



BENICIA UNIFIED SCHOOL DISTRICT  
GOVERNING BOARD

Notice of Regular Meeting  
February 17, 2022 6:00 PM

Benicia Unified School District Board Room 350 East K Street Benicia, CA 94510. This meeting will be in-person and masks are mandatory. For those not in-person, we will continue to Livestream and it will be recorded via the BUSD YouTube channel.

**Attendance Taken at 6:03 PM:**

Present:

Diane Ferrucci  
CeCe Grubbs  
Mark Maselli  
Gethsemane Moss  
Sheri Zada

**1. CALL TO ORDER - 6:00 p.m.**

Minutes:

President Zada called the meeting to order at 6:02pm.

**2. ROLL CALL**

**3. PUBLIC COMMENT ON CLOSED SESSION ITEMS**

Minutes:

There were no public comments for closed session.

Quick Summary:

**4. CLOSED SESSION - 6:00 P.M.**

Minutes:

The meeting adjourned to closed session at 6:03pm.

**4.1. Public Employment/ Action/ Appointment/ Discipline/ Dismissal/  
Evaluation / Release / Superintendent Search**

Rationale:

Dr. Khushwinder Gill will present the Personnel Action List to the Board.

## **4.2. Conference with Labor Negotiators**

Rationale:

The Governing Board will conference with Labor Negotiator, Dr. Khushwinder Gill, regarding Employee Organizations BTA, CSEA and unrepresented groups.

## **4.3. Individual Student Matter(s)/ Student Need(s)**

Rationale:

The Governing Board will discuss student matters in the case of

The Education Code requires Closed Session in these cases to prevent the disclosure of confidential student information.

## **5. RECONVENE TO OPEN SESSION - 7:00 P.M.**

Minutes:

The meeting reconvened to open session at 7:06pm.

### **5.1. Report on Closed Session Items**

Minutes:

There was nothing to report from closed session.

### **5.2. Announcement**

Quick Summary:

This meeting is recorded for livestreaming and archiving on the District YouTube channel at: <https://www.youtube.com/c/beniciaunifiedschoolsdistrict> for your convenience.

## **6. PLEDGE OF ALLEGIANCE**

Minutes:

Pledge of Allegiance was led by President Zada.

## **7. APPROVAL OF AGENDA**

**Motion Passed:** Approval of Agenda as presented Passed with a motion by Mark Maselli and a second by Diane Ferrucci.

Yes Diane Ferrucci

Yes CeCe Grubbs

Yes Mark Maselli

Yes Gethsemane Moss

Yes Sheri Zada

## **8. HIGHLIGHT: 2021-22 Employee of the Year Recognition**

Minutes:

President Zada introduced Dr. Gill, Assistant Superintendent of Human Resources to speak about the Employees of the Year recognition. Dr. Gill then had the pleasure of introducing each principal and director who shared a few words in recognition of each of their classified and certificated employee of the year recipients.

The 2021-22 honorees are:

### **Benicia High School**

Megumi Sakamoto, Certificated  
Megan Segle, Classified

### **Benicia Middle School**

Bonnie Ramirez, Certificated  
Amber Kelly, Classified

### **Mary Farmer Elementary**

Chelsea Masters, Certificated  
Peter Sharpe, Classified

### **Joe Henderson Elementary**

Mandy Esteban, Certificated  
Ceri Anne Granger, Classified

### **Liberty High School**

Kathleen Sauter, Certificated  
Brenda Weiss, Classified

### **Robert Semple Elementary**

Michelle Benki Chapman, Certificated  
Maria Marroquin Asecencio, Classified

### **Matthew Turner Elementary**

Michelle Gomez, Certificated  
Rebecca Deleon, Classified

### **District Office Classified**

Michelle Baldwin

### **Management Employee of the year**

Michelle (Shelley) Million

### **District-Wide Employee of the year**

Bonnie Ramirez, Certificated  
Peter Sharpe, Classified

## **9. REPORTS - (NO ACTION REQUIRED)**

### **9.1. Student Reports**

Minutes:

There were no students present this evening.

### **9.2. Superintendent Report**

Minutes:

Dr. Young welcomed everyone tonight. He shared a couple of quick things one being BHS welcoming eighth graders in groups for an incoming ninth grade orientation. He was very impressed by the organization of the event. One of the things that stood out for him was that Principal Kleinschmidt reached out to current ninth graders to see who would like to partner and welcome the eighth graders and she had around 100 kids volunteered. The other thing he wanted to point out tonight is that he knew we had some speakers present this evening and that we had received a number of emails today. He just wanted to note that he knows it is difficult, it has been a long road with the pandemic, a long and tiring road for all of us. With that said, the one thing he emphasized was that on February 28th, which is seven instructional days away, Dr. Mark Gahly, Secretary of the California Health & Human Services Agency will be making an announcement regarding the possibility of lifting mask for schools and we will be waiting until then to find out what the announcement is.

### **9.3. Board Reports**

Minutes:

Trustee Ferrucci informed us that last time that she shared with us she spoke about the potential of the changes and adjustments to the Valero meeting. They have adjusted their Bylaws so there will now be six meetings per year instead of four. The meeting that she thought was very good and hoping the community will participate will now be available twice a year for the community in December and June. Further information can be found on the Valero website or on the Benicia City Website. The Benicia Fire Department maintain a whole section with this information on it. She also shared they have had LCAPitan meetings and knew that Dr. Beatson will be providing good information to us. The other thing that she did was that she zoomed in as a participant on the Solano County of Education Board meeting last week. Trustee Ferrucci expressed that she was a little upset and disappointed at the board leadership and their conduct during the meeting. With that being said, she expressed that she is very proud of the colleagues that she serves with on our Board because you do not talk to your colleagues that way. There was a lot of inappropriate behavior and interaction and it did not fare well for the community to be witnessing to that, it was quite disturbing. One of the people that they did have on was Dr. Matyas, our county Public Health Official and she was very appreciative of the information that he shared about the virus, and his position and what he felt about children and the idea of mask. So with that said Trustee Ferrucci requested a special meeting to take place before February 28 announcement for us to be fully

prepared. With that, President Zada moved on to Comments from Members of the Public.

## **10. COMMENTS FROM MEMBERS OF THE PUBLIC**

Minutes:

All following comments this evening were in favor of lifting the mask mandate prior to the Governor's announcement on February 28, 2022:

Because of a mistake on the website, Trustee Ferrucci read two public comments that were attempted to be left via the voicemail line no longer in place from Natalie Heckaman, third generation Benician and mother of 2 children in BUSD and Susanne E. Johnson, retired Vacaville Police Department.

Brian Boe

Amber Clemons

Leah Mojito

Julia Ecker

Nicole Wasko-Opperman

Greg Thomas

Jason Brink

Kathleen Smith

Andrew Miller

Cameron Waggner

Kasey Waggner

Bertha Moll

Bruce Macleod-spoke about the book banning's.

Quick Summary:

PLEASE NOTE: BUSD has moved to in-person Board meetings. We ask that members of the public, who wish to attend, including those who wish to address the board, wear a mask over their nose and mouth at all times. All functions of the Board meeting, including public comments, will take place in person. Members of the public may address the Board at a regular meeting on any item within the Board's jurisdiction. Speaker cards are available on the entrance table. Please note the item you wish to speak to and submit a card to the Board Secretary. The Board President will call all the "open session" general comments (Gov. Code Section 54954.3) during the public comment item. Comments for items on the agenda will be called during the specific item. Comments are limited to no more than three minutes per speaker or the board may limit the total time to 20 minutes per item with the timer displayed on the monitors. By law, no action may be taken on any item raised during the public comment periods and matters may be referred to staff for placement on a future agenda of the Governing Board. Please be reminded to keep your comments respectful as students may be watching the board meeting, thank you.

## **11. CONSENT CALENDAR - ACTION ITEMS**

**Motion Passed:** Approval of the Consent Calendar as presented Passed with a motion by Diane Ferrucci and a second by Gethsemene Moss.

Yes Diane Ferrucci

Yes CeCe Grubbs  
Yes Mark Maselli  
Yes Gethsemane Moss  
Yes Sheri Zada

#### Quick Summary:

All matters listed under the Consent Calendar are considered by the Board to be routine and will be approved by the Board in one motion. There will be no discussion on these items unless members of the Board, staff or public request specific items to be pulled and discussed.

#### **11.1. Minutes for the Meetings of: February 3, 2022**

#### **11.2. Approval of Personnel Action List**

### **12. INFORMATIONAL/NON-CONSENT ACTION ITEM**

#### **12.1. Consideration and Approval of Superintendent Search Firm Proposal/Contract**

##### Rationale:

Board President Sheri Zada will provide the Governing Board and members of the public the opportunity to hear presentations from consultants from Leadership Associates and McPherson & Jacobson LLC in order to make the selection of the search firm that will be guiding the District in the Superintendent search process.

##### Minutes:

Both McPherson & Jacobson LLC and Leadership Associates were here this evening to make presentations to the board as to their handling of a Superintendent search for consideration. Trustees as sampled below to each of the firm consultants and questions posed various questions and responses can be viewed on the livestream recording.

##### **McPherson & Jacobson L.L.C. Questions/answers**

what is your process for getting a diverse candidate pool? Do you reach out of state as well?

Are you the ones that will be guiding us?

Background checks are conducted on every candidate that meets the criteria.

What will be the impact on our administrative assistant?

They do the heavy lifting.

Final Cost-Advertising may be an additional charge. Charge is the maximum.

Can we request a minimum number of candidates and can all documents submitted can be read.

If no one in the first round works out, a second round is conducted no charge except for expenses.

Brown Act guidance closed session items are interview questions and contract detail everything else is open.

What kind of a background check to do you do and can we get the information to review.

Connection between CSBA and McPherson. CSBA choose McPherson

Elaborate on role

Please describe your screening processes?

### **Leadership Associates-**

Diverse candidate pool

Both consultants present tonight would be the ones handling the search.

Background checks are conducted on all candidates everything is shared in detail. There is a box that candidates have check to be open to that.

Communication with and through admin assistant

Setting up stakeholder groups/meetings

All-inclusive fee out of state travel expenses are at the board discretion.

Can we request a minimum number of candidates?

Policy of second round of candidates only cost of advertising.

Brown Act they offer complete guidance to the Board.

**Motion Failed:** A motion was made by Trustee Ferrucci for the approval of the Leadership Associates proposal/contract Failed with a motion by Diane Ferrucci and a second by Sheri Zada.

Yes Diane Ferrucci

No CeCe Grubbs

No Mark Maselli

No Gethsemane Moss

Yes Sheri Zada

**Motion Passed:** Approval of the McPherson & Jacobson L.L.C proposal/contract Passed with a motion by Mark Maselli and a second by CeCe Grubbs.

No Diane Ferrucci

Yes CeCe Grubbs

Yes Mark Maselli

Yes Gethsemane Moss

No Sheri Zada

## **13. NON-CONSENT ACTION ITEMS**

### **13.1. Consideration and Approval of the Site and District Safety Plans**

Rationale:

The safety of students and staff is of the utmost importance and an essential component of ensuring student and staff safety is the annual development and review of the Comprehensive School Safety plans for each site and the Emergency Operations Plan for the District. Each site works with their stakeholders annually to update the plan through the School Site Council or through a School Safety Committee. The comprehensive plans include both procedures to use in case of an emergency and strategies to use to create a safe

and healthy school climate. The safety plans are approved by School Site Councils/Safety Committees annually and are presented to the governing board for review and approval. Over the past few years, the plans have seen significant growth, including district-standardized best practices for emergency response and they are approved by BPD/BFD. The Safety Plans are not published publicly due to a recommendation by law enforcement. The plans are available in the Superintendent's office for review. The governing board is being asked to review and approve site comprehensive school safety plans as well as the district emergency operations plan.

**Motion Passed:** Approval of the Site and District Safety Plans as presented  
Passed with a motion by Mark Maselli and a second by Sheri Zada.

Yes Diane Ferrucci  
Yes CeCe Grubbs  
Yes Mark Maselli  
Yes Gethsemane Moss  
Yes Sheri Zada

### **13.2. Consideration and Approval BUSD After Hours-Expanded Learning Opportunity Program (ELOP)**

Rationale:

Ms. Stephanie Rice and Ms. June Regis, Directors of Education Services and Early Childhood/Adult Education, will report on a new program being offered for students who are in our Unduplicated Student Groups (income-eligible, English learners, Foster Youth.) The after-school program, BUSD after Hours, will be held at all 4 elementary schools to provide support in social-emotional learning and academics. This program is part of a new funding, Expanding Learning Opportunity Program (ELOP) received by BUSD. The program will be an expansion of our current CDU after school program. BUSD is partnering with community organizations to provide a robust interest-based, hands-on experience for our students. The purpose of the presentation is to provide information on: the requirements of the ELOP funding and program feedback used in the development of the program the structure of the program.

PRESENTATION

**Motion Passed:** Approval of the ELOP, BUSD after Hours program as presented  
Passed with a motion by CeCe Grubbs and a second by Mark Maselli.

Yes Diane Ferrucci  
Yes CeCe Grubbs  
Yes Mark Maselli  
Yes Gethsemane Moss  
Yes Sheri Zada

### **13.3. Consideration and Approval of Resolution No. 21-22-20, Release of Temporary Certificated Employees**

Rationale:

As the Board is aware; the District employs a number of temporary employees each year to cover teachers on leave. This year the District also hired temporary certificated employees with one time COVID-19 funding. Each year the District must release said temporary employees where there is no longer a position for them to fill and if a position is offered with the use of one time funding. The attached resolution confirms that the employees listed will be non-reemployed, or their positions are reduced, effective at the end of the 2021-2022 school year, and authorizes that the Superintendent and/or her designee give final notice of this action on behalf of the Board as required in Education Code.

**Motion Passed:** Approval of Resolution No. 21-22-20, Release of Temporary Certificated Employees as presented on a roll call vote Passed with a motion by Diane Ferrucci and a second by Mark Maselli.

Yes Diane Ferrucci  
Yes CeCe Grubbs  
Yes Mark Maselli  
Yes Gethsemane Moss  
Yes Sheri Zada

#### **13.4. Consideration & Declaration for California Basic Education Skills Test (CBEST) Waiver for 30-Day Substitutes**

Rationale:

The Governing Board of the Benicia Unified School District declares that the District has been unable to recruit enough day-to-day substitute teachers who have had the opportunity to take and pass the California Basic Education Skills Test (CBEST). The District anticipates hiring substitute teachers on the Variable Term CBEST Waiver for the 2021-2022 school year.

**Motion Passed:** Approval of the Declaration for CBEST Waiver for 30-Day Substitutes Passed with a motion by Mark Maselli and a second by Gethsemane Moss.

Yes Diane Ferrucci  
Yes CeCe Grubbs  
Yes Mark Maselli  
Yes Gethsemane Moss  
Yes Sheri Zada

#### **13.5. Consideration & Approval of New Job Description for Instructional Assistant**

Rationale:

Universal Transitional Kindergarten (UTK) program is expected to be implemented at the beginning of the 2022-2023 school year. UTK will expand annually until it is available to all the state's 4-year-olds by 2025-2026. The plan is to gradually phase in younger students each year. UTK requires to have an

instructional assistant to be present in each of the TK classrooms along with the teacher. To hire instructional assistants, Benicia Unified School District needs to get the enclosed job description approved by the Governing Board.

**Motion Passed:** Approval of Instructional Assistant Job Description as presented Passed with a motion by Diane Ferrucci and a second by CeCe Grubbs.

Yes Diane Ferrucci

Yes CeCe Grubbs

Yes Mark Maselli

Yes Gethsemane Moss

Yes Sheri Zada

#### **14. ADJOURNMENT**

Minutes:

President Zada adjourned the meeting at 11:02pm.

Quick Summary:

Next Regular Governing Board Meeting is March 3, 2022

RESPECTFULLY SUBMITTED:

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Clerk

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Secretary