

**SHASTA COUNTY BOARD OF EDUCATION**

Shasta County Office of Education

2985 Innsbruck Drive

Redding, CA 96003

**December 14, 2022**

**BUDGET STUDY SESSION & REGULAR MEETING MINUTES**

**ADOPTED**

**BUDGET STUDY SESSION/OPEN SESSION - 12:30 pm**

**1. CALL MEETING TO ORDER**

The meeting was called to order by President Mills at 12:30. p.m.

Members Present

Kathy Barry, Vice President

Robert Brown

Authur Gorman

Steve MacFarland

Laura Manuel

Denny Mills, President

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.)*

Austin Preller

Dan Ostrowski

De'An Chambless

Kerri Schuette

Bianca Hauberg

Jackie Titus

Jackie Parker

Kerby Spencer

Lyndsey Gilstrap

**2. PUBLIC COMMENT**

There was no public comment.

**3. BOARD BUDGET STUDY SESSION**

3.1. 2022/23 First Interim Budget

Adam Hillman, Associate Superintendent Administrative Services, shared the first interim budget. The initial budget was shared in June, but the first interim budget ends up being the actual figures that are used for the year as they take into account the budget signed by the governor. This year's budget is

better than it has ever been.

Associate Superintendent Hillman highlighted a few areas:

- Countywide Enrollment - In Shasta County, the enrollment is stable compared to the rest of the state. SCOE enrollment is responsible for fewer than 200 students in school-day classroom instruction.
- Revenues have increased \$10 million from a variety of grants and other funding sources. There is an influx of one-time money.
- Local Control Funding Formula (LCFF) Revenue increased \$175,000 per district. It also changed when we lost one district due to lapsation.
- The COLA is 6.56% for 2022/23.
- Changes that have occurred since the adopted budget include an additional 3% one-time payment to employees in recognition of the increased cost of benefits that we have been working on and plan to adjust in an ongoing way through negotiations this spring. Positions have been added, however many are unfilled. Contracts have been added with some of the school districts.
- We have an unrestricted surplus that allows us to be uniquely situated to do things that are needed.
- We are planning for economic uncertainty and the ending of one-time funding sources. As well as, planning ahead for facility projects that include the HVAC Oasis retrofit, possible build out of the lot across from the Professional Development Center, and ADA improvements, windows, and HVAC in the Magnolia building.

Jackie Titus, Director Early Childhood Services Fiscal Operations, explained the Early Childhood Services budget changes.

- Revenue has increased 3.5 million because of increased Child Care and Alternative Payment funding, COVID funding, and transitional funding.
- Expenditures have increased 4.1 million since the budget adoption. It is directly related to the increased revenues, new equipment, and the completion of Hilltop.

Associate Superintendent Hillman also discussed the multi-year projection which is a combination of assumptions and estimates of revenue and expenditures for the current year and the next two years. It accounts for many things including elimination of one-time grants and contracted income, staffing adjustments, employer obligations of retirement costs, and increased capital outlay.

The Legislative Analyst's Office (LAO) Economic Forecast and UCLA Forecast were shared. LAO projects a \$25 billion budget deficit and over 8% COLA. According to the UCLA Forecast, half say a recession will begin in mid 2023. The current year budget will be monitored. The Governor's budget proposal will come out around January 10.

#### **4. ADJOURN**

President Mills adjourned the meeting at 1:25 p.m.

### **REGULAR BOARD MEETING/OPEN SESSION - 1:30 pm**

#### **1. CALL MEETING TO ORDER**

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

#### Members Present

Kathy Barry, Vice President

Robert Brown

Authur Gorman  
Steve MacFarland  
Laura Manuel  
Denny Mills, President  
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.)*

De'An Chambless

Dan Ostrowski

Austin Preller

Joy Garcia

James Alspach

Kim McKenzie

Rebecca Lewis

Trudy Pellizzari

Sherry Rodgers

Renee Menefee

Kurt Swanson

Lori Bridgeford

Jackie LaBarbera

Glenn Morris

Regina Sharrett

Jackie Titus

Bianca Hauberg

**2. PLEDGE OF ALLEGIANCE**

President Mills led the Pledge of Allegiance.

**3. APPROVAL OF AGENDA**

**ACTION:** Board Member MacFarland moved to approve the Agenda as submitted.  
Board Member Manuel 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. **RECOGNITION** - Rhonda Hull was recognized for her service on the Shasta County Board of Education. Superintendent Flores presented the Golden Apple Award to Rhonda Hull in recognition of her seventeen years of service to the Board. The Board also shared their words of gratitude for her service, attendance at extracurricular activities, and being a great ambassador for the Board.
5. **ADMINISTER OATH OF OFFICE** - Authur Gorman & Steve MacFarland, Elected at November 2022 Election

Superintendent Flores administered the oath of office for Board Members Authur Gorman and Steve MacFarland.

6. **PUBLIC COMMENT**

Richard Gallardo shared his budgetary concerns regarding hyperinflation. Jackie Labarbera suggested moving meetings to a different time for the public to attend.

7. **APPROVAL OF CONSENT AGENDA**

- 7.1. Board
  - 7.1.1. November 9, 2022 Regular Board Meeting Minutes
  - 7.1.2. Excuse Board Member Rhonda Hull's Absence at November 9, 2022 Regular Board Meeting Deemed Acceptable to the Board per Board Bylaw Administrative Regulation 9250 and Education Code 1090
- 7.2. Administrative Services
  - 7.2.1. Credentials and Oaths for Temporary Certificates
  - 7.2.2. Volkswagen Mitigation Trust Fund Grant for Electric School Bus
- 7.3. Instructional Services
  - 7.3.1. County School Attendance Review Board (SARB) Membership
  - 7.3.2. Donation/Gift Acceptance - Grow Manufacturing Initiative
  - 7.3.3. Donation/Gift Acceptance - Sierra Pacific Industries
  - 7.3.4. Donation/Gift Acceptance - Shasta-Tehama-Trinity Joint Community College District (NFNRC)
  - 7.3.5. Revised Board Policy and Administrative Regulation 5145.3 - Students - Nondiscrimination/Harassment
  - 7.3.6. Revised Board Policy and Exhibit 5145.7c - Students - Sexual Harassment
  - 7.3.7. Revised Board Policy 6146.1c - Instruction - High School Graduation Requirements
  - 7.3.8. Delete Administrative Regulation 6146.1c - Instruction - High School Graduation Requirements
  - 7.3.9. Extended School Year Waiver

Board Member Webb asked for item 7.3.4. to be pulled from the Consent Agenda so that he could abstain since he is a Shasta College employee.

Board Member Gorman requested that items 7.3.5. and 7.3.6. be pulled from the Consent Agenda to allow for more discussion.

**ACTION:** Board Member Webb moved to approve the Consent Agenda as submitted without items 7.3.4., 7.3.5., and 7.3.6. Board Member 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:

**ACTION:** Board Member Brown moved to approve item 7.3.4. as submitted. Board Member MacFarland seconded the motion. The motion passed by majority vote as follows:

**Shasta County Board of Education**

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

NOES:

ABSTENTIONS: Webb

ABSENT:

**Student Board Members**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

Superintendent Flores explained that the Board had requested to send thank you letters for donations included in the agenda. Letters for items 7.3.2-7.3.4. were circulated for the Board to sign.

7.3.5. Associate Superintendent Freeman shared that the policy was revised based on changes in state law to protect students who assert their gender identity expression against discrimination. This specifically relates to bullying, harassment, and discrimination. It applies to both students in our student programs and employees at the County Office. The board policies that are reviewed by SCOE only pertain to SCOE students, not the rest of Shasta County.

Board Member Gorman said that there are court hearings where they settled out of court in Ohio. The gender expression expressed by the student that is fluid does not need to be followed by the staff or anyone in the school. If you have a personally held belief that is different from the gender issue you are not subject to participate. There are only 0-6 people with gender dysphoria in Shasta County. Court cases have settled on the side of employees for substantial amounts of money that would take away our surplus. It needs to be shelved, reexamined, and staff and students educated about their rights.

Tom Gauthier shared that the court cases that have taken place in other states pertain to higher education. In California, in the K-12 setting, both the state and federal laws are written and guidance from the California Department of Education and US Department of Education require respecting the gender identity names and pronouns of students as they express them. Schools and County Offices are obligated to follow the policy as written.

Board Member Gorman said that we do not need to follow the law.

Board Member Webb pointed out that just as we could be sued by one side, we could also be sued by the other side. We are definitely exposed to challenges in the courts if we are not following the law. The first thing that he would follow is the law and see how things continue to shake out. He would not

want to not follow the law and expose ourselves to lawsuits as a result of failing to follow existing law. He also follows legal counsel.

Board Member Gorman said that our board policy needs to address personally held beliefs.

Student Board Member Gebhart shared the definition of gender identity and gender expression. This would make students feel safer in schools and more included within their education. She provided statistics from the Trevor Project regarding the LGBTQ+ community. Within schools and students in the United States, the second leading cause of death in ages 10-24 is suicide. In the LGBTQ+ youth, they are four times more likely to attempt suicide. In the 45 seconds that she talked one student/youth had attempted to commit suicide. Youth of the LGBTQ+ community and all students should feel heard. The bottom line is that this is about respecting the people you are around every day. She reminded the Board of our vision by reading the statement. As a student, she shared that this education system is for her and the students around her, and it should support everyone.

Board Member Manuel supported Student Board Member Gebhart. She stated that we are here to support all students and that is our role as a Board. She thinks it is a good policy.

President Mills also supported it. She agreed that we need to educate and support all students. We need to follow the law.

Associate Superintendent Hillman shared that we are covered by insurance for employee practice issues. The only way that coverage would not be extended is if we acted in a negligent manner and not following a state law would be considered negligent.

Board Member Brown said that a culture of inclusion has been created within SCOE and Shasta County. This policy fulfills the inclusion. We have to make our policies aligned to the laws as written by the legislature of the state of California.

### Public Comment

Lori Bridgeford - She stated that this gender shift has happened recently and there are many examples on the internet.

Delores Lucero - She is disturbed that the board members want to follow the laws. God's laws are more important to her. The parents need to have the right to overturn the document.

Richard Gallardo - Morals and ethics are the point. The high suicide rates are because they are confused.

Regina Sharrett - She asked about other employees and students that aren't comfortable with using pronouns.

Jackie Labarbera - She said that correlation does not mean causation with the suicide rates in the LGBTQ community. There are parents and staff that believe that they are harming the students by addressing them. She urged the Board to look at what detransitioning means.

Katie Gorman - She agreed with Ava's comments. She shared that younger students don't adhere to specific roles when they are playing. The policy is too broad. Gender dysphoria is a terrible psychological problem that causes harm.

**ACTION:** Board Member Gorman moved to table item 7.3.5. for further discussion to enhance the protocols and procedures that will be used.  
No one seconded the motion.  
The motion failed.

**ACTION:** Board Member Manuel moved to approve item 7.3.5. as submitted. Board Member Brown seconded the motion. The motion passed by majority vote 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:

7.3.6. Associate Superintendent Freeman explained that this policy outlines the sexual harassment complaint process and identifies the Senior Director Human Resources as the Title IX Coordinator. It identifies how to proceed with any claims of sexual harassment from students or staff that align with the Federal definition.

Board Member Gorman asked to table this item and move for further discussion since it does not state what is going to happen to the employee if someone feels that they are sexually harassed because of gender dysphoria. He would like the policy to be more detailed with what will happen to staff if their personally held beliefs go against the policy.

Associate Superintendent Freeman shared that the discipline would be the same as with any other Title IX policy violation. It would include progressive discipline, working with helping all employees with training of known policies, and procedures for how to support all students.

Public Comment

Richard Gallardo - Other boards look to the SCOE Board to make their decisions.

Delores Lucero - She can't believe that everyone does not believe the same way.

**ACTION:** Board Member Gorman moved to remove and table item 7.3.6. for further discussion.  
No one seconded the motion.  
The motion failed.

**ACTION:** Board Member MacFarland moved to approve item 7.3.6. as submitted. Board Member Manuel seconded the motion. The motion passed by majority vote 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:

**8. INFORMATION**

8.1. Administrative Services

8.1.1. General Fund Board Report

8.1.2. New, Retired, and Exited Employee Quarterly

**9. RECOGNITION**

9.1. Renee Menefee, SCOE Executive Director - Early Childhood Services

Associate Superintendent Freman presented flowers and Superintendent Judy Flores presented a plaque and card from herself and the Board to Ms. Menefee as a thank you for all that she has done for the children and families of Shasta County. She worked to make the dream of the Early Education and Observation Center a reality.

**10. ACTION**

10.1. Administrative Services

10.1.1. First Interim Budget (2022/23)

**ACTION:** Board Member Brown moved to approve item 10.1.1. as submitted. Vice President Barry 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:

10.1.2. Policy Number and/or Title Updates to align with the California School Boards Association Simbli/GAMUT application

Associate Superintendent Hillman explained that the California School Boards Association has made slight number or title changes to the county and district policies. The wording of the policies did not change.

**ACTION:** Board Member Manuel moved to approve item 10.1.2. as submitted. Vice President Barry 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. Board Policy 6186c - Instruction - Juvenile Court Schools (first read)

Associate Superintendent Freeman explained the policy. We went with Option 1, the County Superintendent of Schools shall be responsible for the administration of Juvenile Court Schools. It outlines that we work in partnership with Shasta County Probation and the individual transition plan for each of the students that are in the Juvenile Court School longer than twenty days.

**ACTION:** Board Member MacFarland moved to approve item 10.2.1. as submitted with Option 1 and waived the second read. Board Member 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 Member**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.2.2. Board Policy and Administrative Regulation 6164.5 - Instruction - Student Success Teams (first read)

Associate Superintendent Freeman explained that this board policy outlines what we know and have learned from effective student success teams.

**ACTION:** Vice President Barry moved to approve item 10.2.2. as submitted and waived the second read. 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:

10.2.3. Board Policy 6120 - Instruction - Response to Instruction and Intervention (first read)

Associate Superintendent Freeman shared that we have intervention plans and are monitoring student success and progress in the implementation of those plans. We are continually reviewing and monitoring the plans and modify them when interventions are not working.

**ACTION:** Board Member Brown moved to approve item 10.2.3. as submitted and waived the second read. 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:

10.2.4. Exhibit 5145.71c - Students - Title IX Sexual Harassment Complaint Procedures

**ACTION:** Vice President Barry moved to approve item 10.2.4. 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:

10.3. Board

10.3.1. Annual Organizational Meeting of the Board

10.3.1.1. Review/Reaffirm/Revise Board Bylaw 9100 - Organization

**ACTION:** Board Member Manuel moved to reaffirm item 10.3.1.1. as submitted. Board Member 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 Member**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.3.1.2. Review/Reaffirm/Revise Exhibit 9100 - Organization

**ACTION:** Vice President Barry moved to reaffirm item 10.3.1.2. 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:

10.3.1.3. Appoint President

Vice President Barry accepted the nomination to be President of the Board for 2023.

**ACTION:** Board Member MacFarland moved to approve item 10.3.1.3. as submitted to appoint Vice President Barry as President for 2023. Board Member 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 Member**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.3.1.4. Appoint Vice President

Board Member Brown accepted the nomination to be Vice President of the Board for 2023.

**ACTION:** Board Member Webb moved to approve item 10.3.1.4. as submitted to appoint Board Member Brown as Vice President for 2023. Board Member Manuel 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:

10.3.1.5. Appoint County Superintendent as Secretary

**ACTION:** Board Member Brown moved to approve item 10.3.1.5. as submitted to appoint Superintendent Flores as Secretary. 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:

10.3.1.6. Review/Reaffirm/Revise Board Bylaw 9320 - Meetings and Notices

Superintendent Flores noted that the only change in the Bylaw is the location of meetings being at the Professional Development Center instead of the Board Room.

**ACTION:** Board Member MacFarland moved to approve item 10.3.1.6. as submitted with the change in location. Board Member 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 Member**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.3.1.7. Resolution Fixing Date, Time, and Location of Regular Meetings for 2023

**ACTION:** Board Member MacFarland moved to approve item 10.3.1.7 as submitted with the April meeting taking place on the third Wednesday of the month. Vice President Barry 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:

10.3.1.8. Board Meeting Planning Calendar (2023)

Superintendent Flores explained that the calendar includes an overview of the types of items that will be shared in 2023. This includes public hearings, budget, and items that are required by a plan that is due to the state or federal government or by way of best practices. This gives a sense of where we are headed for the year.

**ACTION:** Vice President Barry moved to approve item 10.3.1.8. 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:

10.3.1.9. Review/Reaffirm/Revise Board Bylaw 9140 - Board Representatives

**ACTION:** Board Member Brown moved to reaffirm item 10.3.1.9. as submitted. Vice President Barry 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:

10.3.1.10. Appoint Board Representatives to Committees

The only required representative that we have for a committee outside of the Board is for the Shasta Trinity Regional Occupational Program (STROP). Board Member Brown has served the past two years. He is willing to continue serving or hand it off if someone else would like to serve.

**ACTION:** Board Member Webb moved to approve item 10.3.1.10. as submitted with Board Member Brown continuing as the representative on the STROP JPA Board. 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:

10.3.1.11. Review/Reaffirm/Revise Board Bylaw and Exhibit 9005 - Governance Standards

Superintendent Flores noted that Exhibit 9005, The California County Board of Education Handbook has been revised and the new edition has been ordered for the Board.

**ACTION:** Board Member MacFarland moved to approve item 10.3.1.11. as submitted. Board Member Manuel 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:

10.3.1.12. Review/Reaffirm/Revise Professional Governance Standards Brochure

**ACTION:** Board Member MacFarland moved to approve item 10.3.1.12. as submitted. Board Member Manuel 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:

10.3.2. Consider Remuneration of Board Members as Allowed by Education Code 1090 and Administrative Regulation 9250

Board Member Manuel appreciated all of the information provided. This is a role of community service and she is uncomfortable with increasing the remuneration.

Board Member MacFarland explained that they are elected officials and entitled to some minor reimbursement. His recommendation is to increase the remuneration.

**ACTION:** Board Member Manuel moved to approve item 10.3.2. by keeping the remuneration the same for 2023, without an increase. Vice President Barry seconded the motion. The motion passed by majority vote as follows:

**Shasta County Board of Education**

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

NOES: MacFarland

ABSTENTIONS:

ABSENT:

**Student Board Member**

AYES: Gebhart

NOES:

ABSTENTIONS:

ABSENT:

10.3.3. Superintendent's Compensation

Associate Superintendent Hillman shared that Jodie VanOrnum, Senior Executive Director Human Resources, wanted an omission pointed out on pg. 187 in the agenda packet. Associate Superintendents receive a mileage/vehicle stipend of \$200 per a month. The box should read \$2,400.

In November, Associate Superintendent Hillman, Ms. Van Ornum, Board Member MacFarland and Board Member Manuel met in a subcommittee meeting to determine a recommendation for the rest of the Board. They have been working to get the superintendent's salary competitive with the other large district superintendents. Their request was for the Board to approve the same package that the rest of the employees received: 5.5% ongoing increase, a 2% one-time payment, and a 3% one-time payment. They also recommended that the superintendent receive a longevity stipend of 6% like the rest of management receives for the fifteen years that she has worked for the county office. This decision does not bind the Board to pay a future superintendent the same compensation.

The Board commented that it has taken a long time for the superintendent's salary to be competitive with SUHSD and other Class V Counties. They value her experience and longevity, her willingness to go above and beyond, and her voice at the state level is very important to the students of Shasta County and the rest of the state. Her role has benefited our students and parents.

**ACTION:** Vice President Barry moved to approve item 10.3.3. as submitted, accepting the recommendation of the committee to the 5.5% increase, two one-time payments, and a longevity stipend. 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:

President Mills called for a ten minute break at 3:48 pm.

**11. STUDENT BOARD MEMBER REPORT**

- Ava Gebhart, Foothill High School

Student Board Member Gebhart shared about the Student Voice Panel that she was involved in on Monday with Associate Superintendent Freeman. It was the best first one they could have had. Administrators and people in the educational system listened to students as they had a genuine conversation on mental health. Students felt heard on their perspectives. They were selected through a survey shared out to each high school. In the spring there will be another Student Voice Panel. It was a great experience. She thanked Mr. Freeman and everyone else that was involved in planning it.

President Mills attended the session and said that it was very insightful and good to hear the students speak their heart.

Associate Superintendent Freeman shared that Ms. Gebhart did a masterful job in facilitating it.

**12. SUPERINTENDENT'S REPORT**

Superintendent Flores talked about the Sold A Story Podcast that Board Member Manuel shared at a previous board meeting. She has reached out to the superintendents of the two largest school districts about it. She then took the discussion to the meeting of district superintendents and asked them to listen to the podcast and look at how reading is being taught, what materials they have, and how they are assessing it. They are going to continue to make this a focus over the next few months within the superintendents' meetings.

Superintendent Flores attended several CSBA sessions that included Long Beach USD's policy on excellence and equity, family and community engagement, improvement science from a district perspective, parent ambassadors, and great boards. The Great Boards session was presented by Franklin Covey and they discussed essential features of what high performing school boards have in place. Superintendent Flores is meeting with them to see if it is a fit for a county board training.

This week she heard from West Ed which is one of the federal regional education research centers. Dr. Nikki Sandoval asked if Superintendent Flores would be willing to sit on their advisory team for the Western Educational Equity Assistance Center serving Alaska, Arizona, California, Colorado, Hawai'i, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washing, Wyoming, and the Pacific territories of American Samoa, Guam, and the Commonwealth of the Northern Mariana Islands.

**13. DISCUSSION**

**13.1. Board**

**13.1.1. Board Priorities**

**13.1.1.1. Mental Health & Community Schools**

Joy Garcia, Senior Director Special Projects, shared about Mental Health and Community Schools. She reviewed what Community Schools are. They include integrated student supports, expanded and



enriched learning time and opportunities, active family and community engagement, and collaborative leadership and practices.

SCOE will be participating in Community Schools through Regional Technical Assistance Centers. We applied for and received a Regional Technical Assistance grant. We will be responsible for helping the thirteen northern California counties be able to apply for planning and implementation grants and help them be successful in meeting those grant requirements. We will also provide support to thirteen schools from four local districts who receive CCSP implementation grants.

Community Schools become community centers that serve all. Our services may look all the same for the thirteen schools that qualified, but their programs will each look different. Research shows that it works best for students that have barriers to access to many of the community based services and supports.

SCOE will mainly be supporting schools through integrated student support by utilizing Bridges to School Success and working with our community partners. Before COVID-19 there was a children's mental health crisis and now there is an increase. SCOE's school-based mental health services team provides a continuum of services.

#### 13.1.2. Report from California School Boards Association (CSBA) Conference Attendees

Board Member Brown attended nine different mental health workshops at the CSBA conference. The one takeaway that was shared in all nine was "Maslow before Bloom". We need to help parents understand that their children's basic needs need to be met before they can be taught. Three things stood out from all of the workshops. (1) We can use our multi tier system of support to identify who needs support. (2) Family and staff have social emotional concerns, as well as students. We need to address those needs. (3) We need to partner with local universities, schools, and the community that services mental health.

Board Member Webb said that the one workshop that stood out to him was on legal issues. He got the most from California Landmark Children Health Initiative. It stands on four basic pillars - expanding access to mental health; building capacity for prevention, treatment, and recovery services; raising awareness and engaging communities and families; and delivering behavioral health services. There is a long term goal of having folks on every campus to help connect and support students.

President Mills attended several sessions. She attended one on Charter School Authorization and was interested in this because we are responsible for three charters. President Mills also attended a session on Leveraging Advocacy Voice within your Region. They stressed the importance of relationships with legislation and staff. Many of the services that will be incorporated in Community Schools are currently under county office or a county public agency. It is important that we have relationships with them. There is a CSBA Pacer position that is someone that assists with legislation in your area. Our PACER is Susanne Baremore. She attended the workshop by the California County Boards of Education (CCBE). They deal specifically with the county issues. There are several benefits in being a part of it, including the handbook and professional development opportunities. She appreciated the workshop on Building Culture through conversations of race and bias with focus on adults first by having conversations with staff.

Board Member Manuel asked if Susanne Baremore's position was new. She wondered if it would be helpful to have her come and share how she can help? Superintendent Flores offered to reach out to Susanne Baremore and ask her to come and present at an upcoming meeting.

### 13.1.3. Board Reports/Correspondence/Comments

Board Member Brown said that the superintendent of the STROP school, Charlie Hoffman, is planning to retire. If you know of someone who is interested in being a superintendent let them know.

#### 14. REMINDERS/UPCOMING EVENTS

- December 21, 2022, 1:00 pm - Excel Holiday Show
- 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 29, 2023, 9:00 & 9:45 am - Board Tour of Chrysalis Charter School

#### 15. BOARD MEMBER MEETING FEEDBACK

President Mills encouraged everyone to continue to conduct themselves with professionalism and respect. It is important that we listen to each other.

16. NEXT MEETING - January 11, 2023, 1:30 p.m. at Shasta County Office of Education, 2985 Innsbruck Drive, Redding, CA 96003

#### 17. ADJOURN

President Mills adjourned the meeting at 5:04 p.m.

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