



San Ramon Valley Unified School District
699 Old Orchard Drive, Danville
925.552.2933 * www.srvusd.net



SPECIAL BOARD OF EDUCATION MEETING – VIRTUAL
June 29, 2020

8:30 AM Closed Session

9:00 AM Open Session

Greg Marvel, President

Mark Jewett, Vice-President
Susanna Ordway, Clerk

Ken Mintz, Member
Rachel Hurd, Member

1.0 Call to Order

2.0 Attendance

3.0 Acceptance of Closed Session Agenda and Public Comment

4.0 Closed Session Agenda

- 4.1 Conference with Labor Negotiator – Agency Keith Rogenski
Assistant Superintendent, Human Resources
 - a) SRVEA, CSEA, SEIU

5.0 Adjournment

6.0 Pledge of Allegiance/Attendance

Acceptance of Open Session Agenda and Public Comment

7.0 Action Items/Public Hearings

- 7.1 Consideration of Adoption of Resolution No. 94/19-20, Elimination and/or Reduction of Classified Positions
- 7.2 Consideration of Adoption of Resolution No. 95/19-20, Denouncing Racism and Supporting Equity, Safety and Well-Being of Black People

Adjournment

Pursuant to Executive Order of the Governor, and in order to adhere as closely as possible to the Order of the Health Officer of Contra Costa County, the Board Meeting will not be open to personal attendance to the public. The meeting will be live-streamed on the SRVUSD YouTube Channel at SRVUSD Board or at the following link: https://www.srvusd.net/district/board_meetings.

Public comment on the action item can be made electronically by email to cfischer@srvusd or by fax (925-838-3147). All such comments that are within the District’s jurisdiction will be read aloud at the meeting up to a three minute limit per speaker. Any individuals with disabilities requesting reasonable accommodation or modification of the meeting procedure so as to be able to watch the live feed of the Board meeting may contact Cindy Fischer at cfischer@srvusd.net

*In compliance with Brown Act regulations, this agenda was posted more than 24 hours before the noted meeting.
Cindy Fischer, Executive Assistant*

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
699 Old Orchard Drive, Danville, CA 94526

DATE: June 29, 2020

**TOPIC: CONSIDERATION OF ADOPTION OF RESOLUTION NO. 94/19-20,
ELIMINATION AND/OR REDUCTION OF CLASSIFIED POSITIONS**

DISCUSSION:

The District uses a variety of funding sources, including base revenues allocated to it by the state under the Local Control Funding Formula (LCFF) and external sources, including funds generated through the San Ramon Valley Education Foundation and its school-based affiliates, Parent Teachers Associations, boosters groups, and other miscellaneous locally-generated donations, to fund basic and supplemental employee services, including those provided by classified employees, in support of student learning.

The economic impact of the COVID 19 on the world, national and state economy this Spring has compromised the financial strength and stability of the District starting in the 2020-2021 school year. Moreover, it compromised the ability of some groups to raise external funds frequently used to enhance and enrich programs for students this past Spring and may do so into next school year and beyond. For these reasons, the District asked school and affiliate group leaders to reexamine the funding commitments which had been made in February to staff supplemental employee services in 2020-2021, including classified services, to determine whether existing external funds/reserves could support those commitments, and to revise those commitments where necessary if existing funds could not support them. The revised commitments, which were submitted to the District earlier this month, significantly reduced staffing needs for supplemental employee services, including classified employee services, for next school year. In addition, there may be significantly less need to staff our elementary and middle schools with noon duty personnel for next school year depending upon the manner in which schools open in August. Accordingly, certain classified employee services need to be reduced for the 2020-2021 school year.

Under the Education Code, the District may layoff classified employees due to lack of work or lack of funds. Such action is a result of a bonafide need to reduce or eliminate services necessary to meet program needs and/or to adjust to reduced funding. Upon approval of the attached Resolution and the completion of negotiations with CSEA, which are pending, affected employees will receive written Notice of Layoff and be informed of their employment rights associated with this action. Layoffs shall become effective no less than sixty (60) calendar days from receipt of the Notice.

Resolution No. 94/19-20 identifies the specific impact to implement the needed staffing reduction in classified services.

RECOMMENDATION:

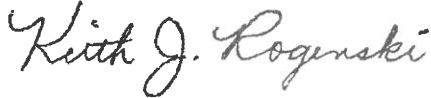
Adopt Resolution No. 94/19-20 in the matter of the Elimination and/or Reduction of Classified Positions for the 2020-21 School Year.

BUDGET IMPLICATIONS:

Upon full implementation, this action will reduce the expenditures of base/general funds by approximately \$192,600 per year and external funds by approximately \$1,903,900 per year.



Nancy Gamache
Director, Human Resources



Keith Rogenski
Assistant Superintendent
Human Resources



Rick Schmitt
Superintendent

Item Number

7.1

**RESOLUTION NO. 94/19-20
ELIMINATION AND/OR REDUCTION OF CLASSIFIED POSITIONS**

WHEREAS, the projected revenues from external or categorical sources or general funds of this District for certain classified positions will be eliminated and/or reduced for the 2020-2021 school year, and

WHEREAS, the projected number of available positions for certain classified classifications will be eliminated and/or reduced to meet specific program needs, and

WHEREAS, such reduced revenues and program changes do not provide sufficient funds to retain all current employees in affected classifications, and

WHEREAS, such reduced, limited or discontinued income from external or categorical sources or general funds require that certain classified positions be eliminated and/or reduced;

NOW, THEREFORE, BE IT RESOLVED that the following classified services are hereby eliminated and/or reduced.

**LAYOFF-ELIMINATION AND/OR REDUCTION OF
CLASSIFIED POSITIONS**

<u>CLASSIFICATION</u>	<u>FTE – REDUCE/ELIMINATE</u>
Attendance Technician	0.5000
Campus Monitor	3.2870
Classroom Paraeducator	25.5370
College & Career Coordinator	0.7317
General Office Clerk	0.9068
Instructional Assistant	7.9125
Library Media Coordinator	2.5225
Music Instructional Assistant	0.8500
Noon Duty Supervisor/Unit	8.7128
Primary Intervention Paraeducator	0.4875
School Office Assistant	0.3000
Senior Primary Intervention Paraeducator	0.1125
School Technology Instructional Assistant	3.1665
TOTAL	55.0268

BE IT FURTHER RESOLVED that the District Administration be directed to notify the employees affected by this action in accordance with District procedure.

PASSED AND ADOPTED by the Governing Board of the San Ramon Valley Unified School District in Contra Costa County this 29th day of June, 2020 by the following vote,

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
699 Old Orchard Drive, Danville, California 94526

6/29/20
Page 5 of 8
Item 7.1

TO-WIT: AYES:
 NOES:
 ABSENT:
 ABSTAINED:

I hereby certify THAT THE FOREGOING Resolution was duly and regularly introduced, passed and adopted by the Governing Board of the San Ramon Valley Unified School District of Contra Costa County at the regular meeting of said Board held on the 29th day of June, 2020.

Rick Schmitt
Secretary to the Board of Education of the
San Ramon Valley Unified School District,
Contra Costa County, State of California

SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
699 Old Orchard Drive, Danville, CA 94526

DATE: July 29, 2020

**TOPIC: CONSIDERATION OF ADOPTION OF RESOLUTION NO. 95/19-20,
DENOUNCING RACISM AND SUPPORTING EQUITY, SAFETY AND
WELL-BEING OF BLACK PEOPLE**

DISCUSSION: In light of recent events in the United States that provide stunning reminders of the racism, injustices, and inequalities that persist in our society, the Board of Education will consider a Resolution denouncing discrimination, racism, and anti-Black sentiment and affirming its commitment to the safety and well-being of our Black community and in combating hate crimes and biases in our government systems, including our own District.

RECOMMENDATION: Staff recommends the Board adopt Resolution No. 95/19-20, Recognition of Fund Education Now Week

BUDGET IMPLICATIONS: None



Rick Schmitt
Superintendent

7.2 Item Number

**SAN RAMON VALLEY UNIFIED SCHOOL DISTRICT
699 Old Orchard Drive, Danville, California 94526**

**RESOLUTION NO. 95/19-20 DENOUNCING RACISM,
AND SUPPORTING EQUITY, SAFETY AND WELL-BEING OF BLACK PEOPLE**

WHEREAS, the San Ramon Valley Unified School District (SRVUSD) desires to provide a physically and social emotionally safe school environment that allows all students equal access and opportunities in the district's academic and other educational support programs, services, and activities. The Board of Education prohibits discrimination, including discriminatory harassment, intimidation, and/or bullying of any student, based on actual or perceived characteristics of race or ethnicity, color, nationality, national origin, immigration status, ethnic group identification, age, religion, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or any other characteristic identified in Education Code 200 or 220, Penal Code 422.55, or Government Code 11135, or based on association with a person or group with one or more of these actual or perceived characteristics;

WHEREAS, we value and teach equity, diversity and inclusion. The SRVUSD Priorities and Framework for Excellence elevates goals of equity, and we actively teach our students conflict resolution, to communicate their own feelings of injustice without prejudice, and to be upstanders in their community;

WHEREAS, we believe that silence and inaction perpetuate injustice, bias, and racism;

WHEREAS, recent events in the United States remind us that hundreds of years of prejudices, injustices, and inequalities are embedded in our societies, from social structures to institutions to cultures to individuals. Decades of civil rights legislation and education have not obliterated racism, and its breadth has a negative impact on the safety, health, and well-being of Black individuals, families, and communities;

WHEREAS, it has been documented that the COVID-19 pandemic has taken an inequitable and disproportionate physical, mental, and financial toll on Black and Brown communities;

WHEREAS, the systemic inequities in our nation have again been exposed and our hearts are heavy as we witness a succession of killings of Black individuals by government entities that validates generations of Black voices expressing this overarching inability to protect themselves, their families, and communities;

WHEREAS, ensuing events derive from an accumulation of desperation in the Black community that reflects the hopelessness for equal access to constitutional protections and rights for themselves, their families, and communities;

WHEREAS, Black community members continue to report that they regularly experience micro aggressions, racial profiling, hate incidents, and racial bias in all systems they encounter, including our school district;

WHEREAS, we recognize that discrimination, bias, and racist incidents negatively affect the mental health and in turn the academic outcomes of Black students;

WHEREAS, we recognize that there are employees and students who have felt harmed and who want the Board to take immediate action;

WHEREAS, despite a long record of extensive interventions to promote successful outcomes for all students, an equity gap still exists among SRVUSD students, most notably Black and Brown students;

NOW, THEREFORE, BE IT RESOLVED, that the SRVUSD Board stands firmly against bigotry, prejudice, discrimination and inequity in all forms, both institutional and individual; As protests surge in local communities and beyond, the SRVUSD Board wishes to affirm its commitment to the well-being and safety of Black community members and let them know they are not alone;

1. SRVUSD denounces discrimination and racism against Black people. We will not tolerate racist treatment of any members of our community, and we will speak out against racism and systemic oppression in our society to help stop the spread of bigotry.

2. SRVUSD joins cities, counties, and states across the country in affirming its commitment to the safety and well-being of Black community members and in combating hate crimes and biases in our government systems.

3. SRVUSD will increase its efforts to provide a safe and welcoming school environment for all students and staff, and will work with the City of San Ramon, Town of Danville, and Alamo community.

4. SRVUSD will confront the biases in our own school district and actively engage in the challenging work of dismantling the problematic practices that are limiting the opportunities for our Black and Brown students.

PASSED AND ADOPTED by the following called vote this 29 day of June, 2020.

AYES:

NOES:

ABSENT:

ABTAINED:

Rick Schmitt
Secretary to the Board of Education of the
San Ramon Valley Unified School District
of Contra Costa County, State of California