



**MINUTES OF THE REGULAR MEETING
OF THE
BOARD OF EDUCATION
June 22, 2021
Closed Session 6:00 p.m./Regular Meeting 7:00 p.m.**

Board Members Present: Mr. Ron Freitas, President; Mrs. Susan Macfarlane, Vice President; Mr. Courtney Porter, Clerk; Mr. Ron Heberle; Mr. Joe Nava; Mr. Gary Knackstedt; and Mr. George Neely

Administrative Staff: Dr. Cathy Washer, Superintendent; Mr. Mike McKilligan, Assistant Superintendent, Personnel; Mr. Leonard Kahn, Chief Business Officer

Meeting Recorder: Mrs. Michelle Armstrong, Executive Assistant to the Board of Education

Call to Order

The meeting was called to order at 6:00 p.m. at the James Areida Educational Support Center, 1305 East Vine Street, Lodi, CA 95240 and broadcast on YouTube.

Public Comment on Closed Session Items

Michelle Orgon, President, Lodi Education Association (LEA), spoke about having a LEA representative on the administrative interview committees.

Adjourn to Closed Session

The Board adjourned to Closed Session.

Reconvene Open Session

The meeting was reconvened at 7:01 p.m. and attendance was recorded. The Pledge of Allegiance was led by Mr. Neely.

Closed Session

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

Closed Session Personnel Matters:

Mr. Nava motioned, Mrs. Macfarlane seconded, and the Board voted unanimously to approve the appointment of Edward Gehrke as Elementary Vice Principal, effective 2021/2022 school year, location TBD.

Closed Session Student Matters:

Mr. Nava motioned, Mr. Porter seconded, and the Board voted unanimously to approve the Settlement Agreement of OAH Case No. 2021040890.

Superintendent's Report

Superintendent Washer displayed pictures of the donation of computer keyboards from Adventist Health/Lodi Memorial Hospital. She stated the keyboards will be sent to school sites and available for staff and students to utilize. She thanked them for thinking of Lodi USD and noted this was the second donation of keyboards this year. Dr. Washer congratulated Leroy Nichols Elementary and Lois E. Borchardt Elementary for receiving \$1,000 donations from the new local Food Maxx as part of their community giving efforts. She spoke briefly about the revised regulations and rules regarding the pandemic procedures and protocols and stated communication will go out to staff soon to reflect any

changes. Dr. Washer shared that several students at the McNair High School graduation thanked the Board for the in-person graduation ceremony.

Comments from the Public

Jeanine Bazaldua, School Bus Driver, Transportation, spoke about low wages, employees being tired and overworked.

Consent Agenda A, Routine Business

Mr. Porter pulled Item A-2 Contracts List from Consent Agenda A for discussion.

- Item A-1 Warrant Report
- Item A-3 Minutes of the Regular Meeting of June 15, 2021

Mr. Nava moved, Mrs. Macfarlane seconded, and the Board voted unanimously to approve Consent Agenda A, Routine Business, as amended.

Individual Action on Items Pulled from Consent Agenda A – Routine Business Item A-2 Contracts List

Mr. Porter spoke about the upcoming school year contracts and the possibility of hiring an in-house attorney. Discussion ensued.

Public Comments

Michelle Orgon, President, Lodi Education Association (LEA)

Mr. Porter motioned to pull contract #8 from the Contracts List; motion failed due to lack of a second.

Mr. Nava moved, Mrs. Macfarlane seconded, and the Board voted to approve Item A-2 Contracts List, by the following vote:

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

Motion Carried

Consent Agenda B – Student Discipline Cases

Item B-1 Admission: Student # 20/21-7-A1

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

Other Action Items

Item OAI-1 Agriculture Career Technical Education Incentive Grant (AIG)

Jeff Palmquist, Assistant Superintendent, Secondary Education, presented the renewal of the Agriculture Career Technical Education Incentive Grant (AIG) for Board consideration.

Mr. Nava questioned why only one principal signed for each school.

Erik Sandstrom, Principal, Tokay High School, stated it has always been one principal who signs.

No public comments were received.

Mr. Porter moved, Mr. Heberle seconded, and the Board voted unanimously to approve Item OAI-1 Agriculture Career Technical Education Incentive Grant (AIG).

Item OAI-2 AB1200 Documents for Lodi Unified School District Employee Group: Confidential

Leonard Kahn, Chief Business Officer, presented the AB1200 documents for the Confidential employee group for Board consideration.

No Board comments were received.

Public Comments

Michelle Orgon, President, Lodi Education Association (LEA)

Mr. Knackstedt moved, Mrs. Macfarlane seconded, and the Board voted unanimously to approve Item OAI-2 AB1200 Documents for Lodi Unified School District Employee Group: Confidential.

Item OAI-3 Improvement to the Confidential Salary Schedule

Mike McKilligan, Assistant Superintendent, Personnel, presented the improvement to the Confidential salary schedule for Board consideration.

No Board or public comments were received.

Mr. Knackstedt moved, Mrs. Macfarlane seconded, and the Board voted unanimously to approve Item OAI-3 Improvement to the Confidential Salary Schedule.

Item OAI-4 AB1200 Documents for Lodi Unified School District Employee Group: Management

Leonard Kahn, Chief Business Officer, presented the AB1200 documents for the Management employee group for Board consideration.

Mr. Porter stated his concern about the District creating income inequality between employee groups.

No public comments were received.

Mr. Nava moved, Mr. Neely seconded, and the Board voted to approve Item OAI-4 AB1200 Documents for Lodi Unified School District Employee Group: Management, by the following vote:

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

Motion Carried

Item OAI-5 Improvement to the Management Salary Schedule

Mike McKilligan, Assistant Superintendent, Personnel, presented the improvement to the management salary schedule for Board consideration.

Mr. Porter questioned the percentage amount of the stipend given to management in comparison to other employee groups.

No public comments were received.

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted to approve Item OAI-5 Improvement to the Management Salary Schedule, by the following vote:

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

Motion Carried

Item OAI-6 Approval of Amendment to the Chief Business Officer's Employment Contract Commencing September 4, 2018

Cathy Nichols-Washer, Superintendent, presented the amendment to the chief business officer's employment contract for Board consideration.

No Board comments were received.

Public Comments

Michelle Orgon, President, Lodi Education Association (LEA)

Mr. Nava moved, Mrs. Macfarlane seconded, and the Board voted to approve Item OAI-6 Approval of Amendment to the Chief Business Officer's Employment Contract Commencing September 4, 2018, by the following vote:

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

Motion Carried

Item OAI-7 Approval of Amendment to Superintendent's Employment Contract dated July 18, 2018

President Freitas, presented the amendment to superintendent's employment contract dated July 18, 2018 for Board consideration.

Mr. Heberle stated his concern about the widening salary gap.

The Board expressed their gratitude towards Dr. Washer for her guidance; especially during the last year.

Public Comments

Michelle Orgon, President, Lodi Education Association (LEA)
Branda Delatorre, Parent

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted to approve Item OAI-7 Approval of Amendment to Superintendent's Employment Contract dated July 18, 2018, by the following vote:

Ayes: Freitas; Knackstedt; Macfarlane; Nava; Neely
Noes: Heberle
Abstain: Porter
Absent: none
Motion Carried

Item OAI-8 Increase Classified Substitute and Certificated Substitute Pay Rates

Mike McKilligan, Assistant Superintendent, Personnel, presented the increase in classified substitute and certificated substitute pay rates for Board consideration.

Mr. Knackstedt questioned why the District doesn't cover the fingerprinting costs.

Public Comments

Cris Beach, Cafeteria Manager, Clairmont Elementary School

Mr. Nava moved, Mr. Knackstedt seconded, and the Board voted to approve Item OAI-8 Increase Classified Substitute and Certificated Substitute Pay Rates, by the following vote:

Ayes: Freitas; Heberle; Knackstedt; Macfarlane; Nava; Neely
Noes: Porter
Abstain: none
Absent: none
Motion Carried

Personnel Matters

Mike McKilligan, Assistant Superintendent, Personnel, presented Personnel Matters for Board consideration.

Mr. Nava moved, Mrs. Macfarlane seconded, and the Board voted unanimously to approve Personnel Matters.

Reports

Update on State Budget Adoption and COVID Funding

Leonard Kahn, Chief Business Officer, stated the California Legislature passed the state's 2021-2022 budget on June 14, 2021. He outlined the executive summary speaking about the 65% concentration funding, \$100 billion surplus, the economy, California's enrollment decline, and the Lodi USD enrollment decline.

Mr. Neely questioned educational funding and asked if Mr. Kahn had more information on the California Senate possibly paying off deferrals and paying down California State Teachers' Retirement System.

Mr. Kahn stated all discussions are still happening behind closed doors; however, a decision would need to be made early July.

Mr. Kahn continued his report by briefly explaining the COVID money funding and expenses. Discussion ensued.

No public comments were received.

School Improvement Plan Update

Robert Sahli, Assistant Superintendent, Curriculum/Instruction/Assessment, stated the School Improvement Plan was previously presented one year ago, one week prior to the COVID shutdown. He stated the report is broken down into three sections: Districtwide Support; Title I Support; and Focus Schools. Dr. Sahli introduced Rafael Ceja, Program Coordinator, Curriculum/Instruction/Assessment who continued to go over the report. Dr. Ceja described the Multi-Tiered Systems of Supports (MTSS) and the differences between each tier and presented the executive summary in detail. Dr. Sahli finished the presentation by going over funding details for Title I and Focus Schools.

Dr. Washer emphasized that staff is proposing that each school site will have the opportunity to develop their own School Improvement Plan which would be funded by the state and federal COVID relief money.

Mr. Neely stated the School Improvement Plan looks great for the school sites but would like for the District to go even further and provide more support for Title I families. He strongly encouraged the director of elementary education position be reinstated and requested the District to examine the chronic absentee problems.

Mr. Nava stated the key is having parents support education.

Mr. Porter questioned the plan for comprehension and how social and emotional learning is measured. Discussion ensued.

Mrs. Macfarlane commented on having ample and proper staffing at the sites and that equal parameters are given to sites while developing the plans. Discussion ensued.

Mr. Heberle asked if there are plans to expand the program to other schools within the District. Discussion ensued.

Public Comments

Michelle Orgon, President, Lodi Education Association (LEA)

Communications

Comments from Employee Group Representatives

Michelle Orgon, President, Lodi Education Association (LEA), spoke about summer school and thanked Board members for listening and taking quick action at the last Board meeting. She congratulated Savannah Head, senior at Lodi High who received the LEA Scholarship of \$1000.

Randy Cordoviz, President, California School Employees Association, Lodi, Chapter #77 (CSEA), spoke about the ongoing CSEA negotiations.

Comments from Board Members

Mr. Porter stated he was concerned about employee morale and the current wages of District employees and would like to see the salary schedules be more competitive.

No further Board comments were given.

Comments from the Superintendent

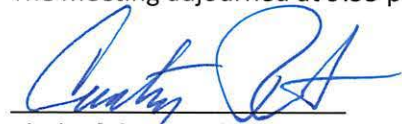
Dr. Washer had no further comments.

Board Advisory Committee Reports

No reports were presented.

Adjourn

The meeting adjourned at 9:55 p.m.



Clerk of the Board



President of the Board