

MINUTES FOR THE REGULAR MEETING OF THE GOVERNING BOARD OF THE
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT

August 14, 2018

Downieville School, 130 School St, Downieville CA 95936

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

Immediately followed the 6:00pm meeting of the Sierra County Board of Education

A. CALL TO ORDER

President MIKE MOORE called the meeting to order at 6:37pm.

B. ROLL CALL

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

ABSENT: None

C. APPROVAL OF AGENDA

HALL/DRYDEN

5/0

D. REPORT OUT FROM SIERRA COUNTY OFFICE OF EDUCATION CLOSED SESSION

1. Case # 11153 – action taken to deny claim
 2. Case # 11138 – no action taken
- ^^Closed Session Reporting Form attached to County Minutes*

E. INFORMATION/DISCUSSION ITEMS

1. Correspondence
 - a. Letter of Six-Year Accreditation for Loyalton High School from the Accrediting Commission for Schools, Western Association of Schools and Colleges
2. Superintendent's Report
 - a. Update on Summer Projects –
 - LES Concrete—Need to repair sidewalk still which didn't get included in July project. Ad for bid to go in paper next week.
 - Boiler in DVL—Inspection for concrete passed, so pouring on Friday this week. Should hopefully get done right before school starts.
 - Nothing major planned for LHS at this time thanks to some major projects taken care of last year.
 - MOORE: Need to get box that is mislabeled as Electric Box to be relabeled as Water Box
 - LES Carpeting—Should be done by end of this week, definitely done before school starts.
 - b. School starts August 29, 2018 (In-Service August 27 & 28)
 - c. All Staff invited to ALICE Training—Conducting training during very beginning of In-Service, around 8:30am-11:45am on the 27th. Training is meant

to “prepare, not scare”. Mike Fisher invited as Sheriff Elect to attend/participate. Need to engage in proactive conversations with parents as well. Board Members encouraged to attend.

- d. Inter-District Variance Requests
3. Business Report
 - a. Account Object Summary-Balance from 07/01/18 to 07/31/2018
 - b. Budget Transfer—Monies for new copiers in district office.
4. Staff Reports
 - a. Loyaltan Elementary School – CERESOLA: Site upgrades! All staff back August 20th for a training on Behavior Management.
 - b. Loyaltan High School – JONES: Staff issues that we’re working through with two teachers resigning at the end of July. Confident that we’ll be fully staffed by the time the doors open. Updated Bell Schedule is out – 7 periods.
 - c. Downieville Schools – GRANT: Addition of K-1 teacher will split large K-3 class. New Character Ed program: We are GOLDEN. Lynn Filo receiving teacher of the year award through Local Masonic Lodge—presenting on September 9th at 11am at Buckhorn.
5. Board Members’ Report
 - a. GANT: I was part of the interview board for a new 4th grade teacher on Monday. Two good candidates. One of the candidates will be recommended for one of the LHS openings.
 - b. WRIGHT: Downieville site is looking really nice. Great effort by school to support local events by allowing the use of facilities for parking and camping.
6. Public Comment
 - a. Current location –
Katherine Genasci—Read a letter talking about open positions that are trying to be filled at the schools: English, Math, Music—market our community better and offer more creative ideas/benefits to entice qualified teachers in the core areas required for college prep and entry.
**letter attached to minutes*
 - b. Videoconference location – none

F. CONSENT CALENDAR

1. Approval of minutes for the Regular Board Meeting held July 10, 2018
2. Approval of Board Report-Checks Dated 07/01/2018 through 07/31/2018
3. Approval of Assignment to Teach Core Subjects Out of Credential Authorization for 2018-2019 School Year
4. Approval of 2018-2019 Certificated Substitute List
5. Authorization for Out of State Travel/Conference Request to Denver, CO for Thomas Jones, Megan Meschery and Andrea Ceresola, Administrators

HALL/WRIGHT

5/0

G. ACTION ITEMS

1. New Business
 - a. LHS Leadership Class, presentation on Satellite Lunch Cart survey—no reps due to teacher-in-charge resigning at the end of July.

- JONES: Students used our technology well to survey fellow students about lunch. Will invite Leadership Class again next month to present.
- DRYDEN: Ask Adrienne to provide info regarding extra costs and logistics?
- GRIESERT: Will discuss with Adrienne to look into regulations as well.
- b. Public Hearing—to announce the adoption of the Declaration of Need for Fully Qualified Educators for the 2018-2019 school year
Opened at 7:05pm. Closed at 7:06pm with no comment.
- c. Approval of Declaration of Need for Fully Qualified Educators for the 2018-2019 School Year. *A diligent search to recruit fully prepared teacher(s) was made and an insufficient number of certificated persons met the Sierra-Plumas Joint Unified School District's employment criteria for the position(s)*
HALL/WRIGHT
5/0
- d. Public Hearing—to announce the employment of Laurie Petterson to the Transitional Kindergarten/Kindergarten teaching position authorized by General Education Multiple Subject Limited Assignment Permit
Opened at 7:07pm. Closed at 7:07pm with no comment.
- e. Approval of Laurie Petterson's California Commission on Teacher Credentialing General Education Multiple Subject Limited Assignment Permit teaching authorization for 2018-2019 school year
GANT/DRYDEN
5/0
- f. Approval of the CBEST Waiver for Substitute Teachers *(The Sierra-Plumas JUSD has been unable to recruit enough day-to-day substitute teachers who have not had an opportunity to take and pass all sections of the California Basic Educational Skills Test. The District anticipates employing no greater than three (3) day-to-day substitutes on variable term CBEST waiver for the 2018-2019 school year)*
DRYDEN/HALL
5/0
- g. Approval of Assignment of Dannielle Ball to the Loyalton Elementary Instructional Aide position, (grade K/1), 3 hours daily, .50 FTE, effective August 29, 2018
HALL/DRYDEN
5/0
- h. Authorization to add 1.0 FTE Certificated Teacher, Loyalton Elementary, Grade 4
HALL/GANT
5/0
- i. Accept notification of resignation from Adrienne Anila
WRIGHT/HALL
5/0
- j. Authorization to fill 1.0 FTE teacher
HALL/DRYDEN
5/0
- k. Accept notification of resignation from Amanda Osburn
HALL/DRYDEN
5/0
- l. Authorization to fill 1.0 FTE teacher
HALL/WRIGHT
5/0
- m. Discussion and Approval of LHS Change in Graduation Requirements
HALL/DRYDEN
GRANT: Change of 8-period day to 7-period day

JONES: Needs to be a tiered reduction of requirements each year as they approach high school graduation with the 7-period day schedule—will have document outlining recommended tier of requirements by next board meeting.

****ITEM TABLED TO NEXT MEETING IN SEPTEMBER**

- n. Discussion – Superintendent/District Goals for 2018-2019
**handout attached to minutes*
- o. Biennial Review of Conflict of Interest Code
No changes.

BOARD POLICIES AND ADMINISTRATIVE REGULATIONS

WRIGHT motioned to approve items p-w as addressed in the County meeting. Seconded by HALL.

5/0

- p. Board Policy *AND* Administrative Regulation 4158/4258/4358, Employee Security, *revisions*
- q. Board Policy *AND* Administrative Regulation 5111, Admission, *revisions*
- r. Board Policy *AND* Administrative Regulation 5111.1, District Residency, *revisions*
- s. Board Policy *AND* Administrative Regulation 5125, Student Records, *revisions*
- t. Board Policy *AND* Administrative Regulation 5125.1, Release of Directory Information, *revisions*
- u. Board Policy 5131.2, Bullying, *revisions*
- v. Board Policy 0415, Equity, *new*
- w. Board Bylaw 9310, Board Policies, *revisions*

H. ADVANCED PLANNING

1. Next Regular Board Meeting will be held on September 11, 2018 at Sierra County Office of Education, 109 Beckwith Rd, Room4, Loyalton, CA 96118 beginning with Closed Session, as needed, at 5:00pm and the Regular Board Meeting following the Sierra County Board of Education meeting at 6:00pm.
2. Suggested Agenda Items
 - a. Invite LHS Leadership Class again for Satellite Lunch Cart presentation next month.
 - b. Would like to see schedule/program details for Wednesday afternoon training programs/activities for teachers so Board members can attend if interested.
 - c. Not an Agenda item, but please work on polishing up the videoconferencing speaker volume so everyone can be heard in both locations during the meetings—*would have been worked on before this meeting, but server issues took precedence.*

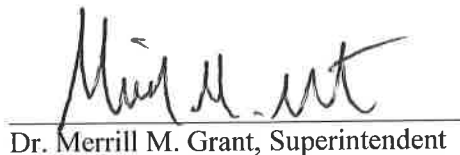
I. ADJOURN at 7:35pm

HALL/WRIGHT

5/0



Jenny Gant, Clerk



Dr. Merrill M. Grant, Superintendent

14 August 2018

Dear Board of Supervisors:

As I read over the vacancy descriptions for the positions of an English, Math, and Music teacher, I believe our district can think much broader than the current methods used to attract amazing, qualified teachers to Sierra Valley.

In my opinion, this is an emergency situation and we should be reacting accordingly. Two vital positions are vacant – an English teacher and a Math teacher. For college bound kids, these are the very two subjects that are required to excel in in order to get into the college they desire.

We are a rural school set in a unique location. Our valley is like a vast, endless sea of grass with no boundaries, and although beautiful, doesn't offer much in modern conveniences. And these positions that need filling require a teacher to prep for sometimes five or six different classes a day – Pre-Algebra, Algebra I, Algebra II, Geometry, Trig, etc.

Enticing prospective teachers here is a challenge to say the least, but I have come up with some ideas that also have no bounds to get creative juices flowing:

- Market our area. We are full of pristine lakes, bike and hiking trails, close to world class skiing, no traffic jams, a supportive community, a unique history and culture, and small classroom sizes. Our district should have brochures on hand to take to Deans of Education that represent us as well as social media campaigns blasting out.
- Build and foster personal relationships with Deans of Education. Visit these campuses, make presentations about our area. Invite student teachers to come here.
- Fatten the deal. The job offer should include one of the following:
 - Reimbursement for gas
 - Money towards rent or housing
 - Buy a modular house, put it on the school grounds and offer them a place live

-Mr. Sheridan, the shop teacher, mentioned an interest in having his students renovate an existing home in town as a project. As a district, purchase a fixer-upper and offer it to a teacher.

- Invest in the wellbeing of our teachers. Address the challenge of prepping for six different classes by dividing the job into two, and offer benefits for both teachers so that we aren't burning them out.

- Tap into the pool of Nevada retired teachers. It's my understanding they can continue to teach in California without interfering with their Nevada benefits.

- Research grants and apply for them yourself! There could be extra money out there for an occasion such as this.

Demonstrate to our 411 students by *doing*; expand your vision! Get creative! Show our teachers as well as students that there are no bounds in Sierra County when it comes to how important education is to us. Don't focus on the hinderances of offering more to teachers and students. Find a way. Please, do whatever it takes to get qualified teachers here.

Thank you.

Respectfully,

Katherine Genasci

**Sierra County Office of Education
Sierra-Plumas Joint Unified School District**

Goals and Areas of Emphasis for 2018/2019 School Year

District, School, and Staff Culture

- In year six, continue to establish a professional, supportive environment for all staff and the Board of Education with superintendent that permeates all interaction in order to deliver an outstanding education for all Sierra County students. Motto for the year = “Quality Systems Throughout”.

Management of Operations and Fiscal Services

- Live within budgetary means with balance of fiscal integrity, program quality enhancement, and professional development. Stabilize overall budget and monitor possible flattening out of revenue statewide.
- Continue to improve internal and external site communication.
- Develop a three-year deferred maintenance project schedule. Engage Board and staff with plan and allocated fiscal resources.
- Enhance negotiations process with cleaner communication (new CTA rep).
- Work with the Board to enculturate new Board members with enhanced professional development opportunities and whole Board workshops.
- Safety enhancements throughout—law enforcement and school sites.

Personal:

1. Engage more communication with support personnel—all district staff.
2. Work through negotiations/relationship building in positive manner.
3. Ensure Board that Leadership in many areas, incorporating many situational styles, is being conducted day-to-day throughout the year.

Educational Program

- Explore multiple opportunities for our schools to invite parents and other supporters of our students to partner in embellishing the student experience. Enhance the School Site Councils to directly contribute to the LCAP, local site improvement, and other mandated documents.
- Interface with the Sierra Schools Foundation/Boosters as they continue to grow with new leadership to support new programs and opportunities for students throughout the County.
- Monitor the relevance/subject matter and become intimately involved in the Early Release Wednesday professional development sessions.

- Develop Downieville School deeper with Lead Teacher/systems/and pending impact of key retirement.
- Implement the overall professional development plan to address and prepare for testing, statewide standards, new textbooks/curriculum, and the teaching methodologies needed to reach our students with these new components. Work closely with new enhanced Curriculum Coordinator.
- SELPA excellence to be attained with new Director. Oversee progress.
- Continue to deepen relationships with other County agencies and be an active participant in County affairs both informal and formal.
- Provide more public relations materials directly to local media.
- Explore opportunities to promote District to attract increased enrollment.

Personal:

1. Elected president of Loyaltown Rotary 2018-19.
2. Submit monthly "Supt's Column" to local media (Sept-June)
3. Ensure employees feel supported by superintendent