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2024-08-20, Regular Meeting

Agenda



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- ▶ [**Aiden Hill**] Unified School District Board meeting on August 20th, 2024. Calling this meeting to order at 6.06 PM. And so, Ms. Lemus, can we do roll call, please? Yes.
- ▶ [**Toya Lemus**] Yes. Student board member Lee, absent. Board member Thomas. Here. Board member Nguyen.
- ▶ [**Phuong Nguyen**] Here.
- ▶ [**Toya Lemus**] Board Member Plancarte. Here. Vice President Jones. Here. President Hill.
- ▶ [**Aiden Hill**] Here. Great, thank you. Okay, moving on to item 1.2, meeting practices and information. So members of the public may observe the meeting via NUSD YouTube channel, live transmission on Comcast 26 or in person at the NUSD boardroom. Regarding public comment, the public will have the opportunity to address the Board of Education regarding non-agendized matters and agendized items with a live audio-only comment via Zoom with advance notice requested by email at publiccomment at newarkunified.org, a written comment by submitting a speaking card via email at public comment or with live in-person comments. Okay, and so with that, moving on to item 1.3, public comment on closed sessions. So do we have any public comment on closed sessions?
- ▶ [**Toya Lemus**] We do not have any public comment on closed session.
- ▶ [**Aiden Hill**] OK, great. Thank you. All right. So we will be recessing to closed session. And in closed session, we will be covering two items. Item 2.1, conference with legal counsel, anticipated litigation, significant exposure to litigation pursuant to government code 54956.9, subdivision D2, five cases. And then 2.2, conference with labor negotiators, government code 54957.6, Subdivision A, Employee Organizations, CSEA, and NTA. And we will now recess to closed session.
- ▶ [**Aiden Hill**] So the board is returning from closed session. And we do have one reportable action. So in closed session, the board approved. I'm sorry, I can't even read my own writing. So we approved that we will allow private school placement including transportation and counseling for a student for the 24-25, 25-26, and 26-27 school years at a cost no greater than \$192,000. Just to clarify, it includes tuition? I'm sorry, it includes tuition. So it's tuition and transportation and counseling not to exceed \$192,000. Okay. So with that, We're going to move on. I'm sorry. Go ahead. Oh, yes. Sorry. Sorry. So motion made by Member Thomas, seconded by Member Jones. And it was unanimous, five ayes.
- ▶ [**Aiden Hill**] So moving on to number four, Pledge of Allegiance. If I could get everybody to stand, please. Please repeat after me. 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. Great. OK. So moving on to section 4.2, meeting practices and information. And for those that have been to the last board meeting, You're aware that as we, as the board met over the summer and talked about our meeting protocols, that we decided to do sort of a different readout and really emphasize here the board norms that we're going to adhere to and also that we would appreciate that the audience adhere to. So the board norms that we agreed to is number one, we will keep our focus on the best interest of our students. Number two, we will work towards the future, learning from the past. Number three, we will stay focused on our goals and avoid getting sidetracked. Number four, we will build upon the ideas of others and look for common ground. We will paraphrase for understanding. Number five, when we have a difference of opinion, we will debate the facts of the situation and avoid personalities. We

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will address process, not personalities. And finally, number six, we will respect differences. We will never dismiss or devalue others. OK. So moving on to item 5.1, approval of the agenda. Can I get a motion to approve the agenda?

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

▶ [**Aiden Hill**] So Vice President Jones moves, member Plancarte seconds. And do we want to do the vote through roll call or do we want to do it through board docs, Ms. Lemus?

▶ [**Toya Lemus**] We could do it through board docs.

▶ [**Aiden Hill**] OK. And then so but let's also We, the board, will do it through BoardDocs, but let's also ask the student member as well for how she votes. But let's tee it up first for the board through BoardDocs. Go ahead.

▶ [**Toya Lemus**] I open the online voting. You're welcome.

▶ [**Aiden Hill**] If we get the food student members vote.

▶ [**Joy Lee**] Yeah. For my vote, can I always say it out loud? Yeah. Because it's a preferential vote, so.

▶ [**Toya Lemus**] Yes.

▶ [**Joy Lee**] Yeah.

▶ [**Toya Lemus**] Student board member Lee, how do you vote? Yes.

▶ [**Aiden Hill**] And then what were the rest of the votes?

▶ [**Toya Lemus**] So board member Thomas, yay. President Hill, yay. Member Nguyen, yay. Vice President Jones, yay. Board member Plancarte, yay.

▶ [**Aiden Hill**] Great. Thank you. OK. Moving on to 6.1, student report. Student member Lee.

▶ [**Joy Lee**] Yes. Good evening, board, executive cabinet, and community. The end of August is already near and football season is almost here. In the next two weeks of August, our ASB will be holding club meetings for our club presidents and those who want to create new clubs. And our club rush will be on August 30th during our lunchtime, which is, I have it right here, 1256 to 126. where our Newark Memorial students will be able to walk around to check out and sign up for the 60 unique clubs our school offers. Homecoming is right around the corner. The homecoming ticket theme this year is Be Our Guest. This event is open to all Newark Memorial High School students and tickets are currently on sale. So this is the end of our announcements. I'll be moving on to our recaps. With the first busy weeks of August, our ASB hosted our back to school assembly, where our school expressed school pride and welcomed in our new freshman class. Then on Friday, the week after, during lunch, our Link Crew organized our ninth grade picnic, where ninth graders had the chance to meet with their Link Crew leaders and fill them in about their first couple of weeks at Newark Memorial. Last Saturday, our athletics department hosted our Newark Memorial High School's annual athletic conference, Champions of Character, where all our school athletes were invited. The conference held discussions about how to be a champion on our campus and setting the expectation. Alumni also came to talk about our Cougar culture and the history of our Newark Memorial Athletics. Afterwards, there was a delicious barbecue, which everyone was able to enjoy. I also wanted to mention our on-campus student store. This year, it's become a dream for our ASB officers to open it. It hasn't been able to be open since approximately 12 years ago, apparently. And so our ASB currently, our ASB

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account currently doesn't have enough funds to get it started. So I just wanted to put it out there. If there are any ideas, solutions, or if you would love to make a donation to our ASB, please contact me or Ms. Canales. And I'm sure if you don't have my contact, I'm hoping if you send it to any of our board members, they can forward it to me or Ms. Canales. That is the end of my report. Thank you so much for listening.

- ▶ [**Aiden Hill**] Thank you, Member Lee. Questions from the board? Number one?

- ▶ [**Phuong Nguyen**] Just a consideration, considering it is a student ASB store, is there any funds? Mr. Quintana, in regards to us providing a budget for ASB students, it's minimal, right, Joy? Yeah. How much were you guys thinking of raising?

- ▶ [**Joy Lee**] We don't know the exact cost, but definitely not over \$1,000, so very minimal.

- ▶ [**Phuong Nguyen**] So is there any way in our budget possible to be able to set aside some funds for our ASB students to organize a store? Because all that funding will come back to them. So just putting it out there.

- ▶ [**Aiden Hill**] So you're going to ask him this on his first day?

- ▶ [**Phuong Nguyen**] Yes, of course. Why wait, right?

- ▶ [**Jose Quintana**] So I don't know if this is on. There you go. So I would need to check with the site administrator and look at some of their fundings that they might have that perhaps we can look a little bit closely and see, once again, if it's operating, who's operating it, get a look at not only the store, but who's running it and who's being paid for that time. Or is it volunteered? So it's a dialogue I need to have with the administrator for that. But thank you for bringing this up. I think it's very important to have that school spirit and that school swag. So thank you for the question. I'll follow up on that.

- ▶ [**Joy Lee**] Thank you. And also, once again, to anybody else who has ideas or solutions or donations, our ASB student store will fund. Basically, we sell our school merch. And so maybe the reason why you don't see as much school spirit at our school is because we don't have a student store. So we're not able to buy merch and rep it. Not only that, there are also things that our store can sell, but mainly we're trying to get our merch in. Yeah.

- ▶ [**Aiden Hill**] Other questions from the board? I just had one question, member Lee. So for your club stay, how many clubs did you say?

- ▶ [**Joy Lee**] Last year there were 60, so around 60. So we're hoping this year there will be 60 or even more.

- ▶ [**Aiden Hill**] OK, excellent. It was really fun. Oh, you went?

- ▶ [**Joy Lee**] It was really fun. Great. Yeah. The clubs will hand out things like stickers or snacks. And then there's a lot of students. It's a really fun time.

- ▶ [**Aiden Hill**] Cool. OK, great. Thank you. So moving on to 7.1, employee organizations. So do we have NTA? So, Ms. Villa, welcome.

- ▶ [**Cheri Villa**] Good evening, board and executive cabinet. My name is Cheri Villa, and I'm president of Newark Teachers Association. Nice to have you back, Mr. Williams. Thank you. It seems when you're here, people respond and things get done. We've kind of been in a standstill, it seems. Glad you're back and welcome. We look forward to negotiating, and we're ready. OK, so some positives that have been happening. Our returning teachers, always just awesome. You know, they're helping, being there, showing our new teachers, giving them support. So to our returning teachers, awesome. You know, the relationship, our district plan or, you know,

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where we're going is treating each other better and having good relationships. It definitely shows it's making a difference right away. For example, at the junior high or the middle school, please go and visit. I mean, it's noticeable right away. The staff is on board with our principal at the middle school, which is wonderful. First time in all my years here that every single staff member at that site is on board with the principal making a shift in a different direction. So again, walking there during lunchtime, I mean, even with the students, it is noticeable stepping onto that campus. So again, it's coming from conversations, having people who have the knowledge, you know, the experts, the teachers at the table giving their input, and the principal, you know, a team working like a team. I mean, my goodness, again, I can't say enough about the difference at the middle school. So we are on board with Principal Vince and doing whatever we can to make sure that we keep him around. And our other principal coming out of retirement, Principal Pronin, the back to school night that we just had at BGP. I mean, it's just, she brings, parents are, it was full, packed. Parents are smiling, they're happy. you know, sharing their, what they got going on in the class. I mean, it was just a nice, calm, fun back to school night. So again, having people, the right people, having the right conversations, it's making a difference. So it could continue and ask, let's keep having those meetings, but we have to move forward. In now, in regards to negotiations. You guys all know we needed to negotiate last year. We negotiated on two years of a three-year compensation. We agreed to that in order to give you guys time to get the third year together, okay? So please don't mistake teachers being patient for being complacency, I guess, or being on board with an agreement. It's every day that we wait that it gets wider and wider, that the gap, the division between the teachers and the district. Let's see, being in compliance with GASB 5-4, committed funds, you know, for one time that was 17% and then the cap was put on it to 10. There have been millions of dollars in committed funds ever since. It's been going down. Little by little, but how about being committed to our teachers? They've been here. They've been patient. They've been patient after being accused of not wanting to go back in the classroom when we were in school closure. They've been patient since then. Teachers were accused of stealing filters out of the HVACs. We've been patient through that. And even currently, curriculum. We don't have all of our curriculum at our sites, and we're being patient. The status of our curriculum, the only schools that have complete curriculum are Coyote Hills, Schilling, and Birch Grove Primary. Not one other school site has all of their curriculum. So teachers are getting the job done by doing what they do, but we don't have curriculum at all of our school sites. We do have core materials, core materials being teacher manuals, resources, and the other stuff that we need, but we don't have the student materials. We need to be fully trained and benchmarked before we are expected to be implementing 100%. So again, teachers are being patient, but you can't ask them to be patient for much longer. We have to start negotiating for the third year. Because then after that, we have to negotiate for the next contract. So back to back. Thank you for being here. It's a good feeling that you're here, because I know that hopefully we can move forward. And again, Mr. Williams, thank you. All right. That's all I got. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Villa. Do we have anyone from CSEA? Welcome, Ms. Huffer.

▶ [**Maria Huffer**] Good evening, guys. It's been a long day, right? All right. So as you guys know, it's been a few weeks since I attended a board meeting. But I just wanted to say that CACA is still moving along, and we're still busy. And I just know that I'm a few weeks late on this, but I wanted to welcome back classified staff, teachers, and students. Hopefully, everybody started off on a good, good vibe and everybody's ready to go and roll in. And we hope that at least for most of you guys were able to get some vacation time in there. And for those of us that your work year round, you were able to kind of get a little sneak, sneak takeaways there as well, because not all of us are all able to do that, especially with our busy schedules. With that said, I just wanted to let you guys know that CSA still our stance on the no confidence in some of the board members is still in place. And then moving on to that, I just want to let you guys know that Chapter 208 attended our 98th annual conference this year, which took place in San Jose. Our delegates this year were myself, Sarah Kieser, and Angelica Garrido, just so happens to be all the executive board that ended up going. It was Angelica Garrido's first time attending, and she actually kept stating that it was great. She learned a lot. She didn't realize how, I should say, massive the enormous turn around, not turn around, that turnout that comes out. We actually, I forgot to actually put this in my notes, but we actually picketed in front of, I think it was Hilton's Hotel and the Marriott, supporting their, it was SEIU, Yeah, SEIU's union. So that was great. Great turnout. There was about 2,000 of us out there.

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So that was good. We had a week of business, full of business, which we had four resolutions on policy, seven resolutions on proposing general legislation. And then our annual conference appointments made by our associate president, Adam Weingarten. To finish, not to finish, but to add on to that, we had some educational day which gave our membership some access to knowledge and some extra trainings. So CSE is already looking forward to conference for next year, which this time it will take place in Reno, and then after that, it'll be Vegas again. So we're looking forward to that. Fun times, no. With all that, So as to the beginning of the 24-25 school year, we started out with some hiccups that caused much stress and anxiety in the Instructional Materials Center Department, which we call IMC. With little notice, the IMC department was notified that all kinder through fifth grade curriculum needed to be ready by August 5th, in addition to having kits created for professional development that was to take place on August 6th. This was an outrageous, unrealistic ask or demand of this department of only two employees, classified employees. The magnitude of the curriculum that came in was so overwhelming, to say the least. To make matters worse, the curriculum was late and was received sporadically throughout two weeks, a week and a half, two weeks. Literally at the end of the week, right before August 5th, which is that Monday, is when we received the last of the curriculum that came, Thursday night and Friday morning, I think it was. With the help of classified workers that I was able to get a hold of last minute, they were able to help the IMC department get that task done in creating those kits for professional development, or they wouldn't have had those done, which left your benchmarks, your rest of your curriculum, your math curriculum that still isn't in. So there's a lot going on. The magnitude, so first of all, I want to thank the classified workers that did come in and help IMC, because without them, you probably wouldn't have had your professional development to go as smoothly and have your materials there for that day for all these teachers. So the magnitude of the curriculum that needed to be taken off, 28 pallets separated by grade levels, barcoded, and assigned to every teacher. then to be given deadlines on what the teachers were to receive, when to receive their materials. With only two employees in this department, this was an impossible task. With that said, the district continues to move the start of the school year earlier and earlier every year. And it's going to continue to be an uphill battle eventually and not possible. So knowing that we can't do anything, you guys can't place orders until July 1st, which is that fiscal year, and us starting school earlier and earlier. Our materials are not coming in until the very end of July. And then to have school start and your professional development start at the very beginning of August, it's just an unrealistic ask to ask two employees to get all that curriculum out to everybody, to get classrooms set up for those teachers. Not that we don't want to do it. We do. They work hard in that department. They want to make sure that you're Teachers are ready to go, ready to teach. But we only have two people. And so when we keep moving that year earlier and earlier, it kind of gives us almost no time to get all that ready to go. So curriculum cannot be ordered until July 1st of the fiscal year, which means that every other school district will be ordering at the same time and not receiving materials until the end of July, if we're lucky. So we were lucky that we ended up getting the rest of the curriculum in on that Friday, which was the 2nd of August, to be ready to go and shipped, dropped off on August 5th, August 6th, latest in the morning. And for teachers to pick up, because you had teachers picking up kits on August 5th. We cannot keep asking the impossible of our classified staff to get these completed with little and no turnaround time. So, we need to look at that. So, when next time we look at calendars, we need to be looking at that. We really need to think, you know, start, what's it going to affect? Professional development, that's great because, you know, you guys can always do professional development, but having it where you needed the kits created sent red flags everywhere because it almost it got to the point where I had to reach out to Karen and like literally like which is priority and so we decided kits were the priority for the professional development. We'll work on curriculum. With that said, our IMC department has not stopped. They are working long hours, weekends to get this curriculum out to everybody and so we ask that everybody be patient with us because there's only two people in there and so Some curriculum has been delivered. There has been some teachers that have gotten their stuff. We have some deadlines that were assigned to the IMC department and we're trying to work those out and trying to get everything. CSE would like to remind the district that the administration that when it comes to unfilled vacancies, this work is still ending up on our classified workers desks. However, Classified staff have and continue to help in emergencies. However, this seems to be happening more and more every year. So we have vacancies, either they're not being filled or, you know, they're just sitting there for whatever reason due to, well, not for whatever reason, for budget concerns. That work is going somewhere. It's not getting done, you know, miraculously. It's being put on our

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table, on our desk. So if the district needs this work to be completed, the vacant positions should be filled. Furthermore, classifieds should not be asked to perform management duties. So this is an ongoing problem. I probably have not shared it here, but I decided to share it here because I need you guys to be aware that we have certain people in certain positions that our classified workers have helped out in emergencies because there was a vacancy. They've helped out. They did what they can. But it's not in their scope of work. And so once that vacancy has been hired, that work needs to be shifted and go right back to management. It's not. So we need to make sure that everybody kind of stays in their lane, just so that we're not overworked and we're not taking on things we shouldn't. Because then what happens is when things go wrong, we're the ones that get in the fingers pointed. We classified it. Well, it's not our work to do in the first place. If there's a vacancy in management position, our classified staff is more than happy to help. But it's not an ongoing, long-term basis. With all that, classified staff are the missing piece of this puzzle, which is the glue that holds this district together. So without us, think about it. Without us, I know your teachers teach your kids, and that's very important, and we understand that. But without the classified staff, you can't run your schools. So think about us.

- ▶ [**Aiden Hill**] Thank you, Ms. Huffer. Do we have any representatives from NEWMA? Ms. Palomino.
- ▶ [**Kristy Palomino**] Good evening, President Hill, Board of Trustees, and Executive Cabinet members. My name is Kristy Palomino, Principal of Coyote Hills and President of NEWMA. Today marks the completion of our ninth day welcoming Newark students, staff, and families back onto our campuses. Child Nutrition has done an amazing job providing nourishing meals for our students and fostering environmental stewards by providing reusable trays for our students. Also, students are using ketchup, mustard, and ranch pumps, reducing waste. Students are also using wooden utensils, which can go into the compostable green bins, again, thereby reducing waste. Teachers and staff are continuing to receive curriculum and will participate in a PD on Friday, August 23rd. All members will participate according to their grade level or specialty. I have heard reports from across the sites from staff, students, and families that school openings this year have been much smoother this year, full of joy, love, and laughter. Our students are happy to be on campus and are learning in our Newark schools. Many schools have hosted back to school nights and the rest are happening soon. Finally, NEWMA hosted its first social last Friday at O'Sullivan's with a solid turnout. On behalf of NEWMA, We will continue to work in collaboration to support all of our NUSD students. Thank you.
- ▶ [] Thank you. Thank you. Thank you, Ms. Palomino. OK. So moving on to public comment on non-agenda items. So first up is Jonathan Leder.
- ▶ [**Jonathan Leader**] Good evening. My name is Jonathan leader. I have lived in Newark for nine years and have a 10 year old and a five year old at Coyote Hills Elementary. Thank you by the way. I want to speak to you tonight about Cub Scouts. We have roughly 45 Cub Scouts in the Newark area. We have one single group used to be about three groups before the pandemic but has been whittled down over the years. Cub Scouts is an amazing program. It offers a focus on character development, citizenship, and personal fitness and leadership. And when you think about these goals and aims of Cub Scouting, it can benefit the entire community is our hope. And that goes for the Girl Scouts as well, which is a separate organization, but a fabulous organization, of course. Cub Scouts, however, is co-ed. We're looking to make opportunity for Cub Scouts anywhere and everywhere that we can within the district. That means making it available to people, making people know it's an option. When you consider the fact that it's only 45 kids in the school district, I assume the school district has a couple thousand kids grand total. And so that means a very tiny perspective, I'm sorry, a very tiny percentage of the population is getting the value and benefits. When I look at some of the issues that I've witnessed with my own eyes at the various schools in the district, The fact that the kids cannot bring backpacks in the last week of school because there have been incidents in previous years and things going wrong when the kids feel they don't have any repercussions because school's almost out. I've heard of incidents where there's been some alcohol brought on site at various elementary schools where kids are going to do what kids are going to do. But what we do is we offer Cub Scouting where It follows those values. It brings kids and their families together and goes above and beyond baseball, soccer, both wonderful things. But Cub Scouts is more about character and development in the community. And so I just want to make sure that I look for opportunities whenever possible,

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share scouting with the youth in Newark at all five of our elementary schools, find ways to provide digital flyers, physical flyers, Anything that I can do to get their attention, because when a kid gets into scouting, there are statistics that show they will do better in their community. And the longer they're in scouting, the more benefit there will be. So if we can get any kids interested and motivated, and their families to join us, we'll all be better off is my hope and dream. Thank you so much.

▶ [**Aiden Hill**] Thank you. Thank you, Mr. Leader. OK, so moving on to Ms. Nicole Izant.

▶ [**Nicole Izant**] Hello. Hi. My name is Nicole Izant. I have one child in the district who is a sophomore. I also am a longtime resident and graduated in class of 96 from Newark Memorial. So I've been around the district and participating in various ways for a long time. I'm really excited about this bond that is probably hopefully going forward in November. One of the things I wanted to do is plant a seed for all of you in either staff or on the board and whoever gets elected in November. is modernization to the restrooms. And I don't know if I read it, but also to changing rooms at maybe the high school and I don't know, at the middle school as well. Right now I don't think the experience is great for kids that want a gender neutral experience. And as we live in the Bay Area and in California, I think it's important that we modernize and we make sure that Whatever bond money we get to improve the restrooms and changing rooms is also going to take a really good view at gender neutral and perhaps single stall options. I believe right now the experience for high schoolers is they have to go into either boys or girls. There's no gender neutral option. So whatever your beliefs are, political, whatever, the important thing here is to look to the future and make sure every child, every student has equal accessibility to all the facilities. And so, again, planting the seed, please do what you can to improve those opportunities to use the facilities for all the children. Thank you.

▶ [**Aiden Hill**] Thank you, Ms. Izant. So moving on to Andrew Patrick.

▶ [**Andrew Patrick**] Hi there, board. First time caller, long time listener. My name is Andrew Patrick. I am a Newark resident and dad of two kids in Newark schools. And I'm here to talk to you today about Newark Girls Softball League. So Newark Girls Softball League has been an institution in our community for five decades, I think. And our home is Snow Elementary. We're volunteer run and community funded. We run a recreational softball league for girls aged four to 14 to learn the game, make friends and grow. We offer scholarships to ensure any girl can play in our league regardless of finances and our mission is to empower all girls to grow and have fun. The issue at stake here that I'd like to call your attention to is both the short and long term future of Snow Elementary. We have called Snow home for as long as anyone can remember and have made improvements to the site the entire time. We currently at Snow have four fields with full backstops dugouts, and dirt infields. We also have a snack shack. We have three large storage sheds full of all we need to use and maintain the fields and four storage lockers on site. All of these are vital to our league and also permanent to Snow Elementary. We have used Snow through an MOU that we maintain with the school district. In the past few years, that agreement has been year to year. We have dealt with COVID-19 canceling our 2020 season and nearly canceling the 2021 season. And we've done many hours of extra work to maintain the site despite Snow's shutdown as a school. It's no secret that vandalism at snow is a serious problem. In addition to our normal field maintenance that we always have to do, we have had the last year to clean up broken windows, shattered halogen light bulbs on the blacktop, bonfires created from children's books left on the site, and awful graffiti that no child should ever see. And we've cleaned all these things up on our own volunteer time purely because we care about our kids and we call snow home just as much as the educators and kids did. I'd also like to highlight that we do all this, again, at no cost to the district. In fact, we pay the district to use the site. The district's only contribution that benefits us is cutting the grass once every two weeks. In return, we clean up vandalism, maintain the fields, and deter crime through our continued presence. Without Newark Girls Softball League there, the site would continue to waste away even further. And all of us parents would be left explaining to our girls that softball isn't happening anymore because there's nowhere to play. And the reason that that might happen is because right now that MOU has not been extended to 2025. We don't have answers, unfortunately, as to why. But I imagine the district and the board are trying to keep their options open to sell the site. And I don't fault the

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district and the board for trying to be creative in finding ways to use the site to solve the financial woes. But this indecision around the site currently is jeopardizing our league. We cannot open registration for the upcoming season without knowing where we're going to play. We are happy to work with the district to amend the MOU to change our plans in case of a sale or whatever we need to do, but right now we have received no guidance either way. My ask for you all is this. I ask that we proceed with an MOU for NGSL's use of snow for the 2025 spring season. If any contingencies need to be written up to provide for changes to the site, please make them known so that we can work through them. Long term, I ask for a commitment to support our league, which helps our girls thrive and grows our community. I know that you all have many difficult decisions on your plate, but this one is not complicated. It's a win-win to allow us to use and maintain this site at no cost to the district. We have enjoyed a mutually beneficial relationship for decades, and I want to continue using our home for as long as it is available. Thank you.

▶ [**Aiden Hill**] Thank you, Mr. Patrick. Mr. Knoop

▶ [**Cary Knoop**] Good evening, board and staff and public. It's been a while that I've done this, so I'm extremely nervous. No, not really. But I have a little note, so I know what I'm going to talk about, because I'm getting a little bit older. OK, so Newark Unified is a public institution. And we always have to realize that it's owned by the public. It should be accountable to the public. So what can the public do? Well, we have this thing called the First Amendment. And unlike what a lot of people think, it's not just freedom of speech. But it's also the freedom to express your concerns to the government. I use a little bit of a different language than the original language. And that goes for everybody, whether you live in a multimillion dollar home in the new areas, or you live in a modest rental place in a less affluent neighborhood, everybody can talk to the board, talk to board members, talk to the district, and talk to the schools. So I urge everybody to communicate with the district. Remember, the people own this place. Now, I do recommend to do that in a respectful way. I, in the last month, have seen a lot of stuff that I personally disagree with. Now, let me make clear that, you know, there's no law against, you know, doing personal attacks and things like that. Freedom of speech is pretty much unqualified. But I would recommend to be respectful. And that means no yelling or personal attacks or making insinuations about people's medical status and things like that. I personally think that is inappropriate. I feel like when you stand here, can your children or your grandchildren be proud of you, what you do, how you behave, how you act, how you lead by example. Now let's go on to the board. The board represents the community and should not be a rubber stamper for the district. I noticed in the last few months that there has been a lot of disagreements. And the same goes here. We need respect. I expect a board to be an example. And the public bickering is just not right. The strongest you can say to your fellow board member when you hear some board member saying something that you disagree with, you can say, I disagree 100% with my fellow board member left or right of me. That's it. No drama, no emotions. You know, we want to reason here. So be an example. Now, when it comes to important issues, we have to make sure we do proper decision making. When we talk about something like DLI or a bond or selling a school or closing a school, make sure you have a process. Make sure you do a public hearing. Sometimes it's not required, but it doesn't mean you can't do it. Give the public an opportunity to say something. When you do plans, the website, DLI, Solar, Facilitron. Make sure you get these plans in place, because if they don't work, who's going to suffer? It's the students. Thank you very much. Thank you, Mr. Knoop.

▶ [**Aiden Hill**] OK. So we're finished with 8.1, public comment on non-agenda items. And Ms. Lemus, do we have any additional speaker cards for agenda items? We do not. OK. So we will move past 8.2, public comment on agenda items. And we will move to 9.1, superintendent report. And then Mr. Williams, I don't know if you're going to provide some brief comments. And by the way, just a note to the public. So when we met in our last board meeting, we had let you know that, unfortunately, Superintendent Vackar had contracted COVID. She was in isolation. She started to get better. But then it got worse, and that's why she's not here right now. And so we're having her cabinet representative on her behalf.

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- ▶ [**Christopher Williams**] We only have one mic. Can we do this?

- ▶ [**Karen Allard**] Yeah.

- ▶ [**Karen Allard**] The school year is off to a great start, and I want to thank our teachers, staff, and leadership team for all they have done to prepare for this school year. It is great to have our students, teachers, and staff back. I'm excited for this school year and the opportunity to partner with our families and community. Our schools are making preparations for events on their campuses and back to school nights have started.

- ▶ [**Christopher Williams**] Thank you. I want to do our first introduction over here again. Jose Quintana is our new chief business officer. Give him a nice round of applause. Mr. Quintana, I was serious about your favorite song that you have to sing at the first board meeting. Do you have one prepared? Okay, we'll let him slide this time.

- ▶ [**Aiden Hill**] Next time.

- ▶ [**Christopher Williams**] It is a tradition. Right? That's what I thought. I don't want to break tradition. Also on behalf of Superintendent Vackar, we received confirmation today that we will have a new school resource officer starting on September 3rd. So we're super excited with the city on this. His name is Officer Brandon McEwen, who will be starting on September 3rd, 2024. We will have our SRO join us at our next school board meeting for a formal introduction to our community. Mrs. Vackar wants to extend her appreciation to the Newark Police Department, who included district staff on the hiring committee. This is the first position for special services that Newark Police has been provided to Newark Unified, and we're super excited to be able to provide a safer area and additional support within our community for our students, staff, teachers, and all employees. So that's a very exciting time to have an SRO back. It's been long awaited. So great work, Mrs. Vackar and the city as well. Thank you.

- ▶ [**Karen Allard**] The school board at our last meeting approved the resolution for the school bond to be on the November 5th, 2024 ballot. The resolution was delivered to the registrar's of voters office and is officially on the ballot. With that said, we need to remind all staff, families and students that we cannot campaign on district property and during district activities. What we can do is provide facts or an FAQ and we will make sure to get this communication out to our families and staff very soon. Interim Superintendent Ficarra wanted me to express that she is sorry that she could not be here in person tonight due to being ill. She wanted to express her appreciation to our staff who have been working very closely and with our school board leadership for your assistance in helping her prepare tonight's agenda.

- ▶ [**Aiden Hill**] Excellent job. OK, so moving on to 10.1, ESSER technology spending plan. And so, come on up. So are you presenting Ms. Peñaflor? Excellent. I'm sorry? OK. Here we go.

- ▶ [**Jenilee Peñaflor**] Good evening, everyone. Thank you for having me. Good evening, Board President Hill, members of the Board, members of Executive Cabinet. This is my first time in front of you in an official capacity, so I'll reintroduce myself. My name is Jenilee Penaflor. I am the Director of Technology, and I've been with you all since April 8, 2024. So don't hold everything against me. I'm still learning so much here. So I'll start with who our team is. Our IT team is super small. There's only five of us, me, the Director, We have two wonderful ladies, Barbie and Maria, in our student information system who do our CalPATS reporting as well. And then we have two technicians, Yong and Andrew, who share the same title, essentially. So we're very flat, organizationally structured. It doesn't give us a lot of leverage to do a lot of work. So each of us wears a ton of hats. In my time here, my personal objective is to build sustainable and reliable systems that will outlast the individuals maintaining them. Because what I'm noticing is that a lot of really good systems were built when the last, there was a director here many, not many years ago, maybe five years ago. And we rely on a lot of those automations to do our work, which has been great. But, you know, as it ages, we're starting to see those holes. And so those systems need to be revamped so that my, successor, you know can walk in and understand what

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systems we have, what's adopted, what's maintained in IT versus what's maintained in the departments or the sites. And so that's my goal. Seems simple on paper, so difficult to achieve. I do want to share a memory though. In this past June my then supervisor who was my colleague at San Mateo COE, which was a great fortune for me. We shared our Facebook memories from what we did 12 years ago when we were in Dublin. And we both just said, like, oh, remember how hard that was when we migrated from GroupWise to Google and all the training that encompassed and the culture shift that needed to happen to get the entire district to use Google as their email, their calendar, and now this new learning management system. But when we looked at our Facebook memories this past June, it was those systems are still in place. When we call our friends in Dublin, they're still using our active directory structure that we did there. They're still using Google, and they're using it very successfully. So that's what I want to build here. And as Jose and I talked about today, if we did it there, we can do it here. And so I don't expect you to read this whole slide, but this is just an overview of what we have to accomplish in IT. So maintaining the interconnected network of computers, printers, file servers. Of course, monitoring the internet, doing our best to improve the internet. Maintaining the databases of our student information systems and our staff systems. We report to CALPADS. And then, ambitiously, I want to make all these better, right? So we want to refine some of these automations that exist. I want to review the processes in all of our departments, not just IT. I think sometimes we get relegated to the background, but really IT touches everything. So I want to review how other departments do their work. Can we move to paperless processes? Can we move to paperless workflows? Can we print less? You know, just seeing how people do it and seeing how we can improve in 2024. I want to reduce spending on redundant systems and inefficient tasks, like we were talking about today. Facilities has their own help desk system and so do we in IT, but IT uses what's called open source, so it's free, whereas facilities uses Facilitron, which is paid. And so how can we leverage or how can we reassess the services that we need from a help desk system and perhaps unify those to save the district money? For our end user, that means they go to one place to get service. It's far easier for them, and it's also easier to get analytics from these systems. I want to and have started working on setting technology standards and centralizing management. So things like Adobe, you might notice, you won't notice, but I notice that the site has an Adobe account, and Jody has an Adobe account, and Sped wants an Adobe account. But we could centralize this, so one, the management of the licenses is easier to do. But two, if we get a bulk license, it's less expensive, of course. And then the last few is really just training. How do we empower our staff to use their technology more efficiently? Can we raise their technical acumen so that they are more comfortable with it, so that they take care of our systems more securely? I can't tell you how many times I walk by desks with nobody in the seat and the computers unlocked. So it's physical security, but it's also cyber security. And I want to make sure that we kind of educate our users to just, you know, do a little bit better with those things. I'm working to improve our IT delivery, meaning that our technicians will be more visible at sites. I'm trying to grow our experts in our student information system and CALPADS so that they can train our office managers and our principals better. And then foster collaborative relationships with the department. So again, going back to how can we work together to accomplish the goals of the district, and then partner with our neighboring agencies. So I'm already in talks with the director of technology at Newark Unified. I have a really good relationship with our partners at ACOE. So how can we leverage those things with our small departments? How can we use their expertise and their resources to help us? And they're so willing to do that, and I'm really excited for that. So how do we accomplish those things? These are some of our daily tasks in IT. So in Clever, Clever is our rostering system for our instructional software. So basically that system takes data from our student information system, so student names, sections, teachers, and it pulls it into Clever so that our teachers can access their instructional software there. So in addition to those 45 plus, we in IT have 30 plus systems that we manage just for operations. So if you've not seen Clever, this is just one page of Clever from my perspective. Scroll a couple times and that's all of our instructional software that we have to make sure teachers are in there correctly and they're getting the right classes, their students are in there correctly. It's a lot of work. And normally this work is done by a systems admin or a systems manager. We don't have that so that falls on the three technical people in my department. This is just a short snippet of my IT-specific services. So things like HelloID, which manages our student account creation. We've got Aruba, which is our access point configurations. The phones, our website, E-rate, like all these things fall under IT. On top of, of course, our primary suite of operations, so Google Workspace. Parent Square, our primary means of communication to our families, and then the suite of Frontline.

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So Escape is our ERP system. We use Frontline for absence management and then Frontline for onboarding. And so I'm working to integrate those three Frontline products a little bit better because right now it's tons of manual entry from one system to another, which leaves room for errors and things like that. And it wastes time when we can integrate these things. The picture I'm trying to paint here, and I think you see it just from the sheer amount of links, is that we're so understaffed. Like, the work that we have to do is impossible just to maintain these systems on top of, you know, the hardware that we have to maintain in our data center, our printers, our copiers, our wireless access points. And then, of course, every computer, every TV, projector for every user, library, lab, cart, the boardroom. Like, we have to maintain all this while being systems, admins to all these systems while people, you know, our students can't get in and our teachers can't get in. And so it's a ton of pressure. It's a ton of pressure and we cannot do it in a timely way. So here are our challenges. It is literally the wild, wild west of SAS and IoT. And so SAS stands for software as a service and IoT is internet of things. Benchmark, for example, our curriculum, that's an example of software as a service. But there's also other things like Disney Plus and whatever website that teachers want to go to, right? Like, we have to try to rein these things in because they pose security risks. And same with the IoT. So things like printers, Alexa, Chromecast, these things shouldn't be on our network because they pose security risks. And so there have been no real written policies around these things. So it's really our responsibility to try to rein these in and to be the bad guy essentially and say you can't do that. But it's hard to say you can't do that if there's no policy to back that up. So that's one of our challenges. Another challenge is that there are sometimes unclear or ambiguous responsibilities by role and I think our CSE and our NTA representatives touched on that a little bit, but things like who and is it the office manager or is it a counselor? Is that an IT function or is that an ed services function? And when there is all this ambiguity there it breeds resentment, it breeds a lot of finger pointing and again it's this pressure again because if we go down to the bottom everything is technology. People want to just scapegoat technology all the time. Another challenge, old end-of-life devices are out there. And so we've identified that there are a lot of end-of-life Chromebooks, meaning that they will only update to a certain operating system. And once you get to that and you can't update, there are certain programs, state testing is the biggest one, that will not run on that. And so our staff, my staff, has communicated that, yes, we'll let you use these for day-to-day things. But when it comes to testing, we have to shift carts around or, you know, make sure that the testing classroom has the Chromebook that will work with that system. So it's a major challenge and it's funding and it's staffing that's leading to that. The last three, so technology involvement as an afterthought. This happens in every district where like let's say maintenance, for example. Maintenance will do a project. It doesn't seem like it has tech. They don't involve tech. And at the end, oh, well, we want that to be on the internet. And so while the work has been done, the product has been sourced without us in mind, and then we can't support it. And again, finger pointing. Technology is the one who is the barrier. Another example is the press box at the high school. That doesn't have internet right now. Right now we're using a mesh point to point because it's too far for us to actually run cable. But because we're improving the field, it would have been a great opportunity to involve us early on. So we could have trenched for that. So it's important to involve technology and all your department heads so that we get a holistic view of what a project really is and just plan a little bit better. Because it's the pressure, the pressure on me and on my team. And then again, severely understaffed. You've got five people servicing 5,000-ish students, 300-ish staff. thousands and thousands of devices and TVs, it's impossible. But let's talk about recent wins. Okay, so I'm not gonna take all the credit for this, because I'm new, and so I was basically told, hey, these are the things that need to happen, and I made it happen. But we cut expenses for AT&T by \$7,000 because we had some redundant circuits at our old sites when we moved on to this new on-demand circuit, so we were able to cut that. That \$7,000 is a monthly savings that we did, I think a month or two ago. And then we looked at our Zoom use and cut that by 12,500 a year. We're down to one license where we had 250 at about, well, it was 12,500 a year because we had a 250 lot. So we saved that many. We're currently assessing our T-Mobile bill because it was a pandemic era purchase. And we believe that most of those students have probably left, but it's taken some time for us to get a hold of our account manager. but that'll be a \$900 a month savings. When we did our big e-waste push this summer, most of our trash went to our local recycler, but we took the Chromebooks out, we sent them to Trafera for buyback, and we got \$10,045 back. That money will be, we will be able to use that money for up to 25% per purchase. So I just did principal computers, that'll be applied to that, and we'll talk about a few more projects at the end of this. All of our garbage outside that you've


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seen for the last couple months, that is our old switches, our wireless access points, phones and tablets, that's all heading for buyback too. So it won't be there for very long. We just needed to get through first day of school. Now we can pay attention to that. And then of course, you know, we've got our 200 new teacher devices. I'm kicking off a refresh cycle for all devices. My plan for that is to work with different departments by subject matter or by function to determine what their needs are for a device. I don't think we should just blanket everyone with the same thing if the needs are different. So we're working on that. And then we increased our internet speed from two gigs to four. So we've done a lot this summer. Now, our current projects. So most of these are in progress. or we're planning. So the first one is our guest network portal. So very similar to like a Starbucks or a hotel. Instead of plastering passwords to an open network around our sites, we're putting in this portal where you would enter in your email address, you'll get a password sent to you, and that's how we can authenticate who's on our network. We had hoped to have this going already, but we found some glitches. So it's off right now while we're working through it, but that should be coming in the next month or so. We are currently doing a network audit and upgrade, so we're updating our essential servers, all of our domain controllers. We're setting up our backup servers, and so we're doing all that in the background. We are remediating some cabling issues at our site. We had our vendor, DecoTek, come out yesterday to the middle school, the high school, Schilling, Kennedy, and BGI because we had some cabling issues. for new classes that didn't have phones or didn't have access points. Some areas that had poor Wi-Fi we were assessing if it was just a configuration issue or if they needed new data drops. And then we did have some classrooms that had their IDF's in the ceiling. So you should sometimes you'll notice, right, like in classrooms you see a closet or a cabinet hanging. For some reason these were in the ceiling and so we're going to remediate those. It's a problem because it's hard for us to access, one, but two, it doesn't have environmental control. So if it gets super hot up there, there goes our equipment. And so we are also working on a UPS upgrade. Our UPS is our universal power supply that goes into our server rooms on our racks so that in case the power goes out, we have, it's basically a battery that powers up these devices so that we can do a graceful shutdown. that is in the works here and then I'm going to talk to you about our server upgrade a little bit more and our high school device refresh that I want to use our ESSER funds with. I'm sorry this is so small but so our server refresh proposal I just took a screenshot. Our server refresh proposal is not anything new. We have the same product right now. It's the Dell VxRail. But it is up for renewal. So my proposal is that we actually get new devices versus renewing. And I'll get into why. But essentially, we have four of these VxRails now. Their newer product is going to be more dense. So we're going to go down to three. But we're going to actually get more cores with that. It's faster. It's more secure. All that good stuff. And then the same with the storage. So our storage and the VxRail go together. Again, sorry, this is so small. I just took a screenshot of their presentation, but I'll go through it. So the PowerEdge server is 99,000, I can't even read this, 59,605. And then the storage is 68,699. So those come together. The reason that this is coming up is because, we were to do just the VMware renewal, which is the software that runs our virtual servers on that VxRail, that alone, turn the page, that alone is 71,400 because VMware changing the way that they're doing their pricing. So right now the license we have is perpetual but because they're changing their pricing they're charging us by core and so right now we have 80 cores and so that total renewal for that is \$71,400. On top of that we would have to renew our service contract with Dell. That dollar amount is \$99,691. So the total renewal if we kept our current equipment and just renewed is \$171,091. If we go with the new equipment faster, slimmer, more secure, The renewal on the bottom rectangle there, the renewal for that license, because actually it wouldn't be a renewal, they would treat us like new customers at that point, is only \$10,020 versus the \$71,000, bringing our total investment in that green box to \$136,788. So it's a significant savings for us to just get new equipment with a new service contract and a new license versus renewing what we have right now. is up for renewal in November. So I will put forth a formal proposal packet for you all to review before the next board meeting where I will seek approval for these two projects. But I wanted to put it before you today so you kind of knew where I was going with this. And then the second project is a high school student device refresh. So Mike Murray, the principal at the high school, came to me over the summer and said that they had, last year, refreshed their student devices to about 85% and wanted to work together to see how we could get the last 15% of those computers at their school. And so we have a couple of options. When we look at the numbers of what we've purchased over the last couple years, I didn't see any unless they had purchased them from a different vendor. But we had 1,845 Chromebooks that we did district-wide last year. In 2021, we did 1,100 Chromebooks. And then the high school had some for their

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Starlab in 2021. So we're thinking we're using the number 300 to do our estimates for how much they need to get to 100%. And we've got three options. So the first one is a straight Chromebook purchase of 300. These would be enough to get the high school to reach that 100% refresh rate and then probably have some leftover to service some of our other sites. The middle school, Schilling, Crossroads, and Bridgepoint have been hitting us up one by one. Like teachers are coming to us saying, I need 15, I need seven, I need whatever to fill up our Chromebook carts. And my messaging to all of them has been, please communicate that to your principal and then we can gather all those needs together because it's like we can't service those requests first come first serve or one by one because it's just not equitable. So that's that's kind of what I want to do. Plus we also are receiving Chromebooks from our teachers because we did the 200 refresh. So I want to get a holistic picture of what the needs are the district and then you know decide how we can best use those resources that we have. The second option is a whole project, but it's going to be Windows PCs for freshmen. And so the idea was brought that the high school just should have more robust devices. And so if we go this route, the freshmen would own the device for four years at Newark Memorial. They'd get it freshman year. They'd take it all the way to senior year. They'd be responsible for it. We would rely on Newark Memorial staff to help us with asset management. with warranty service, and if we chose to do a insurance program, they would administer that at the high school. We have the option to lease or buy. Of course, I kind of like the lease option because we can get rid of them at the end. I don't know if you saw our e-waste, but our e-waste was a beast over the summer, and I don't ever want to do that again. And then we would take that amount of Chromebooks from the high school and, again, redistribute those across the district as we see fit. I will say that if we go with this option, it will, I don't think we can do this with this current ESSER fund, but I am just throwing it out there as something that can happen, but it'll require so much partnership because I don't want to put PCs out there without having curriculum that is made specifically for the PC. and Microsoft 365 at that, because if we're giving out PCs and all they're doing is using the Chrome browser, then it doesn't make any sense to have a fancy device doing the same thing a Chromebook can do. Plus, it would put a ton of added responsibilities on our team, my team. because we'd have to set up servers for them, backup servers, more security policies, more student policies if they're going to be on the network. So it's a cool option, but it would take a ton of planning. And then the option number three is similar to two, where we would give a Chromebook to the freshmen, and they would take it all the way to senior year. What that looks like right now, so see, these are some of the quotes that we've gotten. Trafera is the vendor that we did our buyback with. So if we can use them and use that credit, I'm more than happy to do it. The first, the cheapest option that we have so far is \$120,000 for a Chromebook. And then on the left is their proposal for a PC at \$212,000. Two hundred, two hundred, two hundred thousand. CDW has two proposals for two Chromebooks, \$146,000 and \$174,000. I have signed us up for what's called Microsoft Shape the Future, and so that'll give us discounts on Microsoft products, but that is the delay on getting a PC quote from CDW is that we're enrolled in this new program, and we're waiting for that to kick in. And so what this all breaks down to, the remaining funds in ESSER is \$363,309. The server refresh project that I presented with the Dell VxRail is \$136,788. At the high end of student devices, we're looking at just over \$200,000, which leaves us with about \$26,000 left. Given the projects that we're already working on with the cabling and the network, that \$26,000 is kind of spoken for. But these funds must be obligated by September 30th and then we have until January 28th of 25 to receive the products and to actually pay our vendors. So that's all I got for you. What questions can I answer?

 [**Aiden Hill**] Thank you Ms. Benioff. More questions from the board? Member Thomas.

 [**Nancy Thomas**] Thank you very much. That was extremely informative. Description of what you've been doing in and where we stand on our technology. I'm thoroughly impressed. Thank you I hope you can get the kind of Help you need, you know in terms of more manpower and maybe I'm sure you're working with staff and I'm sure they're hearing The problem and your justification for needing more staff. Yes I'd like to ask you about The whole asset management system, I'm on the audit committee with member Jones. In the past, we have had audit findings for not having a robust asset management. I look at all of these new Chromebooks and PCs and equipment, and I'm wondering, how have we been doing? Are we going to pass our next audit on how we maintain and track our equipment so it doesn't disappear?

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- ▶ [**Jenilee Peñaflor**] Yeah, that's a very great question. So we don't have a official asset management system for IT. So there's a little bit of asset management done in ESCAPE based on a dollar amount, I think \$500 threshold. And they're tracking that based on the dollar amount. We give them an asset tag, and that's kind of it. But there's no exit of the asset using that system. In IT, we're tracking a little bit in our Google domain, but that is very Chromebook specific. We can track those. And then everything else is done, I hate to say it, like in a spreadsheet. I mean, that's scary. I agree.
- ▶ [**Nancy Thomas**] Especially with wanting to buy all this new equipment. I agree.
- ▶ [**Jenilee Peñaflor**] I agree. So.
- ▶ [**Nancy Thomas**] Are you aware of systems that we can use? Yeah, absolutely.
- ▶ [**Jose Quintana**] our programs out there like govdeals.org and they will work with you on asset management and utilize whatever technology that you want to perhaps put on there. You basically they charge you just a commission amount but usually it's shared between the site and the district or technology for that matter.
- ▶ [**Nancy Thomas**] You know I notice on the consent agenda we have a resolution for surplus equipment And there's one Chromebook on there. And I'm hearing that we have all this equipment we're putting outside that we're replacing and tearing out. And that's a lot of equipment. And yet we're being asked to approve one Chromebook.
- ▶ [**Jenilee Peñaflor**] So that one Chromebook was found in the lake. I don't think they wanted to bring it back to us. They just took that number and they put it on there. The devices that we got rid of over the summer were on a previously approved list that you had. So, they were devices that were in our storage.
- ▶ [**Nancy Thomas**] Okay. Well, that explains it.
- ▶ [**Jenilee Peñaflor**] Thank you.
- ▶ [**Nancy Thomas**] Yeah, yeah, yeah.
- ▶ [**Jenilee Peñaflor**] And then you'll get another one because of all the stuff out here. I don't think those, I'm not sure. And this will all come back to us soon for approval? That one, that will come to you soon. I'm still working on getting the quotes and all that stuff. But as soon as it is all scanned out, yes, we can get that to you. Okay, thank you. But I would like to, when we look at a help desk system, there are help desk systems that have asset management tied into it. So that's kind of my hope for technology because it makes it simpler to track the lifecycle of a device through any repairs that have happened. And it's easier to say like, hey, Nancy, you have Chromebook X. We've seen it four times. The battery is probably bad because we've replaced it so many times. So that's kind of the system that I want to get to. And we can get there fairly quickly if we had the time to do it.
- ▶ [**Jose Quintana**] So Facilitron is what you're referring to?
- ▶ [**Jenilee Peñaflor**] Facilitron is, well, we don't use that, right? We use OS Ticket. I would like to move both of us to Incident IQ, but we'll talk about that. Like, I don't know the needs of the Facilities Department to make that decision.
- ▶ [**Aiden Hill**] Other questions from the board? Number one.

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- ▶ [**Phuong Nguyen**] Oh, you want to go first, Joy?

- ▶ [**Joy Lee**] First of all, I wanted to thank you for your presentation. It was so informative, and I'm really excited for what's going to happen, all the updates that will come to our school. I just wanted to talk about the high school student devices that you were talking about. And I wanted to say that I really like the idea that you proposed of having Chromebooks for our incoming freshmen. I feel like that's a really good idea because it would teach responsibility for our students. And not only that, students would take better care of the Chromebooks at our school. At our schools because they know that it's theirs and it's not like someone else's. Because I know that like maybe at the high school site, the middle school site, like students don't take as good care of our computers because it's just like it's not ours, you know. If we don't like a Chromebook, we can go and change it. And so I want to say I really, really like that idea. And I really, really would like you guys to, yeah.

- ▶ [**Nancy Thomas**] Yeah. We should be thinking about the bond for option three, maybe? Yeah, we can.

- ▶ [**Jenilee Peñaflor**] Option three would be, yeah, I don't know, we could do it with the ESSER, but again, September 30th is our deadline. I've already been in touch with Michael at the high school to use their Destiny, which is the system we use for textbooks. We could use that as our asset management, our check in and out program if we really wanted to do that quickly. The pieces are better in place for that option than option two, obviously. But thank you for your support on that.

- ▶ [**Joy Lee**] Yeah. If we do Windows PC, what different technology would that help our students rather than if we would get Chromebooks?

- ▶ [**Jenilee Peñaflor**] So we could do a lot of PC things on the Chromebooks if we had a virtual environment. And in that case, we'd have to build out our servers more by building out like kiosks modes. But I think in the preliminary conversations, it was really like, how do we get students ready to work with office type systems that they don't get right now on a Chromebook? Again, we can make these things happen, but it's balancing the effort of my team versus just getting the product. Because right now, with the Chromebook, without any intervention from us, it's just a browser.

- ▶ [**Joy Lee**] So you would be talking like how to work like a Microsoft?

- ▶ [**Jenilee Peñaflor**] Yeah, we could do Microsoft. You could also do Microsoft on the Chromebook with Microsoft 365, which is web-based. But you could probably do more programming language. You could potentially get access to terminal services on your PC and work through some more computing, things like that.

- ▶ [**Joy Lee**] So it would be really good for like our computer science?

- ▶ [**Jenilee Peñaflor**] Perhaps, yes. Departments. I mean, for that one, definitely.

- ▶ [**Joy Lee**] Yeah.

- ▶ [**Jenilee Peñaflor**] To think of the other possibilities, it's almost sky's the limit because everything runs on the Windows operating system. So yeah, we'd have to talk more about that for what the needs are and what the ambitions are of the high school, honestly.

- ▶ [**Joy Lee**] Yeah. But last thing, once again, The Chromebooks for the freshmen, I think that's a really, really great idea because, I mean, like our high school, I mean, our district is like known for like our Chromebooks always being like so bad, but maybe this is a chance to like change it up and maybe with this new difference in like culture and like how to use it and how we get our Chromebooks, like we could like potentially like we could improve. Like we could have better Wi-Fi, like we could have better services.

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- ▶ [**Jenilee Peñaflor**] Yeah. I want to add to what she said about the middle school, too. Our ticketing system, while we don't get a lot of analytics, the thing I see all the time is just broken Chromebooks from the middle school. Like that's the one thing I can identify trends on. So thank you for saying that, because it's true. And the data shows that they are just running through Chromebooks at the middle school. Number one.
- ▶ [**Phuong Nguyen**] Thank you. Please bear with me. I have several questions. First off, on the 200 new teacher devices, when is the kickoff? And when is the scheduled kickoff?
- ▶ [**Jenilee Peñaflor**] So we started deploying those for this school year. So they started getting them, I think, around August 1st. It was a system where they would come pick it up and then drop off the Chromebook that they already have. We are still sitting on about 100 of those.
- ▶ [**Phuong Nguyen**] Thank you. And then next, can we go back to the slide where the org chart for your department? Oh, yeah. Close your eyes. It's the first one. There we go. So I'm a huge proponent for IT technology built out of the team. I've been in technology for a long time. When I look at that, you guys do not have any systems administrators and that's a problem. Yes. And so, I don't know who's doing all the work. I'm assuming you are with all the servers because you have the most probably knowledge in terms of based on the staff level there. So, and with the new servers that we currently have in a virtual environment, I understand that that's a lot of work and a lot of knowledge that requires, you know, hyper-converged systems, virtual machines, and licensing, and how to backup, restore all of that stuff. And I don't, when I look at the list right now, I don't see that expertise on there. So, I know that since myself have been on the board, I have been really advocating to expand the IT team. And not only that, you guys are also missing governance, which you had mentioned before, that the majority of all the projects that are associated in any department now is related to IT. I know that the way that it's structured, it's basically user support right now, and that's not okay. IT is definitely a decision-making, driving department, and that's how I see it, and I, do you see the need to expand the team in order for us to really sustain? Because even right now with the access, with the wireless access component that was or upgraded at the high school, there still needs to be reconfiguration and monitoring and that hasn't, you know, that probably hasn't really been or still maybe still is a slight issue, right? Yes. So, we don't see like the benefits of the technology hardware that we have because it hasn't been maximized because of staffing levels, correct? Correct. So, and that's my other thing is that for the new servers that you're proposing, how many cores are there and are we a full virtual environment right now on the servers?
- ▶ [**Jenilee Peñaflor**] There currently are 80 cores, and the new one will be 96. And so we're at about 65% utilization, so we, on our current one. So there's room to failover if we need to, and then the new one will have a little bit more room for failover and to grow, and again, it's more dense, which is why we can have three instead of four servers to do that work.
- ▶ [**Phuong Nguyen**] Yeah, so when she says failover, is if one of the main servers falls? you know, fails or dies, all of the servers, all of the virtual servers that are on that host gets moved over and reallocated onto the other two servers. So that's really great that the work, the load is not that high. And then for the support maintenance on the new server structure, how many years is it? Three years.
- ▶ [**Phuong Nguyen**] Three years, okay.
- ▶ [**Phuong Nguyen**] Okay. And do you guys have a disaster recovery plan?
- ▶ [**Jenilee Peñaflor**] In my head. It's one of those, it's one of those unwritten policies that I need to get to. But when will I get to that kind of writing when we're, you know, putting out fires all the time and trying to do this? Even preparing this board presentation was like, how am I going to do this? It's the beginning of school. Like, I'm rostering. So. It is a high priority, a high, high priority. It's one of those things that I am working with ACOE on. They hired recently a cybersecurity person, and then I've gotten quotes for them to purchase what's called Red Herring. It is a software hosted by San Diego COE to basically train our users and do fishing tests and things like

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that. So that's a small component of what you're asking, but it's part of it. I think with Ed Services, we had talked about the physical disaster recovery, and I did notice that there was no technology component to that. So it's kind of cooking, but we're not fully there yet.

- ▶ [**Phuong Nguyen**] Yeah. So, and one last question. Your current staff, are they versed in how to build a virtual server, maintain it, and also convert physical servers into virtual machines?
- ▶ [**Jenilee Peñaflor**] Good question. have a contracted network expert that we use so we would be heavily reliant on either that person or again I've already talked to ACOE and they've given us some price ranges to use some of their network people but our staff as IT technicians which has basically helped us we are not fully versed at doing this alone. Yeah, I do see what you're saying. I do see where you're going. And I've already talked to our, the person we're working with right now, Jeff, who's helping with our network upgrades. We already consulted with him to see if what we're doing right now makes sense when we switch over. And also, I should add that Dell will help us with that migration.
- ▶ [**Phuong Nguyen**] Okay, so for your purposes in wanting to expand the IT team, I would recommend that you take a look at how much cost it is right now for all of the contracted services that you're using versus how much it would bring, you know, if we were able to bring in-house expertise to be able to manage all of that. And then also, and so you can leverage when it's budgetary time to actually, you know, advocate for those positions. I mean, you definitely have my support. I understand this. This is the work that I've done, you know, for a long time. And you're absolutely right. Every single time, everyone comes to IT to solve the problem. But we don't have the staff capacity to be able to do that. And that's what's unfortunate. Yes. And I can't stress it enough. I don't want IT to be, you know, an afterthought anymore in this district. We really do need to rely on embracing technology and what it can do. And automation is huge. So I am a supporter. Thank you.
- ▶ [**Aiden Hill**] Thank you. Other questions from the board?
- ▶ [**Carina Plancarte**] Thank you so much for your presentation. It was really refreshing to see all of the work that you've come in and really gotten done while you've been drinking straight from the fire hose as you started and then with such a very small but mighty team. And I have to echo as well that I am a firm believer that this district, if it's going to be successful and it's going to be viable in the future, we have to expand our manpower in the IT department. And then I'd also really like to see that this district also really embraces IT and they include them in with the seat at the table for all of the different conversations that are being held about new projects, new curriculums, new programs, because it is critical that you do have an opinion and you are able to look at things that could possibly be challenges and really hit them head on first before they become fire drills as you're ready to launch something. And then you're right, you have very little manpower and then you've got other competing urgent things that you have to take care of. And also I'd like to really echo that I am a huge proponent of integrated systems and I've said it before and I'll say it again is that really, truly the benefit to having an integrated help desk system would be such a great thing for this district because it really would allow for the different requests that come in from all different avenues, whether it is just to IT or whether it's to the maintenance department or whatnot. to really be routed to one central area, and then you're able to really operate much more efficiently, and things don't fall through the cracks. Because that's the problem is that things, if there is no integrated systems management, and then everybody's working on different things, but there is no central location of these requests, then essentially some people, there's a lot of wasted work hours, people working on the same priorities, at the same time without any real focus and how do you get things done and how can you be more strategic if really what you're doing is just you're just sort of just always falling behind and never on the same you know the same wavelength and then also I did want to say that it's really really critical to that again back to the manpower and really focusing on the on the unwritten policies because how can you lead how can you be strategic and how can there be change if there are no policies in place that help support your vision and where you're going and so that's also really really critical and you're right you can't do it all you can't do it just by yourself and with your very tiny bit mighty team and so I really do hope that this district prioritizes these things because it's critical and Your team deserves it. It's critical for the culture, the staff, the kids. We don't want to let

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anybody feel that they're being left behind. I know that's been a problem before where, you know, people don't feel supported. The staff don't feel supported. And it's not that you don't want to, but it's just, again, the competing urgencies and then the lack of manpower. And so thank you so much for that. I really appreciate it. And I really do hope that we can really set ourselves up for success. And then I did have a question also about the Chromebooks that are the 100 Chromebooks that are left. How many of those still need to be updated with the ELA software? Are these all Chromebooks that need to be provided to the teachers at the elementary level? with the new curriculum, or is it just kind of like a mix of?

- ▶ [**Jenilee Peñafior**] This lot is, yeah, this was specific for TK to eight ELA teachers. They're all ready to go. They just haven't been picked up for whatever reason. And so we over-ordered about 25 so that we would have some in case of break fix, leaving about 75 ready to be picked up. We sent an email a day or two ago letting them know that they could come by and pick them up. Some folks have reached out to us directly in IT, and so we'll probably put out another message. I don't, I mean, I want to say that when teachers did pick up their devices, there was a clear distrust of, I don't know, district, of IT. I was a little saddened that people were meeting my staff for the very first time. We just haven't been out there. We just don't get that respect. And so what I thought was a really exciting thing and I was so proud to get these computers in such a short time period and to be met with just distrust of like, we don't need those. I'm going to keep mine. It's probably not going to work. It's disheartening.
- ▶ [] Right.
- ▶ [**Carina Plancarte**] And then it's also disheartening, too, because then you also want to be able to send your staff. I mean, I've worked in corporate before and when there is a request for new technology, IT physically comes and delivers it to the department, but how can you do that when you showed us your list of all of these things that you have to do, plus then there's all of the other stuff that you would like to do that's also really critical and you can't do that. Yeah, I hope that we can really, I'm rooting for IT, I'm rooting for our district and I really hope that we can help, you know, your staff and really we can all collaborate and really build up that culture.
- ▶ [**Jenilee Peñafior**] Thank you.
- ▶ [**Aiden Hill**] Additional questions?
- ▶ [**Kat Jones**] I also just want to say thank you for your presentation and also just thank you for coming to NUSD with all of your expertise and helping us. So, you know, just really appreciating the knowledge that you have and what you're bringing to us and how you're helping us. And, I mean, your presentation, just it, for lack of a better term, it reeks of your knowledge. And so thank you. Thank you.
- ▶ [**Aiden Hill**] Yeah, thank you, Ms. Peñafior. And just to echo my fellow board members, so, you know, as I think that Ms. Nguyen had indicated, and I think that also member Plancarte, yeah, you're definitely understaffed. So just in the district where I work, in my high school, we have two full-time IT guys just at my site. Oh, my gosh. And so whereas you have four for, you know, all of the entire district. So definitely, I think that you're understaffed. And I think that member one's recommendation to sort of look at all of the potential spend and to be able to see are there some things that you can bring in-house versus outsource, you know, that might be an opportunity. But the one other observation that I think is important is before me going into education, I worked a lot on different IT projects with different companies. And one of the things that I saw even with the richest companies in the world, is that the supply for IT, I'm sorry, the demand for IT is always exceeds the supply, even for the richest companies in the world. And so I think that as Member Plancarte is saying, and I think Member Nguyen as well, the only way out of that is to establish policies, right? And so you have to be able to govern the amount of input that's coming into your department. And I think that, as Member Plancarte is saying, if there's a way that you can start to develop a sort of cross-functional or maybe cross-site IT steering committee where, again, you sort of assess the demands and you figure out, OK, what's possible, what are the highest needs,

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what's possible, what's our budget, that that might be able to help you offload some of the stuff that's maybe not as critical. One other thing that I wanted to just mention related to the Chromebooks or two things is, and we've been talking about this for a while and I know that you're newer and you're underwater, but it would be really great to be able to have a holistic picture of like all the Chromebook needs across the district. and to be able to say, OK, this is how many students we have. This is how many devices we need. And then this is the refresh cycle. And I know that, again, you've got to start from the basics. But that would be so helpful, because it feels like, from a board perspective, that we're just kind of approving little pieces here and there, and we never see the whole picture. So that would be helpful. I'm sure you're working towards it. But then the other thing that I'd like to comment related to high school devices is, so we do something similar at my high school where a kid can quote unquote check out a device and it's usually on a yearly basis. And so essentially they are responsible for that. And I think per the student member that if you do that, it's actually going to increase accountability, which is good, but the one thing that we also need to think about from a policy perspective and from a remediation perspective is that there are kids that still lose their Chromebooks, break their Chromebooks, whatever, and usually we hold them financially accountable for that. And we will even prevent kids from graduating until they pay all of their various, you know, things. So whether it's they haven't returned their textbooks, they haven't returned their Chromebooks, So that's something that we just need to be kind of aware of and probably need to socialize if we're going to implement a policy like that.

▶ [**Jenilee Peñafior**] Yes, we have started cooking up that idea already of insurance. Well, I hope to have a proposal for that whole, I want it to be a whole program. Like you said, I don't want it to just be a Wednesday, Tuesday thing. I want this to be a whole program of high school ownership for their device. So that'll be part of it. The warranty will be part of it. The high school already is doing, correct me if I'm wrong, they're already doing some fees for broken devices. I don't know how much they're enforcing it, but it does exist. So we will definitely work towards that.

▶ [**Aiden Hill**] Great. But just to echo what Vice President Jones just said, so we're really appreciative that you're here. We can see your expertise. I think that the board as a whole is really supportive of providing more resources to IT and to be able to really do great things with our district and with our schools. And you're the right person to help lead the charge. So thank you.

▶ [**Jenilee Peñafior**] Thank you.

▶ [**Aiden Hill**] Thank you all. OK. OK. So moving on to 11. I'm sorry. Go ahead.

▶ [**Joy Lee**] I have to leave.

▶ [**Aiden Hill**] OK. OK. At what time? OK, so that's like in four minutes. OK. OK, great. All right. And I know that member Polancarti is maybe not feeling the best right now.

▶ [**Carina Plancarte**] I'm not, but I'm going to try to plug through for a little bit. OK. I'll let you know if I need to leave.

▶ [**Aiden Hill**] OK, perfect. So moving on to 11.3. I don't know what that's 0.3. But so the placeholder board policy, and then I don't know, is that? member Thomas and member Jones that are going to cover that or is there somebody from staff that's covering that so board policy seven two one four general obligation bonds okay give it a shot okay this came about after listening to community members last time

▶ [**Kat Jones**] coming with their concerns and wanting to honor the fact that those concerns were brought forward and that we we listened and so we went back and looked at our board policy around the bond type of I don't know how to better describe it other than just a policy that incorporates bonds. So we looked at 7214 general obligation bonds and with that then looked at the language that was provided by the community members which we were very grateful to receive and took what we had and what they had given us and put

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together something that we feel will really help to protect the use of how the funds from the bond that would be raised, how we would best use that. So anything in blue on this for the board when you're looking at it is the new language. And it was put onto the agenda when it was posted, so it is there. And we feel like this is a We're bringing it to the board as a first read. And we also are working on a administrative regulation to go with it. And so that's what I would say. Nancy, do you have anything you want to add?

- ▶ [**Nancy Thomas**] Sure. Coincidentally, on the June California School Boards Association update of policies, they put these two policies the policy and the regulation for general application bonds and there's extensive changes not not significant I think but pretty pretty big changes and so I think when we bring this back next time that we can incorporate in the stuff here in blue that pertains to the discussions with community members and the discussions we had about our bond, but that next time we bring back the markup copy that shows the new CSBA language so we're up to date with it.
- ▶ [**Aiden Hill**] Okay. Questions, comments from the board? Number one.
- ▶ [**Phuong Nguyen**] Should we have a discussion on the blue markup now or when we bring it back with, when we take a look at the new language that's in CSPA?
- ▶ [**Kat Jones**] I think when we, when it comes back with the new language and we're able to put it all together, I think that would be the best time. And then we'll also hopefully have the AR at the same time. Okay. we can really have a full discussion about it at that point. What we really wanted to do was to say we're starting this process, and we wanted the public to know that.
- ▶ [**Phuong Nguyen**] Great.
- ▶ [**Kat Jones**] Thank you so much for the clarification.
- ▶ [**Nancy Thomas**] I haven't examined those two from CSBA, but it seems that this one has incorporated the AR in with the policy, so they'll probably be the same stuff but separated out.
- ▶ [**Aiden Hill**] So it sounds like even though this agenda item says action, discussion, procedural, that we would like to hold off and bring back the CSBA language and do a final merge and review that before we take any action. Yes. OK, great. So then there's, unless there's additional commentary, we'll move forward. OK, so we're on to consent agenda. So does anybody want to pull the personnel report? OK, so member Nguyen. we're going to let's just proceed directly to personnel report. So go ahead.
- ▶ [**Phuong Nguyen**] Just one clarifying question in the part where it has a resignation of new certificated employees. I know that we on the last board meeting had hired these individuals. Can you give clarification as to why the resignation?
- ▶ [**Christopher Williams**] Yeah. So some of them were school of choice that was actually at Schilling first and when we transitioned we had one teacher that transitioned to another school that wasn't the right fit for her and We made them wait until we had a fully qualified replacement is why they were late So we had five at the very end that had requested resignation Between June 15th and July 19th, and we said they wouldn't be released until we had a fully qualified teacher So those mean that those new people they came in allowed them to be released from the position they were in on having a fully qualified teacher or someone under a PIP, STIP, or probationary zero.
- ▶ [**Phuong Nguyen**] Great. Thank you for the clarification. And then just to follow up, just for clarification, so we do have positions for those that have resigned?

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- ▶ [**Christopher Williams**] Yes. We have three as of today that are still waiting for final clearance on fingerprints. So they have to have another certificated staff member in the classroom. But because of the number and the abundance of people that have been hired in the state of California, DOJ is a little slow right now. So but they're moving forward and the county office has one credential analyst right now. They usually have two full time. So it's kind of delayed a little process but we should have our last ones cleared by this Friday is what we were shared with today.
- ▶ [**Phuong Nguyen**] Thank you.
- ▶ [**Carina Plancarte**] And you mentioned it's three but there are five. So are there still so.
- ▶ [**Christopher Williams**] So we had another one that had requested a request to resign earlier that was already a current employee. that moved outside of the area, but we still kept her on, and she did not have transportation to get to school. But she moved over closer to San Jose area because of a spousal transfer for job. So we made her wait until the end, and then she ended up receiving another job, and we ended up hiring someone that was qualified for that replacement. So that's why we usually have, we'll have four or five. June 30th is a really important date, which I've learned in the Bay Area. because districts do not release teachers after June 30th unless you have a highly qualified staff member. So we've also taken some highly qualified staff members from Redwood, Palo Alto that came on board and we had to wait till they had a replacement as well, including three of our principals that we were waiting on till finding those. So it's pretty common practice. Usually in other counties, people, it's all more of a free for all, if you will. up till the first week of school, but everybody's so protective here because we're short of teachers that are qualified within this county due to the cost and whatnot to live in this area. Does that make sense?
- ▶ [**Carina Plancarte**] Yes, it does. And then, so also, just to clarify as well, how many open positions are there for teaching positions?
- ▶ [**Christopher Williams**] We have zero open positions right now. Great.
- ▶ [**Carina Plancarte**] Thank you.
- ▶ [**Christopher Williams**] Yeah. Okay.
- ▶ [**Phuong Nguyen**] With that, I move to approve the policy.
- ▶ [**Nancy Thomas**] I'll second.
- ▶ [**Aiden Hill**] So member Plancarte moves, and member Thomas seconds. I'm sorry, Wynn. Sorry. Member Wynn moves, member Thomas seconds.
- ▶ [**Christopher Williams**] And before I do have to clarify, we have two positions at the high school that are pending right now, final approval. So they're open, but we have qualified candidates if everything clears. So there's always a couple of those, depending on what comes through with CTC, and then also DOJ on any reports.
- ▶ [**Nancy Thomas**] And we have science teachers at the middle school.
- ▶ [**Christopher Williams**] Yeah, that's what we had one that we just recommended, waiting on that. And then we had two at the high school as well. Thank you for clarifying. I'm glad I remembered that. Yeah, sorry about that.

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- ▶ [**Toya Lemus**] Ms. Lamus. Okay, votes are in. Member Thomas, yay. President Hill, yay. Member Nguyen, yay. Vice President Jones, yay. And Member Plancarte, yay.
- ▶ [**Aiden Hill**] Great, motion carries. Okay, so moving on to item 13, Consent Agenda and Non-Personal Items. Does anybody want to pull anything? Wow, this could be a first. OK, so I'm going to jump on this. Can I get a motion to approve?
- ▶ [**Nancy Thomas**] I'll make a motion to approve.
- ▶ [**Aiden Hill**] I'll second. OK, so Vice President Jones moves and was a member of Plan Carta. Second. So the motion is to approve all of 13. So 13.1.
- ▶ [**Aiden Hill**] I'm sorry, 13.2 through 13.8. And member Jones, I'm sorry, Vice President Jones moved and member Blanquerte seconded.
- ▶ [**Toya Lemus**] All votes are in. Member Thomas, yay. President Hill, yay. Member Nguyen, yay. Vice President Jones, yay. And Member Plancarte, yay.
- ▶ [**Aiden Hill**] Great, motion carries. Okay, so moving on to Item 14, Board of Education Committee Reports, Announcements, Requests, Debrief, and Discussion. So, Member Thomas.
- ▶ [**Nancy Thomas**] Okay, thanks. I was reading over some CSBA materials and If you don't know it, there is a new state law that we school board people have to have and special district people have to have ethics training starting next January to be completed by the end of the year. And we'll need to do that every two years. So I think that's the same as for our, yeah.
- ▶ [**Aiden Hill**] And one question. Do you know, so when you were president last year, We had, during the summer, we had board training. And we did have Mr. Lozano come in, and he did have a section on ethics. Do you know if that would qualify?
- ▶ [**Nancy Thomas**] I'm not sure. We'd have to ask.
- ▶ [**Aiden Hill**] OK. OK.
- ▶ [**Nancy Thomas**] But I think we have to start after the first. So even if we did that one, we'll still have to start next year. OK. OK, after the first of the year. So I went to an ROP special meeting this week, and the board approved a one-time \$120,000 three-year payback, back pay for six employees who were not placed correctly on the salary schedule, recognizing that they had Bachelor of Science degrees or Bachelor of Arts degrees. So our policy subcommittee, Kat Jones, and I have been working on BPs and ARs for future approval. And I just wanted to bring you up to date that CSB updates policies four times a year. And then sometimes they have special updates. So there was a bunch, 48, I think, that were updated in June that we haven't looked at. But we're just now getting ready to prepare them to be on the agenda. And July is going to add another 18 or 20. Some of these are mandated, so we really need to get on them. That means, though, that we have 150 policies or regulations that need updating. So we're falling behind. So I hope you're ready to... And I hope staff is ready to sign off on them. We have a spreadsheet, and I'm sure we can get you the information if you don't already have it on how to start reading those board policies so that you can... identify that you have approved them. A lot of them have options, too. So we'll put down the fact that you need to look at the options. Another thing I wanted to talk about was preschool. Preschool is very important. We've never really had a presentation from Kandango. It'd be nice to see how preschool is working in a couple of our schools and whether we can even work with the California preschool project to get funding for more preschools in our district, because that's how kids come to school ready to learn. Something to think about when we're putting the calendar together. Back to school night schedule. I see that on some of the marquee that schools are having back to school nights. If we could get a list of those back to school nights so board members could attend. I appreciate that. And the, I'd like to thank, huh?

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It's on our calendar? Oh, I have to go on the website to see it. Okay. Anyway, I really appreciate CSBA, I mean CSEA stepping forward to getting all those curriculum materials out. And it's pretty obvious what's happening when we moved our school starting date, you know, earlier and earlier. I wanted to know about the math materials. In the past, they've been disposable materials for our math program and because they haven't come in time that our print shop has had to print up teacher materials. Can you tell us about that?

- ▶ [**Karen Allard**] I just had a discussion this week with our adopted math curriculum publisher in regards to that they shared that the curriculum was backordered and was going to take a while to get. And so I expedited to the vice president of the company and said that it was unacceptable and that they went to FedEx and on their cost started to reproduce packets for all sites and teachers until the supplemental materials arrived.
- ▶ [**Nancy Thomas**] OK, great. Thank you.
- ▶ [**Karen Allard**] Excuse me?
- ▶ [**Phuong Nguyen**] And they agreed?
- ▶ [**Karen Allard**] Yes. They didn't have a choice.
- ▶ [**Nancy Thomas**] Good. Then, of course, I think the softball MOU is kind of important. Let's not leave them hanging.
- ▶ [**Christopher Williams**] Yes, I actually went out to talk to the families that were here to participate, and I have a connection with them, and we're going to follow up. Mrs. Vackar has spoken with them prior to, so we committed by Friday there would be a follow-up. from either Mrs. Vackar or Jose, Mr. Quintana as well, and myself. Thank you.
- ▶ [**Aiden Hill**] And it's my understanding also that there are discussions with the city to potentially coordinate some type of joint arrangement.
- ▶ [**Christopher Williams**] Yes, and to clarify, Mrs. Vackar shared that, and I let the families know as well. And I said, we'll come up with the best option. I said, there's obviously some liability issues we're looking at. And they were good with that. Obviously, they have a great program from six years old to 14 that they've been doing for many years. And their biggest issue is they just wanted to be a part of the process and decision making, if possible. So they were in a very good spot. And that's why we said, Tracy's up tonight. She'll know by 10 o'clock. If not, that's on you, because you've got to get us out of here by 10. If not, it'll be by midnight. So anyway, we will follow up. You're going to put some money on it? Yeah.
- ▶ [**Aiden Hill**] OK. I trust you. I trust you. OK. All right. Anything additional, member Jones?
- ▶ [**Nancy Thomas**] Just one other thing I thought about, and that's the Silitron, if we can really see about looking into Facilitron. They were so good the first year, and then not so good the second year. And since the second year, we haven't heard one bit of information about how much money we're making or not making, and how well that program is working.
- ▶ [**Aiden Hill**] Number one.
- ▶ [**Phuong Nguyen**] Thank you, President Hill. First and foremost, I just would like to thank our City of Newark partners for letting us know that the SRO program is back. And we are really extremely happy to have Police Officer McEwen be a part of the team. I personally, I work with his mom. It's small world. So she's extremely proud of him. And I know that he's going to be doing a great job and service to our students at NUSD. So welcome on board, Officer McEwen. And next, I was lucky enough to be part of the Champion of Characters

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Conference this weekend that was organized by Coach K and all the other coaches. And what's really special about that is that, although this is geared for our student athletes, I really hope that our district can really expand it to all students. Because the one component that I thought was really empowering is that what the coaching staff at Newark Memorial is trying to teach our students is that every student athlete is held accountable, how they present themselves every single day at school. And if they come in late, it's just not a bad look for them, but it's also a bad look for the athletic department. But more so, they had alumni panels, which I thought was really great because students can come and listen to the experiences that the alumni had when they were at school there. And they're really wonderful, empowering stories. And I can see this, you know, for bringing back our alumni groups to be able to do this for all the kids and really championing that because everybody, every student, not just the athletes, should be held accountable for how they present themselves in classroom and to each other. And it's teaching, you know, being a champion in life. And that should apply to all students. So hopefully we can get something done like that for all the kids. And lastly, I just wanted to thank all of our school sites for an amazing, you know, back to school, everything went smoothly as far as I've heard also. I was able to, I had to split it up in two days. The first two days I made it to the first six schools and then the rest the following day. But just to be able to see staff and the kids being excited to come back to school, it was very energizing for me. And so that was a great experience and I hope that it carries through to the rest of the school year. So thank you to our staff, to our CSEA staff members who helped to maintain and get the school classrooms ready, and our teachers for coming in and setting up their classrooms and welcoming back all of our students. And I appreciate all of our administrators at every site and also at the district level for working really hard to make the first couple of days in this first week. Really wonderful for our kids. Thank you.

▶ [**Carina Plancarte**] I don't have any updates, but I did just want to echo my fellow board members and really truly think all of the staff up here, Chris Williams, my goodness, to have pretty much all of the teaching positions filled is incredible. I mean, it is such a breath of fresh air from where we were at last year. So thank you so much for really coming in and also wanting to be a part of NUSD and stepping up and really helping out. It's great to see you here, Mr. Quintana. And then also you, Ms. Allard, thank you so much for really putting the pressure on getting that math curriculum here. That's truly appreciated. And then obviously also, of course, our CSEA members who are here and they, you know, Ms. Huffer spoke about really, it took a village to get all of our teachers staffed with the new curriculum and, you know, considering that everything was sort of last minute, but they really stepped up to the plate. And then also Ms. Peña-Flores, she gave an amazing presentation and she's been supporting, her and her staff have been supporting all of our schools, all our sites, our students and our teachers to get everything set up. And really, truly, we have an amazing group of individuals who are here. And I know that Newark is a shining star in the making. And I'm really happy to see the start of the new year. It's gone really well. And I do also hope that the momentum continues. And with that, I'd also like to thank my fellow board members. Some of us have been a little under the weather. Ms. Vackar, myself, and you guys, Member Jones, Member Thomas, Member Nguyen, you guys have really stepped up with a lot of the bond initiative items and really just ensuring that we really have a solid bond on the ballot because really our schools and our kids are so deserving. And so thank you all so much. And I'm really glad that we have such a great team.

▶ [**Aiden Hill**] Thank you, Member Mancarte. Vice President Jones.

▶ [**Kat Jones**] I had, in listening to Ms. Hufferan talking about the curriculum and, you know, I know we've moved the calendar up. It's been about five, at least five years that I'm aware of. Ms. Villa could probably fill me in closer to that actual time frame, but it's been at least five years that I'm aware of that we've started the second week of August and It is a crunch for IMC. And so I had a thought if maybe we can think about getting creative when that curriculum does come in and moving some people over there to help so that they're overseeing and, you know, potentially overseeing and having others help in that regard. Because I know everything has to be unpacked and checked in, but supporting IMC. Because during the year, the two of them are amazing. I remember as being a teacher, they were able to really run onto people very effectively. But during that crunch when we're getting the curriculum checked in, it would be good. And I do appreciate your efforts, Ms. Allard, with the math curriculum, because I am working off of one of those printed packets in third grade with my

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granddaughter. And it's all there, at least it's there. Yeah so thank you.

- ▶ [**Karen Allard**] We did deploy extra classified staff to help even our director of teaching and learning was in the warehouse helping them serve. I think it was the multitude of the new TK5 benchmark curriculum. It was 23 pallets and so it was just such a huge amount all at once and that's what caused the delay to make sure that we were barcoding everything what we needed inventoried.
- ▶ [**Kat Jones**] Thank you for all the concerted efforts, for sure.
- ▶ [**Aiden Hill**] Thank you, Vice President Jones. So just to echo fellow board members, so I think that, again, we really want to thank everybody in the district for everything that they've been doing. And as the saying goes, it takes a village to raise a child. And we have lots of children. And we have a village that's really starting to come together. And it's wonderful to see. And so again, I want to appreciate everybody's efforts in making that happen. And then I also want to echo. member Jones or Vice President Jones comment about the about the math curriculum and I know that one of the things that was mentioned was that sometimes orders can't be placed until the end of the year and I don't know the logistics and maybe this is already happening but if there's a way maybe that you can tee up a lot of the procurement work in advance so that literally all that stuff is done so that right on on August 1st you can pull the trigger for PO's I'm sorry end of end of July And maybe that's already happening, but just if there's some extra lag there that we can steal back time, that would be great. And then the last comment that I had was, appreciated Ms. Aizat coming and talking about the bond and talking about the restrooms at the high school. And I know, I've certainly heard similar stories, you know, not only for students, but also for teachers. And there's an anecdotal rumor that I've heard from a few teachers that even in the teacher's bathrooms, apparently on the toilet seats, they only have one bolt. And I was told that if I shared that in open session, that teachers privately would start chuckling. And so I don't know whether that's true or not, but I think we definitely should carve out some of our bond money if we're able to be successful and get at least two bolts on the toilet seats, but hopefully a lot more than that. And so I think that we all understand the importance of the bond, and anybody that's gone to look at our facilities really know that we need it. And I know that we're at a point now where we're not really supposed to be out advocating, et cetera. But again, just I hope that the public pays attention. It's an important issue. So with that, go ahead, number one.
- ▶ [**Phuong Nguyen**] I just really want to echo again what Member Plancarte had mentioned. Sunday, you know, we were all hands on deck and I really do appreciate all the efforts that Member Thomas, Member Plancarte, and Member Jones have really, you know, stepped up. They even drove the argument down to the Registrar's Office twice, as she can say. And so, and And in doing that, it really did show this is a huge team effort. And I just really wanted to appreciate all of you guys. So thank you.
- ▶ [**Nancy Thomas**] I have to tell you and make a confession to a funny story. I got a letter after we attended ROV to put in our rebuttal. And I got a letter that I printed out from the registrar. And I looked at it quickly, and oh my god, file was against the... And I thought, no, no, did I give them the wrong file? And so I called them, I says, please stop the presses. I gave you the wrong file? Because I had to send it that morning, kind of from my iPhone. So I thought, oh, I picked up the wrong file. No, I had the right file. They were just sending me the rebuttal to our argument that that the Taxpayer Association has filed. Completely erroneous, full of exaggeration. It's just awful. And that person that writes it lives in Livermore, doesn't know anything about our community. So we've got to get out there. We've got to knock on doors. We've got to stomp for the bond, because we really need it badly.
- ▶ [**Aiden Hill**] OK, so I'm not sure, Ms. Howard and Ms. Williams, if the superintendent had asked you to impart any final comments from a district leadership perspective.
- ▶ [**Christopher Williams**] I just think it's pretty amazing to see when the adults in the organization start focusing on student achievement. And I just feel that moving forward. So I'd like to thank our ed service team and Angela and the people that are working assiduously to improve and impact student learning. And you can just feel the

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shift in the three or four months. So from my standpoint on the outside, it's fantastic. I think what the people you guys have been hiring and bringing in is making a tremendous difference. I appreciate both unions, although a lot of work. Cheri, oh, she's not here anymore. But I mean that wholeheartedly because they're working alongside of us. We sent out a joint CSEA communique today for the first time in many years on behalf of our negotiations, which is a positive step forward. So keep up the great work. And again, thanks to our ed service team. Thanks to everybody working together. But when we put the priority with kids, life is so much more efficient and so much better. And we get away from our adult comfortability and start realizing we're here for the organization to be world champions for our kids. So great work.

- ▶ [**Aiden Hill**] OK, great. So we have a placeholder to extend the meeting.
- ▶ [**Carina Plancarte**] I'll make a motion to end the meeting.
- ▶ [**Aiden Hill**] To extend the meeting?
- ▶ [**Carina Plancarte**] To end the meeting.
- ▶ [**Aiden Hill**] OK.
- ▶ [**Kat Jones**] I'll second to end the meeting.
- ▶ [**Aiden Hill**] So member Blankhart moves to adjourn. Can we get a second? Oh, so Vice President Jones second. So shall we just do a roll call vote?
- ▶ [**Toya Lemus**] Do online voting real quick. OK, that's fine too. It's now open.
- ▶ [**Toya Lemus**] Votes are in.
- ▶ [**Toya Lemus**] Member Thomas, yay. President Hill, yay. Member Nguyen, yay. Vice President Jones, yay. And Member Plancarte, yay.
- ▶ [**Aiden Hill**] Great. Meeting adjourned at 9 27.