



Community Transmittal

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Dear Lompoc Community,

[The Bakersfield Californian: Schools lose few employees as they implement new weekly COVID-19 testing mandate; vaccine mandate on horizon](#)

The majority of teachers and school staff members in Kern County have complied with a state mandate that took effect Oct. 15 that requires them to either prove they have been fully vaccinated against COVID-19 or take weekly tests. Superintendents from Greenfield Union, Rosedale Union, Fruitvale, Standard and Kernville Union school districts said that the 30 percent to 40 percent of employees who have not been vaccinated on their campuses are testing weekly, largely at sites provided by schools on campus and district sites.

But some local school employees, declining to show proof of vaccination or to take the weekly tests, have been put on unpaid leave as a result of the mandate. "By following state health orders, schools are simply upholding their legal and ethical obligation. As public agencies, stakeholders should expect no less," said Robert Meszaros, spokesman for the Kern County Superintendent of Schools. Five employees out of the 1,700 who work in the Kern County Superintendent of Schools have also been put on unpaid leave. At least two have been identified as teachers at Valley Oaks Charter School; they have both requested a religious exemption. Employees may soon be put on unpaid leave in other districts where local administrators are working with employees who have raised concerns or filed a request for an exemption. Typically, district human resources departments will try to determine if they can offer a reasonable accommodation.

White House issues vaccine-or-test mandate

The Biden administration has announced details of its mandate requiring U.S. companies with 100 or more employees to ensure that workers are either fully vaccinated for COVID-19 or tested weekly for the contagion. The rule, also applies to public school employees in 26 states and two territories that have state-level workplace safety plans approved by the Labor Department's Occupational Safety and Health Administration (OSHA). Four states with state-level OSHA plans - Arizona, Indiana, Iowa, and Tennessee - currently prohibit school districts from requiring teacher vaccinations, bans that may be overridden by the new federal rule. OSHA made it clear Thursday that its rule should override any conflicting state policies, and intends to preempt any State or local requirements that ban or limit an employer from requiring vaccination, face covering, or testing." In Texas and Florida, where governors have taken the most aggressive stances against vaccine mandates and school-based precautions, workplaces are not covered by state plans, so the rule will not apply to public schools. More than two dozen Republican attorneys general said they plan to legally challenge the administration's authority to issue the rule. Randi Weingarten, president of the American Federation of Teachers, praised the rule. "These common sense actions will save thousands of lives and curb hospital stays that are not only devastating for patients but harrowing for the frontline workers charged with their care," she said in a statement.

[Chalkbeat Education Week](#)

Using restorative justice practices to improve outcomes

A new report from the Learning Policy Institute aims to illustrate how restorative approaches focused on relationship-building can be used in schools as an alternative to exclusionary disciplinary policies. It shows how staff can create an environment for students to express themselves in a positive, healthy way through shared vocabulary and by focusing on the feelings of the speaker, rather than putting the issue on the listener. Restorative circles are one of the main components of these approaches, and guided by a trained facilitator, they can be used to build community, help students connect to academic studies and welcome students back to school with a fresh start. California's "Reimagine and Rebuild: Restarting School with Equity and the Center" framework, released in April, urged schools to make a "restorative restart," suggesting they dedicate time to focus on student and staff well-being and equitable practices, including those pertaining to discipline.

K-12 Dive

Superintendent's Meeting

We continued to review testing, COVID rates, and guidelines.

SELPA JPA Meeting

As you are all aware, I am a Board Member of the County SELPA. We reviewed traditional business as it relates to SELPA. We discussed, at length, the funding model and how it impacts small districts.

Ed Law Lab

We attended DWK's Educational Law training. The training focused on recent legislative changes and how Districts across the state can adapt to meet the new requirements. These law labs are a great opportunity to learn from experts while also collaborate with individuals from various counties. We are able to be up-to-speed on the latest and greatest happenings in the legal world.

CFW

We met with CFW this week to discuss our TK/K classrooms and plans for adding classrooms that are Title V compliant. These will be paid for with ESSER Funds and will assist with the TK expansion that is part of the Governor's plan. We discussed the timeline, with the goal of students being in the classrooms by fall of 2023. We will continue to keep you updated as the plans progress. Our next target is to have more formalized plans for the Board by December. This is a truly exciting venture for our kids at LUSD.

Sites

We assisted VMS, CDS, Crestview, LHS, Clarence Ruth, and Fillmore. Our focus when working with our sites has been on facilities and how we can assist them in maintaining safe campuses, given our aging campuses. In addition, we have been helping sites with supporting staff and students and systems we can implement to assist, including partnerships with outside agencies, if needed. We did a site walk at Los Berros and Maple to look at the old (plastic) windows and what we will need to do.

County Credential Advisory Board Meeting

SBCEO has a Credential Advisory Board that oversees the Teacher Induction Program (TIP), Preliminary Administrative Service Credential (PASC), and Clear Administrative Services Credential (CASC). The Board has university representatives, a teacher, SBCEO staff, a site administrator and a district administrator. The Board reviews each program, brainstorms ways to enhance the program, analyze feedback provided by participants and identify any changes needed, and more.

Interviews

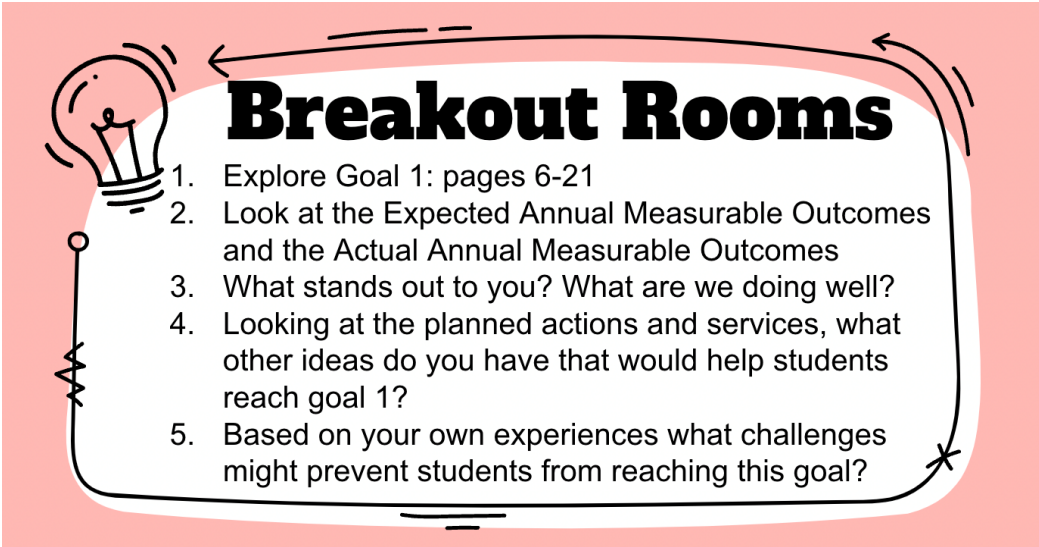
We held interviews this week for Ed Tech Media Specialist, Special Education, and Math teachers. We have filled our Special Education vacancies now and are hopeful the math candidate accepts, filling the position vacated this week with a resignation.

Virtual Recruiting Seminar

Bree attended a nationwide seminar on virtual recruiting for the K-12 setting this week. They discussed best-practices and strategies to get the most qualified candidates when recruiting virtually. Many of their suggestions we have started to implement; virtual recruiting, looking at international candidates, being willing to accept out of state candidates, and more.

Superintendent's LCAP Advisory Committee

The Superintendent's LCAP Advisory Committee met on November 2, with a committee of parents, staff, administrators, and community members. Our agenda covered public comment, review of the timeline for a one-time annual update, the 2021-2022 infographic, and a deep dive into LCAP Goal 1. The committee worked together to approve the LCAP infographic. Using their feedback, we will update the infographic. Once the infographic has been updated it will be translated and posted to our website. The committee then collaborated in breakout rooms to explore Goal 1. We came back together to get feedback from our educational partners. We appreciate the active participation, observations, feedback, and student focus collaboration from the committee members.



Breakout Rooms

1. Explore Goal 1: pages 6-21
2. Look at the Expected Annual Measurable Outcomes and the Actual Annual Measurable Outcomes
3. What stands out to you? What are we doing well?
4. Looking at the planned actions and services, what other ideas do you have that would help students reach goal 1?
5. Based on your own experiences what challenges might prevent students from reaching this goal?

LUSD Climate Survey

On November 2, the LUSD Climate Survey Committee met with Gibson Consulting to review a draft of the climate survey for staff and for parents. The survey will be online with paper copies available for some staff departments and parents. The survey will also be accessible on mobile devices. All data from the survey will be processed by Gibson Consulting

LUSD Nurses

Special Education administration met with the LUSD School Nurses on November 3. The topics for discussion included health office staffing, COVID protocols, health screening, professional development, etc. The District has been unable to hire additional LVNs this school year and will explore hiring additional health clerks to make sure there is qualified coverage at each school. Two former LUSD nurses continue to work days as their schedule permits to increase staffing as much as possible. COVID reporting from the sites to the District and the District to County Public Health continues to be smooth as at levels of staff are stepping up to take on the necessary tasks.

M&O Update

The Maintenance Direct online work order system lists a total of 800 open work orders. Our maintenance team is busy taking care of work orders. Our custodial teams are supporting students and staff. Our M&O team has been busy solving the following:

- Locksmith has had his hands full with many work orders
- HVAC changing filters in units
- HS grounds crews are maintaining sports fields
- Hapgood power went down and needed to be rerouted temporarily until new switchgear can be ordered and installed. See photo below
- Irrigation Smart-Controller installations - complete and we are waiting for training.
- CHS solar array project powered up the new transformer and we are now online.
- The IEEEP portable classroom move has been approved and is going out to bid.
- The light project for CHS baseball stadium has been approved and we are waiting for DSA approval.
- LHS outdoor renovation project continues. See photos
- CHS heater replacement has been completed.
- CHS gutter replacement for portables 7 and 8 has been approved and we are waiting on materials.
- The LHS dance studio project is moving along. See photos
- Tenji Aquarium project is moving along. The final tank will be constructed and installed in March.









Transportation Update

We are about half way through our school bus class. We had only three (3) originally signed up, two (2) dropped out and now we are up to four (4) students. Thank you to the mailings from LASCC, this helped get the word out to the Lompoc Community. We hope we can add these students to our team, once their class and certifications are completed.

Thanksgiving Break has quickly snuck up on us. We are assigning trips for the Thanksgiving break to drivers and those drivers who prefer to enjoy their well-deserved time off will be able to do so.

For The Kids,

Trevor McDonald
Superintendent of Schools