AGENDA
AMADOR COUNTY UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
Wednesday, January 13, 2021
CLOSED SESSION at 3:30 PM and OPEN SESSION at 4:00 PM

Meeting Location: Amador County Building, 810 Court Street, Jackson, Remote meeting via Zoom for public access.

NOTE: Due to COVID-19 this meeting will be available to the public via Zoom and following the meeting recorded audio will be available on our website.
Zoom offers closed captioning during live conferences for disabled persons.
To access the meeting online join the Zoom meeting via
https://us02web.zoom.us/j/87430514487?pwd=QkRzeWJBc0hNYml3b3hYM09Ka3EzUT09
Meeting ID: 874 3051 4487
Passcode: 011321
One tap mobile
+16699009128,,87430514487#,,,,*011321#
Directions for accessing the meeting will also be included on our webpage with the meeting link. https://amadorcoe.org/minutes-agendas/

NOTE: A copy of the Board agenda and backup materials is available for inspection and review on the Amador County Unified School District Website at www.amadorcoe.org. An audio recording of the Board Meeting is made. If you are in need of a hard copy of the agenda, please email the Communication Specialist at demi.wright@acusd.org.

Board of Trustees meetings are meetings of the Board in public, as per the Brown Act open meeting law. All five Board Members may not have discussion outside an open meeting. This meeting is their opportunity to have discussion in order to conduct their business. Board Meetings are not meetings for the public to interact informally with the Board. Members of the public may speak formally to the Board by completing a speaker card and giving it to the Board Clerk or Communication Specialist.

If a person or group of persons disrupt the orderly conduct of a meeting, the legislative body has a right to order those persons removed from the meeting. If order still cannot be restored after removal of the individuals disrupting the meeting, members of the legislative body can order the room cleared and continue with the meeting.
(Government Code §54957.9; Penal Code §8403; Elections Code §18340; Acosta v. City of Costa Mesa (9th Cir. 2013) 718 F.3d 800; White v. City of Norwalk (9th Cir. 1990) 900F.2d 1421, 1425.)

OUR UNITY OF PURPOSE: We work as a cohesive Governance Team through discussions, actions and decisions that are thoughtful, respectful, and sensitive. We support one another in and away from the Board Room through active listening, vulnerability and honesty. We make policy decisions that ensure equitable support to increase student achievement and foster social, emotional, and physical well-being for all students.

OUR MISSION: Enriched by the diversity and deep traditions of our unique community, Amador County Public Schools will prepare, support, and inspire each student to achieve career and college success in a rapidly evolving world through highly engaging teaching, rigorous learning and innovative pathways supported by strong partnerships in a safe, caring and collaborative environment.

1.0 CALL TO ORDER

2.0 BOARD MEMBERS
   [ ] Kandi Thompson, Board President
   [ ] Deborah Pulskamp, Board Clerk

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(Government Code §54954.2)
3.0 ROLL TAKEN BY THE SECRETARY TO THE GOVERNING BOARD

4.0 PUBLIC COMMENTS ON CLOSED SESSION

5.0 CLOSED SESSION

5.1 Minutes 11-18-20
5.2 Negotiations - with ACTA and CSEA (Government Code §54950 and §54957) (Mr. Vicari)

6.0 RECONVENE TO OPEN SESSION/REPORT ON CLOSED SESSION

7.0 ADDITIONS/DELETIONS OR CORRECTIONS TO THE AGENDA

8.0 PLEDGE OF ALLEGIANCE

9.0 COVID-19 HEALTH AND SAFETY UPDATE

9.1 Report from Dr. Kerr, Amador County Public Health Officer
9.2 Report from Dr. Slavensky, Superintendent

10.0 PRESENTATION AND RECOGNITION

10.1 School Spotlight: Argonaut High School (Mr. Vicari)
School Spotlight will feature Argonaut High School with Principal Troy Gassaway. The presentation will provide an overview of the school’s unique attributes and outstanding accomplishments.

10.2 Resolution: ACUSD 20/21-011 School Boards Appreciation Month (Mr. Vicari)
This resolution declares the month of January as “School Boards Appreciation Month.”

11.0 EMPLOYEE ORGANIZATIONS

11.1 Amador County Teachers Association (ACTA) (Mr. Hunkins)
11.2 California School Employees Association (CSEA) (Ms. Cramer)

12.0 PUBLIC COMMENTS
Public comments regarding Discussion/Action Items will be addressed during this time. Due to Zoom limitations, all public comments should be addressed at this time. A person wishing to be heard by the Board shall first be recognized by the president and shall then proceed to comment as briefly as the subject permits. Individual speakers shall be allowed three minutes to address the Board on non-agenda items. The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the Board president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. The president may take a poll of speakers for or against a particular issue and may ask that additional persons speak only if they have something new to add. NOTE: If you wish to address the Board please complete a speaker card and give it to the Board Clerk or Communications Specialist.

13.0 CONSENT AGENDA
The Board of Trustees received these items under separate cover as an addendum. Public copy available during regular Board meeting and on the district website.

13.1 Minutes
13.1a Board Meeting 12-14-20

[Government Code §54954.2]
13.1b Special Board Meeting 1-5-21

13.2 Personnel (Mr. Vicari)
13.2a Current Personnel Recommendations
13.2b Memorandum of Understanding with Classified School Employees’ Association (CSEA)
13.2c Classified Substitute Schedule Update

13.3 Business (Mr. Critchfield)
13.3a Warrants issued between: 12/1/20 – 12/31/20
13.3b Authorization of Signatures

13.4 Educational Services (Mr. Snider)
13.4a Williams Quarterly Reports (October/November/December)

13.5 Donations
13.5a Plymouth Elementary School received a donation of $1,000 from Wilderotter Vineyard

13.6 Surplus
13.6a Jackson Junior High School - 3 Dell Towers, broken
Jackson Junior High School - 2 Cameras, broken
Jackson Junior High School - 1 Projector, broken
Jackson Junior High School - 1 Samsung TV, broken
Jackson Junior High School - 1 Smartboard, broken
Jackson Junior High School - 1 ASUS Computer, broken
Jackson Junior High School - 3 ACER Computers, broken

14.0 DISCUSSION/ACTION ITEMS
14.1 Teacher Induction Program and Overall Teacher Support Update – Discussion (Mr. Snider)
This report will serve as an update of the status of the induction program and support for all teachers of Amador County Public Schools. Participating in a two-year induction program is a requirement for all new teachers. We currently participate in Sacramento County Office of Education’s (SCOE’s) Teacher Induction Program, which meets both program and credentialing standards for the state of California.

14.2 AVID Update – Discussion (Mr. Snider)
AVID's mission is to close the achievement gap by preparing all students to succeed in education and global society. Regardless of their life circumstances, AVID students overcome obstacles and achieve success. They graduate and attend college at higher rates, but more importantly, they can think critically, collaborate, and set high expectations to confidently conquer the challenges that await them. AVID schools and educators are driving student success through engaging, rigorous, and student-centered learning environments.

14.3 Instructional & Information Technology (IT) Update – Discussion (Mr. Snider/Mr. Critchfield)
Since the COVID-19 pandemic began our teachers on special assignment and IT department have been working together to provide extra services for all students and staff. This discussion will provide an important update on the adopted curriculum, supplemental learning platforms, technology resource documents, grading & assessments, and privacy platforms.

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14.4 Appointment of Board Representative to the Amador County Recreation Association (ACRA) Board – Discussion/Action (Board President Thompson)
Amador County Recreation Association (ACRA) works to maximize recreational opportunities for all residents of Amador County through sustainable planning, financing, facilities operations, and programs. In October 2003, the Amador County Recreation Agency (ACRA) was formed as a joint powers authority consisting of Amador County; the Amador County Unified School District; the cities of Amador City, Ione, Jackson, Plymouth, and Sutter Creek; and the Community Services Districts for Volcano and Camanche. Together, these agencies represent the recreation needs in the County.

14.5 California School Boards Association (CSBA) Recommended Board Policy Updates – Discussion/Action (Mr. Vicari)
Policy updated to recognize the importance of employee political activity, voting, and civic engagement, and reflect Pickering v. Board of Education Township High School District regarding the prohibition against dismissing or demoting an employee due to engagement in constitutionally protected political activity. See BP 4119.25/4219.25/4319.25

14.6 California School Boards Association (CSBA) Recommended Board Policy Updates – Discussion/Action – Discussion/Action (Mr. Snider)
Policy updated to reflect NEW LAW (AB 908, 2020), regarding the approval of student requests for work permits.

14.7 Executive Search Firm for Superintendent Search Process – Discussion/Action (Board President Thompson)
On January 5, 2021, Dr. Slavensky announced her retirement, to be effective June 30, 2021. It is best practice in public school education to contract with an executive search firm to facilitate a process for the search, recruitment, broad based stakeholder input, paper screening, interviewing, and hiring of the next superintendent.

15.0 REPORTS
15.2 Financial Update (Mr. Critchfield)
15.3 Report from Superintendent (Dr. Slavensky)
15.4 Reports and Remarks from Board Members

16.0 NEXT MEETING
ACUSD Regular Meeting: Wednesday, January 27, 2021, tentatively scheduled to be held at the Amador County Administration Building, 810 Court St., Jackson, CA. Open Session will tentatively start at 3:30 PM.

14.0 ADJOURNMENT
* The Amador County Unified School District complies with the Americans with Disabilities Act. Should you require special accommodations, or more information about accessibility, please contact the Superintendent’s Office by calling (209) 257-5353. All efforts will be made for reasonable accommodations.

* Any writings or documents that are provided to the governing board in open session will be made available for public inspection at the meeting or at the Amador County Public Schools District Office located at 217 Rex Avenue, Jackson, CA during normal business hours. Please note that business hours have changed due to COVID-19. If you are need of a hard copy of the agenda, please email the Communication Specialist at demi.wright@acusd.org

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[Government Code §54954.2]
AGENDA ITEM #: 10.2b

SUBJECT: Resolution ACUSD 20/21-011: School Boards Appreciation Month

BACKGROUND INFORMATION:
January honors important work of school board members. School boards are engaged in the most direct form of democracy we have in the United States. It is essential that California recognize the critical work that school boards are doing and support them in their efforts to provide all students with a high-quality education that prepares them for success in college, career and civic life.

FISCAL IMPLICATIONS:
None

RECOMMENDATION:
The Superintendent recommends approval of this resolution declaring January as School Boards Appreciation Month.

PRESENTED BY:
Dave Vicari, Assistant Superintendent, Human Resources
BEFORE THE BOARD OF TRUSTEES OF
AMADOR COUNTY UNIFIED SCHOOL DISTRICT
COUNTY OF AMADOR, STATE OF CALIFORNIA

RESOLUTION NO. ACUSD 20/21-011
RECOGNITION OF SCHOOL BOARDS APPRECIATION MONTH

WHEREAS, School Boards Appreciation Month has been designated as the month of January; and

WHEREAS, School Board Members perform critical work to provide all students with a high-quality education that prepares them for success in college, career and civic life; and

WHEREAS, School Board Members take on leadership responsibilities away from the classroom including decision-making and direction on budgets, responding to natural disasters, staffing, facilities upkeep and development, food services for kindergarteners through high schoolers, sports programs and other issues; and

WHEREAS, School Board Members attend board workshops, trainings and meetings that often run late into the night, with feedback from the community and scrutiny from the media; and

WHEREAS, School Board Members aid in the establishment of educational standards and benchmarks, and by providing important oversight at the local level and;

WHEREAS, School Board Members provide community leadership on educational issues and advocate on behalf of students and public education at the local, state and federal levels;

WHEREAS, the Amador County School District Board of Trustees is committed to working as a cohesive Governance Team through discussions, actions, and decisions that are thoughtful, respectful, and sensitive, and to supporting one another in and away from the Board Room through active listening, vulnerability, and honesty, and to making policy decisions that ensure equitable support to increase student achievement and foster social, emotional, and physical well-being for all students;

NOW, THEREFORE, BE IT RESOLVED, by the Board of Trustees of the Amador County Unified School District, that the Amador County Unified School District recognizes our School Board Members for School Boards Appreciation Month, January, 2020.

BE IT FURTHER RESOLVED, that this resolution be distributed to all schools in the district.

Kandi Thompson                      Deborah Pulskamp
President, Board of Trustees        Clerk, Board of Trustees
MINUTES
AMADOR COUNTY UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES
Monday, December 14, 2020
OPEN SESSION at 3:30 PM

Meeting Location: Amador County Building, 810 Court Street, Jackson, Remote meeting via Zoom for public access.

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https://us02web.zoom.us/j/84097090065?pwd=TEMrUSt5U3FHWlR0UnY0ZU5BbVA4dz09

Meeting ID: 840 9709 0065
Passcode: 121420
One tap mobile
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1.0 CALL TO ORDER 3:35 PM

2.0 BOARD MEMBERS
[X] Kandi Thompson
[X] Deborah Pulskamp

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3
3.0 **ROLL TAKEN BY THE SECRETARY TO THE GOVERNING BOARD**

4.0 **ADDITIONS/DELETIONS OR CORRECTIONS TO THE AGENDA**
Superintendent Slavensky noted that Past Board President Ross requested a correction to her final board report to include her name or signature for the minutes (agenda item 13.1a). Item 13.2c was pulled as it was not ready for board action.

5.0 **PLEDGE OF ALLEGIANCE**
Mr. Vicari led the pledge.

6.0 **OATH OF OFFICE: NEW ACUSD/ACOE BOARD OF TRUSTEES MEMBERS**
Amador County Clerk/Recorder Ms. Kimberly L. Grady administered the oath of office.
6.1 Julia Burns
6.2 James Whitaker

7.0 **COVID-19 HEALTH AND SAFETY UPDATE**
7.1 Report from Dr. Kerr, Amador County Public Health Officer
Dr. Kerr provided an update on the status of the COVID-19 pandemic in Amador County. (See the complete transcript of Dr. Kerr’s comments on pages 9 and 10 of this board packet.)

7.2 Report from Dr. Slavensky, Superintendent
Dr. Slavensky provided an update on the status of the COVID-19 pandemic related to the schools. (See the complete transcript on pages 11 through 13 of this board packet.) Mr. Critchfield provided additional attendance information. You can find the attendance document on our webpage: https://amadorcoe.org/minutes-agendas/.

8.0 **ELECTION OF OFFICERS/BOARD ANNUAL ORGANIZATIONAL MEETING**
8.1 President
Board Member Marzano nominated Board Clerk Thompson for Board President. Board Member Whitaker seconded the nomination. Board Member Pulskamp and Board Member Burns voted no. Board Member Pulskamp noted that she respects Board Clerk Thompson’s dedication but feels that in some cases Board Clerk Thompson has let her personal feelings interfere with decision making and is not 100% comfortable with her speaking for the Board when her emotions are high. Board Member Burns voted no because she is also concerned with personal conflicts in doing this work. **The motion passed 3-2.**

8.2 Clerk
Board President Thompson nominated Board Member Marzano, and the motion was not seconded. Board Member Burns nominated Board Member Pulskamp. Board Member Pulskamp accepted and seconded the nomination. Board Member Marzano voted no noting that he respects the position she holds in her professional life and feels she cannot dedicate 100% to the Board. **The motion passed 4-1.**

9.0 **APPOINTMENT OF SECRETARY TO THE GOVERNING BOARD**
9.1 Amador County Unified School District – Secretary
Superintendent Slavensky was nominated by Board President Thompson and seconded by Board Clerk Pulskamp. The motion passed 5-0.

10.0 PRESENTATION AND RECOGNITION
10.1 School Spotlight: North Star Independent Study School (Mr. Vicari)
School Spotlight featured North Star Independent Study School with Principal Kelly Hunkins. The presentation provided an overview of the school’s unique attributes and outstanding accomplishments.

11.0 EMPLOYEE ORGANIZATIONS
11.1 Amador County Teachers Association (ACTA) (Mr. Hunkins)
Mr. Cameron Duggan, teacher at Argonaut High School spoke on behalf of ACTA, expressing concerns about the recent pandemic-related grading scale adjustment. A recording of Mr. Duggan’s speech can be found on our webpage here: https://amadorcoe.org/wp-content/uploads/GMT20201214-224726_ACUSD-ACOE_04_02.mp3

11.2 California School Employees Association (CSEA) (Ms. Cramer)
There was no speaker from CSEA.

12.0 PUBLIC COMMENTS
Public comments regarding Discussion/Action Items will be addressed during this time. Due to Zoom limitations, all public comments should be addressed at this time. A person wishing to be heard by the Board shall first be recognized by the president and shall then proceed to comment as briefly as the subject permits. Individual speakers shall be allowed three minutes to address the Board on non-agenda items. The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the Board president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. The president may take a poll of speakers for or against a particular issue and may ask that additional persons speak only if they have something new to add. NOTE: If you wish to address the Board please complete a speaker card and give it to the Board Clerk or Communications Specialist.

There were no public comments.

13.0 CONSENT AGENDA
The Board of Trustees received these items under separate cover as an addendum. Public copy available during regular Board meeting and on the district website. Board Member Whitaker requested to pull item 13.1a as he did not attend the meeting and was not comfortable voting on the minutes. Board Member Whitaker motioned to approve the consent agenda with items 13.1a and 13.2c items pulled. Board Member Marzano seconded the motion. The motion passed 5-0. Board Member Marzano motioned to approved Item 13.1a. Board Clerk Pulskamp seconded the motion. The motion passed 3-0, with Board Members Whitaker and Burns abstaining.

13.1 Minutes
13.1a Board Meeting 11-18-20

13.2 Personnel (Mr. Vicari)
13.2a Current Personnel Recommendations
13.2b Memorandum of Understanding with California School Employees Association (CSEA) Unit 239 One Time Compensation During COVID-19
13.2c Memorandum of Understanding with Amador County Teachers Association (ACTA)

13.3 Business (Mr. Critchfield)
13.3a Warrants issued between: 11/1/20 – 11/30/20
13.3b Budget Development Calendar 2020-21

13.4 Surplus

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[Government Code §54954.2]
13.4a Sutter Creek Elementary School – 10 Chromebooks, Broken
Sutter Creek Elementary School – 1 Dell Laptop, Broken
Sutter Creek Elementary School – 16 Meridian Phones, Broken
Independence High School – 2 File Cabinets, Broken
Sutter Creek Primary – 1 Motorola Radio, Broken
Sutter Creek Primary – Dell Monitor & Keyboard, Broken

13.5 **Miscellaneous**
13.5a Board Meeting Calendar 2021-22

14.0 **DISCUSSION/ACTION ITEMS**

14.1 **First Interim Budget Revisions – Discussion/Action (Mr. Critchfield)**
These budget revisions reflect additions and reductions for the 2020-2021 Budget since the Budget Adoption in June 2020. The main revisions are related to the placement of carryover, deferred revenue and their related expenditures. The full discussion is [here](#). Board Member Marzano motioned to approve agenda item 14.1. Board Clerk Pulskamp seconded the motion. The motion passed 5-0.

14.2 **First Interim Budget Certification 2020-21 – Discussion/Action (Mr. Critchfield)**
Education Code Section 35035 requires two Interim Budget Reports during each fiscal year, one for the period through October and another through January. Board Member Marzano motioned to accept the First Interim Budget Certification as positive. Board Clerk Pulskamp seconded the motion.
The motion passed 5-0.

14.3 **2020-2021 Budget Overview for Parents – Discussion/Action (Mr. Snider)**
California Education Code (EC) Section 52064.1 requires each school district, county office of education (COE), and charter school to develop the Local Control Funding Formula (LCFF) Budget Overview for Parents in conjunction with the LCAP by July 1 of each year. Senate Bill (SB) 98 added EC Section 43509, which changed the adoption date for the Budget Overview for Parents for the 2020-21 school year. For 2020-21, local governing boards are required to adopt and submit the Budget Overview for Parents on or before December 15, 2020, in conjunction with the LEA’s First Interim Budget Report. Board Clerk Pulskamp motioned to approve agenda item 14.3. The motion was seconded by Board Member Marzano. The motion passed 5-0.

14.4 **Public Hearing: 2019-20 Developer Fee Report – Discussion (Mr. Critchfield)**
Per Government Code sections 66001(d) and 66006(b), the District is required to report annually to the Board and the public on the Developer Fee Fund. As per statute, the Resolution and any exhibits are provided for the Board and the Board is informed that the time and place of the adoption meeting was mailed at least 15 days prior to the approval meeting to anyone who has requested the report. Board President Thompson opened the public hearing at 6:33 PM. There were no public comments. Board President Thompson closed the public hearing at 6:34 PM.

14.5 **Developer Fee Resolution & Report – Discussion/Action (Mr. Critchfield)**
Per Government Code sections 66001(d) and 66006(b), the District is required to report annually to the Board and the public on the Developer Fee Fund. As per statute, the Resolution and any exhibits are provided for the Board and the Board is informed that the time and place of the adoption meeting was mailed at least 15 days prior to the approval meeting to anyone who has requested the report. Board Member Marzano motioned to approve agenda item 14.5. Board Clerk Pulskamp seconded the motion. The motion passed 5-0.

14.6 **Public Hearing – 2020-21 Education Protection Account (EPA) Spending Determination – Discussion (Mr. Critchfield)**
Pursuant to Article XIII, Section 36 of the California Constitution, ACUSD is required to hold a Public Meeting to determine how moneys received from EPA are spent in the schools. The Education Protection Account is not new funding. New revenues generated from Proposition 30 and Proposition 55 are deposited into a state account called the Education Protection Account. School Districts will receive funds from EPA based on their proportionate share of statewide Local Control Funding Formula amount. A corresponding reduction is made to the District’s Local Control Funding Formula funding to equal the amount of their EPA entitlement.

Board President Thompson opened the public hearing at 6:43 PM. There were no public comments. Board President Thompson closed the public hearing at 6:44 PM.

14.7 Resolution – 2020-21 Education Protection Account (EPA) Spending Determination – Discussion/Action (Mr. Critchfield)
Pursuant to Article XIII, Section 36 of the California Constitution, ACUSD is required to hold a Public Meeting to determine how moneys received from EPA are spent in the schools. The Education Protection Account is not new funding. New revenues generated from Proposition 30 and Proposition 55 are deposited into a state account called the Education Protection Account. School Districts will receive funds from EPA based on their proportionate share of statewide Local Control Funding Formula amount. A corresponding reduction is made to the District’s Local Control Funding Formula funding to equal the amount of their EPA entitlement. Board Member Whitaker motioned to approve agenda item 14.7. Board Clerk Pulskamp seconded the motion. The motion passed 5-0.

14.8 California Air Pollution Control Officers Association (CAPCOA) Grant – Discussion/Action (Mr. Critchfield)
The District has been approved for a $400,000 grant from California Air Pollution Control Officers Association (CAPCOA) to purchase a brand new electric school bus. This grant will cover the purchase of the school bus, as well as the infrastructure for a charging station. Board Member Marzano motioned to approve agenda item 14.8. Board Clerk Pulskamp seconded the motion. The motion passed 5-0.

15.0 REPORTS
15.1 Report from Superintendent (Dr. Slavensky)
Dr. Slavensky did not provide an additional report, and referred to her item 7.2 report. In response to questions and comments earlier in the meeting, Dr. Slavensky stated that the district is being proactive in handling suicide prevention training and shared that a zoom training is scheduled for all staff this week.

15.2 Reports and Remarks from Board Members
Student Board Member McMahen said, “It is disheartening how many challenges we are facing but we know it is impossible to avoid right now. It’s easy for the community to be at odds right now and it’s hard to work together. There is a general sadness, and teenagers have bigger issues than adults realize. It is hard to get things done and feel fulfilled right now. We are in a tough situation but I’m glad that everyone is trying so hard.”

Board Clerk Pulskamp stated, “I would just like to say that a lot of time I try to give teacher perspective but when I make a vote, I am voting for kids. When I speak for teachers, when teachers are stressed and not able to teach at their full ability, it does not benefit students.” She shared that she is always thinking about the kids and their relationships with the adults at school, who are their role models.
Board Member Whitaker echoed Board Clerk Pulskamp’s thoughts. He stated that he is here for the kids and wants what is best for them. He also stated that if you have an upset teacher, they are not going to do a good job at work that day. He wished everyone a good reset and vacation during the holiday break.

Board Member Marzano stated he was planning on speaking about suicide and mental health but wanted to share instead that the Buena Vista Rancheria Community Fund Scholarship will give ten seniors a $500 scholarship. To enter, students need to tell about their experience as a senior during the pandemic and what they plan on doing after graduation. Applicants can write a letter or submit a video to Lashawn@buenavistatrib.com. Board Member Marzano said he appreciates Mr. Snider providing the suicide awareness training opportunity.

Board Member Burns stated she is very happy to be on this school board. She said, “I am a product of this school district and believe in the work of this district. It does good work and makes amazing kids and adults.” She also expressed that she would occasionally disagree with the way the board voted and expects to learn so much over the next four years. She said she looks forward to getting to know everyone and working together. She also expressed concern about how sometimes we forget how to really offer useful support to parents and families who struggle.

Board President Thompson thanked those who voted for her to be Board President. She stated, for those who didn’t, she will put her heart and soul into this role. She said, “I feel ready for the role and understand concerns. I was born and raised in this community and know the difficulties and also the wonderful nature of this community and I am passionate but we are so blessed to live in this area. I am hopeful that I can change your mind as we go along.” She referred to our Health and Safety Plan and asked if other districts were working on a mental health plan. She asked how we could create one moving forward for parents and students in the future. Mr. Snider responded that a full section of the Learning Continuity Plan is devoted to social-emotional health for students and staff. Board Clerk Thompson stated that parents are concerned and suggested a handbook to provide to parents. Dr. Slavensky noted that her guest commentary in last Friday’s Ledger Dispatch was about the social-emotional wellness work happening in the schools. Board President Thompson shared about attending the CSBA Virtual Board Convention and looks forward to attending Board Walks (school visits) soon.

16.0 NEXT MEETING
ACUSD Regular Meeting: Wednesday, January 9-13, 2021, tentatively scheduled to be held at the Amador County Administration Building, 810 Court St., Jackson, CA. Open Session will tentatively start at 3:30 PM.

17.0 ADJOURNMENT 7:07 pm

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I appreciate the opportunity to update the board and our community for those who are watching remotely, on the COVID-19 situation in Amador County and I will be giving another report tomorrow morning to the Amador County Board of Supervisors. But, as of last evening, the Amador resident confirmed case count is at 724 and the active cases, that means those that are still in isolation, as of last evening, is 188. Cases are released from isolation when they are no longer contagious.

Amador County’s tier assignment on the State’s blueprint for reopening framework is currently purple. Which is the widespread tier and Amador County along with the rest of the State of California, and our Nation, has been experiencing a surge in COVID-19 cases over the past few weeks which has accelerated since the Thanksgiving holiday.

To illustrate, I will go over case count by episode. An episode date is the date that symptoms started or the positive test was collected, for those who don’t have symptoms, whichever is earlier. That is really the date that the case can first be known to have had COVID-19. So, for the week before Thanksgiving in Amador County we tallied 51 case episodes, the week of Thanksgiving, November 22nd through 28th we tallied 69 case episodes. The week following Thanksgiving, November 29th through December 5th, 145 case episodes, and so far, for the week of December 6th through 12th, which we just finished, we have tallied 71 case episodes but we expect that number to go up. We are actively counting and investigating at least 20 more with case episode dates that correspond by their lab date during that time period. We do sometime see a short lag in that test results of several days before results come in and then there are those who wait several days after their symptom onset before even going to be tested that may have back dated episode dates when we finally do the case investigation.

The current Amador County test positivity rate, excluding inmates, has increased to 8.4%. With an average number greater than 200 tests per day, over a seven-day period, with a seven-day lag, that that data metrics reflects. So that is into the purple tier now as well in addition to our case count in the purple tier. Weeks tier assignment is based on the higher of the two indicators – the test positivity rate or the case rate, and the more restrictive of the two metrics lead to our tier assignment.

Amador County was moved to the most restrictive purple tier last Tuesday and will remain in the purple tier for our assignment this week. In addition, the surge in cases has been impacting and straining hospital capacity State wide and really Nationwide. The State implemented a threshold of Regional staffed intensive care units’ capacity for adults falls below 15%, that is a trigger to fall into a more restrictive stay at home order. Amador County is included in the greater Sacramento region, that is the area where any Amador County resident who needed critical care would be referred, usually into Sacramento or Roseville hospitals. Last Wednesday the greater Sacramento region Intensive Care Unit adult bed capacity fell below 15% triggering the regional stay at home order that went into effect in
Amador County at 11:59PM on Thursday, December 10th. That order will remain in place for at least three weeks, which will take us to the New Year, and then will be reassessed on a weekly basis thereafter to indicate whether or not ICU capacity has gone back above 15%, lifting that order. At that point, whatever tier any given County is in, will be the tier they are placed in, coming out of that more advanced stay at home order.

Regarding testing, Amador County Public Health facilitated screening tests for school site staff the week before school opened and all staff that tested that first round returned negative at that initial round of testing. A second round of testing was collected on December 2nd the week after Thanksgiving and one school staff member tested positive on that round. Public Health and school officials collaborate on contact tracing for positive cases among staff and students, wherever those come from and I just want to mention a third round of testing is scheduled to be offered to school staff this coming Friday December 18th. To date, contact tracing of school related cases have not confirmed any contacts from a school site that have converted to positive cases. All close contacts are advised to get tested during quarantine, at 5-7 days after exposure, or anytime during quarantine if they develop symptoms. As of today, no close contacts of school related cases have become positive.

Public Health has been coordinating with the school nurses to ensure that students and staff who have symptoms, as well as those who are on isolation or quarantine are not onsite at school campuses. It is very important in order for schools to stay open, that anyone who is sick, even with a mild symptom, stays home.

During our routine contact tracing calls, Public Health frequently hears stories from people who tested positive but didn’t think their mild symptoms could be COVID-19. Often they believe they have allergies, a cold, or in some cases if they have gastrointestinal symptoms, they think they ate something that didn’t agree with them. Although the symptoms and course of illness may be mild for that individual, they are at risk for spreading COVID-19 to others who may be more vulnerable to severe illness if they continue to work, attend school, or interact with others while they are contagious.

Consistently practicing the proper use of face coverings, maintaining physical distance at east 6-feet from others and frequent hand hygiene are all crucial to continue to minimize the risk of virus spread. With the holidays coming up, I want to remind you that many of the cases that we have confirmed since Thanksgiving are linked to family clusters and social gatherings. When people get together with their close friends and loved ones they tend to let their guard down – not wearing face coverings and not maintaining physical distancing. It is important that whenever you are mixing with others outside your own household, you continue to take those risk reduction measures. Travel also carries a higher risk of exposure to COVID-19. Non-essential travel should be avoided and those who must travel out of state should quarantine for 14-days after returning home.
COVID-19 Update from Dr. Slavensky
12.14.2020

I would like to provide the following update regarding health and safety matters related to our employees and our students.

STAFFING

Last week, Thursday and Friday staff absences ranged from 47 to 54 employees. This includes both classified and certificated employees.

As of today:

- Total number of positive COVID tests for staff (8) and students (37) who are/were required to isolate = 45. This is up 5 from Friday – 3 days ago.
- Total staff (13) and students (135) who've had close contact and are/were required to quarantine for 14 days = 148. This is up 33 from Friday.
- Staff impacted = 21
- Students impacted = 172

These numbers are updated daily on our public webpage and social media.

When staff show any symptoms of illness, they are required to stay home. This is different from how most of us in education have operated over the years. Sometimes when we have a head ache, sore throat or sniffle, we still come to work. Due to COVID, we cannot do this. This has contributed to more staff absences, too.

Those who are able to come to work, are running ragged to keep up and cover all the bases. I see it when I visit the schools. I see it in their eyes and I hear it in their voices. We all want all of our students on campus AND it is very difficult to do while following the CDC and CDPH guidelines with limited staff.

Our HR office is working hard to secure substitutes and is very challenged to do so as many people are declining jobs citing that it is not safe for them to come to work during COVID – even with the rate increase for guest teachers from $110/day to $175/day.

STUDENT ATTENDANCE

Last Thursday, attendance on school campuses was down 85 students compared to the same cohort number on Monday. (This is a correction from a number previously reported to the Board.)
Last Friday, attendance on school campuses was down 116 students compared to the same cohort number on Tuesday.

58% of all students attended school on campus last Mon/Tues. 53% of all students attended school on campus last Thurs/Fri. I’ve asked Jared to share a few more related numbers with you.

The elementary DL program serves 362 of 1,863 total elementary students. The wait list has grown to a total of 138 students with 74 still waiting. (23% in or desiring DL.)

Recently, Dr. Kerr made a statement on the radio that medical experts and health professionals have said that school is the best and safest place for students to be – as long as the health and safety guidelines can be followed. It is clear, with limited and dwindling staff, this is a growing challenge.

Based on this information, charged with the responsibility to protect the safety of all staff and students, I invoked BP 2210 and used my authority to temporarily move to distance learning for all schools beginning today, Monday, December 14th.

For reference, BP 2210 states: "In any situation in which immediate action is needed to avoid any risk to the safety or security of district students, staff, or property or disruption to student learning, the Superintendent or designee shall have the authority to act on behalf of the district. As necessary, the Superintendent or designee shall consult with other district staff, including the legal counsel and/or the chief business official, regarding the exercise of this authority. The Superintendent or designee shall notify the Board as soon as practicable after he/she exercises this authority."

All of these steps were taken.

Additionally, one may ask why a special board meeting was not called for the Board to discuss this and make a decision.

BB 9320 states: "Special meetings of the Board may be called at any time by the presiding officer or a majority of the Board members."

President Ross did not see a need to call a special meeting.

As per guidance from CSBA, it is the duty of the Superintendent to poll the members of the Board to determine if there is a majority to support a special meeting. I polled the members of the Board, and there was not a majority to support a special meeting.

The plan is to return to hybrid learning the first week of January following winter break, pending the District’s ability to improve staffing support. This will give our staff time to communicate and strengthen our ability to sufficiently staff hybrid when we return in January. It will be “all hands on deck” with district administrators – including myself – substituting in classrooms as needed.
I would like to invite any all folks to come work with us, too. In fact, I urge members of our community to be part of the solution. If you have a bachelor’s degree, can you devote one day a week to being a guest teacher? All others, would you like to volunteer to help in other ways at our schools?

We also want to make sure we allow enough time for families and teachers to adjust their plans as we know it is difficult to change schedules on short notice. So we will confirm with families and staff as soon as possible about our date to resume in-person learning in the hybrid model.

The good news is that we understand from Dr. Kerr that we can pivot back to hybrid with no constraints or special compliance circumstances.

Flexibility and adaptability continue to be critical … new mask requirement (11/16), new Cal OSHA requirements (12/10)

BP 2210 also states: “The Board president and the Superintendent shall schedule a review of the action at the next regular Board meeting. If the action indicates the need for additions or revisions to Board policies, the Superintendent or designee shall make the necessary recommendations to the Board.”

In closing, I’d like to read a few lines from an article from AASA called “What Can Educators Expect When Students Return to School?” …. We are committed to this work for both our staff and our students.

This now is an opportunity for the Board to review and discuss this action.
MINUTES
AMADOR COUNTY UNIFIED SCHOOL DISTRICT
BOARD OF TRUSTEES

SPECIAL MEETING
Tuesday, January 5, 2021
CLOSED SESSION 3:30 PM OPEN SESSION 4:00 PM

Meeting Location: 100% Zoom

NOTE: Due to COVID-19 this meeting will be available to the public via Zoom and following the meeting recorded audio will be available on our website. Zoom offers closed captioning during live conferences for disabled persons. To access the meeting online join the Zoom meeting via https://us02web.zoom.us/j/85905553092?pwd=OWFYc0w1YUZDNkdMTHlRZFl0N2z0z09

Meeting ID: 859 0555 3092
Passcode: 10521
One tap mobile
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Directions for accessing the meeting will also be included on our webpage with the meeting link. https://amadorcoe.org/minutes-agendas/

NOTE: A copy of the Board agenda and backup materials is available for inspection and review on the Amador County Unified School District Website at www.amadorcoe.org. An audio recording of the Board Meeting is made. If you are in need of a hard copy of the agenda, please email the Communication Specialist at demi.wright@acusd.org.

Board of Trustees meetings are meetings of the Board in public, as per the Brown Act open meeting law. All five Board Members may not have discussion outside an open meeting. This meeting is their opportunity to have discussion in order to conduct their business. Board Meetings are not meetings for the public to interact informally with the Board. Members of the public may speak formally to the Board by completing a speaker card and giving it to the Board Clerk or Communication Specialist.

If a person or group of persons disrupt the orderly conduct of a meeting, the legislative body has a right to order those persons removed from the meeting. If order still cannot be restored after removal of the individuals disrupting the meeting, members of the legislative body can order the room cleared and continue with the meeting. (Government Code §54957.9; Penal Code §8403; Elections Code §18340; Acosta v. City of Costa Mesa (9th Cir. 2013) 718 F.3d 800; White v. City of Norwalk (9th Cir. 1990) 900F.2d 1421, 1425.)

OUR UNITY OF PURPOSE: We work as a cohesive Governance Team through discussions, actions and decisions that are thoughtful, respectful, and sensitive. We support one another in and away from the Board Room through active listening, vulnerability and honesty. We make policy decisions that ensure equitable support to increase student achievement and foster social, emotional, and physical well-being for all students.

OUR MISSION: Enriched by the diversity and deep traditions of our unique community, Amador County Public Schools will prepare, support, and inspire each student to achieve career and college success in a rapidly evolving world through highly engaging teaching, rigorous learning and innovative pathways supported by strong partnerships in a safe, caring and collaborative environment.

1.0 CALL TO ORDER  3:31pm
2.0  BOARD MEMBERS
[X]  Kandi Thompson – Board President
[X]  Deborah Pulkamp – Board Clerk
[X]  James Marzano
[X]  Julia Burns
[X]  James Whitaker
[X]  Ian McMaham, Amador High School, Student Board Member
[ ]  Kate Johnson, Argonaut High School, Student Board Member

3.0  ROLL TAKEN BY THE SECRETARY TO THE GOVERNING BOARD

4.0  PUBLIC COMMENTS ON CLOSED SESSION
There were no public comments.

5.0  CLOSED SESSION
5.1  Superintendents Contract (Government Code §54957) Title: Amador County Unified School District Superintendent (Board President Thompson)

6.0  RECONVENE TO OPEN SESSION/REPORT ON CLOSED SESSION
Board President Thompson reported that the Board had discussion about the Superintendent’s Contract and stated that the Superintendent would like to make some comments. Superintendent Slavensky announced her retirement from Amador County Unified School District, effective June 30, 2021. The full announcement is posted here.

7.0  ADDITIONS/DELETIONS OR CORRECTIONS TO THE AGENDA
Dr. Slavensky noted that agenda items 6.0, 7.0 and 8.0 were accidentally omitted from the agenda and should be added.

8.0  PLEDGE OF ALLEGIANCE
Dr. Slavensky led the pledge.

69.0  PUBLIC COMMENTS
Public comments regarding Discussion/Action Items will be addressed during this time. Due to Zoom limitations, all public comments should be addressed at this time. A person wishing to be heard by the Board shall first be recognized by the president and shall then proceed to comment as briefly as the subject permits. Individual speakers shall be allowed three minutes to address the Board on non-agenda items. The Board shall limit the total time for public input on each item to 20 minutes. With Board consent, the Board president may increase or decrease the time allowed for public presentation, depending on the topic and the number of persons wishing to be heard. The president may take a poll of speakers for or against a particular issue and may ask that additional persons speak only if they have something new to add. NOTE: If you wish to address the Board please complete a speaker card and give it to the Board Clerk or Communications Specialist.

Marshall Wilson, student at Amador High School, spoke about concerns related to distance and hybrid learning. Marshall said that there is no way to make everyone happy but stressed the importance of being consistent. Marshall shared from an arts perspective, it is hard to plan a show, practice band, and complete art projects if you are unsure if you will be in-person or able to work as a class. Marshall also shared that this has been very hard on students’ mental health.

Scott Wagner, parent, believes in opening the schools as much as possible. He commented about studies showing that transmission of the virus in schools is minimal and he hopes that is considered now.

Christina Cardenas, classified employee, thanked Superintendent Slavensky for her service to the county.

Frankie Dolman, parent, thanked the special education staff but shared her concerns about sending children with sensory issues back to school. She asked that we do not group special education students in the same category as general education students, and states she does not feel it is safe enough for special education teachers to be in the classroom with students while COVID case counts continue to rise in Amador County.

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Lindsey Ferguson, mother of three students, believes the back and forth from distance learning to hybrid has diminished the importance of education for Amador students. She stated that she believes families should have the right to choose how their students receive an education.

710.0 DISCUSSION/ACTION ITEMS

710.1 Safe Reopening of Schools – Discussion/Action (Dr. Slavensky)
Following the ACUSD Health and Safety Plan and the ACUSD Phased School Reopening Plan, school campuses opened to in-person learning in a hybrid model on November 16, 2020. Due to safety concerns associated with staffing challenges largely due to COVID-19 concerns (i.e., absences due to positive tests/isolation and close contact/quarantine, unfilled vacancies with limited applicants, and limited substitutes willing/able to work), schools returned to distance learning on December 14, 2020. Schools are scheduled to return to in-person learning in a hybrid model on January 7, 2021. Board President Thompson opened the discussion asking each board member to share their comments.

Board Clerk Pulskamp shared she has been a public school teacher for 25 years and until now, she has supported students being in school. She said she has seen how much better students perform in person and in a classroom. However, she no longer supports this decision and believes that COVID numbers have affected the health and safety of our students, and the quality of education. Board Clerk Pulskamp believes a teacher in full distance learning provides a better education than what we have been experiencing in the hybrid model due to staffing challenges related to teacher and staff absences, and the need to use many substitutes.

Board Member Whitaker expressed concern about the doubling of cases in Amador County, and cited 99 positive cases of people under the age of 18. Looking at district information, he stated he is not confident in the number of hires compared to the number of sick staff. He stated having teachers and students be as safe as possible is important and students need to be able to learn. Board Member Whitaker shared that he feels torn in each direction.

Board Member Marzano stated he understands both sides of the issue but is a firm believer that students need to be in school. He said he is concerned with the distance learning that is currently being offered, specifically the quality of education and the ability to send students out to be competitive in the real world. He expressed concern about being a small district with fewer resources leading to our students already being behind the competition. Board Member Marzano believes it is important for students’ mental health to be in the classroom.

Board Member Burns expressed concern and believes that everyone wants consistency with the learning model. Board Member Burns stated she is concerned about teachers’ resources if only a few hybrid kids are actually in class leaving the teachers to constantly change focus to support students in person and online. She stated that our school district is not unique; all districts are experiencing similar struggles and making accommodations to processes. She would like to see stability and consistency for the students, teachers and staff.

Board President Thompson agreed that we do have higher COVID numbers in our community and statewide right now. Share that she learned from a pharmacist about the lack of cold and flu medicine being sold, and acknowledged that COVID is very real and affects people differently. She said she believes we always have high cold and flu numbers at this time. Board President Thompson stated that Dr. Kerr reported transmission of the virus at school is zero and students have caught COVID outside of school. Board President Thompson believes kids should be in school. She stated that Dr. Kerr and the Governor have stated that the safest place for kids to be is in school. Board President Thompson agreed that consistency and stability for students to be able to do their best work.
Superintendent Slavensky provided the current COVID-19 case count in Amador County while Mr. Critchfield explained how the majority of the CARES Act funding expired on December 31, 2020 and there is about $150,000 remaining in the CARES Act budget for substitutes, over-time, extra work, etc. He further reported that the amount we may receive from the new stimulus plan is unknown. A question was asked about the use of volunteers to assist with disinfecting and cleaning. Mr. Critchfield reported that our Joint Powers Authority (JPA), which carries the district’s insurance and handles risk management matters for us, has strongly advised us not to allow volunteers on campuses. Further, the District Health and Safety Plan does not allow for volunteers on campuses during the pandemic.

Mr. Vicari provided an update on staffing levels including good progress on hiring teacher substitutes and a lack of applicants applying for open custodial positions. He further explained that everyone is working together to expedite all new hires. Mr. Critchfield explained that classified employee applicants must pass the physical requirements of any position before being offered the job. This requirement protects the applicant and the district from any injury or workers compensation issues.

Board President Thompson suggested a subcommittee to add a section to the Health and Safety Plan regarding staffing and the impact of staffing challenges on closing schools or the district. Dr. Slavensky commented that the Human Resources staff is working hard on this and will continue to do so, stating that this is a function of staff and not a board subcommittee.

Board Clerk Pulskamp motioned for the Board to direct the Superintendent to form a staff committee to develop a draft component for the Health and Safety Plan regarding the impact of staffing challenges on closing schools or the district to bring to the Board at a future date. Board Member Marzano seconded the motion. Motioned passed 5-0.

Board President Thompson motioned to return to hybrid as originally scheduled with Cohort A (Cohort 1) returning to campuses on Thursday, January 7, 2021 and Cohort B (Cohort 2) returning to campuses on Friday, January 8, 2021. Board Member Marzano seconded the motion. The motion passed 3-2 with Board Member Burns and Board Clerk Pulskamp each voting no.

Board Member Burns stated that she voted no because she originally sent her children back to school for the socialization aspect but believes they are not getting what they need from being on campus. Board Clerk Pulskamp stated that she agreed with Board Member Burns comment and added her concern about consistency with the hybrid plan.

(The full discussion is available on the district website here.)

†10.2 Board Policy 2210: Administrative Discretion Regarding Board Policy – Discussion/Action
(Dr. Slavensky)
Following the ACUSD Health and Safety Plan and the ACUSD Phased School Reopening Plan, school campuses opened to in-person learning in a hybrid model on November 16, 2020. Due to safety concerns associated with staffing challenges largely due to COVID-19 concerns (i.e., absences due to positive tests/isolation and close contact/quarantine, unfilled vacancies with limited applicants, and limited substitutes willing/able to work), Dr. Slavensky consulted with then Board President Susan Ross and invoked BP 2210 for schools to return to distance learning on December 14, 2020. Students enrolled in the hybrid model are scheduled to return to in-person learning in the hybrid model on January 7, 2021.
Board President Thompson noted that every time BP 2210 is used it is required that the board hold a review of action at the following board meeting. The last time this policy was reviewed was in May 2018. Board President Thompson recommended adding the following language, “As necessary, the Superintendent or designee shall call for a special/emergency meeting amongst the board members to be held virtually or in-person. In the event that a quorum of the board is unable to convene for a meeting, the Superintendent or designee shall consult with the Board President, with other district staff, including the legal counsel and/or the chief business official, regarding the exercise of this authority.” Board Member Burns motioned to approve the additional language. Board Member Whitaker seconded the motion. The motion passed 5-0.

§11.0 NEXT MEETING
ACUSD Regular Meeting: Wednesday, January 13, 2021 tentatively scheduled to be held at the Amador County Administration Building, 810 Court St., Jackson, CA. Open Session will tentatively start at 3:30 PM.

§12.0 ADJOURNMENT 6:30 PM
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[Government Code §54954.2]
DATE: January 13, 2021

AGENDA ITEM #: 13.2a

Motion: ________________
Second: ________________
Vote: ________________

SUBJECT:
Human Resources Consent Agenda for January 13, 2021

CURRENT PERSONNEL RECOMMENDATIONS

**Classified~ New Employee**
- Rielly May, Campus Supervisor, 6 hours/11 months, Ione Junior High, effective January 14, 2021
- Rachel Norris, Office Clerk, 7 hours/11 months, Ione Junior High, effective January 14, 2021
- Tim King, Maintenance Worker I, 8 hours/12 months, Jackson Elementary, effective January 14, 2021
- Katie Piccardo, Instructional Aide SPED, 6 hours/11 months, Ione Elementary, effective January 14, 2021

**Classified~ Voluntary Transfer**
- Alexander Stewart, Maintenance Worker I, 8 hours/12 months, from Jackson Elementary to Pine Grove Elementary, effective January 14, 2021
- Melissa Fillmore, from Behavior Intervention Aide to Instructional Aide, 6 hours/11 months, from Ione Junior High to Jackson Junior High, effective January 14, 2021
- Danielle Hernandez, from Recess Lunch Duty to Itinerant TK-K Instructional Aide, 3.5 hours/11 months, Ione Elementary, effective January 14, 2021

**Classified~ Resignation**
- Matthew Lawyer, Night Custodian, 7 hours/11 months, split between Pine Grove and Pioneer, effective November 14, 2020
- Megan Nelson, Secondary Secretary-Registrar, 8 hours/ 200 days, Amador High, effective January 16, 2021
- Katie Dunham, Recess Lunch duty, 1.75 hours/11 months, Pine Grove School, effective January 1, 2021

RECOMMENDATION:
Approve Human Resources Consent Agenda

PRESENTED BY:
David Vicari, Assistant Superintendent, Human Resources
TENTATIVE AGREEMENT MEMORANDUM OF UNDERSTANDING BY AND BETWEEN THE CALIFORNIA SCHOOL EMPLOYEES ASSOCIATION AND ITS CHAPTER #239 AND AMADOR COUNTY UNIFIED SCHOOL DISTRICT REGARDING RETURN TO WORK COVID 19 IMPACTS AND EFFECTS
December 14, 2020

This memorandum is agreed between Amador County Unified School District, ("District"), and the California School Employees Association and its Chapter #239 (together "CSEA") (collectively the "Parties") concerning the impacts and effects of resumed District operations under current-COVID 19 conditions.

The District and CSEA recognize the importance of maintaining safe facilities and operations, for the benefit of the students and communities served by the District and its teachers and staff. We recognize the importance of prudent measures to prevent District employees, students, their families, or other people using District facilities from being exposed to or infected with coronavirus. Care should be taken to identify potential exposure and prevent the spread of the disease. We agree that continuity of District operations should be maintained, and provisions should be made for District employees who are impacted by the epidemic.

To these ends, the District and CSEA agree as follows:

1. Safety: The District shall follow CDC/CDPH guidelines and orders, including but not limited to:

   • Maintaining appropriate changes to physical layout to maintain physical distancing for example:
     • One-way hallways;
     • Barriers for office staff;
     • Barriers for Bus Drivers if practicable;
     • Limits on number of students in classrooms or other spaces
     • Barriers for Food Service Workers (Tables, Safe Procedures for recording student pick up of breakfast and lunch)

   • The provision of many handwashing locations (soap and water, not sanitizer) and adequate time for employees to wash hands, regularly and frequently.

   • The provision of necessary supplies for preventive sanitation measures (such as soap and water, disposable towels or tissues, and hand sanitizer).

The District agrees to maintain physical distancing standards in school facilities, including but not limited to implementing plans incorporating the following components:

• Plan to limit the number of people in all campus spaces to the number that can be reasonably accommodated while maintaining a minimum of six feet of distance between individuals, or current CDC/CDPH/ACPH recommended distance.
- To the extent possible, and as recommended by the CDC/CDPH/ACPH, attempt to create smaller student and educator cohorts to minimize the mixing of student groups throughout the day. Minimize movement of students and staff as much as possible.

- In a circumstance where sufficient physical distancing is difficult or impossible, all individuals, including staff and students, must wear face coverings that cover the mouth and nose consistent with public health guidance. The parties recognize that coverings are not a replacement for physical distancing, but they must be used to mitigate virus spread when physical distancing is not feasible.

The District shall provide sufficient protective equipment to comply with CDPH/ACPH guidance for students and staff appropriate for each classification or duty, relevant to Cal/OSHA requirements.

The District shall implement a plan for ongoing supply of protective equipment.

The District shall purchase a sufficient number of no-touch thermal scan thermometers for symptom screenings.

The District shall maintain adequate school-appropriate cleaning supplies to continuously disinfect the school site in accordance with CDPH/ACPH guidance.

The District agrees to provide other protective equipment, as appropriate for work assignments, including but not limited to as follows:

- For staff engaged in symptom screening:
  - Surgical masks, face shields, and disposable gloves; Barriers between screeners and staff or students.
- For front office/technical staff, paraeducators, campus supervisors and other staff:
  - Face coverings and disposable non-latex gloves.

The District shall make available to all bargaining unit employees any protective gear necessary to complete assigned tasks. Unit members should order protective supplies through the site PPE order system. If appropriate protective equipment is not available, employees will not be required to work and may ask for alternative duties.

The District shall require face covering for every person on site, including students and visitors, in accordance with State/ACPH health guidelines and orders.

The District shall enforce appropriate limitations on access to school sites, including screening of students, limits on non-student, non-employee access, and safe arrangements for student drop-off and pickup.

The District shall establish at each site and maintain routine “deep-cleaning” schedule in accordance with State/ACPH guidelines and orders. “Deep-cleaning schedule” is defined
as a plan for keeping school facilities at high level of cleanliness, particularly sanitizing high-touch surfaces.

The District shall notify CSEA of any new guidelines from OSHA, Cal/OSHA, ACPH or local health authorities and shall negotiate the effects of implementing those guidelines.

The District agrees to temporary closure and deep cleaning of site upon learning that infected persons were present at a school site.

The District agrees that re-closure of schools shall be based on reliable, measurable data, and that the data shall be made available to CSEA upon request.

The District agrees to maintain an updated Injury and Illness Prevention Plan (IIPP) to address unique circumstances during COVID-19 crisis and agrees to make updates accessible to employees and parents.

The District agrees to adopt the CDE/ACPH recommendations as to access by parents, students and other persons not on school staff, which state, at a minimum, face coverings should be worn:

- While waiting to enter the school campus
- While on school grounds (except when eating or drinking)
- While leaving school

The District agrees to develop a plan to minimize access to campus, and limit non-essential visitors, facility use permits, and volunteers.

The District will:

- Exclude any student, parent, caregiver, visitor, or staff showing symptoms of COVID-19 (reference CDC/CDPH and CDPH guidelines for COVID-19 symptoms). Staff should discuss with the parent or caregiver and refer to the student’s health history form or emergency card to identify whether the student has a history of allergies, which would not be a reason to exclude.
- Monitor staff and students throughout the day for signs of illness. Determine any special or unique needs for students with disabilities related to planned district or schoolwide procedures.

Students—Entering Campuses

- **Passive Screening.** Instruct parents to screen students before leaving for school (check temperature to ensure temperatures below 100.4 degrees Fahrenheit, observe for symptoms outlined by public health officials) and to keep students at home if they have symptoms consistent with COVID-19 or if they have had close contact with a person diagnosed with COVID-19.
- **Active Screening.** Engage in symptom screening as students enter campus and buses, consistent with public health guidance, which includes visual wellness
checks and temperature checks with no-touch thermometers (check temperature to ensure temperatures below 100.4 degrees Fahrenheit), and ask all students about COVID-19 symptoms within the last 24 hours and whether anyone in their home has had COVID-19 symptoms or a positive test.

- All students must wash or sanitize hands as they enter campuses and buses.
- Provide supervised, sufficient points of access to avoid larger gatherings.
- Use privacy boards or clear screens when practicable.
- If a student is symptomatic while entering campus or during the school day:
  - Students who develop symptoms of illness while at school should be separated from others right away, preferably isolated in a care room through which others do not enter or pass. If more than one student is in an isolation area, ensure physical distancing.
  - Any students or staff exhibiting symptoms should be required to immediately wear a face covering and wait in an isolation area until they can be transported home or to a health care facility.
  - Students should remain in isolation on the care room with continued supervision and care until picked up by an authorized adult.
- Follow established guidelines for triaging students at each school site, recognizing not all symptoms are COVID-19 related.
- Advise parents of sick students that students are not to return until they have met CDC/CDPH/ACPH criteria to discontinue home isolation.
- Develop a plan for if students are symptomatic when boarding the bus.
- Protect and support students who are at higher risk for severe illness (medical conditions that the CDC/CDPH says may have increased risks) or who cannot safely distance from household contacts at higher risk by providing options such as virtual learning or independent study.

**Reporting Unsafe Conditions**

In the interest of protecting community and workplace health, any employee may report, in writing, any unsafe condition in the working environment to the immediate supervisor. The supervisor shall, within two (2) working days, respond in writing to the employee, with simultaneous copy to CSEA, stating what has been done to make the condition safe or, if no action will be taken, the reason(s) why. This method of resolving safety concerns shall not displace the right to file OSHA or other administrative complaints or to bring a grievance for violation of this agreement.

All employees shall have the right, without retaliation, to refuse to perform work reasonably considered to be unsafe (related to noncompliance with the COVID 19 Safety Plan), by notifying their supervisor in writing of such refusal and the basis therefore. Employees may be directed to complete alternate work or work under modified conditions as directed until conditions are made safe for the completion of the original assignment, provided modification sufficiently addresses safety concern(s).
Outside Visitors and Groups

The District agrees to:

- Limit access to campus for parents and other visitors.
- Evaluate whether and to what extent external community organizations can safely utilize the site and campus resources. Ensure external community organizations that use the facilities also follow the school’s health and safety plans and CDPH/ACPH guidance.
- Review facility use agreements and establish common facility protocols for all users of the facility.
- Establish protocol for accepting deliveries safely.

Training on Hygiene

The District agrees to follow the CDE’s hygiene training recommendations, which state:

- The District Plan to address hygiene practices (PDF) to ensure personal health and safety in school facilities and vehicles.
- In accordance with CDPH and Cal/OSHA guidance and in consultation with local public health officials, develop a plan for handwashing that includes:
  - Providing opportunities for students and staff to meet handwashing frequency guidance.
  - Ensuring sufficient access to handwashing and sanitizer stations. Consider portable handwashing stations throughout a site and near classrooms to minimize movement and congregations in bathrooms to the extent possible.
- Ensuring fragrance-free hand sanitizer (with a minimum of 60 percent alcohol) is available and supervised at or near all workstations and on buses. Children under age nine should use hand sanitizer under adult supervision. Call Poison Control if consumed: 1-800-222-1222. Note: frequent handwashing is more effective than the use of hand sanitizers.
- Train staff and students on proper handwashing techniques and PPE/EPG use, including the following:
  - Scrub with soap for at least 20 seconds or use hand sanitizer if soap and water are not accessible. Staff and students should use paper towels (or single use cloth towels) to dry hands thoroughly.
  - Wash hands when: arriving and leaving home; arriving at and leaving school; after playing outside; after having close contact with others; after using shared surfaces or tools; before and after using restroom; after blowing nose, coughing, and sneezing; and before and after eating and preparing foods.
  - CDC/CDPH/ACPH guidance on proper PPE use.
- Teach staff and students to:
  - Use tissue to wipe the nose and cough and sneeze inside the tissue.
• Not touch the face or face covering.
• Training and information should be provided to staff and students on proper use, removal, and washing of cloth face coverings [using information on CDC/CDPH/ACPH website].

2. **Screening:** The District agrees to maintain specific plans for health screenings and clear standards in accordance with CDC/CDPH/ACPH guidelines.

The District agrees to monitor staff and students throughout the day for signs of illness; send home staff and students with a fever of 100.4 degrees or higher, cough or other COVID-19 symptoms.

The District agrees to engage in the following “Active Screening" of staff:

• Engage in symptom screening as staff enter worksites, consistent with public health guidance, which includes visual wellness checks and temperature checks with no-touch thermometers (check temperature to ensure temperatures below 100.4 degrees Fahrenheit), and ask all staff about COVID-19 symptoms within the last 24 hours and whether anyone in their home has had COVID-19 symptoms or a positive test.

Temperature checks and questionnaires shall be performed in confidential manner.

Screening records shall be kept confidential.

Safety screenings and any necessary medical examinations are strictly limited to COVID and shall not be used to inquire into other medical conditions.

The parties agree that screening shall be considered a part of the standard workday. No employee shall be required to be screened prior to their designated start time.

3. **Testing and Tracing:** The ACPH shall provide documented plans for testing and contact tracing for when any on-site person(s) have tested positive for COVID-19 in accordance with CDPH/ACPH guidelines.

The District or ACPH shall notify bargaining unit employees who have been exposed to COVID-19 at work.

The District shall notify CSEA/Chapter President/Designee of bargaining unit member exposure to COVID-19, in accordance with ACPH guidelines.

The District/ACPH shall provide COVID testing at no expense to bargaining unit employees where potential exposure has occurred. Unit members may ask for an alternative method of screening.
4. Leave: The District shall follow current law in regard to worker compensation claims.

The District shall work with employees requesting leaves in accordance with current COVID-19 related laws and at the direction of the ACPH Officer.

Please refer to attached Department of Labor Families First Coronavirus Response Act poster. (Attachment A)

The parties acknowledge that these changes apply to District employees and that they may use any previously accrued sick leave to fill any gap in pay resulting from the 2/3 formula in HR 6201.

Employees may use existing forms of leave to address a childcare provider or school emergency affecting their children, including leave found in Labor Code 230.8.

Other forms of leave: Employees who have exhausted accrued sick leave may use extended sick leave. Employees belonging to populations deemed by the State as uniquely vulnerable to the effects of the virus shall be allowed to self-quarantine at no loss to individual leaves or pay.

No loss of pay during COVID-19 related closures or curtailments: In the event any District facility must be closed, or any District operations are curtailed due to the coronavirus epidemic, CSEA bargaining-unit employees will not suffer any loss of pay or benefits relative to their regular schedules for the period of closure or curtailment. Thus, for example the District will continue to pay bargaining-unit employees even if they are unable to work due to coronavirus-related reduction in use of District facilities. Employees who are not ill will not be required to use paid sick leave or any other form of paid time off during such an eventuality.

CSEA support for full funding: CSEA will support efforts to maintain funding pursuant to Education Code §§ 41422 and 46392 in the event of a closure of any District facilities due to epidemic.

5. Accommodation: The District explicitly acknowledges that the interactive process may be required to make work safe for employees with health conditions that heighten the risk of severe outcomes with COVID-19.

The District agrees to protect and support staff who are at higher risk for severe illness (medical conditions that the CDC says may have increased risks) or who cannot safely distance from household contacts at higher risk by providing options such as telework or negotiated change in classification or duties.
If reasonable accommodations are not practicable, the District should work with the employee to develop a flexible leave plan that endeavors to avoid exhausting the employee’s earned leave.

The District agrees to maintain procedures for keeping confidential employee communications about non-COVID health conditions.

The District agrees to initiate the interactive process for employees whose physician designates them as “high risk” or “vulnerable” as related to exposure to COVID-19.

The District shall provide reasonable accommodation for employees particularly vulnerable to COVID-19 due to a medical condition, including but not limited to:

- Providing additional or enhanced personal protective equipment (PPE);
- Placing physical barriers to separate the vulnerable employee from coworkers or the public;
- Eliminating, reducing, or substituting less critical, non-essential job functions that create more risk of exposure;
- Moving the employee workstations.

The District shall utilize “hold-harmless” leave when no reasonable accommodation can be reached. In other words, the employee will be placed on paid leave (not deducted from existing leave banks) or be allowed to work from home.

6. Return Personnel: The District and CSEA agree that certain job classifications of CSEA bargaining unit employees may be allowed to telecommute (work from home) on a case by case basis, in order to help maintain necessary social distancing requirements for the 2020-2021 year.

Depending on the orders of CDPH/ACPH, unit members in job classifications with essential functions that cannot be done remotely (Campus Supervisors, Recess and Lunch Duty Aides, Health Aides, Mail Delivery, Food Service Workers, Maintenance Workers, Night Custodians, Library Clerks and Library Media Clerks, Bus Drivers), must report to their work location each day unless otherwise approved by their immediate supervisor.

Depending on the orders of CDPH/ACPH, unit members in job classifications with essential functions that can be done remotely (Instructional Assistants, Office Clerks, Site Secretaries, Administrative Assistants, Bilingual Instructional Assistants, Account Clerks, Registrars), may rotate employees in schedules so that employees minimize their need to physically report into their department or office when practicable. When employees are not physically in the office, they shall work from home during their assigned duty day. The District will provide these CSEA bargaining unit members all of the equipment needed to perform their assigned duties while telecommuting (working from home).

CSEA bargaining-unit employees who are approved to telecommute may be required to report to work at a District site periodically. Supervisors shall establish a monthly schedule for anyone telecommuting that is going to be required to report to work at a District site. The schedule shall be posted at least five (5) business days before the start of the month.
While telecommuting (working from home) CSEA bargaining-unit employees are expected to be available to perform their normal duties during their normal designated working hours. Unit members who are not able to perform their normal duties during working hours need to follow District absence procedures.

7. Duties: The District shall maintain specific plans on how to follow CDC/CDPH/ACPH guidelines with current staffing levels or added positions.

The District and CSEA acknowledge that California Education Code §45101(a) and §88001(a) requires that all classified positions have set duties. However, due to the current unforeseen and unprecedented nature for the current conditions CSEA and the District recognize that some CSEA bargaining unit positions may be asked to perform duties not currently contained within their current job description. The District shall compensate all employees pursuant to Article VII Section 7.10.1 when employees are assigned to work in a higher classification/Article VII Section 7.10 working out of classification.

The District and CSEA agree this is a temporary solution to a current need and shall not be considered a waiver of CSEA’s rights to negotiate the transfer of duties as required by law. This also shall not be considered precedent setting for either party. All temporary transfer of duties shall be negotiated.

Temporary Duties

The parties recognize that because of the coronavirus epidemic and the changes in operations that it requires, certain new job duties have arisen. The parties agree that job duties that are new to the District due to coronavirus may be assigned to classified staff as specifically set forth as follows:

School Bus Drivers, Campus Supervisors – Working under the direction of the site Principals may be assigned duties that include disinfecting surfaces, cleaning windows, sweeping and mopping floors, sanitizing classrooms bathrooms and offices (light cleaning assignments), assisting with distribution and compiling student materials; and distributing food.

Library Clerks/Library Media Clerks/Clerks- Working under the direction of the site Principals in addition to their regular assignment may be assigned duties that include disinfecting surfaces, cleaning windows, sweeping and mopping floors, sanitizing classrooms bathrooms and offices (light cleaning assignments), assisting with distribution and compiling student materials; and distributing food.

Unit members whose classification can allow it and who have children whose childcare center or school is closed may telecommute in coordination with their supervisor/site administrator.

No unit member shall be assigned temporary duties that are found outside the physical requirements found in their job description.
Reporting Hours

Transportation workers reporting hours may be flexed during the time that home to school bussing is not required in coordination with the Transportation Director. Workers will continue to work the hours that are ratified, however, there is no need for a split shift during Distance Learning.

Food Service workers reporting hours may be flexed during the duration of this agreement in coordination with the Food Service Director.

Unit members where the proposed reporting flex hours create a hardship, may request to meet with their supervisor and a union representative, (at their request) to discuss alternative reporting hours.

Nothing in this agreement will change the ratified hours worked per day of any bargaining unit member.

In the event that the learning models changes the District agrees to meet and negotiate any impacts to the workloads of bargaining unit members.

The District agrees to develop and provide staff training or utilize state-provided training regarding the following topics:

- Disinfecting frequency and tools/chemicals used in accordance with the Healthy Schools Act, CDPR guidance and Cal/OSHA regulations.
- Safe Serve Training for Food Service Workers
- For staff who use hazardous chemicals for cleaning, specialized training is required.
- Physical distancing of staff and students.
- Symptom screening, including temperature checks.
- Updates to the Injury and Illness Prevention Plan (IIPP).
- State and local health standards/recommendations.

Bargaining Unit members who do not feel they are adequately trained to perform duties outside their classification will be allowed to seek a reasonable accommodation so that they can continue their duties in their normal classification.

8. Calendar 2020-2021 Revisions: The Parties agree that the 2020-2021 Calendar will be revised as follows: Presidents Day, February 12; 12- and 11-month unit members will now be expected to work this date, they will be awarded a Floating holiday in exchange. 10-month employees will be granted a Float day in exchange for working this date to be used on June 7, 2021. 10-11 month employees who reported to work August 12, 13, and 14, may either fill in a timesheet for these dates and be paid for them or they may, with the approval of their supervisor, use these hours as compensatory time and be able to take off dates mutually acceptable with their supervisor. Unit members will make their
choice to either time sheet or schedule their compensatory days within 5 calendar days after the ratification of this agreement.

9. Information and Further Negotiation: The District will share with CSEA all new information it receives from local health authorities about COVID-19 epidemic. The District will inform CSEA, in writing, prior to any changes in operations and will negotiate effects on terms and conditions of employment, including occupational health and safety.

10. Compliance with further governmental orders: The parties recognize that the COVID-19 epidemic is evolving and so is governmental response. The parties will comply with further state or federal legislation or orders as they affect the terms and conditions of employment of bargaining unit employees and will bargain as needed over the effects of such further directives.

11. Duration of Agreement: This agreement shall remain in effect through June 30, 2021.

12. Grievance Procedure: Disagreements arising from the enforcement of this agreement shall be referred to the grievance procedure outlined in the parties’ collective bargaining agreement insofar as that procedure provides for binding arbitration by a neutral arbitrator.

Dated: 12/18/20
By: [Signature]
For District

Dated: 12/1
By: [Signature]
For District

Dated: 12/18/2020
By: [Signature]
For California School Employees Association

Dated: 12/18/2020
By: [Signature]
For California School Employees Association

Dated: 12/18/2020
By: [Signature]
For California School Employees Association

Dated: 12/17/2020
By: [Signature]
For California School Employees Association
6. **Return Personnel:** The District and CSEA agree that certain job classifications of CSEA bargaining unit employees may be allowed to telecommute (work from home) on a case by case basis, in order to help maintain necessary social distancing requirements for the 2020-2021 year.

Depending on the orders of CDPH/ACPH, and for unit members in job classifications with essential functions that cannot be done remotely (Campus Supervisors, Recess and Lunch Duty Aides, Health Aides, Mail Delivery, Food Service Workers, Maintenance Workers, Night Custodians, Library Clerks and Library Media Clerks, Bus Drivers), may rotate employees in schedules so that employees minimize their need to physically report into their department or office when practicable. When employees are not physically in the office, they shall work from home during their assigned duty day. must report to their work location each day unless otherwise approved by their immediate supervisor.

Depending on the orders of CDPH/ACPH, unit members in job classifications with essential functions that can be done remotely (Instructional Assistants, Office Clerks, Site Secretaries, Administrative Assistants, Bilingual Instructional Assistants, Account Clerks, Registrars), may rotate employees in schedules so that employees minimize their need to physically report into their department or office when practicable. When employees are not physically in the office, they shall work from home during their assigned duty day. The District will provide those working in the these CSEA bargaining unit members classifications with all of the equipment needed to perform their assigned duties while telecommuting (working from home).

CSEA bargaining-unit employees who are approved to telecommute may be required to report to work at a District site periodically. Supervisors shall establish a monthly schedule for anyone telecommuting that is going to be required to report to work at a District site. The schedule shall be posted at least five (5) business days before the start of the month.

Note: This is the revision that was made since the last time this MOU was agendized for board approval on November 18, 2020.
AGENDA ITEM #: 13.2c

SUBJECT: Classified Substitute Schedule Update

BACKGROUND INFORMATION:
On January 1, 2021 California minimum wage increased to $14.00 an hour for employers with more than 26 employees.

The Classified Substitute Salary Schedule has been updated effective January 1, 2021 to ensure our compliance with this state regulation.

FISCAL IMPLICATIONS:
Impact due to substitute salary schedule increase is expected to be less than $700. Impact to Cafeteria Fund 13 substitute costs expected to be less than $1,000.

RECOMMENDATION:
Superintendent Slavensky recommends approval of the updated Classified Substitute Salary Rates.

PRESENTED BY:
Dave Vicari, Assistant Superintendent, Human Resources & Labor Relations
## ACUSD Classified Substitute Salary Schedule

**Effective:** January 1, 2021  January 1, 2020  Board Approved __________

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<td>Accountant</td>
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If there are any questions regarding any of the payments, please contact Jared Critchfield @ 257-5375 or Nancy Kohlman @ 257-5333
DISTRICT SUPERINTENDENT
AUTHORIZATION OF SIGNATURES

The District Superintendent verifies the following individuals are hereby authorized to sign orders for the Amador County Unified School District

Dr. Amy L. Slavensky
Superintendent

Sean Snider
Assistant Superintendent, Educational Services

Jared Critchfield
Assistant Superintendent, Business Services, Chief Business Official

Dave Vicari,
Assistant Superintendent, Human Resources & Labor Relations

Kathryn Brown
Director, Special Education

Nancy L Kohlman
Director of Fiscal Services

Approved by the Board of Trustees

Kandi Thompson, President

Date
AGENDA ITEM #: 13.4a

SUBJECT:
Williams Act Quarterly Report for October – December 2020

BACKGROUND INFORMATION:
California Education Code 35186 sets forth guidelines whereby a Local Educational Agency (LEA) must report any filed Williams Act complaints to the LEA’s Governing Board on a quarterly basis. There were no Williams Act complaints filed with the Amador County Office of Education for the months of October, November, or December 2020.

FISCAL IMPLICATION:
None

RECOMMENDATION:
The Superintendent recommends that the Board approve the Williams Act Quarterly Report

PRESENTED BY:
Sean Snider, Assistant Superintendent, Educational Services
AGENDA ITEM #: 14.1

SUBJECT:
Teacher Induction Program Update - Discussion

BACKGROUND INFORMATION:
Participating in a two-year induction program is a requirement for all new teachers. We currently participate in Sacramento County Office of Education’s (SCOE’s) Teacher Induction Program, which meets both program and credentialing standards for the state of California.

The program provides credentialed teachers with a specifically designed standards-based professional development series, mentoring and coaching, credentialing services, and technical assistance aligned to the California Standards for the Teaching Profession (CSTP). The two year program provides a bridge linking the theory, knowledge and skills acquired in the Preliminary Credential Program to the realities of daily classroom teaching.

New teachers design an Individual Learning Plan (ILP) and work closely with a mentor and site administrator who offer coaching and longer-term analysis of teaching practice to help new teachers develop enduring professional skills. This program is designed to blend our district and schools’ goals, the teacher's context for teaching, and their areas for growth into a focused approach to professional development.

This report will serve as an update of the status of the induction for the teachers of Amador County Public Schools.

FISCAL IMPLICATIONS:
None

RECOMMENDATION:
Superintendent Slavensky recommends the Board hear the induction program update and have discussion.

PRESENTED BY:
Sean Snider, Assistant Superintendent of Educational Services
Amador County Unified School District
Teacher Induction
2020-2021
Presented to the Board of Trustees
by Sinead Klement and Linda Daly
Teachers on Special Assignment
January 13, 2021

What is Induction?

- Structured, 2-year mentorship for new teachers who are working toward their Clear Credential

- Focused on extensive, individualized support and mentoring
Teachers and Mentors:

# of Year 1 teachers: 16
  3 Ed. Specialists, 6 Elementary, 7 Secondary

# of Year 2 teachers: 5
  1 Ed. Specialist, 1 Elementary, 3 Secondary

# of Fabulous Mentors: 17

What do teachers and mentors do?

- Meet weekly (40 hours required)
- Self-assess on the California Standards for the Teaching Profession (CSTP)
- Choose a focus based on the CSTP
- Create an Individualized Learning Plan (ILP)
- Do action-research based on their chosen focus standard
- Observe and reflect on the ILP
- Share a professional growth plan (PGP) at the end of the year
- Mentors attend three evening seminars and New Mentors attend three days of New Mentor Training
New Teacher Network

- Quarterly Meetings
  - Informal support
  - Sponsored by the ILC and ACTA
- New Teacher Book Club
  - Teacher’s Field Guide

Teacher Induction

Questions or comments?
AGENDA ITEM #: 14.2

SUBJECT:
Advancement via Individual Determination (AVID) Program Report 2020-21 School Year - Discussion

BACKGROUND INFORMATION:
AVID's mission is to close the achievement gap by preparing all students to succeed in education and global society. Regardless of their life circumstances, AVID students overcome obstacles and achieve success. They graduate and attend college at higher rates, but more importantly, they can think critically, collaborate, and set high expectations to confidently conquer the challenges that await them.

AVID schools and educators are driving student success through engaging, rigorous, and student-centered learning environments.

AVID measures success by helping students who are traditionally underrepresented in higher education become college and career ready. National statistics show that 75% of AVID students are from a low socioeconomic status background, and 80% are underrepresented students. Nevertheless, they outperform their peers in crucial metrics nationwide.

The data is proof of AVID’s powerful impact on changing lives. National statistics show that 94% of AVID students complete four-year college entrance requirements, 90% who apply are accepted into four-year colleges, 85% persist into the second year of college.

We are pleased to present this update on the status of the AVID program for our junior high and high school students.

FISCAL IMPLICATIONS:
None

RECOMMENDATION:
Superintendent Slavensky recommends the Board hear the AVID program update and have discussion.

PRESENTED BY:
Sean Snider, Assistant Superintendent, Educational Services
AVID’s mission is to close the opportunity gap by preparing all students for college readiness and success in a global society.
Essential Questions:

- How are we as district, site, and teacher leaders using AVID tools, strategies and resources to prepare all students for college readiness and success in a global society?
- How can we continue to support the refinement of the AVID Elective and promote and support the implementation of AVID strategies schoolwide for years to come?

At the district level

- Embarked on our 4th year of implementation
- New AVID district director for 2020-21 school year
- AVID sites are being “held harmless” for certification purposes for the 2019-2020 and 2020-2021 school years
- Supporting sites by
  - Committing to ongoing funding for FTEs and professional development
  - Facilitating site coordinator meetings and responding to site needs
  - Staying connected to AVID Center to ensure that we are getting everything we can from our membership
At Ione Junior High

- 105 AVID students- 4 AVID elective classes
- All 6th graders attend AVID Lite learning academic strategies and skills
- Virtual Study Buddy Groups and tutorials
- Online Socratic Seminars
- WICOR strategies and lessons used in ALL classes to strengthen EVERY student’s learning.
- Community Service from a distance- Holiday cards to convalescent homes and thank you letters to firefighters on 9/11
- College going atmosphere in all classrooms with banners, pennants, WICOR posters, and A-G requirements.

IJH AVID Highlights

Stanislaus State College Tour last year

AVID students made a virtual Thank You video for teachers during the pandemic

Positive Mindset DL learning with lots of smiles

First AVID spirit Days and College Door Contest
At Jackson Junior High

-In the AVID Elective:

- We now have 4 AVID Elective classes
- As always, the elective focuses on teaching 21st century skills in the areas of writing, inquiry, collaboration, organization, and reading. (WICOR)
- Using the unique opportunity afforded by the hybrid schedule to do more research/ inquiry based learning projects: GRIT and growth mindset, career research, college research.

At Jackson Junior High

-Outside the AVID Elective:

- Continuing to collect evidence of AVID strategies being used schoolwide across content areas.
- Instructional focus for the year is on using technology as a tool for collaboration.
At Amador High School

- 2 AVID classes on campus (Sophomore and Freshman)
- Multiple teachers trained in AVID strategies
- Attended Digital XP Training Conference
- College banners around campus and classrooms
- College fight songs playing on campus as 5 minute bell
- Field trip to Sac City College and Cal Berkeley (attended basketball game)
- WICOR strategies are being used in all classrooms
- Senior college choices are posted in the office after acceptance
- The pandemic has slowed the AVID spread but its still on the rise

At Argonaut High ~ Mrs. Varni: Elective Teacher and AVID Coordinator

- 20 Students enrolled in AVID-9 this year; 16 Students enrolled in AVID-10 this year
- Majority of staff trained in AVID strategies & planning for future conferences
- Instructional Focus at our site is Writing in all content areas
- Students turn in weekly Learning Logs to reflect on their cross-curricular learning
- Students complete a Digital Binder every month which includes a Grade Check, Evidence of Planning & Learning Space, Focused Notes, and Reflection
- Students engage in Virtual Tutorials via Breakout Rooms & interactive Google Slides every few weeks and act as peer tutors; two upperclassmen join the AVID-10 session to help facilitate the Tutorial and earn community service hours
- Students participate in “Fun Fridays” or “Thrilling Thursdays” for stress-reduction and social-emotional support during this unprecedented time
AVID in Action!

College Field Trips (Cal & Sac City) in Spring 2020

Principal Gassaway College Inspiration

Evidence of Focused Notes in Digital Binder Check

Presentation On Top College Hybrid Style

Virtual Philosophical Chairs

In their Own Voice

"AVID has prepared me for college by exposing me to what I want to do in my life and what I want to do with it. AVID has exposed me to Costa's level of thinking, TRF's, A-G requirements, and a lot more. Before AVID, I didn't know what those helpful strategies were and had no clue how much it would impact my schoolwork."
-Angelica Gomez

"So far AVID really got me thinking on where I want to go and what job I want when I'm older." -Madison Shaw

"This is my third year in this program and every year, I am learning new skills that I can use to be successful in my education."
-Ashley Rouen
Next Steps/ Reflection

Expand

- Get AVID strategies into more classrooms by continuing to train teachers in WICOR
- Add 11th grade AVID and explore AVID elementary

Refine

- Ensure recruitment of students that will most benefit from the AVID elective into the program
- Plan and promote family nights to demonstrate how college is attainable regardless of income, immigration status, etc.
- Recruit more high school students to the AVID elective
- Recruit tutors for our AVID elective
- Plan field trips, including one to southern California for college visits

Thank you.

Questions?
AGENDA ITEM #: 14.3

SUBJECT:
Instructional & Informational Technology (IT) Update – Discussion

BACKGROUND INFORMATION:
Since the COVID-19 pandemic began our teachers on special assignment and IT department have been working together to provide extra services for all students and staff.

This discussion will provide an important update on the adopted curriculum, supplemental learning platforms, technology resource documents, grading & assessments, and privacy platforms.

In addition to all of the extra services being provided, IT has also purchased new laptops for all teachers, new chromebooks for students, cameras for live distance learning streaming, multiple supplemental learning platforms and have provided wifi hotspots to all families in need.

FISCAL IMPLICATIONS:
None

RECOMMENDATION:
Superintendent Slavensky recommends the Board hear the technology update and have discussion.

PRESENTED BY:
Sean Snider, Assistant Superintendent, Educational Services
Jared Critchfield, Assistant Superintendent, Business Services
JANUARY 13, 2021

AGENDA ITEM #: 14.4

SUBJECT:
Appointment of Board Representative to the Amador County Recreation Association (ACRA) Board – Discussion/Action

BACKGROUND INFORMATION:
Amador County Recreation Association (ACRA) works to maximize recreational opportunities for all residents of Amador County through sustainable planning, financing, facilities operations, and programs.

In October 2003, the Amador County Recreation Agency (ACRA) was formed as a joint powers authority consisting of Amador County; the Amador County Unified School District; the cities of Amador City, Ione, Jackson, Plymouth, and Sutter Creek; and the Community Services Districts for Volcano and Camanche. Together, these agencies represent the recreation needs in the County.

FISCAL IMPLICATIONS:
None

RECOMMENDATION:
Superintendent Slavensky recommends the Board have discussion and appoint a new representative to the ACRA Board.

PRESENTED BY:
Kandi Thompson, Board President
AGENDA ITEM #: 14.5

SUBJECT:
California School Boards Association (CSBA) Recommended Board Policy Updates – Discussion/Action

BACKGROUND INFORMATION:

Board Policy 4119.25/4219.25/4319.25 - Political Activities of Employees
Policy updated to recognize the importance of employee political activity, voting, and civic engagement, and reflect Pickering v. Board of Education Township High School District regarding the prohibition against dismissing or demoting an employee due to engagement in constitutionally protected political activity.

FISCAL IMPLICATIONS:
None.

RECOMMENDATION:
The Superintendent recommends that the Board approve the Board Policy updates.

PRESENTED BY:
Dave Vicari, Assistant Superintendent, Human Resources
CSBA
Board Policy

All Personnel BP4119.25(a), 4219.25, 4319.25

POLITICAL ACTIVITIES OF EMPLOYEES

The Board of Trustees recognizes the importance of political activity, voting, and civic engagement, and respects the right of school district and county employees to engage in political discussions and activities as individuals on their own time and at their own expense. On such occasions, employees shall make it clear that they are acting as individuals on their own behalf and not as representatives of the district.

(cf. 1160 - Political Processes)
(cf. 6144 - Controversial Issues)

Like other community members, employees District and county employees, as members of the community, may use school facilities for meetings, including political activities, as permitted under the Civic Center Act and district policy, following the established requisition and approval processes.

(cf. 1330 - Use of School Facilities)

Employees shall refrain from prohibited political activities identified in law, Board policy, and administrative regulations. Employees who engage in these activities shall be subject to disciplinary action and/or criminal penalties.

(cf. 1325 - Advertising and Promotion)
(cf. 4118 - Suspension/Disciplinary Action)
(cf. 4218 - Dismissal/Suspension/Disciplinary Action)

Legal Reference:

EDUCATION CODE
7050-70512 Political activities of school officers and employees
38130-38139 Civic Center Act
51520 Prohibited solicitations on school premises

ELECTIONS CODE
18304 Prohibition against use of district seal in campaign literature

GOVERNMENT CODE
3543.1 Rights of employee organizations
8314 Prohibition against use of public resources for campaign activity
82041.5 Definition of mass mailing

PENAL CODE
424 Punishment for misuse of public funds
COURT DECISIONS

Heffernan v. City of Paterson, (2016) 136 S. Ct. 1412
Downs v. Los Angeles Unified School District, (9th Cir. 2000) 228 F.3d 1003

ATTORNEY GENERAL OPINIONS

PERB - PUBLIC EMPLOYMENT RELATIONS BOARD RULINGS
City of Sacramento, (2019) PERB Dec. No. 2702m
California Federation of Teachers, Local 1931 v. San Diego Community College District, (2001)
PERB Order Dec. No. 1467 (26 PERC 33014)

Management Resources:
CSBA PUBLICATIONS
WEB SITES
CSBA: http://www.csba.org
California Office of the Attorney General, Dept. of Justice: http://oag.ca.gov caag.state.ca.us/
Public Employment Relations Board: http://www.perb.ca.gov
AGENDA ITEM #: 14.6

SUBJECT:
California School Boards Association (CSBA) Recommended Board Policy Updates – Discussion/Action

BACKGROUND INFORMATION:

Board Policy 5113.2 - Work Permits
Policy updated to reflect NEW LAW (AB 908, 2020), regarding the approval of student requests for work permits.

FISCAL IMPLICATIONS:
None.

RECOMMENDATION:
The Superintendent recommends that the Board approve the Board Policy updates.

PRESENTED BY:
Sean Snider, Assistant Superintendent, Educational Services
WORK PERMITS

The Board of Trustees recognizes that part-time employment can provide students with income and valuable life skills that can help them develop appropriate workplace skills and attitudes, and should be permitted to the extent that such employment does not interfere with a student's education. Before accepting any offer of employment, district students who are minors shall obtain work permits from the Superintendent or designee in accordance with law, regardless of whether the employment will occur when school is in session and/or not in session, unless otherwise exempted by law.

(c.f. 6178 - Career Technical Education)

In determining whether to grant or continue a work permit, the Superintendent or designee shall consider whether employment is likely to significantly interfere with the student's schoolwork. Students granted work permits shall be required to demonstrate and maintain a 2.0 grade point average and satisfactory school attendance, except during periods of extended school closure due to an emergency as described in Education Code 49200 and the accompanying administrative regulation. On a case-by-case basis, the Superintendent or designee may approve a maximum work hour limit that is lower than the limit specified in law and administrative regulation.

(c.f. 5121 - Grades/Evaluation of Student Achievement)

Students with work permits may be exempted from attendance in a full-time day school provided they attend part-time classes. (Education Code 48230)

(c.f. 5112.1 - Exemptions from Attendance)

Work permits shall be limited to part-time employment as defined by law, except when the Superintendent or designee determines that circumstances warrant the granting of a permit for full-time employment.

Any student authorized to work full time when school is in session shall be enrolled in part-time continuation classes. A student age 14 or 15 who receives a permit to work full time shall also be enrolled in a work experience education program. (Education Code 49130, 49131, 49135)

(c.f. 6178.1 - Work-Based Learning)
(c.f. 6184 - Continuation Education)

Legal Reference:

EDUCATION CODE
48230 Exemption from full-time school attendance for students with work permits
48231 Exemption from compulsory attendance for students entering attendance area near end of
term
49100-49101 Compulsory attendance
49110-49119 Permits to work
49130-49135 Permits to work full time
49140-49141 Exceptions
49160-49165 Employment of minors; duties of employers
49180-49183 Violations

**49200 Permit to work during extended emergency school closure**

51760-51769.5 Work experience education
52300-52499.66 Career technical education

LABOR CODE
1285-1312 Employment of minors
1391-1394 Working hours for minors

CODE OF REGULATIONS, TITLE 5
10120-10121 Work permits
10122-10123 Work permits 
16023-16027 District records, retention and destruction

CODE OF REGULATIONS, TITLE 8
11701-11707 Prohibited and dangerous occupations for minors
11750-11763 Work permits and conditions, minor employed in entertainment industry

CODE OF FEDERAL REGULATIONS, TITLE 29
570.1-570.129 Child labor regulations

ATTORNEY GENERAL OPINIONS

Management Resources:
CALIFORNIA DEPARTMENT OF EDUCATION PUBLICATIONS
Permit to Employ and Work, Form B1-4
Statement of Intent to Employ a Minor and Request for a Work Permit - Certificate of Age, Form B1-1

CALIFORNIA DEPARTMENT OF INDUSTRIAL RELATIONS PUBLICATIONS
Child Labor Laws, 2000-2013

WEB SITES
California Department of Education, Work Experience Education:
http://www.cde.ca.gov/ci/ct/we
California Department of Education, Office of Regional Occupational Centers and Programs and Workforce Development: http://www.cde.ca.gov/ci/ct/wd
California Department of Industrial Relations: http://www.dir.ca.gov
AGENDA ITEM #: 14.7
Motion: ________________
Second: ________________
Vote: ________________

SUBJECT:
Leadership Associates Contract: Executive Search Firm for Superintendent Search Process

BACKGROUND INFORMATION:
On January 5, 2021, Dr. Slavensky announced her retirement, to be effective June 30, 2021. It is best practice in public school education to contract with an executive search firm to facilitate a process for the search, recruitment, broad based stakeholder input, paper screening, interviewing, and hiring of the next superintendent.

The ACUSD Board of Trustees has experience with Leadership Associates, California’s premier executive search and leadership development firm. Leadership Associates facilitated the 2016 process and Dr. Sally Frazier, a member of their executive leadership team, continues to support the ACUSD Board and the Superintendent through facilitation of the Superintendent’s annual evaluation process. Based in Santa Barbara, California, Leadership Associates has been conducting searches for school boards since 1996 and is committed to ensuring the search results in quality leadership for the district.

FISCAL IMPLICATIONS:
Not to exceed $21,500, to be funded from the Superintendent’s Department budget.

RECOMMENDATION:
The Board President recommends that the Board of Trustees have discussion and approve the Leadership Associates contract.

PRESENTED BY:
Kandi Thompson, Board President
AGREEMENT FOR CONSULTANT SERVICES

THIS AGREEMENT is made this 14th day of January 2021 between LEADERSHIP ASSOCIATES, hereinafter called the Contractor, and AMADOR COUNTY UNIFIED SCHOOL DISTRICT, hereinafter called the District.

The Contractor agrees to perform services for the District as follows:

The Contractor will conduct a Superintendent search, as delineated in the attached Summary of Services.

The District agrees to pay the Contractor TWENTY-ONE THOUSAND, FIVE HUNDRED DOLLARS ($21,500) for services provided. Payment is to take place in two increments: (1) $10,750 upon completion of stakeholder input, and (2), $10,750 upon selection of a finalist. The Contractor will submit invoices to the District for each of the payment increments. Payments are due within 30 days of receipt of invoice.

Remittance payable/forwarded to: Leadership Associates
Attn: Linda Hunt
50855 Washington Street #C205
La Quinta, CA 92253

The Contractor is to perform the above services beginning January 15, 2021.

Contractor agrees to hold harmless and indemnify the District, its officers, agents, and employees with respect to all damages, costs, expenses or claims, in law or in equity, arising or asserted because of injuries to or death of person or damage to, destruction, loss, or theft of property arising out of faulty performance of the services to be performed by Contractor hereunder.

It is expressly understood and agreed to by both parties hereto that the Contractor, while engaged in carrying out and complying with any of the terms and conditions of this contract, is an independent contractor and is not an officer, agent, or employee of the aforesaid District. Either party may terminate this agreement by providing the other party with ten (10) days written notice. Upon such termination, fees will be determined on a pro rata basis.

Leadership Associates does not participate in a California public pension system. Leadership Associates and the District understand that the work/services provided should not be considered creditable toward the STRS earnings limit as the work is not normally performed by employees of the District and requires less than 24 months (496 business days). REF. CA Education Code § 26135.7 (2014)

CONTRACTOR: LEADERSHIP ASSOCIATES
Taxpayer ID#: 68-038 3653

DISTRICT: AMADOR COUNTY UNIFIED DISTRICT

By: Sally Frazier, Ed.D.
Title: Lead Consultant
Date: January 8, 2021

By: ____________________________
Name: ____________________________
Title: ____________________________
Date: ____________________________
AMADOR COUNTY UNIFIED SCHOOL DISTRICT SUPERINTENDENT SEARCH

TOTAL FEE TO CONDUCT SEARCH – All Inclusive: $21,500

This fee includes:

- All expenses incurred by consultants
- All meetings with the Board
- Development and posting of the position description announcing the position
- Cost of advertising in EdCal (Two consecutive publications)
- Acceptance of applications and responding to all inquiries regarding the position
- Recruitment of candidates and extensive background checks
- Gathering of community and staff input and providing Board with a written report, including online survey
- Coordination of logistics of the search:
  - scheduling appointments
  - notification of unsuccessful candidates
  - scheduling community visit
- Assisting in the development of interview questions and supporting the Board with the interview process
- Assisting the Board’s administrative assistant throughout the process with templates, online posting updates and sample agenda language
- Acting as an advisor to the Board of Education
- Assisting the new superintendent and Board through transition and community verification visit, if conducted