

**MINUTES**  
**DUBLIN UNIFIED SCHOOL DISTRICT**  
**BOARD OF TRUSTEES**  
**REGULAR BOARD MEETING**  
**DUSD Boardroom / Livestreaming**  
**Tuesday, October 8, 2024**

**Members present**

Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani

Meeting called to order at 5:30 PM

**A. OPENING CEREMONY / ROLL CALL**

Procedural: 1. Roll Call

Dan Cherrier was not in attendance.

Action: 2. Adoption of the Agenda - The Superintendent and/or Board Member(s) may request that items be removed from the agenda for consideration and/or carried to a future Board meeting for consideration and/or action, and/or that the Board take action in a regular meeting on a subject not listed on the published agenda on an emergency basis or other basis allowed by law. (Gov. Code 54954.2)

The Superintendent recommends the Board of Trustees approve the adoption of the agenda, including addendums, deletions, corrections and adjustments in order of business, as presented.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck

**B. PUBLIC COMMENT PERIOD FOR CLOSED SESSION ITEMS ONLY**

Procedural: 1. Procedures for Closed Session Public Comment

No comment was offered.

**C. CLOSED SESSION**

Action: 1. Adjourn to Closed Session

Motion to adjourn to closed session for the purpose of discussing items listed.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck

Procedural: 2. Mindfulness Practice

Action, Discussion, Information: 3. Pursuant to Government Code Section 54957 - Public Employee Employment/Discipline/Dismissal/Release/Complaint

Action, Discussion, Information: 4. Pursuant to Government Code Section 54957.6 - Update Conference with Labor Negotiator: Agency Negotiator, Ms. Heather Campos, Assistant Superintendent, Human Resources; Employee Organizations: Dublin Teachers Association (DTA) and California School Employee Association (CSEA)

Action: 5. Pursuant to Government Code Section 54957 – Public Employee Appointment/Employment; Title: Administrative Assistant Confidential, Business Services

Action: 6. Reconvene to Open Session

#### D. OPEN SESSION

Action: 1. Report out of Closed Session

President Pelham announced that a motion was made by Kristin Speck and seconded by Gabi Blackman to approve the appointment of Laura Johnson to the Classified Leadership position of Administrative Assistant, Confidential - Business Services. The motion was approved unanimously, with Trustee Cherrier absent.

Procedural: 2. Pledge of Allegiance

Student Board Member Ronit Peswani led the assembled in the Pledge of Allegiance.

Procedural: 3. District Mission Statement

Student Board Member Ronit Peswani recited the District Mission Statement.

#### E. RECOGNITION

Recognition: 1. Introduction of New Leadership Staff Member

Heather Campos, Assistant Superintendent of Human Resources introduced, Laura Johnson, and shared information about her experience and background. Ms. Johnson shared comments about joining the Dublin team.

Recognition: 2. Alameda County Office of Education Teacher of the Year

Superintendent Funk introduced Bethanee Witczack, Principal of Murray Elementary, who shared information about Lauren Apodaca, who has been named one of two Alameda County Teachers of the Year. Ms. Apodaca shared a few words about her position, and thanked her family, co-workers, and the Board for their support.

Action, Information: 3. Resolution 2024/25-15, Dyslexia Awareness Month

Superintendent Funk noted that this annual resolution, and those that follow, are brought to the Board to raise awareness and do not involve approval of expenditures.

Staff recommends adopting Resolution 2024/25-15, Recognition of October as Dyslexia Awareness Month.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 4. Resolution 2024/25-11, Character Education Month

Staff recommends approval of Resolution 2024/25-11, Character Education Month.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 5. Resolution 2024/25-12, Week of the School Administrator, October 13-19, 2024

Gabi Blackman questioned the inclusion of the phrase “faith-based” in paragraph 7, and wanted to note that, DUSD has great schools because we have great communities that support us.

Staff recommends approval of Resolution 2024/25-12, Week of the School Administrator, October 13-19, 2024, with the removal of the “and faith-based” wording from the seventh paragraph.

Motion by Gabi Blackman, second by Kristin Speck.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 6. Resolution 2024/25-13, National School Lunch Week, October 14-18, 2024

Staff recommends approval of Resolution 2024/25-13, National School Lunch Week, October 14-18, 2024

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 7. Resolution 2024/25-14, America's Safe Schools Week, October 20-26, 2024

Gabi Blackman questioned the inclusion of absenteeism and discipline in the third paragraph, suggesting the removal of the words "such as." By consensus, the Board agreed to this modification. She also made additional comments about the role of citizens in regard to discipline.

Staff recommends approval of Resolution 2024/25-14, America's Safe Schools Week, October 20-26, 2024, with the removal of the term "such as" in the third paragraph.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

#### F. BOARD MEMBER/UNION PARTNERS VERBAL & WRITTEN COMMUNICATION

Information: 1. Student Board Member Report

Student Board Member Ronit Peswani shared information on recent and upcoming activities at Valley, Dublin, and Emerald High Schools. He also noted that the first Student Advisory Council meeting has been scheduled for next week.

Information: 2. Report from the Dublin Teachers Association (DTA)

No report.

Information: 3. Report from the California School Employees Association (CSEA)

Keoki Yee announced that he has stepped down from the role of president of the classified unit, and noted that Karen Chamberlain will be assuming the responsibilities of the president position. He also commented on the District's budget crisis, and cautioned the Board when making reductions in the classified workforce, noting that the number of FTEs does not directly correlate to the number of individuals affected. Ms. Chamberlain expressed thanks to Mr. Yee for his many years of service to the classified unit and shared information on her background.

#### G. SPECIAL ORDER OF BUSINESS - OPERATIONAL ITEMS/BOARD DISCUSSION AND/OR ACTION

Discussion, Information: 2. Ethnic Studies 1 Course Outline

Dr. Matt Campbell, Assistant Superintendent of Educational Services, introduced Sheri Sweeney, Director of Curriculum and Instruction. Ms. Sweeney introduced Whitney Dwyer and Catie Tombs, and together they presented information on the state's Ethnic Studies course requirements and the work that DUSD's Curriculum Council has been doing in designing the district's course offerings. Ms. Sweeney outlined the next steps in the adoption of curriculum and the course outline, and the team addressed questions from the Board.

Public Comment:

An anonymous parent commented on the course being a one-semester course, rather than a year-long one; she also questioned whether neighboring school districts have been consulted on the course development, and requested that additional information be made available to parents and students.

### Discussion, Presentation: 3. Budget Reduction Update #1

Superintendent Funk, along with Chris Hobbs, Assistant Superintendent of Business Services, presented information on the Budget Town Hall meetings that they have held over the past few weeks. Also included was information on \$11.5 million in potential reductions from which the Board may elect to focus to make the needed \$5.5 million reduction. Each of the potential reductions was explained by Superintendent Funk, and he noted staff's recommendation to the Board to focus on using Facilities funds generated by interest to make solar loan payments, eliminating the mid-shift custodial positions, and pursuing the issue of furlough days with the bargaining units. Each of the trustees present discussed their concerns, issues, and preferences for each of the possibilities presented, and Superintendent Funk and Assistant Superintendent Hobbs addressed questions. Additional details were requested on several of the possibilities presented, including the mid-shift custodial positions, TOSA positions, etc.

#### Public Comment:

An anonymous parent requested additional information on how to access the survey on the budget reduction possibilities, and commented on some of the budget reduction areas being discussed, including class size, clerical reductions, etc.

### H. PUBLIC COMMENT PERIOD - For Items Listed on the Agenda and Non-Agenda Items within the Subject Matter Jurisdiction of the Governing Board

Information: 1. Public Comment - The Public is welcome to address the Board of Trustees regarding items on the agenda and non-agenda items

No public comment was offered.

### I. EDUCATIONAL SERVICES - OPERATIONAL ITEMS/BOARD DISCUSSION AND/OR ACTION

#### Discussion, Information: 1. First Reading - Revision of BP/AR 5132, Dress And Grooming

Dr. Matt Campbell, Assistant Superintendent of Educational Services, introduced Marco Taylor, Director of Equity, Inclusion and Student Support, who presented the proposed revisions to the policy and regulation related to student dress and grooming. He also addressed questions from the Board, with assistance from Dr. Campbell.

#### Discussion, Information: 2. First Reading - Revision of BP/AR 5141.52, Suicide Prevention

Marco Taylor, Director of Equity, Inclusion and Student Support presented the recommended revisions to the district's policy and regulation, and addressed questions from the Board. Gabi Blackman commented on her desire to express more inclusion of parental involvement in the policy and regulation.

### J. HUMAN RESOURCES - OPERATIONAL ITEMS/BOARD DISCUSSION AND/OR ACTION

Discussion, Information: 1. First Reading - Revision of BPs 4118 and 4218; Dismissal/Suspension/Disciplinary Action  
Heather Campos, Assistant Superintendent of Human Resources, provided an overview of the suggested revisions. It was noted that all of the policy and regulation revisions on tonight's agenda are based on CSBA recommendations.

#### Discussion, Information: 2. First Reading - Revision of BPs 4161, 4261, and 4361; Leaves

#### Discussion, Information: 3. First Reading - New BP 4121, Revision of AR 4121; Temporary/Substitute Personnel

#### Discussion, Information: 4. First Reading: Revision of BPs 4119.1, 4219.1 and 4319.1; Civil and Legal Rights

Gabi Blackman questioned whether the language related to whistle-blower protection applied to all situations, or only those related to state or federal regulations.

#### Discussion, Information: 5. First Reading - Revision of BPs 4116, 4216, and AR 4116; Probationary/Permanent Status

#### Discussion, Information: 6. First Reading: Revision of BPs 4119.22, 4219.22 and 4319.22; Dress and Grooming

Gabi Blackman expressed concern that the policies lack language that addresses safety needs related to dress for certain work environments.

Discussion, Information: 7. First Reading - New BP 4112.21, Revision of AR 4112.21; Interns

Discussion, Information: 8. First Reading: Revision of BPs 4154, 4254 and 4354; Health and Welfare Benefits  
It was noted that some of the gender references in the policies required updating.

#### K. BOARD OF TRUSTEES/SUPERINTENDENT - CONSENT/ACTION CALENDAR

Action (Consent): 1. Approval of Consent Agenda Items (Legally Required for Approval) - Action Block Covers All of the Items Listed in the Consent Agenda Category

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action (Consent), Minutes: 2. Minutes of the September 24, 2024 Regular Board Meeting

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 3. Resolution 2024-25-10, Supporting Proposition 2: Kindergarten Through Grade 12 Schools and Local Community College Public Education Facilities Modernization, Repair, and Safety Bond Act of 2024

Gabi Blackman shared information that she gleaned from a webinar she recently attended on this topic, opining that the proposition contained confusing language, and that DUSD would be unlikely to benefit from it. President Pelham expressed her support for the proposition, noting that she thinks it represents the district's best chance for state reimbursement for facilities projects. Kristin Speck also expressed support, and provided her rationale.

Staff recommends approval of Resolution 2024-25-10, Supporting Proposition 2: Kindergarten Through Grade 12 Schools and Local Community College Public Education Facilities Modernization, Repair, and Safety Bond Act of 2024

Motion by Kristin Speck, second by William Kuo.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Kristin Speck, Ronit Peswani (advisory)

No: Gabi Blackman

Action (Consent): 4. Second Reading and Adoption - Revision of Board Bylaw (BB) 9323.2, Actions by the Board, and accompanying Exhibit; Approval of Bylaw

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action: 5. Second Reading and Adoption - Revision of BP 2121, Superintendent's Contract; Approval of Policy



In response to a question from Gabi Blackman, Superintendent Funk noted that there would be no need to revise his current contract to align with this revised policy.

Staff recommends approval of the revision to BP 2121 as presented.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

#### L. EDUCATIONAL SERVICES - CONSENT/ACTION CALENDAR

Action (Consent): 1. Second Reading and Adoption - BP/AR 6142.1, Sexual Health and HIV/AIDS Prevention Instruction; Approval of Policy

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action (Consent): 2. Lexia Science of Reading Forum October 28-30, 2024, in Boston, MA

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

#### M. HUMAN RESOURCES - CONSENT/ACTION CALENDAR

Action (Consent), Information: 1. Personnel Matters

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action (Consent): 2. Updated CSEA Job Descriptions

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Action (Consent): 3. New Classified Job Description for the Lead Computer Technician

The Superintendent recommends the Board of Trustees approve the items of the consent agenda as presented, less Items K-3 and K-5.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

## N. WRITTEN REPORTS/RECOMMENDATIONS

### O. FUTURE AGENDA ITEMS/MATTERS

Discussion, Information: 1. Opportunity for Board of Trustees to Request Items on Future Agendas

Discussion, Information: 2. Future Items

Superintendent Funk provided an update on the bidding process for the potential fencing project at DHS, noting that he anticipates bringing the bids to the board for discussion and possible action in November.

Discussion, Information: 3. Annual Governance Calendar

### P. BOARD / SUPERINTENDENT / STAFF VERBAL & WRITTEN COMMUNICATION

Information: 1. Board of Trustees' Report

Kristin Speck reported attending the Dublin Elementary Jog-a-Thon.

Gabi Blackman noted attending Ethics Training, and the CSBA session on Prop 2.

Kristin Pelham reported attending the Teacher of the Year award ceremony, and last week's DHS football game. She noted looking forward to next week's Homecoming activities at Dublin High.

Information: 2. Superintendent's Report

None.

Discussion: 3. Board Meeting Evaluation

### Q. ADJOURNMENT

Action: 1. Adjourn Meeting

The Superintendent recommends the Board of Trustees adjourn the meeting.

Motion by Kristin Speck, second by Gabi Blackman.

Final Resolution: Motion Passes

Aye: Kristin Pelham, William Kuo, Gabi Blackman, Kristin Speck, Ronit Peswani (advisory)

Meeting adjourned at 9:15 PM.

### R. NEXT MEETING

Information: 1. October 22, 2024 - Regular Board Meeting

Clerk, Board of Trustees  
Dublin Unified School District

Approved: October 22, 2024