

**OROVILLE UNION HIGH SCHOOL DISTRICT
BOARD OF TRUSTEES MEETING
December 20, 2023**

MINUTES

CALL TO ORDER

Board President, Mr. Damon, called the meeting to order at 5:30 p.m. on Wednesday, December 20, 2023, at the Transportation Conference Room and via YouTube.

ROLL CALL

Board Members Present: Scott Damon, Amber Englund, Ray Sehorn, and Tyler Smith

Administrators Present: Corey Willenberg, Interim Superintendent, Susan Watts, Assistant Superintendent/CBO and Jon Wood, Assistant Superintendent

CLOSED SESSION

- **Personnel-Gov't. Code 54957** [Public employee employment/discipline/dismissal/release]
- **Conference with Legal Counsel-Anticipated or Existing Litigation—Gov't. Code Section 54956.9** [Case name unspecified because disclosure would jeopardize negotiations]
- **Conference with Labor Negotiators—Gov't. Code Sec. 54947.6** [OSTA/CSEA: William Brown, Superintendent, designated representative]
- **Graduation Requirement Waiver – California Education Code 51225.3**
- **Pupil Discipline—California Education Code Sections 48918/35146**

The board convened to closed session at 5:31 p.m.
Bonnie King arrived at 5:34 p.m.

RESULTS OF CLOSED SESSION

At 6:05 p.m., the board reconvened to open session. No action was taken.

PLEDGE OF ALLEGIANCE

HEARING OF INDIVIDUALS ON NON-AGENDA ITEMS

Mr. Damon informed the public who were in attendance that there will be a 15 minutes time limit for each non-agenda topic.

Topic #1- Public Concern with regard to Mr. William Brown being placed on Administrative Leave

Janet Goodson- NAACP President

Mrs. Goodson expressed her support for Superintendent William Brown, amidst concerns over his administrative leave. She emphasized that there have been no law enforcement investigations indicating no criminal activity associated with him. She states Mr. Brown arrived in Oroville with a clear understanding of the DOJ findings of high suspension rates among African American, Native American, and students with disabilities. Despite the challenges of initiating change as an outsider, Mr. Brown's extensive experience in education and his ability to work effectively with diverse demographics demonstrated his qualifications. She also highlighted the support demonstrated by students and teachers, citing instances like the student walkout and emotional testimonials from teachers. Mrs. Goodson urged the board to reinstate Brown, emphasizing the need to prioritize the district over personal preferences, agendas, or politics.

Pastor David Goodson

Pastor David Goodson presented a statement on behalf of Paul Gregory Montanez, an employee of the Oroville Union High School District. Mr. Montanez expressed disappointment in the Board of Trustees' decision to place Superintendent William Brown on leave. He clarified that it was the board's choice, not Mr. Brown's. Mr. Montanez praised Mr. Brown's impact, highlighting his genuine connection with students

and staff. However, he saw the board's rash decision making and lack of transparency as atrocious. He feels a loss of trust in the board's ability to act in the community's best interest due to their lack of transparency. Montanez hopes this statement will draw support and urges board members opposing Mr. Brown's removal to continue striving for a brighter future.

Dontanique Riley- OHS Student

Dontanique Riley, a senior at Oroville High School, is deeply involved in campus activities and is concerned about the lack of transparency regarding Mr. Brown's administrative leave. She believes Mr. Brown has been supportive by engaging with the OHS ASB and emphasizing the importance of a tight-knit school family. He has also nurtured relationships outside of school, connecting warmly with her father. Ms. Riley believes it is fair to disclose the reasons for Mr. Brown's leave and strongly believes he should be reinstated as superintendent. She presented letters from people across Butte County echoing her sentiments, highlighting the importance of a supportive and supportive school environment. Despite the challenges, Mr. Brown's warm-hearted nature and commitment to his school community make him a valuable asset to the school.

Yenghoua Xiong- OHS Student

Yenghoua Xiong is a junior at OHS. He reminds the board that he spoke at last months board meeting advocating for Mr. William Brown as Superintendent. He expresses to the board tonight that recent times have been challenging for students, teachers, and staff and that the past four years have been particularly difficult, especially during online learning due to COVID-19 in which he felt very isolated. Upon joining Oroville High School in 2021, Mr. Xiong states he finally felt a sense of belonging that he hadn't experienced before. During his freshman and sophomore years, he felt the school system lacked concern for education, mental health, and safety which made him constantly feel unsafe due to violence on campus and the lack of guidance toward the right direction. However, when Mr. Brown became superintendent, he felt safe, loved, and a sense of belonging. Mr. Xiong believes that Mr. Brown's commitment to implementing positive changes directly with students filled him with hope for future success. He urges the board to reconsider their decision, as bringing Mr. Brown back could make the community whole. He advocates for teachers' voices to be heard more in decision-making and believes that Mr. Brown's actions demonstrated his dedication to students and teachers. If Mr. Brown isn't reinstated, he plans to rally students to protest at board meetings until he is reinstated.

Dawn White- Teacher at Prospect High School

Dawn White comes to the board tonight to read a letter written by Teresa Leyva.

Teresa Leyva, a science teacher, mentor, and coach at Oroville High School, is advocating for the reinstatement of Will Brown as superintendent to build a supportive and prepared district. Ms. Leyva believes that removing Mr. Brown would diminish the community, staff, and students. She believes that caring for students and the community goes beyond holding a seat at the board table and involves being proactive, unbiased, and recognizing the broader impact of decisions. Mr. Brown's leadership showed promise in positively transforming the district, aligning with OUHSD's belief in a safe, caring, and equitable learning environment. Ms. Leyva believes that the district must make decisions that elevate OUHSD as the best learning environment for students and asks for prioritization to students' best interests. She believes that Mr. Brown's active engagement and caring attitude towards students and the community are evident and that their actions in this position of power will signal to the community where they stand and the future envisioned for the district.

Topic #2- Second Chances

Diana Castillo- OHS Teacher / ASB Advisor

Mrs. Castillo approaches the board tonight to emphasize the concept of second chances and advocates for Mr. William Brown's reinstatement as superintendent. She questions the reasons behind Mr. Brown's leave and highlights the lack of guidance or mentorship provided to him if there were concerns about his job performance. Mrs. Castillo pointed out instances within the board's history of granting multiple chances to other individuals despite concerns about their job performance or behavior. Mrs. Castillo asserts that Mr. Brown's leadership has positively impacted the school community, improving morale and creating a safer and more positive environment. She urges the board to bring back Mr. Brown, stating his vision, leadership, and support from students, staff, and the community as evidence of his positive influence on the district.

Pastor Ed Hall

Pastor Hall, reminds the board that he was a member of the committee that appointed William Brown as OUHSD Superintendent and reiterates his belief in Mr. Brown's suitability for the role. Pastor Hall expresses to the board about the significance of second chances as he draws from his nearly 40-years of

experience that spans from military service, corporate positions in major banks and tech firms. He considers his greatest accomplishment to be transforming individuals who were almost dismissed into top-performing employees, influenced by his life experiences, including attending segregated schools. Pastor Hall encourages the board to reconsider their decision and stresses the importance of community perception that is impacted by the lack of transparency in this situation. He urges the board to carefully contemplate granting Mr. Brown that second opportunity.

Topic #3 Intent & Impact

Bonnie Leih- Science Teacher Las Plumas High School

Bonnie Leih, a science teacher at Las Plumas High School, reports to the board to highlight the disparity in counseling services at Las Plumas. She states there has been persistent efforts by OSTA over the past three years asking the district to remedy this issue. She states the district is refusing to honor what was bargained on 11/1/23, and asks why this situation is allowed to continue? Mrs. Leih reports, presently, both high schools have three counselors each. However, the contract mandates the employment of a minimum of six counselors since 2006/2007, with an initial allocation of three counselors per comprehensive high school. If there's a significant change in enrollment at either high school, the Association and District should convene to consider alternative staffing arrangements. Currently, LP's enrollment is 1298, significantly higher than OHS at 838, yet the staffing pattern hasn't adjusted to this change. LP's counselors handle approximately 433 students each, whereas OHS's counselors manage around 280 students. Despite this, the district hasn't enforced the "alternate staffing pattern" specified in the contract. This imbalance causes prolonged wait times for essential counseling at LP, affecting the entire school community. Mrs. Leih urges the Board to address this inequality promptly by directing the bargaining team back to table.

Teisha Hase- Center for Independent Studies Teacher

Mrs. Hase reports that the District team has not addressed counseling service inequality in the last two school years. However, an agreement was reached to move an OHS counselor to LP starting in January under Will Brown's leadership. Mrs. Hase states that Mr. Wood had even suggested hiring another LP counselor instead of splitting a position between the schools. She states the district has the discretion for an "alternate staffing pattern," but no action has been taken yet. Mrs. Hase reports Dr. Willenberg's statement regarding a lack of a signed agreement is incorrect, as there is a signed contract indicating the need for an alternate staffing pattern due to significant enrollment changes. The issue is not about finances, as OUHSD approved substantial pay raises for administrators and the district's reserves have grown significantly, totaling over \$14M. She states the decision not to hire a counselor is not due to financial constraints but rather a lack of vision, recognition of the need for change, leadership, and the will to implement an alternate staffing pattern. Bringing Mr. Brown back could address these shortcomings.

Trustee Bonnie King asked Dr. Willenberg why OSTA is involved in acquiring a fourth counselor at Las Plumas. Dr. Willenberg mentioned the OSTA contract requires three counselors per school, allowing management to hire more staff. However, the exact agreement on this matter hasn't been seen despite requests. He plans to follow the existing contract until an agreement is shown or discussions resume to avoid side bargaining. Mrs. Hase referenced detailed OSTA bargaining notes on the agreed-upon split counselor. Dr. Englund noted differing views on implementing changes, suggesting the potential for reallocating staff or hiring someone new at the school year's start. Although it appears resolved with a contract, it hasn't been presented yet. Dr. Englund inquired if Mrs. Hase would present the contract for review at the next meeting. Mrs. Hase cited Susan Watts and John Wood's presence during the bargaining, supported by notes and the contract's language and reports the district lawyer affirmed the contract's flexibility, stating an MOU wasn't needed in the November 1st discussions. Dr. Englund stressed the need to avoid mid-year service alterations, proposing adjustments when a new hire starts the next school year. She urged continued discussions at the bargaining table for better implementation of services. Mrs. Hase highlighted three years of discussions to fill a split role position, which remains vacant, causing service delays. She mentioned John Wood's September suggestion to hire a counselor, questioning the district's inaction since then.

Pastor Kevin Thompson

Pastor Kevin Thompson expresses gratitude for the chance to address the community's concerns about recent events impacting young people. He shares personal experiences, including childhood discrimination, yet holds no anger or bitterness, recognizing the human capacity for mistakes and forgiveness.. He urges the board not to let this issue with Mr. Brown become solely about race when there are other legal and personal matters affecting those in the district. Pastor Thompson advocates for

actions that minimize community impact, respecting laws, and complexities. He emphasizes the toll on lives and seeks resolution without judgment, aiming to provide relief for the community.

Topic #4- Systemic Racism

Marta Shaffer- OHS English Teacher

Ms. Shaffer states that in her English classes, they have discussed the contrast between intent and impact, emphasizing that an author or a creator's intentions matter less than the actual impact on their audience. Throughout her five years with OUHSD, the district has been under the scrutiny of the Department of Justice due to a series of decisions by those in power that exhibited racial biases. This institutional racism illustrates a pattern of preserving power at the cost of people of color. She expresses to the board that she hopes the decision to place Mr. Brown on leave doesn't stem from racism, aiming to believe that it's not about protecting any biased group. However, the impact of the board's decision is evident in its effect on our teachers, students, and the community. Ms. Shaffer notes, the removal of black administrators from influential roles prompts us to question this pattern. However, there's hope in reversing this institutional racism. She states the board has the power to make impactful decisions now, starting dialogues with the community about intentions and their real impact. But, most crucially, reinstating Mr. Brown as superintendent could lead to the desired outcome—a genuinely unified district in Oroville.

Kendall Thompson- Community Member

I had the opportunity to meet Will Brown twice. One instance was at the Oroville High School graduation ceremony last year, where his speech resonated profoundly with me. Despite initial doubts about his chances in our community, witnessing the overwhelming enthusiasm of the Oroville High graduates for him made me realize his significant impact. My interactions with him further solidified my positive impression of his character. Today, I want to discuss two critical aspects: ego and preponderance. It's crucial to address any reluctance or apprehension due to race when considering Will Brown's potential. I've observed this issue throughout my life in this county and believe it's time to grant Will another chance, especially considering the immense support he garners from the students. It's vital to set aside any biases and embrace his unique ability to connect with kids, ensuring we don't let their well-being suffer due to our ego or lack of understanding. The evidence strongly indicates that reinstating Will Brown is the right move for the community, acknowledging the diversity and innovative approaches he brings to reach all students.

Topic #5- Leadership

Patty Bauer- Oroville High School Counselor

Ms. Bauer states years ago she had attended a leadership conference where a video showcasing leadership was presented. In the video, there was a large high school with numerous entry points to a gym. Many students were waiting in long lines to enter for an event. What stood out was a 14-year-old girl who, noticing the crowded lines, opened a closed door to let three lines quickly access the gym. In September of this year, in our district, there was a door closed to me, and it was William Brown who figuratively opened it.

Shelly Payne- CSU, Chico Student Teacher

Shelly introduced herself as a 2013 graduate from Oroville High School. Following graduation, she chose to contribute back to the Oroville community through education. Ms. Payne states she is now studying for a biology credential at Chico State, and currently working as a student teacher alongside Alisha Welliver at OHS. She feels her personal background connects her deeply with the student population in Oroville due to her own past experiences. Reflecting on her high school years, Ms. Payne recalls influential adults like Miss Welliver, Mr. Hogan, Mr. Johnston, and many others who positively impacted her life, fostering a sense of belonging and support. She states when comparing past experiences, she has observed more meaningful support from Superintendent Will Brown during her time as a student teacher than she ever did as a student in this district. Mr. Brown's visible involvement and genuine care for students has been noticeable and appreciated. She states she has witnessed the positive effects of his engagement firsthand. However, she states there's a recent lack of support for students who previously had one-on-one interactions with Mr. Brown. This has resulted in regression among these students. Reflecting on this, she urges the board to show leadership and courage by doing what we all know is right for the community and its students.

Mr. Mike Walsh - BCOE Board Member / Community Member

Mr. Walsh clarified the various roles he holds in the community before sharing his thoughts. As a member of the Board of Trustees for the Butte County Office of Education, He states he does not have any authority over the OUHSD board decisions, and he is not here to represent them. He reports that he is also a past president of the California School Boards Association, although he is not here to speak on their behalf either. However, he expresses that he has drawn upon his experiences in these positions as they shape his perspective tonight. Mr. Walsh is speaking as a community member and grandparent invested in this district, emphasizing the importance of focusing on student success. He states when the OUHSD board appointed Will Brown as the administrator, there was widespread support, and he believes it was the right decision. Mr. Walsh's concern lies in ensuring clear expectations are set for engagement, learning conditions, and student success for the superintendent. Without such guidelines, even a well-supported administrator may face challenges, leading to distractions from student progress. Mr. Walsh urges the board to define these expectations to support both the superintendent and the students. He offers his expertise and willingness to volunteer to help define these expectations, as he cares deeply about the success of the students in our community.

Topic #5- Special Education**Jennifer Lopez- Las Plumas High School Parent**

Jennifer Lopez reports to the board tonight with 3 concerns. First she is concerned about her son's IEP situation. She states he was recently given his IEP (Individualized Education Program). She reports there was a meeting last February 2023. There's been no communication from the case worker since that time and now there's a new case manager assigned to him without any notification. She states she had a positive initial meeting with this new case manager, but since then, there has been no follow-up. Ms. Lopez feels his IEP is not being followed and has spoken to the principal, vice principal, and an intern principal, along with two teachers, but the situation remains unresolved. She states she is feeling frustrated and in need of assistance regarding my son's case. Ms. Lopez' second concern is in regard to transportation for athletic events. Ms. Lopez states it seems there's a discrepancy between what's on the basketball schedule and the actual transportation situation for our basketball team. Although the schedule indicates one or two vans, every evening before a game, there's a shortage of transportation, leading to the coach reaching out for help in arranging rides. As the team mom, she states she has been organizing parents to assist, but it's been a consistent issue for all their games. The vans end up accommodating only seven to eight kids, causing inconvenience, especially when there are early morning games and parents have work commitments. The final point Ms. Lopez wishes to state is in regards to something she observed during earlier discussions. She states when she reached out to Mr. Brown for help, and he provided assistance to her, which she states she appreciated. The recurring theme she keeps hearing is about giving second chances. She reports as she was reflecting on the events of the past year, particularly with her sister's situation where she wasn't offered another opportunity despite others being hired here with histories of being fired from multiple school districts. When she met with the previous superintendent, Dr. Willenberg, she states she felt unheard and disconnected, unlike her interaction with Mr. Brown. She felt Mr. Brown showed genuine care, listened attentively, and offered real support. She states it is frustrating because we had someone genuinely involved with our kids, attending their football games and fulfilling promises, yet it seems like his efforts went unnoticed.

Alicia Walker Oroville High School Parent

Alicia Walker, a mother of two children at Oroville, voiced concerns about several issues. She highlighted problems regarding transportation for sports events, citing a year-long absence of proper busing. Speaking about her experiences with Individualized Education Program (IEP) meetings, she noted the absence of a principal, emphasizing the necessity of administrative presence for decision-making during these meetings, as required by law. Alicia expressed concern over a meeting with new teachers where decisions couldn't be made due to the lack of administrative representation. In another meeting with administrators, she raised concerns about her child's English class, which accommodated 33 students, making it challenging for her child with an IEP to meet their goals. She criticized the response of being "within means" and emphasized the struggles of kids in an economically disadvantaged area. Alicia also suggested reevaluating services provided to special education kids, proposing an eight-period day to prevent them from sacrificing electives for special education services.

Judy Tatom- Adult Transition Center Teacher

Judy Tatum, an Adult Transition Center teacher, addresses the board about ongoing IEP violations, including failure to follow the IEP, inadequate accommodations, parental involvement issues, and non-compliance with laws. She expresses frustration and calls for accountability, administrative support, proper transportation, and compliance with special education laws. She shares her distress over the district's consistent violations, leading to rescheduling of IEP meetings due to language translation issues. Judy emphasizes the importance of honesty and the dedication of the staff despite the challenges they face. She fears the district's integrity is diminishing, threatening the quality of education they can provide to students.

HEARING OF INDIVIDUALS ON AGENDA ITEMS (None)**RECOGNITIONS AND PRESENTATIONS****1. Student Achievement/Recognition – Las Plumas High School**

Karen Villalobos, Principal at Las Plumas reports, there's been a focus on aligning the OUHSD's strategic goals with the "Portrait of a Graduate." They've implemented a Google document for teachers and administrators to add instances that reflect critical thinking, reflective community members, or successful contributors on campus. December, although short, was eventful. The teachers showcased their dedication despite campus changes, with highlights including Emily Williams an LPO drum major selected as All-American drum major and will be performing in London over new year's, an ecosystem energy investigation in the science department, a water tasting experiment in statistics, and a probability exercise in math related to the Monty Hall game show. Mrs. Lee, Assistant Principal, reports, during the social-emotional well-being and mental health awareness week, the campus organized various booths focusing on mental health awareness, drawing significant participation. Additionally, the ASB hosted engaging lunchtime activities such as cornhole, scavenger hunts, giant Jenga, and making thankful cards. Theme days, like pajama day, were part of finals week. The campus was bustling with winter sports action, including basketball, soccer, and wrestling games and tournaments. Mrs. Lee states she attended a wrestling event in Durham and really enjoyed observing the success of the LPHS wrestlers. Mr. Voht, Assistant Principal reported to the board about events highlighting successful contributions at the school. These included the 8th grade Ag Adventure day where students engaged in activities at LP, Site Council and ELAC meetings, and the launch of a new Las Plumas athletic website. Additionally, there was a DOJ meeting where LP presented student attendance and disciplinary data. Also to mention, the LPHS Key Club members dedicated over 500 hours in the last three months to serve their community. Mr. Sehorn expressed to the Las Plumas Administration team in regards to the google document that highlights critical thinkers, reflective community members, and successful contributors. "I really want to commend you; this is truly one of the most impressive things I've ever seen. Thank you so much".

2. Recognition of Retirees

Cathy Underwood (25 years) and Deborah Peacock (21 years) were recognized for their years of service to the district.

3. Recognition of Outgoing Board President

Mr. Damon chose the OHS library to receive a book in his name for serving as the 2023 Board President.

CONVENE TO ANNUAL ORGANIZATIONAL MEETING**4. Election of Board President**

#56-23/24: On a motion by Mr. Smith, seconded by Mr. Sehorn, Mr. Damon was elected Board President by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

5. Election of Board Vice President

#57-23/24: On a motion by Mr. Sehorn, seconded by Mr. Damon, Dr. Englund was elected Board Vice President by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

6. Election of Board Clerk

#58-23/24: On a motion by Mr. Damon, seconded by Mr. Sehorn, Mrs. King was elected Board Clerk by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

7. Establishment of Board Meeting Dates, Time, and Location

#59-23/24: On a motion by Mrs. King, seconded by Dr. Englund, meetings will remain on the third Wednesday of the month at 5:30 p.m. in the Transportation Conference Room by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

8. Board Governance Handbook

Brought to the board for review. Will be approved at January 20, 2024 Board Meeting

APPROVAL OF AGENDA VARIANCE

#60-23/24: On a motion by Mr. Sehorn, seconded by Dr. Englund, the board accepted an amended Personnel Assignment Order by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

NON-ACTION INFORMATIONAL ITEMS AND REPORTS**9. Board Comments**

Mr. Sehorn praised Sandy Smith, a teacher at Oroville High School, for showcasing three tables of meticulously crafted homemade gingerbread houses created by her students. He expressed that the level of detail and imagination in the houses was so exceptional that words couldn't capture their magnificence and invited others present to see the display. Mr. Sehorn praised Heather McGowan for her exceptional work on the community newsletter, highlighting its well-crafted content. He urges everyone to read it monthly to remain informed about district happenings.

10. Superintendent

Dr. Willenberg provided updates on several areas. The district enlisted ICS 4 Schools to conduct a threat assessment and safety training after the board approved the contract. Initial training sessions were completed at the district office, LP, and PHS, OHS is scheduled for training in the coming year. ICS 4 Schools will review safety plans and assess all campuses, collaborating with facilities for safety

enhancements. Dr. Willenberg also touched on the California School Dashboard, mentioning its linkage to the LCAP and the annual state-reported metrics. There were improvements in ELA and math scores, EL student progress, and College and Career Readiness. However, the graduation rate decreased by 4.7%, reaching 83.1%, while the suspension rate increased by 6% to 6.1%. Efforts are underway with staff to devise strategies for enhancing these dashboard indicators, a discussion that will be incorporated into LCAP for improvements.

Mr. Damon expressed concerns about IEPs being a significant obstacle for us. He would like to find a way to get the process moving and make it a priority? Mr. Wood mentioned that they are actively addressing this within their Continuous Improvement model, particularly concentrating on special education. They're working on refining the IEP process, which includes involving stakeholders like parents and service providers, organizing the IEP meetings, structuring the plans, and ensuring participation. They have an upcoming meeting with technical advisors to further enhance these plans for improvement, signifying their ongoing efforts in this area.

Mrs. Hase, expressed to the board, at Oroville High School, there was an issue at the beginning of the school year due to a shortage of special education teachers. The school asked three teachers to manage six class periods, which violated the contract terms, particularly employing a probationary teacher in such a situation. Federal law allows a maximum of 28 special education students per case load, but this limit was exceeded without pursuing a waiver. The district faced challenges as positions weren't advertised, resulting in unaddressed deficiencies. The speaker expressed concern over the decision to let go of a probationary teacher without sufficient evaluation, highlighting the broader issue of retaining teachers in a national shortage. Ms. Tatom expresses as she mentioned earlier, she understands this might not be the board's primary focus, but it's her primary concern. She is curious about the attendance of administrators from Chico Unified at their meetings, considering the similar number of students, especially those in special education. She reports hearing a string of excuses without any resolution.

Mr. Damon explains the board aims to put an end to the excuses and resolve the issue. It would be great if we could collaborate without being overly critical, working together to achieve a smoother process.

11. Administration

Mr. Wood delved into the recently released dashboard data, analyzing it to identify areas requiring attention and to understand what improvements are necessary. He plans to incorporate this data into discussions during the LCAP (Local Control and Accountability Plan) process with different stakeholders, aiming to pinpoint focus areas. He highlighted the impact of low participation rates on test scores, explaining how they negatively influence overall numbers. Mr. Wood emphasized the importance of addressing absenteeism as a significant challenge impacting student achievement and mentioned efforts to gather student perspectives through interviews to inform future plans under the LCAP. Mrs. King inquired to Mr. Wood about progress on the discussions regarding seven-period days and elective classes that were initiated earlier in the year, specifically asking about the medical field opportunities. Mr. Wood updated Mrs. King on recent progress in Career Technical Education (CTE), noting advancements in construction education through discussions with the NorCal Carpenters Union. However, there's been slow headway in medical education due to challenges engaging hospital representatives. Efforts have been made for athletic training courses at Oroville High, yet establishing medical labs has been stalled. On the manufacturing front, discussions with RCBS have sparked interest in introducing coursework, aiming to utilize existing machines in the district and rework curriculum offerings to align with these opportunities.

12. DOJ Update

OUHSD is in its fourth year of the Stipulated Agreement with the California Department of Justice. Dr. Willenberg and Ms. Lynch are collaborating on overseeing the agreement, with Ms. Lynch set to manage the fifth year from July 1, 2024. November 2023 discipline data has been shared with district and site administration. The first Supportive School Climate meeting was conducted via Zoom on December 4, 2023, with 25 attendees. Meeting minutes and shared data are available on the OUHSD website. Mrs. King inquired about the specifics regarding the Department of Justice (DOJ). She sought clarification on the details and the factors that led to our referral or report to the Department of Justice as well as the behavioral problems within the classrooms.

Dr. Willenberg responded with during the investigation, discussions and meetings were held in the district over four days. When findings were shared, note-taking was restricted, except for our attorney. They flagged high suspension rates in 2016, notably among African-American students, triggered by an anonymous community complaint. Errors in reporting suspensions were fixed to meet state standards. The Department of Justice's 2019 investigation led to a stipulated agreement in August 2020, now in its

fourth year of compliance. Efforts to decrease suspensions and expulsions through a new intervention policy have shown progress. Despite acknowledged mental health services, staffing shortages limit support. Seeking collaborations with education and tribal health partners, the district aims to enhance student assistance. Procedures before student suspension have been established, lessening prolonged time away from school. This approach indicates positive changes in managing disciplinary actions. Pastor David Goodson returns to the podium to express the need for the Board to have a more comprehensive understanding of the statistics behind student suspension rates. He suggests that there's more to the situation than presented and emphasizes the positive changes made in the Climate Advisory Committee. Goodson clarifies that the issue isn't about racism but rather focuses on particular student groups facing higher suspension rates, a trend observed statewide. He recommends more detailed information for the Board to gain a clearer perspective and recalls community meetings aiming for positive changes, not an attack on the administration. Ultimately, he advocates for finding alternative methods to keep students engaged in learning within the classroom setting.

Ms. Hase returns to the podium to express to Mrs. King that it is a complex issue, not just locally but globally, with problems in classroom dynamics. The transition after COVID has been challenging, especially with freshmen who might be older physically but emotionally behind. In-school suspension, as per Dr. Rubalcaba, isn't opposed by the Department of Justice (DOJ) if implemented correctly. Maybe it's worth discussing with the administrative team ways to reintroduce in-school suspension with DOJ approval since it used to be part of our system. Suspending a student for behavioral issues often raises concerns, especially when it comes to drug use, as sending them home might not be the most effective solution without proper supervision. Addressing this approach could benefit both students and the district.

Patrick Cleary, a history and psychology teacher at Orville High School, expressed concerns about the lack of a robust cell phone policy affecting student achievement. He highlighted the ineffectiveness of the current policy where repeated violations with cell phones result in minimal consequences. Despite attempts by teachers to enforce the policy, there's uncertainty and limited support from administration regarding handling cell phones in classrooms. Patrick emphasized the negative impact of unchecked cell phone use on students' focus, learning, and addiction issues related to constant phone use. He shared the frustration among teachers striving to provide quality education while facing challenges in addressing this issue. Patrick urged for a collaborative effort and a more effective policy to prioritize students' education over distractions caused by cell phones, emphasizing the shared goal of providing the best for the students. Mrs. Villalobos expresses to the board in regards to cell phones on campus that approximately 35% of teachers have implemented a no-phone policy successfully due to strong student engagement. However, there's a need for a consistent districtwide policy regarding cell phones. Ongoing discussions, especially with Kristen, suggest OHS plans to start a policy in January. While we're focused on pressing matters, Oroville High School's leadership on this issue is promising, and we aim to learn from and support them. Complaints about fairness between sites is anticipated however this situation parallels the staffing challenge between 800 and 1300 students with the same administrative team, highlighting the management of 500 extra students with identical administrative resources.

13. First Draft of the 24/25 School Calendar

Dr. Willenberg stated that we have shared the calendar with staff, parents and the feeder schools. Will be brought back to the January 20, 2024 board meeting for approval.

OLD BUSINESS (None)

CONSENT CALENDAR

6. Minutes from 11/8/23, 11/15/23, 11/29/23
7. Check Registers Dated 11/9/2023 – 12/12/2023
8. Monthly Financial Report
9. Partnership Agreement with Grand Canyon University for Scholarship Opportunities
10. New LPHS Course Descriptions
11. High Risk Activity #1 – OHS Environmental Club Ski Trip to Mt. Shasta Ski Park
12. Overnight Field Trip - LPHS Boys Basketball Tournament in Fort Bragg, CA
13. Donation of \$1000 from OHS Class of 1973 to OHS Drama Club & OHS Alliance Band
14. Disposal of Surplus Equipment
15. Graduation Waiver Requests

#61-23/24: On a motion by Mrs. King, seconded by Dr. Englund, the board approved the consent calendar as presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

NEW BUSINESS

16. Provisional Internship Permit

#62-23/24: On a motion by Mr. Sehorn, seconded by Mrs. King, Ariel Azevedo has been approved under a Provisional Internship Permit for the remainder of the 23/24 school year. Ms. Azevedo will be assigned to work as a Mild to Moderate Support Needs/Extensive Needs Support Education Specialist at Las Plumas High School. As presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

17. Adult Meals in NSLP and SBP

#63-23/24: On a motion by Dr. Englund seconded by Mr. Smith, an approval to increase the price of adult meals in order to meet the minimum meal price requirements of adult meals in the NSLP and SBP as defined in the U.S. Department of Agriculture (USDA) Food and Nutrition Service (FNS) to adult breakfast \$4.00 and adult \$5.75. As presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

18. First Interim Report

- Enrollment stands at 2,264, down by 82 students from last year, marking a second year of decline.
- LCFF base grant is \$12,015 per student, with a \$312 add-on for CTE. \$3,995 per student is provided for supplemental and concentration grants which supports unduplicated students like low-income, EL, Foster students. The District has an 80% unduplicated count. Adjustment was made due to LCFF funding being reduced due to lower unduplicated counts than anticipated.
- Carryovers of funding and the related expenditure of these funds were included in the budget revisions.
- Amendments were made to the Arts and Music block grant, initially slated for a cut but not reduced as planned by the state.
- Addition of the Prop 28 Grant, supported by voters, became an ongoing funding source for programs, where 80% is intended for staff additions.
- New expenditures include buses purchased with grants, and two SPED teachers added at Las Plumas for the FOCUS program, restructuring of the Admin Salary schedule and the additional costs for contracted Para-Educators. One-time projects were added throughout the year, increasing expenditures as the projects are being completed.
- Year-end projections anticipate ending the year with almost \$23 million, \$6, million of which is restricted funding, for programs such as Medi-Cal Reimbursement, Educator Effectiveness grant, Learning Recovery Emergency Block grant and scholarships.

- Utilizing ESSER funding for ongoing expenses allowed for intentional one-time savings to be used for facility improvements like gym air conditioning and roofing.
- Maintaining reserves above 3% required level is intended to prevent staff layoffs during enrollment declines, fund facilities repairs, technology replacement, salary and benefit settlements, legal costs and weather the volatility of the state finance picture..
- Cafeteria budget saw increased revenue and expenditures based on projected activities. Revenues are funding expenditures and reserves have been built up.
- Capital facilities budget revenue increased, with \$400,000 added for gym shade/weather structures.
- Multi-year projections for unrestricted funds anticipate meeting obligations for 24/25 and 25/26 despite an \$80 billion shortfall in state revenues.
- Predicted Cola increases are 1% for 24/25 and 2.77% for 25/26.
- An estimated increase of 40 ADA for 24/25 and 99 ADA for 25/26 is projected. Ongoing expenses will flow into unrestricted funds due to the ESSER funds expiring..
- Retirement contributions to PERS are forecasted to rise from 25.37% to 27.7% in 24/25 and 28.3\$ in 25/26.
- While unappropriated reserves appear to increase, they do not factor in settlements with the various labor groups, which will impact the financial outlook in future years.

#64-23/24: On a motion by Dr. Englund, seconded by Mr. Sehorn, the First Interim Report was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

19. Resolution Regarding Accounting of Development Fees for 22/23 in the Capital Facilities Fund

#65-23/24: On a motion by Dr. Englund, seconded by Mrs. King, Resolution #6-23/24 was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

20. Arts, Music and Instructional Materials Discretionary Block Grant

#66-23/24: On a motion by Dr. Englund, seconded by Mrs. King an approval to the revised spending plan for the Arts, Music and Instructional Materials Discretionary Block Grant to fully expend the final grant allocation of funding was approved by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

21. Resolution of Intent to Convey an Easement to Butte County

#67-23/24: On a motion by Dr. Englund, seconded by Mrs. King, Resolution #7-23/24 was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

22. Personnel Assignment Order

#68-23/24: On a motion by Mr. Sehorn, seconded by Mr. Smith to approve the Amended Personnel Assignment Order was approved by the following vote:

Ayes:	Damon, England, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

(Irrespective of effective dates, new employees may not report to their school campus until Personnel Office has communicated completion of pre-employment requirements to site Principal.)

Certificated	Classified
<u>Classroom Volunteer</u> Bryan Amos (pending clearances)	Raquel Farias Transportation Department Lead 8.0 hrs p/day; 260 days p/yr STEP 24/E \$29.13/hr Correction to start date 11/30/2023
<u>OHS</u> <u>Wrestling</u> Robert Sasek – Asst NP	Lia Lo Administrative Secretary-Counseling- LPHS 8.0hrs p/day; 260 days p/yr Step/Column 18/A \$20.65 Correction to start date 12/18/2023
23/24 Gatekeepers Christina Olson Amanda De La Torre Donna Hoisington	Lori Denney Para-Educator II- OHS 8.0hrs p/day; 195 days p/yr. Step/Column 12/B \$18.72 p/hr. Correction to start date 12/11/2023
Gladys Tineo Retirement w/o continued District benefits & w/ \$2000 Early Tells Incentive Effective 05/10/2024	Grace Farias Courier 6.0 hrs p/day; 195 days p/yr. Step 15/ 0A \$19.17 Effective 01/08/2024
Steve Coats Retirement w/ continued District benefits & w/ \$2000 Early Tells Incentive Effective 06/07/2024	Jelasio Farias Mechanic 8hrs p/day; 260 days p/yr. STEP 22/0E \$27.70 Effective 12/21/2023
Souk Chiang Teacher- CDS Correction of salary Step 6/III \$70,368 Effective July 1, 2023	Sergio Ramos Bus Driver 6.0 hrs p/day; 195 days p/yr. STEP 17/A \$20. 60 Effective 01/08/2024
Elisa Pendergraft SPED teacher- OHS Class I/ Step 1 \$55,883 Correction to start date 11/28/2023	Jordann Wood Supplemental Ed Technician- LPHS 8hrs p/day; 195 days p/yr. Step 13/0A \$18.29 Effective 12/21/2023
Correction to SWF coordination stipend From Madison Redding changed to Andree' Earley	Susan Swartz Bus Driver Change from 7.5hrs p/day to 8.0hrs p/day Effective 01/01/2024
BTSA support provider change From Marta Shaffer to Jeff Horsely Gabriela Rodriguez for 2nd semester	

Certificated	Classified
	Devin Crumpler Para Educator- OHS 7.0hrs p/day; 195 days p/yr. Step 12/C \$19.67 p/hr. Effective 01/08/2024 Victoria Parajes Librarian Technician- OHS .0hrs p/day; 195 days Step 12/A \$17.85 p/hr. Effective 01/08/2024 Rosella Davis Bus Driver/ Trainer Request for unpaid leave Effective 12/18- 01/08/2024 Brooke Rascon Food Service Worker Resignation effective 01/03/2024 <u>Bus Driver Sub</u> Kristy Ledesma

23. Expulsion Case #3-23/24

#69-23/24: On a motion by Mrs. King, seconded by Dr. Englund, Expulsion case #3-23/24 was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehorn, Smith
Noes:	None
Abstentions:	None
Absent:	None

- Be expelled for the remainder of the 22/23 school year.
- Be referred to OUHSD Community Day School to continue his education subject to the following terms and conditions:
 - Follow all school rules
 - Make positive academic progress
 - Maintain positive attendance including no cutting of classes and no unexcused absences.
 - Student is not allowed on or near any OUSD campus, or to attend any extra or co-curricular events, including games and dances.
 - Student will be allowed to take the bus; however, student is to remain in the bus loading zone when transferring when needed.

24. Expulsion Case #4-23/24

#70-23/24: On a motion by Mrs. King, seconded by Dr. Englund, Expulsion case #4-23/24 was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehom, Smith
Noes:	None
Abstentions:	None
Absent:	None

- Be expelled for the remainder of the 22/23 school year.
- Be referred to OUHSD Community Day School to continue his education subject to the following terms and conditions:
 - Follow all school rules
 - Make positive academic progress
 - Maintain positive attendance including no cutting of classes and no unexcused absences.
 - Student is not allowed on or near any OUSD campus, or to attend any extra or co-curricular events, including games and dances.
 - Student will be allowed to take the bus; however, student is to remain in the bus loading zone when transferring when needed.

25. Expulsion Case #5-23/24

#71-23/24: On a motion by Mrs. King, seconded by Dr. Englund, Expulsion case #4-23/24 was approved as presented by the following vote:

Ayes:	Damon, Englund, King, Sehom, Smith
Noes:	None
Abstentions:	None
Absent:	None

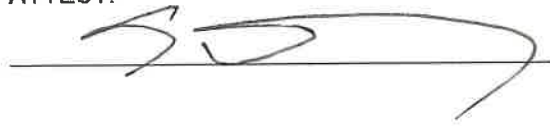
- Be expelled for the remainder of the 22/23 school year.
- Be referred to OUHSD Community Day School to continue his education subject to the following terms and conditions:
 - Follow all school rules
 - Make positive academic progress
 - Maintain positive attendance including no cutting of classes and no unexcused absences.
 - Student is not allowed on or near any OUSD campus, or to attend any extra or co-curricular events, including games and dances.
 - Student will be allowed to take the bus; however, student is to remain in the bus loading zone when transferring when needed.
 - Other: Student to complete 30 hours of community service for restitution for the damage of the Oroville High School restroom.

26. Items for Next Agenda (None)

ADJOURNMENT

On a motion by Mr. Sehorn, seconded by Mr. Smith, the meeting adjourned at 8:49 p.m.

ATTEST:



(Signature of Board Official)