

Board of Education

Regular Meeting Minutes

DATE: Thursday, October 8, 2020
TIME: 5:00 PM
LOCATION: Gravenstein Elementary, Multipurpose Room

Steve Schwartz, President
Gregory Appling, Clerk
Alexander Kahn, Trustee
Jennifer Koelemeijer, Trustee
Patrick Lei, Trustee

[Zoom Link](#)

I. CALL TO ORDER AT 5:00 PM

Meeting called to order at 5:02, all board members in attendance:

II. ADOPTION AND APPROVAL OF THE AGENDA **Approval of the agenda for October 8, 2020 (2 min.)**

Action taken/comments:

No change to the agenda.

III. REPORTS, AND ORAL COMMUNICATIONS

A. (p.1) Gravenstein Principal (10 min.)

Keri Pugno (KP) - principal report in packet - Month 1 attendance was 98.97% and while month 2 is not yet complete we are currently at 99.03%. We have developed a new “student referral form” that will help students get needed services.

B. (p.3) Hillcrest Principal (10 min.)

Will Deeths (WD) - We had a 99.69% attendance rate in Month 1. We had 125 phone calls and Zoom meetings made by our Instructional Aides to students that our teaching staff was having concerns over their progress and engagement. Shared shirts purchased by the student body for each student and staff member to show a connection to Hillcrest and to be able to share their HMS Pride.

C. Gravenstein Union Teachers’ Association (5 min.)

Beth Trivunovic (BT) - nothing to report - but would like to remind the board that the teachers have expressed their views and they hope the board will take that into consideration when making their decision about the waiver.

D. District Site Council (0 min.)

No site council meetings at this point

E. (p.5) Gravenstein Parent Association, GPA (5 min.)
1. August Financials

The August Financials are in the Board Packet. Next meeting 10/20/2020 6pm - would love to have as many parents there as possible. Getting ready to start fundraising and the more people they have the more they can do.

The Zoom link for the meeting is on the GPA Website

F. (p.12) Trustee Reports (5 min.)

JK reports she and Dave Rose have completed the “Masters in Governance” training - wants to encourage all other board members to consider signing up for the class as well. It was a great learning experience and a great place to network. It was a 5 day course. She included some articles that she thought the board might be interested in.

“CSBA’s Masters in Governance program equips board members and superintendents with the knowledge and skills to build and support an effective governance structure.”

GA nothing to report

AK nothing to report

PL nothing to report

SDS I have a couple of things, but they will be talked about later in the agenda.

G. Climate Committee (0 min.)

No meetings scheduled as of this moment.

Allison Rich (AR), committee lead, noted that this committee is still very important to her, but yes with dealing with Covid and distance learning, she just hasn’t had time to focus on the Climate Committee.

H. Racial Justice Committee (5min.)

WD - We had our first meeting yesterday with 10 folks. We had staff members from both campuses; Beth Trivunovic, Sam Cole, Heather Johnson, Julia Garson, our Board President Steve Schwartz and three parents. Energy in the room was really fantastic and he is excited about how it will go in the future.

SDS and there is some work being done on the video

I. Master Plan Committee (5 min.)

Current Master Plan

1. Update on work with Counterpoint and Quattrocchi Kwok Architects (QKA)

Heat mitigation project at Hillcrest - got a report from QKA -

- New High reflective roof and insulation
- Mechanical improvements (3 levels)
- Heat Reflective coatings

DR will make the documents available to the board and responded to a question from a parent about outdoor space during the Covid situation, admin. is currently working on that issue.

SDS has added JK to the facilities committee discussion will be had at the December meeting regarding combining the master planning committee and the facilities committee.

SDS has suggested he join one or both committees so that a discussion/movement can be had on the traffic issues before the end of his term.

J. (p.52) Facilities Report (5 min.)

BS noted they have two backpack electrostatic sprayers to disinfect surfaces. Enhances the amount of time they have to spend doing that. Teachers are requesting information on the spraying details.

K. CBO Report (5 min.)

DR Our incredible business office staff has been keeping up with accounts payable, ordering of supplies and getting open enrollment done.

DR brought up a pdf regarding CARES Act Funding (\$325,918) and FEMA funding (\$24,846). Most if not all has been earmarked for expenditures but not all has been spent.

WH noted that we do have the ability to apply for additional funding and if our attendance goes over the numbers from last year (which current funding is based on) we will be able to apply for additional funds.

L. Superintendent Report/District Correspondence (10 min.)

KP introduced Kathleen Byrne as our new EL Specialist Teacher. Amy Gloeckner will be taking on a new position as a 4th grade teacher for the remainder of the year. She will be covering one of our staff members that has had to take a leave of absence. Additional staffing information will come at the next board meeting.

1. Questions from September Board Meeting

Shared a document with the board to answer questions asked at the study session meeting.

All three LCAPs were approved

2. (p.53) Memorandum of Understanding with the Sonoma County Office of Education for Tobacco Use Prevention Education (TUPE)

This is a county wide group that is doing lots of things regarding the prevention of children vaping and using tobacco products. They have discovered that they have a hard time getting all parents to a night of information. The idea has come forth from Mr. Sotiras to take on the task of looking at curriculum from different places so that we can have some short components that could be added to our regular curriculum. In exchange for his work, they are paying for half of Mr. Sotiras annual salary.

SDS question about above and beyond his normal salary

DR Mr. Sotiras is a full time teacher and full time staff member so if we go back to in person learning he would have to do this work after his normal work schedule.

SDS asks if marijuana will be included in the lessons

DR says it can be

3. (p.55) Mental Health Program Update

Mr. Deeths talked about the program starting next Monday, but this is just one of the items that has been worked on to help with our Mental Health Program. There has been a new referral form created. Rosie has 6 families she is seeing reg. 4 families that have been contacted. Both she and Sam are working on several items. Sam had 136 contacts before the first day of school. To date there have been 491 contacts. The Mental Health Program has a strong start. Want to continue to streamline the process so we can handoff to outside agencies as necessary.

IV. PUBLIC COMMENT (15 min.)

At this time the public may address the Board on any item not listed on the agenda. Presentations are limited to three minutes per person per topic. The Board may not respond to presentations. The public may address the Board on any item listed on the agenda at the time the matter is taken up by the Board.

No Comments

V. **CONSENT AGENDA** (2 min.)

ACTION ITEM

- A. (p.60) Warrants
- B. (to be posted) Payroll
- C. (p.66) Williams Settlement Quarterly Report

Action taken/comments:

Motion to approve the consent agenda

Motion: SDS Second: JK Vote: SDS: aye GA: aye PL: aye JK: aye
AK: aye

VI. **PUBLIC HEARING: SUFFICIENCY/INSUFFICIENCY OF TEXTBOOKS PER E.C. 60119** (10 min.) Hearing opened at 5:57pm

- A. By the 8th week of school, the Board of Trustees must hold a public hearing to discuss the sufficiency/insufficiency of textbooks in the CORE curricular areas of reading/language arts, mathematics, science, and history-social science. Schools are to have a sufficient number of textbooks (or electronic textbooks) and instructional materials for every student in these four areas, and textbooks must be from the current State Adopted Textbook list.

Close public hearing at 5:59

VII. **GENERAL ACTION ITEMS**

A.(p.72) Resolution #201008-1 Sufficiency of Instructional Materials (2 min.)

Situation: Education Code Section 60119 defines "sufficient textbooks or instructional materials" to mean that each pupil, including English learners, has a standards-aligned textbook or instructional materials, or both, to use in class and to take home." Following a Public Hearing, during which any member of the staff or public can comment, the Board can affirm, through this resolution, that GUSD has sufficient instructional materials for all students to use both in class and at home.

Plan: Based on a review by administration, sufficient instructional materials are currently available for all students; staff and administration will continuously monitor sufficiency of materials to ensure compliance with Education Code 60119.

Recommended motion: For the Board to approve Resolution 201008-1.

Action taken/comments

KP and WD noted we are using the funds to purchase approved text books and material.

Motion: GA Second: JK Vote: SDS: aye GA: aye PL: aye JK: aye
AK: aye

B. (see Resolution #201008-1) Certification of Compliance with Standards-Aligned Instructional Materials (2 min.)

Situation: Education Code Section 60422(a) and California Code of Regulations (CCR), Title 5, Section 9531(a) requires that all textbooks that have been purchased using LCFF funds were from the State Adopted list, aligned to the standards. This compliance is the responsibility of district administration to monitor.

Plan: District administration reports that all textbooks currently in use that were purchased with LCFF funds were from the State Adopted list, and administration and staff will continue to consult the state list prior to any future textbook purchases made with LCFF funds.

Recommended motion: For the Board to certify compliance with the Standards-Aligned Instructional Materials mandates.

Action taken/comments

Motion: JK Second: SDS Vote: SDS: aye GA: aye PL: aye JK: aye
AK: aye

C. (p.75) GUSD Waiver Application (30 min.)

Situation: Our district is considering whether or not to submit a waiver application to the current suspension of in-person instruction. The Board held a Study Session on 10/1/2020 to gather information from staff and the public in regard to this issue.

Plan: To provide additional information to the Board for consideration to support this decision making process.

Recommended motion: To submit a waiver application.

Action taken/comments

(Note: lengthy discussion so what is listed below is a summary of only a few talking points for additional details please feel free to request additional background information).

DR shares the survey results. We got 400 + responses

We have a favorable response to current experience with distance learning overall.

Based right now on the safety precautions in place would you allow your child to come back to in person learning. 42% yes 34.5% no and 23.5% would need more info

GA next would be a survey to the teachers.

DR I think next step would be an in person meeting to discuss questions and content before putting that survey out.

GA currently, right now we are still in purple and there is a concern of numbers rising, what would be the steps we would take if we did or did not approve a waiver.

DR as we are looking at this, the state has introduced another variable in the reopening plan. It places another hurdle to overcome. To us in Sonoma County this is going to be a hurdle and take us longer to get into the red tier. Over the last week the numbers have risen probably because of the evacuations and people being in close quarters. That makes it a little pessimistic for us to move into that next tier.

GA so what would be the next step

DR we would have to sit down and have a discussion with Certificated Staff about what we could do. Right now we have had discussions with Instructional Aides to see about being able to help more of our at risk students.

DR it is hard to articulate those differences right now because what we are going to do really depends on the comfort level of our staff. We can say as Administrators we would love to have that waiver and have 14 kids in the classroom, but at the same time if the teachers aren't comfortable with this then it isn't going to work for us. Part of what is a huge issue is we can't add another platform to the teachers right now. If we can find ways to lower the workload of the teachers would be great.

AK what are the advantages to applying for a waiver right now

DR it would allow us the opportunity to discuss a per grade possibility of having two teachers doing distance learning and two doing in-person depending on the numbers. But the IAs would be focused on helping the distance learning teachers.

SDS we are not where we need to be with our work internally to open, however if that were to happen in the near future we would still need approval from outside. If we have the waiver in place and we have worked everything out with staff we wouldn't have to wait as long for outside approval.

DR yes that is accurate. the sooner we get the waiver started, the sooner we can move forward

AK so the waiver doesn't mean opening right away, it just means we would be one step closer.

GA asks if there have been any other schools that have been approved

DR At this time here has been one school that has been approved (name not known at this time)

JK from the states perspective does the Waiver mean the state feels we have met the safety conditions to allow for reopening.

DR yes we have to show that we have seen the protocols, read them, put them into place. Our protocols have gone well above those parameters.

GA asks about if we are ready to move forward with applying for waiver

DR yes we could move forward, but if we don't have the support of our stakeholders I wouldn't feel comfortable moving forward.

AK that answers my questions, I just think the term Waiver is inaccurate. It doesn't mean we will open immediately it means we have the procedures in place to safely open.

PL I am with DR we need to have the buy in from the teachers. If we don't, and we get approval and then teachers don't want to reopen without changes being made, would we have to resubmit?

DR yes, again I wouldn't want to start the process if we can't get the teachers on board.

DR talks about some of the procedures we would do if we reopen.

DR we have added that testing component that is above and beyond what the CDC has asked for.

AK wants to bring up one term and that is buy in. It was made very clear to me last week and through emails that there is NOT buy in right now. If buy in is important to us, I don't see that we can even consider moving forward at this point.

DR part of what we are hearing is the incredible work load that the teachers have right now. We have been putting things into place to help with materials, new desks, technology etc. We also have heard that the hybrid plan will not work and that was never what we wanted to do. We need to have more discussion about how we work and move forward. There is still a lot of information we want to share with staff

More discussion about the clarification of applying for the waiver.

AK reiterates that we do not have buy in and if we can throw together an emergency meeting in 24 hours. I think we should wait until we have worked things out with staff.

JK agrees. It is clear we have over 60% of parents who are either interested in coming back or having more information. We need to find out what the staff needs to have before they are willing to support the waiver.

AK the survey didn't not talk about if it meant coming back to school with a waiver or what zone we are in.

DR points out that the information was in the survey before the questions.

GA - Sarah Tendall would like to give her appreciation to the teachers for their hard work, also to the board for allowing child care for staff. She is worried about the teachers getting burn-out. Wondering if we can offer more prep time for them. Maybe a shorter day, or a day of just enrichment classes so the teachers could have a chance to work on curriculum. Have we looked at other districts to see how they are doing things. She would be willing to work with a board member to do that research.

AK yes I think it is important to hear from people on this call, but I am also comfortable with making a motion now.

AK moves to postpone the application of the waiver

JK would like to 2nd with changes like to postpone with contingent on further negotiations with staff.

GA we have always heard from the community before making a vote. I think we need to hear from them before we make our final decision here.

SDS my preference would be to hear from people that we did not hear from last week. You can have up to three minutes, but if you can keep shorter that would be great.

Ray Dellosa - Wants to thank everyone for the kind words from the parents. Wants to bring up the point about parents requiring more information. Would the number of yes or no change after they saw more information. It might be too early to vote on approving the waiver. Not currently comfortable with having more kids on campus.

Jeri McNeill - Concerned about lumping the 25% group that needs more info with the 42% group that is a yes. Characterizing it as 62% interested in returning is concerning.

JK wants to clarify that 62% she said willing to consider, but she appreciates what Jeri is saying.

Meghan Gorman - both a parent and a teacher. The parent part of me, and my husband agrees, says the waiver is nonsensical. I think it is important to have a plan in place. We should have had a survey for the teachers. My heart was a little hurt when I got a survey as a parent, but not as a teacher and I know the district cares about me.

Sally Redfern - KN teacher and a parent - something came to her this week from a preschool teacher. One of her students tested positive for Covid. Had the parents not been honest they wouldn't have known for 10 days. The school did the right thing and shut down and put everyone in quarantine. While I believe our parents would tell us, it is concerning. Maybe a parent wouldn't even be aware.

GA points out we would be doing our own testing. It is already in the plan, for this very reason.

Beth Triv - Teacher and Parent - wondering if the district could provide the info about the testing. What company have you contracted with? What is the cost? Also stating it is an FDA approved test, but would love to see more info about the company.

GA I do believe at the last meeting there was discussion about the test. The cost would be \$130,000 over three months.

Allie Brown - Teacher - How grateful I am to Mrs. Pugno. We had a really tough week last week in our team. So thrilled to have Ms. Gloeckner, but that doesn't negate the fact that we lost a team member. At the end of the meeting Keri opened it up for us to share how we are feeling and it was crickets. We are just so exhausted it was easier to just end the call. Really feels like you do have a staff that is not onboard. Feels it is very dismissive to move forward when the staff is not on board. Afraid feelings are going to tank even more.

Alexa Popplewell - parent - commends all the efforts of the staff and faculty we fill safe at home. That said as much as we love them we do want to get our kids back in the classroom, but when it is safe to do so. We were one of the parents to say no and it was a really tough decision. Glad to hear they are not the only ones who feel this way.

Vanessa Raff - new parent - curious if there is a required amount of time, if we go back to in person teaching. Would it be an option to have kids to go back two days and then no more online learning.

DR explains that we have been granted maximum flexibility about how the instructional minutes are done.

Vanessa Raff - would love to have her kid go back a couple of hours and then nothing else for the rest of the week.

Allison Rich - Teacher - Supporting what Allie Brown said about being exhausted. Being a teacher is exhausting. Being a full time parent while being a teacher is exhausting. We just want to breathe and just focus on distance learning until at least the end of December. We are not comfortable coming back.

GA no first time responses do we want to move forward with motion.

Motion to postpone the application of the waiver contingent on further negotiations with staff.

Motion: AK Second: JK Vote: SDS: aye GA: aye PL: aye JK: aye
AK: aye

Adjourn for break at 7:14 for 10 minutes Return from Break at 7:23pm

D. (p.80) Trustee Appointments (10 min.)

Situation: Due to the rotation of Board Trustee terms and the rules governing appointments we will have three vacant seats at the end of the current term. We have a single candidate, not currently on the Board, that has successfully submitted the required paperwork to be a candidate. By decree of the Sonoma County Clerk and Registrar of Voters, that candidate, Joyce Eichelberger, is appointed to the GUSD Board of Trustees for a 4-year term beginning December 11, 2020. We have two current Board Members, Alexander Kahn and Patrick Lei, that are interested in consideration for appointment to the two remaining vacant seats, one for a 2-year term and one for a 4-year term.

Plan: For the Board to interview the interested candidates for appointment, and to determine a preference for length of term for each candidate.

Recommended motion: For the Board to appoint Alexander Kahn for a 4-year term and Patrick Lei for a two-year term to the GUSD Board of Trustees.

Action taken/comments

GA do they need to abstain from the vote.

DR they do, but they could vote on each other if we want to do separate motions.

Motion to appoint AK for a 4 year term and PL for a two year term to the GUSD board of Trustees
JK 2nds

Both feel it has been a privilege to to work along with the board members.

Motion: GA Second: JK Vote: SDS: aye GA: aye PL: abstain JK: aye
AK: abstain

E. (p.82) Board Bylaw 9121(a) - President (15 min.)

Situation: During the December Board Meeting, the Board will undertake the annual required organizational tasks including the election of a Board President and a Board Clerk, as well as setting the Board Meeting Calendar for the coming year. Prior to those actions, the Board has requested to review the bylaw pertaining to the length of term for the GUSD Board President as well as considering the role of the Board President in regards to district negotiations.

Plan: For the Board to discuss the content of the current bylaw and consider additions or edits.

Recommendation: None at this time.

Action taken/comments

JK we talked about this last November or December when we had our retreat. The idea behind this is that in the past we had a person who was a president for a really long time and was also the lead Salary Negotiator, he ended up being a silo of information which created a large hole when he left. We discussed putting a term limit on the presidency and having a separate person doing the salary negotiations.

JK read some verbiage pertaining to presidency term and any labor contract negotiations, it provides a term limit for president and separates said president from any labor negotiations.

Verbiage to be added to BB 9121

The Board President shall be elected at the Annual Organizational Meeting and shall not serve more than two consecutive years in the role of President. The board member elected to the role of Board President, shall be excluded from and labor Contract Negotiations representing the Board during their tenure as President.

PL supports the verbiage given by GA

Motion to approve the addition of the verbiage provided by GA to BB 9121 (b)

Motion: JK Second: AK Vote: SDS: aye GA : aye PL: aye JK: aye
AK: aye

F. (p.83) GUSD Resolution #201008-2, Support for Proposition 15 (15 min.)

Situation: Proposition 15 would amend the California State Constitution to require commercial and industrial properties, except those zoned as commercial agriculture, to be taxed based on their market value. In California, the proposal to assess taxes on commercial and industrial properties at market value, while continuing to assess taxes on residential properties based on the purchase price, is known as *split roll*. The change from the purchase price to market value would be phased-in beginning in fiscal year 2022-2023. Properties, such as retail centers, whose occupants are 50 percent or more small businesses would be taxed based on market value beginning in fiscal year 2025-2026 (or at a later date that the legislature decides on). Proposition 15 would define *small businesses* as those that are independently owned and operated, own California property, and have 50 or fewer employees. Proposition 15 would create a process in the state constitution for distributing revenue from the revised tax on commercial and industrial properties. The ballot initiative would distribute the revenue to specific areas, rather than the General Fund. First, the revenue would be distributed to (a) the state to supplement decreases in revenue from the state's personal income tax and corporation tax due to increased tax deductions and (b) counties to cover the costs of implementing the measure. Second, 60 percent of the remaining funds would be distributed to local governments and special districts, and 40 percent would be distributed to school districts and community colleges (via a new Local School and Community College Property Tax Fund). Revenue appropriated for education would be divided as follows: 11% for community colleges and 89% for public schools, charter schools, and county education offices. There would also be a requirement that schools and colleges receive an annual minimum of \$100 (adjusted each year) per full-time student.

Plan: For the Board to consider adopting a resolution that supports Proposition 15.

Recommended motion: None at this time.

Action taken/comments

SDS explains what Prop 15 does. Basically it takes commercial properties that have been held low for a long time and so currently don't have higher taxes. This would make them be assessed so that they are paying the value of the property now which would provide more money to the school. Asks Dave to share a link that shows who is supporting it currently.

GA market value is the issue with this proposition. I totally agree that we need to reassess the tax disparity, but not sure the market value is the right way to go.

PL concerned, understands the intent is to provide funds to schools, but first it goes to the state for tax deductions...is there really going to be a benefit to schools?

AK 89% goes to schools.

PL reads that it is 60% of what is left. Thinks the intent is in the right place, just not sure what his thoughts are.

JK I don't think we can look at this as individuals. We have to look at this as a district.

Discussion was had about what this would look like.

SDS moves that GUSD supports Prop 15
JK 2nds

Jeri McNeill - Is it one time or annual? Also would endorsing a poorly written prop alienate a community member struggling due to job losses in a pandemic?

Amy Titus - What happens if enrollment goes down because families in our district can no longer afford their properties.

SDS this is commercial properties not residential.

Kelly Sporrer - wants to be sure this Prop is not going to affect her Mom who is in her home for life.

SDS reads that it exempts residential properties, ag properties. It is talking about commercial properties with higher levels of market value.

Motion to support Proposition 15

Motion: SDS Second: JK Vote: SDS: aye GA: nay PL: abstain JK: aye
AK: abstain

Motion does not pass. No other motions made.

VIII. PUBLIC COMMENT ON ITEMS IN CLOSED SESSION

No comment

Adjournment to Closed Session at 8:05pm

IX. ADJOURNMENT TO CLOSED SESSION (15 min.)

A. With respect to every item of business to be discussed in closed session pursuant to Section 54957.6

1.0 Student Discipline

2.0 Pending litigation

3.0 Administrator Performance Updates

**4.0 Conference with Negotiations team:
GUTA negotiations update**

X. RECONVENE TO OPEN SESSION

Return to open session at 8:19pm

**XI. PUBLIC REPORT OF ACTION ON ITEMS HEARD IN CLOSED SESSION
(2 min.)**

Action taken/comments

No reportable actions taken

XII. FUTURE BOARD MEETINGS

- A. November 12, 2020 at 5pm**
- B. December 10, 2020 at 5pm**
- C. January 14, 2021 at 5pm**

XIII. ADJOURNMENT

Adjourned at 8:21pm

ADA Compliance: In compliance with Government Code 54954.2(a), the Gravenstein Union School District, will, on request, make this agenda available in appropriate alternative formats to persons with a disability, as required by Section 202 of the American with Disabilities Act of 1990 (42 U.S.C. 12132) and the federal rules and regulations adopted in implementation thereof. Individuals who need this agenda in an alternative format or who need a disability-related modification or accommodation in order to participate in the meeting should contact Dave Rose, District Superintendent, Gravenstein Union School District, 3840 Twig Ave., Sebastopol, CA 95472. Telephone (707) 823-7008.