



**Regular Board of Education Meeting/Study Session
Tuesday, December 9, 2024, at 5:30 p.m.**

The Azusa Unified School District Board of Education met at the Azusa Unified School District Office, 546 S. Citrus Avenue, for the Regular Board of Education Meeting/Study Session.

To view the entire meeting, [click here](#)

1.0 Preliminary

1.1 Call to Order

The Board President will call the Board of Education Meeting of the Azusa Unified School District to Order.

1.2 Roll Call

Recommendation: It is recommended the Board President take roll call. The following Board of Education Members were present:

Sandra Benavides
Sabrina Bow, Ed.D.
Yolanda Rodriguez-Peña

1.3 Approval of Agenda

Recommendation: It is recommended the Board of Education approve the agenda order and content.

ORIGINAL - Motion

Member (**Sandra Benavides**) Moved, Member (**Sabrina Bow, Ed.D.**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve the agenda order and content'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

2.0 Items From the Floor/ Public Comment on Closed Session Agenda Items

2.1 Public Comment on Closed Session Agenda Items

The Board of Education encourages public input. When the public wishes to address the Board of Education on closed session agenda items they may fill out a blue card

or raise their hand while in Zoom attendance. The Board of Education will take blue card requests first, followed by speakers in Zoom attendance. Board Members are not permitted to respond to public comments. A member of the staff will contact you if information is needed. Thank you for your participation. Individuals participating in public comment must adhere to the following guidelines: 1. No speaker may yield their time to another individual speaker; 2. Speaker must be present when their name is called in order to be heard; 3. Maximum speaking time is 3 minutes.

3.0 Closed Session

3.1 Conference with Labor Negotiators

Conference with Labor Negotiators to review with the District's Labor Negotiators on mandatory subjects of bargaining with Azusa Educator's Association, Azusa Federation of Adult Educators, and California School Employees Association (Government Code Section 54957.6). District representatives shall be Jorge A. Ronquillo, Assistant Superintendent, Human Resources; Latasha D. Jamal, Assistant Superintendent, Business Services; Arturo Ortega, Superintendent; and Norma Carvajal-Camacho, Assistant Superintendent Educational Services.

3.2 Conference with Labor Negotiator (Government Code Section 54957.6).

District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D.

Unrepresented Employee: Assistant Superintendent of Business Services.

Conference with Labor Negotiator (Government Code Section 54957.6). District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D. Unrepresented Employee: Assistant Superintendent of Business Services.

3.3 Conference with Labor Negotiator (Government Code Section 54957.6).

District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D.

Unrepresented Employee: Assistant Superintendent of Educational Services

Conference with Labor Negotiator (Government Code Section 54957.6). District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D. Unrepresented Employee: Assistant Superintendent of Educational Services.

**3.4 Conference with Labor Negotiator (Government Code Section 54957.6).
District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D.**

Unrepresented Employee: Assistant Superintendent of Human Resources.

Conference with Labor Negotiator (Government Code Section 54957.6). District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D. Unrepresented Employee: Assistant Superintendent of Human Resources.

**3.5 Conference with Labor Negotiator (Government Code Section 54957.6).
District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D.**

Unrepresented Employee: Superintendent

Conference with Labor Negotiator (Government Code Section 54957.6). District Designated Representatives: Yolanda Rodriguez-Peña, Gabriela Arellanes, Sandra Benavides, Adrian Greer, and Sabrina Bow, Ed.D. Unrepresented Employee: Superintendent.

3.6 Public Employee: Performance Evaluation - Superintendent (Government Code Section 54957)

Public Employee: Performance Evaluation - Superintendent (Government Code Section 54957)

4.0 Open Session

4.1 Pledge of Allegiance

The pledge of allegiance was led by Board President Yolanda Rodriguez-Peña.

I pledge allegiance to the Flag of the United States of America and to the Republic for which it stands, one Nation under God, indivisible, with liberty and justice for all.

5.0 Report/Action of Closed Session Matters

6.0 Recognitions and Awards

6.1 Recognition of Sabrina Bow, Ed.D., for Service as Board Member of Azusa Unified School District Board of Education

To view the entire recognition, [click here](#)

Sabrina Bow, Ed.D., has served the students, staff, and community of the Azusa Unified School District since 2020. The District wishes to express its appreciation for her contributions.

Recommendation: It is recommended the Board of Education recognize Sabrina Bow, Ed.D., for service as Board Member of Azusa Unified School District Board of Education.

7.0 Items From the Floor/Public Comment on Agenda or Non Agenda Items

7.1 Public Comment on Agenda or Non-Agenda Items

The Board of Education encourages public input. When the public wishes to address the Board of Education on agenda items or non-agenda items they may fill out a blue card or raise their hand while in Zoom attendance. The Board of Education will take blue card requests first, followed by speakers in Zoom attendance. Board of Education Members are not permitted to respond to public comments. A member of the staff will contact you if information is needed. Thank you for your participation. Individuals participating in public comment must adhere to the following guidelines: 1. Speaker cards must be turned in to the Board Secretary or raise their hand while in Zoom attendance by 7:10 PM, or 10 minutes after the meeting begins; 2. No speaker may yield their time to another individual speaker; 3. Speaker must be present when their name is called in order to be heard; 4. Maximum speaking time is 3 minutes.

8.0 Study Session

8.1 Presentation of Azusa Unified School District (AUSD) Integrated Student Supports

To view the entire presentation, [click here](#)

AUSD is dedicated to academic achievement and success for all students. Integrated student supports are a critical part of that success. Our District is committed to increasing student outcomes in all District schools. Effective integrated student supports result in improved academic skills, as well as social and emotional growth for our students.

Recommendation: It is recommended the Board of Education receive presentation of AUSD Integrated Student Supports.

9.0 General Functions

9.1 Approval of Tentative Agreement (TA) Between Azusa Unified School District (AUSD) and Azusa Educators Association/CTA/NEA (AEA)

The TA is the result of the collective bargaining process.

Recommendation: It is recommended the Board of Education approve TA between AUSD and AEA.

ORIGINAL - Motion

Member (**Sandra Benavides**) Moved, Member (**Sabrina Bow, Ed.D.**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve TA between AUSD and AEA'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides Yes
Sabrina Bow, Ed.D. Yes
Yolanda Rodriguez-Peña Yes

9.2 Approval of Tentative Agreement (TA) Between Azusa Unified School District (AUSD) and Azusa Federation of Adult Educators (AFAE)

Recommendation: It is recommended the Board of Education approve TA between AUSD and AFAE.

ORIGINAL - Motion

Member (**Sabrina Bow, Ed.D.**) Moved, Member (**Sandra Benavides**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve TA between AUSD and AFAE'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides Yes
Sabrina Bow, Ed.D. Yes
Yolanda Rodriguez-Peña Yes

9.3 Approval of Tentative Agreement (TA) Between Azusa Unified School District (AUSD) and California School Employees Association (CSEA)

The TA is the result of the collective bargaining process.

Recommendation: It is recommended the Board of Education approve the TA between AUSD and CSEA.

ORIGINAL - Motion

Member (**Sabrina Bow, Ed.D.**) Moved, Member (**Sandra Benavides**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve the TA between AUSD and CSEA'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides Yes
Sabrina Bow, Ed.D. Yes
Yolanda Rodriguez-Peña Yes

9.4 Approval of Compensation Increase for Management, Supervisory, Confidential, and Unrepresented Employees

Management, Supervisory, Confidential, and Unrepresented Employees will receive a one-time, off-schedule payment of \$2,500; and, the District will increase its contribution to medical and dental benefits by the amount of the rate increases to the 2024-2025 benefit plans. These amounts are commensurate with the other employee groups in the District.

Recommendation: It is recommended the Board of Education approve compensation increase for Management, Supervisory, Confidential, and Unrepresented Employees.

ORIGINAL - Motion

Member (**Sabrina Bow, Ed.D.**) Moved, Member (**Sandra Benavides**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve compensation increase for Management, Supervisory, Confidential, and Unrepresented Employees'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

9.5 Approval of Amendment to Contract of Employment Between Azusa Unified School District (AUSD) and Assistant Superintendent of Business Services

Approval of amendment to contract of employment between AUSD and Assistant Superintendent of Business Services to be preceded by an oral report of the proposed amended contract read by the Board of Education President.

Recommendation: It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Business Services.

ORIGINAL - Motion

Member (**Sandra Benavides**) Moved, Member (**Sabrina Bow, Ed.D.**) Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Business Services'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

9.6 Approval of Amendment to Contract of Employment Between Azusa Unified School District (AUSD) and Assistant Superintendent of Educational Services

Approval of amendment to contract of employment between AUSD and Assistant Superintendent of Educational Services to be preceded by an oral report of the proposed amended contract read by the Board of Education President.

Recommendation: It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Educational Services.

ORIGINAL - Motion

Member **(Sabrina Bow, Ed.D.)** Moved, Member **(Sandra Benavides)** Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Educational Services'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

9.7 Approval of Amendment to Contract of Employment Between Azusa Unified School District (AUSD) and Assistant Superintendent of Human Resources

Approval of amendment to contract of employment between AUSD and Assistant Superintendent of Human Resources to be preceded by an oral report of the proposed amended contract read by the Board of Education President.

Recommendation: It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Human Resources.

ORIGINAL - Motion

Member **(Sandra Benavides)** Moved, Member **(Sabrina Bow, Ed.D.)** Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve amendment to contract of employment between AUSD and Assistant Superintendent of Human Resources'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

9.8 Approval of Amendment to Contract of Employment Between Azusa Unified School District (AUSD) and Superintendent

Approval of amendment to contract of employment between AUSD and Superintendent to be preceded by an oral report of the proposed amendment read by the Board of Education President.

Recommendation: It is recommended the Board of Education approve amendment to contract of employment between AUSD and Superintendent.

ORIGINAL - Motion

Member **(Sandra Benavides)** Moved, Member **(Sabrina Bow, Ed.D.)** Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve amendment to contract of employment between AUSD and Superintendent'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

10.0 Adjournment

10.1 Adjournment

Recommendation: It is recommended the Board of Education approve adjournment of the Regular Board of Education Meeting/Study Session.

ORIGINAL - Motion

Member **(Sabrina Bow, Ed.D.)** Moved, Member **(Sandra Benavides)** Seconded to approve the **ORIGINAL** motion 'It is recommended the Board of Education approve adjournment of the Regular Board of Education Meeting/Study Session'. Upon a roll call vote being taken, the vote was: Aye: **3** Nay: **0**. The motion **Carried. 3 - 0**

Sandra Benavides	Yes
Sabrina Bow, Ed.D.	Yes
Yolanda Rodriguez-Peña	Yes

The Regular Board of Education Meeting/Study Session adjourned at 7:35 pm.

Clerk