

**SHASTA COUNTY BOARD OF EDUCATION**

Shasta County Office of Education  
1644 Magnolia Ave.  
Redding, CA 96001

**March 3, 2021  
Planning Session Minutes**

This meeting was held via teleconference and met the requirements of the Brown Act as allowed by the California Governor’s Executive Order issued in response to the “shelter-in-place” requirements based on the COVID-19 (coronavirus) pandemic.

**The meeting was accessible via a technology device, at:**

<https://bit.ly/SCOEBoard030321>

**Or by phone at:**

**Phone: 1-669-900-6833**

**Meeting ID: 878 2647 2896**

**Password: 580686**

**ADOPTED**

**1. CALL MEETING TO ORDER**

The meeting was called to order by President Mills at 10:00 a.m.

Members Present

Kathy Barry, Vice President

Robert Brown

Rhonda Hull

Steve MacFarland

Laura Manuel

Denny Mills, President

Jennifer Snider

Kaitlin Killion, Student Board Member

Members Absent

Leah Perez, Student Board Member

Administrators Present

Judy Flores, Shasta County Superintendent of Schools

Adam Hillman, Associate Superintendent, Administrative Services

Brien McCall, Associate Superintendent, Instructional Services

Others Present

Erica Flores, 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.)*

Mike Freeman

Jodi VanOrnum

De’An Chambless

Dan Ostrowski

Shere DePaoli

Rebecca Lewis

## **2. TELECONFERENCE PROTOCOLS**

President Mills explained the protocols for the meeting, as it was held online.

## **3. APPROVAL OF AGENDA**

**ACTION:** Board Member Hull moved to approve the Agenda as submitted.  
Board Member MacFarland seconded the motion. The motion passed by majority as follows:

### **Shasta County Board of Education**

AYES: Brown, Hull, MacFarland, Manuel, Mills, Snider

NOES:

ABSTENTIONS:

ABSENT: Barry

### **Student Board Members**

AYES: Killion

NOES:

ABSTENTIONS:

ABSENT: Perez

## **4. HEARING OF PERSONS WISHING TO ADDRESS THE BOARD**

There was no public comment.

## **5. INFORMATION/DISCUSSION**

### **5.1. Budget Discussion: Future Board Priorities**

Superintendent Flores opened the discussion with a slideshow presentation. She shared the team would be giving recommendations for use of the Ending Fund Balance.

Adam Hillman provided background and context for the First Interim Budget. Today our Fund Balance is in great shape and we have healthy reserves. Over the last 15 years, we have purchased three buildings for cash, and have fully funded the post-retirement health benefit package.

The following are the recommendations for use of the Ending Fund Balance:

### **Literacy and Math Project**

Shere DePaoli and Rebecca Lewis shared their proposal with the Board.

Historical Context: Shasta County ELA and math data show opportunities for system improvement, with only about 50% of students meeting benchmark. With that data, SCOE applied for the Gates Literacy Grant. Fluency data for first grade students showed an improvement from 45%-53%.

The project proposes staffing a full-time project coordinator for three years to track changes and calibrate the data. It will also provide grade level lead teacher stipends, a support network for administrators, coaching, and regular professional development for Shasta County schools.

After the first year of the 3-year literacy focus, the project would be replicated for a 2-year math cohort beginning in 2022-23.

The projected costs reflect SCOE fully funding the project, but districts will most likely get on board and contribute to funding.

### **American Indian Lessons**

Rebecca Lewis shared the proposal.

The short-term goal is to continue to support lesson development in Grades 3, 4, 5, and 8. The focus area is History/Social Science. The long-term goal is to grow the lesson bank to expand to other grades and subject areas like Science and the Arts.

The funding would provide teacher stipends, ideally 3-4 per grade level and Culture Consultant stipends to tribes.

Questions or Comments:

President Mills asked what the timeline is for implementing the lessons into classrooms.

Ms. Lewis answered that they plan to implement it this August. The current goal is spring of 2022 to start professional learning of the lessons.

### **School Attendance Support**

Superintendent Flores shared the proposal.

The goal is to move from one-time funding of this program to sustainable funding over a three-year transition period. After meeting with Donnell Ewert and Tracy Neal early this week, and going over the data, the entire amount of funding may not be needed.

Once Medi-cal can be billed through Beacon, it will create a funding stream to support the Case Manager position.

### **Employee Compensation**

Over the past 10 years, the County Office has not maintained the same pace of salary schedule increases as districts in our county.

Some strategies to address recruitment and retention are:

- Stipends for Education Specialists
- Professional Growth Support
- Increased acceptance of previous experience at initial hire

The proposal would be to provide a one-time lump sum payment to both certificated and classified staff as part of the negotiations' process (in addition to any on-going raises that would not utilize ending fund balance).

### **Future Pension Costs**

De'An Chambless and Adam Hillman shared the proposal.

Pension rates are going up and, as projected rates grow, our rates grow.

SCOE established a Retiree Insurance Trust that is now fully funded to pay the retiree insurance obligations without affecting our budget.

The recommendation is to establish an Irrevocable Trust with CalPERS to offset the cost of SCOE pension contributions in future years. When it begins to offset costs, it will affect all budgets within the entire organization.

Questions or Comments:

Board Member Manuel asked where the contributions would be invested.

Ms. Chambless responded that CalPERS has the resources and strategies to manage the investments. They manage the Retiree Trust and do a good job.

Ms. Manuel asked why an irrevocable trust is a benefit.

Ms. Chambless responded that CalPERS doesn't manage trusts that aren't irrevocable.

## **Facilities & Deferred Maintenance/IT**

Dan Ostrowski, Executive Director of Facility Maintenance & Operations shared his proposal.

Recent projects have reduced utility bills through the deferred maintenance program. A current goal is a large bid project to replace approximately 30 HVAC units at different SCOE sites. They may be able to leverage some of the COVID funds to cover costs, and rebate programs from PG&E and Redding Electric Utility.

Other projects at the Magnolia site include an elevator retrofit, window replacements, and a fence. Various sites need LED lighting replacements, fences, and gates.

Questions or Comments:

Vice-President Barry asked if SCOE staff will be utilized to complete the work.

Mr. Ostrowski responded that, wherever we can, we will utilize our own staff, but contractors will be needed for the bulk of the work.

President Mills asked if the new HVAC systems improve ventilation.

Mr. Ostrowski responded that, yes, they do, and that is one of the reasons for the allocation of government funds.

## **Succession Planning**

Jodie VanOrnum, Senior Executive Director of Human Resources shared the need to plan for the replacement of positions of future retirees. She shared that the average age of Leadership Team members is 48 and that we have several key positions that will be retiring within the next 2-3 years. We must plan for retirements so we are not underprepared. Planning means looking ahead and providing required training. This does not include offering retirement incentives.

## **5.2. Equity Statement Discussion**

Superintendent Flores shared that she would like to create a shared understanding of what we mean by the word “Equity”, and asked Board Members to share their definition of the word as it pertains to being leaders in education.

Board Member Barry shared that she believes it is a foundational, unifying factor for the work we do, services we provide, and ensuring all departments work toward the best possible outcomes for all students.

Board Member Manuel shared that it is reflected in the word “Opportunity”, and making sure we support kids, since they don’t all begin at the same starting line.

President Mills shared that it means, “Differentiated Instruction”, in the sense that all students come in with different needs for support. Equality is making sure everyone gets the same. Equity means meeting each of them where they are and bringing them all up to their full potential.

Board Member Brown believes it is making sure every student has the opportunity for success. Students need different supports to be successful. We cannot ensure equal outcomes, but we can provide the best for each individual student.

Board Member Snider shared that the word that comes to mind is “access”. She thinks equity means each student having access to individualized resources needed for attaining success.

Board Member MacFarland shared he struggles somewhat with the word “Equity”. He believes it became politicized in the recent election, giving it a negative connotation and describing the taking

away of something from one person to give it to another. However, when it is described more like access, it points to some students needing more services than others do. He prefers “equal access” to the word “equity”, as he worries “equity” may be a negative trigger to some.

Board Member Hull shared that she prefers the word “access” as well.

Board Member Brown shared that he researched the word equity. There are over 42 definitions, so we can decide what we want it to mean for us.

Superintendent Flores offered a second question. She asked why it is important to include elements of equity in one or more of our statements.

Board Member Snider said it is about putting our intent before the public when we say “all students”.

Board Member Barry said that, as leaders, we should set the example.

Board Member MacFarland shared he believes we should clarify, saying “educational equity”, specifying equal access to a quality education.

President Mills offered the idea of weaving the concept of equity into the current vision and mission statements rather than a separate equity statement. Equity should be part of our core values and services.

Board Member Manuel said the value of statements is to be intentional to let the public know what the Board believes and to serve as a reminder to ourselves. She is hesitant to incorporate it into the mission and vision statements because the more words in a statement the less clear and impactful the statement is.

Board Member Brown agreed on the need to be concise in the statements.

Ms. Flores shared that, in the Leadership Team’s feedback, 36% were in favor of a stand-alone equity statement.

After discussion, the Board Members are all in favor of drafting a separate Equity Statement. The Board Members gave direction to Ms. Flores to reconvene the Equity Subcommittee and work on the next iteration of the Equity Statement that includes how this equity encompasses more than our work supporting student achievement.

## **6. OTHER COMMENTS**

Board Member MacFarland gave a personal health update, sharing positive news. He thanked the Board for their thoughts and prayers.

## **7. MEETING FEEDBACK/SUGGESTIONS FOR FUTURE AGENDA ITEMS**

There was none.

## **8. REMINDERS/UPCOMING EVENTS**

- Local Child Care Planning Council Meeting-March 25, 2021; 9:00-11:00 a.m.; via teleconference

## **9. NEXT MEETING:** March Regular Board Meeting-March 10, 2021; via teleconference

## **10. ADJOURN:** President Mills adjourned the meeting at 12:30 p.m.

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