

SHASTA COUNTY BOARD OF EDUCATION

Shasta County Office of Education
2985 Innsbruck Drive
Redding, CA 96003

September 28, 2022
Board Planning Session

ADOPTED

1. CALL MEETING TO ORDER

The meeting was called to order by President Mills at 10:02 a.m.

Members Present

Kathy Barry, Vice President

Robert Brown

Rhonda Hull

Steve MacFarland

Laura Manuel

Denny Mills, President

Nick Webb

Members Absent

Ava Gebhart, Student Board Member

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.)

Kerri Schuette

Dan Ostrowski

Joy Garcia

2. PLEDGE OF ALLEGIANCE

President Mills led the Pledge of Allegiance.

3. APPROVAL OF AGENDA

ACTION:

Board Member Webb moved to approve the Agenda as submitted.

Board Member MacFarland seconded the motion. The motion passed unanimously as follows:

Shasta County Board of Education

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

NOES:

ABSTENTIONS:

ABSENT:

Student Board Members

AYES:

NOES:

ABSTENTIONS:

ABSENT: Gebhart

4. PUBLIC COMMENT

There was no public comment.

5. INFORMATION/DISCUSSION

5.1. Strategic Plan for Social, Emotional, and Mental Health

Joy Garcia, Senior Director - Special Projects, shared updates to the Strategic Plan for Social, Emotional and Mental Health. At the July board meeting, she showed how the information was compiled and the base for larger SCOE input. The larger group helped to build the strategies. The strategies are how we want to support schools, but not our commitments on what they would do or provide. Each strategic direction has two or three strategies.

The update Joy presented included some of the objectives, activities, and outcome data that were added for Year 1 of the plan. The strategies will not always have outcome data. Some may have an artifact or actual product, like a Fiscal Management Tool.

The document will only contain one year at a time. It coordinates with the work that is already being done. It is meant to be an evergreen document that assists in monitoring progress.

Based on questions from the board, Joy also explained the community schools framework. Any school can decide to be a community school. The County Office can help all schools become a community school with a focus to strongly help thirteen schools, due to a grant application that was approved. The Community School Framework is based on the four pillars of integrated student supports, collaborative leadership and practices, family and community engagement, and expanded learning time and opportunities.

She requested that the Board review the draft plan and provide feedback directly to her at jgarcia@shastacoe.org. The strategies have not changed since July; only the Year 1 portions are additions. Please contact her if there is something that you think needs to be added.

5.2. Mission/Core Values

Superintendent Flores reviewed the purpose of Core Values and shared the updated Core Values that was based on Friday Feedback suggestions.

Service to & engagement of school districts, community partners, and each other for the benefit of all students.

Hopeful & Helpful

Aspire to improve & innovate

Shared humor & joy

Trustworthy

Attract, hire, & retain the best employees

The plan for 2022-23 includes:

- Take one SCOE Core Value about every other month.
- Provide a process that each leader can use to get input and examples.
- Develop a list of examples from across every department and create short video segments.

- Kerri Schuette, Communications Officer to work with a small team to develop the approach.

There are different ways staff can recognize and celebrate the Core Values including certificates, hopeful/helpful wooden coins, note cards, Core Values in Action - Google survey, and Inspiring Stories included in *Connecting SCOE*.

5.3. Department Goals (2022-2023)

Adam Hillman, Associate Superintendent - Administrative Services, and Mike Freeman, Associate Superintendent - Instructional Services, shared the goals for each department in their Division. They are based on SCOE's Hopes & Dreams for the Future - Striving to continuously improve, Supporting learning & growth for all, and Fostering appreciative & supportive relationships.

5.4. Facilities

Dan Ostrowski, Director - Maintenance and Operations, provided a handout of the proposed Innsbruck Office Building project costs and potential layouts from 2016. The Hilltop building costs are around \$500 per a square foot. He estimates that it will be about the same for this building. Instructional Services has outgrown the Professional Development Center. It would be more productive to have a facility where staff can work together in the same space. Mike Freeman will start to work with Rebecca Lewis, Executive Director - Professional Learning & Leadership Support Services, to determine the specifics of what is needed in a new space (enclosed offices, shared work space, small conference room, etc.).

5.5. Communication Plan

Kerri Schuette, Communication Officer, explained the Communications Plan. She shared that the purpose for communication is to tell our own story, manage crises, and reinforce our Core Values. Kerri also talked about the goals and tools for internal and external communication.

President Mills left at 1:10 pm.

5.6. Benefits for Employees

Adam Hillman explained that the Insurance Health Caps and Out-of-Pocket amounts have been in place for ten years as part of the restructure that was done to provide tiered caps. SCOE will be working to get our amounts more comparable in order to attract new employees. We have some potential new employees not accept positions because of the insurance. This will be a focus during the upcoming negotiations process for 2023-24 with each of our bargaining units.

5.7. Shasta County Board of Education Student Benefit Fund Administrative Regulation 3300 and Exhibit 3300-2 – Business and Noninstructional Operations – Expenditures and Purchases

De'An Chambless, Senior Executive Director - Business Services, provided written information about the Student Benefit Fund in the agenda packet.

5.8. Remuneration of Board Members

Adam Hillman suggested that the Board could consider a different approach to the remuneration. Instead of reviewing it and determining if there should be an increase each year, it could potentially be the same percentage as the percent increase that employees receive for compensation.

There were mixed feelings about a set increase in remuneration each year. A couple of the Board members thought that it showed they were valued and was helpful. Other members were uncomfortable with it being locked in, approving of their own salary, and the optics of this decision.

Due to a lack of consensus for change, the existing process that has been used as part of the Annual Meeting in December will continue. Superintendent Flores will research what other Class V County Board members are receiving as benefits and compensation as requested by Board Member MacFarland.

5.9. Board Focus Areas (2022-2023)

The Board brainstormed potential areas of focus for the 2022-23 school year. The list of ideas includes:

- Horizon Issues and Planning Ahead (staff retiring, facility needs, grants coming)
- Mental Health
- Community Schools Technical Assistance Center Grant
- Transitional Kindergarten, UPK
- Literacy
- Vocational Education (Career Technical Education/ROP)
- SCOE Charter Schools (could be visitation)

Board Member Webb asked how the board could add value with the areas of focus and for consideration of this in determining focus areas. The ideas generated will come back to the October board meeting for decision on what the areas of focus will be.

6. REMINDERS/UPCOMING EVENTS

7. BOARD MEMBER MEETING FEEDBACK

- Board Member Brown appreciated the Board's forthrightness and the fact that no one holds anything back. The Report to the Community is well done. The Community Advisory Committee is getting new parents on their Board.

8. NEXT MEETING - October 12, 2022, 1:30 p.m. at Shasta County Office of Education Professional Development Center, 2985 Innsbruck Drive, Redding

9. ADJOURN

Vice President Barry adjourned the meeting at 2:20 p.m.

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