ROSEMEAD SCHOOL DISTRICT BOARD OF TRUSTEES' MEETING MINUTES

CONSENT

June 25, 2020

The Board of Trustees of the Rosemead School District met in a special meeting on Thursday, June 25, 2020, held as a Teleconference/Electronic Zoom meeting ID# 976 028 1002 at 6:30 p.m., following the guidance issued via Governor Newsom's Executive Order # N-29-20 and # N-25-20.

CALL TO ORDER

President Quintanilla called the meeting to order at 6:30 p.m. Trustees present via roll call included: Mr. Ronald Esquivel, Mr. John Quintanilla, Ms. Nancy Armenta, Mrs. Veronica Peña, and Mrs. Diane Benitez.

Superintendent Mr. Alejandro Ruvalcaba was also present. All audience members connected electronically via the zoom meeting.

President Quintanilla made the following statement:

As a result of Governor Newsom's Executive Order for the elimination of public gatherings, the Rosemead School District Board of Trustees must conduct their public meetings virtually. In order to ensure the board's business is heard clearly, we would like to respectfully request for all attendees to mute their microphones unless you are requested by the Board President to address the Board.

President Quintanilla made the following statement:

As a result of the current national health emergency COVID-19 and as per Governor Newsom's Executive Order # N-29-20 signed on March 17, 2020, a local legislative body is authorized to hold public meetings via teleconferencing and to otherwise electronically to all members of the public seeking to observe and to address the local legislative body.

As per the Governor's Executive Order, the Rosemead School District Board of Trustees will conduct this meeting with all participation via Zoom Meeting, which is accessible to the public.

APPROVAL OF AGENDA

Minutes: That the Agenda, be approved.

Motion made by:		Ms. Armenta	Seconded by:	Mrs. Benitez	
Roll Call	Ms. Armenta	Yes	Mrs. Peña	Yes	
Votes:	Mr. Esquivel	Yes	Mr. Quintanilla	Yes	
	Mrs. Benitez	Yes			

PUBLIC COMMENT ON CLOSED SESSION ITEMS

Mrs. Bracamonte checked the <u>board@rosemead.k12.ca.us</u> email account for submittals of public comment. There were none.

RECESS TO CLOSED SESSION

President Quintanilla began Closed Session at 6:35 p.m.

CLOSED SESSION

- 1. Conference with Legal Counsel Anticipated Litigation pursuant to Government Code Section 54956.9(d)(2) and (e)(1):
 - One (1) case
- 2. Public Employee Performance Evaluation pursuant to Government Code Section 54957:
 - Superintendent
- 3. Conference with Labor Negotiators pursuant to Government Code Section 54957.6:
 - California School Employees Association and its Rosemead Chapter 9, Management, Confidential, and Unrepresented
- 4. Public Employee (Appointment, Employment, Reassignment, Evaluation, and Discipline/ Dismissal/Release) – pursuant to Government Code Section 54957
 - Coordinator, Special Education and Student Support Services
 - Assistant Principal, Middle School
- 5. Pupil Personnel pursuant to Education Code Section 48918
 - Consideration of Recommendation to Reinstate Expelled Student No. 19-20.1

RECESS CLOSED SESSION

President Quintanilla recessed closed session at 7:35 p.m.

RECONVENE TO OPEN SESSION

President Quintanilla reconvened the meeting to open session at 7:38 p.m.

ANNOUNCEMENT OF ANY ACTION TAKEN IN CLOSED SESSION (if any)

President Quintanilla reported that the Board of Trustees took no action in closed session and will continue closed session after the completion of open session items.

PLEDGE OF ALLEGIANCE

President Quintanilla requested for Mr. Harold Sullins to lead the Pledge of Allegiance.

AWARDS/RECOGNITION VIRTUAL PRESENTATION(S): None

PUBLIC COMMENT

Mrs. Bracamonte checked the <u>board@rosemead.k12.ca.us</u> email account for submittals of public comment. There were none.

SUPERINTENDENT'S REPORT

Superintendent Ruvalcaba provided a brief highlight on the following topics:

- Welcomed everyone to the meeting and thanked them for their time.
- Gave kudos to all the teachers, Educational Services staff, and our principals for their work and planning. Shared that 340 students were enrolled in summer school with 227 Kinder-5th grade and 73 7th grade students. He explained that 8th graders are enrolled at Rosemead High School as incoming freshman. Mr. Ruvalcaba also shared that parents have been visiting the district to seek assistance with logging into the classes and gave kudos to our technology team for their assistance to families.

- Presented an update on the work of the Task Force for the Reopening of Schools including updates from the Los Angeles County Public Health Department guidelines and answered Trustee questions. Superintendent Ruvalcaba shared that a surveys were sent to both parents via phone & website and staff via email. He also shared that the District attempted to reach employees during the summer break through their principals and union leadership. Mr. Ruvalcaba also shared that Mrs. Deborah Lawrence is working with Assistant Superintendent Sullins on a survey for the ASES parents.
 - o President Quintanilla requested the number of total staff.
 - Assistant Superintendent Sullins shared that there are 314 permanent staff members with teacher substitutes bringing the total to 360. Of the 360 employees, there were 66% responses due to the summer break.
- Upcoming Events and Save the Dates Trustees, RSVP to Cynthia Bracamonte:
 - o Thursday, July 9, 2020, 6:30 p.m. Board of Trustees Special Meeting
 - o Thursday, August 6, 2020, 6:30 p.m. Board of Trustees Regular Meeting
 - o Thursday, September 3, 2020, 6:30 p.m. Board of Trustees Regular Meeting
 - o Thursday, September 17, 2020, 6:30 p.m. Board of Trustees Study Session Meeting
 - o Thursday, October 1, 2020, 6:30 p.m. Board of Trustees Regular Meeting
 - o Thursday, October 15, 2020, 6:30 p.m. Board of Trustees Study Session Meeting
 - o Thursday, November 5, 2020, 6:30 p.m. Board of Trustees Regular Meeting
 - o Thursday, November 19, 2020, 6:30 p.m. Board of Trustees Study Session Meeting
 - o Thursday, December 10, 2020, 6:30 p.m. Board of Trustees Regular Meeting
- Review of the contents in the night folder:
 - o Action Identity Automation corrected
 - o Trustee Mail (if any is received after Board packet delivery)

BOARD PRESIDENT'S COMMENTS

President Quintanilla shared on the following topics:

1. Gave kudos to all the staff, district office, and parents who have participated in the Task Force for Reopening Schools. He appreciates the input of all stakeholders.

BOARD ORAL COMMUNICATIONS

- 1. Clerk Peña Thanked all the Task Force Members for their input. She also thanked Superintendent Ruvalcaba for leading the Task Force and seeking everyone's input.
- 2. Trustee Armenta Echoed Clerk Peña's sentiments and thanked the Superintendent for inviting them to be a part of the Task Force. She shared that she had the opportunity attend and see the dedication, collaboration, and the participation of the members. Ms. Armenta shared that she has had the opportunity to talk with parents from other districts and the expressed frustration due to receiving no communication on the process of reopening of schools. She applauded and commended all of the Superintendent's efforts to communicate. Lastly, she thanked everyone for their hard work.
- 3. Trustee Benitez Echoed everyone's sentiments and thanked everyone for their hard work.
- 4. Trustee Esquivel Wished everyone a Happy 4th of July. He thanked all the summer school teachers for delivering more interactive sessions for the middle school. Mr. Esquivel thanked everyone who has pulled together during the COVID-19 pandemic and complimented the entire staff at school sites and at the district office on coming together to make sure the students continued to receive a quality education. He wished everyone a great summer.

PUBLIC HEARING(S): None

CONSENT AGENDA:

General Functions:

- 1. Personnel Status Report Certificated and Classified
- 2. Purchase Orders as of April June 2020 (on file), and Warrants for budgeted expenditures
- 3. Minutes of the April 21, 2020 Board of Trustees Meeting
- 4. Minutes of the May 7, 2020 Board of Trustees Meeting
- 5. Minutes of the May 21, 2020 Board of Trustees Meeting
- 6. Use of Facilities Application: American Youth Soccer Organization (AYSO)
 Region 40, Encinita

Minutes: That the Consent Agenda, be approved.

Motion ma	ade by:	Ms. Armenta	Seconded by:	Mrs. Peña
Roll Call	Ms. Armenta	Yes	Mrs. Peña	Yes
Votes:	Mr. Esquivel	Yes	Mr. Quintanilla	Yes
	Mrs. Benitez	Yes		

SPECIAL REPORTS AND PRESENTATION(S):

1. 2020-2021 Budget Adoption Updates, by Harold Sullins, Assistant Superintendent of Administrative Services

Assistant Superintendent Sullins presented an update on the 2020-2021 Budget and answered Trustee questions. See presentation attached.

ACTION ITEM:

2019-2020 Local Control and Accountability Plan (LCAP) Community Written Report

Minutes: That the 2019-2020 Local Control and Accountability Plan (LCAP) Community Written Report, be approved.

Motion ma	ade by:	Ms. Armenta	Seconded by:	Mr. Esquivel
Roll Call	Ms. Armenta	Yes	Mrs. Peña	Yes
Votes:	Mr. Esquivel	Yes	Mr. Quintanilla	Yes
	Mrs. Benitez	Yes	-	

2020-2021 Budget Adoption

Minutes: That the 2020-2021 Budget Adoption, be approved.

Motion ma	ade by:	Ms. Armenta	Seconded by:	Mrs. Benitez
Roll Call	Ms. Armenta	Yes	Mrs. Peña	Yes
Votes:	Mr. Esquivel	Yes	Mr. Quintanilla	Yes
	Mrs. Benitez	Yes		

Adoption of 2020-2021 Reserve Exceeding the State Required 3% Minimum

Minutes: That the Adoption of 2020-2021 Reserve Exceeding the State Required 3% Minimum, be approved.

Motion made by: Mr. Esquivel Seconded by: Ms. Armenta

Roll Call Ms. Armenta Yes Mrs. Peña Yes Votes: Mr. Esquivel Yes Mr. Ouintanilla Yes

Mrs. Benitez Yes

Resolution No. 19-20/18, Commitment to Fiscal Solvency and Need to Implement Ongoing Expenditure Reductions

Minutes: That Resolution No. 19-20/18, Commitment to Fiscal Solvency and Need to Implement Ongoing Expenditure Reductions, be approved.

Motion made by: Ms. Armenta Seconded by: Mr. Quintanilla

Roll Call Ms. Armenta Yes Mrs. Peña Yes
Votes: Mr. Esquivel Yes Mr. Quintanilla Yes

Mrs. Benitez Yes

Service/Consultant Proposals/Bid Awards/Contract Report

Minutes: That the Service/Consultant Proposals/Bid Awards/Contract Report, including:

ADMINISTRATIVE SERVICES:

1. School Services of California (SSC)

CHILD DEVELOPMENT & PRESCHOOL:

2. Nutrition Services – Food Service Agreement

EDUCATIONAL SERVICES:

- 3. Advanced Via Individual Determination (AVID) (Muscatel)
- 4. Better Chinese (Kinder)
- 5. Curriculum Associates iReady
- 6. Explore Learning Gizmos
- 7. Franklin Covey (Districtwide)
- 8. Identity Automation LP formerly Encore Technology Group, LLC (Districtwide) corrected
- 9. Imagine Learning
- 10. IXL (Muscatel)
- 11. Level Chinese (PK & Kinder)
- 12. Park Bench Software Visual PST (FastSpring)
- 13. PowerSchool, LLC (Districtwide)
- 14. Renaissance Learning, Inc. Accelerated Reader 360
- 15. Santa Barbara Transportation

HUMAN RESOURCES:

16. Design Protection Insurance Services (DPIS)

NUTRITION SERVICES:

- 17. Cyber Technologies, Inc. (Districtwide)
- 18. EMS LINQ for ISITE (Districtwide)
- 19. Monnit Corporation (Districtwide)
- 20. Super Co-Op USDA Food (Districtwide)

SPECIAL EDUCATION & STUDENT SUPPORT SERVICES:

- 21. Alida Barnes Speech & Language Services
- 22. Applied Behavior Analysis Consultations Service
- 23. Arlen Farajian and Gary Lee
- 24. Aspire Therapy Services
- 25. Autism Learning Partners
- 26. Beach Cities Learning Center, LLC
- 27. Bio-Acoustical Corporation
- 28. C & C Language Services Company
- 29. Center for Vision Development Optometry
- 30. Children's Hospital Los Angeles Medical Group
- 31. Cross Country Education formerly DirectEd Educational Services
- 32. Dynamic Therapies, Inc.
- 33. Maxim Healthcare Services dba Maxim Staffing Solutions
- 34. Paradigm Healthcare Services, LLC
- 35. Paul Urrea MD and Associates MOU
- 36. Pawar Transportation Company, LLC
- 37. ProCare Therapy, Inc.
- 38. RO Health Staffing
- 39. Rosemary Johnson & Associates Clinic
- 40. Speech & Language Therapy Service
- 41. SSG PALS for Health
- 42. Summit Speech Pathology Service, Inc.
- 43. Therapy Travelers, LLC
- 44. Total Education Solutions
- 45. UCLA Mobile Eye Clinic

SUPERINTENDENT'S OFFICE:

California School Boards Association (CSBA)

, be approved, as corrected for item 8: Identity Automation LP.

Motion ma	ade by:	Mr. Esquivel	Seconded by:	Ms. Armenta
Roll Call	Ms. Armenta	Yes	Mrs. Peña	Yes
Votes:	Mr. Esquivel	Yes	Mr. Quintanilla	Yes
	Mrs. Benitez	Yes		

Resolution No. 19-20/19, Piggyback Contracts and Cooperative Purchasing Agreements for Districtwide Use

Minutes: That Resolution No. 19-20/19, Piggyback Contracts and Cooperative Purchasing Agreements for Districtwide Use, **be approved**.

Motion made by: Ms. Armenta Seconded by: Mrs. Benitez

Roll Call Ms. Armenta Yes Mrs. Peña Yes Votes: Mr. Esquivel Yes Mr. Quintanilla Yes

Mrs. Benitez Yes

Resolution No. 19-20/20, Authorization to Sign Child Development/Preschool Program Contracts with the California Department of Education for Fiscal Year 2020-2021

Minutes: That Resolution No. 19-20/20, Authorization to Sign Child Development/Preschool Program Contracts with the California Department of Education for Fiscal Year 2020-2021, be approved.

Motion made by: Ms. Armenta Seconded by: Mrs. Benitez

Roll Call Ms. Armenta Yes Mrs. Peña Yes Votes: Mr. Esquivel Yes Mr. Quintanilla Yes

Mrs. Benitez Yes

Annual Scoliosis Screening – 7th grade Girls and 8th grade Boys to Comply with California State Mandate for the 2020-2021 School Year for Student Support Services, Health Services, and/or Special Education

Minutes: That the Annual Scoliosis Screening – 7th grade Girls and 8th grade Boys to Comply with California State Mandate for the 2020-2021 School Year for Student Support Services, Health Services, and/or Special Education, be approved.

Motion made by: Ms. Armenta Seconded by: Mrs. Benitez

Roll CallMs. ArmentaYesMrs. PeñaYesVotes:Mr. EsquivelYesMr. QuintanillaYes

Mrs. Benitez Yes

<u>Second Amendment to the Employment Contract as the Administrative Assistant of Administrative Services with Mr. Harold Sullins</u>

Minutes: That the Second Amendment to the Employment Contract as the Administrative Assistant of Administrative Services with Mr. Harold Sullins, be approved.

Superintendent Ruvalcaba read the following statement:

"The second amendment adds a vacation pay out provision to the Assistant Superintendent's contract consistent with all other 12 month classified employees in the district and in accordance with Labor Code Section 227.3."

Motion made by: Mr. Esquivel Seconded by: Ms. Armenta

Roll Call Ms. Armenta Yes Mrs. Peña Yes
Votes: Mr. Esquivel Yes Mr. Quintanilla Yes

Mrs. Benitez Yes

Second Amendment to the Employment Contract as the Superintendent with Mr. Alejandro Ruvalcaba

Minutes: That the Second Amendment to the Employment Contract as the Superintendent with Mr. Alejandro Ruvalcaba, be approved.

"President Quintanilla read the following statement:

The second amendment adjusts the Superintendent's evaluation cycle to occur during the month of June every year for the duration of the contract."

Motion made by:Mrs. PeñaSeconded by:Ms. ArmentaRoll CallMs. ArmentaYesMrs. PeñaYesVotes:Mr. EsquivelYesMr. QuintanillaYesMrs. BenitezYes

DISCUSSION ITEM:

1. Discussion of Options for the Governance Team to Attend the 2020 California School Boards Association (CSBA) Annual Education Conference from December 1 – 5, 2020, in Anaheim, CA

Superintendent Ruvalcaba shared that at the request of the Board Mrs. Bracamonte prepared a memo indicating the options. Mr. Ruvalcaba reviewed the options for the governance team to attend the CSBA conference in December. Each Trustee provided their preference for the conference:

- Superintendent Ruvalcaba opted to attend the conference virtually.
- Trustee Esquivel opted to attend the conference in person, with no preconference events, luncheons, or hotel accommodations.
- Trustee Benitez opted to attend the conference in person, with no preconference events or hotel accommodations.
- Trustee Armenta opted to attend the conference in person, with no preconference events, luncheons, or hotel accommodations.
- Clerk Peña requested for the Superintendent's office to follow up with her.
- President Quintanilla opted to attend the conference in person, with no preconference or hotel accommodations.

NEW BUSINESS

- 1. President Quintanilla requested a cost analysis for the Dual Immersion Mandarin Program including startup costs.
 - a. It was the Board's unanimous consensus to proceed with the report.
- 2. Clerk Peña requested information about the flyer that was sent out to staff for preschool and summer school positions.
 - a. Superintendent Ruvalcaba shared the District had been working with Mrs. Lawrence to review the Preschool Program at Shuey which is headed by two teachers. He explained that Preschool for students is on a voluntary basis and our teachers are excited to run the program. He shared that the District feels it is prepared and ready to start the program as scheduled.
 - b. Assistant Superintendent Sullins shared that the District is targeting to open the Preschool program on July 6th, however, the start date can be adjusted.
 - c. Due to concerns as a result of the pandemic, Clerk Peña shared that she does not want the District to move forward with starting the Preschool program at Shuey.

- 3. Trustee Esquivel requested an update on the security camera project and shared that it is a waste of paper and staff time to create the board packet binders. He suggested that the District move towards digital board packets to reduce the amount of paper and staff time utilized to put together the binders. President Quintanilla suggested that staff follow everyone's preference.
 - a. Assistant Superintendent Sullins shared that the facilities team recently discussed the security cameras and beta tested some samples. He shared that the District will be working with CSEA which requested additional details before the project proceeds.
- 4. Superintendent Ruvalcaba shared that both the presentation on Board agenda preparation and the GAMUT Meetings training will be delayed until the Board meetings continue with in person meetings due to the COVID-19 pandemic and the need for social distancing.
- 5. President Quintanilla requested an update on the proctor position at Muscatel.
 - a. Assistant Superintendent Sullins shared that CSEA did not approve the job description in order to move forward with Board action.
- 6. President Quintanilla proposed for a study session on enrollment and requested a print out of all enrollment numbers.
 - a. Superintendent Ruvalcaba shared that staff will provide information related to enrollment including TK-K-1 grades. He suggested that this be an opportunity to take a look at the overall enrollment, including how the cohorts are moving to the next grade level. The information covered will also include student enrollment as related to staffing.
 - b. Superintendent Ruvalcaba proposed that the study session be held two weeks after to the start of school, as the District will have better knowledge of the numbers.
 - c. Clerk Peña requested the numbers for the students who participated in Distance Learning during the school dismissal and school closure.
 - i. Superintendent Ruvalcaba shared that the entire student body participated in Distance Learning during school dismissal and school closure.
 - d. President Quintanilla requested the current projected enrollment numbers.
 - e. It was the majority of the Board's consensus to place the Preschool Program at Shuey topic on the next Board agenda. Superintendent Ruvalcaba shared that a discussion item will be added to the July 9, 2020 agenda.

PUBLIC COMMENT

Mrs. Bracamonte checked the <u>board@rosemead.k12.ca.us</u> email account for submittals of public comment. There were none.

RECESS TO CLOSED SESSION

President Quintanilla reconvened Closed Session at 10:33 p.m.

CLOSED SESSION

ADJOURNMENT OF CLOSED SESSION

President Quintanilla adjourned closed session at 11:15 p.m.

RECONVENE TO OPEN SESSION

President Quintanilla reconvened the meeting to open session at 11:17 p.m.

ANNOUNCEMENT OF ANY ACTION TAKEN IN CLOSED SESSION (if any)

President Quintanilla reported that the Board of Trustees took the following action in closed session:

In Closed Session, the Board of Trustees took action to approve the appointment of Hoori Chalian as Coordinator, Special Education and Student Support Services.

The roll call vote was as follows:

Motion made by:Mr. EsquivelSeconded by:Ms. ArmentaRoll CallMs. ArmentaYesMrs. PeñaAbstainVotes:Mr. EsquivelYesMr. QuintanillaYesMrs. BenitezAbstain

In Closed Session, the Board of Trustees took action to approve the appointment of Fredric Noriega as Assistant Principal, Middle School.

The roll call vote was as follows:

Motion made by:Ms. ArmentaSeconded by:Mr. EsquivelRoll CallMs. ArmentaYesMrs. PeñaAbstainVotes:Mr. EsquivelYesMr. QuintanillaYesMrs. BenitezAbstain

ACTION ITEM(S):

Reinstatement of Expelled Student No. 19-20.1

Minutes: That the Reinstatement of Expelled Student No. 19-20.1, be approved.

Motion made by:Mrs. BenitezSeconded by:Mrs. PeñaRoll CallMs. ArmentaYesMrs. PeñaYesVotes:Mr. EsquivelYesMr. QuintanillaYesMrs. BenitezYes

ADJOURNMENT

Minutes: That the June 25, 2020 Board of Trustees meeting, be adjourned at 11:18 p.m.

Motion made by: Mrs. Peña Seconded by: Mrs. Benitez Roll Call Ms. Armenta Yes Mrs. Peña Yes Mr. Quintanilla Votes: Mr. Esquivel Yes Yes Mrs. Benitez Yes

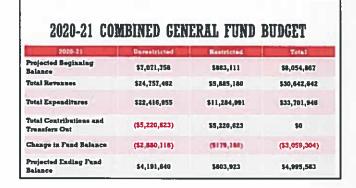
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Pesident



"There is nothing more certain and unchanging than uncertainty and change." – John F. Kennedy

2020-21 BUDGET ADJUSTMENTS



2020-21 COMBINED GENERAL FUND BUDGET Projected Beginning \$7,338,483 \$1,063,121 \$8,401,604 Total Revenues \$24,766,037 \$5,885,180 \$30,651,217 Total Expenditures \$11,249,152 \$22,416,650 \$33,665,802 Total Contributions and (\$5,213,836) \$5,213,830 (\$2,864,449) Change in Fund Balance (\$150,136)(\$3,014,585) Projected Ending Fund \$4,474,034 \$912,945 \$5,387,019

MULTI YEAR ADJUSTMENTS

UNRESTRICTED MULTI YEAR PROJECTIONS

SPACE AND LINES.	2021-22	2022-23
Projected Beginning Believos	\$4,191,640	\$1,065,461
Total Revenues	\$23,837,127	\$23,741,303
Total Expenditures	\$22,000,381	\$18,314,553
Total Contributions and Transfers Out	(\$4,953,925)	(\$5,420,689)
Change in Fund Salance	(\$3,128,179)	\$6,061
Projected Ending Fund Balance	\$1,065,461	\$1,071,522

- Reflects nearly a \$4 million adjustment for bedget reductions in 2022-23
 Will require Board ection to identify reductions by 1th Intertm in December 2020
 Ending Fund Balance in both years is slightly above the 3% Minimum Reserve for Economic Uncertainty Additional cust may occur during August Bedget Revision and future bedget proposals, requiring greater reductions

UNRESTRICTED MULTI YEAR PROJECTIONS					
	2021-22	2022-23	Reflects nearly a \$4 million		
Projected Beginning Balance	\$4,474,034	\$1,323,208	adjustment for budget reductions in 2022-23		
Total Revenues	\$23,637,233	\$23,741,303	 Will require Board action to identify reductions by Interim in December 202 		
Total Expenditures	\$22,111,519	\$18,438,662	Ending Fund Balance in both years is slightly above the 3% Minimum		
Total Contributions and Transfers Out	(\$4,826,540)	(\$5,302,641)	Reserve for Economic Uncertainty - Additional cuts may occu		
Change in Fund Balance	(\$3,150,826)	(\$357,340)	during August Budget Revision and future budg proposals, requiring		
Projected Freding Fund Relence	\$1 323 208	toes nee	fineses segnetrous biolosers' sedering		

STATE BUDGET DEAL

- Maintains 0% COLA
- · Eliminates additional cuts to LCFF and Categorical Programs and replaces with Revenue Deferrals
- **Provides ADA Hold Harmless**
- Increases allocation of Federal CARES Act Funding to mitigate learning loss
- Maintains instructional days and instructional minutes requirements
- Provides restrictions on lay offs for non-management certificated staff and designated classified positions