

**AGENDA for the Joint *SPECIAL* Meeting of the  
Sierra County Board of Education  
and the  
Sierra-Plumas Joint Unified School District Governing Board**

March 09, 2023

5:00pm CLOSED Session

6:00pm Open Session

**Meeting Location:**

*Loyalton:* Sierra County Office of Education, Room 4, 109 Beckwith Rd, Loyalton CA 96118

**Zoom for the public:**

*Link:* <https://us02web.zoom.us/j/81823101447>

*Phone dial-in:* 669-900-9128 (*Press \*6 to unmute*)

*Webinar ID:* 818 2310 1447

**Board Members:**

*Area 1:* Patty Hall – phall@spjUSD.org

*Area 2:* Annie Tipton (*Vice President*) – atipton@spjUSD.org

*Area 3:* Christina Potter – cpotter@spjUSD.org

*Area 4:* Kelly Champion (*President*) – kchampion@spjUSD.org

*Area 5:* Dorie Gayner (*Clerk*) – dgayner@spjUSD.org

*Any individual who requires disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing.*

*Public inspection of agenda documents that are distributed to the Board less than 72 hours before the meeting, will be made available at Sierra County Office of Education, Room 3, 109 Beckwith Road, Loyalton, CA, 96118, and posted with the online agenda at <http://www.sierracountyofficeofeducation.org> (Government Code 54957.5).*

A. CALL TO ORDER

*Please be advised that this meeting will be recorded.*

B. ROLL CALL

C. APPROVAL OF AGENDA

D. PUBLIC COMMENT FOR CLOSED SESSION

At this time, the meeting opens for any public comments regarding the Closed Session item(s).

E. CLOSED SESSION

The Board of Trustees, Superintendent, James Berardi, and Director of Business Services, Nona Griesert, will move into Closed Session to discuss the following item(s):

1. Government Code 54957.6

CONFERENCE WITH LABOR NEGOTIATORS

Agency Negotiator for the Board: James Berardi, Superintendent

Employee Organizations:

Unrepresented Employees:

Superintendent

Sierra-Plumas Teachers' Association

Classified Employees

Confidential Employees

Administrative Employees

2. Government Code 54957  
PUBLIC EMPLOYEE DISCIPLINE/DISMISSAL/RELEASE

- F. RETURN TO OPEN SESSION
- G. RECONVENE
- H. FLAG SALUTE
- I. REPORT OUT FROM CLOSED SESSION
- J. PUBLIC COMMENT

*Special Meeting Agenda Items only, please.*

This is an opportunity for members of the public to directly address the governing board on any item of interest that is within the subject matter jurisdiction of the governing board listed on this agenda. Three (3) minutes may be allotted to each speaker and a maximum of twenty (20) minutes to each subject matter.

K. ACTION ITEMS

1. New Business


- a. Adoption of Resolution No. 23-005D, Reduction and Elimination of Particular Kinds of Service for 2023-2024, SPJUSD Certificated Employees\*\*  
ROLL CALL VOTE
- b. Adoption of Resolution No. 23-006D, Reduction and Elimination of Particular Kinds of Service for 2023-2024, SPJUSD Classified Employees\*  
ROLL CALL VOTE
- c. Approval of 2022-2023 Superintendent Evaluation Tool\*\*

L. FOLLOW-UP ON BOARD TRAINING WORKSHOP – Values and Vision Statement\*\*

M. ADVANCED PLANNING

- 1. The next Regular Joint Board Meeting will be held on March 14, 2023, at Sierra County Office of Education, Room 4, 109 Beckwith Rd, Loyalton CA 96118 at 6:00pm. If needed, Closed Session may be held before the Regular session beginning at 5:00pm. Zoom videoconferencing will be available for the public.

N. ADJOURN



---

James Berardi, Superintendent

\*\* enclosed

\* handout

^^ prior meeting handout

James Berardi, Superintendent – [jberardi@spjUSD.org](mailto:jberardi@spjUSD.org)

Kristie Jacobsen, Administrative Assistant to the Superintendent – [kjacobson@spjUSD.org](mailto:kjacobsen@spjUSD.org)

Nona Griesert, Director of Business Services/CBO – [ngriesert@spjUSD.org](mailto:ngriesert@spjUSD.org)

Office: 530-993-1660 x0

Email [schoolinfo@spjUSD.org](mailto:schoolinfo@spjUSD.org) to be added to the agenda email list.

**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT**

**RESOLUTION NO. 23-005D**

**REDUCTION AND ELIMINATION OF PARTICULAR KINDS OF SERVICE, 2023-2024  
CERTIFICATED EMPLOYEES**

**WHEREAS**, the Sierra-Plumas Joint Unified School District Governing Board has determined that it shall be necessary to discontinue or reduce the following particular kinds of service due to reduction of State revenue, loss and/or reduction in program funding, and in part, to declining average daily attendance, not later than the beginning of the 2023-2024 school year.

K-6 Classroom Teacher

3.0 F.T.E.

**WHEREAS**, the Board had determined that each of the foregoing services constitutes a particular kind of service (PKS) within the meaning of Education Code §44955;

**WHEREAS**, it is in the opinion of the Governing Board that it is in the best interest of the District that 3.0 F.T.E. certificated employees of the District be reduced pursuant to the adopted order of employment;

**WHEREAS**, the Governing Board has considered all positively assured attrition which has occurred to date, that is, all deaths, resignations, retirements and other permanent vacancies and additional attrition which may occur before the start of the 2023-2024 school year in reduction of these services and but for the attrition already assured and the attrition anticipated would have found it necessary to reduce additional kinds of service.

**NOW, THEREFORE, BE IT RESOLVED** by the Governing Board of the Sierra-Plumas Joint Unified School District as follows:

- That due to the reduction or discontinuance of particular kinds of service pursuant to Education Code §44955, the legal number of certificated employees of the District not be re-employed for the 2023-2024 school year.
- That the Superintendent is directed to give Notices or Recommendation Not to Re-Employ in accordance with the provisions of the California Education Code §44949 and §44955, to the appropriate certificated employees pursuant to Section 44955, whose positions shall be affected by virtue of this action.

**BE IT FURTHER RESOLVED**, that the action of this Board shall not, in any way, be considered to prejudice the rights of the certificated employees to whom notice will be given as to the Board's consideration of the hearing officer's proposed decision in the event a hearing is requested by any employee.

**PASSED AND ADOPTED** by the Governing Board of the Sierra-Plumas Joint Unified School District this 9th day March 2023, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

---

Dorie Gayner, Clerk

**Superintendent Evaluation Form**  
**Performance Review Period:**

**A. BOARD/SUPERINTENDENT RELATIONSHIP**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Provides sufficient staff reports and related agenda materials to allow for effective Board discussion/decision-making. Provides information to Board members in a timely manner. Obtains and evaluates relevant information and implements or recommends appropriate solutions to problems					
Display a professional attitude/image that assures public confidence in management staff. Makes effort to be accessible and provides consistent and equal treatment to Boardmembers.					

Comments:

**B. COMMUNITY RELATIONS**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Represents the District well in presentations to civic groups, media and the public and provides a positive, professional image. Develops cooperative working relationships with outside governmental agencies and other outside groups.					
Promotes community involvement in the District.					
Enhances community understanding of District's goals and objectives. Deals openly with conflict and District problems. Handles individual citizens' complaints well.					

Comments:

**C. LEADERSHIP**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Assumes leadership in establishing the immediate and long-range objectives for the District.					
Makes use of sound administrative practices, understanding the distinction between leading and directing.					
Demonstrates original thinking, ingenuity and creativity by introducing new strategies or courses of action. Coordinates activities between departments.					
Plans effectively and delegates responsibility and decision-making appropriately. Supports innovative problem-solving by involving others in identifying and implementing better methods and procedures.					

Comments:

**D. COMMUNICATION SKILLS**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Promotes and engages in two-way communication. Plans and conducts meetings which are efficient, effective and of appropriate frequency and duration.					
Is accessible to Board, staff and citizens. Is open and accepting of new ideas, suggestions and concerns.					
Writes clear and concise memos, letters and reports which convey all relevant information using words and phrases appropriate to the audience.					
Clearly and concisely communicates ideas, information, problems and questions using language appropriate to the listener.					

**E. MANAGING FINANCIAL AND MATERIAL RESOURCES**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Identifies revenue enhancements and cost saving to ensure the District accomplishes important short-term and long-term goals.					
Demonstrates original thinking, ingenuity and creativity by introducing strategies or courses of action.					
Plans, implements and directs a comprehensive financial program for the District's long range fiscal stability.					

Comments:

**F. HUMAN RELATIONS SKILLS**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Consistently strives to be fair and consistent in working relationships, and shows respect for others. Shows appreciation for the contributions of staff.					
Is straight-forward in communications, and is capable of being firm when circumstances warrant. Uses criticism constructively and objectively, while demonstrating sensitivity to the feelings of others.					
Follows-ups recommendations, concerns or complaints as promptly as possible.					

Comments:

**G. DISTRICT POLICY DEVELOPMENT AND IMPLEMENTATION**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Advances Board priorities through Board agenda items and staff work prioritization.					
Facilitates clear policy analysis and discussion. Is creative in alternatives provided to Board for policy consideration.					

Comments:

**H. CRISIS MANAGEMENT**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

	5	4	3	2	1
Addresses unusual and unexpected situations quickly and effectively. Marshalls resources (human, financial) to deal with crisis. Adjusts rapidly to ongoing changes.					
Maintains a calm and reassuring demeanor in times of high stress; promotes confidence in the District's ability to meet all crisis challenges.					
Works effectively with other agencies to provide appropriate services for students, staff and parents.					

**Superintendent Evaluation Form**  
**Performance Review Period:**

5 – Outstanding 4 – Excellent 3 – Satisfactory 2 – Needs Improvement 1 - Unsatisfactory

Evaluation of efforts towards the accomplishment of District/Board goals	5	4	3	2	1
A. Board/Superintendent Relationship					
B. Community Relations					
C. Leadership					
D. Communication Skills					
E. Managing Financial and Material Resources					
F. Human Relations Skills					
G. District Policy Development and Implementation					
H. Crisis Management					

Overall Evaluation:

\_\_\_\_\_ Outstanding \_\_\_Excellent \_\_\_\_Satisfactory Needs Improvement Unsatisfactory

Boardmember

Boardmember

Boardmember



Boardmember

Boardmember

Superintendent

Date

Additional comments from Board Members:

## Combined Vision/Value Statement

I, Kelly, am committed to helping a world that is precious and beautiful by being loving, thoughtful, and educated.

(what you want to do)

(what you want to create)

(how you will be in that process)

I, Annie Tipton, am committed to influencing a world that is motivated and considerate by being caring, respectful, and understanding.

(what you want to do)

(what you want to create)

(how you will be in that process)

I, Christina Potter, am committed to influencing a world that is approachable and open-minded by being honest, compassionate, and kind.

(what you want to do)

(what you want to create)

(how you will be in that process)

I, James Berardi, am committed to creating a world that is engaging and sustainable by being productive, collaborative, and empathetic.

(what you want to do)

(what you want to create)

(how you will be in that process)

I, Dorie Gayner, am committed to influencing a world that is accepting and kind by being understanding, creative, and \_\_\_\_\_.

(what you want to do)

(what you want to create)

(how you will be in that process.)

I, Patty Hall, am committed to public service (in) a community that is caring and compassionate by being understanding, productive, and \_\_\_\_\_.

(what you want to do)

(what you want to create)

(how you will be in that process.)

Instructions:

30 minute to complete this process. Read all again, key in on theme, make one that represents all of these. What are those values that we want to see in all of our conversations all the time.

How you want this community to be, what are we in agreement on that we want to do collectively.  
This world, this District, the students...

If we are serious about how we want ***this world*** to be, the students to turn out, this is how we will be in that process.