

MINUTES FOR THE REGULAR MEETING OF THE
SIERRA COUNTY BOARD OF EDUCATION

November 13, 2018

Sierra County Office of Education, 109 Beckwith Rd., Loyalton, CA 96118

Videoconferenced to Downieville School, 130 School St, Downieville CA 95936

5:00pm Closed Session

6:00pm Regular Session

A. CALL TO ORDER

President PATTY HALL called the meeting to order at 5:02pm.

B. ROLL CALL

PRESENT: Patty Hall, President
Allen Wright, Vice President
Sharon Dryden, Clerk
Mike Moore, Member
Jenny Gant, Member

ABSENT: None

C. APPROVAL OF AGENDA

WRIGHT motioned to approve agenda with exception of removing item E, 2 due to no actual conference with legal counsel taking place. Second by MOORE.

5/0

D. PUBLIC COMMENT FOR CLOSED SESSION

1. Current location – none
2. Videoconference location – none

E. CLOSED SESSION—5:10pm

MOORE/GANT

5/0

The Board of Trustees, Superintendent Dr. Merrill Grant and Business Manager Nona Griesert moved into Closed Session at 5:02pm to discuss the following item(s):

1. Government Code 54957.6

CONFERENCE WITH LABOR NEGOTIATORS

Agency Negotiator for the Board: Dr. Merrill M. Grant, Superintendent

Employee Organizations:

Represented Employees: Sierra-Plumas Teachers' Association

Unrepresented Employees: Classified Employees

Confidential Employees

Administrative Employees

- ~~2. Government Code 54956.9~~

~~CONFERENCE WITH LEGAL COUNSEL—ANTICIPATED LITIGATION~~

~~Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9: 2 cases~~

- ~~a. Case # 11153~~

F. RETURN TO OPEN SESSION at 6:00pm and ADJOURN FOR BREAK

G. RECONVENE at 6:03pm

H. FLAG SALUTE

I. REPORT OUT FROM CLOSED SESSION

MOORE: Item 2—stricken from agenda, did not discuss. Item 1—discussed ideas on how to present the Board’s side of negotiations with the group meeting at the end of November.

J. CORRESPONDENCE

1. Secure Rural Schools October-November Action

K. INFORMATION/DISCUSSION ITEMS

1. Superintendent’s Report

- a. Report from October California County Superintendents Educational Services Association (CCSESA) meeting
Lots of chatter around coming elections since county superintendents are elected officials
Movement with county offices of education and their respective school districts coming together to work together on Differentiated Assistance—want get outside agencies to come in to Sierra county, let us know how we’re doing, make sure we’re working in the right direction; try to tap into resources and potential state funds/grants related to Differentiated Assistance
- b. Impact of November 6th Midterm Election on K-12 Education
Welcome Andy Genasci as next Board member replacing Sharon Dryden at next meeting in December
New Governor for first time in 8 years—we’ll be paying attention to see what the new budget looks like when it rolls out in early January
State Superintendent ballot-count is not complete yet, so no clear winner just yet

2. Business Report

- a. Account Object Summary-Balance from 07/01/2018 to 10/31/2018
- b. CDE approval of emergency days in 2017-18
- c. Holiday Closures – Sierra County Office of Education closed to public:
 1. November 22 and 23, 2018
 2. December 24, 2018 through January 4, 2019 (returning January 7)

3. Staff Reports

- a. SELPA—BETHKE: Attended Transition Alliance Conference last week—focus was on transition for students with special needs out of school into work and independent living; lots of information as well about forming local partnership agreements with the Regional Center and Department of Rehab LES currently advertising for Special Ed Teacher to alleviate current caseload and serve a wider variety of needs in the school
Community Advisory Committee meeting was held last week—bring parents and school staff together; speaker on IEPs at last week’s meeting
- b. Curriculum—MESCHERY: ***handout attached on Teaching and Learning: We are all Learners presentation—framing Curriculum and Instruction practices and development around Robert Marzano’s strategies on The New Art and Science of Teaching—get students more engaged in their learning*

4. Board Member Reports

- a. WRIGHT: Daughter affected by fire—teaches in Paradise...many homes lost, school still standing, but no students around now to attend because of homes lost. Be grateful for our progressing curriculum program while there are students that can’t attend school right now due to the current fires.

5. Public Comment

- a. Videoconference location – none
- b. Current location –
 1. Stephanie Shelby: Soccer team started this season; did fundraising this year to try and invest in fixing up existing soccer field (\$3500-\$4000); asking for the Board to discuss and consider building a new soccer field – many community members willing to volunteer time and/or materials. Donations being taken at the high school for fire victims in Paradise.
 2. Melanie Christian: Have a Special Ed student in SPJUSD. Happy to see such great interest in Special Ed program improvement and development. Would benefit the general ed staff to be trained by strong Special Ed program and learn skills/tactics to work with Special Ed students in the general ed environment.
 3. SSF—MESCHERY: A number of field trips taking place funded by Sierra Schools Foundation; newsletter coming out soon with more updates

L. CONSENT CALENDAR

1. Approval of minutes for the Regular Board Meeting held October 9, 2018
2. Approval of Board Report-Checks Dated 10/01/2018 through 10/31/2018
MOORE/WRIGHT
5/0

M. ACTION ITEMS

1. New Business
 - a. In accordance with Rodda Act, the Sierra-Plumas Teachers Association is Sunshining their proposal for the 2018-2019 school year
Discussion only—meeting with SPTA November 28 to start negotiation process
 - b. Acceptance of Letter of Retirement from Susan Roberts, Personnel Technician, Retirement Date Effective: December 31, 2018
MOORE/DRYDEN
5/0
 - c. Authorization to fill Personnel Technician position, 1.0 FTE
WRIGHT/GANT
5/0
 - d. Discussion of Adult Education Plan 2018-2019
Discussion only—Dr. Grant meeting with Adult Ed Consortium November 14 to propose plan to approve and release funding to Sierra County for Adult Education Program; hoping to implement distance learning program in January, but at least get a coordinator hired as soon as possible to roll out a program to serve Sierra County.

BOARD POLICIES AND ADMINISTRATIVE REGULATIONS

- e. Board Policy 1100—Communication with the Public, *revisions*
MOORE/DRYDEN
5/0
- f. Board Policy 3290—Gifts, Grants and Bequests, *revisions*
DRYDEN/WRIGHT
5/0
- g. Board Policy 3320—Claims and Actions Against the District, *revisions*

- h. Administrative Regulation 3320—Claims and Actions Against the District, *revisions*
MOORE/GANT (g-h)
5/0
- i. Administrative Regulation 3460—Financial Reports and Accountability, *revisions*
MOORE/GANT
5/0
- j. Board Policy 4114—Transfers, *revisions*
WRIGHT/MOORE
5/0
- k. Board Policy 5141.6—School Health Services, *revisions*
MOORE/WRIGHT
5/0
- l. NEW Administrative Regulation 5141.6—School Health Services
DRYDEN/WRIGHT
5/0
- m. Board Policy 5144.1—Suspension and Expulsion/Due Process, *revisions*
DRYDEN/WRIGHT (Option 1)
5/0
- n. Administrative Regulation 5144.1—Suspension and Expulsion/Due Process, *revisions*
DRYDEN/WRIGHT
5/0
- o. Board Policy 6145.2—Athletic Competition, *revisions*
MOORE/WRIGHT
5/0
- p. Administrative Regulation 6145.2—Athletic Competition, *revisions*
MOORE/DRYDEN
5/0
- q. Board Bylaw 9110—Terms of Office, *revisions*
MOORE/WRIGHT
5/0

N. ADVANCED PLANNING

- 1. Next Regular Board Meeting will be held on December 11, 2018 at Downieville School, 130 School St, Downieville CA 95936 beginning with Closed Session, as needed, at 5:00pm and the Regular Board Meeting at 6:00pm.
- 2. Suggested Agenda Items
 - a. Special Ed Report (presentation from Heidi Bethke)
 - b. Soccer field update if any

O. ADJOURN at 7:13pm
MOORE/WRIGHT
5/0



Sharon Dryden, Clerk

Andy Genasci



Dr. Merrill M. Grant, Superintendent

**SIERRA COUNTY OFFICE OF EDUCATION—SCOE
CLOSED SESSION REPORTING FORM**

DATE: November 13, 2018

CLOSED SESSION BEGAN AT: 5:10 P.M.

BOARD MEMBERS PRESENT:

Patty Hall Allen Wright Sharon Dryden Mike Moore Jenny Gant

OTHERS PRESENT:

- Dr. Merrill M. Grant, Superintendent
- Ms. Nona Griesert, Business Manager
- _____

I. SESSION TOPIC(S):

Item #1—Government Code 54957.6
CONFERENCE WITH LABOR NEGOTIATORS
Agency Negotiator for the Board: Dr. Merrill M. Grant, Superintendent
Employee Organizations:
 Represented Employees: Sierra-Plumas Teachers' Association
 Unrepresented Employees: Classified Employees
 Confidential Employees
 Administrative Employees

Negotiations—RESULT:

- DIRECTION WAS GIVEN TO SUPERINTENDENT
- THE CLOSED SESSION WAS FOR PURPOSES OF DISCUSSION ONLY. NO ACTION WAS TAKEN.
- A ROLL CALL VOTE WAS TAKEN:
 HALL _____ WRIGHT _____ DRYDEN _____ MOORE _____ GANT _____
- A ROLL CALL VOTE WAS TAKEN IN OPEN SESSION:
 HALL _____ WRIGHT _____ DRYDEN _____ MOORE _____ GANT _____

~~**Item #2—Government Code 54956.9**
CONFERENCE WITH LEGAL COUNSEL--ANTICIPATED LITIGATION
Significant exposure to litigation pursuant to paragraph (2) or (3) of subdivision (d) of Section 54956.9:
1 case update~~

~~**Litigation Update(s)—RESULT:**~~

- ~~- DIRECTION WAS GIVEN TO SUPERINTENDENT
 - THE CLOSED SESSION WAS FOR PURPOSES OF DISCUSSION ONLY. NO ACTION WAS TAKEN.
 - A ROLL CALL VOTE WAS TAKEN:
 HALL _____ WRIGHT _____ DRYDEN _____ MOORE _____ GANT _____
 - A ROLL CALL VOTE WAS TAKEN IN OPEN SESSION:
 HALL _____ WRIGHT _____ DRYDEN _____ MOORE _____ GANT _____~~

II. MOTION TO ADJOURN CLOSED SESSION AT 6:00 P.M. AND RETURN TO OPEN SESSION

BY: Mike (NAME) SECONDED: Jenny (NAME)

MOTION PASSED / FAILED

PRESIDED BY: Patty Hall
Patty Hall, PRESIDENT

RECORDED BY: Sharon Dryden
Sharon Dryden, CLERK



TEACHING & LEARNING

WE ARE ALL LEARNERS



Vision and Mission

The Sierra-Plumas Joint Unified School District's Department of Curriculum & Instruction is dedicated to supporting the District's vision that **all students can succeed academically, feel secure during their educational journey, and cultivate their curiosity towards the ultimate aim of being college and career ready.**

The Curriculum and Instruction Department envisions students who are **deeply engaged in their learning** and who can analyze problems from many different angles and communicate effectively in a 21st Century world to be **college and career ready**. It is committed to ensuring educators and leaders feel supported in their efforts to improve standards-based teaching and learning in an environment that celebrates transformational instructional practices reaching all students where they are academically, socially and emotionally.

The Department of Curriculum & Instruction's mission is to provide teachers with the time, resources, training and encouragement to meet their professional goals and continuous improvement as educators so as to transform the lives of their students through education.

2018-2019

CLASSROOM LEVEL

PROVIDING AND COMMUNICATING CLEAR LEARNING GOALS THAT FOCUS ON CCSS AND COLLEGE AND CAREER READINESS

IMPLEMENTING STRATEGIES FOR ENGAGING, ACTIVE LEARNING OF PRIORITY STANDARDS

IMPLEMENTING RULES AND PROCEDURES

SCHOOL LEVEL

HIGH EXPECTATIONS AROUND STANDARDS AND COLLEGE & CAREER READINESS WITH SUPPORTS

SCHOOLWIDE PRACTICES FOR STUDENT AND TEACHER ENGAGEMENT IN DAILY TEACHING & LEARNING

PBIS/ MTSS CLEAR CULTURE
• PAWS
• GOLDEN
• ROAR

DISTRICT LEVEL

ALL STUDENTS CAN SUCCEED

ALL STUDENTS ARE ENGAGED

ALL STUDENTS FEEL SECURE



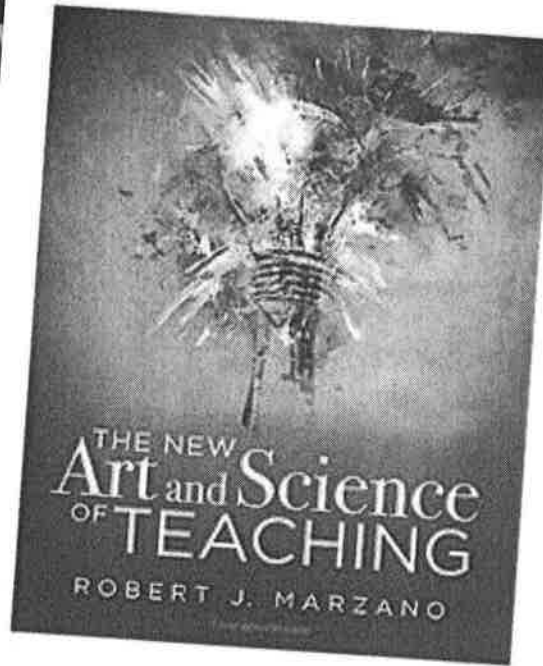
WHAT TEACHING STRATEGIES THAT SHOULD BE PRESENT IN EVERY CLASSROOM?

- Feedback Strategies
- Content Strategies
- Context Strategies

- 10 DESIGN AREAS
- 43 CATEGORIES OF INSTRUCTIONAL PRACTICES OR ELEMENTS.

WE ARE STARTING FROM WHERE YOU ARE RIGHT NOW.

WE ARE LIMITING OUR SCOPE



“Instructional strategies are best likened to techniques an artist might develop and refine over years of practice.”

Robert J. Marzano, 2017

Table I.4: Elements Within the Ten Design Areas

| Feedback | Content | Context |
|--|---|---|
| Providing and Communicating Clear Learning Goals 1. Providing scales and rubrics 2. Tracking student progress 3. Celebrating success Using Assessments 4. Using Informal assessments of the whole class 5. Using formal assessments of individual students | Conducting Direct Instruction Lessons 6. Chunking content 7. Processing content 8. Recording and representing content Conducting Practicing and Deepening Lessons 9. Using structured practice sessions 10. Examining similarities and differences 11. Examining errors in reasoning Conducting Knowledge Application Lessons 12. Engaging students in cognitively complex tasks 13. Providing resources and guidance 14. Generating and defending claims Using Strategies That Appear in All Types of Lessons 15. Previewing strategies 16. Highlighting critical information 17. Reviewing content 18. Revising knowledge 19. Reflecting on learning 20. Assigning purposeful homework 21. Elaborating on information 22. Organizing students to interact | Using Engagement Strategies 23. Noticing and reacting when students are not engaged 24. Increasing response rates 25. Using physical movement 26. Maintaining a lively pace 27. Demonstrating intensity and enthusiasm 28. Presenting unusual information 29. Using friendly controversy 30. Using academic games 31. Providing opportunities for students to talk about themselves 32. Motivating and inspiring students Implementing Rules and Procedures 33. Establishing rules and procedures 34. Organizing the physical layout of the classroom 35. Demonstrating withitness 36. Acknowledging adherence to rules and procedures 37. Acknowledging lack of adherence to rules and procedures Building Relationships 38. Using verbal and nonverbal behaviors that indicate affection for students 39. Understanding students' backgrounds and interests 40. Displaying objectivity and control Communicating High Expectations 41. Demonstrating value and respect for reluctant learners 42. Asking in-depth questions of reluctant learners 43. Probing incorrect answers with reluctant learners |

2018-2019

- 10 DESIGN AREAS
- 43 CATEGORIES OF INSTRUCTIONAL PRACTICES OR ELEMENTS.

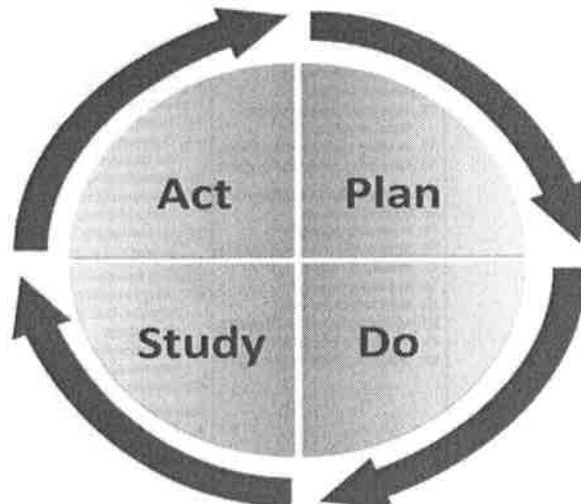


Focus our growth in four areas:

- **Feedback**
 - **Providing and Communicating Clear Learning Goals**
- **Content**
 - **Conducting Direct Instruction Lessons.**
- **Context**
 - **Implementing Rules and Procedures**



Improvement Cycles





CURRENT WORK AND NEXT STEPS TIMELINE

- Sept. - Nov. 2018
 - Content Strategy Work: Direct Instruction Lessons
 - Feedback Strategy Work: Providing Scales and Rubrics, Tracking Student Progress
 - Use Early Release Wednesdays to do school-wide/district-wide workshops.
 - Meet with teachers individually to go over goal-setting and implementation plans.
 - Based on teachers' needs, work directly with teachers in their classrooms team-teaching, modeling, and supporting.
- Dec. - March 2018/19 • Context Strategy Work: Implementing Rules & Procedures
- April - June 2019
 - Feedback Strategy Work: Providing Scales and Rubrics, Tracking Student Progress, Celebrating Success.
 - Begin to set the ground for the 2019/2020 Goals



Questions or Clarifications?

*Sierra-Plumas Teachers Association
(CTA/NEA)
Initial Bargaining Proposal for Sunshine
2018-19 School Year*

The Sierra-Plumas Teachers Association hereby submits the following initial proposal for a successor collective bargaining agreement with the Sierra-Plumas Unified School District. All agreements reached on individual items shall be tentative, subject to a final tentative agreement on the contract. Absent a final agreement modifying the contract, the existing contract language shall remain in full effect.

The Sierra-Plumas Teachers Association reserves the right to create, add to, delete from, amend, and modify its proposals and/or open articles of the contract during the negotiations process. Unless otherwise indicated, proposals are in conceptual format.

Article 1. Agreement

- Update the term of the agreement.

Article 2. Recognition

- Add additional non-management certificated positions to the recognition clause.

Article 3. Days and Hours of Employment

- Updated language to match agreements reached in the 2017-18 tentative agreement.
- Update outdated and irrelevant information and dates.

Article 4. Class Size

- Update language to follow state Grade Span Adjustment (GSA) language so SPUSD qualifies for GSA funding.
- Establish class sizes and caseloads achieving optimal educator-to-student ratios.

Article 7. Organizational Security

- Review all language and relevancy to current law and agreements; especially as it deals with bargaining unit employees' membership in the SPTA.

Article 10. Leaves of Absence

- Update and review leave language to be in compliance with current law; specifically,

in regard to AB 375 parental and maternal child bonding leave.

Article 11. Health Benefits

- Provide health benefits for unit members and their families which are affordable and provide high quality care options compared to other county and state school districts.

Article 12. Salary (and all relevant appendixes)

- Increase wages and stipends to compete with comparable county and state districts that will attract and retain the highest quality educators for our students
- Add language pertaining to the crediting of years of prior experience for salary schedule placement for new and returning hires

Article 13. Waiver

- Update initial proposal language.

Article 16. Duration of this Agreement

- Propose a new three (3) year duration for the contract.
- Eliminate outdated and irrelevant language and dates.

The SPTA also proposes to review contract articles and memorandums of understandings that may have become obsolete, need updating, be eliminated, or incorporated into the collective bargaining agreement before printing off and signing off on a fully updated collectively bargained agreement.