Western Placer Unified School District

Regular Meeting of the Board of Trustees

September 7, 2021

WPUSD District Office/City Hall Building–3rd Floor Conference Room
600 Sixth Street, Lincoln, CA 95648

MINUTES

2021-2022 Goals & Objectives (G & 0) for the Management Team: Component I: Quality Student Performance; **Component II:** Curriculum Themes; **Component III:** Special Student Services; **Component IV:** Staff & Community Relations; **Component V:** Facilities/Administration/Budget.

All Open Session Agenda related documents are available to the public for viewing at the Western Placer Unified School District Office located at 600 Sixth Street, Fourth Floor in Lincoln, CA 95648.

Board Members Present:
Kris Wyatt, President
Damian Armitage, Vice President
Jason Price, Member
Vacant Position, Member

Board Members Not Present
Criste Freymond, Clerk

Others Present:
Kerry Callahan, Superintendent
Scott Pickett, Assistant Superintendent of Educational Services
Audrey Kilpatrick, Assistant Superintendent of Business & Operations
Cliff De Graw, Assistant Superintendent of Personnel Services
Maria Gonzalez, Administrative Assistant to the Superintendent
Ariana Dolan, Student Advisory
Matthew Nobert, Lincoln News Messenger

Per Placer County Public Health's (PCPH) recent health warning, masks are **strongly recommended for all individuals** in indoor public settings. In addition, per CDPH guidance, masks are **required for unvaccinated individuals** in indoor public settings.

ANNOUNCEMENT: EXECUTIVE ORDER N-29-30 TELECONFERENCE FLEXIBILITY
This meeting is being held pursuant to the procedures established in Executive Order N-29-20 issued by California Governor Gavin Newsom on March 17, 2020. All board members may attend the meeting in person or by teleconference, as they deem necessary. This meeting will be held in person.

ANNOUNCEMENT: Should this Board Meeting encounter any security breech or inappropriate issues, the meeting will be ended immediately.

6:00 P.M. START

1. **CALL TO ORDER/ROLL CALL** – WPUSD District Office/City Hall Bldg. – 3rd Floor Conference Room

2. COMMUNICATION FROM THE PUBLIC
There was no communication from the public

6:05 P.M.

3. CLOSED SESSION – WPUSD District Office – 4th Floor Overlook Room

3.1 CONFERENCE WITH LABOR NEGOTIATOR
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Kerry Callahan, Superintendent
~Scott Pickett, Assistant Superintendent of Educational Services
~Cliff De Graw, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

3.2 CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION -
Legal counsel pursuant to government code section 54956.9- anticipated litigation regarding COVID-19

3.3 PERSONNEL
Public Employee Employment/Discipline/Dismissal/Release

7:00 P.M.

4. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE – District Office/City Hall Blvd., - 3rd Floor Conference Room
The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

4.1 *Page 9* - CONFERENCE WITH LABOR NEGOTIATOR
Bargaining groups: WPTA & CSEA Negotiations
Agency Negotiators:
~Kerry Callahan, Superintendent
~Scott Pickett, Assistant Superintendent of Educational Services
~Cliff De Graw, Assistant Superintendent of Personnel Services
~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

No action taken

4.2 *Page 10* - CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Legal counsel pursuant to government code section 54956.9- anticipated litigation regarding COVID-19

No action taken

4.3 *Page 11* - PERSONNEL
Public Employee Employment/Discipline/Dismissal/Release

No action taken

5. ***Page 13-117*** **- CONSENT AGENDA**

5.1 Certificated Personnel Report
5.2 Classified Personnel Report
5.3 Approval of Minutes for: August 3 & 17, 2021
5.4 Approval of Warrants
5.5 Memorandum of Understanding MOU – STAR Science Theater Art Recreation (STAR) Science Theater Art Recreation (STAR) and Western Placer Unified School District
5.6 Ratification of Contract between with American Medical Response Company (AMR) and Western Placer Unified School District/Twelve Bridges High School
5.7 Ratify contract between Lifetouch and WPUSD/Lincoln Crossing Elementary School
5.8 Ratify Contract between Advanced IPM and Western Placer Unified School District
5.9 Ratify Contract between Forster Heating and Western Placer Unified School District
5.10 Ratify Contract Between Roto-Rooter and Western Placer Unified School District
5.11 Special Education Legal Settlement
5.12 Ratification of 2021-2022 Contract with Youth Development Network
5.13 Adoption of the Reveal Math program (High School)
5.14 Side Letter of Agreement between the Western Placer Teachers Association and the Western Placer Unified School District
5.15 Memorandum of Understanding regarding Early Release Days for the 2021-2022 school year between the Western Placer Teachers Association and the Western Placer Unified School District.
5.16 Memorandum of Understanding regarding Presidential Leave for the 2021-2022 school year between the Western Placer Teachers Association and the Western Placer Unified School District
5.17 Consider Approving Revised Job Description for Food Services Assistant

Mrs. Wyatt requested the removal of item 5.17 from the consent agenda and requested the item be moved to the Action/Discussion/Information section of the meeting for corrections/modifications.

Motion by Mr. Price, seconded by Mr. Armitage and passed by a 3-0 *(**Ayes:** Price, Armitage, Wyatt **No:** None)* roll call vote to approve consent agenda with the exception of item 5.17 Consider Approving Revised Job Description for Food Services Assistant.

6. COMMUNICATION FROM THE PUBLIC

Nicole Bartlett – stated she is a second grade teacher at Carlin C Coppin and has been with the district for 15 years. Mrs. Bartlett read the following: First of all, I want to say thank you to the board for your service to our schools and community. I appreciate the sacrifice of time you give to serve on a school board, and the challenges that a school board is currently facing. I have two concerns that I want to bring you your attention tonight. The first is the discrimination that unvaccinated employees are facing in this district. Our district and union have decided that vaccinated employees will continue to get the benefit

of an extra 80 hours of COVID sick leave after September 30, 2021. Our unvaccinated employees will not receive the benefit of these extra sick hours after the September 30th date. This is discrimination when you give a benefit to one group of employees and no the other based on their health choices. It is not okay to treat employees that have worked for this district, some for many years, as a less valued employee because of a choice that they made for their body. We have employees that have had to use sick leave for maternity leave or other health issues and don't have sick days banked. If these employees are quarantined more than once they will be required to pay for a sub out of their pay. The CSEA states that any employee put on quarantine will be paid in full. Our district decisions are not lining up with CSEA and this need to be addressed immediately. There are many different reasons some of your employees have chosen not to get vaccinated, for some, it is because they have autoimmune disorders, for some it is pregnancy, or the plan of pregnancy in the near future, for some allergies to drugs or other vaccines in the past, and for some it is the knowledge that this is an experimental drug with zero knowledge of long term side effects. These people should not be punished for making decisions based on their body and their health circumstances. We deserve equal treatment from our employer. This brings me to my next concern, the unvaccinated employees will need to begin weekly testing on October 15th. I understand that this rule was not made by the board, but I believe it is going to be of great concern to all of us. As far as I understand, we will need to test once a week using a test that is not accurate. The CDC has already said the test is not accurate and cannot differentiate between COVID, the flu, or a cold. With many teachers and staff testing once a week the possibility of false positives is great. That means we will have many forced to quarantined and almost no subs to fill those positions. The protocols that were designed to keep schools open, in my opinion are going to be the ones that close schools down. We have lost so many subs and are already struggling to find subs. I have spoken with subs in our district who are no longer subbing and I asked them why. The reasons I heard, were I don't want to teach in a mask, the rules are so confusing, I don't want a crazy parent coming after me for something I did or didn't say, I don't want to get vaccinated, I don't want to test once a week, it's not worth the money, and some were worried about their health. These rules and protocols are designed to keep schools open, but are going to be what closes us. We need to come up with solutions fast. I am asking the board to stand up for equal rights for all employees because the union and district are not. Thank you for listening.

Casey Donnel – Thanked the board and Kerry Callahan for their open conversations that they have had. She really appreciates it. She is happy a little bit but still a little bit sad because there are still students with disabilities in our district facing issues at certain school sites. She wants to put it on the public record that even though the school district has come to an agreement and has protocols in place, we are finding that certain school sites and teachers are comfortable or still want to do things the way they want to and are not following the protocols. She doesn't know what supersedes what, we understand that teachers want to feel comfortable, but our kids do too and she feel we need to take into consideration the students and how they are feeling and being comfortable. Also the vaccination discrimination between employees similar to what the lady just mentioned. She thinks we do need to come up with some kind of solution so those teachers don't feel like they are second-rate employees especially if they have been here for decades of time. She feels that vaccinations for students is going to come down the line and she wants to again voice her concern that we don't want mandates, we want this to be a choice for our

children. With the lack of testing and other things, she thinks it's fair to say they want to wait. So far, they have asked for choice in many things and is it hasn't happened so she is voicing it now so it is on the record that they want a choice when it comes to vaccines for the children. She also wants to voice that she has a lot of concerns regarding volunteers, and the lack of them. They don't know why they need a test to be in a classroom with their kindergartner. If parents can sign a form saying they are going to get their kids tested, why can't we trust and honor them that they will get tested and if they are positive they won't come on campus. She thinks they should look at that for volunteers.

7. REPORTS & COMMUNICATION

➢Lincoln High School Student Advisory – Ariana Dolan stated the following:

- There have been a few complaints from students. The first one is regarding passing periods. Second period passing is 5 minutes long and it is not enough time for students to get to their classes.
- Second item is Lunch period for upper classman. There is not enough time to leave campus and get back due to lunch passes being checked at the gate, it takes a long time to get out.
- Some students sit in their cars during lunch because they do not have time to leave, but staff tells them they cannot sit in their cars. There isn't enough room on campus for all students to stay for lunch
- Stipes vs Advisory concerns. Stipes motivated students to do their schoolwork to get out of stipes and there was help for students during stripes. Most students do not like advisory and do not feel like they are getting anything beneficial from the class. It is a pass-fail class and a lot of students are confused as to why you can be marked absent from a pass-fail class.

➢Western Placer Teacher's Association – Tim Allen wanted to thank the district for another round of talks together as they put together the MOU. It is something that most districts and associations throughout the area were not able to do prior to the start of the school year. He appreciates Kerry Callahan and the rest of the district team and the bargaining team because they were able to come together and hash out the details as to what this year was going to look like given a lot of the restrictions. He wanted to mention Nicole who spoke tonight, one of the things that we do need to take into consideration are a lot of the things that she has said are very valid concerns that a lot of associations and districts are looking at. We do not feel like it is equitable or a good idea to have somebody who gets a positive test be forced to quarantine for weeks at a time and lose their sick time and possibly have to pay for a sub. There has to be a better solution. They have also been working with Scott Pickett and the Ed Services group and wanted to say thank you to Scott for the good work done recently looking at what the conditions are going to be like as students are out on independent study or entire classes are out regarding independent study. They want to make sure the teachers are delivering the best education for the students. District is setting up some testing sites. Thank you to Cliff De Graw and everyone who has been working on streamlining the testing process.

➢Western Placer Classified Employee Association – Gus Nevarez was not present

➢Superintendent – Kerry Callahan

- Kerry asked Ariana if she has chatted with LHS Admin regarding the concerns she stated tonight. Ariana stated she had not. Kerry advised she would talk to Mrs. Hladun regarding the concerns.

- During our September 21 meeting, we will be hearing from our board candidates who have submitted applications for the Sheridan board vacancy. We currently have four applicants so far who will be interviews. The posting closes on Friday
- Number of cases: 10 cases on our first two days of school, 33 cases the second week, 34 cases this past week. As of today, we have 18 cases.
- We are starting to track the transmissions due to outbreak status, last week we had three assumed transmission cases.
- We will start testing next week at several school sites. LHS, LCE GEMS and District Office, for students and staff.
- We are happy to report that one of our families stuck in Afghanistan did get home safely
- Last Friday we experienced word of two deaths within our district. A 2021 graduate, Cole Brown tragically passed away on Thursday and we received word that Liz Tofft, former staff member who retired in June did pass away from complications of COVID on Friday.

Mrs. Wyatt requested a moment of silence for our student and previous employee who passed away last week.

8. ♦ACTION ♦DISCUSSION ♦INFORMATION

Mrs. Wyatt stated that Item 5.17 Consider Approving Revised Job Description for Food Services Assistant, from the Consent Agenda would be presented by Cliff De Graw at this time.

Cliff De Graw stated that the revised job description that was in the packet was not from the most recent version of the job descriptions. There are a few changes to the document. One revision is instead of requiring a high school diploma or GED, we are changing that to preferred. On page 118, the colon after the word "condition" in the first paragraph should be a period with the remainder of the sentence struck out. Under essential duties, every bullet description should not have a period. On page 119, the last paragraph is struck entirely. An additional bullet is added to the "Essential Duties and Responsibilities" to replace this paragraph and it reads: **preforms other related duties as assigned**.

Motion by Mr. Armitage and seconded by Mr. Price and passed by a 3-0 (***Ayes:*** *Armitage, Price, Wyatt* ***No****: None*) vote to approve the amended item 5.17 Consider Approving Revised Job Description

8.1 Information/ ***Page 121*** **– <u>WPUSD SUMMER SCHOOL PROGRAMS</u> – Pickett** *(21-22 G & O Component I, II, III, IV, V)*

Mr. Picket stated that we have three awesome staff members who did a marvelous job related to our summer programs. As you know COVID made school very challenging for kids. We wanted to provide a learning experience that was academic but was also enriching for some and a little more academic for others. We have Lindsey Reynolds, Jessica Fernandez and Tracy Gruber and all three of them ran our programs for the summer.

The helped hire, train, create the program and did a fabulous job. The funding we received was the Expanded Opportunity Learning funds and it was used to support these programs. Lyndsay Reynolds reviewed slides regarding the elementary school program and stated the students and the parents appreciated this wonderful program that was held at Lincoln Crossing Elementary school site. They served 340 students in 19 classrooms. The ultimate goal was to learn to love learning again. Mrs. Reynolds reviewed and discussed the photos in the presentation. Jessica Fernandez spoke regarding the Middle School program for students who struggled with math and/or reading/writing while also providing fun enrichments. Started with 105 students in eight classrooms. They offered different enrichments programs and each student was able to pick three enrichment programs. They also had different themed weeks to keep the students engaged. They had very positive feedback. Tracy Gruber presented information regarding the high school student level program. They had over 500 student essays turned in and 150 history essays turned in. Helped students with their confidence. They also provided counseling to the students and to parents to help them understand were their students are. They had 265 students finish a semester class by the end of summer school, 33 completed two semesters and 47 additional students are now finishing summer class in Mrs. Gruber's zero period class. Mr. Pickett stated when this program was in progress, there were many changes happening within our district and these staff members were able to run this program. He wanted to thank them publicly for the fabulous job and for creating an amazing learning experience for our students.

Mr. Price stated that the comment from the student who stated that he wished all school could be like this, he knows it's hard with all the rules and curriculum but he never forgets how old our education system is and how badly it is in need of an update. He thinks that whenever an opportunity arises, for us to do things differently, he hires people and looks for people who can do more than one thing and he would love for these kinds of educational programs to more roundly develop a young person into somebody who joins society prepared for a lot of different circumstances. He thanked the staff for doing this.

Mr. Armitage stated that he and Kris Wyatt visited the summer program at Lincoln Crossing and it was a very good experience. He remembers growing up and going to a couple of more fun programs and it sure was memorable so he in favor of those types of programs.

Mrs. Wyatt stated that she certainly applauds the staff. Thank you, kudos, you guys are awesome and it was exciting. It is so fun to go out the school farm and see kids who are excited to water the garden because the hose is broken. That says a lot about what the teachers did. It was a huge growth experience for our upper kids that were out there teaching the littles, they never thought they could do it. For our kids to be able to get that many credits done over the summer, wow! Thank you.

8.2 Action ***Page 131*** **– CONSIDER APPROVING JOB DESCRIPTION FOR EDUCATION SERVICES TECHNICIAN AND UPDATED CLASSIFIED SALARY SCHEDULE – De Graw** *(21-22 G & O Component I, II, III, IV, V)*

Cliff De Graw stated, as part of the ongoing review of staffing needs by the District there exists a need to create a new Education Services Technician position, approve a newly developed job description for the position, and adjust the Classified Salary Schedule. Mr. De Graw stated that they have learned over the past few years that there is a need for a technician in Ed Services and not a secretary position. A lot of the work has become very technical. There is a lot of student achievement data need for PLC's when teachers look at student performance, as well as the State request with California School Dash Board using student data. A lot of the work has become very technical as can be seen on the job description. He also stated that on page 134 of the item, he needed to strike the last paragraph. A bullet will be added on page 132 which will state:" performs other related duties as assigned".

Motion by Mr. Price and seconded by Mr. Armitage and passed by a 3-0 (***Ayes:*** *Armitage, Price, Wyatt* ***No****: None*) vote to Consider Approving Job Description for Education Services Technician and Updated Classified Salary Schedule with amendment.

8.3 Discussion/ Action ***Page 136*** **– CONSIDER APPROVAL OF MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN WESTERN PLACER UNIFIED (WPUSD) AND WESTERN PLACER TEACHERS ASSOCIATION (WPTA) –De Graw** *(21-22 G & O Component I, II, III, IV, V)*

Cliff De Graw stated that the MOU is related to in-person learning and was written through collaborative negotiations between WPTA and the District. The agreement outlines important information including instruction expectations and safety. Regarding leaves, the original intent of the language was to motivate staff to become vaccinated so that COVID could not take root in our schools. Mr. De Graw wanted to address the concerns mentioned earlier in the meeting regarding unvaccinated employees and leaves. The language in the MOU states if an employee has not received the vaccine and provides documentation from a medical doctor, that the COVID vaccine would have a detrimental personal health effect on the employee, the additional 80 hours would be allowed. Mr. De Graw provided information regarding the options for unvaccinated staff, which included the Cal/OSHA Emergency Temporary Standards (ETS) which, requires employers to pay employees via Exclusion Pay if they are exposed to COVID **at work** and are required to quarantine. If an unvaccinated staff member is exposed to COVID **outside of work** and must quarantine, their personal sick leave will be docked. The only employees that this affects are unvaccinated employees who do not have a medical waiver and are exposed at home, outside of the school setting.

Mr. De Graw thanked Tim Allen and WPTA team and the staff that came back to work in person on the MOU.

Motion by Mr. Armitage and seconded by Mr. Price and passed by a 3-0 (***Ayes:*** *Armitage, Price, Wyatt* ***No****: None*) vote to Consider Approval of Memorandum of Understanding (MOU) between Western Placer Unified (WPUSD) and Western Placer Teachers Association (WPTA)

9. BOARD OF TRUSTEES

9.1 FUTURE AGENDA ITEMS

The following are a number of agenda items that the Board of Trustees has been monitoring. They are NOT action items for tonight's meeting, but are noted here for continuing purposes and to ensure that when there are changes or new information they will be called up as Action/Discussion/Information.

- **School Safety**
- **Health**
- Lee (Leland) Basham – naming of theater at LHS

9.2 BOARD MEMBER REPORTS/COMMENTS

Mr. Price wanted to extend a great thank you to all of our labor groups for sticking with us and pushing through a hard time. The fact that we are able to get these MOU's done, and that we do them with minimal frustration is a testament to the relationship we have. He wanted to thank the teachers that are taking on special projects. These are all things we did not think were going to happen this year. He appreciates the relationships.

Mr. Armitage stated he RSVP'd to go to the community leader breakfast next Friday.

Mrs. Wyatt stated that she visited most of the elementary schools, she missed Phoenix, LHS and Sheridan. She hopes to get to those schools. The atmosphere was filled with excitement in the classrooms, the excitement in the teachers being back, kids were so cute. It was fun to watch them be excited to be back in school. Mrs. Wyatt stated that she and Kerry had the opportunity to meet with John Adams Academy. For those of you that do not know, they are under our umbrella as a charter school. They met with their Administration team. They want to keep lines of communication going. Parking is one of the issues they have when parents are picking up their kids. She also had an opportunity to go to the volleyball match at Twelve Bridges High School. Her daughter is the coach. She was looking at the score on the scoreboard and the volleyball game had not started but it was showing the score for the football game that was going on. It was fun and entertaining.

10. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):

➢**September 21, 2021** 7:00 P.M., Regular Meeting of the Board of Trustees – District Office/City Hall Bldg., 3rd Floor Conference Room

11. ADJOURNMENT

There being no further business, the meeting was adjourned at 8:05p.m.

Kris Wyatt, President

Criste Freymond, Clerk

Kerry Callahan, Superintendent

Maria Gonzalez, Administrative Assistant to the Superintendent

Adopted: October 5, 2021

Ayes: Nitsos, Price, Armitage, Freymond, Wyatt

Noes:

Absent:

Accommodating Those Individuals with Special Needs:
In compliance with the Americans with Disabilities Act, the Western Placer Unified School District encourages those with disabilities to participate fully in the public meeting process. If you have a special need in order to allow you to attend or participate in our public meetings, please contact the Office of the Superintendent, at (916) 645-6350 at least 48 hours in advance of the meeting you wish to attend so that we may make every reasonable effort to accommodate you, including auxiliary aids or services.