

Board of Education

Regular Meeting Minutes

Zoom Link

DATE: Tuesday, March 8, 2022
TIME: 5:00 PM
LOCATION: Gravenstein Elementary, Multipurpose Room

Gregory Appling, President
Alexander Kahn, Trustee
Jennifer Koelemeijer, Trustee
Patrick Lei, Trustee
Jeri McNeill, Clerk

I. CALL TO ORDER AT 5:00 PM

Meeting called to order at 5:00pm all in attendance except Alexander Kahn.

II. ADOPTION AND APPROVAL OF THE AGENDA Approval of the agenda for March 8, 2022 (2 min.)

Action taken/comments:

Motion to move General Action Item C to before A

Motion ___ GA ___ Second ___ JM ___

Vote: GA: ___ A ___ AK: ___ JK: ___ A ___ PL: ___ A ___ JM: ___ A ___

III. REPORTS, AND ORAL COMMUNICATIONS A. (p. 1) Gravenstein Principal (10 min.)

Keri Pugno (KP) - report is in the packet. On the enrollment report the numbers do not account for possible retentions or students leaving the school. Numbers after plus signs are incoming applications. K numbers are still low. Attendance is going back up. We had a wonderful turn out for our TK/K open house. We prepared for 50 families and we ran out of packets before we sent them off on a scavenger hunt. Thank you to Vy and Amber who jumped in to help Elise make more packets before the families left that day. Coach Paige was there with activities for the kids after the hunt. Vy Le-Morse and Amber Hernandez were there to represent GPA.

There are 20 TK students with birthdays between Sept 2nd and Feb 2nd. Our reading specialist is Kasey Hillier and she is doing a wonderful job. We have enough students currently that there will be four different adults in the classroom helping the students. There was some great info and resources at the "Planning and Implementing Effective Reading Intervention" workshop I attended in February.

Grant recipients Kathleen Byrne received another grant for the garden, \$750, 4 more teachers (Stevens, Martinez, Brown, and Otterson) applied to GPA for mini grants and were awarded. Kathleen Byrne (adding to classroom library) and Tiana McDowell (supplies to target articulation) each received a \$100 grant from the Retired Teacher Association.

I hope everyone is reading Monday Messages, the Read a Thon is starting soon. April 2nd we will have a Community Garden Work Day. We are currently working on Promotion ceremonies.

Jeri McNeill (JM) - You said you prepared 50 packets for the TK/K Open House, do you know the final number of packets that went out?

KP - We determined we could safely say 65 packets went out.

JM - Are the bulk of the returned applications from the open house?

KP - Unfortunately we did not track who was at the open house, so we have no way of knowing the answer to that question.

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

Will Deeths (WD) - Report is included in the packet. After trimester 2 progress reports were sent out, we met with students who had Ds or Fs on their progress reports to offer various support options to help them bring their grades up. We had 31 students that met the criteria (Trimester 2 is always the toughest) there were only 5 students who still had an F on their report card.

Break down, by grade level, of students who ended the trimester with no Fs

6th grade 13 of 15

7th grade 8 of 9

8th grade 6 of 7

The Spring Musical is back and it is this week: Thursday, Friday, and Saturday. Gravenstein Elementary will be coming Thursday and Friday during the day to see the performance.

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

Linda Helton (LH) - Good afternoon. The GUTA report today is the first of its kind. Since the Gravenstein District teachers established their union in 1976, the District and the Union have always been able to work out our negotiations, sometimes with the help of a State negotiator at Impasse. Sometimes these negotiations were contentious but, in the end, we were always able to come to an agreement that was fair for all involved parties. We are, after all, working for the good of the students that we teach.

The GUTA and District negotiating teams have been meeting since August of last year. Unfortunately, little has come from all those meetings. For the first time, negotiating at Impasse was unsuccessful...the very first time that we weren't able to reach an agreement. So now we go to Fact Finding. We know that the budget coming from the State next year will be the largest ever received, and still the District persists in offering what amounts to an average of \$150 per month for each the 2022-23 and then again for the 2023-24 school years. That amount is before taxes and retirement are taken out. And that's what their best offer even with projected record State budgets. The District negotiating team has even admitted at the negotiating table that the District could afford to pay us what GUTA was asking.

These are the teachers who you have held up as having provided the Gold Standard of Distance Learning for this District, the teachers who have bent over backwards to cover not only working outside their contract without compensation, but also shouldering a killer load of independent study work, and previously Distance Learning, all while keeping the students in their care safe and moving forward educationally.

So GUTA is heading to Fact Finding in the hopes that some reasonable agreement can be reached. But, if that is not the case, the 46 GUTA members have met and voted. With one abstention and 45 yes votes cast the members of GUTA have authorized a Strike should Fact Finding not produce an agreement. This is something that each and every GUTA member would like to avoid but, if push comes to shove, we are ready, able and extremely willing to walk unless we can achieve a fair agreement for all our members.

D. (p.) District Site Council (3 min.)

Dave Rose (DR) - the site council has been busy with SARC and School Safety reports. Next on the list is ELPAC and Board President Appling's Strategy Committee.

E. (p.) English Language Advisory Committee, ELAC (10 min)

KP - We are very fortunate to have Kathleen Byrne who has already established a relationship with most of these families. ELAC isn't confined to any one language. We are focusing on biliteracy or in some cases tri-literacy. Kathleen has been in this role now for a while and has made many connections. She hosted an ELAC meeting a couple of weeks ago and it was a huge hit. She invited families to a dinner here at Gravenstein and kids were welcome. She connected with Queti Gomez to be able to provide dinner (tamales) for the families. Kathleen set up stations and really opened it up to the community. Lynn Martinez, who also attended the meeting, wrote a Thank you letter to Kathleen and shared it with Keri.

Keri read the following from Lynn Martinez:

"I just wanted to send out a short note to thank you and let you know what a great job you did at tonight's ELAC meeting. I loved how you brought this EL micro-community together and created such a safe space for these families to express their dreams for their children and make connections with other families that share similar aspirations and struggles. I loved how you really embraced the social aspect of this community, and allowed them to create new bonds in this shared experience. I heard happiness and contentment in their feedback, and I hope the obstacles families shared on their sticky notes are things that can be addressed successfully so that this community can continue to grow, feeling heard and valued. I saw the fact that so many families 'lingered' to have conversations with others as a clear sign that these community members are actively seeking ways to support their children and connect with others.

It was a pleasure watching you in action tonight. You are so inspiring!"

Lynn also made salsa for the event. This was a significant step forward. Had a family at that event that also attended the TK/K Open House and they stayed and spoke with Keri about how happy they were.

DR - This will all help with our English Learner Master Plan

F. (p.) Gravenstein Parent Association, GPA (5 min.)

Amber Hernandez - We are excited about the Read-A-Thon. Even staff have approached us about the read a thon. Talking to Hillcrest now about the Color Run later this year.

G. Trustee Reports (10 min.)

Patrick Lei (PL) - I had the opportunity to join Beth Haas' class presentation from Sonoma Water. I am grateful to the programs provided to our students. At the end of the lesson, I had an opportunity to see Maestra Kim come in and start her lesson and see how the kids transitioned so well.

JM - I attended the public meeting and the committee meeting for Racial Justice. I truly appreciate the work of Equity First and all they are doing. They are really helping us to meet our goals.

GA - I have been working with the negotiation committee and we were not successful with mediation. There is still a process in place to help us come to an agreement and it is important to note that there are several steps to be taken before a strike can happen.. It is not a situation where nothing has been agreed on. This is the first time I have been involved in going past mediation. It is part of our fiduciary duty to provide a good package to our teachers and we feel it was a good one. I feel it is necessary to provide a document to the community to show both the GUTA offer and the District's offer. We will go before a fact finding panel to give our reports and then we will get a fact finding report. It is important to understand that a strike can not happen until after the fact finding report has been made public. The disagreement is not over whether the teachers should get a raise or not but how much the district can allocate. Therefore I'm directing Dave Rose to publish the current offer form the district as well as the current ask from the Teachers.

H. Racial Justice Committee (5min.)

WD - We had a great February. We had a public meeting with Equity First and we had over 30 community members join us over zoom. Equity First is truly a professional organization. I feel the community feels we are on a good path. We will be continuing to hold our meetings on Zoom. Meetings will be on the 1st Monday of each month. I am very thankful that we have Equity First helping us and helping us to move forward.

I. (p.) Facilities Report (5 min.)

Brian Sposato - Hillcrest mitigation: FRC is currently securing materials for the project so they can start this summer. We met to get bids on the Admin portable project. We have an updated set of plans that was distributed, it hasn't yet been stamped as they are waiting for DSA's review. Ryan Henderson is the project manager.

The Climate Committee got to visit Willowside and their Food Service program. They got to meet with their Chef and see how everything is working. The committee was able to ask all the questions they wanted. They got a lot of great information out of the meeting. This was a great opportunity that gave us a lot of great ideas to help eventually transfer to a full service kitchen.

J. Master Plan Committee (available on the GUSD website) (5 min.)

Dave Rose - the committee has not met, but we have direction from the Board continuing items:
Heat mitigation at HMS
TK program
Admin modular
Upgrade for food services - Brian and Katie working on this

K. (p.) CBO Report (5 min.)

Katie Anderson - Feb was a very busy month. Preparing 2nd interim. We also had the submission of Every Student Succeeds. We had four designated schools where we had expenditures. Community Day had some expenditures that we will not have going forward. The trip to Willowside was a great opportunity. We went with Sebastopol Union so we were able to share questions and concerns. We will be going to Harmony soon. We also hired a long term sub for the learning lab and a .6 FTE reading specialist. This month had the highest number of timesheets because of stipends, substitutes (for staff absences) and missed enrichments.

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

DR - From the February board meeting JM asked about Ransom Ware and our protections. I did a little investigation. As Trustee McNeill stated we aren't a high target, but we do need some protection. Schoolwise, our SIS information, is held off site and it has many firewalls. We would not be shut down, as we would still have access. Schoolwise has a very strong structure and back up files should someone do something untoward to our SIS information. Schoolwise has the safety and security of our SIS in mind.

JM - Does Schoolwise provide a safety and security certificate.

DR - I didn't ask, but I looked at the Board Policy and we are following the policy. If you feel there is additional documentation needed, I can look into that.

JM - No, I don't think that is necessary.

DR - Talked about Mask Mandate. We are following CDPH and MOU guidelines. We are going to maintain our daily health screen and continue our testing. That is above and beyond what we need to do, but it is strongly suggested.

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.

Wendi Emmert - Thank you for aligning with the state in taking off the masks. I was kind of hoping that you were going to eliminate the testing and the temperature taking. I've spoken with other parents and our feeling is there is a great deal of anxiety the children are having regarding these. They are worried about temperatures being too high or getting positive tests. It would be great if we could also eliminate the temperature checks and testing as well. I was listening to teachers talking about striking. This is my second time through this school and I came back because of these teachers. I really hope that you can give them what they want because they deserve it, they are changing lives.

- V. **CONSENT AGENDA** (2 min.) **ACTION ITEM**
- A. (p.) Warrants
 - B. (p.) Payroll
 - C. (p.) Minutes from the Regular Board Meeting of February 8, 2022 and the Emergency Board Meeting of February 16, 2022
 - D. (p.) Year 1 of 3-Year Contract with Stephen Roatch Accountancy Corporation
 - E. (p.) Memorandum of Understanding with Sonoma County Office of Education for Credentialed School Nurse Services
 - F. (p.) Services Agreement for Inspector Of Record Ryan Henderson regarding For the Gravenstein Union School District Administration Modular
 - G. (p.) LACO Proposal for Special Inspections For the Gravenstein Union School District Administration Modular
 - H. (p.) California Environmental Quality Act (CEQA) Notice of Exemption For the Gravenstein Union School District Administration Modular

Action taken/comments:

Motion to approve the Consent Agenda as Written

Motion ___ JK ___ Second ___ JM ___

Vote: GA: ___ A ___ AK: ___ JK: ___ A ___ PL: ___ A ___ JM: ___ A ___

- VI. **GENERAL ACTION ITEMS**
- A. (p.) **Employment Layoff/Non-reelect Notices** (5 min.)

Situation: Current state law establishes time lines and procedures for notifying teachers and classified staff of layoffs. Education Code 45117 requires that no later than March 15 and before a certificated or classified employee is given notice by the governing board of a school district that the employee's services will not be required for the ensuing year due to lack of work or lack of funds, the governing board of the school district and the employee shall be given written notice by the superintendent or designee of the school district that it has been recommended that the notice be given to the employee, stating the reasons that the employee's services will not be required for the ensuing year, and informing the employee of the employee's displacement rights, if any, reemployment rights, and the process to file an appeal.

Plan: Pending Board approval, to provide notice to the employees whose services will not be required for the 2022/23 school year.

Recommended Motion: To approve the list of employee layoff notices.

Action taken/comments:

DR - This is probably the least favorite item I've ever put on an agenda. This explains why we feel we might have a layoff in order. We are slated to be close to a million dollars in deficit spending this year. We have had 17 students leave the district. With the projected enrollment next year we are projected to have a decline. This is not an anomaly. This is happening all over the state. Butts in the seat is the funding formula we use. Wanting to maintain the size of classes and instructional support. We have to be prepared for the possibility of potential layoffs.

3 certificated positions

2 classified positions

Board noted that this is a state mandated process and not an action the Board or Administration wishes to take. Our goal is to not impact the Enrich program and we are focused on maintaining our planned class sizes.

Motion to approve Employment Layoff/Non-reelect Notices

Motion _____ JM _____ Second _____ PL _____

Vote: GA: __A__ AK: _____ JK: __A__ PL: __A__ JM: __A__

B. (p.) (posted on GUSD website) Second Interim Report (10 min.)

Situation: School districts are required to file two reports during a fiscal year (interim reports) on the status of the LEA's financial health. The first interim report for GUSD was presented and approved during our December Board Meeting. The second interim report is due March 15 for the period ending January 31. The interim reports must include a certification of whether or not the LEA is able to meet its financial obligations (positive, qualified, or negative).

Plan: For the Board to approve the Second Interim Report confirming the positive certification for GUSD.

Recommended motion: For the Board to approve the Second Interim Report.

Action taken/comments:

Katie Anderson (KA) - Went over the report in the packet presentation included on our website. Sonoma County is third in the state for declining enrollment. We went from 733 to 696 students from P1 to P2. We used the P2 numbers to determine funding for the future. So far we are \$80,000 short in field trip donations. We have had a loss in income of around \$250,000

Increase of expenditures of around \$430,000

Cafeteria Fund - \$74,965 - more spoilage and more snacks to BTB

Beyond the Bell - \$49,702 - with the increase in staff and decline in revenue the program will not be self-sufficient this year.

Gravenstein Charter - \$764,878 - both charter schools spend more than they receive in programmatic activities

Hillcrest Charter - \$435,180

Deficit Spending - the bottom line is that expenditures are up and funding is down.

Discussion was had regarding GPA donations and how it isn't included in budgeting due to lack of a contract as well as the cost of cafeteria funding and how to improve it. There was further discussion about meals. Comments were made about the food quality and menu choices or lack thereof and also about the amount of time it takes to get meals from the kitchen. The Climate Committee is looking at options to improve lunches.

Motion to approve the Second Interim Report

Motion _____ JM _____ Second _____ PL _____

Vote: GA: A AK: _____ JK: A PL: A JM: A

C. (p.) Expansion of Birthdate Window for 22/23 TK Students (5 min.)

Situation: TK expansion is slated to begin during the 22/23 school year, and the first expansion of the birthdate window makes children turning 5 years old on or before February 2, 2023 eligible to enroll in TK and receive full ADA funding for the school year. Districts have the ability, based on local conditions and need, to unilaterally extend this window. However, the ADA funding for any student turning 5 after February 2, 2023 will be prorated for the year commencing on the child's 5th birthday. GUSD has several families with children turning 5 between February 3 and February 28 interested in starting TK commencing with the opening of the 22/23 school year.

Plan: To notify families of the extended enrollment window for TK students pending Board approval and to work with staff on composing classroom rosters that will maximize academic and social emotional growth.

Recommended motion: To expand the enrollment window for GUSD TK students to children turning 5 on or before February 28, 2023.

Action taken/comments:

DR - We have some data in the packet about birth dates and how those will change in the future. We know right now we have 6 potential students that are just outside the window. We are asking the Board to consider expanding the enrollment window. This would allow us to enroll those extra students and give us two balanced classrooms.

KP - Every year we have this discussion. This is earlier in the year that I make this request because this could cause a considerable change and we need to be able to make those changes. We have families waiting to hear so they know if they need to make a commitment to their preschools. If we stick to one class we will have to turn away students.

Discussion was had regarding extending the window in both directions and funding for the students.

Motion to approve the expansion of the birthdate window for 22/23 TK Students.

Motion ___JM___ Second ___PL___ (15 min.)

Vote: GA: ___A___ AK: _____ JK: ___A___ PL: ___A___ JM: ___A___

D. (p.) Board Meeting Format (2 min.)

Situation: The suspension of certain parts of the Brown Act that eased the mandates related to Trustee virtual attendance for Board Meetings was set to expire on September 30, 2021. On September 16, 2021, Governor Newsom signed AB 361, which includes an amendment to the Brown Act that allows for remote meetings during a proclaimed state of emergency without following Brown Act teleconferencing rules. AB 361 mandates that in order for a school district utilize this amendment, the Board must make findings every 30 days that the Board has reconsidered the circumstances of the state of emergency and either the state of emergency continues to directly impact the ability of members to meet safely in person or state or local officials continue to impose or recommend measures to promote social distancing. This amendment is set to expire on January 1, 2024.

Plan: For the Board to discuss Board Meeting format and determine whether or not conditions continue to exist that support a virtual format for Board Meetings.

Recommended motion: No recommendation at this time.

Action taken/comments:

JK - I would like to hear from community members. Do they prefer this format or would they like us to meet in person.

Gorman - Prefers this format.

PL - Prefers this format and would advocate waiting for at least one more session since we will soon be going maskless.

Mindy - Prefers this format.

Gloeckner - Prefers this format.

GA - I am seeing more participation with this format and I like to see that.

JK - I don't have a preference, I just want to ensure participation

Motion to continue social distance meetings.

Motion ___PL___ Second ___JK___

Vote: GA: A AK: JK: A PL: A JM: A

E. (p.) Expanded Learning Opportunities Program (ELO-P) (5 min)

Situation: Different from the Expanded Learning Opportunities Grant that was awarded to GUSD last spring, the ELO-P consists of funds that are being provided to every district in the state with specific restrictions on how the funds can be used. GUSD staff has composed the plan included in the packet pursuant to the restrictions and requirements that the California Department of Education has provided.

Plan: Pending Board approval, GUSD will begin recruitment and selection of needed staff to operate the program and provide parents with the dates that the program will operate this coming summer.

Recommended motion: For the Board to approve the Expanded Learning Opportunities Program plan.

Action taken/comments:

Dave Rose - Explained the differences between ELOG and this grant for ELOP. We are offering 15 days, at the beginning of summer, a 10 hour a day program with classified staff. Then offering a jump start program of 15 days from July to August with certificated staff. Looks like we can staff both of these programs with our high quality staff. It would cost us about \$19,000. We are anticipating meals to be covered, but it could be a \$30,000 cost. We would be able to provide enrichment, activities and employment opportunities for our employees who don't work a full year.

GA - How many students would we have in each session?

DR - We budgeted for 140 students.

GA - There was a mention in the plan guide about TK and K

DR - When we wrote the grant for ELOG we included the TK/K Kick Off program

JM - The Kick Off program will continue as it has in the past in parallel to this program?

DR - Correct

GA - If we are required to pay for the meals will you have to come back to us or is it already covered.

DR - It is covered in the budget.

Motion to approve the Expanded Learning Opportunities Program

Motion JK Second JM

Vote: GA: A AK: JK: A PL: A JM: A

VII. PUBLIC COMMENT ON ITEMS IN CLOSED SESSION

No public comment

Adjourned to closed session at 7:05pm

VIII. 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:**
 - a) GUTA/GUCE negotiations update**

IX. RECONVENE TO OPEN SESSION

Returned to open session at 8:18pm

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

Action taken/comments

Nothing to report, no votes were taken.

Motion _____ Second _____

Vote: GA: _____ PL: _____ JK: _____ AK: _____ JM: _____

XI. FUTURE BOARD MEETINGS

- A. April 12, 2022 at 5pm**
- B. May 10, 2022 at 5pm**
- C. June 7, 2022 at 5pm**
- D. June 14, 2022 at 5pm**

XII. ADJOURNMENT

Meeting adjourned at 8:19pm

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.