Jefferson School District

Official Minutes of the Regular Meeting
Of the Board of Trustees
February 7, 2023

Present: Brian Jackman, President; Pete Carlson, Vice President; Debbie Wingo, Clerk; Soyeb Palya Member; Todd Wetherell Member; Jim Bridges, Superintendent

In attendance: Emily Stroup, Human Resource Director Celli Coeville, Chief Business Officer; Bertha Ramon, Administrative Assistant

I. OPEN SESSION
a. Call to Order at 5:30 PM
b. Roll Call to Establish Quorum – All present
c. Approval of Agenda
d. Public Comment on Closed Session Items
MSA (Carlson/Wingo)
Ayes – 5 Nays – 0 Absent – 0 Abstain – 0
Carlson, Wingo,
Wetherell, Jackman
Palya

e. Closed Session Adjourn to Closed Session for the purpose of discussing matters expressly authorized by Government Codes 3549.1, 54956.7, 54956.8, 54956.9, 54956.95,54957, 54957.8, Education Codes 49079(c), 48912, 48918

f. ADJOURN TO CLOSED SESSION

II. RETURN TO OPEN SESSION – 6:30 PM
Welcome from Board President Mr. Jackman
Pledge of Allegiance
Superintendent's Report
Student Body Reports

In Closed Session

MSA (Carlson/Wingo)- For certificated employees, the Board approved the new hire for employees #'s 12605, 12606, 12607, 12608, 12609, 12610, 12611, 12612, 12613. For classified employees, The Board approved the new hire for employees #'s 12614, 12615, 12616, 12617, 12618, 12619, 12620, 12621, 12622, 12623, 12624, 12625, 12626, 12627.
Ayes – 5 Nays – 0 Absent – 0 Abstain – 0
Carlson, Wingo,
Wetherell, Jackman
Palya

Resolution 2023-02-01

The board approved Resolution 2023-02-01 as presented MSA (Wingo/Carlson)
Ayes – 5 Nays – 0 Absent – 0 Abstain – 0
Carlson, Wingo,
Wetherell, Jackman
Palya

Superintendent's Report – Dr. Bridges updated the following:
Construction-Over the past month, the weather improved and made it possible to continue moving forward on the project. The foundations have been poured into the primary classrooms, and walls are being framed in both buildings. If the weather holds this month, we should see both the gymnasium and food services begin to come out of the ground.

Bussing-Since our January 10, 2023 board meeting, we've had seven bus runs with canceled service out of 76 or a 90.7% reliability rate. Since February 1st, we've had no disruption to service, and our new substitute driver has driven eight runs out of the 20. We have three additional drivers that are currently in the certification process.

On January 12th, Board Member Palya and I attended the New School Board member workshop at the San Joaquin County Office of Education. I'm pleased to announce that the Boys and Girls Club is off to a great start at Tom Hawkins School, and we are excited to begin working on bringing this same opportunity to all of our sites next year.

Finally, I'm pleased to announce that all our sites serving 6th grade registered for Science Camp for the 23/24 school year in the first two minutes. This opportunity is first come, first served, and I've been lobbying the County Office for years to change the process. One significant change they made was prioritizing public schools over charter and private schools. This, combined with the work of our school sites, should ensure that all 6th graders next year have an opportunity to attend Science Camp.

Student Body Reports-

Jocelyn Maranon Traina School- The year has started well for the Traina Tigers as a new cohort has started their Emerging Leaders Academy and is learning about the seven habits of highly effective teens. And are beginning to see these habits put to use on our campus. January was also a month of spirit, celebrating the moon and the hundredth day of school. Our students are also being recognized for their outstanding examples of our monthly tiger tooth. And as a reward, they get lunch with the principal. Finally, our first-grade students enjoyed snow flurries by having an indoor snowball fight, and basketball is well underway.

Makena Malloy Monticello School- Monticello has participated in the Great Kindness Challenge. The students did a great job showing school spirit and spreading kindness. They could say words of kindness to teachers and friends on our Google Classroom. Over the last two weeks, our third graders had a hoedown where they showed their dance moved to first grade. This Friday is our spring pictures, and the spirit is sports day.

Violet Howard Menteer Hawkins School- The winter wonderland dance for the middle schoolers was on January 27, and our sixth through eighth graders had an absolute blast. The Boys and Girls Club has officially opened at our school and is already full. We have a waiting list with many students and are looking to expand to an additional classroom. Hawkins has started the give every child a chance program to help students with tutoring after school. We have one tutor working full-time with kids and are excited to say we now have a second tutor coding n board. At the end of last month, Hawkins started the kindness challenge with Mrs. Bassett giving suggestions during the morning announcements. Also, huskies have been given access to the kindness wall on our school website. This page is where huskies can leave kind and uplifting messages to one another. Last week we had our parent-child Night Under the Sars Dnce, it was well attended, and HPSC raffled off thirty different baskets and two live bunnies. We are finally setting up our Hawkins ASB Instagram page, which should be up and running by the next meeting. Finally, because of Super Bowl this weekend, our spirit day on Friday will be Jersey day.

Avni Gahonia by Mr. Strickland Jefferson School- Jefferson has also been having kindness week with our kindness wall now available to students, teachers, and parents. Now that parents are in, we have

about two hundred messages flowing on the website with students having access to their Chromebook. We've also been celebrating MLK Day with some collaborative activities like having ten kind things to do each day for a week. We also had a most spirited color rally, and it capped off a week of pranks between Mr.Freitas, a Forty-Niner fan, and myself, an Eagles fan; it was a lot of fun, and the students got involved. In school sports, boys' basketball is ending this week, and we're looking forward to playoffs next week. Girl's basketball signups are going well; we are currently trying to fill up a few teams and get practices in full swing. Finally, we have a winter wonderland dance coming up this month.

PUBLIC COMMENT-

Cassandra Williams parent-As a lawyer, I've always been taught to prepare my opening statement and arguments with precision backed by impeccable research, usually with some citations to arcane laws. But tonight, it's better to speak from my heart as a parent of three children attending both Monticello and Jefferson schools. And as a member of the PFA board for the last three years and as someone who just has the decency to recognize how impactful our teachers are and how much they deserve our support every single day, our teachers, with an average of 25 children in their classes take 150 hours of parenting off our hands over the 180 school days in a year. That means each of these teachers outputs 27,000 hours of teaching, nurturing, guiding, mentoring, and molding our children, our most precious assets. When I hear that other school districts are raising their teacher salaries by double-digit percentages, honestly, I get furious, not only because it's just wrong, that our district won't keep up not only because our teachers deserve better, but also because selfishly as a parent. I want the best teachers, the most secure and confident teachers, and the most well-respected teachers for my children so that I can feel that these teachers can give their best every day with no feelings of financial insecurity, resentment, or confusion as to their worth. I want Tracy to be a destination for the best teachers, not a district where great teachers flee. Please join us in this call to action. I support these teachers fervently with all my heart, and I urge you to take action to increase their salaries to be commensurate with surrounding districts.

Jessica Cox, parent- I am the HPSC president of the school. I've never been to a meeting. This is the first time I've never spoken like this. But the teacher salaries could be more appropriate compared to the other school districts. We're losing our teachers. Our school needs to hire permanent teachers. My daughter has had substitute teachers all year long in eighth grade. So it weighs heavy on me. Why are we not competitive with Tracy's other school districts? Why are our teachers going to other school districts for better jobs, better-paying jobs? We need to retain our teachers. We need to bring in great teachers. We need to have permanent teachers. Our students deserve that.

Jeniene Cruz, President of Jefferson Teacher Association- I've been the JTA president for nineteen years, and tonight you've heard some comments about teacher compensation. And I just want to piggyback on some of the things that these parents and our community are saying tonight. You can see by this wonderful show of people that there is support for JTA, and we want to ensure that the board is aware of some things. When I started in this district twenty-three years ago, there was a discrepancy in salary between us and neighboring districts, but it was only roughly between $3,00-$5,000 a year. This amount was manageable. However, now you go forward twenty-three years, and we're looking at neighboring districts, and the discrepancy in salary is disgraceful. Considering twenty-two years of service in our district compared to our neighbors at TUSD, someone with the same years without a master's degree makes $22,882 more yearly than us. If you have a master's degree and have worked for TUSD for twenty-two years, the compensation is $23,288. Our neighbors in the Lammersville School district have just reached a new settlement. And if I worked for twenty-two years in that school district, my compensation would be an additional $1,000 next school year.

Furthermore, if I had a master's degree and twenty-two years of service, I'd be making $37,312. Years ago, when the Jefferson School district was looking for superintended, we wanted someone to

try and get competitive salaries for us teachers. We're asking the board to consider these numbers because we're dealing with a pool pulling from the surrounding areas. And this area is competitive. If I go two miles down the road and get $22 to $37,000 more, that's a problem we need to consider as we go forward with our negotiations. We are all here tonight to ensure this is under your consideration as talks move forward. Thank you.

IV. APPROVAL OF THE CONSENT AGENDA
4.1 Minutes – Regular Board Meeting January 10, 2023,
4.2 Warrants –January 2023
4.3 Financials – January 2023
Approval of the Consent Agenda as presented MSA (Carlson/Wingo)

Ayes – 5	Nays – 0	Absent – 0	Abstain – 0
Carlson, Wingo,			
Wetherell, Jackman			
Palya			

V. EDUCATIONAL SERVICES
5.1 Student Enrollment - Enrollment continues to grow, currently at 2731
5.2 2022 School Accountability Report Cards (SARCs)
Approved by MSA (Wingo/Wetherell)

Ayes – 5	Nays – 0	Absent – 0	Abstain – 0
Carlson, Wingo,			
Wetherell, Jackman			
Palya			

VI. PERSONNEL SERVICES
6.1 Certificated and Classified Seniority List- The list was presented with no discussion
6.2 Proposed MOU- Student teaching Letter of Agreement (WGU)
Approved by MSA (Carlson/Wingo)

Ayes – 5	Nays – 0	Absent – 0	Abstain – 0
Carlson, Wingo,			
Wetherell, Jackman			
Palya			

6.3 Approval of Additional 2022-2023 Local Assignment Option (LAO)
Via Committee on Assignment
Approved by MSA (Wingo/Wetherell)

Ayes – 5	Nays – 0	Absent – 0	Abstain – 0
Carlson, Wingo,			
Wetherell, Jackman			
Palya			

VII. BUSINESS AND FACILITIES
7.1 January 2023, FY 22-23 Budget Revisions
Approved January 2023, FY 22-23 Budget Revisions by MSA (Wetherell/Palya)

Ayes – 5	Nays – 0	Absent – 0	Abstain – 0
Carlson, Wingo,			
Wetherell, Jackman			
Palya			

7.2 Quarterly Williams Act Reporting- No Acts to Report

VIII. BOARD DISCUSSION AND REPORTS

8.1 Revised Board Policy BP 5131.71 Electronic Signaling Devices

Approved Revise Board Policy BP 5131.71 by MSA (Wingo/Wetherell)

Ayes – 5 Carlson, Wingo, Wetherell, Jackman Palya	Nays – 0	Absent – 0	Abstain – 0

8.2 Revise Board Policy BP 6020(a)/AR6020 Parent Involvement

Approved Revised Board Policy BP 6020(a)/AR6020 by MSA (Carlson/Wetherell)

Ayes – 5 Carlson, Wingo, Wetherell, Jackman Palya	Nays – 0	Absent – 0	Abstain – 0

8.3 2023 Ballot for CSBA Delegate Assembly

Approved 2023 Ballot for CSBA Delegate Assembly by MSA (Wingo/Carlson)

Ayes – 5 Carlson, Wingo, Wetherell, Jackman Palya	Nays – 0	Absent – 0	Abstain – 0

ADJOURNMENT – MSA (Carlson/Wingo) 7:32

Respectfully Submitted,

James W. Bridges

Secretary to the Board

Jefferson School District

Official Minutes of a Special Meeting
Of the Board of Trustees
February 17, 2023

Present: Brian Jackman, President; Pete Carlson, Vice President; Debbie Wingo, Clerk; Todd Wetherell, Member; Jim Bridges, Superintendent

In attendance: Emily Stroup, Director of Human Resources; Celli Coeville, Director of Business Services; Bertha Ramon, Administrative Assistant

I. OPEN SESSION

a. Call to Order at Noon
b. Roll Call to Establish Quorum – Soyeb Palya not in attendance
c. Approval of Agenda-
MSA (Carlson/ Wetherell)
Ayes – 4 Nays – 0 Absent – 1 Abstain – 0
Carlson, Wingo Palya
Wetherell, Jackman

II. PERSONNEL SERVICES

2.1 Proposed New Job Description and Salary Schedule Placement for Education Behavioral Analyst, Special Education

MSA (Wingo/Carlson) approved the Proposed New job Description and Salary Schedule Placement for Education Behavioral Analyst, Special Education
Ayes – 4 Nays – 0 Absent – 1 Abstain – 0
Wingo, Carlson Playa
Wetherell, Jackman

2.2 Proposed Updating the position of Behavior Specialist, Special Education

MSA (Carlson/Wingo) approved the Proposed Updated Position of Behavior Specialist, Special Education
Ayes – 4 Nays – 0 Absent – 1 Abstain – 0
Wingo, Carlson Playa
Wetherell, Jackman

Dr. Bridges- Explained to the board that when the job was initially posted, it was supposed to be a certificated position. However, we found out that it does not require a certificated position. And it should have been a classified position, as most districts in the county have them as such. Due to this error, we could not pay the employee because she had been incorrectly classified, although she met all the requirements. Emily Stroup corrected this by making two job descriptions that we can pay either way, depending on the hire.

ADJOURNMENT – MSA (Wingo/Carlson) 12:07 PM

Respectfully submitted,

James W. Bridges
Secretary to the Board