

MINUTES  
REGULAR MEETING OF THE BOARD OF TRUSTEES  
MONDAY, JULY 17, 2023, 6:30 P.M.  
Oakdale Joint Unified School District  
Technology & Staff Development Center  
331 Hinkley Avenue, Oakdale, CA

THIS MEETING WAS OPEN TO THE PUBLIC

<https://www.youtube.com/@ojusdboardmeetings>

Link to OJUSD Board Reports & Action Items: <https://www.ojUSD.org/board-of-trustees/board-reports-action-items>

CALL TO ORDER	1.1	The meeting was called to order at 5:30 p.m. by Board President Tina Shatswell.
TRUSTEES PRESENT	1.2	Bill Duvall, Diane Gilbert, Clayton Schemper, Tina Shatswell, and Terri Taylor.
LATE ARRIVALS	1.3	None
TRUSTEES ABSENT	1.4	None
VISITORS PRESENT	1.5	Stacy Graham, Loretta Tefertiller
PUBLIC COMMENTS ON CLOSED SESSION	2.0	None
CLOSED SESSION	2.1	Board President Tina Shatswell adjourned the meeting into Closed Session at 5:30 p.m. Open Session reconvened at 6:32 p.m.
PLEDGE	3.0	The Pledge of Allegiance was led by Board President Shatswell.
ACTION FROM CLOSED SESSION	4.0	Board President Shatswell reported no action was taken in closed session.
	2.2.1	Parent Complaint Against District Employee – no action taken.
	2.2.2	Public Employee Employment of the Director Child Welfare and Attendance – no action taken.
	2.2.3	The Board discussed the Superintendent’s Evaluation: Establishing Superintendent’s Goals – continued after regular meeting; no action taken.
APPROVE ORDER OF AGENDA	5.0	It was <b>M/S/C (Gilbert/Duvall)</b> to approve the order of agenda items for this meeting. Passed unanimously.
ANNOUNCEMENTS	6.0	None
ORG. REPORTS	7.0	None
PUBLIC COMMENTS	8.0	Board President Shatswell opened the Public Comments portion of the agenda at 6:33 p.m.

## AUTUMN SKULTETY

Autumn Skultety addressed the Board regarding the formal complaint she filed on behalf of her two sons against an OHS Ag teacher on June 8, 2023. She felt it important to offer some clarity, ask some questions and point out some inconsistency, and that she is not waiving her right to appeal. She shared that she had received a response to her complaint from Assistant Superintendent, Craig Redman. Of the number of items listed in the complaint, one included a noose being placed around one son's neck as a form of extra credit; the noose left a rope burn which was documented the day it happened and still appeared three days later. Within his findings, Mr. Redman stated there was not enough evidence to support her son suffered from a rope burn.

Mr. Redman also stated that there wasn't proof that her son was humiliated during class, and she questioned what makes him qualified to determine how her son felt based on student testimony. It was stated that student witnesses all confirmed that her son did not appear to suffer any injury after the roping incident and appeared fine, adding that prior to the act all students had their phones taken by the teacher.

She noted the fourth allegation that the ag teacher provided little or no guidance when her sons were building their project, and then purposely broke the project to show they weren't doing a good job. Mr. Redman felt that this was not the case because the ag teacher said he merely demonstrated to the students why the project wasn't sufficiently stable; but she stated that he actually broke it.

## JOHN SPAHR

John Spahr, parent, addressed the Board regarding the complaint process and asked what constitutes "in writing". Superintendent Mendonca confirmed that while there is not an actual form, a drafted email or letter noting the items of concern sent to the Administration of the district is considered a formal complaint.

Mr. Spahr stated that he had sent an e-mail to Mr. Mendonca about a certain ag teacher regarding an event the kids had in Arbuckle, and because his son has the Live 360 app, he could tell the teacher was driving a van full of kids at excessive speeds. He wondered if the action he took in writing Mr. Mendonca brought about any corrective measures; he saw no further illegal speeding on Live 360 after that. He noted that it is retaliation and a childish game when the teacher excluded his son after that event, and his son had to hear about it from other children.

He noted a social media post and e-mailed Mr. Schemper about the situation on July 7, but did not get a response. He stated there is an issue of trust, that when something that reckless of that magnitude happens, such as retaliation, an employee should face severe disciplinary action if not termination. Superintendent Mendonca told Mr. Spahr to feel free to make appointment with him. He assured Mr. Spahr that if a situation comes to the district, it will be handled; we don't tolerate retaliation. Board member Schemper apologized for not checking his e-mail and will talk with Mr. Spahr later.

## REBECCA FERNANDES

Rebecca Fernandes, parent, addressed the Board regarding her son's experience as a student of this Ag teacher. She was contacted this summer by Craig Redman to get permission to speak to her son who was bullied and retaliated against. As a parent and a former employee of the district, she sees both sides. Allegations included that the teacher was verbally abusive to her son, he didn't update on AERIES at all,

started retaliation against her son and docked grades. Live 360 shows when her son is on his phone; another employee said her son was not on the phone when the teacher accused him of being on phone. Her son was there when the roping incident happened and her son saw it. Also, the teacher gave no supervision on her son's project; he would not have finished the project if it were not for her father-in-law coming from out of state to help him and her son barely passed the class. She feels her son was retaliated against because of her. She let the VP's and Principal know and nothing was done. Her son told Mr. Redman extra credit was offered to students if he was allowed to shave heads; she does not feel this and roping are appropriate teaching methods and to leave an educator of that type in the system will cause further issues down the line. She felt that to mentally do what was done to students just because her son couldn't get things in on time because it took him a little longer is no ok; the teacher should not have not accepted work because it took him a little longer.

Board member Terri Taylor reminded the audience and speakers that they can say whatever they want during public comments, but that the Board cannot comment. She cautioned that people they are talking about are staff who are not here to defend themselves, and to think about that and what it would be like if someone was saying something about you in your own business. She encouraged people to follow the complaint procedure if they have a specific complaint; complaints have to be done officially and complaint procedures are there for a reason. It was noted that until a proper investigation is done, all complaints are considered allegations and are not actionable until investigated. It was also noted that social media is not a proper means to use and encouraged those with complaints to properly reach out via email to the administration or by filing a formal complaint.

Superintendent Mendonca explained that when formal complaints are filed there is due process that has to be made available and followed, and that is what we do based on the information we are able to collect and make determination on; when a determination is made, the district acts accordingly. That is the policy and practice. The District has hands tied; we cannot respond to allegations on social media. We need complaint in writing that outlines facts. When formal complaints do come in, we do an investigation and will take action accordingly.

Board President Shatswell stated that if you go through the process and feel like nothing was done or you were not heard at the site level, please come to the district level. She noted we are here for children; we want to make sure things are going right.

Superintendent Mendonca noted it is difficult when we are bound by confidentiality laws; we cannot release outcomes. If there is formal complaint, written response is afforded to the person that made the complaint. Hearsay allegations on social media, puts the district in a difficult position. If there are issues, we want to resolve and address. We have to have mutual trust. Findings may not be to everyone's liking, but there still has to be due process and we will issue findings.

BRETT WARD

Brett Ward, parent of an OHS graduate, addressed the Board regarding his daughter's experience in which the teacher made his daughter's life a living hell last year. He said his daughter's goat was poisoned and the

teacher used 2 boys to retaliate against her. He gave the teacher an opportunity to have a conversation, but the teacher sent another parent over instead. He stated they will be filing a complaint and asked if there is a statute of limitations on complaints or if it can go back a year. Superintendent Mendonca let him know he can still submit a complaint if he thinks it is appropriate.

IRENE JOHNSON

Irene Johnson, parent of an OHS student, addressed the Board regarding a wrestling coach who she stated assaulted her son. She contacted OPD to file a police report and they contacted the School Resource Officer. She also asked about statute of limitations as she hasn't seemed to get anywhere with staff.

Board Member Schemper noted there is a roomful of people making accusations, and asked her if she filed a formal complaint in writing to the district. She said OPD sent her to the SRO who did what he was supposed to; she had to file and get a copy of the police report, and an OHS VP was involved. She stated she is concerned about a trend of retaliation; that her son was kicked off the wrestling team because she pressed charges. She was also bothered about mandated reporters not reporting, and about lack of communication and safety.

Superintendent Mendonca encouraged her to contact the District Office tomorrow. He believed it has been evaluated regarding whether the school has jurisdiction about her concern, and that either he or Craig Redman will discuss with her. She acknowledged that Craig Redman had contacted her Friday and said he would be following up this week.

GABRIEL TERRY

Gabriel Terry, OHS parent, addressed the Board to say that the teacher has been a mentor to his daughter. He noted the mention of goats being poisoned and that they had to stay at the Fair until Midnight every night because of the rumor that "championship" quality animals were being poisoned. He is sorry a young ladies' goat was poisoned; it's been said that people mess with other people's animals. He stated that what's going on is not right and you have to have facts to back up accusations. He noted things being posted on social media, the snowballing of accusations about teachers, and that adults have to get in a room and solve problems. It is not just one teacher, there are multiple teachers that have issues, and the Ag department has had a lot of turnover.

JEWLIA WARD

Jewlia Ward, OHS graduate and former OHS FFA Officer, addressed the Board about her experience of being mentally abused by her teacher. She stated that as much as she tried and fought him, he destroyed her and tore her down; she felt there was nothing that was going to be done about it because nothing had happened for four years. She stated that she didn't speak up because she felt there was no point, and that she and her father Brett, who also spoke, would be filing a formal complaint.

Board President Shatswell thanked the students and parents for speaking up, and reassured them that all allegations are being taken seriously and would be looked into. She noted that the Board wants students to feel safe, and wants people to come forward so they can look into and hear concerns. If you have gone through process and feel it was not addressed, please come to the district office. She noted that anything that comes to the Board, we will absolutely look into it and want to know what is going on.

AMANDA OSMUNDSON

Amanda Osmundson, OHS graduate and former FFA Officer, addressed the Board regarding the Ag teacher, noting she had considered quitting the officer team because of everything that was going on with this teacher. She noted that being a recent graduate, she has heard countless things that have been said about this teacher by other students, especially females, who were uncomfortable but too afraid to say anything. She shared stories of retaliation, inappropriate behavior and staring, and ignoring and excluding students. She did talk with an OHS VP about her situation.

KATE BROWN

Kate Brown, member of the OHS FFA Officer team for 3 years, noted many kids and parents support this teacher because he has been a good mentor; he was there to support and mentor students, and did things to engage with FFA members, until she started defending other students. For parents and students who are supporters of this teacher, she wanted them to know that the complaints are legitimate, the things he says and does are inexcusable, and he is a sorry excuse for an educator.

TIMOTHY FERNANDES

Timothy Fernandes addressed the Board to say he had this teacher for Ag Bio and Ag mechanics, and talked to Mr. Redman about the roping incident and extra credit. The teacher would hover over him, and if it wasn't for his grandfather coming from out of state to help him he wouldn't have been able to finish his project. The shop where the projects were located was a mess and some of the pieces were missing, but it took time for the teacher to do something about it. The second half of the year the teacher was not giving people as much time on lessons, and he would stand around talking and then walk away when the student pointed his phone at him.

LORETTA TEFERTILLER

Loretta Tefertiller addressed the Board to say that she doesn't have children at the high school, but as a retired school nurse, listening to this, thinks people came tonight expecting to have some type of resolution. She understands process and confidentiality, and appreciates people's angst when there was nothing to report from Closed Session. She understands contagion, and this was bad, going from 2 to 10 people. To have this many students get up in front of a group of educators, and voice concerns, she hopes the Board takes seriously. She understands politics, and that you don't want to wrongfully accuse somebody. She heard a student was told not to speak at the board meeting, and that they have courage to get up to speak. She encouraged all of the students and parents, as frustrating as it is, to go through the process, and write it down.

Public Comments closed at 7:24 p.m.

REMOVE ITEMS FROM  
CONSENT CALENDAR

9.1 There were no requests to remove items from the Consent Calendar.

ADOPT CONSENT  
CALENDAR

9.2 It was **M/S/C (Duvall/Taylor)** to adopt the Consent Calendar as presented.

ADOPT MINUTES OF  
6/12/23 AS PRESENTED

9.3.1 On adoption of the Consent Calendar, the board adopted minutes of its regularly scheduled meeting held Monday, June 12, 2023, as presented.

ADOPT MINUTES OF  
6/23/23 AS PRESENTED

9.3.2 On adoption of the Consent Calendar, the board adopted minutes of its special meeting held Friday, June 23, 2023, as presented.

- APPROVE INTERDISTRICT ATTENDANCE REQUESTS, 2023-24 9.4.1 On adoption of the Consent Calendar, the Board approved interdistrict attendance transfer requests, 2023-24 school year, as presented.
- ACCEPT DONATION FROM OAKDALE ROTARY TO OHS CTE PROGRAMS 9.4.2 On adoption of the Consent Calendar, the board accepted donation of \$12,000 from Oakdale Rotary Club to OHS CTE Programs, as presented.
- APPROVE WARRANTS THRU 6/30/23, AND CYCLE I & II PAYROLL FOR JUNE 2023 9.5.1 On adoption of the Consent Calendar, the board approved district warrants prepared for payment through June 30, 2023, and Cycle I & II Payroll for June 2023, as presented.
- APPROVE ADMINISTRATIVE/ CONFIDENTIAL PERSONNEL SALARY SCHEDULE 9.6.1 On adoption of the Consent Calendar, the Board approved Administrative/Confidential Personnel Salary Schedule as presented.
- APPROVE RELEASE OF PROBATIONARY CLASSIFIED EMPLOYEE 9.6.2 On adoption of the Consent Calendar, the Board approved release of probationary classified employee identified by #004035, effective at the end of the work day on 6/15/23, as presented.
- APPROVE EMPLOYMENT, CERTIFICATED 9.6.3 On adoption of the Consent Calendar, the board approved certificated employment of Terry Crumpacker, Special Education Program Specialist, effective 7/1/2023, as presented:
- APPROVE EMPLOYMENT, CLASSIFIED 9.6.4 On adoption of the Consent Calendar, the board approved classified employment, as presented:  
Courtney Martinez, Secretary II, OHS, eff. 7/20/23  
Robert Reyes, Groundswoker, OHS & M&O, eff. 7/3/23  
Joshua Towe, Equipment Technician, Trans., eff. 7/3/23
- APPROVE CLASSIFIED PROMOTION 9.6.5 On adoption of the Consent Calendar, the board approved classified promotion, as presented:  
Angela Beattie, from Yard Duty Aide, Fair Oaks  
To Behavioral Prog Para Bus Aide, Trans., eff. 8/3/23  
Jennifer Caravantes, from Bus Driver,  
To Assistant Dispatcher, Transportation, eff. 7/20/23  
Mikayla Largent, from Lead Cafeteria Assistant, Cloverland  
To Warehouse Driver/Custodian, Trans., eff. 7/1/23  
Kyle Lawrence, from Equipment Technician  
To Lead Mechanic, Transportation, eff. 7/1/23
- APPROVE EMPLOYMENT, CLASSIFIED 9.6.6 On adoption of the Consent Calendar, the board approved classified employment, effective 8/3/23, as presented:  
Kristina Boucher, Yard Duty Aide, Cloverland  
Brittneay Burket, yard Duty Aide, Magnolia  
Jordyn Castillo, Behavioral Program Para Bus Aide, Trans.  
Blanca Macedo Colmenares, Yard Duty Aide, Sierra View  
Amberly Hoyt, Instructional Aide – Title I, Magnolia  
Maria Johnson, Instructional Aide - RS, Fair Oaks  
Maddie Jones, Instructional Aide-Title I, Magnolia  
Kathy McDonald, Yard Duty Aide, Cloverland  
Shawn “Nicole” Moreno, Behavioral Para Bus Aide, Transportation  
Allyson Romero, Speech Language Para, Cloverland  
Jordan Smith, Speech Language Paraprofessional, SV  
Danica Taylor, Instructional Aide, Cloverland  
Cynthia Toste, ELP Aide and Instructional Aide at Fair Oaks

ACCEPT RESIGNATION, CLASSIFIED	9.6.7	On adoption of the Consent Calendar, the board accepted classified resignation, as presented: Brandi Hardman, Health Clerk, OHS, eff. 8/25/23 Julena Worley, Yard Duty Aide, Magnolia, eff. 6/30/23
DISPOSITION OF ITEMS REMOVED FROM CONSENT	10.0	None
REPORTS	11.0	None
APPROVAL OF CONTRACTS, ASSISTANT SUPERINTENDENTS & CHIEF BUSINESS OFFICER	12.1	<p>Superintendent Mendonca reported the current Assistant Superintendents and Chief Business Officer have performed exceptionally the past couple of years and he would like to extend their contracts for another two years, through June 30, 2025.</p> <p>It was <b>M/S/C (Gilbert/Duvall)</b> to approve extension of contracts for the Assistant Superintendents of Curriculum &amp; Instruction, Human Resources, Pupils Services, and the Chief Business Officer through June 30, 2025. Passed unanimously.</p>
INFORMATION	13.1	<p>Back to School Nights/Minimum Days Oakdale High - August 8, 6:30 pm Oakdale Junior High – August 9, 6:30 pm Elementary Sites – August 10, 6:30 pm East Stanislaus High School – August 15, 6:30 pm</p>
	13.2	K-12 Minimum Day / Staff Development – August 24
	13.3	Labor Day Holiday - September 4
ITEMS FOR NEXT AGENDA	14.1	Formal Seating of Student Board Member
	14.1	Report on Implementation of Full Day Kindergarten in 2024-25
ITEMS FOR SEPTEMBER AGENDA	15.1	Approval of Resolution, Provision of Sufficient Textbooks & Instructional Materials
	15.2	Approval of Prior Year Financial Report
	15.3	Approval of Implementation of Full Day Kindergarten in 2024-25
ITEMS FOR FUTURE AGENDA	16.1	Board Study Session
	16.2	Approval of Art & Music Instructional Materials Discretionary Block Grant
	16.3	Facilities Planning
	16.4	<p>Board Member Schemper would like to discuss a potential position of someone as Social Media Manager.</p> <p>It was noted we do our best to communicate. Social media is another avenue to get messages out, and he thinks we can better utilize these tools to our advantage.</p> <p>Superintendent Mendonca noted that this is not a special meeting; in order to get administrative positions in place for the start of the school year, we had previously called a special</p>

board meeting in order to designate tonight as an added regular board meeting. He explained that by law, certain items need to be handled at a regular meeting, such as employee contracts, and salary schedules, which are on the agenda tonight (Items 12.1 and 9.6.1).

Board Member Schemper addressed kids who feel like they were too scared to say anything, noting that breaks his heart, that if they feel they are in an environment where they don't feel safe, that is going to change. He noted that if we continue to hide something, if they continue to keep that their secret, it will perpetuate year after year, and that it is important that if they see something, to say something.

It was noted that even after everything kids in Oakdale FFA went through this year, they were still able to bring home the Thurman Award again this year.

ADJOURNMENT TO  
CLOSED SESSION

16.0 The meeting adjourned back to Closed Session at 7:33 p.m.

2.2.3 The Board discussed the Superintendent's Evaluation: Establishing Superintendent's Goals – continued after regular meeting; no action taken.

ADJOURNMENT

16.0 The meeting adjourned at 8:45 p.m.