Western Placer Unified School District

Regular Meeting of the Board of Trustees

October 19, 2021

Lincoln High School – Performing Arts Theater

790 J 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
Criste Freymond, Clerk
Jason Price, Member
April Nitsos, Member

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
Mike Adell, Director of Facilities
Kathleen Leehane, Director of Supplemental Programs & Accountability
Ariana Dolan, Student Advisory LHS

Per Placer County Public Health's (PCPH) and California Department of Public Health's (CDPH) recent health warning, **masks are required indoors** for all individuals, regardless of vaccination status, in K-12 school settings. Therefore, **masks will be required by all** in order to enter the School Board Meeting.

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.

5:00 P.M. START

1. **CALL TO ORDE/ROLL CALL** – Lincoln High School – Performing Arts Theater

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

5:05 P.M.

3. CLOSED SESSION – Lincoln High School – Room 4C

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 PERSONNEL
a. Employee Employment/Discipline/Dismissal/Release
b. Public Employee Performance: Goal Setting - Superintendent

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

7:00 P.M.

4. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE – Lincoln High School, Performing Arts Theater.
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* - PERSONNEL
a. Employee Employment/Discipline/Dismissal/Release
b. Public Employee Performance: Goal Setting - Superintendent

No action taken

4.3 *Page 12* - CONFERENCE WITH LEGAL COUNSEL – ANTICIPATED LITIGATION
Legal counsel pursuant to government code section 54956.9- anticipated litigation regarding COVID-19

No action taken

5. *Page 14-77* - CONSENT AGENDA
5.1 Certificated Personnel Report
5.2 Classified Personnel Report

5.3 Approval of Request of Unpaid Leave of Absence
5.4 Ratification of Contract with East Bay Restaurant Supply, Inc. and Western Placer Unified School District
5.5 Ratification of Contract between Point Break and Glen Edwards Middle School
5.6 Approve Quotation between Citrus Heights Saw & Mower and Western Placer Unified School District
5.7 Approval School Impact Mitigation Agreement with Lennar Homes (Fullerton Ranch Development)
5.8 Disposal of Surplus Items
5.9 Ratification of Memorandum of Understanding between Placer County Office of Education and Western Placer Unified School District
5.10 Ratification of Memorandum of Understanding between Placer County Office of Education and Western Placer Unified School District
5.11 Ratification of Memorandum of Understanding between Placer County Office of Education and Western Placer Unified School District
5.12 Overnight Field Trips
5.13 Approve Contract with Diligent

Motion by Mr. Armitage, seconded by Mr. Price and passed by a 5-0 *(**Ayes:** Nitsos Price, Armitage, Freymond, Wyatt **No:** None)* roll call vote to approve consent agenda as presented.

6. REPORTS & COMMUNICATION

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

- First Student Council Meeting with all the school club officers
- Approved club charters for the year
- They are looking at doing lunchtime activities during lunch to stop people from vandalizing the bathrooms.
- They are working on Breaking Down the Walls – which they will do after the break – it is a program regarding emotional walls, peer bonding, and connecting students throughout the campus
- Senior night for football is coming up. They will do a Halloween Spirit
- LHS and TBHS are working on a combined drama program and putting on a play called "You can't take it with you"

➢Twelve Bridges High School Student Advisory – Kylie Linthicum was not present. Ariana Dolan reported the following for TBHS:

- First dance on the 29th of October, tickets went on sale this week.
- High participation in sports
- Lunch line waits have improved.

➢Western Placer Teacher's Association – Tim Allen introduced himself. He is the elected president of the Teachers Association. It is his duty and privilege to address the board at every meeting and let them know what is going on. Mr. Allen shared that the Western Placer Teachers Association is the exclusive representative of all certificated staff with over 300 members. They represent teachers, counselors, speech and language pathologist and three nurses. He wanted to thank you to Kerry and her team and congratulations to Chief Negotiator Tera Jeane and her committee. They met with the district today and did a nice job on some items including substitute shortages. Thank you

to Cliff and Kerry and more details will come out this week. They are engaging with members as they do during this time of year, by sending out a survey to gather information regarding issues and concerns from their members as they put together their bargaining platform. They will be bargaining for a new three-year contract.

➢Western Placer Classified Employee Association – Jim Houck stated they are still in negotiations at this time.

➢Superintendent – Kerry Callahan stated the following:

- Went to the Farm Foundation meeting on October 6, 2021
- Facilities has been meeting with the City of Lincoln and looking at updating the Facilities Master Plan. We are adjusting based on some changes in the cities plans related to certain villages going age restricted vs normal housing. As a result there will be impact on locations for future schools.
- Currently we are the fourth largest district in Placer County and in the next 10 – 20 years we will be the largest district in Placer County
- Updated Facilities Master Plan will be brought to the Board in future meetings.
- Inducted into Rotary last week as Western Placer Unified School District Rep. It is a way to get WPUSD out in the community and involved with volunteering. She will participate in Tour of Lincoln coming up
- November 6, 2021 we have scheduled a Special Board meeting. We are looking at selecting another date due to celebration of life for one of our employees who recently passed away. The board agreed to change the date of the Special Board meeting. Mrs. Callahan will look at alternate dates.

7. ♦ACTION ♦DISCUSSION ♦INFORMATION

7.1 Action ***Page 84* – <u>ADOPT WESTERN PLACER UNIFIED SCHOOL DISTRICT ESSER III EXPENDITURE PLAN</u>– Kilpatrick** (*21-22 G & O Component I, II, III, IV, V)*

Audrey Kilpatrick stated in response to the COVID-19 pandemic, the U.S. Congress passed the American Rescue Plan (ARP) Act, which was signed into law on March 11, 2021. This law included the distribution of a third round of federal relief funds called the Elementary and Secondary School Emergency Relief Funds (ESSER III). Audrey shared the distribution of the funding received by the district.

Kris Wyatt stated great report with very detailed information and takes care a lot of areas to keep our kids in school and keeping them getting educated.

Jason Price stated that he applauds the team's ability to look for appropriate but distant connections and making long term investments for the schools.

Motion by Mr. Armitage seconded by Mrs. Freymond and passed by a 5-0 *(**Ayes:** Price, Armitage, Freymond, Nitsos, Wyatt **No**: None)* roll call vote to adopt Western Placer Unified School District ESSER III Expenditure Plan.

7.2 Discussion/ Action

Page 108 **– RESOLUTION #21/22.11 TO SUPPORT LOCAL DECISION-MAKING AUTHORITY AND REQUEST MODIFICATIONS TO THE GOVERNOR'S VACCINATION MANDATE– Callahan** *(21-22 G & O Component I, II, III, IV, V)*
Roll call vote:

Kerry Callahan stated at our October 5, 2021 Board meeting, Vice President Armitage requested an agenda item for the Board to consider a letter and resolution to be sent to Governor Newsom regarding WPUSD's concerns with the COVID-19 vaccination mandate. The District's legal counsel supported Superintendent Callahan in developing the enclosed letter and resolution.

Jason Price presented information regarding items that the district has done regarding the pandemic. This information was presented in response to question from the public asking the board "when are you going to do something about this?" and statements to the board, such as "at what point will you finally take action?" Mr. Price stated that early in the COVID 19 pandemics, last year, Western Placer was one of the first districts to get our kids back into schools with their teachers on a five-day schedule. Our certified staff tripled sterilization efforts in order to keep our kids safe and in school. We had more in person learning time than any of the neighboring districts. We offered a distance learning model that kept our kids with their teachers to minimize learning loss and to ensure continuity of learning. We tracked classes and contacts and reported data to the PCPH and the CDPH providing that we were not spreading COVID 19 in the schools as a way to argue for local control and getting our students back in the classrooms. As we returned back to full time, Kerry was one of the first Superintendents to oppose the CDPH guidelines for mandatory mask. We signed as a board a letter opposing the CDPH mandates. We explored with our legal counsel what options existed to circumvent or adapt the governors mandates. We argued against social distance measures that would have forced more kids out and into distance learning. In lieu of suing ourselves, we opted to save the district thousands of dollars and closely monitor precedent setting litigations in southern California and in the Bay Area that would overturn the governors mandates. Since the governors most recent mandates for vaccines, Kerry has met with our legal counsel to fully understand the mandate and its legal authority. Kerry has a working timeline of how this mandate would roll out. To better plan out the strategy, this is more complicated than you might think based on whether this is an executive order, or has to go to becomes legislation. We have asked Kerry to bring a letter, which is in the board packet. It comes with a resolution addressed to the governor. Kris, on behalf of the Board reached out to Kevin Kiley in hopes to get some support in regards to his office as well. All this says we are up against something fairly serious in terms of the weight of this. If we refuse to follow or fail to meaningly enforce any part of the COVID19 mandate, our insurance carrier will not cover us in litigation. That means that our general fund is exposed for litigation which is terrible. Surprisingly

more legal action has been taken against school districts that failed to follow the guidelines than the opposite. The implications of losing a lawsuit like that without coverage would be financially catastrophic to the district. He has heard so many say they love this district, the livelihood of this district would be in question. The board can be held legally personally and criminally liable for their acts of defiance as leaders of this district as well as any employee who refuses to follow or enforce the mandate. Our labor groups who have been great and we could not have done any of this without them, without their support and a move towards dismissal of these mandates could be very damaging to those relationships and that is something we are very thoughtful about. Aside from the CDPH and civil claims, we also have Cal OSHA who also requires us as an employer to follow state laws and mandates, they can and likely would levy fines for failure to comply that would compound on us daily. Lastly is our moral obligation as parents and humans. We take this motto very seriously, our primary objective every day is to serve, support and protect our students and staff and district overall.

Kris Wyatt shared that she spoke to Assemblyman Kevin Kiley's office. He encourages people in organizing for the good of our children. Actions that people are taking, he would like to see them be local as well as county wide as well as state wide, that you come together and voice your opinion, but for it to be very organized and have steps that you are going to go through. He also encouraged that we meet with our superintendent, Kerry already does that on a weekly basis. He mention that Kris should be meeting with the school board presidents, She already does that in this county. She meets with them every third week of the month. He's very concerned that when our exemption down the road if exemptions are eliminated that's going to be there is not going back. Once your exemptions are taken away there is not trying to get them back. He knows that could be very devastating. Unfortunately, our legislature are taking a back seat to all of this, so his encouragement is to organize locally and make sure those go to the governor and to our legislators. She is not trying to say that we are exempt from any of that, but they are the ones that make the laws, they are the ones that are approving all of this. We are just a small body that, she is hoping that they have some influence with the letter that they are sending to our governor as well as to Kevin Kiley and Senator Dahl. With that would like to see steps local and organized. He mentioned meeting with other superintendents, which Kerry does, and for board president meet with other board presidents, which she does already. His encouragement is to organize locally and make sure it goes to the governor and our legislators. They are the ones that make the laws.

Marjorie Proffitt, submitted the following statement: My name is Marjorie Proffitt I live here in Lincoln and have a daughter and grandson both in the school district. The first thing I'd like to point out and go on record with is this fact: Governor Newsom has asked the ninth circuit court of appeals to remove the vaccine mandate for the California Correctional Peace Officers. As much as I have dug through articles, I have not been able to find a reason

why they received this favorable exemption. I can tell you that the CCPOA union donated $1.75 million to governor Newsom's recall election. So that got me thinking, maybe if every parent in the state who opposes this mandate chipped in $10, could we buy some favorable exemptions? Or maybe we could purchase some legal representation? But I'm going to be frank with all of you here tonight; my child and grandson don't come with a price tag! No amount of money, mandating or political pandering would ever get me to inject a synthetic drug into them without years of research, statistics or data. Each and every one of us in here knows that politics are driven by money, So before having to shell out any more money in this state for something completely unnecessary, I'd first like to appeal once again to our school board with scientific facts and data as to why children should not be mandated for this therapeutic shot and why YOU all should be fighting this mandate with all of us. From the National Health Institute website "Covid rarely kills children, even compared with influenza, data shows mortality for COVID-19 to be similar of the flu and less severe in children whilst being the opposite for adults". Placer County has had a total of 412 Corona virus related deaths from the beginning of this pandemic till October 15th of this year. There have been zero deaths in Placer County from children or anybody 18 or younger. As of October 1st\ Placer County had 42 Covid patient hospitalizations. Only 31 of those hospitalizations are even Placer residents, no children. Seven of those 42 patients that are hospitalized are fully vaccinated and that's with only two of our three hospitals reporting on vaccination status. From the PubMed website "95% of all Covid deaths occurred in persons with four or more comorbidities". What are those four comorbidities? Obesity, hypertension, diabetes and cardiovascular disease. All of these are preventable diseases, especially in children! The chance of a 5 to 17-year-old getting severe Covid is 0.051%. Compared to the US population for 5 to 17-year-olds, a 5 to 17 year old has a 0.0061% of dying from Covid. What's even more interesting is that the death rate from the vaccine for 5 to 17-year-olds is 0.00217%! Not too much of a difference if you ask me. This mandate leaves no exemption for previous covid infection either! From Johns Hopkin's Dr. Marty Macrary,"data on natural immunity is now overwhelming", noting that studies have shown natural immunity to be 27 times more effective then vaccinated immunity, it turns out the hypothesis that our public health leaders had, that vaccine immunity is better and stronger than natural immunity, is wrong, they got it backwards and now we've got data from Israel showing that natural immunity is 27 times more effective then vaccinated immunity. That is supported by 15 other independent studies as well."! can't possibly be the only one who has noticed that our President, our Governor nor our state health officials ever talk about natural immunity or a healthful lifestyle and daily exercise; it's always a vaccine push. If all of these officials really wanted to keep our children safe and healthy they would mandate physical education K through 12, mandate that they only be fed healthful and nutritious lunches, not cheese pizza and lunchables. How about we set these kids up for a healthy adult life instead of just slapping a vaccine Band-Aid on and letting them suffer from these top 4 killers later in life? We have a real world problem

that can easily be fixed for the next generation by simply teaching and implementing nutrition and regular daily exercise for children. These officials should Implement Children six years of age and up get a minimum 60 minutes of vigorous exercise daily, per the CDC and mayo clinic websites recommendations. This therapeutic vaccine does not stop the spread of the covid virus and a healthy child will 99.994% of the time survive it and have a much healthier life altogether if this district, us parents and the citizens of this county would follow the science and not the politics! It is outrageous to mandate a vaccine on a population of young people who do not need it! It is outrageous that our district will not stand up to this Governor's Extreme overreach on parental rights all in the name of money. Like I said earlier, you cannot put a price tag on my child's well being nor can any of you expect me to inject my child with something she scientifically, physically or statistically doesn't need. If it's that you're all worried that my healthy child is going to spread Covid to all of you, then you have the option of getting vaccinated. But I'm not mandating that on you or any of these parents. Do you want to know why? Because that's your choice LIST OF URL REFERENCES Medrvix.org Comparing SARS-CoV-2 natural immunity: Reinfections versus breakthrough infections, Ncbi.nlm.nih.gov Children's mortality from COVID-19 compared with all deaths and other relevant causes of death, Ncrc.jhsph.edu Comparing SARS-CoV-2 Natural Immunity to Vaccine Induced Immunity: Reinfections versus Breakthrough Infections, Pubmed.ncbi.nlm.nih.gov Comorbidities and the risk of severe Or fatal outcomes associated with coronavirus

Jamie Nelson has worked in the district for a while, since her kids were in elementary, middle and high school. She has worked at elementary, middle and high school so she has seen these kids go and been here for a while. To know that in July she will lose her job in special needs and to know that her coworkers that who are in special needs to will also lose their jobs and they care so much about those kids. They are here every day and they fight for them. When she teaches in the 18-22 year old class and they are teaching them self-advocacy, how are they supposed to teach them these things when they can't even advocate for themselves. It's not fair to any of them, they want to be here and they are fighting so hard. They understand and get that the board's hands are tied. It's great seeing them fight so since the pandemic started, you guys did fight for them, it was great and amazing, that why we love this district. But then we got to this year and we saw a halt of everything and its "well we don't know what we can do, our hands are tied". That's why we are fighting so hard. Don't take it personal, you guys are here, this is what it is, you guy are going to have to take the brunt and it sucks. You're going to get the mama bears and the papa bears and the grandparents and everybody fighting it. We're here to give you resources, we're here to stand with you guys, to fight for you. We want to be able to be your back bone, we are a strong bunch of parents. She knows that her community where she is at, they have a huge voice, and when they want to

get something done, they will get it done and they will do anything they can for their kids and hopefully their staff to.

Geoffrey Hancock – submitted the following statement which was read by the Superintendent; 18th October, 2021 Dear Board Members, Superintendent Callahan and the Lincoln Community, I write today as a parent of two students in the Western Placer Unified School District. The Board has written a letter and passed a resolution asking the Governor of California to allow local control as it pertains to the vaccine mandate. You've done so, in part, due to a concern of the impact such a mandate will have on in-person schooling. I believe there is no question that in-person school is far more beneficial than the alternatives. However, I fail to see how requiring the Covid vaccine impacts in-person schooling in any way. Clearly, this was not a concern for the 10 vaccinations already required by the district, so it is unclear to me why the 11th vaccination would suddenly present such a concern. What does have an effect on in person schooling is a Covid outbreak. I have no interest in returning to the schooling of the spring of 2020 or to life as a whole during that time. The vaccine, which has been proven both safe and more effective than we could have possibly hoped for, is the best way forward to keep schools open. If this is the stated goal of the District then vaccine mandates help achieve this goal, not the other way around. The fact is, there is no reasonable argument to not require a vaccine against Covid anymore than there is a reasonable argument to not require the other 10 vaccines already required. I oppose the request the Board is making and the resolution passed. I am in favor of a vaccine mandate; I am in favor of protecting the health and safety of our children and the community in which they live. Let me end by saying that this has been a very challenging time for everyone, in particular school districts as they try to navigate this new normal. I have been very pleased with the WPUSD up to this point in how they have ensured the safety and health of students and in their recognition of the very real fact that a global pandemic continues to rage on, while being able to provide a school experience as close to normal as possible. I sincerely hope the district continues to act in a responsible manner as to public health and safety. Sincerely, Geoffrey Hancock

Gus Murphy thanked Mrs. Callahan and Mr. Price for speaking with him on the phone. It was fruitful, it was a great conversation. You're right, the district has done a lot in getting the kids back in school. He is glad they applauded because the nature of this is not us vs. you, or it shouldn't be that way, but it is. He stated he was going to do his best to make this so he is commenting directly to the board, but at some point he is going to talk to his peeps behind him. Newsome has put you in a terrible position. The logic behind it isn't that difficult, you can either stand with us and risk your job which you shouldn't have to do, or you can put an experimental vaccine into thousands of children, that kind of makes it simple, right? The resolution that Geoff Hancock just mentioned, he appreciated it to, it's not nothing, it does help, it boost our confidence in your position. Actions

speak louder than words and he told them last time he was going to give them two weeks and he didn't expect them to flip flop, so he is asking them now, if any on the board are willing to put their job on the line to protect these kids and to stand with us to raise their hands. He asked the people behind him the same question. He stated that by not raising your hand you are showing that you are complicit now and you are part of our problem. He appreciates the letter but you don't fight tyranny with a letter. He would ask where do we go from here. He would tell them that a lot of teachers that he has spoken to recently and some yesterday, they are withdrawing from the union, which if he understands correctly that is going to hurt union funds and that speaks louder than any letter. Any educators, please consider doing that and meet him outside afterwards because some amazing people are helping him figure out how to get this co-op thing going so we can pull the kids, get them out of your district. We are going to start right here in Placer.

Angela Smith stated she lives in Lincoln and has three children. One has graduated and two that attend Lincoln High School. She opposes the vaccine mandates for many reasons, the main being infringement on their rights and the safety of her children. She spoke about her youngest child. He is 15 and towers over her, he is a strait A student and is a three sport athlete. He's played football for Lincoln since 7th grade and he has wrestled since 5th grade. Last year as a freshman he started competing in track. Sports are his passion. He is determined, responsible and has a very strong sense of justice. He stayed at Lincoln High School while most of his friends went to Twelve Bridges High School. He did not let that get him down, he committed to his schooling and his sports and made new friends. She was very proud of him. He faces challenges and heads on with determination. On the day the new mandate was announced, she picked up her son from football practice and told him. Her son stated to her that she would home school him. It was a statement not a question. She then told him that he would not be able to play sports. He then said they would need to move out of the state so that he could play sports. If this mandate goes through, and the district chooses to enforce it, her son will be pulled from the district. She and her husband are willing to sell their home and move to a place that will honor their rights and protect their children. She wanted to make it clear that she does not want to move her children away from what has been their home. They want them all to graduate from Lincoln as Fighting Zebras. He is young and an athlete in great shape, extremely healthy with a strong immune system. How can she be a good parent if she is willing to allow the government and the school district to force her to do something to her child which puts him more at risk than the virus itself? Something for which we have no long-term data. This is our choice, they are our children not the governments. She will sacrifice for her kids and move. She know she is only one family, however there are many more that feel the same. We will stand up and be heard. We will stand up and fight our children and their futures are worth the sacrifice.

Chris Baldwin stated has on child who is a student in the district. He stated thank you for the letter, it's a start. He understands that the wheels probably move slowly and he hopes that it will turn into a request for an exemption. We know that the governor give exemptions he gave one to the correctional officers of California for an almost two million dollar donation to his campaign. To our friend Geoff who wrote the letter, he would say, go back and look at the morbidity rates for children from 5-20 from polio, whooping cough, rubella, things like that. They are so much astronomically higher than COVID. If that were the case everyone in this room would be running to get their kids vaccinated but that is not the case. As they brought up in the last meeting, he thinks the exemptions should be brought up due to the fact that there is no emergency. There have been no deaths of children under 18 years old in Placer County. That does not constitute and emergency. He doesn't know how many live by the holy spirit, but the holy spirit are for time like this. If not now when, if not us who. If we can't stop this what good is the school board. This is what you do or you don't get to go to school. We don't need you guys. Where does it stop if we don't stop it here.

Daryl Pollak has three sons at several schools in the district. He stated we are all passionate. The issues is freedom, most importantly. One thing he wanted to draw attention to was, as he was reading the letter to the governor, he has many coworkers and friends whose school boards are doing nothing. He wanted to thank the board for a great first step in writing the letter. He stated they are relatively new, they moved from Nevada to California and have been here for a year. He stated it has been a blessing to be in Placer County and the schools in Lincoln have been great and he appreciates the leadership. He asked that just as they commended Mrs. Kilpatrick on the creative connections on finding doing good things for the school, they are asking the board to be creative. They are asking the board to find loopholes and the ways to get through. He hopes the letter is not the only thing. Phone calls twice a week to the governor's office. He loves the town hall idea. Please put the pedal down. They love it here, don't want to leave.

Damian Armitage asked the president if the next time she meets with the other Placer County School District Presidents, could she find out how many of the other districts would be willing to join us to file a lawsuit. He thinks there is a benefit of having more people involved in this, he'd like to see how many people are willing to join in. Sometimes it seems like we are not doing anything, but you have to remember that this board meets twice a month and that timing of events, mandates and everything falls in between and we haven't had time to even talk to each other. This is when we talk to each other. Regarding the letter, Mr. Armitage wanted to add a statement in the letter that states 'the board opposes the vaccine mandate" and he also wants to add a statement in the letter about how the governors "one size" solution mandate is not appropriate for Placer County, specifically Western Placer. As one of the speakers stated, there is no emergency in Placer County. The last thing he would like to recommend is

to add Robert Weygandt, Placer County Board of Directors, District 2 and Alissa Silhi the Mayor of City of Lincoln as copied on the letter.

April Nitsos stated she appreciates everybody's input. She would like to add to the resolution that we request an exemption. She agrees with coming up with some innovative ideas. She is hoping we can find an alternative to these mandates as well. As far as the resolution she would like to recommend that we add after the second "whereas", the statement "whereas each Western Placer Unified School District School Board Member has made an oath to uphold the US Constitution and the CA Constitution".

Kerry Callahan restated the amendments suggested by the board members.

Motion by Mr. Price, seconded by Mrs. Freymond and passed by a 5-0 *(**Ayes:** Armitage, Freymond, Nitsos, Price, Wyatt **No**: None)* roll call vote for approval of resolution 21/22.11 to support local decision-making authority and request modifications to the Governor's Vaccination Mandate with amendments/recommendations by the board members.

8. COMMUNICATION FROM THE PUBLIC

Bob Birdseye stated he is a resident of the City of Lincoln. He is currently the Chairperson of the Library Advisory Board for the library of the City of Lincoln. He wanted to share some information with the two board members that are going to be joining the meetings. It is very imperative that they attend the meetings. They have had a serious problem in reaching a quorum. He is also a substitute teacher in the Western Placer Unified School District. He has been a substitute teacher since 2005. After retiring from the State of California in 2004 with approximately 30 years of State service. He has worked for the Placer County Office of Education, John Adams Academy and Western Placer Unified School District. During this period of time, he and many other substitute teachers have spent an enormous time educating the children in this community. Even in light of this COVID situation, They were directed in the classrooms during adverse conditions and having to deliver distance learning and in class learning. Now all of a sudden there is a supply and demand issue with regards to substitute teachers with Western Placer Unified School District. This is the solution to the problem. He has already shared with everyone of all the places that he work as a substitute teacher since 2005. He works at John Adams Academy in Lincoln and Roseville and they pay their substitute teachers, $240.00 per day in comparison to the $150.00 paid by WPUSD. There are also districts near Sacramento that are paying a very high rate. . It is time for the school board to recognize the true value of the substitutes that are working here within this school district and compensate them for all that they have done. He has seen substitute teachers at John Adams Academy in both Lincoln and Roseville that formally worked here, telling him why should they go back to WPUSD, when they are making $90.00 more per day, which equates to $450.00 a week more or $1800.00 a month more. It is a no brainer people. It's time that the school board recognize this and place added value to the substitute teachers.

Diane Conrad wanted to know why there is a separate room for black children to go to when they have issues or problems that any of the other kids are not allowed to go to. If they do go to this room they have to have to study black history. She stated this was at Lincoln High School. Mrs. Callahan stated that she would discuss this concern with the principal at Lincoln High School. She stated there is a Black Student Union just like there are other clubs, which reflects the student culture.

Carey Gardner stated she has four children in the school district. She is a science teacher at Horizon Charter School. She appreciates the resolution but thought the initial opening statement was weak. She is glad they strengthened the letter with the updates made. She stated that tonight her issue is about the mask mandate and the language that has been brought forward in opposition of the mask mandate. She thinks that our school should not be requiring the masks for all of our students. Parents should be given a choice in this issue. If you look at the science on this issue, the Europe CDC has never recommended masking schoolchildren so this is something specific to the US without science underlying it. Last month, England lifted mask mandates for all schools. When is our district going to address this and what is the threshold that is being told to you in terms of when this mask mandate is going to be lifted? There can't be anything good coming from these mask mandates. There is not science about it reducing the risk of transmission. It was shown in Florida that schools with or without mask have the same levels of transmission. On top of that, what are the risk that are associated with the children breathing in the microparticulates and the bacteria that are trapped in these masks all day long. These kids lungs are growing, and taking in all this junk everyday all day long, what long term harm is this doing to their developing lung and who's going to liable when this next mesothelioma or chronic lung issues develops in these kids. She is outraged that parents don't have this choice. She would like for the board to look at loopholes, what is the threshold that CDC or CDPH is telling us for lifting these mandates in schools. Is this going to never end? It is absolutely unacceptable were we are at. Look at creative options and look at another letter. She would like to see some action on this. Thank you very much and she hopes that they can openly communicate that the district is opposed to this and that they need to support the kids. Even teachers in the classroom, how much nonverbal cues are there in redirection. How do they show these nonverbal redirections?

Courtney Wilson stated she lives in Newcastle and has a child in the district and she is an employee. As a parent and an employee, she is disappointed in this district. All she hears from the district is that it is not law yet and once it becomes law its law, but none of this is really law. In the beginning of this year after her child was asked to mask against the protocols for outside masking, the teacher even admitted to doing this, she asked to have her child removed. She was told it wasn't in the best interest of her child. She doesn't believe that the school district gets to make those kind of decisions whether it's medically or class placement. She feels parents get to choose that. As an employee, she is overworked and understaffed and that is the nicest way she can put it. She rarely receives a 15-minute break and she is just now receiving her lunches. She is not the only employee in this position. She stated " when I email you guys telling you guys how understaffed we are, I'm not receiving breaks, and the safety of my children because I work in an ASD classroom with kinders and first graders with two people and five kids, we cannot walk away, we cannot turn our backs it is not safe for these kids". She stated that when she addresses these concerns to her SPED Director, she is asked, "Do you have friends that

will take the job?" Why would she do that to one of her friends. She is currently working 50 minutes over her allotted time that she usually works because they are so understaffed. Her site asked her to work 60 minutes and she did for the first month and a half of school, and it was denied by the district office. The 10 minutes over, you guys only approved 50 minutes. So, they are understaffed, and she is willing to work, but the district did not approve her for the 60 minutes that the site asked her to work, only approved 50 minutes. That leaves her with 5 minutes a day without children, to reset, schedule and get her class ready for the next day. That is not enough time. The pushing of these mandates needs to stop now. You guys can fight you just choose not to. I hope yesterday was an eye opener to what you guys can and what we as parents are willing to have you guys lose. She was glad the meeting was swapped so parents could see what the board was talking about and voting on because she thinks that is also very important because last time she came they voted on to be a school employee for certain positions you don't need a high school diploma. What kind of precedent are we setting for our kids? You guys came back and said well it's for food service. There's still a standard. Why would our kids want to continue their education, if you can work for the school and they don't need a high school diploma.

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

Jason Price – he had an exciting conversation with Jennifer Horton and our board president as well as some members of the community discussing the need of a mentorship program that would connect our school district with students in a way that they could job shadow. Help in preparing for interviews. He would like to see the development of some sort of curriculum that teaches kids how to leverage the current gig economy that did not exist for us. Jennifer Horton is fantastic and is asking all the right questions. This district is very proactive and very career and college oriented.

Damian Armitage wanted to let Bob that he signed up for the library group and he will be there.

Criste Freymond stated that she is very happy that we have come to a conclusion on the letter. She thinks it is a step in the right direction. She is very hopeful that reaching out to other districts and at least to open up that conversation about the lawsuit. Tomorrow she will be meeting the John Adams teachers with Kerry Callahan. She spoke with Julie Stearn of Carlin C Coppin and will be meeting with her and some of her staff next month.

April Nitsos stated such a great meeting and great parents. Super excited to be a part of this. She had a chance, with Kerry to attend the Farm Foundation meeting. It was a couple hours long and she wished it had been 5 hours because it was son interesting. One of the asks from that meeting was that many of the board members are getting up in age and they are looking for some volunteers. Some of them are in their 80's. They are wonderful old time farmers, full of knowledge. It would be great if we could find some people to join the board and continue what they have done on the board. She asked we try to reach out to get others involved on the Farm Foundation Board.

Kris Wyatt stated she was privileged to attend Star Struck at Creekside Oaks. It is a wonderful time for those kids to be able to get up and dance, show their parents what they have learned. Many years ago, we had a base program with the Chamber of Commerce. The ROP students were able to write resumes, have mock interviews, internships, mentorships and visit business to within our city and county. We are working very hard on our CTE programs and hope that we will get to the phase were they will have a mentor. We are going to need people to volunteer for that. This is why we are partnering with Chamber of Commerce. Jennifer Horton does a great job. Mrs. Wyatt stated she has an interact club at Twelve Bridges High school and they are combining the dance groups with them. They are connected with the Lincoln Rotary Club, which is a community service organization. Our dance group and National Honors Society want to do community service. Our kids our out doing some wonderful things and giving back to their community.

10. ESTABLISHMENT OF NEXT MEETING(S)

The President will establish the following meeting(s):

- **November 2, 2021** 7:00 P.M., Regular Meeting of the Board of Trustees – District Office/City Hall Bldg., 3rd Floor Conference Room
- **November 16, 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 8:33p.m.

Kris Wyatt, President

Criste Freymond, Clerk

Kerry Callahan, Superintendent

Maria Gonzalez, Administrative Assistant to the Superintendent

Adopted: November 2, 2021

Ayes: Armitage, Nitsos, Price, Wyatt

Noes:

Absent: Freymond

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.