

CHULA VISTA ELEMENTARY SCHOOL DISTRICT

84 EAST "J" STREET • CHULA VISTA, CALIFORNIA 91910 • (619) 425-9600
EACH CHILD IS AN INDIVIDUAL OF GREAT WORTH

MINUTES BOARD OF EDUCATION

Special Meeting

July 26, 2021

6 P.M.

Dr. Lowell J. Billings Board Room, Education Service and Support Service
Streamed Online

ORDER OF BUSINESS

1. OPENING PROCEDURES

*Opening
Procedures*

A. Call to Order

President Bishop called the meeting to order at 6 P.M. and thanked everyone for being there. She said it is important to have community members that care deeply for this process. She added the meeting may go longer than usual because it is important that everyone is heard.

B. Roll Call

Members Present:

Ms. Kate Bishop, President

Ms. Lucy Ugarte, Vice President

Mr. Francisco Tamayo, Clerk

Mrs. Leslie Ray Bunker, Member

Members Absent:

None.

Others Present:

Mr. Oscar Esquivel, Interim Superintendent

Dr. Francisco Escobedo, Superintendent

Dr. Matthew Tessier, Asst. Supt., Innovation and Instruction

Mr. Jason Romero, Asst. Supt., Human Resources

Mrs. Theresa Villanueva, Director of Fiscal Services

Mr. Anthony Millican, Director, Communications and Community Development

Mrs. Mayela Couturier, Translator/Interpreter

Mrs. Nancy Teahan, Asst. to the Supt. And Board of Education

Mrs. Araceli Vargas, Administrative Assistant II

Board Member Bunker led the Pledge of Allegiance.

2. APPROVE AGENDA (Action)*Approve Agenda*

Motion: UGARTE, Second: BUNKER, Vote: UNANIMOUS

3. ORAL COMMUNICATIONS*Oral
Communications*

The Oral Communications portion of this special meeting provides the public with information regarding addressing the Board, as follows: The public has the opportunity to be heard on any items included in the agenda. Speakers are requested to limit their remarks to three minutes (approximately 390 words). Community members wishing to comment must attend the meeting in person, complete a "Request to Be Heard" card, and submit it to the Recording Secretary before the start of the meeting. The Board shall limit the total time for public input on each topic to 20 minutes. With Board consent, the President may increase or decrease the time allowed for public presentation depending on the subject and the number of persons wishing to be heard. No Board action can be taken.

Former District Board Member Bertha J. Lopez spoke on Agenda Item 5.A. During the 10 years she served as a District Board Member every decision was based on kids and the community of the District. She shared the process taken to replace an outgoing Board member during her term. She enumerated the steps taken, and how the process was clear, concise, and transparent.

Parent David Bame spoke on Agenda Items 5.A. and 5.B. and shared the importance of transparency and encouraged an application process that should have input from community, teachers, and staff. He said to allow sufficient time for both the Board Member and Superintendent timelines. Having an outstanding interim superintendent will allow time for the superintendent selection process.

Parent Molly Crawford spoke on Agenda item 5.C. and the lack of communication about the superintendent search. She asked that there be more transparency as to what is happening with the search and to keep the community and parents involved in the process. Strong leadership and consistency is greatly needed.

Bertha J. Lopez spoke on Agenda Item 5.C. and offered suggestions regarding the superintendent search. She said to be cautious, do your job, do not micromanage, stay away from the press, select the best qualified, competent individual, that will carry the torch forward; work together as a Board, respect each other, listen to community members, and be transparent in the process.

David Bame spoke on Agenda Item 5.C. and the need that parents, teachers, staff, and community all need to feel ownership in this process. He shared comments about a search process, the need to include parent groups and various committees, candidate forums, and to be proactive in getting input from the community.

4. APPROVE CONSENT CALENDAR

*Consent
Calendar*

The following items listed under Consent Calendar are considered by the Board in one action. There will be no discussion on these items prior to the time the Board votes on the motion unless members of the Board, staff, or public request specific items to be discussed and/or removed from the Consent Calendar.

Prior to approval of the Consent Calendar, Board Member Tamayo asked to pull Item 4.A. and asked to abstain from voting on this item because he works for the San Diego County Office of Education. He also said if there would be discussion, he would like to recuse himself.

- A. Adopt Resolution in Support of High Tech Schools to be Certified by California Public Employee Relations Board as the Association Representing Nonmanagement Certificated Educators at High Tech Schools **2021-22.010**

Motion: UGARTE, Second: BUNKER

Vote: Ayes: BISHOP, BUNKER, UGARTE

Noes: NONE, Abstain: TAMAYO

- B. Approve Human Resources Item A

2021-22.011

Motion: UGARTE, Second: TAMAYO, Vote: UNANIMOUS

5. ADMINISTRATIVE ACTION ITEMS

*Administrative
Action Items*

- A. (1) Approve Option to Fill Board of Education Vacancy for Seat 5; and
(2) Approve Board of Education Vacancy Application (Seat 5)

Mr. Esquivel said as a result of the Board of Education Vacancy for Seat 5 there is a requirement an appointment be made within 60 days or a special election. July 14 is the start of the 60-day period and the end date would be Sunday, September 12. Information on Board Bylaw [9223] was provided in the agenda item as well as the option for a special election, and the vacancy application was included for review. President Bishop summarized the three options. Board Member Bunker said she prefers option 1 and asked that the committee make sure the applicants are eligible [for Board membership] and all applicants be interviewed at a Board meeting.

Board Member Tamayo said option 3 is too much money when there are other priorities and he could entertain option 1 or 2, but leaned more toward option 1.

Clerk Ugarte agreed with not having a special election. She leaned toward option 1 and appreciated that Board Member Bunker clarified the screening process would only be to make sure candidates are eligible and that all candidates would be interviewed at a Board meeting.

President Bishop agreed option 1 is the most transparent option and that it gives an opportunity to get a feel for them [candidates] in advance.

President Bishop asked Board members if they had additional questions to include in the application and how would they want the application to be viewed - public as part of the agenda or in a Board report? Board Member Tamayo said a subcommittee to review the applications to ensure they [applicants] are all qualified, looking for transparency to be posted as part of the [agenda] item would be good for those who will advance. Most of the questions are open and gets a window into each of the candidates and this will allow the public to see what kind of applicants are applying. He is pleased with the questions as presented. He would like to add more questions as part of the interview. Board Member Bunker also agreed. Clerk Ugarte said with regard to the interview, she would like to use a rubric because it increases the transparency for the candidates and community. She asked Southwestern College Board to provide some examples they have used in their search. The rubric would also be posted. President Bishop said she would like to add "background check" to the list of crimes [Agenda Item 5.A.] so applicants will know they will be subject to a background check. Mr. Esquivel introduced District Legal Counsel Dean Adams to address this. Mr. Adams said there is not authority that specifically permits the Board to perform a background check before the selection is made and that there should be a Board Bylaw that allows the District to do a background check when a successful candidate is identified. President Bishop clarified the background check would be done after appointment, and if something on the background check precluded them from serving at that time the process would have to be done again. Mr. Adams said potentially, yes, and if there was something that precluded membership they would be removed. If there is something that doesn't necessarily preclude membership, often the Board Bylaw would restrict access to campuses, etc.

President Bishop summarized that the Board likes the set of questions; a public rubric will be posted of what they are looking for in a Board Member candidate; a set of questions that will be asked of candidates at the meeting in question [date of special meeting had not been determined]; and making sure other candidates are located where they can't hear the interview questions being asked.

Mr. Esquivel clarified the vote was to approve [Agenda Item 5.A.] 1 and 2 and the interview process is a separate process. President Bishop said the application is a baseline and will be published in the agenda for the interview meeting.

Motion: BUNKER, Second: TAMAYO, Vote: UNANIMOUS

B. Craft and Approve Vacancy Timeline and Process for Selection/Appointment of Provisional Board Member for Seat 5

Mr. Esquivel shared now that option 1 had been approved, the timeline can be specific to include dates, etc. There was discussion regarding the timeline, when to advertise and for how long, and a deadline for submitting the application. August 9 was agreed as the due date for applications. President Bishop said a special meeting would need to be scheduled since August 9 is too close to the August 11 Board meeting date. Mr. Esquivel said selecting a committee, in a quorum, would be part of the timeline. President Bishop suggested Mr. Romero and two Board members. It was brought up that during oral communications, David [Bame] mentioned input from community and stakeholders with an internal survey to parent committees, principals. There was discussion about utilizing Thoughtexchange and Mr. Romero said Thoughtexchange would be a great option and could be set up easily. President Bishop suggested a presentation with the results from Thoughtexchange at the beginning of a [Board] meeting so everyone can see the results.

President Bishop reviewed the following timeline: July 27 advertise for a Board Member vacancy; August 9 applications due; concurrently put out Thoughtexchange to all District stakeholders for their input; form a committee with two Board Members and Mr. Romero. Board Member Tamayo nominated President Bishop and Clerk Ugarte, and both accepted. Include a presentation, by Human Resources on the outcome of Thoughtexchange, to be presented at the August 25 Special Board Meeting at 6 P.M. to consider the candidates.

In summary, start with Thoughtexchange, interviews will be in public, and then vote. Board Member Bunker asked to have the results from Thoughtexchange prior to the [August 25] meeting. It was recommended to include in a Board update prior to the meeting.

Motion: TAMAYO, Second: BUNKER, Vote: UNANIMOUS

C. Approve Process to Fill Superintendent Vacancy

President Bishop clarified nothing had been established to this point and this is when the process will be approved. Mr. Esquivel shared that Dr. Escobedo announced his retirement effective September 1. There are different models for finding a replacement and the process starts with Board members. President Bishop said she prepared a presentation and Board Members discussed the following process for the superintendent search:

Create a District Oversight Committee that will include two Board members, the Assistant Superintendent of Human Resources, and a representative from Risk Management. This committee will design a survey for Thoughtexchange, send the survey to all stakeholders and then create a list of attributes desired based on survey feedback.

Put together a Search Committee made up of teachers – [Chula Vista Educators] CVE president plus two elected reps; classified staff – [Chula Vista Classified Employees Organization] president plus two elected reps; Principal – one elected rep; District Office – one elected rep; Parents –

[District Advisory Committee] DAC president (or elected replacement); [District English Learner Advisory Committee] DELAC president (or elected replacement); [Parent-Teacher Association] PTA president (or elected replacement); [Black Learners Advisory Council] B-LAC – one elected rep; Special Education – one elected rep. The Oversight Committee will be responsible for ensuring that all elections occur fairly. The Search Committee will create a questionnaire based on survey results. Human Resources will put out a nationwide search and will run background checks and follow up on references. The Search Committee will meet for first paper screening to decide which candidates to interview and will put forward their top three to five (guideline) candidates for finalists. The Board interviews finalists and picks a new superintendent.

Board Members Bunker, Tamayo, and Clerk Ugarte said they would prefer a California search and not national. Board Member Bunker asked the [San Diego] County [Office of Education] be involved. Clerk Ugarte suggested EdJoin and President Bishop clarified the Human Resources department would utilize EdJoin. Mr. Romero said EdJoin is our widest network of connections. ACSA [Association of California School Administrators] also has a weekly publication where they list positions, CSBA [California School Boards Association], and contacting districts through social media. The goal is to build trust in hiring. Board Member Tamayo said he understands Human Resources to be our search firm and asked for clarification on the District Oversight Committee and the 13-person Oversight Committee. President Bishop explained the point of the Oversight Committee is to design the survey for Thoughtexchange and to make sure the different groups putting forward representation have duly elected them and not appointed them. Her hope is the 13-person Oversight Committee has a large enough pool from enough stakeholder groups so people feel represented. Any stakeholder can participate in the Thoughtexchange process. Board Member Tamayo said the model presented is a great start. He would like a timeline and presentation at the next Board meeting from Mr. Romero with the elements that were just stated by President Bishop. Mr. Romero replied it would be an honor to be part of this process. The goal will be to create a process that puts the trust in hiring but gives the District the ability to attract and retain the best candidates.

Board Member Bunker asked if the number of applicants (3-5) should be put forward as a percentage and Board Member Tamayo replied to look at the 3-5 as a guideline and not a rule. Mr. Esquivel asked President Bishop to review the process for recruitment of the superintendent for purposes of the minutes. Board Member Bunker suggested keeping Thoughtexchange separate for the Board vacancy and Superintendent. Board Member Tamayo said the motion should be to appoint the Human Resources Department to develop the timeline.

Motion: TAMAYO, Second: UGARTE, Vote: UNANIMOUS

President Bishop said there needed to be two Board members appointed to the Oversight Committee. Board Member Tamayo asked to wait on this for the

superintendent vacancy. President Bishop asked to have this added to the agenda with the presentation.

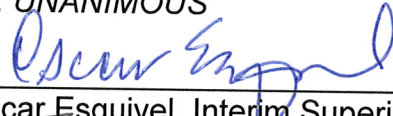
6. ADJOURNMENT

Adjournment

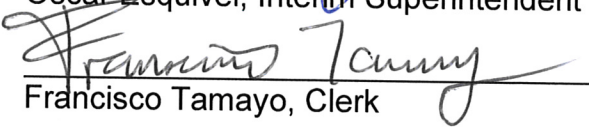
Prior to adjournment, Board Member Bunker shared she was concerned that parents and the community thought they [Board] were not being transparent. She said this was the first step [approve process]. She added there had been nothing to share so she hoped everyone understood the intention of the [Board] was to be clear each step of the way. President Bishop concurred with Board Member Bunker and asked that something be sent to stakeholders the next day about the exact process and framework decided on tonight. Timeline will be discussed at the meeting on August 11. Board Member Tamayo suggested waiting on framework until there is a timeline because he was concerned it might confuse people. President Bishop said the most possible information is better and people can ask questions. She added it could state this is the framework and the timeline will be established at the August 11 meeting. Mr. Esquivel said information could be provided about the action tonight, moving forward with a transparent process and this is the Board's intention and just the start of the process. Mr. Romero said at the Board meeting where the timeline is discussed, the process could be added to the timeline at the Board meeting. Any changes or recommendations can be made at that time.

President Bishop adjourned the meeting at 7:20 P.M.

Motion: BUNKER, Second: TAMAYO, Vote: UNANIMOUS



Oscar Esquivel, Interim Superintendent



Francisco Tamayo, Clerk

THE NEXT REGULAR MEETING OF THE BOARD OF EDUCATION OF THE CHULA VISTA ELEMENTARY SCHOOL DISTRICT IS SCHEDULED ON WEDNESDAY, AUGUST 11, 2021, AT 6 P.M.