



**Regular Meeting of the Board of Trustees
08/16/2021 07:00 PM**

Closed Session - 5:30 PM -- Open Session - 7:00 PM

Meeting Minutes

Printed : 8/27/2021 12:28 PM PT



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Board meetings are held in accordance with the Governor's Executive Order N-29-20, which suspends certain requirements of the Ralph M. Brown Act. At this time, in-person attendance for this meeting is limited to Board and Administration. These meetings will continue to be accessible to the public by internet or telephone as no physical meeting place will be provided. Meeting access and public comment instructions are provided below and on the LASD website.

Meeting Access Instructions - August 16, 2021

This meeting will be conducted via Zoom webinar. To register in advance for the webinar visit https://us02web.zoom.us/webinar/register/WN_vZX0uSGCSWehngurwwAuMw. After registering, you will receive a confirmation email with the information needed to join the webinar. Please note that images and/or audio of those participating in this meeting may be broadcast or recorded as part of the meeting.

Public Comment Opportunities

Public comment for closed session agenda items can be made via email at trustees@lasdschools.org. Emails are to be received no later than 10 minutes prior to the start of closed session. The comments will be received by the entire Board and will be recorded in the meeting minutes.

Public comment for open session agenda items can be made through the video conference meeting. To comment on an agenda item, members of the public should use the Raise Hand button during discussion of that item if using the Zoom app, or by pressing *9 if using your phone. Your name will be announced when it is your turn to speak. Prior to providing your comment please be sure your microphone is on. Requests received after public comment begins will not be accepted. We also encourage you to contact the entire Board by email at trustees@lasdschools.org.

The time for each agenda item is approximate.

Any person with a disability may request this agenda be made available in an appropriate alternative format or that the District make a reasonable modification or accommodation to allow them to participate in the meeting. A request for a disability-related modification or accommodation may be made to the Superintendent's Office (650-947-1152) at least two business days prior to the meeting date.

Attendees

Voting Members

Vaishali Sirkay, President

Steve Taglio, Vice-President

Jessica Speiser, Clerk

Bryan Johnson, Board Member

Non-Voting Members

Jeffrey Baier, Superintendent

Randy Kenyon, Assistant Superintendent, Business Services

A. CALL TO ORDER (5:30 PM)

Regular Meeting was called to order by Mrs. Sirkay at 5:32 p.m.

B. PUBLIC COMMENT ON CLOSED SESSION AGENDA

There were no requests for public comment on closed session agenda items.

C. ADJOURN TO CLOSED SESSION

The meeting adjourned to closed session at 5:32 p.m.

1. Anticipated Litigation
2. 10th Site Property Negotiations
3. Public Employee Performance Evaluation

D. RECONVENE TO OPEN SESSION (7:00 PM)

The meeting reconvened at 7:03 p.m.

Mrs. Sirkay announced a recording and live stream of this meeting is being made at the direction of the Board and this recording and live stream may capture images and sounds of those attending the meeting.

1. Roll Call

Mrs. Sirkay called the roll.

2. Pledge of Allegiance

Mrs. Sirkay asked those in attendance to stand and recite the Pledge of Allegiance.

3. Agenda Approval

Motion: Approve the agenda as presented.

Motion made by: Jessica Speiser

Motion seconded by: Steve Taglio

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

4. Closed Session Report

Mrs. Sirkay reported no action was taken in closed session.

5. Superintendent's Update

Mr. Baier shared the following report:

- A welcome back meeting for LASD staff was held this morning at Egan's amphitheater.
- Teacher professional development was held last week.
- Teachers attended staff meetings at their school site this afternoon to review the protocols in place this school year. A work day will be held tomorrow and students will be welcomed back to school on August 18.

E. CONSENT CALENDAR

Mr. Taglio requested moving the purchase order for Mentor Tutor Connection contained in agenda item E.2. Purchase Orders so it can be considered for approval under agenda item H.5. Mentor Tutor Connection Memorandum of Understanding.

Motion: Approve consent items E.1. through E. 8., with the amendment as discussed.

Motion made by: Steve Taglio

Motion seconded by: Jessica Speiser

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

1. Minutes of the May 24, June 1 and June 8, 2021 Regular Meetings and June 21, 2021 Special Meeting
2. Purchase Orders
3. 2021-22 Consolidated Application for Funding
4. Quarterly Report on Williams Uniform Complaints
5. Lozano Smith Agreement for Legal Services, 2021-22
6. Interdistrict Transfer Denial #21/22-03
7. Personnel Action

Certificated

1. Permanent staff, effective August 16, 2021

1.1 Taryn Almstead

1.2 Sarah Babcock

1.3 Jessica Berridge

1.4 Morgan Chadwick

- 1.5 Joanna Dahl Cano
- 1.6 Colleen Farley
- 1.7 Jessica Farley
- 1.8 Jennie Fordyce
- 1.9 Alicia Fuller
- 1.10 Dana Hardester
- 1.11 Anna Kim
- 1.12 Mary Lasalle
- 1.13 Katheryn McGinnis
- 1.14 Pierre Pasturel
- 1.15 Julia Pressma
- 1.16 Rachel Selincourt
- 1.17 Jennifer Walker
- 1.18 Carly Wilcox
- 1.19 Janine Wulfsohn

2. Employment

- 2.1 Adriana Andres, 1.000 Elementary Teacher
Effective: August 16, 2021
Salary: Column I, Step B plus advanced degree
- 2.2 Ann Chavez, 1.000 Special Education Teacher
Effective: August 16, 2021
Salary: Column IV, Step O plus advanced
- 2.3 Cynthia Downey, 1.000 School Psychologist
Effective: August 16, 2021
Salary: Step 9 plus 2nd advanced degree
- 2.4 Ashia Lance, .400 School Psychologist
Effective: August 16, 2021
Salary: Step 9
- 2.5 Stacy La Duke, 1.000 Academic Counselor
Effective: August 16, 2021
Salary: Column IV, Step O plus advanced degree
- 2.6 Jason Locsin, 1.000 Music Teacher
Effective: August 16, 2021
Salary: Column III, Step N
- 2.7 Allyson Penner, 1.000 Elementary Teacher
Effective: August 16, 2021
Salary: Column II, Step G
- 2.8 Niketha Shetty, 1.000 Math Teacher
Effective: August 16, 2021
Salary: Column III, Step F

3. Request for Leave of Absence Without Pay

- 3.1 Melanie deMonet, 1.000 Elementary Teacher
Reason: Medical
Effective: 2021-22 School Year
- 3.2 Joan Marie O'Dell, 1.000 Elementary Teacher
Reason: Personal
Effective: 2021-22 School Year

4. Resignation

- 4.1 Brian Conte, 1.000 Elementary Teacher
Reason: Personal
Effective: June 9, 2021

- 4.2 Julia Cox, 1.000 Elementary Teacher
Reason: Personal
Effective: June 9, 2021
- 4.3 Noirin Foy, 1.000 Instructional Support Teacher
Reason: Personal
Effective: June 9, 2021
- 4.4 Abby Laucella, 1.000 Elementary Teacher
Reason: Personal
Effective: June 9, 2021
- 4.5 Debarati Sen, 1.000 Special Education Teacher
Reason: Personal
Effective: June 9, 2021
- 4.6 Rachel Slotnick, .500 Music Teacher
Reason: Relocation
Effective: June 9, 2021

Classified

1. Employment

- 1.1 Michael Chen, Instructional Assistant, Special Education
(former Instructional Assistant, I)
Effective: August 17, 2021
Salary: Range 29, Step 5
- 1.2 Marcus Coleman, Behavior Intervention Tech I
(former Instructional Assistant, Special Education)
Effective: August 17, 2021
Salary: Range 52, Step 6
- 1.3 Shilpi Dhingra, School Office Clerk
(former Instructional Assistant, I)
Effective: August 16, 2021
Salary: Range 15, Step 8
- 1.4 Deandra Hernandez, Instructional Assistant, Special Education
(former Instructional Assistant, I)
Effective: August 17, 2021
Salary: Range 29, Step 8
- 1.5 Jacqueline Juarez, Behavior Intervention Tech I
Effective: August 17, 2021
Salary: Range 52, Step 6
- 1.6 Sally Kam, School Office Clerk
Effective: August 16, 2021
Salary: Range 15, Step 8
- 1.7 Henia Kamil, Instructional Assistant, I
Effective: August 18, 2021
Salary: Range 1, Step 8
- 1.8 Michele Landrith, Library Specialist
(former School Office Clerk)
Effective: August 18, 2021
Salary: Range 52, Step 8
- 1.9 Elyah Montejo, Behavior Intervention Tech I
Effective: August 17, 2021
Salary: Range 52, Step 6
- 1.10 Dolores Padilla, Family Engagement Facilitator
(former Instructional Assistant, I)
Effective: August 18, 2021
Salary: Range 52, Step 8

- 1.11 Jeannette Ring, Library Specialist
(former Instructional Assistant, I)
Effective: August 18, 2021
Salary: Range 52, Step 8
- 1.12 Alexzandra Romo, Instructional Assistant, Special Education
Effective: August 17, 2021
Salary: Range 29, Step 4
- 1.13 Amairany Santos, Instructional Assistant, Special Education
(former Instructional Assistant, I)
Effective: August 17, 2021
Salary: Range 29, Step 8
- 1.14 Adrienne Smith, Instructional Assistant, I
Effective: August 18, 2021
Salary: Range 1, Step 8
- 1.15 Kaylee Wademan, Special Education Secretary
(former Instructional Assistant, Special Education)
Effective: June 21, 2021
Salary: Range 52, Step 8
- 1.16 Mary Ann Williams, Library Specialist
(former Instructional Assistant, I)
Effective: August 18, 2021
Salary: Range 52, Step 8
- 1.17 Addie Zwijsen, Noon Duty
Effective: August 18, 2021
Salary: \$20.00 per hour

2. Resignation

- 2.1 Poonam Aggarwal, Instructional Assistant, I
Reason: Personal
Effective: June 9, 2021
- 2.2 Arezou Bahman, Instructional Assistant, I
Reason: Personal
Effective: June 9, 2021
- 2.3 Terri Bottari, Instructional Assistant, Special Education
Reason: Personal
Effective: July 23, 2021
- 2.4 Fabienne Furcatte, Instructional Assistant, Special Education
Reason: Personal
Effective: July 11, 2021
- 2.5 Briana Gibson, Behavior Intervention Tech I
Reason: Relocation
Effective: July 9, 2021
- 2.6 Julie Hall, Instructional Assistant, Special Education
Reason: Personal
Effective: June 9, 2021
- 2.7 Thomas Herena, Therapeutic Services Specialist
Reason: Personal
Effective: July 9, 2021
- 2.8 Andrea Lorincz, Instructional Assistant, I
Reason: Relocation
Effective: June 9, 2021
- 2.9 Manuel Molina, Instructional Assistant, Special Education
Reason: Relocation
Effective: June 9, 2021

- 2.10 Cathy Nguyen, Instructional Assistant, Special Education
Reason: Personal
Effective: June 9, 2021
- 2.11 Eunice Rafael, Instructional Assistant, Special Education
Reason: Family Rearing
Effective: June 9, 2021
- 2.12 Lucero Rios, Instructional Assistant, Special Education
Reason: Personal
Effective: June 9, 2021
- 2.13 Javier Soto Gallegos, Behavior Intervention Tech I
Reason: Education
Effective: July 9, 2021
- 2.14 Dana Torok, Instructional Assistant, I
Reason: Personal
Effective: June 9, 2021
- 2.15 Erika Velasquez Trejo, Behavior Intervention Tech I
Reason: Relocation
Effective: June 9, 2021
- 2.16 Grace Waldo, Instructional Assistant, Small Group Support
Reason: Personal
Effective: July 23, 2021
- 2.17 Noah Williams, Noon Duty
Reason: Relocation
Effective: June 9, 2021

Supervisors

1. Employment

- 1.1 Trina Guillen, 1.000 Behaviorist
Effective: August 2, 2021
Salary: Range A, Step 7 plus advanced degree and BCBA
- 1.2 Makenzie Welch, .400 Behaviorist
Effective: August 2, 2021
Salary: Range A, Step 8 plus advanced degree and BCBA

2. Request for Leave of Absence Without Pay

- 2.1 Kathryn Spenader, 1.000 Behaviorist
Reason: Child Rearing
Effective: August 1, 2021

F. EMPLOYEE REQUESTS TO ADDRESS THE BOARD

1. Los Altos Teachers Association

Kate Schermerhorn, LATA President, shared the following report:

- Teachers are excited to be back and were happy to reconnect with each other at the welcome back meeting this morning. They are also looking forward to bringing that excitement to their classrooms when they welcome students back to school.
- Thanked Mrs. Sirkay for attending this morning's meeting and welcoming teachers back.
- LATA is looking forward to continuing the strong partnership with LASD and the community.

2. California School Employees Association

No report was made from the California School Employees Association.

G. COMMUNITY COMMENTS

There were no requests for public comment.

H. ACTION/DISCUSSION ITEMS

1. 2021-22 School Preparations

Mr. Baier presented the COVID-19 protocols in place for staff and students for the upcoming school year.

The California Department of Education, California Department of Health and AB 130 all urge school districts to prioritize safe, in-person learning. An Independent Study option will be offered for students with medical reason who do not wish to return to in-person learning. An overview of the Independent Study program was shared.

Mr. Kenyon reported the majority of school maintenance projects planned for completion during the summer have been rescheduled for the Thanksgiving and/or winter break due to either material shortages or staffing issues with the contractors. All scheduled flooring repairs were completed over the summer.

Kevin Ball, Melissa Sobel, Jacob Sobel and Michelle Bielak provided public comment.

The Board directed staff to revise the mask requirement to both indoors and outdoors for all students and staff.

2. Public Hearing: BP/AR 6158, Independent Study

Mr. Baier reported the changes to the Independent Study program for the 2021-22 school year required updates to the board policy and administrative regulation. The updated policy was presented for review. A public hearing is required prior to approval.

The public hearing opened at 8:30 p.m. There were no requests for public input and the hearing was immediately closed.

3. Board Policy Approval: BP/AR 6158, Independent Study

Motion: Approve the revisions to BP/AR 6158, Independent Study, as presented.

Motion made by: Jessica Speiser

Motion seconded by: Steve Taglio

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

4. Overview of the 2021-22 State Budget

Mr. Kenyon shared an overview of the adopted 2021-22 state budget and the impacts on LASD, as well as the new programs included in the budget.

The Unaudited Actuals will need to be approved and submitted to the Santa Clara County Office of Education prior to September 15, 2021. To meet this requirement, a special meeting will be needed on September 13, 2021.

5. Mentor Tutor Connection Memorandum of Understanding

Mr. Baier presented an MOU with Mentor Tutor Connection for approval. This MOU will remain in place for the duration of the relationship between LASD and Mentor Tutor Connection.

The purchase order moved from the Consent Calendar is a requested donation from Mentor Tutor Connection in the amount of \$7,500 to help cover their administrative costs.

Motion: Approve the Memorandum of Understanding with Mentor Tutor Connection, as presented.

Motion made by: Jessica Speiser

Motion seconded by: Steve Taglio

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

Motion: Approve the P.O. with Mentor Tutor Connection.

Motion made by: Steve Taglio

Motion seconded by: Jessica Speiser

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

6. Amendment to Employment Agreements

Mrs. Sirkay reported in recognition of the performance of work duties during non-work days during the 2020-2021 school year related to Covid-19 investigations, reporting, safety mitigation implementation, and restructuring of school and program operations, the Superintendent; Assistant Superintendent, Curriculum and Instruction; and Assistant Superintendent, Business Services shall receive a one-time stipend equal to five percent (5%) of their base salary for the 2020-2021 school year. The purpose of this stipend is to compensate for these additional work requirements and activities related to Covid-19 within the scope of job responsibilities.

Motion: Approve the amendments to the Employment Agreement for the Superintendent; Assistant Superintendent, Curriculum and Instruction; and Assistant Superintendent, Business Services, as presented.

Motion made by: Jessica Speiser

Motion seconded by: Steve Taglio

Voting:

Vaishali Sirkay - Yes

Steve Taglio - Yes

Jessica Speiser - Yes

Bryan Johnson - Yes

7. Board Policy Updates

Mr. Baier presented updates to board policies, administrative regulations and board bylaws for review.

Board input was taken on additional changes to the following policies:

- BP 4119.22/4219.22/4319.22, Dress and Grooming
- BP 4119.24/4219.24/4319.24, Maintaining Appropriate Adult-Student Interactions
- BP 5131, Conduct
- BP/AR 5131.2, Bullying

Mr. Johnson noted that some language in BP/AR 5121, Grades/Evaluation of Student Achievement does not correlate with LASD's use of standards-based grading with identifying students who are failing. The policy also does not contain ramifications if students do not submit missing assignments. A presentation was requested at a future meeting on what has been learned since standards-based grading was implemented.

Approval of these updates with noted changes will take place at the next regular meeting.

- a. BP/AR 3515, Campus Security
- b. BP 4033, Lactation Accommodation
- c. BP/AR 4118, Dismissal/Suspension/Disciplinary Action
- d. BP 4119.22/4219.22/4319.22, Dress and Grooming
- e. BP 4119.24/4219.24/4319.24, Maintaining Appropriate Adult-Student Interactions
- f. BP/AR 4218, Dismissal/Suspension/Disciplinary Action
- g. BP/AR 5121, Grades/Evaluation of Student Achievement
- h. BP 5131, Conduct
- i. BP/AR 5131.2, Bullying
- j. BP/AR 5132, Dress and Grooming
- k. BP/AR 5142, Safety
- l. BP/AR 6142.2, World Language Instruction
- m. BP/AR 6143, Courses of Study
- n. BP 6154, Homework/Makeup Work
- o. BP/AR 6174, Education for English Learners
- p. BP 6179, Supplemental Instruction

q. BP/AR 7140, Architectural and Engineering Services

8. Board Policy Deletions

Mr. Baier presented board policies, administrative regulations and board bylaws for deletion. Approval of these deletions will take place at the next regular meeting.

- a. BP/AR 0420.1, School-Based Program Coordination
- b. BP 0420.2, School Improvement Program
- c. AR 4117.4, Dismissal
- d. AR 6154, Homework/Makeup Work
- e. BB 9221, Recruiting New Board Members
- f. BB 9271, Code of Ethics
- g. BB 9300, Governance
- h. BB/AR 9311, Board Policies
- i. BB 9312, Board Bylaws
- j. BB 9313, Administrative Regulations
- k. BB 9314, Suspension of Policies, Bylaws, Administrative Regulations

I. BOARD AND ADMINISTRATION COMMENTS

Mr. Kenyon:

- Reminder of the special meeting on September 13, 2021.

Mr. Baier:

- Sending out the organization email regarding vaccination status.
- Looking forward seeing board members on the first day of school to welcome students back to school.

Mr. Johnson:

- Nothing to report at this time.

Mr. Taglio:

- Nothing to report at this time.

Ms. Speiser:


- Nothing to report at this time.

Mrs. Sirkay:

- Enjoyed the staff welcome back event earlier today.

J. ADJOURN

The meeting adjourned at 9:06 p.m.



Jeffrey Baier, Secretary to the Board of Trustees



Jessica Speiser, Clerk