

SHASTA COUNTY BOARD OF EDUCATION

Shasta County Office of Education

2985 Innsbruck Drive

Redding, CA 96003

January 11, 2023

REGULAR MEETING MINUTES

ADOPTED

1. CALL MEETING TO ORDER

The meeting was called to order by President Barry at 1:31 p.m.

Members Present

Kathy Barry, President

Robert Brown, Vice President

Authur Gorman

Steve MacFarland

Laura Manuel

Denny Mills

Nick Webb

Ava Gebhart, Student Board Member

Members Absent

None

Administrators Present

Judy Flores, Shasta County Superintendent of Schools

Adam Hillman, Associate Superintendent, Administrative Services

Mike Freeman, Associate Superintendent, Instructional Services

Others Present

Carmen Bahr, Executive Assistant to the Superintendent (Recording Secretary)

(There may have been others in attendance. Those in attendance may have attended only a portion of the meeting.)

Joy Garcia

James Alspach

Austin Preller

Michelle Larson

Rebecca Lewis

Trudy Pellizzari

Renee Menefee

De'An Chambless

Carie Webb

Nate Fairchild

Rosemary Mitchell

Sherry Rodgers

Pauline Arellano

Dan Ostrowski

Jackie Titus

Lee Stephenson

Bonnie Saunders

Steve Woodrum

Benina Silva

Mike Esser

Ashley Rudolph

Regina Sharrett

Margaret Contrill
Cheryl Sanchez
Jerry Sanchez, Sr.
Marlene Slabaugh
Richard Gallardo
Delores Lucero

2. PLEDGE OF ALLEGIANCE

Board Member Webb led the Pledge of Allegiance.

3. APPROVAL OF AGENDA

ACTION: Board Member MacFarland moved to approve the Agenda as submitted.
Vice President Brown seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

AYES: Barry, Brown, Gorman, MacFarland, Manuel, Mills, Webb

NOES:

ABSTENTIONS:

ABSENT:

Student Board Members

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

4. PUBLIC COMMENT

The following members of the public spoke requesting that Board Policy 5145.3 Nondiscrimination/Harassment be revisited by the Board.

- Regina Sharrett
- Nelda Johnson
- Ashley Rudolph
- Steve
- Bonnie Saunders read a statement by Jeanie Winstead
- Rich Gallardo
- Lori Bridgeford
- Sally Rapoza
- Michele Dugar
- Terry Rapoza
- Marlene Slabaugh
- Kevin Crye
- Jackie Corn
- Lisa Michard
- Nigel Skeet
- Nick Gardner
- Jackie LaBarbera
- Delores Lucero
- Craig Sharrett

The following members of the public spoke against Social Emotional Learning and Critical Race Theory.

- Margaret Cantrell
- Nelda Johnson

Rich Gallardo - The sign in sheet is in violation of the Brown Act. Any board member should be able to put something on the agenda.

Steve Woodrum - Society is changing. Trans people exist and their lives are real and as genuine as ours. Trans people suffer violence and bullying. They are humans and deserve the respect that you would want.

5. APPROVAL OF CONSENT AGENDA

5.1. Board

5.1.1. December 14, 2022 Board Meeting Minutes

5.2. Administrative Services

5.2.1. Credentials and Oaths for Temporary Certificates

5.2.2. Resolution Regarding Lincoln’s Birthday Observance - February 2024

Board Member Gorman wanted to motion to bring back Policy 5145.3 for discussion and potential action to revise.

President Barry explained that this comes at a later point in the agenda during Board Discussion.

Public Comment

Delores Lucero - Before the Board approves the agenda, they should bring back the board policy and vote on it right now. It is about the kids. She recommended that the Board should change their vote.

Greg Ulrich - He agreed with what others already said and added that in Genesis there are only two identities, male and female.

A woman thought that Board Member Gorman should be able to make a motion.

President Barry explained that she is trying to follow the agenda.

Board Member Gorman asked to amend the agenda to include Board Policy 5145.3.

ACTION: Vice President Brown moved to approve the Consent Agenda as submitted. Board Member Manuel seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

AYES: Barry, Brown, MacFarland, Manuel, Mills, Webb

NOES: Gorman

ABSTENTIONS:

ABSENT:

Student Board Members

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

Board Member Gorman requested a roll call of the Board to add Board Policy 5145.3 to the agenda.

Board Member Webb stated that there already was a robust conversation.

Board Member Mills had no additional comments.

Board Member Manuel said that we do not take action on items that are not on the agenda.

Board Member Gorman wanted to have the Board vote on having the discussion in the future and add it to a future agenda.

Board Member MacFarland acknowledged that there are a lot of emotions and personal opinions, but we need to move forward.

Board Member Gorman said that the people want to know how you folks vote today. You also have the ability to add it to the agenda for the next board meeting.

Vice President Brown pointed out that there was already a motion, second, and a vote for the approval of the agenda. The agenda was set at that time and adding to the agenda after it is approved is not how we proceed.

Student Board Member Gebhart had no comment.

President Barry did not want to revisit it right now.

ACTION: Board Member Gorman moved to add Board Policy 5145.3 to a future agenda.
No one seconded the motion.
The motion failed.

President Barry called for a brief recess at 3:06 pm. The Board returned at 3:18 pm.

6. INFORMATION

6.1. Administrative Services

- 6.1.1. General Fund Board Report
- 6.1.2. Shasta County Office of Education 2021/22 Audit Report
- 6.1.3. Chrysalis Charter School 2021/22 Audit Report
- 6.1.4. Chrysalis Charter School 2022/23 First Interim Budget
- 6.1.5. Northern Summit Academy 2021/22 Audit Report
- 6.1.6. Northern Summit Academy 2022/23 First Interim Budget
- 6.1.7. Redding STEM Academy Charter School 2021/22 Audit Report
- 6.1.8. Redding STEM Academy Charter School 2022/23 First Interim Budget
- 6.1.9. 2023/24 School Year Calendars
- 6.1.10. Annual Certification Regarding Workers Compensation

Associate Superintendent Hillman explained that the SCOE 2021/2022 Audit Report draft version was inserted in the agenda packet instead of the final version. There were a couple of corrections that were made in the final version. They included: a section where they described if they did audit testing on certain items and Independent Study was incorrectly identified; Santa Barbara Office of Education was mistakenly listed; the lease section was condensed; and there was no testing done on Independent Study since they are accounted for by the district of residence. He suggested that the corrected audit version could be brought back to the Board next month. Board Members Mills and Gorman agreed that

they would like to see the final version.

President Barry commented that item 6.1.10. represented a massive amount of work on Mina Asmus and Jodie Van Ornum's part.

7. RECOGNITION

7.1. Board Member for Service on the Shasta County Board of Education

President Barry recognized Board Member Mills who served as the president for the past two years. It was a challenging two years and she handled it gracefully and successfully.

Superintendent Flores presented a plaque to Board Member Mills in appreciation of her work as president.

8. PRESENTATION

8.1. CA School Boards Association (CSBA) - Public Affairs and Community Engagement Representative (PACER) - Susanne Baremore

Susanne Baremore, North State Division PACER, shared about her role. CSBA added PACERS to help strengthen governance. There are sixteen pacers across the state. Ms. Baremore serves fourteen northeastern counties, twenty percent of California's landbase, two percent of the population, and 150 local education agencies.

The duties of PACERS include establishing two-way communication between CSBA and board members, connecting members to services and trainings, providing relevant and timely information, increasing the political presence of school board members to legislators and agencies, and facilitating stronger relationships.

CSBA offers legislative advocacy. They have an entire legislative team. There are member driven efforts with a Coast to Coast advocacy trip in Washington DC and a Legislative Action Day that has been expanded to a week and is now available virtually.

They have several different departments to assist members. The research department provides governance and policy resources. This includes sample board policies and administrative regulations through a subscription. The legal department offers both legal services and legal guidance. The trainings department offers a variety of trainings.

Ms. Baremore explained that CSBA is a nonpartisan office and is not a government agency. It is a trade organization for school boards and an advocate for them.

9. DEPARTMENT UPDATE/PROGRAM UPDATE

9.1. Early Childhood Services - Part 1

Renee Menefee, Executive Director Early Childhood Services, shared a broad overview of Early Childhood Services (ECS). It is the central access point for early childhood resources and support. ECS consists of seven divisions that include early education and instructional services, family and community engagement, operations, inclusive early education, health and nutrition services, eligibility and enrollment, ECS fiscal operations, and data planning and accountability.

The "Why" of ECS is to support the development and education of young children in Shasta County by providing high-quality programs and services to children, families, and educators. The 2022-23 ECS

focus area is to fully operationalize the new facility as the central access point where a majority of co-located services are under one roof.

The department goals include: (1) identifying critical early childhood data points; (2) develop the early childhood workforce educational program; and (3) increase communication and develop information sharing systems for all of ECS.

Ms. Menefee shared the challenges and celebrations that they are facing. The biggest challenge is that there are fewer child care providers. ECS is focused on what we can do here locally to help with children that are missing out. Celebrations included January 10, 2023 the official first day of Preschool at Hilltop and the Family Wellness Pilot Program.

9.2. Reach Higher Shasta (RHS) Early Childhood Update

Ms. Menefee provided an update on the Reach Higher Shasta Early Childhood Subcommittee. She co-leads the subcommittee with Wendy Dickens, Executive Director of First 5 Shasta. Their focus areas are pre-kindergarten through third grade (P-3) alignment and family communication. She explained how transitional kindergarten, Universal Pre-Kindergarten, and P-3 alignment work together. These coherent systems support children's learning over time.

President Barry called for a brief recess at 4:40 pm. The Board returned at 4:46 pm.

10. ACTION

10.1. Administrative Services

10.1.1. Formal Bid - Oasis Campus HVAC Replacement Project

Dan Ostrowski, Director - Maintenance and Operations, explained that all of the bid documents were finally received. They encompass the Oasis Campus: Redding STEM Academy, Independent Study, EXCEL Academy, and Maintenance and Operations office. He would like to receive approval for the formal bid process.

ACTION: Board Member Mills moved to approve item 10.1.1. as submitted.
Board Member MacFarland seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

AYES: Barry, Brown, Gorman, MacFarland, Manuel, Mills, Webb

NOES:

ABSTENTIONS:

ABSENT:

Student Board Member

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.2. Instructional Services

10.2.1. Continued Funding Applications

Renee Menefee, Executive Director - Early Childhood Services, shared that these applications are required by the California Department of Education (CDE) and Department of Social Services. This is to continue funding the preschool and alternative programs. Board approval allows Superintendent Flores to sign the application for providing services and accepting the funding.

ACTION: Vice President Brown moved to approve item 10.2.1. as submitted.
Board Member Webb seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

AYES: Barry, Brown, Gorman, MacFarland, Manuel, Mills, Webb

NOES:

ABSTENTIONS:

ABSENT:

Student Board Member

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.2.2. School Accountability Report Cards

Mike Freeman, Associate Superintendent Instructional Services, explained that every year schools are required to post School Accountability Report Cards (SARCs) on their website. Last year we received our first delay from CDE because of the new data fields. Included in the agenda packet are SARCs for our student programs, but we are waiting for the rest of the data from the CDE. He requested approval of what we currently have so they can be posted on our website by the February 1 deadline.

ACTION: Board Member Manuel moved to approve 10.2.2. as is and would like it to come back to the Board when there is complete data. When posted it will clearly state what is missing.
Board Member Mills seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

AYES: Barry, Brown, Gorman, MacFarland, Manuel, Mills, Webb

NOES:

ABSTENTIONS:

ABSENT:

Student Board Member

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

11. STUDENT BOARD MEMBER REPORT

- Ava Gebhart, Foothill High School

Student Board Member Gebhart just completed directing the Student Advisory Board on Legislation in Education (SABLE) conference. It is a student led, 3-day conference that has taken place for the past

twenty years. Students from all over California created and presented their proposals. They narrowed it down to five proposals that were presented to the California Senate Education Committee.

12. SUPERINTENDENT'S REPORT

Superintendent Flores discussed upcoming trainings.

- January 23, 6 pm - Brown Act training
- March 1 - SCOE Board Training, please set aside the date.

She also mentioned the training provided by the FBI that SCOE sponsored and eleven counties participated in on school safety training. Law enforcement and education representatives were able to hear five hours of information from presenters of the FBI and other agencies. Schools can partner with law enforcement to evaluate campus safety, cyber security, and active shooter awareness. They will be following up with how to complete a threat assessment and will continue to revisit these topics within the quarterly safety meetings.

13. DISCUSSION

13.1. Board

13.1.1. Board Priorities

13.1.1.1. California Literacy State Development Grant

Trudy Pellizzari, Director - District & School Support, and Stephanie Byars-Dickie, Literacy Coordinator - Professional Learning & Leadership Support Services, provided an update on the California Literacy State Development Grant.

Ms. Pellizzari shared the background on the grant. We are halfway through it. It is a federal grant that is overseen by the County. Anderson Middle School and Happy Valley Elementary have ten teachers participating.

Ms. Byars-Dickie explained that there are seven priorities for literacy. We are Priority 5 that will focus on Universal Design for Learning (UDL). They are doing this with coaches, administrators, and teachers participating in monthly professional learning. Trudy and Stephanie serve as instructional coaches. Teachers engage in instructional rounds by observing other classrooms and learning from each other. The grant is overseen by an independent auditor from CSU, Chico.

Successes include a strong buy-in from teachers and administrators, proactive lesson design, book and bag giveaways, reading nooks, UDL is a bigger part of the teacher's practice. Challenges they have encountered are a sub shortage making it difficult to schedule professional learning, new teachers joining the grant mid-stream, and the need for building staff capacity.

13.1.1.2. Social, Emotional, and Mental Health (SEMH) Strategic Plan - Year 1 Activities for Strategic Direction 2: Develop a System to Nurture a Thriving Workforce

Joy Garcia, Senior Director - Special Projects, reviewed SCOE's Strategic Plan, strategic direction 2. Direction 2 is about being able to develop a system to nurture a thriving workforce. One strategy is to increase and improve our internal and external mental health workforce. The second strategy is to promote educator mental wellness that will help to create positive and supportive learning environments for their students.

13.1.1.3. Board Vision Statement for SEMH Strategic Plan

Vice President Brown shared how he has been participating in the SEMH workgroup for the past year. He would like to move forward with a vision/purpose statement of what SCOE is intending to do with Social Emotional Mental Health. He shared four different possible statements. Vice President Brown sees this as a process for the Board to discuss over the next couple of months. He will think about the questions that Board Member Manuel asked - Where will this statement appear and how will it be used?

13.1.1.4. Board Member Term Limits

Board Member Gorman said that several counties are looking at term limits. A person can be elected for four years with a limit of three terms. He suggested that it be moved forward during the 2024 election. He explained that it can help those that currently cannot afford to run. He would like to see participation from the community and help to train others up.

Board Member Manuel commented that it has been valuable to learn from longtime board members. Our elections really serve as term limits. In a way limits are taking away their voice.

Board Member Mills agreed with bringing in new people, however having seasoned people on the board is helpful.

Superintendent Flores explained that when she started in her position longtime board member, Diane Gerard, was a great resource since she had worked with three other superintendents and predated most of the staff. The average board member service is 8.9 years. Most board members are not choosing to run for more than two terms.

Jessica Bigby, Executive Director District Fiscal Services, is a liaison to the districts. She shared that one high risk is filling the boards. They have difficulty obtaining quorams. It is a hard and often underappreciated role. We don't want to handcuff or limit members of the board.

Board Member Gorman is interested in moving this item forward to discuss it as an action item. It was agreed by the rest of the Board to discuss at the next meeting.

13.1.2. Board Reports/Correspondence/Comments

Board Member Mills shared that an upcoming exhibit at the Shasta Historical Society is having an exhibit, "Her Side of the Story: Tales of California Pioneer Women and Shasta County Women of Influence." It opens on February 3, 2023 and features local women in our community, including Superintendent Flores.

Board Member Gorman mentioned a few items:

- He asked for clarification from Associate Superintendent Hillman about something he said at the last meeting regarding decreasing superintendent wages. Mr. Hillman clarified that the Board annually evaluates the superintendent's salary every year, but it cannot be reset until there is a new county superintendent.
- Some staff had gone to him regarding health caps and the fact that they have to take our insurance and cannot opt out. Mr. Hillman said that not opting out of insurance is a policy of our JPA board that provides our insurance. He is in the process of finding out if all JPAs are this way. We are also in the process of addressing our medical caps with the bargaining units which was recognized as a need in last year's negotiations and addressed this year through the one time

stipend provided to staff.

- He asked about the holiday schedule being on the agenda for approval. Superintendent Flores explained that it is under the consent agenda 5.2.2. The reason it comes to the board for approval is if it needs to be on another day besides the actual holiday like Lincoln's birthday. He said a lot of educators asked about the Christmas schedule. It used to be a week before and after Christmas. She explained that the Shasta Union High School District sets the calendar and has moved the break to make the semesters more equal in length.
- We end up voting in policies that have to do with HR issues even though we are not related to HR. Last meeting we talked about what happened to employees if they did not follow the harassment policy. Mr. Freeman explained that there would be progressive discipline if the employee did not comply with misgendering of a student or staff member. We could potentially be in litigation. We are not responsible for HR policies, but we vote them in. He wants to bring back the policy and add the verbiage in that policy about first amendment rights. He wants to bring the policy back for discussion to add in templates so that no one's first amendment right is violated.

President Barry explained that this policy did not show up again because our practice is that once something has been voted on it does not come back unless a majority of the board wants it to come back.

Mr. Gauthier clarified that the policies being discussed are in the 5000 series and overwhelmingly relate to students. It's setting parameters and policy for anti-harassment and anti-discrimination rules in the educational setting. It does have some human resources aspects to it.

Board Member Gorman stated that we shouldn't vote in policies that have HR aspects. He asked what is going to happen to the employee if they don't follow the policy? He said that he would bring up every month for that policy to be revisited until there is language that reflects what the federal court has determined.

President Barry asked the board if there is interest in further discussion since this policy has already been voted on.

Board Member Webb said that we discussed this earlier today and he will stick with what he said. His experience in the workplace with this is that it is a non-issue and he works with students.

Board Member Mills agreed that it has already been discussed.

Board Member Manuel explained that she has not always been on the winning side of votes on this board, but the protocol has been to take the vote and after the action has been taken we move forward. It is important to follow that norm.

Board Member MacFarland said that you accept when things do not go your way and move on for the sake of unity of the board.

Board Member Gorman thinks that unity is the problem. He disagrees and will bring it up every month for discussion.

Vice President Brown does not see any point in the discussion.

Student Board Member Gebhart said that it's already been discussed in detail with public comments for two meetings. Everyone has shown their views. If it is brought back up it seems redundant.

President Barry agreed that the item has been put to rest. We have already voted on it.

14. REMINDERS/UPCOMING EVENTS

- January 20, 2023, 10:00 & 11:00 am - Board Tour of Northern Summit Academy
- February 9, 2023, 9:00 & 10:00 am - Board Tour Redding STEM Academy
- March 14, 2023 - Principal for a Day Introductory Breakfast

- March 15, 2023 - Principal for a Day
- March 22 and 23, 2023 - Shasta County Spelling Bee at Sequoia Middle School
- March 29, 2023, 9:00 & 9:45 am - Board Tour of Chrysalis Charter School

15. BOARD MEMBER MEETING FEEDBACK

- Board Member Mills liked calling for a roll call vote.
- Student Board Member Gebhart agreed with Board Member Mills and commented that she felt heard being able to cast her preferential vote.

16. NEXT MEETING - February 8, 1:30 p.m. at Shasta County Office of Education, 2985 Innsbruck Drive, Redding, CA 96003

17. ADJOURN

President Barry adjourned the meeting at 6:47 p.m.

Respectfully submitted,
Judy Flores, Shasta County Superintendent of Schools
Ex-Officio Secretary to the Board