posición y aparte se le quiere otorgar otros 10 mil dólares más tres meses después de haber aceptado el cargo. Todo esto sin razón y sin motivo. Realmente, como padres y como comunidad, no comprendemos cómo pueden otorgar un aumento de 30 mil dólares a una sola persona mientras se realizan recortes en los programas y personal educativo, como es el caso de la directora de proyectos especiales y los maestros asignados a esos proyectos como son el programa SEOL, matemáticas y tecnología. El programa SEOL está establecido en nuestras escuelas de título 1 y sabemos que hay un presupuesto específico para este programa, el cual beneficia directamente a nuestros estudiantes aprendices de inglés, pero también beneficia a los demás estudiantes. Si no continuamos con el programa SEOL, ¿en qué van a utilizar ese presupuesto? No es justo que se siga gastando dinero mientras a nuestros estudiantes se les siguen recortando programas y recursos, ya que este año se reducirá el presupuesto en un 15% a nuestras escuelas, pero se le otorgará un aumento de 30 mil dólares a una sola persona, no tomando en cuenta que existen otras prioridades como son la falta de directores en muchas escuelas. Este contrato solo va a perjudicar más al distrito y no es justo utilizar el dinero que no se tiene en aumentos exagerados de nóminas que solo perjudican y para nada benefician a nuestras escuelas. Por lo que les pedimos, tomen en cuenta las necesidades de los estudiantes antes de tomar una decisión con respecto a este nuevo contrato. No estamos de acuerdo que se otorgue un aumento de 30 mil dólares sabiendo todas las necesidades que existen en este distrito y sabiendo que nuestro distrito está cada día en decadencia y nuestros estudiantes están pagando las consecuencias de que ustedes no estén tomando buenas decisiones. Mesa directiva, realmente estamos muy preocupados por el futuro de nuestros estudiantes. Gracias.

Good evening, board members. My name is Margarita Gomez and I have three students in this district. Tonight I come with a very big concern. I see that tonight they want to approve a contract to appoint Mrs. Vackar as the interim superintendent, who is being given a salary increase of \$20,000 just for accepting the position and they want to give her an additional \$10,000 three months after accepting the position. All this for no reason and for no reason. Truly, as parents and as a community, we do not understand how they can give a raise of \$30,000 to a single person while making cuts in educational programs and personnel, as in the case of the director of special projects and the teachers assigned to those projects such as the SEOL program, math and technology. The SEOL program is established in our Title 1 schools and we know that there is a specific budget for this program, which directly benefits our English Learner students, but also benefits other students. If we don't continue with the SEOL program, what are they going to use that budget for? It is not fair that money continues to be spent while our students continue to have programs and resources cut, since this year the budget will be reduced by 15% to our schools, but an increase of 30 thousand dollars will be granted to a single person, not taking into account that there are other priorities such as the lack of principals in many schools. This contract will only hurt the district more and it is not fair to use money that we do not have in exaggerated payroll increases that only harm and do not benefit our schools at all. We ask that you take into account the needs of the students before making a decision regarding this new contract. We do not agree that a \$30,000 increase should be granted knowing all the needs that exist in this district and knowing that our district is declining every day and our students are paying the consequences of you not making good decisions. Board, we really are very concerned about the future of our students. Thank you.

- ▶ [**Lucia Gutierrez**] Good evening board members. My name is Margarita Gomez and I have three students in the district. Tonight I come with one worry, very big. I see that tonight you want to approve the contract to name Ms. Vicara as the new interim superintendent in which you will be giving her a raise of \$20,000 only for accepting the position and then on top of that she'll get another an additional \$10,000 three months later after accepting the position and without any motive or cause. Us as parents and the community we can't understand how you can give somebody a \$30,000 increase to just one person while you are making cuts to programs and the educational personnel. You have reduced the position of the Director of Special Projects and the TOSA teachers

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and are reducing programs such as SEAL, mathematics and technology. The program SEAL is established in our Title I schools and we know that the budget for this program does not come out of the general budget and it directly influences our students. who are of English learners. And this program benefits our students who are English learners, as well as the general education. If we're not going to continue to keep the SEAL program, then what are we going to be using this budget for? It is not just that you continue to spend money while our students, while you are cutting the budgets from our students and the programs. This year you will be cutting, we have been told that next year you will be cutting the site funds by 15%. But you will be giving one person a \$30,000 raise. Without taking... without taking into consideration other priorities like the different positions of the different directors at the sites and the principals at the sites. This contract will only hurt the district and it is not just to be using this money that we don't have to be giving exaggerated raises to one individual and hurt the rest of the schools. This will not be benefiting the schools And we ask as parents that you take into consideration the needs of the students before you take the decision to accept this contract. We're not in favor of you giving this contract and a raise of \$30,000, knowing that there are additional necessities in this district, and knowing that our district is in a deficit. Our students are suffering the consequences of your guys' actions. We are very worried for the future of our students. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Gomez. Okay, moving on to the next speaker, Jeff Anderson.

▶ [**Jeff Anderson**] I would like to be able to speak in Spanish, so I'm not sure if I should start in Spanish and then repeat in English or vice versa. OK, I'll start in English, and then I'd like to translate in Spanish. Good evening, y'all. I am amazed at how many times I've been in this room and community gave feedback, and then the decision was made as if no feedback was given. And I worry that no matter how many times we stamp our feet, this will continue to happen. So what I would like to propose is that there are a lot more of us than there are of them, and democracy is about organization. There are four key constituent groups that I believe that you should be attended to. This is called Parents and Community, CSEA, NTA, and NEWMA. I cannot wait to invite members from each of those groups to attend an Organizing for Power workshop for me, led by UC Berkeley Labor Group. This is Jane McAlevey's power. This is the same power that threw Rahm Emanuel out of office. It's the same power that did Red for Ed and got Scott Walker out. One way to deal with democracy is to build really, really strong organizations. And I would love to welcome board members onto that. However, if that is not something that you want to do natively because you would like not to listen, No problem. What I would say in that moment is let's get 90% plus participation in those four groups. We got a November election coming up. I got my walking shoes on. I'm ready to canvas. I do not like political corruption in the form of paid for speeches or paid for specifically, you know, flyers. And the good news is if we have 90% plus in our district, including staff, teachers, admin, and parents, There's no amount of money that can counter that. We are this district. So my statement is when power will not listen, when democracy shows up, then it's time for democracy to flex its muscle. And the way that we do that is we get organized and trained. And the way that we do that is attend training from people who do this for a living. I will be attending that training. I have just sent an email out to the head of NTA. The current head and I think the future head, Cheri and Rachel. I think Rachel Bloom is her name. Maria Huffer, I did the same thing. And I think her name is Amanda Gallagher. I hope that each of those people will send that current invitation out to their group. Staff, if you're interested, I have my email in there. I will keep that information private. This is no business of admin and people who use threats. The whole point is for us to organize together, and I welcome that. I want two parents from every school site. I'd like at least one teacher from every school site. I'd like at least one CSEA member from each group. I'd like at least one principal and members of NEWMA, as well as the leads. Let's go train, get to these trainings together, and let's work as a team to build real democracy. And yo quiero decir que dije-

▶ [**Aiden Hill**] So Mr. Anderson, you're out of time. I understand that, but- So I would ask- So Mr. Anderson, You have three minutes. So thank you.

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- ▶ [**Jeff Anderson**] So is there a translator available.

- ▶ [**Aiden Hill**] It's if you is there a translator available for our Spanish speakers. You listen to our instructions. You listen to our instructions. And they're also posted on this is like the seventh time I've been here. Mr. Anderson asking for. I'm going to remind you that if you continue I'm going to ask you to be removed. So. So. So. So. OK. So.

- ▶ [**Jeff Anderson**] Yeah. The name was mutual.

- ▶ [**Aiden Hill**] Okay, so so mr. Anderson, please please exit the building Okay, so We're going to adjourn right now. So miss Tracy if you if you can please call the police I'm sorry.

- ▶ [**Nancy Thomas**] I'm sorry. I have to speak up. Mr. President point of order point of order point of order Mr. President, I think that is overreaction and I think the board should speak up about whether we agree with doing this. Please.

- ▶ [**Aiden Hill**] I would like to. I would like to. So member Thomas, I am in charge of running this meeting. These are the rules. OK, and these are the rules.

- ▶ [**Phuong Nguyen**] Point of order. I just want to point of order.

- ▶ [**Phuong Nguyen**] I would like to remind President Hill that, yes, you made those norms. And we did not meet as a collective to agree on these norms for a public meeting.

- ▶ [**Aiden Hill**] These norms, madam, excuse me. These norms come from the California School Board Association. This is a direct translation from that.

- ▶ [**Phuong Nguyen**] Yes, but we did not adopt it as a board.

- ▶ [**Aiden Hill**] Thank you. OK. So I think that Mr. Anderson, you're seated. Point of order.

- ▶ [**Nancy Thomas**] Mr. President, point of order. Would you consider, please, a vote of the board about the action you are about to take that I would think you would want the board's approval of?

- ▶ [**Aiden Hill**] So there's no approval that's needed. But at this point, Mr. Anderson is seated. And so I think that we can continue. Okay.

- ▶ [**Nancy Thomas**] Just may I make a comment?

- ▶ [**Aiden Hill**] So member Thomas you can make a comment on this during board comments. So we've got a number of we've got a number of other items here that need to be discussed. Okay. All right. So moving on Miss Jackie Carrillo.

- ▶ [**Jackie Carrillo**] Good evening. Last Friday, the Kinder DLI classes performed a song about courage for the Schilling Unity Assembly. They worked for weeks to memorize the lyrics and did an incredible job. It was a friendly reminder that we are teaching our children that they don't have to wear capes to be courageous. Courage is inside all of us, and it's that little voice shouting, enough is enough. And enough is enough, Aiden. Courage is inside all of us, and it's shouting, enough, enough. Courage is choosing what's helpful, right, and kind. Even when it's hard or scary, you've got to speak your mind. We as parents can and need to implement these very powerful lessons. Thank you to the community members for showing up tonight. Parents, teachers, and staff that have had courage to attend meetings, make public comments, and get educated on the corruption just seen. Greed and greed that's destroying our district. Complaining about district issues at pick up or drop off

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with other parents or making a comment on a Facebook group is not going to yield results. We all get busy, we all have families, we all have meetings, extracurricular activities, but it's critical that we come together as a community and make attending district meetings a priority. The lack of transparency by this board has clearly demonstrated we cannot trust them and need to hold them accountable. We are in a deficit and entering a recession yet the board wants to approve the interim superintendent contract tonight and increase miss backers current salary from 250 to 270 that's \$270,000 a year, which is ridiculous already. We want to give her more money Let's not forget the raise she'll receive July 1st, increasing her salary to \$280,800. How is this ridiculous salary justified when all school sites are getting a 15% reduction in site funds? Critical programs like SEAL have been cut and our campus monitors make \$16 an hour. Ms. Vackar wasn't capable of executing her CBO role without hiring three contractors at \$200 an hour. Let's put her in an even more challenging role with no superintendent experience and pay her more. Board, are you guys serious? What are you guys doing? You are intentionally making decisions that are wrong and harmful for NUSD and you know it. You guys know it. I'm disappointed in the board members that are choosing to be silent because they don't want to rock the boat. Tonight, I'd like to invite you to apply the lessons from our kindergartners and be courageous and speak up even when it's hard or scary. Enough is enough.

▶ [**Aiden Hill**] Thank you, Ms. Carrillo. Okay, Ms. Jenny Suarez.

▶ [**Jenny Soares**] Good evening, my name is Jenny Soros and I'm the office clerk at Kennedy Elementary. I am speaking on non-agenda items this evening because the fence around the Kennedy campus is not on the agenda for approval. At the last board meeting nearly a month ago, I requested an update be provided to the Kennedy community about where we were with this project. The only update that has come since that meeting is one sentence in an email stating the district is reviewing the contract to build and install the fence and district leaders have told us that the fence is expected to be completed by September 2024. That's not a sufficient follow up. How do we get from today to September when this has not been approved by the board? The timelines that were given last school year stated before any contractor bids would be awarded, the board would have to approve the project. Additionally, when I inquired internally about this in late January, I was told it would be at least 12 weeks to get the materials ordered. If that information is correct, have the materials been ordered? If they haven't and they require board approval, how will the project be completed by September? Who is overseeing this project and when will this agenda item make its way for board approval? I understand that there are staffing issues at the district level. but let me repeat what I said at the last meeting. We are reminded on a daily basis of the many safety and security features a fence would provide our school site and its importance cannot be overstated. Please provide our community with an honest update about where we actually are with this project and a transparent, realistic timeframe and steps for moving forward. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Soares, and understand the urgency around this. And I don't have the details. I know that there's a lot of things that are being worked on. Ms. Vackar might have an update, but if not, we will make sure that we have a complete update on the next board meeting for you. And I don't know, Ms. Vackar, if you have anything at this point that we can share, or should we have a full update at the next meeting? We'll have a full update at the next meeting. OK, great. Thank you. Okay. Okay. So moving on to next speaker, David Hernandez.

▶ [**David Hernandez**] Good evening board. David Hernandez, Executive Director of the Newark Teachers Association. I stand before you this evening over grave concerns I have for this district. It's a district that has no direction. It's a ship headed towards an iceberg with no captain or crew. You should be concerned. You don't have a suit. You have a CFO which is about to change. You don't have an assistant superintendent of Ed Services. Your human resource department is a mess. You continue to have administrators missing at the school sites. You have teachers looking elsewhere because of the lack of stability. We haven't even started bargaining yet. You need to set a contract with your labor partners before the end of the school year to stop folks from jumping ship. Now I understand why your community is upset. They have no confidence in you. You have shattered their hopes. I understand why your employees are upset. There is no leadership. We need stability and action now. And I sense a strong coalition forming at this point. Thank you.

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- ▶ [**Aiden Hill**] Thank you, Mr. Hernandez. OK, moving on to Isabella Anthony Everson.

- ▶ [**Anthony Erverson**] Hi. So I'm here to talk about the MCA topic that's been brought up. I'd like to give my time to somebody else who we pointed out to speak. OK, great.

- ▶ [**Aiden Hill**] Bring him on up.

- ▶ [**Shelby Ortiz**] Hi, my name is Shelby Ortiz. I teach social science at Newark Memorial High School. First thing, I just want to address the board's questions about the idea that MCA was being cut. So right before spring break, two administrators came into my classroom telling students to choose other classes. One student asked, is MCA being cut? And the response by one of the admin was, yes. That's what I wanted to address the rumor. So the students organized, and they figured it out, and they freaked out. The worst part? was being left the day before spring break in my classroom with students who were under emotional distress and had a fire lit under their bellies. I have no idea what is if people on this board have ever dealt with students being in an emotional state before, right before break. It was very much the energy of telling someone they're laid off right before Christmas. The best way to say it, I had something else written. I'm just going to do half of what I originally planned. I understand that the reason why MCA is being offered is because of numbers. The thing is with MCA, it's not something, it's not that students weren't signing up. It's that last year we were told we're only going to be given one sophomore section instead of two sophomore sections, right? The small class numbers with our two sections, that's where it works. But if you have 30 kids in a class and then part of MCA is you have the option to not take MCA your junior or senior year, of course that's going to drop. When you're only given one sophomore section, right, for a very small number of kids to choose if they want to continue with us through their junior and senior years. I also want to say as Newark alumni and a constituent, MCA has survived the cuts of 2008. The last time I spoke at this board was 16 years ago, begging you not to cut the music program. And I am back defending the arts again. One more thing in my last 40 seconds. The equipment that MCA uses is not owned by the school district. It is owned by the state. More than likely, that equipment will disappear with MCA, leaving VAPA with Upper Creek without a paddle. Thank you. I yield my time.

- ▶ [**Aiden Hill**] And you're Ms. Ortiz, right? Yes. OK, so again, I mean, I think that the OK, so again, we have protocols, please. So Miss Ortiz, thank you for the comments. Again, the board hasn't been briefed on these details. And so we're going to circle back and understand exactly what's going on. And we'll have an update in a future meeting. But again, this is not something that we, the board, are aware of, have discussed. But we'll get details, and we will find out. So thank you.

- ▶ [**Aiden Hill**] Yes. And as a fellow teacher, I understand what it's like. So I understand. Yeah, so, OK. So Miss Gutierrez, I'm not going to remind you again. OK? All right. OK. OK, so moving forward to Angela Montes.

- ▶ [**Angela Montes**] Hi, and thank you for listening. I am also a part of the MCA crew that's here. I am a parent of two graduates from the program. My son was first introduced to MCA because he has a learning disability, and he would not be able to attend the high school like a normal child. He sees the world in color. He sees the world in graphic arts. He memorizes things like movies. And within 30 seconds, he can tell you everything about it. But to put him in a math class would have been detrimental. He had a hardship with social anxieties and other things as that. When he was introduced to MCA, his world, it totally erupted. And he had friends. He had colleagues. He had communication, and he ended up succeeding in a high school where he would have drowned. Hearing about MCA possible demise filled me with dread for all those other kids that are in the same situation. MCA is not a class that you just sign up for. You are invited, you are accepted, and you are impressed with. One of the things I found out after graduating with the MCA students, going to college with my son, those classes also translate into engineering degrees, artistics, architects, Oscar award winners, and other highly trained individuals in our society that Silicon Valley is based upon. We cannot say we are part of the technology silicon base if we cannot bring out all those people who can be creative. Without creativity, there would have been no iPhone, no web, and no computer. I would like to see this program continue, and I would like to see that the grant funding continue as well. If this is possible, please make it so. Thank you.

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- ▶ [**Aiden Hill**] Thank you, Ms. Montes. So next is, I'm not sure how you pronounce your name, Sana Baylor. Did I say it correctly? Did I say your name correctly? Sana. Sana. Yeah. OK.
- ▶ [**Sana Baylor**] Hello. Hi, my name is Sanaa, and I am a MCA alumni of class of 2020 at Newark Memorial. I wanted to talk about a few touching details about MCA and what it is known for. MCA is one of the only programs I found within high school that showed me that I am cared for, loved, and can be included in everything and anything. I met some of the most amazing people I've seen, and I've made some of the best work I've ever made. It's opened doors for me in college, which I still attend, even though it's not my first choice. I still have lots to learn and I've met some amazing people and it's opened lots of doors for me. It has showed me that I am capable of doing more than what I could ever ask for. MCA has showed me that along the way you're going to meet some amazing people and you're also going to make a lot of changes. It showed that I was capable of being able to make the work that I never thought I'd be able to make. I never thought I'd be able to edit videos or make lots of digital art and art pieces that I make for my students now. I also did not think that I would have these long-lasting friendships along the way and make some of these amazing things that I've ever seen. Like someone I brought up earlier, our Niles Film Festival, one of the most amazing team gathering exercises I've ever done in the three years that I was in MCA. It is one of the most memorable. There's lots of other things, too, that make it worthwhile, but the fact that you guys want to cancel MCA or at least stop the funding is incredibly scary to me. MCA is one of the only programs where I have been able to feel like my true self within high school. As we all know, high school is scary and it is a horrifying time. So being able to find MCA in my sophomore year of high school and all the way up to my senior year, up until COVID, I am able to say that I was gracious enough to meet some amazing teachers, amazing staff, and amazing friends along the way. MCA is one of those programs that is needed not just for me but also for other students in the future that want to learn how to become an artist, who want to become a 3D animator, someone who wants to do lots of work, who wants to take their time to learn photography and also learn how to produce their own music and other art skills. MCA is one of the programs that you don't get at other high schools. MCA is one of a kind and is one that you don't find a lot. It is mainly for what is used. It is such an important program to have, and the fact that there's quote-unquote rumors about it being canceled is disheartening. So the fact that this wants to somehow be taken away from students who need this, who have the idea and courage who want to do this, is horrifying to me. I think students who want to do these things and preserve this as their career and their future and their livelihood, they should be able to do this for themselves. And they should also have the tools and the right funding to have that. These students deserve a chance. MCA opens doors for lots of people, myself included, right after high school, even though we had COVID. It showed me exactly where I needed to be and what I was capable of. So yeah, I conclude my time.
- ▶ [**Aiden Hill**] Thank you. Thank you, Miss Baylor. OK. And going on to Jeanette Herrera.
- ▶ [**Janelle Herrera**] I would like to say my name is Janelle Herrera.
- ▶ [**Aiden Hill**] I'm sorry. I'm sorry. OK. Got it. Thank you.
- ▶ [**Janelle Herrera**] My name is Janelle Herrera, and I'm here to make a public comment on the removal of MCA at the beginning of next year. I am an MCA alumni, and I have graduated 2022. MCA is important today in our day of age because of the skills that we gain. Examples are creating logos, photography skills, Adobe, communication, film, being a leader, editor, designer, and so much more. I have learned all of that through MCA. With our society, with how our society is moving in a media and technology based world, having these skills will help these students gain confidence in their career and help them get a reason to graduate. This is something specifically MCA provides and no other classes in MCA high school teaches. I know because I went to Newark Memorial. Not only has it helped me, but I have two older brothers who it has helped as well. You are refusing free money for these students' education. They get a grant to support the program. Examples are paying for field trips and materials for these MCA students. The cancellation of MCA was told to the current participants of MCA three weeks ago, students and teachers. This is giving little to no time to current participants, and this is unfair to the current students that are unable to finish their years in this program. You are ruining their choices of getting

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their full education in this program. They will be removed from a community and an environment that they enjoy and thrive in, and to a normal high school environment that they will not get the attention that they need from teachers. These MCA teachers have the ability to work with specific students and their needs. And they won't be able to get the education that they deserve because you can't force a child to work on an education that they don't want.

▶ [**Aiden Hill**] Thank you. Thank you, Ms. Herrera. And again, as I mentioned, this is something that the board is not aware of. But ultimately, the board has to ratify all decisions. And so nothing is final until the board ratifies.

▶ [**Aiden Hill**] OK. Moving on to Alison Ramos.

▶ [**Alison Ramos**] Hello. My name is Alison. I am a senior in MCA. And I wanted to say that I really would not know I truly don't know where I would be without MCA today. Before I joined, I loved art, but I had nowhere to learn all the things, all of my passions. And then I found MCA, and I found so many other people who are interested, so many wonderful students, teachers, and I've learned so much over these years. Please do not let me be part of the last graduating class of MCA. Thank you. Oh, and as well, we've done a lot of work. We made commercials for the school district to hire teachers. And you have posters here. My friend, my classmate Jennifer, she made this in class. We made so many posters for the school. We do recording. We do so many things. As I said, please don't let me be part of the last graduating class of MCA.

▶ [**Aiden Hill**] If you'd like to leave those with the board, we'd be interested in looking at them. But if that's your only copy, we'll

▶ [**Alison Ramos**] They're sitting right there on your desk actually. OK, thank you.

▶ [**Aiden Hill**] OK, and Ms. Lupe Lopez.

▶ [**Lupe Lopez**] Good evening, school board members. I am deeply concerned regarding the financial trajectory of our district has taken since the forced resignation of Dr. Triplett, which alone incurred a significant cost of \$300,000. Following Dr. Triplett's departure, we paid \$70,000 to search the firm to secure Superintendent DeLeon, which came at a cost of \$270,000. We engaged our interim superintendent, Milliken, which caused us unknown. his performance was acknowledged and should be again appointed as the interim superintendent. We then added Chief Business Officer Baker at a cost of \$250,000, which the board now plans to appoint as the interim superintendent with a starting salary of \$270,000, escalated to \$280,000 within three months. An increase of 12% and without a superintendent experience. This begs the question, will similar considerations be extended to our hardworking teachers? The administrator to minimize the learning gap to the district has led to the placement of two principals of administrative leave, resulting in a interim replacement whose expenses remain undisclosed. The same holds true for the various interim principals at the high school. additional there have been several independent contractors hired without any oversight over the use of the protocol. But from what I see, there's a lot of oversights because you claim that you haven't heard many issues. Contracts for individuals such as interim executive director of HR, Steve Burrell, interim director of fiscal services, Mary Stark, Rosanne Lascano, Beth Figueroa, Denise Coleman. All of these contracts were brought to you the Board of Approval until after the work had begun, and the contract for consultant-led work was not presented for approval until the contract required an extension. It is troubling to note that contracts for interim high school principal Patricia Harvey and BGP Jennifer Cronin have not yet undergone Board approval, further underscoring the need for enhanced transparency and accountability. The board were hired to be custodians of our educational community, to uphold the highest standards of financial prudence and transparency. I urge the board to thoroughly review these expenditures, prioritize the interests of our students and staff, and ensure that future decisions reflect fiscal responsibility and accountability. Please think about the kids. Appoint me again as the interim superintendent. He has a proven record and cares. Again, let me emphasize, Vackar has no superintendent experience. Also, I need to sense when the board become a member of one and not as a whole

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body of members. I have never seen one board member making a decision. Thank you.

▶ [**Aiden Hill**] So moving on to Montel, is it Rollins?

▶ [**Montel Rollins**] Hello, my name is Montel Rollins. I graduated in the class of 21. Truthfully, I wouldn't have made it out of Memorial without MCA. Starting high school, I was not a straight-A student, and I honestly hated coming to school. The teachers of MCA were and are some of the kindest, most attentive people of the school. The way they engage, encourage, and support students is something the high school very greatly needs way more of. Cutting the program in no way has the students' best interests met. I really emphasize the need for the continuation of the MCA program at the high school. In the high school, it shows you what it's like and prepares you to work in real world jobs and careers. MCA opened the door to an entire world that New Memorial would be a much better place with more of. The potential opportunities and the passion that grow from the program are immeasurable. From the latest tech and software, to hands-on experience and production, to networking, to just genuine communication and to just genuine communication and collaboration. Newark Memorial will be doing an immense disservice to not only themselves, but way more importantly, the students by discontinuing MCA. In conclusion, every student deserves the chance and opportunity to be great. Now I just ask, would cutting MCA aid in that or would it honestly finish off the sadly dying spirit of Newark Memorial? Thank you.

▶ [**Aiden Hill**] Thank you, Mr. Rollins. So Gabrielle Morales.

▶ [**Aiden Hill**] OK. OK. OK, I'm ready.

▶ [**Gabriel Morales**] Okay, hi everyone, my name is Gabriel Morales. I've been a guest teacher here for Newark Unified for the past two years. I've had the privilege of working at every single school. I was a long-term sub at Newark Memorial High School for one and a half years, almost two years, and this year I've been a long-term sub at Schilling Elementary. Truth be told, I wasn't planning on speaking tonight, because I was not very comfortable bringing it up, but with so little time left in the school year, with so little meetings left, and I believed now's the time, better now than never, it's eating at me, what I want to address. OK, so I'm here today because there are certain things that happened at the beginning of the school year that have caused me to be confused and heartbroken. And I want to address all of it today. So in August of 2023, I was hired to be a long-term guest teacher for two biology classes and three anatomy classes. Unfortunately, the first day, I saw a complete lack of materials. And because of that, that prevented me from teaching and doing truthfully anything meaningful to the students. The signed textbooks were over 20 years old. These books were published way before these kids were even born. I was only four years old when they were published. The lab equipment I was expected to work with was expired 10 years ago. The greenhouse connected to my classroom had broken glass and had no thermal regulation, and it was unbelievably hot, just to name a few things. I address this with, I'm not sure if this person is involved currently because obviously I don't work at the high school anymore. I spoke with who was the science department chair at the time and nothing happened. On the first day of school I was told by the department chair to my face that there was no curriculum for neither biology nor anatomy and that I was on my own to make it up. I asked to use department funds to purchase curriculum on teachers pay teachers. These curriculums address the new NGSS standards and it was shot down. I was expected to create my own content, essentially to turn nothing into something. So on the first day of school, instead of doing all of that, I decided to have fun with my students, which in retrospect I recognize isn't the most professional thing, so I apologize for that. Instead of answering the PBIS questions, we played Mario Kart instead. But I will say in my defense, The PBIS presentation was supposed to foster personal relationships with the students, which time and time again, each time it has been implemented, it has failed to do so. I accomplished more than what the PBIS says to accomplish in two weeks within the first day of school. The next day after that, sorry, students ask me, there's a lot to talk about. I'm sorry, I'm out of time anyway. Where am I going with this? So students were asking me what we're going to learn about because my background is media production and not science. So in the name of transparency, I told them to advocate for better resources for themselves and to tell their parents what I was told

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because they deserve better. And this cost me my position at the high school. The next day, I was confronted by someone within administration about my actions after school. And without giving me a chance to defend myself, I was told that I was going to be reprimanded. I was going to be written up. And then I was also told that the school board voted to not rehire me for the next school year, which means essentially, don't know if it's true or not, this year is my last year working for Newark Unified. So there's a lot I want to say, but above all else, I just want to ask for clarification for the school board. I want to ask what actions, if at all, are being taken in regards to my employment here. And I also want to ask, where was I? I also want to ask if it is true that they reconsidered their decision of letting me go, because even though I'm standing here complaining right now, I am grateful to be here, and I have a lot to love about this place. I grew up here. I was a student here at Newark Unified. I graduated from Newark Memorial, class of 2015, and now I'm back working here.


- ▶ [**Aiden Hill**] OK, so Mr. Morales, you're out of time. OK, thank you. Thank you. And thank you for coming forward. And you've raised some issues that I think are important. And we're going to make sure that somebody gets back to you with some answers. Thank you. OK, thank you. All right, so now we're going on to 9.2 public comment on agenda items and we have 9.2 So topic listening tours and miss Gutierrez Do you want to speak now or would you like to wait until the agenda item comes up? Okay
- ▶ [**Lucia Gutierrez**] So this board is discussing going on listening tours, which truly is a joke. You can't even listen to the community when we come to speak to you here. What are we supposed to expect in this tour? The parents come here with grievances. They come here with concerns. The students come here with really important issues that you are just trying to silence. and to appease who? Yourself, your own ego? Because the board here is the one that decides. The majority of the board is the ones that decide, not one individual. And at this point, I think it's important that the board actually speak up because you guys do have a voice and it's not Aiden's. So process is, no, I'm still talking. Process is that this board follows your guys' policy. You guys have not approved those. He came, he changed it. Previous times, the board discusses your own governance handbook, which he at this point is failing to follow because your own governance handbook says you will not be responding. He stands up right there and says his protocols is that he will not respond, yet he still does. So we want to discuss Ed Code. Sorry, my daughter is calling me because this board meeting is taking too long. And you are taking time by speaking, by the way, when you do so. So we want to talk about Ed Code. Ed Code, 48985. Consequently, a language group at each school site that is over 15% mandates that all written notices to parents and guardian and all other communication be translated. Today, this board has failed at following Ed code 4, 8, 9, 8, 5, some.
- ▶ [**Lucia Gutierrez**] You are violating my right. So go ahead and do it so I can sue you. Go ahead and do it so I can sue this district for you violating my rights. She speaks on item listening to our update. Just so that the community can hear, this president, Aiden Hill, has just told Ms.
- ▶ [**Lucia Gutierrez**] Vacar to call the cops. His mic is not on, but I'm telling the community, he has called and insisted that the cops be called.
- ▶ [**Lucia Gutierrez**] You are violating my First Amendment right to speak at a public setting. You are interrupting my time. I am telling you, I'm not speaking.
- ▶ [**Aiden Hill**] Thank you, my time is up. Okay, thank you.
- ▶ [**Phuong Nguyen**] As a board member sitting up here tonight I am truly I'm I'm lost for words and quite frankly disgusted at the behavior of my fellow board members and myself and I do have to include myself in this board even though I've spent many times many months speaking up against certain items and standing ground and really listening, trying to listen to everybody. And I'm really disappointed in you, President Hill. She is speaking on Agenda Item 12.1, and you didn't allow her to finish.

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- ▶ [**Phuong Nguyen**] And my biggest problem is that you dislike the fact that I jump in and disrupt you occasionally, but there's a reason why I disrupt you.
- ▶ [**Phuong Nguyen**] I don't do it because it's out of malice or because I think that I'm better than you or anything like that.
- ▶ [**Phuong Nguyen**] I do it because I want to stand up and support what's right.
- ▶ [**Aiden Hill**] And thank you, Member Nguyen, for acknowledging or sharing your comments. But again, I would refer you to Board Bylaw 9323 and Government Code 54957.95 regarding the role of the President in making sure that we have an orderly meeting.
- ▶ [**Aiden Hill**] Madam, don't you think you're interrupting me right now? So, I think it's time to move on to the next agenda item. Okay, so let's move on to 10.1
- ▶ [**Aiden Hill**] MVROP presentation.
- ▶ [**Tracey Vackar**] Good evening, board. It's my pleasure this evening to introduce our ROP, Mr. Tom Hanson, our superintendent of the Mission Valley ROP. He's going to provide us with a program update and a presentation. I'm so excited to have him here. Thank you.
- ▶ [**Tom Hanson**] Thank you very much.
- ▶ [**Tracey Vackar**] Actually, Mr. Hansen, if you just wait just a moment, let's give everybody a chance just to kind of exit. They're leaving.
- ▶ [**Tom Hanson**] So the Mission Valley R.P. data isn't nearly as controversial as what most districts face in the spring.
- ▶ [**Aiden Hill**] That will be a welcome change. Yes.
- ▶ [] You okay? I don't like that one.
- ▶ [**Tom Hanson**] Ms. Vackar, President Hill, Board, Student Member Lee, we're not taking it personal that most of the audience has left.
- ▶ [**Tracey Vackar**] They do that to me with budget presentations too. I can clear a room pretty fast.
- ▶ [**Tom Hanson**] We're here. I'd like to introduce Dr. Cliff Adams-Hart. He's the Director of Educational Services at Mission Valley ROP. My name is Tom Hanson. I'm the Superintendent of Mission Valley ROP. We are a three district program servicing Newark, New Haven, and Fremont. and we work in high schools delivering services locally to Newark Memorial as we do to Logan and high schools in Fremont and three continuation schools in each district. We are a revenue, you know, kind of a hub of services. So career technical education is what we do. We really only do that. So we provide resources that in many cases in districts everywhere are it's not as easy in many cases to provide technical ed in particular in an arrangement like we have in these three districts with a center that offers some unique opportunities as well as some more common opportunities at school sites. So just with that introduction, I'd like to first talk just for a second about our mission statement. Our mission statement is about technical ed and career in college. We provide relevant career technical education by preparing students for employment and college through industry standard tools, training, and experiences. We work in over 10 industry sectors, and they're here for us to kind of browse at. Advanced manufacturing is our newest sector, adding a welding program, arts, media, entertainment, building and construction, education, child development, finance, business, We have these courses between the center at Stevenson and Blake Allen

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Fremont and at Memorial. How do we deliver these services? Well, you'll see in budget reviews that there is a single line item of what we call a pass-through. It's what we called before LCFF was born over a dozen years ago, about a dozen years ago. where our three member districts contribute a dollar amount to our general fund, and then we turn back around and deliver services to your students. Now, since that's happened, there's been some changes in the state. The state has continued to offer significant grant funding to technical ed programs like ours. We apply for those funds on behalf of the three districts and then turn around and distribute those funds in the same percentages that you provide the pass-through. So about 30% actually of our annual budget at this point, maybe even a little bit more, is coming from specific target and general technical ed incentive grant funds. And it's a significant amount of money. So that's kind of stood as some relief to our district partners. And we've been able to do some targeted instructional things that are frankly unusual and very positive. Our student body, our that our students are your students. 65% of who we work with are from Fremont Unified, 20% from New Haven, from Logan and Conley, and 15% from Memorial and Bridgepoint. This funding chart here is really only interesting because 11 years ago there was no light turquoise, extra 30% in state dollars. That has grown. It's continued to grow. So it's just an interesting and real financial reality for us. I'm going to invite Dr. Adams-Hart to step to the podium and talk to you a little bit about the results of programming, certification, student hours, credits credits earned, articulation, and maybe some dual enrollment. This is Dr. Adams-Hart.

 [Dr. Adam-Hart] Thank you. Thank you for allowing us to be here. Just want to let you know that we love Newark Memorial. We love your students. We love having them at our center. We love having our teachers on your campus. It's been a great thing. We just have some data points that just kind of run with you. And if you have any questions as I go through this or afterwards, just feel free to raise your hand. We have currently, and this fluctuates just because of students coming and going, but there's about 604 New Memorial students in our programs. About 100 of them or so actually attend at the center. It makes it easy. It's just a quick bus ride right over the freeway. They're there. Mr. Hanson mentioned our welding program, which last year had about 19 students in it. I'm happy to report that this year it's grown to three full sections in which 23 of them are Newark students. So they're taking advantage of learning that advanced manufacturing welding, which is in high demand right now. Our programs are driven by industry connections. Each one of our career pathways is guided by an advisory committee. And these are important, not only state mandated, but they're important to keep our industry teachers who come from industry, but keep them in place as far as what they need to know, as far as the curriculum, what's happening in the industry, so our students can be better prepared. Oops. I used to teach medicine, not technology. It's just going nuts on me. Yes, take over, would you? That would be great. Thank you. Just one more. So there'll be, there you go. So our advisory committees, our groups, are very important to us. They meet with our instructors on at least an annual basis. They provide classroom guest speakers. They provide site visits. They also provide internships and employment opportunities. They participate in our advisory meetings and in helping develop curriculum. And their feedback is important to us as we keep notes, take minutes, and allows our instructors to provide information to administration about what our advisories recommend as far as textbooks, equipment, standards that are happening as the industry evolves. One of the great things about which we have is that we offer our students certifications, both as a completion, as they complete so many hours in a class either ROP or on the home site, They get a certificate of completion. They look forward to it. On the back of the certificate lists all their skill sets that they've learned. They can take that certificate and they can present that to an employer. And local employers recognize that. We also offer industry level certifications like food safe handlers, CPR, OSHA. We are now, with our welding program, he is now certifying welders coming out of that program with these industry certifications so they can go on to further their career goals. When you look at this slide, you'll see something that's really great. You have over 6,113 internship hours completed by Newark Memorial High School students, as well as a completed of 48 internships by students at clinical sites and other sites. That's something to be proud of. Thank you. Next one. About 85% of our curriculum is either A to G approved or have articulation college status. So 258, this is from last year, 258 college credits were earned by Newark Memorial High School students. We have 51 A to G courses, 475 students completed an A to G course. So that's both at the center and most of the coursework we have on your campus is also A to G approved. So these are all numbers and stats that we're pretty excited about, and they continually increase as enrollment goes up as well. One of the things that's a more recent development, I wish I

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had more details to give you, but we recently partnered with your administration and your school site, I'm at Newark Memorial, to apply for what we call the Golden State GPSS Pathway Grant. And we were able to meet with high school administrators and district administrators, also with grant writers, which we helped fund, to be able to apply for this grant for the up-and-coming computer science pathway at Monroe High School. This grant is for half a million dollars over four years, providing \$125,000. We're excited about it. We were hoping to have news that we could tell you today. But we know we're working with the CDE. With CDE, they gave us, yeah, we're going to have April 9th is when we're going to let everybody know who's funded. But now we're working on April 16th, and we still have not heard. And I put in an email almost every day to our advisor and say, what have you heard? What have you heard? So I was hoping to be able to have some great news, but not yet. But it's coming. We're hopeful. We're excited. We feel like the grant proposal that was put forth was spot on. It was very well written, very well done, great input and information from teachers and staff at North Memorial High School. So we're very excited to see the outcome of this. Thank you for allowing us to be here. Any questions?

- ▶ [**Aiden Hill**] Questions from the board?
- ▶ [**Phuong Nguyen**] Thank you. Thank you so much for the presentation. I really look forward to Mission and VRP presentation every year and to see that the number of students participating increase is something that resonates and is so important for us to be able to continue the program and then the continuation of additional CTE credits for our students. I know that a lot of trade certifications are so important to our young students, them understanding that not, you know, not everybody needs to have a college pathway, but for them to be able to get an industry cert and right out of high school start and can start with their career and building it and moving forward in life is amazing. So I think I want to just thank you, you both, for the work that you do. at Mission Valley ROP and for continuously encouraging our students and pushing them along. So thank you so much.
- ▶ [**Nancy Thomas**] Thank you. Well, I'd like to say how proud I am to be on the MBROP board and to attend meetings and to get presentations about what you're doing. I'm so impressed with the grant writing you've done, the millions of dollars of CTIG grants that you've brought in, that takes pressure off of our districts in terms of pass-through money. So we've kind of been at a stalemate in passing through dollars because of the extra dollars you've been able to attract. And so I think we have to look at that as a real boon to the district, because otherwise we probably would have been adding increases every year like we have for our staff and like we have for all of our other programs. But you have brought in money that has increased the programs. I mean, like the programs I've witnessed in going through, you know, they're amazing, that welding program, the automotive program. I'm sure there's other programs, you know, like medical that I didn't have a chance to look at, but truly impressive. Numbers speak for themselves. The work that you and the staff have done is just remarkable. Thank you for what you do for Newark Unified.
- ▶ [**Dr. Adam-Hart**] Thank you.
- ▶ [**Aiden Hill**] Amber Lee?
- ▶ [**Joy Lee**] Yeah, I just also wanted to add on the thank yous. Every time I know all my peers, every time I listen to them talk about ROP, it's always positive things. I don't think I've ever heard a negative thing about ROP. And so, yeah, just thank you so much. Thank you.
- ▶ [**Aiden Hill**] Other, member Jones?
- ▶ [**Kat Jones**] I'm just going to say thank you for the program as well. My son went through the construction certification, and he really got a lot out of it. I was glad he got the skills, because as a single mom, I couldn't do that for him in the way that the program did. So thank you.

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- ▶ [**Dr. Adam-Hart**] You're welcome. Thank you.

- ▶ [**Carina Plancarte**] And I'd just like to echo. I'm sorry. I'd just like to echo my fellow board members and the student board member, too. The MVROP program is fabulous. really does provide a lot of our students who have different career paths in mind, a different avenue to explore something different for their futures and I think that's so critical that we think about all of the students across the board and the opportunities that this program offers them is key and it's critical and it's important and I'm very glad that we have this relationship. Thank you.

- ▶ [**Aiden Hill**] And gentlemen, I'd also like to thank you. And I think that the audience missed out. This is the best part so far. But seriously, I actually teach over in the Fremont Union High School District. And I'm in the CTE area. I teach business. I'm in the business pathway. And we have a good CTE program. But we're actually, we don't have a lot in terms of advanced manufacturing. And we actually need to build that out. and would love to actually reach out to you and maybe learn a little bit more about what you're doing and how we could bring that over to our district. Be happy to do that. Sounds like what you're doing. It's very exciting. So thank you. Thank you. Yeah.

- ▶ [**Phuong Nguyen**] OK. Just one last comment. I'm really excited to hear about whether or not the award will be granted. Because we were able to see, we got a taste of what the CS Computer Science CTE was or looked like in model over at Irvington. And thank you, Superintendent Hanson, for allowing us to to really experience that. So thank you so much.

- ▶ [**Dr. Adam-Hart**] Positive thoughts, right?

- ▶ [**Tom Hanson**] Thank you. Thank you. I will I will just add that the the professional approach from the Newark staff, Mr. Goldsmith, Scott Jorgens, Heather Decker was instrumental in helping put this writing together. Leonore Ribitura was our lead, essentially. We contributed to structural things. We write proposals like this that are all CTE. They're all pathway. They're all technical ed. 1, 2, 3 type academic ladders. The Golden State Pathway is not a CTE grant. So it's a great idea to have technical ed people that write laddered pathway proposals assist with something like this. So for teachers at Memorial to have an interest, a desire, a drive, and a professionalism that would help them put together a great proposal. I'll be shocked if Memorial and the district isn't awarded the implementation award, which is what we all wanted. It's similar to Perkins funds. It doesn't pay for everything. It keeps it alive and spurs interest and keeps teachers in the saddle, energized and driving what kids want and what they need. So I would love to see these teachers come and get the recognition they deserve along with the district staff that helped put this proposal together when we hear good news. Thanks very much. I appreciate it.

- ▶ [**Tracey Vackar**] Comment in closing. So some of you, I think, already know that working in CTE has been a big piece of my career time. And so I'm super excited about the work that gets done by the ROP, excited about partnering with Future Opportunities, the Golden Pathways grant. I look for it on a regular basis in my email to see if we got the award. And it just really is great to be able to partner with our ROP and to make this happen for our students. So thank you.

- ▶ [**Aiden Hill**] Thanks very much. Great. Thank you. OK. So, moving on to 11.1, public hearing on developer fee increase, and we have a speaker. Ms. Parks, would you like to speak first or would you like to speak after? Okay.

- ▶ [**Cindy Parks**] Good evening. I know you've heard me speak many, many times on developer fee justification, but this time I'd actually like to address the study itself. As detailed, and the reason I want to is because you're paying your hard-earned money for this document, and I think that it needs to be valid. As detailed in the background information, this proposal aims to increase the maximum developer fees per square foot that Newark Unified can collect for construction projects within Newark. The justification study by School Works, which supports this agenda item, projects significant enrollment increases based on new developments. However,

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there is a noticeable discrepancy between these projections and the actual enrollment figures. For instance, School Works in 2017 report forecast an enrollment increase of 512 students over five years, anticipating a total of 6,510 students. Yet five years later, in 2022, our enrollment had actually declined to 5,000 72 students, a shortfall of 1,438 students from the projections. Similarly, their 2020 report predicted an increase of 754 students within five years, expecting an enrollment of 6,441. But four years into this period, by 2024, the actual enrollment has further declined to 4,830. marking a difference of 1,611 students from the forecast. Clearly, this report does not accurately represent student population. What you might think is that it would indicate a potential capture rate. However, if that were true, then approximately 33% of the students living within the Newark Unified School District boundaries are choosing to attend schools in other districts. That percentage is not represented in the student seeking inter-district transfers. Given these points, I recommend that that you are, I'm sorry, I recommend a thorough review of the data and projections used by school work. And I produced a chart and went back through all the four and garnered all of their projections of building versus the students. And I think it's important, you're paying money for this and it, and I understand that this is almost like rudimentary to get to up these fees, but you're still paying for a document that needs to have accurate information. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Parks. Do I need to read out the hearing notice?

▶ [**Tracey Vackar**] Yes, you have to open and close the public hearing.

▶ [**Aiden Hill**] OK, so we're opening a public hearing on developer fee increases. Thank you.

▶ [**Tracey Vackar**] And before you tonight is some information on the justification as to why we are increasing the developer fees based on the case study. I'm most definitely I appreciate the work that has been done by Ms. Parks and the analysis over the past years, and so I look forward to having a future conversation with you on this particular topic. It's relevant to the work that we're doing in looking at not only developer fees, but also looking at the feasibility of future trends and looking at that data along with our CalPADS data. I think it would be important to go off and do some comparisons there. I recognize that, so I appreciate the work.

▶ [**Aiden Hill**] OK, and so if there aren't any other comments, I close the hearing, right?

▶ [**Tracey Vackar**] You may.

▶ [**Aiden Hill**] OK. Closing the public hearing on developer fee increases. OK. So 11.2, public hearing on CSA initial proposal for NUSD reopener for the 24-25 school year. Opening the public hearing. And Ms. Vicar, do you want to add anything here?

▶ [**Tracey Vackar**] I believe I'd like to call up CSEA to see if they'd like to be able to speak on their initial proposal for the re-opener. Ms.

▶ [**Maria Huffer**] Huffer? Hello. Hello. Hello again, and this is kind of new to me. Yeah, so we actually have, our chapter had a meeting a couple of weeks ago and we all to approve and move forward with our sunshine for the reopener for the 2425 for um article 9 article which is paying allowances article 10 with the health and whatever and 12.4 and article 12. Thank you um for bereavement um just so that our language um aligns with the new state laws under bereavement for um mothers um with um I guess you want to call it like stillbirths so we want to make sure that we acknowledge that um as a make sure that language is part of our contract. So we're looking forward to negotiating with you guys. I know this is kind of tough right now, but we're looking forward to meeting and getting some dates on the books so that we can start looking at that. All right, thank you.

▶ [**Aiden Hill**] Thank you, Ms. Hufford. No, I was just saying thank you. Oh, I got you. OK, so if there's nothing further,

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- ▶ [**Tracey Vackar**] At this time, staff's not ready to present their openers.

- ▶ [**Aiden Hill**] OK, great. All right, so closing the public hearing on CSEA initial proposal to NUSD for reopeners for the 24-25 school year. OK, 12.1, listening to our update. OK, so I was the one that had requested that we bring this back. So in a prior meeting, we had agreed that we wanted to go on a listening to our update. I think the challenge that we face right now is that we're running out of time in terms of the school year. And so I'd like to make a proposal that we divide up schools that we would go out and reach out to. And I think that the protocol is we can't really have more than two board members per school so that we don't violate the Brown Act. But I would like to volunteer if people don't have an issue with it. I'd like to volunteer that student member Lee and I go and handle the high school and then also Lincoln, unless there's any objections. But regardless of who picks what, what I'd like to suggest is that we ask Ms. Vacar's help to talk to the principals to get it aligned with the parent-teacher meetings, association meetings. That's probably the easiest way to do it. But there's not a lot of time, so we need to kind of get it on the agenda quickly. And so regardless of who picks what, I think we need to have Ms. Vackar reach out and help us coordinate that. But open it up to the board to see how they feel about how we'd like to approach this.

- ▶ [**Phuong Nguyen**] Number one? I would like to join Board Member Lee and also Member Hill on their listening tours, just because it will not be in violation of the three board member rule, considering that our student board member is peripheral. I would like to join, in addition to my own meetings with member Jones.

- ▶ [**Aiden Hill**] OK.

- ▶ [**Phuong Nguyen**] And is there a reason why? I just want to go to as many as I can. And also, I think that member Lee, as a student board member, should not be present by herself with an individual board member.

- ▶ [**Nancy Thomas**] So I think that's a good idea.

- ▶ [**Aiden Hill**] Whoa, whoa, whoa, whoa, whoa. So student members shouldn't be present with another board member?

- ▶ [**Joy Lee**] Alone. So if two board members, that'll be like two adults there.

- ▶ [**Nancy Thomas**] OK. Two board members are allowed along with the student board member without violating the Brown Act is the point I hear you say. That's correct. OK. OK. And then how are we pairing up? Have we talked about that? Yes, we did. Yeah, we did. OK. Did you have a preference? I'm available a lot more than you are, probably, because I don't work every day. So let's work it out. Ms. Vackar, could you work it out with us?

- ▶ [**Carina Plancarte**] Do you want to do the big 12?

- ▶ [**Carina Plancarte**] So that would be one. Birch Grove would be one. OK.

- ▶ [**Nancy Thomas**] And did you have a preference for middle school? I'd like to do the middle school. OK.

- ▶ [**Tracey Vackar**] OK, so I heard there'd be GPs in the Newark Middle School for Ms. Plancarte and Ms. Thomas. And if I just go back, was the high school and it was Lincoln? Or was the high school and Kennedy? High school and Lincoln. High school and Lincoln, OK.

- ▶ [**Kat Jones**] I have a question. Kennedy and Schilling?

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- ▶ [**Joy Lee**] Do you have a reason for Lincoln, by any chance?

- ▶ [**Aiden Hill**] I can walk there.

- ▶ [**Kat Jones**] And I've got members Nguyen and Jones.

- ▶ [**Nancy Thomas**] We could add Bridgepoint. The two of us could add Bridgepoint. I'd be happy to. So we would do Bridgepoint, the middle school, and the BGPs.

- ▶ [**Tracey Vackar**] The remaining is Schilling, Kennedy, and BG. Thank you.

- ▶ [**Aiden Hill**] Student member, you have a question?

- ▶ [**Joy Lee**] Yes, I have a question. How will we be deciding the dates and times for these?

- ▶ [**Tracey Vackar**] I'm going to reach out to the principals and double check the PTAs.

- ▶ [**Aiden Hill**] Yeah, I mean, I think we're trying to line it up with the PTA meetings.

- ▶ [**Joy Lee**] Will I be informed through email, or are we going to know about it at the next board meeting? Email or phone call. OK, cool.

- ▶ [**Tracey Vackar**] Thank you. And board member Lee, I know you've got a lot of things coming up. It only fits within your schedule, of course. We know that you've got school. But we appreciate your time.

- ▶ [**Joy Lee**] I'm happy to be here.

- ▶ [**Tracey Vackar**] I'd also like to maybe just make one recommendation, since we do have board member Lee helping with the high school in particular. I think it would be great if you found a time to be able to listen to the students. Maybe we'll have Lee and I can work on arranging that for time.

- ▶ [**Joy Lee**] Yeah, I think pause time would also be a good time. Actually, teachers will not be able to come.

- ▶ [**Aiden Hill**] Oh, I'm a teacher. So I can't go during the day.

- ▶ [**Tracey Vackar**] Yeah, I know. But I think there will be other opportunities with the students. I think we can find a student ASB time that we can somehow get feedback.

- ▶ [**Phuong Nguyen**] Ms. Canales is active in the PTSA for the high school. So if she puts it out there and asks students to come to the PTSA, and I know that a lot of our students have joined PTSA.

- ▶ [**Kat Jones**] Perfect. I can always go during the day, too.

- ▶ [**Tracey Vackar**] All right. Thank you. In addition to these dates, we also are working on a set of dates for upcoming activities that will be happening for the end of the school year. We'll be getting that out to you.

- ▶ [**Kat Jones**] That would be great to get a calendar, because I know there's a lot that are, you know, it could almost be a nightly thing. So we have to kind of be strategic, because it is, otherwise it's every night. We'll be getting that out to you. Thank you.

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- ▶ [**Aiden Hill**] OK, so it's 930. And given that we potentially have a number of items that are still on the agenda, I'd like to get a motion to extend the meeting till 12 just to be on the safe side.
- ▶ [**Kat Jones**] I'll make a motion to extend the meeting to 12. I'll second it.
- ▶ [**Aiden Hill**] OK. Roll call, please.
- ▶ [**Kadie Eugster**] Yes. Oh, wait. Thomas?
- ▶ [**Aiden Hill**] So you got to start with the student member.
- ▶ [**Kadie Eugster**] It's a student board member. Oh, I'm sorry. Student member Joy? Nay. Member Thomas? Yes. Member Nguyen?
- ▶ [**Phuong Nguyen**] Nay. I think 1030 is doable, guys.
- ▶ [**Kadie Eugster**] Yes. Member Plancante? Yes. Member Jones? Yes. President Hill?
- ▶ [**Aiden Hill**] Yes. OK, motion carries. OK, so moving on to the next item. I'm sorry, go ahead.
- ▶ [**Phuong Nguyen**] May I request a five minute bio break?
- ▶ [**Aiden Hill**] Sure, let's take a break. We're going to move on to item 12.2 policy update bylaw 9150 student board members. And I believe Ms. Vackar, unless you have something to kick it off, I believe that this is an item that member Jones is coordinating along with member Thomas.
- ▶ [**Tracey Vackar**] It is. I will turn it over to them and thank them for their time.
- ▶ [**Kat Jones**] So for this one, if you open the document, you'll see that we, or I did, added a new color code, color coded key at the top for a board member recommendation because we have staff recommendation along with the CBA, NUSD that matches, the new CBA that's not an NUSD, what's been struck, staff recommendation, So since there are board member recommendations, I added another color and put this in. I have handed out the new part, which if you go, if you're looking at the document online, it goes to the bottom of the CSBA section. And last meeting, Member Nguyen, and I apologize on here. I hit the wrong letter and misspelled your name. Well, good, because phonetics was my savior. So I have included what member Nguyen had recommended, which is in the red there. And at that same time, she struck everything below that. Looking at that and thinking about it, I am coming back with an additional recommendation. And so it incorporates, and Board and Ms. LaCarte, it does, it's color-coded and I will explain it. The darker red in the first paragraph coming from Member Nguyen's suggestions, I took those and input them into the CSBA paragraph to say that, you know, the points were really valid that Member Nguyen was recommending and so I tried to find a way to put it in there because there is kind of ed code associated with this and so I didn't feel comfortable eliminating that whole first paragraph which is it reads currently if the board determines that the student board members duties are not being fulfilled the board may appoint another student to serve out the term of student board member. If an alternate student board member is appointed, the board shall suspend the prior student board member's rights and privileges related to service on the board. And what Miss, excuse me, Member Nguyen was saying, wanted to add in, was if for any reason the selected board member is not able to fulfill the duties of a student board member and resigns, an alternate student board member will be selected by the members of the student body to serve as an alternate for the remaining term. And I think that's really valid and really important that that member is voted on and selected by the ASB membership itself. So, I really appreciated that input, but wanted to be able to put it in. So, when you're looking at, on your paper, the paragraph that has black and kind of maroon and then more of a

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rosy, dusty rose color, the darker comes straight out of Member Wynn's suggestions into the CSBA. But I altered it a little bit because I feel it's important that if there is, say there's a month between the time that the student board member has resigned and a new one is appointed, I felt that we needed to say that the access to the role would be closed off until a new one is appointed. So between in that lag time that there wouldn't be this open this this open spot of and I'm not quite sure exactly how to phrase it but Ability to be able to get into anything that's board related during that time after they've resigned so I did add that in there and And so that's what the strikeout and then the new rose color at the bottom and then I'm not sure what the process is and I Member Lee you may be able to better help me with this and I didn't really I was kind of doing it Usually late at night and didn't want to call and bother you so I apologize for that But I thought about I don't know what the nomination process is at the high school like And so I wrote something as a proposal here that I really do and would like to have your input on or if you feel that Ms. Canales is the person to talk to about this. But my proposal is that, and this is what I wrote as a nomination process, any student interested in running for student's board member shall submit a statement to the ASB president and cabinet, not knowing if it's called the cabinet or not, outlining why they want to run for the position and how they will inform the student body of the information they've learned at each school board meeting. Upon acceptance, all candidates will participate in an election to be conducted by the student body. The elected candidate must receive at least 10% of the total student body's population. And that is, in CSBA language, the 10%. So that's where I pulled that 10% from. So I am very happy to get input from you, from any of the board members, and then to have Ms. Canales also, if that's the person on campus, that should look at it. So that's my proposal.

▶ [**Tracey Vackar**] May I just speak up for just a moment? OK. Thank you.

▶ [**Aiden Hill**] Please.

▶ [**Tracey Vackar**] Thank you. So in looking at this, maybe something else that maybe member Lee and I could also take a look at with Ms. Canales. I would want to go back and review what the responsibilities of their executive board is of ASB. They may have the right to go off at a point within their bylaws, having been in charge of an ASB before. They may already have some charter language that allows them.

▶ [**Kat Jones**] And I just, exactly. I didn't know, so I thought, well, I'm just going to throw this out here. If you want to throw it out, that's fine too.

▶ [**Tracey Vackar**] Because it can be very difficult to pull together an entire election later on into the school year. across the entire. Understand sometimes it's their executive board that they might make that appointment. So I think just that we just need to make sure that we check out perhaps for a second.

▶ [**Kat Jones**] Absolutely. That's like I said I didn't know I would just be a wreck process was and so I just was kind of throwing this out here. But I think from the standpoint of in the beginning that the nomination process should be you know when it's If it's happening in the spring for next year, I don't I think it's probably happening somewhere around So Other other questions or comments about this Yes, so I would bring it back and just confirm with Miss Canales because there is a ASB process.

▶ [**Phuong Nguyen**] I'm sure there is I just don't Yeah. And so but I appreciate the additional language that you had gone through and included because those are valid. So thank you. Yeah.

▶ [**Aiden Hill**] One more thing. Go ahead.

▶ [**Kat Jones**] The other thing that I want to just note for the public is that the elimination of the student board member position had been struck and it doesn't need to be struck and it is CSB language. So I was bringing that back as well.

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- ▶ [**Nancy Thomas**] Okay, I agree.

- ▶ [**Aiden Hill**] Go ahead, Member Lane. Go ahead.

- ▶ [**Joy Lee**] I would like to thank you for all the work you've done and yeah so for the nomination process proposal yeah I would definitely would like to have it like read with Ms. Canales but from what I see so far some of it like most of it is very similar to the processes that ASB already conducts and then I also had a question In the beginning says like the part where you put in if the the board shall suspend prior student board privilege Members rights and privileges related to service on the board Does that mean student reports would also be? like there would know there would be no more student reports if the seat is empty or what the ASB president be able to come and give those reports and

- ▶ [**Kat Jones**] Well yeah we can invite we can invite the ASB president if there was a period of time of a month or something then of course the I would say at least in my opinion I would say sure the ASB president could come and you know and speak to give a presentation it's but but that person would not have access to the board the board stuff and and I would be interested in just knowing what the process is like if you know when you when you run, like what was the process that was used? I don't know if we have time to do that tonight, but just if you can give me a two minute or one minute.

- ▶ [**Aiden Hill**] Well, but hold on. I mean, so this is the concern that I have. So my first concern is why do we think we're smarter than CSBA? So CSBA works with hundreds of districts. They've been working with them over scores of years. They have best practices built into all of their policies. And I think that we have to have a really good reason for why we're deviating from some CSBA language. And it can't just be, well, it's because this is the way we've always done it, or so-and-so likes this. There needs to be some type of logical reason. So my first question is, why are we deviating from CSBA language? But the second issue that I have and the concern, and I don't think that we're going to be able to address this, because I would actually like to see the documents, is I have concerns around whether this is a democratic process. So it seems to me that the way that it works currently is that people who are running for this position are appointed by administrators. So there are no prerequisites right now for anybody putting their name into the hat and running for the ASB or for the student board member position. Is that what you're telling me? That anybody can go and apply and can get on the ballot to run?

- ▶ [**Aiden Hill**] Yes. OK. Is that documented somewhere? What do you mean by documented? So there should be a process or protocol that explains that.



- ▶ [**Phuong Nguyen**] Yeah. There is a process and protocol in the ASB bylaws that states how a position has nomination process. So that's why my recommendation is for us to go back and speak to Ms. Canales, because she has that documentation, and then to confirm it. But also, the reason why I'm asking for the elimination of the student member position be struck in, even though it's part of CSBA. And I don't disagree that, you know, that may be best practice. But for me, I don't see that it's necessarily something that the board should have power over. I mean, the elimination of the student board member because the board, well, the student board member position shall continue to exist until the board by majority vote, all voting board members approve a motion to eliminate the position. I mean, to me, that's giving too much authority over why have an election process to nominate a student if we're trying to silence student voice. So for me, that's basically what that context of language is saying is that at any given time, you know, if we don't like what our student body board member appointed person is stating, we can vote to eliminate with the majority of the vote on the board. And to me, that's not okay. I think that it is very important to have our students be able to have a voice. And that power and ability for the election should be in the hands of our students. So that's why I'm not agreeing with the CSB language there.

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- ▶ [**Aiden Hill**] So but again, I guess I have to ask the question is, I'm sure that CSBA has talked about this issue at length. And I'm sure that they've probably thought through this, and they've tested it. in a variety of districts. And so that's my concern. But then the, hold on, excuse me. I'm not finished yet. But the other concern that I have, and again, it's very important for me, is because the language, and again, Member Jones, thank you for the yeoman effort in putting this together. Right? But I really want to feel comfortable because I would agree with you, Member Nguyen, that it needs to be a truly democratic process. Right now, anybody in the district, so long as they are above 18 and they are a resident of Newark, I don't even know if you have to be a registered voter, you can run to be on the school board. And so and I think that every single student should have that ability and there shouldn't be anybody that I mean because you have language here. They aren't there's no one being appointed There's language here that says upon acceptance right and so What I want to know is, is the acceptance merely, okay, I'm a student in good standing or, so I want to make sure that literally anybody that wants to run should be able to run. And for me, right, so documents are very important protocols, right, so I want to see that language.
- ▶ [**Joy Lee**] Yeah, so thank you so much for your concern. This is not the actual, protocol I just want to put that out there this is a proposal and so this is not what is actually happening in ASB and after after we vote on this one I I think all the board members are agreeing to go back with Miss Canales and who actually has the documents and then we can look over it right but but but yeah right and what I'm saying is is that
- ▶ [**Aiden Hill**] we can't vote on it until we understand the process. So, I mean, so I would like for us to see the ASB documented process, and that should help us make an informed decision on this. Go ahead, Member Thomas.
- ▶ [**Nancy Thomas**] Regarding the elimination of the student board member position, I think it's important for us to maybe get a legal opinion from CSBA regarding who has the right to require a student board member. So is it the right of the students to say, we want a student board member? Or is it the right of the board to say, we want a student board member? And by corollary, we don't want a student board member. There's no thought that this district will ever eliminate the position of the student board member. But we need to make sure that it's not it's not up to the students to say, yes, you will have a student board member. And this gets at the heart of it, because if the board is responsible for saying, yes, we will have a student board member, they should have the responsibility to say, no, we won't. And that means that paragraph should stay. That's my thought.
- ▶ [**Aiden Hill**] Yeah, I would agree with you, Member Thomas. I think it would be good to have CSBA give us some input on this topic. Other thoughts?
- ▶ [**Kat Jones**] I think we can vote on it. It's not something that we will vote on tonight. Tonight is just discussion. Oh, I have a question. Are we voting? We're not voting. We're not voting on any of it. Not on any of it. It's all just discussion. Oh, it does say action discussion. Okay, that was. Well, it could be an action. It could have been action. But we are. But we can vote to not.
- ▶ [**Nancy Thomas**] I think we are leaning toward that this is the second reading and we need a third reading. Yeah.
- ▶ [**Joy Lee**] Thank you for the clarification.
- ▶ [**Aiden Hill**] Okay, so I think Ms. Vaccar, we want to bring this back. Okay, great. So, moving on to new business 13.1 verbal summary. of the financial terms of the Interim Superintendent Employment Agreement. So I'd like to just make a quick preface. So for the vast numbers of the public that are here, but for those people that are watching on YouTube. So the contract that was put on the agenda for this evening, in closed session the board has had a discussion about that and has made modifications. And there's a copy of the new contract sitting here in the boardroom and we will post it on the website as well and we board members have comments. So we've made adjustments. I'm going to read out basically the terms but before that I'd like to just give a little bit of additional information so the public understands kind of a little bit more about Ms. Vaccar. Per the agenda item

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this evening, I would like to provide a little additional information regarding Ms. Vackar and why the board is considering her for appointment as our interim superintendent for the 23-24 and 24-25 school years. Ms. Vackar has spent over 36 years in public education, most recently as assistant superintendent of business services at Glendora Unified School District prior to joining NUSD as deputy superintendent in the fall of 2023. In addition to business experience, Ms. Vackar has earned her Bachelor of Science from Southern Illinois University and her Master's Degree in Educational Leadership from Cal State University San Bernardino. She holds both a California teaching credential as well as a K-12 administrative services credential. Ms. Vackar brings a strong background not only in budget and finance, but also in instructional design. She served as the Executive Director of College Careers and Economic Development while in Fontana Unified, where she was responsible for developing curriculum, STEAM programming, and CTE. Her work in the K through 14 pathway development and partnerships has helped students to earn certifications for their ground school pilot's license, welding, certified nursing, EMT, Cisco certifications, and many other career certifications. She strongly advocates for students to be prepared for college and career so that they can continue their path to success. Since joining our district, Ms. Vacar, with very limited staff, successfully pulled together our first interim budget for the 24-25 school year, as well as our most recent second interim budget, which has received positive certification. As Superintendent DeLeon was forced to depart our district for medical reasons, Ms. Vackar has further rolled up her sleeves for the past six weeks, taking on the acting superintendent role in what has become a very challenging environment. While continuing her CBO duties, Ms. Vackar has helped us to manage our district restructuring process while continuing to spearhead our efforts to bring in an experienced personnel who can support our turnaround efforts. She is also leveraging her extensive public finance experience to help us fast track a school bond initiative for the 2024 ballot so that NUSD can address our aging facilities issues and so that students and teachers can have safe, quality classrooms. Through her leadership and tireless work ethic, Ms. Vackar is showing all of us what it means to be a high performer. I personally believe she is exactly what NUSD needs right now to help take us to the next level. And so with that, I'd like to read out the statement of the Interim Superintendent's Employment Agreement. So summary of financial terms of Interim Superintendent Employment Agreement. Okay, so number one, the district will consider approving an employment agreement for Tracy Vacar, effective April 16, 2024, to serve as the interim superintendent of the school district for the remainder of the 2023-2024 school year and continue through June 30, 2025. A summary of the financial terms are as follows. Number one, the initial salary of the interim superintendent's employment, her base salary will be \$270,000 prorated for the remainder of the 2023-2024 school year. The interim superintendent will be eligible to participate in the health insurance benefits and life insurance plan that are provided to other certificated and classified management employees of the district. The interim superintendent will receive the same sick leave benefits as provided to other certificated and classified management employees. I'm reading the wrong one. I'm sorry. I'm sorry. OK. We're still good. The interim superintendent will receive the same sick leave stipends and other benefits as provided to other certificated and classified management employees. The interim superintendent may work up to 10 additional days for each year beyond the 224-day work year and receive her per diem rate for those days with the approval of the board. And I'm sorry, one last one. For the 2024-2025 school year, the interim superintendent's salary shall be increased by the same cost of living increase that is granted to other certificated and classified management employees of the district. So that's the verbal summary. Moving on to 13.2 contract interim superintendent. And so again, the thing that's posted out on board docs right now needs to be updated. But we have a revised copy that our legal counsel has revised based on our input. And that's before us. And also there's copies here in the room. And if the board would like to look through it, quickly or if there are questions or issues that people would like to discuss we can open it up for discussion.

-  [**Phuong Nguyen**] President Hill, I would like to request that you state the changes to the contract that was posted.
-  [**Aiden Hill**] This is ad lib, so it might not be exactly perfect. But I will summarize what I believe are the changes. And if I'm mistaken, somebody can Feel free to correct me.

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- ▶ [**Phuong Nguyen**] Or would you like me to do it?
- ▶ [**Aiden Hill**] Why don't I do it, and then you can tell me. OK, so initially, I believe it was in section 2.2 around salary. We had an initial base salary of 270, and then that was going to increase by 4% to 280,000. And the reason for that was there was an understanding that this was the same as what was in the prior superintendent's contract. Upon further review, it looks like that is not the case. And so we've eliminated that 4% increase. We've kept it at 270. But we've said that if other certificated management gets a raise, that the interim superintendent would get the same raise. So that was change one. And then let's see here. The other key change, I believe, was that initially it was stating that if the superintendent needed to work extra days, that they could get approval, I think, for up to 10 days or something like that from the president. And by the way, this was not something I put in the contract. This was actually in the prior superintendent's contract. It just got carried over. But I think that we discussed that this wasn't that this really should be a board decision, not a president decision, which I completely agree with. And our viewpoint was that we should have ample time to see if there's going to be a need to work extra days, and we will have the time as a board to discuss and approve those things. So I believe that those were the two key changes. Am I missing changes? Go ahead.
- ▶ [**Phuong Nguyen**] Also, on page 6 of the original documentation, item number 11, revision to previous position, we had that removed.
- ▶ [**Aiden Hill**] Oh, yeah. Yeah, that's right.
- ▶ [**Phuong Nguyen**] Do you want to explain further?
- ▶ [**Aiden Hill**] I'm sorry. Yeah, thank you. So currently, the superintendent began her career here as the chief business officer, and she's actually serving in both roles right now. hopefully to change, but there was a mistake in the contract that stated that if at some point she stopped being the interim superintendent, that she would have the ability to revert back to having the CBO role. And we talked with Ms. Vackar about that, and it looks like there was a mistake in the contract because that was not her intention at all, because her feeling, and I think our feeling is that we don't want to have this continued revolving door of interim people. And so she's interested in trying to hire a full-time CBO and doesn't want to have to go bump that person later. So we removed that part. So thank you, Member Nguyen, for calling that out.
- ▶ [**Phuong Nguyen**] Thank you, President Howell.
- ▶ [**Aiden Hill**] And did I summarize that correctly?
- ▶ [**Phuong Nguyen**] Yes, you did an excellent job. That's the only compliment that I'm going to give you tonight.
- ▶ [**Aiden Hill**] Wow. Just wait. The night is long.
- ▶ [**Nancy Thomas**] Just teasing you. There was a change that I had suggested, and the board did not disagree with it. And that was to insert the word employee under B. The board shall refer all employee complaints and concerns about employees made to the individual members of the board or the board.
- ▶ [**Phuong Nguyen**] Let me see. It's on the first page. It's on the very last paragraph B, the last sentence.
- ▶ [**Phuong Nguyen**] It's missing employee.

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- ▶ [**Phuong Nguyen**] So all. Under personnel matters. All employee complaints.
- ▶ [**Nancy Thomas**] All employee complaints.
- ▶ [**Aiden Hill**] OK. All right. So we missed that one. OK. So are there any other things that we are missing or we want to discuss?
- ▶ [**Nancy Thomas**] Wait a minute. I think he just changed. He got it in there, but he put concerns about employees. And that's the same thing. So he got the change in there. OK.
- ▶ [**Aiden Hill**] OK. Yes.
- ▶ [**Joy Lee**] Are we voting on this one tonight? Correct. Yes.
- ▶ [**Aiden Hill**] And we're voting this evening.
- ▶ [**Joy Lee**] Is that OK, even though we don't have it for the public to view?
- ▶ [**Aiden Hill**] Yes. According to the protocol, if you make changes to a contract and you make them available in the boardroom, which is what we've done, you can vote on a changed contract.
- ▶ [**Nancy Thomas**] And that contract will be attached to the board? Docs. Agenda. Well, board library. Correct. Yeah. Hopefully soon. Correct. So that the public can see it.
- ▶ [**Joy Lee**] And then also, sorry, one more clarifying question. So Ms. Vacar's role will be changed from CBO to superintendent. No, interim. An interim superintendent.
- ▶ [**Aiden Hill**] Yes, so we're voting to make her the interim superintendent.
- ▶ [**Joy Lee**] So she will not be doing any more CBO? Correct.
- ▶ [**Aiden Hill**] OK. She will be hiring for that position.
- ▶ [**Kat Jones**] In the meantime, she may be doing some work for it, though.
- ▶ [**Nancy Thomas**] Like she is for other departments.
- ▶ [**Aiden Hill**] Right. But, but it's my understanding that we're close to having somebody be able to fill in and help in that area. So, and we should have more news shortly. Okay. So any other questions, clarifications? Okay. So can I get a motion to approve super interim superintendent agreements?
- ▶ [**Kat Jones**] I'll make a motion to, um, accept the, uh, the updated contract that is now available.
- ▶ [**Phuong Nguyen**] And I'll second it.
- ▶ [**Aiden Hill**] So, Ms. Huebscher, can we do a roll call vote, please? And student member doesn't vote on this. Right, that's correct.

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- ▶ [**Kadie Eugster**] Member Thomas? Yes. Member Nguyen? No. Member Plancarte? Yes. Member Jones? Yes. President Hill?
- ▶ [**Aiden Hill**] Yes. Number one, would you like to provide additional detail?
- ▶ [**Phuong Nguyen**] Yes. Ms. Vacar, while I appreciate, value, and thank you endlessly for stepping in and supporting our staff and doing the necessary work needed to keep the district running, I so appreciate you the last six weeks. I cannot in good conscience vote to approve this interim superintendent contract because I do not agree with the current salary because of the current financial state of the district, which is still very unclear. We don't even know what we need to cut in order to balance the budget. And secondly, I do not agree on the supermajority vote of four board members to issue early termination notice. We are a five-member board. in it. Oh, and it only took three votes last time to oust Dr. Triplett. And then lastly, I'm unclear as to whether Ms. Vackar, if you have the necessary administrative credentials to be interim superintendent, but that's just because there hasn't been clarification. So I just wanted to say that if that is not a knock on you personally, I just want, I hope you know that the state of the district's financial situation is what's concerning me. And if it wasn't for any of those reasons, I would definitely have voted yes. So know that I do have confidence in what you've been doing and that I appreciate it very, very much.
- ▶ [**Tracey Vackar**] May I just respond to the administrative credential? I do hold the proper administrative credentials. They can also be waived in the event that you ever hire a superintendent that does not have it. The county has the authority to be able to waive that. So should you bring up a CBO that does not have it, or should you hire somebody from the private sector that does not have it, the county superintendent has the authority to be able to waive that based on a petition by the board.
- ▶ [**Phuong Nguyen**] Thank you so much for the clarification. It's very much appreciated.
- ▶ [**Aiden Hill**] And my understanding is the key credential that you need is the administrative services credential for K through 12, which you have. Yes. OK, great. Thank you. OK, any other questions, comments? OK, so let's, so congratulations. And thank you. Thank you for taking on the challenge, Ms. Vackar. And we will do everything we can to support you. And we're going to make our district great. And you're going to be our Bill Walsh. I know you hate those analogies, but I'm going to say it anyway. OK. OK. So moving on to 13.3, resolution 232430, Child Abuse Prevention Month. And so do I need to read this out, or do we just approve it? OK, so then let's read it out. And then we'll just kind of rotate. So I will read the first part. So declaring support of the National Child Abuse Prevention Month, April 2024. Oh, well, I guess we've got to make a motion first.
- ▶ [**Nancy Thomas**] I move that we approve the MOU. The resolution. Sorry. I second.
- ▶ [**Aiden Hill**] OK. All right. So can we do a vote for this?
- ▶ [**Kadie Eugster**] I'm sorry. Who's second?
- ▶ [**Aiden Hill**] So it was member Plancarte. Thank you. And member Joy. Yeah, member Lee can vote. OK.
- ▶ [**Kadie Eugster**] Yes. Student Lee. Yes. Member Thomas. Yes. Member Nguyen. Yes. Member Plancarte. Yes. Member Jones. Yes. President Hill.
- ▶ [**Aiden Hill**] Yes. All right. It's unanimous. So, declaring support of the National Child Abuse Prevention Month, April 2024. On motion of Member Thomas, right, and seconded by Member Plancarte, the following resolution is adopted. And I'll read the first one. Whereas child safety is of the utmost importance. And Member Lee, would you like to continue the second one?

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- ▶ [**Joy Lee**] Child abuse and neglect is an important societal concern that may affect the long-term health and well-being of not only the children, but also the adults they become.
- ▶ [**Nancy Thomas**] Whereas safe, stable, and nurturing relationships and communities can break the cycle of abuse and maltreatment and.
- ▶ [**Phuong Nguyen**] Whereas child abuse prevention requires a coordinated and comprehensive response by all systems supporting children, youth, and families. For example, schools, law enforcement, health systems, faith-based organizations, and community programs, and?
- ▶ [**Carina Plancarte**] Whereas everyone has a stake in ensuring that children have access to resources and supports they need to be safe, healthy, and successful, and?
- ▶ [**Kat Jones**] Whereas suspected child abuse or neglect must immediately be reported to appropriate law enforcement authorities, and?
- ▶ [**Aiden Hill**] Therefore, we have identified child safety and family services to be a priority. and hereby declare April as Child Abuse Prevention Month. Passed and adopted by the Governing Board of the Newark Unified District this 16th day of April 2024 by the following vote, and so it was a unanimous vote of Member Thomas, I'm sorry, Member Lee, Member Thomas, Member Nguyen, Member Plancarte, Member Jones, and Member Hill. Okay. Passed. Okay, so let's move on to the next one. which is resolution, so this is for developer fees. Are there any further questions or discussion that people want to have on this topic? Go ahead, Member Thomas.
- ▶ [**Nancy Thomas**] I would like to ask Ms. Becker if she has any concerns regarding Ms. Park's notification or description of the anomalies between this and the demographic reports we've been getting or this and what what's happened in the projections of previous reports.
- ▶ [**Tracey Vackar**] I think even you have shared on several different occasions about the capture rates and whether or not we're really getting all the information and capture rates. I don't know that the census data necessarily helps with all that. I think what they look at is the developments are moving in the approximate ages of children and then where we are not getting all the children obviously coming in. We also have a number of charter schools here in the area. There was some interesting data that was shared today by the county office looking at charter schools and the number of students that are leaving our schools and some of the data that was shared this evening somewhat aligns to that. So I think there's more to it. I do think that School Works meets the requirements and what the law requires us to do to go out and be able to go take a look at that as to whether or not there are developments that are happening and whether or not there is an interest. What we don't know is when those children might ever return to our schools. And so I think that's the other piece that we have to take a look at as far as a district goes. Because if those students all did come here and they weren't going to the charter schools, it would have a significant impact on our schools. And we would want to be able to use those developer fees to ensure that we're covering for the children.
- ▶ [**Aiden Hill**] Thank you. Okay, other questions?
- ▶ [**Carina Plancarte**] I think just my thought too is something around, you know, School Works and is there another organization that we could look at that could possibly provide us with more accurate information?
- ▶ [**Tracey Vackar**] I can look into that. I know it's one of the companies that's used, but I think there's a couple other companies, so we can look at that for the future. It might be good for us to maybe just do a comparison out there.
- ▶ [**Aiden Hill**] So if, hold on a second here. And this is not something we read out, because man, this is long. So I think that we just.

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- ▶ [**Tracey Vackar**] You can just read with the title.

- ▶ [**Aiden Hill**] Right, so hold on a second.

- ▶ [**Tracey Vackar**] And the resolution number.

- ▶ [**Aiden Hill**] All right, so the recommendation is the Board of Education adopt resolution 2023.2024xx, is that right? Dot 30. .31 approving an increase to developer fees on the new residential and commercial industrial construction. So can I get a motion?

- ▶ [**Nancy Thomas**] I move that we approve the developer fee increase. I'll second.

- ▶ [**Aiden Hill**] Okay, so member Thomas moves, member Jones second. So can we do a roll call vote, please?

- ▶ [**Kadie Eugster**] Student member Lee. Does she vote?

- ▶ [**Aiden Hill**] I don't think she can. Can she vote? Yeah. Okay.

- ▶ [**Kadie Eugster**] Yes. Member Thomas? Yes. Board Member Nguyen?

- ▶ [**Phuong Nguyen**] Yes.

- ▶ [**Kadie Eugster**] Board Member Polancarte? Yes. Board Member Jones?

- ▶ [**Kat Jones**] Yes.

- ▶ [**Kadie Eugster**] President Hill?

- ▶ [**Aiden Hill**] Yes. Okay, motion carries. Moving on to 13.5, Contract Jones Hall, November 2024, Bond Legal Services, so super, Interim Superintendent Begar.

- ▶ [**Tracey Vackar**] Thank you for the opportunity to introduce this particular item. Jones Hall is a legal services that the district has had for a number of years in regards to its school bonds. They provide a full in-depth analysis to ensure that we follow the letter of the law when it comes down to bonds. It's a very specialized piece of legal fees that goes along with it. They will be reviewing if the board chooses to put a bond item on the ballot. They will be taking a look at the actual overall item that goes on the ballot to ensure that it meets all the legal requirements that need to be met to ensure that we have notified the public properly of all the nuances within the language of the bond.

- ▶ [**Phuong Nguyen**] Number one. Just one quick question. Is it possible for us to approve this contract after the survey's gone out?

- ▶ [**Tracey Vackar**] No, actually it's not because they actually take a look at it to ensure that when the survey is going out, that that language is actually embedded within the survey and that it meets the requirements of what we have to share. Okay, great. Thank you. So it's a great question. Thank you for asking.

- ▶ [**Aiden Hill**] Other questions? Okay, can I get a motion to approve?

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- ▶ [**Kat Jones**] I'll make a motion to approve. I'll second.

- ▶ [**Aiden Hill**] Member Jones, motions. Member Thomas, seconds. Ms. Sheikster, can we do a roll call vote?

- ▶ [**Kadie Eugster**] Member Thomas. Board Member Thomas.

- ▶ [**Nancy Thomas**] Board Member Lee first.

- ▶ [**Kadie Eugster**] Lee, can you vote on this as well?

- ▶ [**Nancy Thomas**] Yes. Oh, I'm sorry. It's only on personnel items that the board member, student board member doesn't vote. Oh, thank you for clarifying that. OK.

- ▶ [**Kadie Eugster**] Student Member Lee. Yes. Board Member Thomas. Yes. Board Member Nguyen.

- ▶ [**Phuong Nguyen**] Yes.

- ▶ [**Kadie Eugster**] Board Member Plancarte. Yes. Board Member Jones? Yes. And President Hill?

- ▶ [**Aiden Hill**] Yes. Okay, motion carries. So moving on to 13.6, proposal Clifford Moss LLC, Superintendent Ficarra?

- ▶ [**Tracey Vackar**] Yes. This item is a really important item and it goes along with the work that we have to do to be able to communicate with our community with regards to a bond proposal and to ensure that we are getting information out that will have a great impact. I want to thank two of our board members who served on the subcommittee to be able to look at the various companies that were there. They interviewed them. So I want to thank board member Nguyen and I want to thank board member Plancarte for their time in making this selection. They are making the recommendation to hire Clifford Moss. Bonnie Moss has been very successful. and passing bonds and be able to work with school districts to be able to get out the messaging in advance, in particular, to make sure that the community understands the facts that go along with the bond and how the bond would be supported within the school community. Recommendation is to support this proposal.

- ▶ [**Phuong Nguyen**] Questions from the board? Sorry, initially, I know that when we went through the selection process and that The fee was \$40,000. That's indicated here, the cost of the proposal. But I just wanted to also wanted to ask why and put it out there for the community that the budget was for \$100,000. And then I noticed that it was for communication. \$40,000. No, on the agenda. where dollar amount is, it says \$100,000. But the proposal says \$40,000, and then underneath it is for peripherals like communication, mailers, et cetera. Do you anticipate that it's going to be \$60,000 worth of that?

- ▶ [**Tracey Vackar**] I don't think from us it will be. I do think it's possible that once we do our portion, It'll probably be more around that \$40,000 range. But then I think after the board makes a decision and there's other work that gets done, that piece then gets passed on to a bond committee to be able to work on other kinds of mailers that are really towards the bond itself. Our time right now really is about communications and getting out information with regards to what our community needs to know about the bond and our facilities.

- ▶ [**Phuong Nguyen**] Okay. So I just want to make it clear that There is some wiggle room that is put into the budget, even though it's indicating roughly \$40,000 plus approved business expenses.

- ▶ [**Tracey Vackar**] Yes.

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- ▶ [**Phuong Nguyen**] OK, thank you.

- ▶ [**Aiden Hill**] Other questions? OK, can I get a motion to approve?

- ▶ [**Kat Jones**] I'll make a motion to approve.

- ▶ [**Aiden Hill**] I'll second. Member Jones approves. Member Nguyen seconds? Okay, so can we get a roll call vote, please?

- ▶ [**Kadie Eugster**] Student member Lee. Yes. Dorothy. Nancy. Board member Thomas. Yes. I'm tired. Board member Nguyen. Yes. Board member Plancate. Yes. Board member Jones. Yes. And President Hill.

- ▶ [**Aiden Hill**] Yes. Okay, motion carries. Moving on.

- ▶ [**Tracey Vackar**] We'll also be bringing Ms. Moss back for a presentation. to the board in the future to be able to talk with the community.

- ▶ [**Aiden Hill**] Great. Okay, moving on to 13.7, Board of Education, Property and Land Use Management Ad Hoc Committee. So this was a request that came from Member Thomas. Do you want to kick it off, Superintendent Vaccaro, or do we want to have Member Thomas provide direction on this?

- ▶ [**Tracey Vackar**] member Thomas can provide information on this particular piece.

- ▶ [**Nancy Thomas**] I think similar to the bond subcommittee that an ad hoc committee to work with the staff in looking at the scope of any proposals that we send out to engage experts in helping us decide what to do with our property and And land use management, I think, is prudent. I would like to be on that committee. That's why I brought it up. I would like to see another board member join me. And I'd like to see if the board would approve this ad hoc subcommittee, which would only exist until, I think, until the proposal is developed that goes out to seek help in this area.

- ▶ [**Aiden Hill**] OK, are there questions about this proposal? OK, I'd also like to volunteer on this, since I don't have as many committees that I'm serving on these days, unless there's somebody that has a burning desire.

- ▶ [] OK.

- ▶ [**Nancy Thomas**] OK. This is for action, so I would like to make a motion that myself and member Hill be an ad hoc committee to work with staff on developing the proposal for property and land use management study.

- ▶ [**Aiden Hill**] You have a question or you're second?

- ▶ [**Joy Lee**] Could I join like two meetings or like a couple of meetings? I just wanted to learn more about it, like how this works.

- ▶ [**Aiden Hill**] It'll probably be an open, it'll be an open meeting, right?

- ▶ [**Nancy Thomas**] Yeah. Well, no, the ad hoc committee is not open. It has to be members of the board. And it can't be more than two. Is the student member able to join us?

- ▶ [**Tracey Vackar**] I think it probably depends on the time that we would actually be doing some of these meetings. Because a lot of the people that we'd be meeting with would normally be during business hours. So it's something that we'd have to go back and make sure that we have ample time in the evening if we're having presentations coming in. Much like what we did with member Nguyen and Plancarte. who we're looking at, just

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making sure I can find a time to be able to do these presentations.

- ▶ [**Phuong Nguyen**] So if we approve this tonight, is it possible to have a study session so that our student board member understands what this ad hoc committee is serving for, what the purpose of it is, what land use is?
- ▶ [**Tracey Vackar**] Ultimately, we would need to have a study session to be able to bring this back. I think there's a couple of steps that have to happen first. I think we need to outline what that plan is. And so I'm excited about that. I've already got some ideas as to some timelines, things that we need to do, and looking at our properties that are currently available, and just identifying what all needs to happen. We also need to look at perhaps maybe relocating our district office so that this land is fully available. Those will be some decisions that we all have to sit there and make together and collectively. But I think part of looking at our land use management not only includes vacant property, but I think it also includes our current property and also how it could be structured to help support the community that might be paying fees for a fee review also throughout this ad hoc committee as well. I think this ad hoc committee is very important to what we're doing and the work that we're doing. I think it's timely, and I'm really glad that we have a two-member team that would be willing to do this. And Board Member Lee, I think there'll be plenty of times for you to be able to intersect with this and have conversations.
- ▶ [**Joy Lee**] Cool. Thank you. I just want to learn. Yeah.
- ▶ [**Aiden Hill**] Okay, so can we get, so member Thomas motion, we need a second.
- ▶ [**Kat Jones**] I'll second.
- ▶ [**Aiden Hill**] Okay, can we do roll call vote, please?
- ▶ [**Kadie Eugster**] Student member Joy. Yes. Board member Thomas. Yes. Board member Nguyen. Yes. Board member Polancante. Yes. Board member Jones. Yes. And President Hill.
- ▶ [**Aiden Hill**] Yes. Okay, motion carries.
- ▶ [**Tracey Vackar**] I'm sorry, can you just tell me who made the motion in the second? I apologize. Nancy and Jones. Thank you.
- ▶ [**Aiden Hill**] Okay. So, moving on to Section 14 Consent Agenda Personnel Items. Does anybody want to pull any items here? Member Nguyen?
- ▶ [**Phuong Nguyen**] Yes. I'd like to pull Item 14.2. Okay.
- ▶ [**Aiden Hill**] All right. Anybody else? Okay. So, can I get a motion to approve 14.3 Personnel Report?
- ▶ [**Kat Jones**] I'll make a motion to approve.
- ▶ [**Aiden Hill**] Member Jones moves.
- ▶ [**Carina Plancarte**] I'll second.

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- ▶ [**Aiden Hill**] Member Plancarte seconds. Okay, and can we get a roll call vote?
- ▶ [**Kadie Eugster**] Board Member Thomas?
- ▶ [**Aiden Hill**] Yes. Since we got a do, we got a do. Or no, I guess we got a do. No. Yes, personnel, go ahead.
- ▶ [**Kadie Eugster**] Member Nguyen? Yes. Member Plancarte? Yes. Member Jones? Yes. President Hill?
- ▶ [**Aiden Hill**] Yes. Motion carries. Okay, so 14.2, right, that's what you're, so 14.2, go ahead, number one.
- ▶ [**Phuong Nguyen**] I just have a clarification question in regards to the salary schedule. I noticed that the deputy superintendent of business services slash CBO is on a step-in column versus the other executive cabinet positions where it is just basically, I'm making the assumption that it's a salary range.
- ▶ [**Tracey Vackar**] That's interesting. So I'm not sure why it was done that way other than when the contract was originally presented to me as a CBO, what I can share with you is that I was told that it was on a step four that was to be placed at based on my experience. So I really can't speak that there had been, that there wasn't history that all the other ones didn't have various steps I would say that since they're contract positions, and I'm not so sure that the, I don't know why that one is called out differently than all the rest of them, other than that's something new that happened this year. Maybe that's the best way to say it, because usually when you do a contract, and you have an advertised price, which we've, you know, like with our other two assistant supes that we're currently advertising for, we've advertised for a certain dollar amount. And if I recall, the one that was advertised for the deputy superintendent, I believe it had a range that was on it. So I just assumed they all had ranges until I got here and found out that one was called out differently. I don't know the history.
- ▶ [**Nancy Thomas**] OK. I was just going to say that there was history of those jobs having a salary range, and it was changed. And so I guess it's Sometimes things get changed. Yeah.
- ▶ [**Tracey Vackar**] I mean, the prior CBO didn't have a range. I don't know why this particular one had a range. OK. I'm sorry, I can't answer that question.
- ▶ [**Aiden Hill**] That's OK. Thank you. Other questions? OK, can I get a motion to approve item 14.2, salary schedule, contracted executive cabinet?
- ▶ [**Kat Jones**] I'll make a motion to approve. I'll second.
- ▶ [**Kadie Eugster**] Board member Thomas. Yes. Board member Nguyen.
- ▶ [**Phuong Nguyen**] I'm going to vote no just because I would like to see consistency in the salary range. So. So no.
- ▶ [**Kadie Eugster**] Member Plancarte. I'm sorry. Go ahead. Yes. Member Jones. Yes. President Hill.
- ▶ [**Aiden Hill**] So, I share Member Nguyen's feeling that it's having these dangling things. So, I will vote yes, but maybe we have it fixed later. So, I vote yes.
- ▶ [**Aiden Hill**] Okay.
- ▶ [] Agreed.

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- ▶ [**Aiden Hill**] Okay, so moving on to Agenda section 15, consent agenda and non-personal items. Does anybody want to pull any items?
- ▶ [**Joy Lee**] Can I pull board policy 15.29? 15.29? Okay. Okay. So pulling 15.29. Any other items?
- ▶ [**Aiden Hill**] So, can I get a motion to approve items 15.2 through 15.28 and 15.30? So, 15.2 through 15.28 and 15.30? So, can I get a motion?
- ▶ [**Kat Jones**] No. Can I pull one more? OK. OK.
- ▶ [**Kat Jones**] I'd like to pull 15.9 just for making sure that the school names are correct.
- ▶ [**Aiden Hill**] OK. Also pulling 15.9. Any other items people want to pull? OK. So can I get a motion to approve 15.2 through 15.8 and then 15.10 through 15.28, and then 15.30. And you can say just what he said.
- ▶ [**Kat Jones**] I'll make a motion to say just what he said.
- ▶ [**Tracey Vackar**] I'll second. Can I just repeat it back?
- ▶ [**Aiden Hill**] Sure, go ahead.
- ▶ [**Tracey Vackar**] You're approving items 15.2 through 15.8, 15.10 through 15.28, and 15.30. Correct. Got it.
- ▶ [**Phuong Nguyen**] motion by member Jones.
- ▶ [**Aiden Hill**] I'll second it. She did. That's why I'm checking. All right. So, okay. So, are you going to do the roll call vote?
- ▶ [**Tracey Vackar**] Sure, I'd be happy to do that. Board member Lee?
- ▶ [**Joy Lee**] Yes.
- ▶ [**Tracey Vackar**] Board member Thomas? Yes. Board member Nguyen? Yes. Board member Plancarte?
- ▶ [**Carina Plancarte**] Yes.
- ▶ [**Tracey Vackar**] Board member Jones? Yes. Board member Hill or President Hill?
- ▶ [**Aiden Hill**] Yes. Okay motion carries. All right so 15.9 and that's member Jones.
- ▶ [**Kat Jones**] In the Think Together contract it mentions school it meant I believe it says the junior high and the other one is Graham instead of Coyote Hills. So we just need to amend to correct the current school names. Thank you.
- ▶ [**Aiden Hill**] So can we get a motion to amend the school names per member Jones's instructions?
- ▶ [**Kat Jones**] I'll make the motion to amend the school names in the Think Together contract? I'll second.

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- ▶ [**Aiden Hill**] OK. And when you're ready, we can do the roll call vote.

- ▶ [**Tracey Vackar**] I'm ready. Board member Lee? Yes. Board member Thomas? Yes. Board member Nguyen? Yes. Board member Plankharty? Yes. Board member Jones? Yes. President Hill?

- ▶ [**Aiden Hill**] Yes.

- ▶ [**Tracey Vackar**] Motion carries with six ayes, no nays, no one was absent. OK.

- ▶ [**Aiden Hill**] And now we're going to pull 15.29. So member Nguyen? I'm sorry, member Lee, member Lee.

- ▶ [**Joy Lee**] 15.29. I wanted to suggest just getting rid of this portion on page four. It says, students shall be permitted to wear tribal regalia or recognize objects of religious or cultural significance as an endowment to the customary ceremonial attire as long as the endowment does not cause substantial disruption of or material interference with the graduation ceremony. Students who desire to wear such adornment shall seek permission from superintendent or designee at least 14 days before the graduation ceremony.

- ▶ [**Aiden Hill**] Can you tell us what page you're on?

- ▶ [**Joy Lee**] Page four. Okay. Page four, it's the third paragraph.

- ▶ [**Kat Jones**] May I ask why you're asking to strike this?

- ▶ [**Joy Lee**] Yes. So the reason for this is because the wording is unnecessarily restrictive and also potentially discriminatory. Reasons for this being, it's a time of celebration. And also, graduation is a time of celebration. And these people should be able to celebrate their cultures, things that got them to the place that they're at to be able to graduate. And also and having having certain ceremonial attire deemed as distracting is it discourages acceptance of diversity and inclusivity And it's also really subject to cultural biases if like let's say we allow one cultures thing, but we don't allow another culture because it's It's distracting Subjective. Yeah, it's very subjective and then also having to ask the superintendent at least 14 days before is a very overbearing request for something that is protected by our First Amendment, freedom of religion, freedom of expression. And so those are my reasons. And also, I checked out Fremont District's graduation policy on this, and they don't have it included in their policy.

- ▶ [**Tracey Vackar**] Just as a shared point of order on your comment, I know we have recently received some additional language with this. I don't know if it came from CSBA, but I was reading a piece on this. And I do believe that student board member Lee is on point with what she's saying. And so I think this is a piece that perhaps we should go back and review. And it would be my recommendation that you pull this item so I can just go back and just double check that particular section.

- ▶ [**Aiden Hill**] Okay. And what I would also say, right, is that the language as I read it says, okay, students shall be permitted. It's just the issue is that, you know, they need to check with the superintendent. And I think that the challenge that we face here is that right now people can come up with some broad definitions of what a religion is or a variety of things. And I think you'd be surprised sometimes at how somebody might establish that they have, you know, I mean, if, let's just take an example. If you had white supremacists say that they've established a religious order, would we allow them to wear regalia that broadcast those sentiments? And they could argue and say, well, we've established that we're a religious order. And so I think that what this is saying is that it's broad in terms of saying, in general, we will permit, but we just want to make that the superintendent takes a check. But I mean, if we want to open the gates, I'm just saying be careful. Be careful what you wish for.

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- ▶ [**Joy Lee**] I agree with having the superintendent going back and doing another check over it. But to your comment before, it says the superintendent or dexinee may require graduating students to wear ceremonial attire so that the superintendent can go back and ask them if it is like, if it is like discriminatory in any way, they can go back and like ask them like, oh, like, can you wear, can you please stick to the ceremonial attire But then also, we also have our dress code. So we have the dress code enforcing what you just mentioned. So I don't think it's a problem.
- ▶ [**Nancy Thomas**] I tend to agree with the student board member that we just strike the part that says you have to get permission for 14 days in advance of the ceremony. I don't know that that's necessary. But otherwise, you know, it's an Ed Code that allows this.
- ▶ [**Aiden Hill**] Requires it. So do we want to have the superintendent go and get additional details on this?
- ▶ [**Kat Jones**] Yes.
- ▶ [**Aiden Hill**] Yes. OK. All right. OK, so we'll pull this item and she'll look at it and come back with some commentary. OK. So I think that we're finished with Consent Agenda and Non-Personnel Items. So now, number 16, Board of Education Committee Reports, Announcements, Requests, Debrief, and Discussion. So student member Lee.
- ▶ [**Joy Lee**] It's on here. OK. I wanted to ask for a football field update, how the football field is coming along. Because I know we had a study session about it, but maybe not everybody was able to watch the study session. So if we could have a simplified version of what's going to happen with our football field. And then also going back to the child abuse resolution that we had approved today, it was talking about how important it is to have a community, a space to be able to share your feelings and just like have a supportive community in general. And I want to bring it back to MCA, who does really provide this community on our campus and to those students who especially need it more than anything. Like today, we heard about like someone's son who has trouble, like who can, who sees the world in colors. And without MCA, it wouldn't have been possible for him to maybe get the same amount of opportunities that he did through MCA. And so, I just wanted to leave it at that.
- ▶ [**Aiden Hill**] Thank you, student board member. So, member Thomas.
- ▶ [**Nancy Thomas**] I would like to see the minutes because I think that is a potential audit issue that we are so far behind in the minutes. I think putting some pressure on staff to get the minutes would be appropriate. Speaking of MCA, I know that in the past I was able to ask for and receive a budget or in a report. So I think that report exists. And what it really tells you is it tells you how much funding comes in. And from Carl Perkins and from the state grant, it allows you to calculate the costs of low class sizes. I checked with the Department of Ed and lower class sizes, the cost of that can be considered the district match, because the district has to match what the state gives. So I would really like to see if we can pull up that report of the cost of the MCE program and whether I think my feeling is that it's Yes, we have to match what the state gives us. But the state gives us money, and it's of value to kids. So let's just make sure that we're not overspending. And that's what, when I looked at it the last time, we were overspending. We were doing more than our required match. And so if we have fewer and fewer students, that may mean that they can't go on their field trip or as far away on their field trip They have to balance that budget, the money coming in, and the money that the district is matching. So before we send that program away or think about even cutting it, and that brings up the next thought that I've had, and that is that the board has had no discussions about the specifics about reductions. And I think in the past, we've had lists and The board has made some hard decisions. Staff has said, here are some of the trade-offs we are thinking about. You asked the board for their input. We did. We made some hard decisions in the great recession about taking the electives out And so I know there's probably going to be some hard decisions, but unless we see a plan, we have no idea yet what the district has in mind, specifically for the reductions.

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- [Phuong Nguyen]** Thank you, Member Thomas. Also, we are going to be having a liaison committee meeting this coming up Monday with the city of Newark. I just wanted to thank the City of Newark staff, in particular, City Manager Binoon and Kathy, their Executive Secretary. Yes, for recognizing that we're short staff and agreeing to host our committee meetings over at City Hall at the City of Newark. So I just wanted to give appreciation to the City of Newark staff and say thank you again. Member Plancarte, it's been great working with you on the Parcel Tax Committee. And with Ms. Vacar. So thank you for bringing the two items tonight for approval. And I'm excited to do the legwork in Canvas. And hopefully we can pass the bond for our kids. And then, sorry, it's going to be a little. Today, it was a very emotional day at the high school for some of our students in ninth grade class, along with a couple of upperclassmen, some juniors and some seniors, along with some teachers and some parents, volunteers, including myself, for Challenge Day. And I have to say that this is a wonderful social-emotional experience for our kids to be able to connect with one another, break down barriers, understand that all of us have adversities and all of us are surviving and are resilient. And I just can't go into it without getting emotional, a little bit choked up, because the students wholeheartedly participated. They listened to instruction. They were able to support their fellow students, I saw leadership skills that, you know, at first they were hesitant, thought it was awkward, weird that we were sharing, you know, personal information about each other, about ourselves to each other. But they embraced the process and had a wonderful experience in the end. And I think that it's something that I would request that we would really support, continue to support the high school and incoming freshmen to be able to have this challenge to experience. So that's my one request. And then lastly, I just want to acknowledge our community's comments, our labor partners pleas and student demands. For the past 10 months, I have actively listened and have spoken out openly about my disagreement with my fellow board members on major concerns over the budget and lack of transparency on possible budget cuts, position cuts, and program cuts. And I just want to echo Member Thomas' statement regarding the fact that we haven't been presented a plan of where the cuts needs to be, what the savings are actually, and what decisions and what programs we really want to cut or need to cut. so that we can not have this creation of rumors floating around and our communication needs to be better to sites so that, again, the unnecessary stress we're putting on kids because of the budget crisis doesn't need to be that prevalent and because there hasn't been communication about MCA and especially to us. I have listened to public comment on lack of communication, employee harassment and retaliation, all things that we as board members should be concerned about because it is extremely important. It is evident that employee morale is low, trust has been broken and we as leaders have not demonstrated integrity or accountability. So I just wanted to acknowledge everybody's feelings today and myself. I know that I haven't always been the best on presenting myself in public on the dais. And I know that there's disappointment from my fellow board members. But again, I think that we do need to come together and we have to find Even though we have a common goal to serve kids, I don't necessarily think that our goals are aligned in how to get towards the end or how to cross the finish line. And our vision right up there, it says the Newark Unified School District, in partnership with the community, will be a model of world-class education that develops this unique ability of every student. And right now, we're not really living that vision because we aren't collectively in partnership with our community. And that's my personal perspective. I know that my fellow board members may not see that and I respect that. And then lastly, I just want to say up here, although we do disagree and sometimes very aggressively and very and it doesn't look great, but I don't take it personally. You know, I mentioned this again before to my fellow board members that I don't hold anything personal. If they ever ask me for help outside of when we sit on this dais, I'm always willing to help. So thank you.
- [Aiden Hill]** Thank you, Member. Thank you, Member Nguyen. And Superintendent Vickers, just to follow up to one of the items that she raised. So we are going to have the liaison meeting. It's going to be on Monday. Yeah, the liaison meeting. And one of the challenges that we've had in the past is this is a Brown Act committee and you know, we need to have proper posting of this. It's done. Excellent. Okay. Wonderful. Okay. That's why we hired you. Okay. Excellent. Thank you. Okay. Member Plancarte.
- [Carina Plancarte]** I don't have any updates. I know that Tracy, you mentioned that there is a a committee, a bond committee meeting coming up. So I am looking forward to that. I really want to get going on that and really collaborating with staff, with the community to really get behind supporting this bond and hopefully we can pass it

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because our schools are in dire need of upgrades. So I'm looking forward to that. And then I just did want to read a little something but just because I, you know, I know that we've appointed you tonight as interim superintendent and I want to just go ahead and read the following. Tracy Vacar, you've been a dedicated leader to public education for over 34 years and you are experienced in school business operations and legislative advocacy and strategic planning, budget development, economic development, insurance and safety programs, and child nutrition, technology, infrastructure, capital projects, and designing innovative educational programs. You advocate for others to become educational leaders, and you support their journey by inspiring colleagues to lead our public schools. You know that our schools need quality educators who will put students first, and you will continue to advocate and inspire our educators here. And then also just a comment that came through. I wanted to just read a little short snippet of it. And this is on relating to you, Tracy. And it says, Tracy is going above and beyond as an administrator. She's out there talking to not only department heads and principals, but also staff members. She is doing her best to improve morale at the district. She is trying to bring stability to the district. And she has a vision that she needs the opportunity to see through. I believe she's an asset to our district and needs to continue to be supported. It's amazing to have someone work so diligently to move us in the right direction. And really right now, I think that it's a testament that not only us as board members, but the community, we are lacking unity and we need to be unified and also the misinformation that that happens and goes out into the community. And then, you know, like tonight and I've received some emails and I know my fellow board members have as well on the MCA cuts. And really that is new news to us. We've not discussed it. And so I think it's critical and key that a good communications plan is put together on and it's tightly knit so that we don't have all of this misinformation and that there is transparency because I'll speak for myself. I am a parent and before being a board member, I've asked for this transparency and I want to continue to ensure that this is something that is at the forefront of things because we are here for the kids and we need to do the right thing for kids and we need to put them first. And quite frankly, sometimes I wonder if it, you know, if it seems like it's about other things and it's not about the kids. So I just really want to just say that I look forward to really working together with, continue to work together with my fellow board members. And I look forward to working alongside you, Tracy, so that we can be communified and that we can be about kids and we can, the narrative can be different because not only do our students deserve to have a good narrative of our schools, but also our staff. It's not fair to them. It's not fair to the kids. Thank you.

- ▶ [**Aiden Hill**] Thank you, Member Plancarte. And question for you, Superintendent Ficarra, related to Member Plancarte's comments. So, you know, in districts that are bigger and have more money, oftentimes they have a communications department. We don't have that right now. That's been a challenge. The Clifford Moss contract, is that solely focused on the bond, or is that... Okay, it is. All right. So what I'm wondering is I know that member Plancarte does have a background in communications. And I think that given that we're kind of in an all hands on deck situation, I think it would be wonderful if she has availability and you have a need that maybe she can help support and make sure that key messages go out. I mean that.
- ▶ [**Phuong Nguyen**] Sorry, I would have to say that that would be getting into the weeds. And we would actually would get a recommendation from our new interim superintendent, Ms. Vacar, so that we can do that. And wouldn't it be fair on member Plancarte?
- ▶ [**Aiden Hill**] So again, I don't want to have to read Ed Code again, but the board retains all powers, right? And the board delegates at its own will. And this is not a demand. This is a question. And my question is, right now we know that Ms. Vacar is under a lot of stress and has limited resources. And all I'm saying is that if we have resources at the border where we can help you, we'd be happy to do that, I think.
- ▶ [**Carina Plancarte**] I definitely don't want to overstep my role as a board member. But definitely, you know, if there ever is an opportunity to do that where it's not overstepping and it's not violating anything, then absolutely, if I have the time, I can. It's again, it's probably something that we can probably table at least for now. But yes, I support you.

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- ▶ [**Tracey Vackar**] Thank you. I appreciate that. Just kind of in response and just kind of thinking through this, I'd like to come back with some thoughts about communications moving forward, especially as we go into the 24-25 school year, what communication looks like. I know I've been in communication with our new director of IT about some things that we can do to help improve getting messaging out and making it a little bit more uniformed. And so I know she's got some ideas, too, in that. So we will be taking a look at maybe what's out there that we can do. We're also possibly looking at maybe restructuring another vacant position that we have. to be able to add some additional duties around communication that might be necessary to put into that job description. So we've got a couple ideas too, but we would love to have you as a thought partner. One thing I can say is each of you at different times have stepped into helping the district because you bring a wealth of information, either from your own professional background or from your work that you do within the community. And I just really want to thank all five of you. And Board Member Lee, I want to thank you, too, for the work that you do with the students over at, and sharing with us the communications that happen, especially at the high school. I think it's part of the process. But I think there is kind of a line at some point. But I also definitely respect the fact that you do bring such great knowledge. And I think that help right now is greatly appreciated in many different ways.
- ▶ [**Aiden Hill**] Thank you. Superintendent Vacar. Vice President Jones.
- ▶ [**Kat Jones**] I have one really quick one and two fairly long ones and I apologize for the length but it's to me I'm speaking from my heart and sharing something also. So the first one is that I based on kind of what happened tonight and in the room on the dais itself I think it would be important for us to spend some time talking about the the public comment protocols. And just making sure that we all are in agreement and that we all feel right about that. I think there's a lot of good in them, but my personal opinion is they're too long. So I think that's something that we need to make some time to talk about as a board and push it off to the end of June because it's not imperative for now. The first thing that I want to read is kind of my personal thoughts right now. It's about change. Change is often challenging and difficult work. One of the hardest things to overcome when we think of change is fear. I recently heard fear described as false evidence appearing real. And to really help us, to help me, I needed to repeat that to myself. And so I'm going to do that again. Fear is false evidence appearing real. Fear comes from a lack of understanding or knowledge and is most often fueled by anger. Another way we hear fear described is perceived reality. We only know what we are aware of and often we don't understand the whys of things that are happening. And that's very common when we think about what we as board members know and can do and what we can share, but we have more that we can share. And so working on that communication is important. As a board member, I listen to the community and the staff's thoughts expressed during public comment, and I hear the fear. Fear often rears its head in rumors and gossip, which grows to the point of putting words in other people's mouths or blaming others. for what we don't understand. We need to stop and work together to hold each other accountable, to be professional and to show respect. We are moving forward, adapting to our new reality of deep budget cuts and not filling every vacancy, but reorganizing to be more efficient moving forward. It may feel or look as though the board is not making well thought out financial decisions about programming or staffing. But know that each decision is well thought out and the pros and cons are being taken to heart. The board does its best to have these difficult discussions in our public meetings, but personnel issues must be made in closed, or decisions, excuse me, must be made in closed session to protect staff. The board is working together to move NUSD forward and I am excited to work with Ms. Vackar as we move forward. She has many solid ideas pulling from her vast experience on how to help NUSD out of our fiscal crisis and into stability. How to update facilities with the bond that we have heard about a little bit tonight. Excuse me. We have a lot of hard work ahead of us, but we can do it. But we will need the community's help in order to make it possible for the board and staff to be able to do everything that we would like to do. So I urge community to get involved and to work together with us, not against us. Last week, shifting gears a little bit, last week the board received a letter from one of our longtime employees and I reached out and asked for permission to be able to share it tonight. I have been here for over 26 years and have seen quite a few administrators come and go. Tracy is going above and beyond as an administrator. I have never had such great communication with anyone from the administrative side of the district. She is out there talking to not only department heads and principals, but all staff members. She walked into a mess and she is doing her best to improve the morale of the

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district. She is trying to bring stability and has a vision that she needs the opportunity to see through. I believe that she is an asset to our district and needs to continue to be supported. Tracy is making a point to move our district forward through this extremely difficult time. She constantly checks in with me to see how things are going in our department. In the past, I have never spoken with any administrator regularly, including past CBOs. They would check in occasionally, but not as often as Tracy follows up with me currently. She makes it a point to let me know that we are part of the district and that it is a unified district. She is doing an excellent job of running the district by herself. She is working diligently and vigorously to make sure that we hire the best candidates for the open positions. She not only interviews the candidates, but she does more research before offers are made for these positions. It is amazing to have someone work so diligently to help us move in the right direction. I am not only an employee, I am a parent and a resident of the city. Tracy will make a great superintendent for our district. Please consider that as you move forward in the selection process. And she preferred to remain anonymous. Thank you.


- ▶ [**Aiden Hill**] Thank you, Member Jones. So I don't have any committee reports or requests, but I do have a statement that I'd like to make. So dear board and members of the NUSD community, As most of you know, our district has recently been going through some tough times. But these challenges have been decades in the making and are going to take time to turn around. Sadly, however, we have a small group of people, both inside and outside the district, who are actively trying to obstruct this turnaround for their own petty, selfish reasons. Going forward, I will be referring to them as the Mean Girls from the characters found in Tina Fey's movie and Broadway musical. And right now, I'm going to expose their backgrounds, the lies they are spreading, and the lengths they are willing to go to regain their lost power. Chief among the Mean Girl bullies are former Newark school board members Lucia Gutierrez and Elisa Martinez. According to the school board, Okay, so excuse me. There's a thing and it's called the Constitution and we are all allowed to express our opinions and I have not interrupted either of you and so please do not interrupt me and I will continue. Thank you.
- ▶ [**Phuong Nguyen**] Well, I don't need to stay here to listen to this labeling of people. I think that's really inappropriate and for you to be sitting there as president of this board I don't want to be associated with labeling people.
- ▶ [**Aiden Hill**] Labeling your students. Labeling righteousness. If you're righteousness, then no.
- ▶ [**Aiden Hill**] Sorry. Thank you. Bye. OK. So thank you. Thank you. OK. And please remember, remember when. the next time that you interrupt me and you start calling me names. I did not call you names.
- ▶ [**Phuong Nguyen**] And member Hill.
- ▶ [**Aiden Hill**] You've told me that I don't care about students.
- ▶ [**Phuong Nguyen**] That is true.
- ▶ [**Aiden Hill**] You've made sexist comments to me. OK, it's very disrespectful. You've accused me of mansplaining. It's very disrespectful. OK, thank you.
- ▶ [**Joy Lee**] President Hill, I have personally never made any sort of comments to you, but I feel you This is really below your position. I don't think this is necessary, and I would really like to call point of order.
- ▶ [**Aiden Hill**] So you cannot call point of order, because I'm allowed to express my opinion. And memberly, I will note that you also accused me of mansplaining at one point. And so there's a thing. It's called the Constitution. It's called democracy. We're allowed to express our opinion. And I would appreciate it if you would listen, because I think there's some information that you're not. And so again, when I'm finished, you're welcome to make a comment, but I'd like you to let me finish my statement because I've shown you the courtesy of listening to your statements. Okay, thank you. Chief among the Mean Girl Bullies are former Newark School Board

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members Lucia Gutierrez and Elisa Martinez. According to a January 26, 2021 San Jose Mercury News article, quote, "The Fair Political Practices Commission is investigating a complaint alleging the Newark School Board violated conflict of interest law when it hired one of its members to be an executive assistant to the superintendent according to state records obtained by this news organization." End quote. Here it's important to understand that as a board member, Ms. Gutierrez participated in the hiring of former superintendent Mark Triplett, and then within days of that hiring turned around and quit her board position so that she could get her new hire to hire her in a position earning substantially more to the tune of \$133,000 including benefits versus the \$238 per month that she was earning as a board member. Her fellow Mean Girl board member, former board president Elisa Martinez, aided and abetted this corrupt act by interviewing Ms. Gutierrez and approving her appointment as Superintendent Triplett's Executive Assistant. One hand washes the other. It is important to note, however, that if this government investigation finds these actions were a violation of Government Code 1090, they could result in civil fines, criminal prosecution, and perpetual disqualification from public office. My question to the public is, do you want to get advice from and be associated with these two unprincipled characters. Ms. Gutierrez and Ms. Martinez have also recruited an additional small group of mean girls who regularly come to board meetings to stage protests. They hold up signs and they make fake proclamations that the superintendent and the board within the past year have unilaterally manufactured our current budget crisis and driven unwarranted staff turnover. Interestingly, though, they gloss over the 2021 Mercury News' description of their own time in power. Quote, the investigation is bringing more public scrutiny to a district that recently voted to close two schools because of declining enrollment and budget troubles, and which has a history of legal issues, at times wayward leadership, and a recent spate of turnover at high-level positions. What the Mean Girls don't tell you is that we are the first board to seriously address decades of deficit spending and make an attempt to put our financial house in order. What they don't tell you is that per an East Bay Echo publication, some of the people who have been a part of the recent turnover have themselves been complicit in corruption, which ultimately resulted in the district entering into a \$300,000 legal settlement with Akilah Byrd because of that corruption. And I am here to tell you that there is still more corruption that hasn't come to light. You also hear the Mean Girls chant that the superintendent and the board don't care about students and that, quote, Newark deserves better, end quote. What they don't tell you is that we are the first board to put explicit, measurable goals in place to improve academic achievement for all students. And they gloss over the fact that secretly their own answer to academic achievement isn't to help kids improve in a measurable way, but rather call measurements racist and eliminate them altogether and thereby eliminate their own accountability for producing results. Is this the better that Newark deserves? Sadly, however, the Mean Girl toxicity doesn't just exist outside the district. As Dr. Penelope DeLeon, an experienced superintendent with over 30 years of experience in public education, came in to help us with the turnaround, she met fierce resistance from a small group of Mean Girl insiders. When Dr. DeLeon came in and began setting simple expectations, such as requiring people to show up at work at 8 a.m. versus 10 or 11, high-level insiders began filing complaints to the board. that Dr. DeLeon was harassing them. I don't know about you, but in my experience, people who work expect that they need to show up to work on time and produce results. But rather than turn over a new leaf and start delivering on goals the board had established with the superintendent, This small group began engaging in defiant and undermining behavior that obstructed our turnaround efforts and threatened our ability to address the \$14 million structural deficit we inherited. This group, along with their outsider Mean Girl brethren, also collaborated on one of the most disgusting defamation campaigns against Dr. DeLeon I have ever seen launched against a person. But these kinds of people have no shame. As Dr. DeLeon announced that she would need to retire early due to a medical condition, no doubt exacerbated by this reprehensible treatment, the Mean Girls redoubled and redirected their efforts towards a new target, Interim Superintendent Tracy Vaccar. Amazingly, not only did they openly and brazenly refuse to follow direction from Ms. Vaccar, but they also began engaging in what can only be described as acts of sabotage. In an effort to bring most district operations to a halt, certain individuals began a campaign to intimidate contract workers we had brought in by secretly calling up the county office of education and the state to challenge their employment contracts and threaten their retirements. The minute these well-meaning contractors got wind that they were being retaliated against, they left in almost an instant. But the mean girl bullying didn't stop there. They also began calling up people who we had made full-time employment offers to, telling them that they shouldn't come to work for us because we were a terrible district with a terrible

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superintendent. It seems that if they couldn't keep their power, the Mean Girls would take down the district, no matter what the cost to kids, parents, or Newark taxpayers. As a consequence of these actions, on March 27th, the board authorized Ms. Vackar to initiate a workplace misconduct investigation, which is now underway. I am just now returning from a four-day trip down to Anaheim, having taken 35 of my students to participate in the Future Business Leaders of America State Championship. During the kickoff, the keynote speaker said something which I think perfectly describes the situation we currently face. He told the audience of 25 aspiring students, quote, remember, when you are facing opposition, it means they are trying to guard something valuable, end quote. The Mean Girls, for their own personal benefit and power, are trying to prevent the superintendent and the board from building a world-class team and deny students and families the opportunity to access a world class education. Let's not let them win. And that's the end of my statement. Thank you. Superintendent concluding comments.

-  [Tracey Vackar] I'll come back with some additional information on the MCA report. as to some of the past history. Thank you, Board Member Thomas, for sharing that there had been a prior report. I look forward to reviewing that and bringing you back some additional information on this matter. I have been in conversation with Principal Murphy around some ideas and strategies and possibly some other ways that we can not only support this pathway, but also other pathways for the future of our students. The fields and fence projects, these will be coming back. I have them under review right now. I've seen the preliminary draft reports of what we went back to be able to review and ensure that we are getting good value for our money. And I heard you loud and clear about we need a new communication plan. I couldn't agree with you more. I'd like to remind the public that this board has not voted. to make any decision yet on a school bond. We had a lot of talk here this evening, and I don't want anything to be confused in that way. We've not done that. As a matter of fact, we're going out for a survey, and that survey will be brought back to the board for the board to make a decision sometime in late June as to whether or not this is an advantageous move for us to make now and actually ask for a bond or a bond extension from our community. But we need more information. So I just want to be real clear because there's been a lot of talk about it. I don't want people to think that there's been some decision made. And the reason I say that is we can do exploratory work. And that's something that we can do as a staff and be able to provide information to you. But once you make a decision, staff can no longer be involved with the decision moving forward once it goes on to the ballot. And so I just want to be real clear about that for the future. We do need to work together and we need to listen and we need to be respectful of each other. I would like to thank the Board of Education and the Newark community and the district for the opportunity to serve as your interim superintendent. It's important that we work together and ensure that we work together to serve our schools, our children, and our families. The heart of what we do is to provide a quality public education to our children. Today, that means we need to engage students in STEAM activities and education. That's in addition to the core academics that we provide to our students. Newark Unified School District has the opportunity to make a difference in the lives of our children and the families. I'm confident that we can do this work together. We can do great things. Our schools are the cornerstone of this community, and I am honored to work with all of you to support, and especially, the great work that our staff does each and every day. Great things can happen here at Newark Unified School District. There is a poem I'd like to share with you by John Wesley. Do all the good that you can, by all the means that you can, in all the ways that you can, in all the places that you can, in all the times that you can, and to all the people that you can, for as long as you ever can. It's really something that I've thought about many, many times over the years. The work that we do in public education is to be able to help change lives, to make lives better, and to bring opportunities for the future and hope to many of our families. We saw some of that here this evening in our boardroom. We saw amazing teacher leaders that were recognized, amazing classified leaders that were recognized, and a student who's going to have the opportunity to be able to achieve a dream. And I can't say enough about knowing that we have, you know, an Amazon future, a new year leader sitting out there amongst us. And who knows, maybe she'll be the next person that creates the next echo device that all of us changes our lives and how we communicate with others throughout the world.

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- ▶ [**Tracey Vackar**] Those are the important things that we do here together.

- ▶ [**Tracey Vackar**] And I just encourage all of you that we need to become really good listeners. We need to work together and we need to be respectful of each other.

- ▶ [**Tracey Vackar**] It's hard work to do. I think we can do it.

- ▶ [**Tracey Vackar**] Actually, I know we can do it. And I know each of you have spoken to me about the importance of doing all these things for our children, our families, our school communities, our leaders that came and spoke to us here this evening. Our community that spoke to us this evening, even on views that sometimes are different than maybe other perspectives of other people in the community. We need to make sure that we bring value to everyone's opinions. And so with that, I call you, thank you very much for the opportunity to be able to serve. I look forward to working with all of you. I was really forward.

- ▶ [**Aiden Hill**] Thank you, Ms. Ficarro. So can we get a motion? I'm sorry, go ahead, Amberling.

- ▶ [**Joy Lee**] You said I could speak after you, so could I speak now? Sure, go ahead. Yeah, okay. Okay, I just want to say this takes a lot for me to say this because, I mean, I don't want to comment on any like political things or like anything that That's not related to students. But I'm still going to say it. Also, OK, so I will say this one thing out of many things. This is a school board. And I just want to say this isn't a you versus me fight in this community. Everyone's here to make decisions for the students. And you guys are supposed to represent the community. I respect everything all of you guys bring to the table, but some of the things that happened today wasn't something that showed patience and understanding. And it created a division, and it established a division, creating a you versus me. And I just want to express that I'm disappointed to see this, not just as a member, as a student, as a member of Newark Memorial, But as a human, because the events that happened today were just, it wasn't correct. It wasn't positive, and it wasn't something that showed love for each other. And maybe I am overstepping my line as a student board member, but As a human, I understand we need to accept each other's perspectives. And I also want to say I do respect all of you guys and everything. And you guys are all highly intellectual adults. And all of your guys' perspectives are valid. But then the community's perspectives are valid. So I just think we just need to open up a little bit more and maybe take that extra step that we weren't willing to take before. But yeah.

- ▶ [**Aiden Hill**] Thank you, Member Ling. OK. So can I get a motion to adjourn?

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

- ▶ [**Aiden Hill**] Can I get a second?

- ▶ [**Kat Jones**] I'll second.

- ▶ [**Aiden Hill**] OK.

- ▶ [**Kadie Eugster**] Roll call, please. Board Member Thomas. I'm sorry. I was going to go back. Student member Lee. Yes. Ms. Placarte. Board member Placarte. Yes. Board member Jones. Yes. President Hill. Yes.

- ▶ [**Aiden Hill**] All right. Meeting is adjourned.