

Western Placer Unified School District

Regular Meeting of the Board of Trustees

September 15, 2020

WPUSD District Office/City Hall Building–Go To Meeting

600 Sixth Street, Lincoln, CA 95648

MINUTES

2019-2020 Goals & Objectives (G & O) for the Management Team: Component I: Quality Student Performance; Component II: Curriculum Themes; Component III: Special Student Services; Component IV: Staff & Community Relations; Component V: Facilities/Administration/Budget.

All Open Session Agenda related documents are available to the public for viewing at the Western Placer Unified School District Office located at 600 Sixth Street, Fourth Floor in Lincoln, CA 95648.

Board Members Present via Teleconference:

Paul Long, President

Brian Haley, Vice President

Paul Carras, Clerk

Damian Armitage, Member

Kris Wyatt, Member

Others Present via Teleconference:

Scott Leaman, Superintendent

Kerry Callahan, Deputy Superintendent of Educational Services

Audrey Kilpatrick, Assistant Superintendent of Business & Operations

Gabe Simon, Assistant Superintendent of Personnel Services

Maria Gonzalez, Administrative Assistant to the Superintendent

Mattie Ridgeway, Student Advisory

Matthew Nobert, Lincoln News Messenger

1. ANNOUNCEMENT: EXECUTIVE ORDER N-29-30 TELECONFERENCE FLEXIBILITY

This meeting is being held pursuant to the procedures established in Executive Order N-29-20 issued by California Governor Gavin Newsom on March 17, 2020. All board members may attend the meeting by teleconference. This meeting will be a telephone conference call only. The public may listen/participate via instruction listed prior to section 4 of the agenda.

2. ANNOUNCEMENT: Should this Board Meeting encounter any security breach or inappropriate issues, the meeting will be ended immediately.

5:00 P.M. START

3. CALL TO ORDER – WPUSD District Office/City Hall Bldg. – Go To Meeting

4. COMMUNICATION FROM THE PUBLIC

Jennifer Horton submitted the following statement Dear Western Placer School Board, While I'm sad to lose Scott Leaman as our Superintendent, I'm so happy to hear that he will enter a well-deserved retirement. Thank you, Scott Leaman, for your dedication and service in education. I was also happy to hear that Kerry Callahan is being offered an employment contract for Superintendent. Kerry has served our district well as Deputy Superintendent. In my work with Kerry, she has helped secure grants and helped to grow

September 15, 2020

Minutes

our Career Technical Education programs, which is preparing our students for career and college. She will always listen to you, and makes the best decision for the district, she encourages leadership, and most important, Kerry remembers and acts on why she is serving our district in the first place, by doing what is best for students. I would also like to add, having a female Superintendent and paying her a competitive salary will only move us forward as a district and as a community. Thank you for your time, Jennifer Horton CTE/STEM TOSA WPTA Vice President

Tara Jeane spoke to the Board and thanked the Board for taking public comments. She wanted to share a perspective from someone who has been in the district for 15 years and who has had the honor of working with everyone on the Board for almost a decade and watching them grow as a Board and how they chose to lead our school district. Looking at the challenges education is facing, we are facing unprecedented challenges. You have in front of you decisions and situations that you never, ever thought about when you chose to run for our school Board. You chose to step up because you have a heart and you have a passion for our community. Now you are hearing so many loud voices from so many different places about our community. The challenge becomes that you are now the expert that understands how our District works. You understand that thirty thousand foot perspective of how to make sure that our kids get the education they deserve. You now have to walk in and have a challenging conversation about what division is for our district moving forward. You're listening to your constituents. I so appreciated how you hear from our students and our parents and our teachers and our education professionals. You also now bear the decision of how to move our district forward. Kerry's heart and passion and hard work is really about that mission. So as you walk into this difficult conversation you are going to have about our future, please listen not only to the voices of your constituents, but the wisdom of your experience as our elected leaders and make the decision our district needs to move us forward as Scott walks into the amazing experience of retirement. Thank you so much for letting me speak to you before you went into closed session. This is Tara Jeane former WPTA President.

5:05 P.M.

- 5. CLOSED SESSION – WPUSD District Office – Go To Meeting Conference call with Board Members not on site.**

5.1 CONFERENCE WITH LABOR NEGOTIATOR

Bargaining groups: WPTA & CSEA Negotiations

Agency Negotiators:

~Scott Leaman, Superintendent

~Kerry Callahan, Deputy Superintendent of Educational Services

~Gabe Simon, Assistant Superintendent of Personnel Services

~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

5.2 CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No.

CPF15-514477

5.3 PERSONNEL

Public Employee Employment/Discipline/Dismissal/Release –

5.4 STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918
Student Re-Entry - Student #19-20-C

Mr. Leaman explained the process of the meeting. The President will introduce the items that are being presented. We will have the person presenting the item speak on the item, and then Mr. Long will ask if there are any questions. We will take comments during the comments portion. We will then close down the time for discussion. When board is discussing item please do not interrupt the Board discussing the item.

6:00 P.M.

6. ADJOURN TO OPEN SESSION/PLEDGE OF ALLEGIANCE –

The Board of Trustees will disclose any action taken in Closed Session regarding the following items:

6.1 Page 11- CONFERENCE WITH LABOR NEGOTIATOR

Bargaining groups: WPTA & CSEA Negotiations

Agency Negotiators:

~Scott Leaman, Superintendent

~Kerry Callahan, Deputy Superintendent of Educational Services

~Gabe Simon, Assistant Superintendent of Personnel Services

~Audrey Kilpatrick, Assistant Superintendent of Business and Operations

No action taken

6.2 Page 12 - CONFERENCE WITH LEGAL COUNSEL – EXISTING LITIGATION

CAL200 et al. v. Apple Valley et al., S.F. County Superior Court Case No. CPF15-514477

No action taken

6.3 Page 13 - PERSONNEL

Public Employee Employment/Discipline/Dismissal/Release –

No action taken

6.4 Page 14 - STUDENT DISCIPLINE/EXPULSION PURSUANT TO E.C. 48918
Student Re-Entry - Student #19-20-C

No action taken

7. Page 16-82 - CONSENT AGENDA

7.1 Certificated Personnel Report

7.2 Classified Personnel Report

7.3 Agreement for Forster Heating and Western Placer Unified School District

7.4 Agreement for RFI Communications & Security Systems and Western Placer Unified School District

7.5 Agreement for Emcor Services and Western Placer Unified School District

7.6 Agreement for Emcor Services and Western Placer Unified School District

September 15, 2020

Minutes

- 7.7 Agreement for Prodigy Electric and Controls Inc. and Western Placer Unified School District.
- 7.8 Agreement for Sunbelt Rentals and Western Placer Unified School District
- 7.9 Ratification of Contract with Upbeat Music, LLC and Glen Edwards Middle School
- 7.10 Ratification of Agreements between Cal State TEACH and Western Placer Unified School District
- 7.11 Ratification of Agreement between Grand Canyon University and Western Placer Unified School District
- 7.12 Ratification of Agreement between Public Works and Western Placer Unified School District
- 7.13 Approve Resolution 20/21.3 Regarding English Learner Authorization
- 7.14 Approve Resolution 20/21.09 Authorized Signatories for WPUSD
- 7.15 Student Discipline/Expulsion – Re-Entry Student #19-20-C
- 7.16 Williams Uniform Quarterly Complaint Report

Motion by Mr. Haley, seconded by Mrs. Wyatt and passed by a 5-0 (*Ayes: Carras, Haley, Armitage, Wyatt, Long* *No: None*) roll call vote to approve consent agenda as presented.

8. COMMUNICATION FROM THE PUBLIC

No communication from the public

9. REPORTS & COMMUNICATION

➤ Lincoln High School Student Advisory – Mattie Ridgway stated that she is senior at Lincoln High school and she was just up for reelection as the Student Board member. She is the relation between the School Board and the students at Lincoln High School. She gives updates on what is happening at the school. Currently they are all distance learning. They are excited to hear the news of reopening in the future. They just had their elections and the ASB President is Isabella Andriani, the Vice President is Taylor Goodman. She is still the School Board Representative. The students want to express appreciation and thanks to School Board members, teachers, the staff and everyone who in involved with the schools reopening. They know that it is not easy and they are experiencing it as well. She wanted to thank Mr. Leaman for all his work for the school and for the entire district over the years.

➤ Western Placer Teacher's Association – Tim Allen stated that he is a chemistry teacher at Lincoln high school and is serving his 2nd two year term as president of WPTA and he represents teacher, counselors, speech and language pathologist and nurses in our district. As the board knows we had a bargaining session last Friday with a tentative agreement/memorandum of understanding. The process for us is to give our membership time to review the MOU and get back with any questions. This is standard when going through contract changes. We are going to take this week to field questions and come back on Friday. We are excited about the work that we were able to get accomplished. Thank you Superintendent Scott Leaman for leading from the district side in good faith and always recognizing what we were brining to the table from the beginning, which was how can we have the safest and the best working environment in a pandemic. We have been fielding quite a few emails. Chief Negotiator, Barret Hess is a teacher at the farm and led the negotiations for our association. Thank you to Barret and his team for all of

Minutes

their hard work. Tim stated that for everyone on the District as well as everyone involved, he appreciated the level of professionalism in the room on a Friday afternoon for almost 6 hours straight. It is a real testament to the level of relationship between the district and the association. The document is in draft form and they are still negotiating with the district. The teachers and the rest of the association needs time to understand what it is going to look like when students start coming back to campus, hopefully on the 6th of October. There will be a time and a place to recognize the service of Scott Leaman who is the longest serving superintendent in Placer County. Tim wanted to thank Scott for his service as he begins to wind down his career. Tim stated he appreciates everything that Scott brings to the table in terms of his professionalism. Scott is the superintendent who really does care about the teachers and the students at WPUSD. The association feels very strongly that if the district were to be put into the hands of Kerry Callahan, we could not find a better leader, somebody who understands the district and what we have gone through. We have a special opportunity in this district to continue to have a relationship with someone who understands our relationship.

➤ Western Placer Classified Employee Association – Jim Houck would like to take a moment to give a shout out to Sandra House from technology. He has been hearing numerous reports that she has been resolving a lot of tech problems and everyone is very appreciative of that. Jim also stated that they are working on implementing all of the safety standards and protocols that are needed to get the students and staff back to school hopefully on October 6th. We would like to take this time to say thank you to Scott for his working relationship with the union and like Tim stated, a caring person about the people that work here.

➤ Superintendent – Scott Leaman

- We are moving forward with a new time line. There will be an invitation to confirm your student selection which will be available until next Monday
- We updated our Roadmap to Reopening. Please read the document on our website, which has information regarding what opening our schools will look like.
- Appreciates the comments made tonight
- Appreciates the patience from everybody and the parents that are working with their students at home
- Appreciates the staff for their patience in dealing with the changing protocols
- Excited for October 6 to come and we are working towards that goal

10. Page 84 - PUBLIC HEARING

Public Hearing re Sufficient Instructional Materials

Education Code 60119 requires that the governing board of a school district hold an annual instructional materials public hearing to determine whether the district has sufficient standards-aligned textbooks or instructional materials for students in each of its schools. A ten-day notice of the public hearing is required. Notices of Public Hearing was posted on our WPUSD Website and sent to our local schools on September 1, 2020.

Mr. Long opened the public hearing at 6:23 p.m., there being no comments from the public the public hearing was closed.

Mr. Long gave an overview on 11.1, 11.2 and 11.3. Mr. Long stated that tonight the Board will be taking action on Scotts' retirement letter for June 30, 2021, Kerry Callahan's

September 15, 2020

Minutes

contract as Superintendent to begin on July 1, 2021 and establish a new Superintendent Salary Schedule. Mr. Long gave some background on these items. As Scott was coming to the end of his time with us, the Board began working on a transition plan for the future Superintendent over a year ago. They were planning on taking action on this plan in February or March of this year. Mr. Long stated, "As everyone knows, COVID had a large impact on our district and we felt it was bad timing to announce changes in the middle of responding to a new crisis. We also felt keeping the current district management in place during this crisis, was the best option for us. With school open and the beginning of the new school year behind us and with our desire to retain Kerry as our next Superintendent, we are taking action tonight on our transition plan that has been in the works for over a year".

11. ♦ACTION ♦DISCUSSION ♦INFORMATION

11.1 Discussion/ Page 87 – SUPERINTENDENT RETIREMENT LETTER

Action – Long (20-21 G & O Component I, II, III, IV, V)

Paul Long presented the Superintendent Retirement Letter for approval and stated that Scott Leaman was going to read his retirement letter for the record. Mr. Leaman read his retirement letter which can be found in the board packet.

Gregg Law stated he teaches at Glen Edwards Middle School and taught a Foscett Ranch and Creekside Oaks. He has been teaching since when Eva sent him his application for Western Placer and he typed it out and sent it back. He was here when Rosemary was still the receptionist. Greg wanted to comment on Scott's retirement and stated that Scott has been around and he has been consistent. He has always been welcoming, he always know my name. He came to my third grade class and talked about his time in the Peace Corp. because we were doing somethings that had to do with African folktale. It is those sort of things that make Scott special. He and I have not always agreed, but he has always done what he knows to be right. I've never questioned his thoughtfulness, his wanting to do things that were right. I'm sorry to see him go, but I can see that he has the next step in his life and whether its watching James do something up in the hills, or Becca going back into the Peace Corp., I just wanted to say thank you Scott, it's been a long time. I've been in the district longer than Scott's been superintendent, but not by much. Thank you Scott for being who you are.

Motion by Mr. Haley, seconded by Mr. Armitage and passed by a 4-0 (*Ayes: Armitage, Carras, Haley, Long, Wyatt, Long, No: None*) roll call vote to approve Superintendents retirement letter.

11.2 Discussion/ Page 90 – SUPERINTENDENT CONTRACT– Long (20-21 G & O

Action Component I, II, III, IV, V)

Paul Long presented the Superintendent Contract for approval and stated that he has served 40 years on the board and from his experience, the best superintendents were homegrown. In other words, they had another position in our District prior to becoming superintendent. Kerry has

served the district valiantly and is our current Deputy Superintendent. She knows our district culture and direction. When the district has engaged in a superintendent search, I have found the results to be less than satisfactory. We are avoiding that by appointing Kerry. Kerry is ready to be a Superintendent. We would like her to be our superintendent and with Scott's departure, the timing could not be better.

Gregg Law stated that he is a teacher in the district and he is not representing Western Placer Teachers Association. Mr. Law stated that he does have a concern with the automatic hiring of Kerry. This is not a personal question of her integrity or the fact that she is qualified. His concern is twofold. Mr. Law stated that this has been worked on for a year, and he has not seen any request for parent input on what they want in the characteristics of a new superintendent. He is connected with WPTA from the public information side and he has not seen anything requesting any WPTA input or anything from CSEA requesting any input on what the new superintendent should be. He has been involved in a number of job interviews for administrators in this district. All the job interviews that he has been involved with have done multiple layers and specifically that has been for principal levels. He has a problem with the fact that it is just automatically being dropped here and he does not think this is the correct public forum right now to do this because you do not have the number of people that could be actually represented. We have had some technical problems with the phones tonight. On top of that, we have the November elections, and we have two open board member seats. They could be the same board members or they could be different board members. If I was being elected to the School Board, I would like to have the right to select the superintendent that I am going to be working with and not having been decided by the previous school board. Again, this is nothing against her. I am sure she is excellent, but we will never know how excellent she is unless we compare to outside people. Thank you

Reno Penders is the Principal at Scott Leaman Elementary. He wanted to congratulate Mr. Leaman and wish him a happy retirement with lots of fishing and camping and has a feeling he may stop by a certain school from time to time. Mr. Penders stated that he would like to express his total support for Kerry Callahan as being selected as the next Superintendent of Western Placer Unified School District. You will never find a more qualified person to lead our District. Kerry is dedicated to our students, I see that both as a parent and as a Principal. She has spent countless hours creating the vision program in support to move our district from good to great. Under her leadership along with Scott, our district scores have increased every year and we are closing the achievement gap for all students. When making choices she looks at all angles and makes sure to base them on what is best for learning. She cares about all employees in the district. She goes as far as helping teachers set up their classrooms to get ready for in person learning. I think Kerry will do an amazing job and I completely support Kerry being our next superintendent. Thank you

Jennifer Horton submitted the following statement: Dear Western Placer School Board, while I'm sad to lose Scott Leaman as our Superintendent, I'm so happy to hear that he will enter a well-deserved retirement. Thank you, Scott Leaman, for your dedication and service in education. I was also happy to hear that Kerry Callahan is being offered an employment contract for Superintendent. Kerry has served our district well as Deputy Superintendent. In my work with Kerry, she has helped secure grants and helped to grow our Career Technical Education programs, which is preparing our students for career and college. She will always listen to you, and makes the best decision for the district, she encourages leadership, and most important, Kerry remembers and acts on why she is serving our district in the first place, by doing what is best for students. I would also like to add, having a female Superintendent and paying her a competitive salary will only move us forward as a district and as a community. Thank you for your time, Jennifer Horton CTE/STEM TOSA WPTA Vice President

Tara Jeane stated that she is a proud High School English Teacher at Lincoln High School and she is super excited at the growth in our district and the opening of our second comprehensive high school and addition to our continuation school Phoenix. Tara stated she is speaking tonight because she is excited about this potential future for us in Western Placer Unified. She was honored about six to seven years ago to be on the interview panel and she got to interview Kerry when she was applying to be our Superintendent of Public Instruction/Educational Services group. She remembers clearly that she demonstrated all parts of who she is and has only proved herself over the last six years. She read each questions carefully and she answered them thoroughly. She made sure to respond not only from her big brain that sees the potential of moving our students and our education forward, she also answered from her heart. The part that cares about what our kids need and get from our district. In the last six years, I have only seen her expand that brain and fill that heart by falling in love with us. She came six years ago as an outsider but she has fallen in love with Western Placer and with the community of Lincoln and who we are and how we do education. She has a vision for us for our teachers, for our support professionals, for our administrators, for our district office, for our students and our community. That vision has me so excited because the builds on phenomenal base that Scott Leaman has been building for the last 15 years, who we are today is not who we were 15 years ago. Because of Scott Leaman's leadership. Who will we be in 10 years is not who we are today because of how Kerry Callahan will move that. I am so excited to be a part of that journey. Tara stated, "I highly, highly support the appointment of Kerry Callahan as our next Superintendent in Western Placer". She stated she has so many words to speak about Scotts retirement and how honored she was to lead with him for so many years. "Thank so much for allowing us to speak our heart and our passion and to consider that as they make this very big discussion for the future of our district".

Spencer Short stated he does not know Mrs. Callahan and he is sure she will do an excellent job, but the problem he has with this appointment tonight is that it seems to go against good processing and good policy. When you have a position like Superintendent, which is absolutely important to the entire community, it seems like the most prudent thing to do is to conduct a full search including your internal candidate. Which at many times that internal candidate will come to the top, but we want to prove that. Good leaders can prove that because they will come to the top when competition arrives. He stated that he would like to ask the board reconsider. He appreciates President Long's editorial about were the school has been over the last year, but he thinks that what they are hearing tonight from some is the fact that we haven't heard about the appointment. We didn't know this process was going on, and quite frankly, the public didn't know that Scott was planning to retire until the agenda came out this week. So he would ask the board reconsider and not to not appoint but to hold this off and to walk through a process which will then either confirm that Mrs. Callahan is the correct person or that we will find someone who may be different than Mrs. Callahan and bring a different skill set. He would like to ask the Board to consider that and to consider holding this appointment for a period of time so they can conduct due diligence on looking into who else is out there and making sure we have the right person because this person will hopefully be with us for ten to fifteen years. Thank you

Mike Maul stated that he is the Principal of Lincoln High School and he wanted to echo the thoughts of Tara Jeane and others who have spoken in support of Kerry Callahan being appointed as Superintendent of WPUSD. He knows there are processes out there, but sometimes, you just know when you have the right person, and in this case, it is clear the board knows they have the right person. Mr. Maul stated that Mr. Leaman has effectively guided the district through some very difficult times and he is grateful that the district will continue to be in such capable hands with Mrs. Callahan. Thank you WPUSD Board for recognizing that Mrs. Callahan is the best person for the job.

Public comments was closed and opened up to the School Board for comments.

Kris Wyatt – stated that being in this district for over 49 years, she has gone through seven superintendents. They have had okay ones, they have had horrible ones, and they have had really great ones. The ones that have been really great have been appointed by the School Board. They have been appointed because they were already in the district. She doesn't see the need for the board to spend the excess money to do a search because we have someone that is extremely qualified and well liked by staff. Mrs. Wyatt stated that whenever she brings a project to her she has open arms. Mrs. Wyatt is not just doing it as a School board members, she does it as a community member, as a Rotarian and Kerry has been very open to at least try what she gives her. As far as going through a process Mrs. Wyatt

doesn't think they need to do that because Kerry is very qualified, if you read her resume she is the ticket and she is only going to keep us as transparent as we always have been. She is going to be involved in our community. She is not going to bring mediocrity to this community, she is only going to build up what we have already started. Mrs. Wyatt stated we have gone through some really hard times and she doesn't want to go through that again for the sake of her kids, grandkids and any other relatives beyond that. We are doing our due diligence in nominating Kerry and selecting her as our next superintendent.

Paul Carras stated the most important thing the board does is to hire a competent Superintendent. The Superintendent is the only person we hire or fire. So for anyone to think that in the past year we sort of did our thing and just appointed Kerry that is ridiculous. I've been on the board 14 years. I'm the only one that is going off the board. We have Brian Haley who has served 14 years, Paul Long has been on the board 40 years, Damian and Kris are going on 10 years. It is not like we don't have a good feel for talent. We have very definitely honed in, based upon what Kerry has done in her role as the Deputy Superintendent of Curriculum and Instruction, she will do extremely well, there is no question in my mind. As far as a search goes, if you really wanted to do a search, be prepared to spend a lot of money to get candidates that you may or may not want. I've been on those searches before and one local district between all of the survey that they did and so forth, \$100,000 hit to the general fund. We want to be smart about our decisions and I think Kerry is the smartest thing we can do.

Damian Armitage – stated a school board has five major responsibilities, set direction, establish an effective and efficient structure, providing support, ensuring accountability, providing community leadership as advocates for children, the school district and public schools. One of the important things that we do, as a Board is to make sure we are meeting our responsibilities is to put in place a strong cohesive and consistent leadership team. We are fortunate to have that here in Western Placer. I am happy to support the appointment of Mrs. Callahan.

Brian Haley stated that Kerry actually has had a seven year probation period. We have been able to see everything she does and work with her. You could not have more of a vetting than that. I've been in education a long time. I taught everything from seventh grade Latin to 19th century history, literature and music at different levels including college, elementary and high school. I love teaching and the main goal of teaching is to bring our students to the point where they want to make the learning they are getting their own. If they can get from the teacher how much they care about their subject then somehow that is passed on to them. We have very passionate wonderful teachers. Mr. Haley stated that his son graduated from Lincoln High School after two years at attended Glen Edwards and he turned out to be a wonderful guy. He had excellent teachers at Lincoln and got him started in music. He is a great saxophone player and plays in a

band, but he also majored in finance and works at Apple but gets to play in his band as well. All of this is because of Lincoln High School and Glen Edwards Middle. Mr. Haley stated that he is talking about the environment that we have and he knows that Kerry is going to fit right in, she is warm, caring and open to new ideas. She doesn't let criticism get her down. She doesn't hold grudges and she is probably a good cook. I cannot think of a better person for our district.

Motion by Mr. Carras, seconded by Mr. Haley and passed by a 4-0 (*Ayes: Haley, Armitage, Wyatt, Carras, Long No: None*) roll call vote to approve the Superintendents Contract.

11.3 Discussion/ Action *Page 102 – SUPERINTENDENT SALARY SCHEDULE – Long (20-21 G & O Component I, II, III, IV, V)*

Paul Long presented the Superintendent Salary Schedule for approval and stated when a district selects a new superintendent, comparison data is always used to establish a new salary. Using comparison salaries, we have arrived at a schedule that starts below the average of our comparison districts. Kerry will start on the first step of this salary schedule on July 1, 2021. Included in this items was placing Scott on the first step of the salary schedule for the remainder of the year. This seemed fair because the new superintendent salary that would start in July was below the county average and Scott is the most senior District Superintendent in Placer County and has served the district going on his 28th year. Scott has requested we amend this item to remove his placement on the new salary schedule and he will retain his current salary.

Gregg Law stated that he is not talking from Western Placer he is a membership person and his only comment tonight is that he has a hard time when we basically have told some of our teachers, our prep teachers in the elementary levels that you might be losing your job next year or you have to go and do different jobs this year. I am not invalidating Scott's accomplishments, I am simply saying that it is hard for teachers and classified individuals to hear that he might be getting a significant salary increase, when I think we can all foresee that we may have some budgetary issues coming up. Thank you

Mr. Long restated that Scott Leaman would be retaining his current salary and not taking a salary increase.

Spencer Short stated that the question he had was about the timing of this. It seems like all salaries should be updated at a certain point in time. When are the teachers and staff salaries going to be updated? Shouldn't they all be done together? Also identifying this is a critical issue right now, given the fact that there are some budgetary issues, that you had some initial budgetary issues in your preliminary budget this year that were covered under some onetime funds. That indicates that there will be further impact

next year and probably further years also given that ADA may change given were some parents are moving their kids out of districts to go to charter schools or to do homeschooling so much so what is it going to do to your ADA. I would just ask that if this isn't absolutely necessary now and also given that Kerry was appointed just now, that she doesn't actually go into the position until 9 months from now, it seems that you have some time to kind of work through this. I would ask that you hold this off and consider the impacts overall and also consider the impact on the moral to your teachers and to your staff employees. Many of them have identified their concerns that they are not going to have a job next year. It seems the wrong thing to do, to increase the pay of your most senior person while some of your other employees are losing their jobs. I would just ask that you reconsider this item. It doesn't seem that it is a critical issue at this time. Hold it for two to three or six months since Mrs. Callahan will not be going into her position until July 1. Thank you for your time

Tami Mejia asked that her comments be read: "I hope this is a joke and no one better vote for the raise for Scott Leaman. If anyone deserves a raise it's the teachers not a lying politician. I sat through Mr. Leaman's webinar and he led us all to believe that we were going back to in person learning within a few weeks and that they want to reopen and so on. Actions speak louder than words! His actions haven't proven that, as he is delaying the opening saying the requirements for re opening keeps changing and that was a lie! Miss Sisson the county health officer confirmed that the requirements for reopening haven't changed! He hasn't done much for our district especially when we needed him to shine for us once we got taken Off of lockdown, and well not impressed! I promise you this if you vote to give this soon to be retired person a raise then I will fight to get the board members removed and relieved as well. Signed, Tami Mejia a concerned parent and active voter in Lincoln Ca!"

Brett Racine stated he is a father of a six and a four year old and his six year old is in first grade this year. In these unprecedented times, he really appreciated your hard work, the board's hard work, everybody's hard work and especially the teachers. Brett stated that it is not an easy job or task for anybody. He stated that he appreciates your (Scott Leaman) dedication and work for our district throughout the years. It was a relief to him personally, and is processing this information as it comes. He seconds one of the previous speakers' sentiment that, especially now that you have chosen to take the course of action that you have that any votes tonight be delayed. He can't help but think about all the people in the state, the country and in the world for that matter that are taking pay cuts or no pay raises at all and those losing their private businesses, losing their jobs in the private sector, and this is falling under hard times on everybody right now. I would be first in line to support commensurate pay and benefits for anybody representing us with our best interest in mind, however I would also be the first in line to want to see the numbers on how those figures were derived as opposed to a general summarization that we looked at commensurate positions and we

are under paid. I did some quick math today and I don't know how accurate the numbers are but it at least gave me enough information that before I would support a pay step from the current superintendent up to the close one of up to almost 15% that I would like to see how those number were calculated and why they are justified. The timing is everything and in light of the struggle that everybody is going through, the difficulty of everyone, to see any number like that without the justification for commensurate pay to tell the public that some position is going to get a 15% pay raise at a time like this is a big deal. I feel strongly that with all of this in mind, the timing, the state of the economy and our world and the fact that you have again taken a very noble route in your choice considering everything, that you share the information with the district and the families as far as how those numbers are justified and I feel like people like me who can look objectively at numbers and see that they are justified down the road, we would support that. At this time, I really strongly feel like this should be delayed. Thank you for your service, we are looking forward to going back to school in person very soon.

Jeff Duer stated that he is a teacher in the district and this is his 25th year teaching. Scott, you are one of the most honest man of integrity I have ever met. I want to go on record saying that tonight. Congratulations on your retirement. This fact that you essentially refusing this raise is so like you. Personally, if I were on the road I'd vote it down and I would give you the raise because you deserve it. The School Board knows, I sent an email last year stating that our administration is underpaid compared to previous districts. It's been a pleasure working for you Scott, and the fact that you have refused this raise definitely shows the man you are even though I would vote it down. Thank you

Jim Houck stated they he would like to say that we understand that the new superintendent deserves to come with a new salary to be competitive with everyone else. What we are worried about is the future pay scale, if our budget is going to be able to handle that. We would like to see, the other steps put on hold until the budget comes out to see if we are going to be able to manage this. Thank you

Public comments was closed and opened up to the School Board for comments.

Paul Carras stated that anytime he has been around and a new superintendent comes in, the new superintendent usually gets more money than the outgoing superintendent because of the comparisons that are made. I thought Jeff Duers comments were very right on. People generally don't understand why the process works the way that it does and what it leads to in order to ensure the quality leadership at the top that we need, that you need, that this district needs, that everybody needs. In looking at the salary schedule, I have no concerns about approving the superintendent's salary schedule, minus Scott sacrificing himself once again.

Paul Long stated that the placement on the salary schedule puts Kerry in the 5th place. Our classified employees in this district are in 1st place, our teachers are in 3rd place and our new superintendent is going to be in 5th place on the salary schedule out of seven districts. I just wanted everyone to understand that. The current superintendent Scott Leaman is in last place. He is the most senior superintendent in Placer County. The average superintendent is only 2 to 2 ½ years.

Scott Leaman clarified the item and stated that the amended item is as follows: delete current superintendent being put on the first step and modify the item that the new superintendent will be placed on the first step as of July 1, 2021.

Motion by Mr. Carras, seconded by Mrs. Wyatt and passed by a 4-0 (*Ayes: Armitage, Wyatt, Carras, Haley, Long No: None*) roll call vote to approve the Superintendent Salary Schedule

Audrey Kilpatrick stated before she got started she wanted to take some time to congratulate Scott on his retirement. I am so happy for him. Reading through his retirement letter reminded me of the great leadership and caring he has shown to the Western Placer Family and community. For the past eight years that I have worked with Scott at the helm, the district has achieved so much, all while always having a sense of humor, humility and respect that makes a great superintendent. Thank you Scott for being there for us and especially guiding me over the last 8 years.

Audrey Kilpatrick also wanted to congratulate Kerry Callahan. Kerry, I want to congratulate you and I know that you will continue to move us forward with the same leadership we have had from Scott. You have been mentored by the best. The Western Placer family and I support you and look forward to the future.

11.4 Discussion/ Action **Page 104 – APPROVE RESOLUTION #20/21.10 TO ADOPT THE 2019/20 AND 2020/21 GANN LIMITS FOR WESTERN PLACER UNIFIED SCHOOL DISTRICT – Kilpatrick (20-21 G & O Component I, II, III, IV, V)**

Audrey Kilpatrick presented Resolution no 20/21.10 for approval. Shortly after Proposition 13, the 1978 Jarvis-Gann amendment was enacted. Proposition 4, adopted in November 1979, established a constitutional limit on the allowable growth in state and local government spending. These appropriation limits, commonly called Gann Limits, allow government spending to grow at a rate no faster than inflation and change in population. Motion by Mr. Haley, seconded by Mr. Carras and passed by a 4-0 (*Ayes: Wyatt, Carras, Haley, Armitage, Long No: None*) roll call vote to approve resolution no. 19/20.10 to Adopt the 2019-20 and 2020-21 Gann Limits for Western Placer Unified School District.

Kerry Callahan wanted to acknowledge those in the community that expressed concern about the new salary schedule. She wanted them to know that she has been mentored by the best. Mrs. Callahan stated Scott is a person of integrity and I could not agree more with Jeff Duer. I strive to be that same person, I am not Scott and I am not going to try to be Scott. I want to be the next best thing and move us forward as a district. I appreciate the board investing in me as the new superintendent. Fiscal solvency is important to me. I will forgo salary increases in the future, if we get in a situation where budget is an issue. The district is important to me and I am not doing this job because of the paycheck. I appreciate being competitive like other employee groups and your investment in me, I will work every day to reinvest back into this district tenfold. Scott, you have been the most incredible mentor anybody could ever ask for. Many times in leadership, there are good ones and there are bad ones, and many times in my career, I have learned more of what not to do if I were to move forward. With Scott's leadership, I have learned what to do. I really hope to continue to support his legacy by being collaborative, thoughtful, and caring while also moving this district forward into the future. I want to make sure the community understood that I am going to do what is right for this district when it comes to budget, and even if that means sacrificing some things for myself, because that is who I want to be as a leader. Thank you Scott for being an incredible mentor for the last six plus years.

11.5 Action **Page 109 – APPROVE RESOLUTION #20/21.11 REGARDING INSTRUCTIONAL MATERIALS – Callahan** (20-21 G & O Component I, II, III, IV, V)

Kerry Callahan presented Resolution no. 20/21.11 for approval. The resolution is an annual public hearing to determine whether the district has sufficient standards-aligned textbooks or instructional materials for students in each of our school. This year it is a bit different since our normal instructional model is different. We do have our adopted materials and materials and purchased additional materials to support distance learning. Motion by Mr. Carras, seconded by Mrs. Wyatt and passed by a 5-0 (*Ayes: Carras, Haley, Armitage, Wyatt, Long No: None*) roll call vote to approve resolution no. 20/21.11 regarding Instructional Materials.

11.6 Information/**Page 112 – IN PERSON INSTRUCTION UPDATE– Leaman** (20-21 Discussion G & O Component I, II, III, IV, V)

Scott Leaman stated that they wanted to bring to the board and the public an update on in person instruction. We put the board packet together prior to the meeting and this item changes every time prior to the board meeting. The goal for tonight is to give a general update around our timeline and other items. Kerry Callahan will dive deeper into our model. When you look from district to district in Placer County, we have about as many models as there are districts. We came up with our model in a particular manner, based on community input. We have gone through many steps to

make sure that this model is a viable model for us. Mr. Leaman introduced Kerry Callahan to discuss the in person instruction model. Mrs. Callahan stated that when we first began trying to identify a model that would work for us, knowing the possibility that school was going to have to be very different in person, we started looking at a hybrid model with an AB cohort, which is similar to what some other districts have chosen. We heard very loudly from our community that a five-day model was what they wanted. We also had heard from surrounding districts that they were going to be pursuing a five-day model as well. We put the cohort AB model, (every other day) to the side and began looking at providing a five-day model. Some districts approached a five-day model with the idea of identifying specifically distance learning teachers that would serve families that wanted to be on distance learning and then implementing a full five-day model with the remaining teachers. Part of the issues that we realized with that, was that having separate distance learning teachers, albeit might be a great option for some of our high-risk staff, would require us to significantly reassign teachers across the district. Right now, we have about 30% of our families that have requested distance learning. That would be about 60-65 teachers in our district that would have to be reassigned to distance learning. When you reassign them that would have caused a domino effect. As you reassign the 60 to distance learning then you have to start reassigning the others that now have to fill the gaps that were left behind. It would impact probably 50-60% of our teaching force in terms of reassignment. Another issue that it would present is that it would leave the same percentage of teachers to percentage of students and not allow us to lower our class size. We would then have to do an AB type of cohort model were only half the kids come on one day and the other half the kids come on another day and it would not allow us to provide the five-day model that many of our families were requesting. Workload has come up as a concern. "I can't do distance learning and in person learning". The only model that doesn't require that is being a full distance learning teacher. If I am going to do a hybrid AB cohort every other day model, the students that I don't see in person on the A day, have to receive distance learning support on the day that they are not in person. So any of the teachers that are remaining in the hybrid alternate day model, would be required to still serve as a distance learning teacher and an in person teacher. The distance learning teachers, because students are not going to be perfect packages-25 second graders that want distance learning and 25 third graders that want distance learning wouldn't be just a second grade distance learning or third grade distance learning teacher. They would be a K-3 or a K-5 elementary distance learning teacher. We would have also potentially faced a lot of remaining in person teachers doing the distance cohort model (not the five day model) being a combo teacher as well. So you have all of the students going to distance, you now have these not so perfect packages of students that are going to require us to have combo classes to meet the students that remained for in person. We began down the path of thinking about, is there a way for us to provide a hybrid model that gives us our five day in person for our families that need it, but also allows us to serve our students on distance

learning. We came up with our five-day hybrid model. It allows for our in person student to come every day of the week while shortening the day so that teachers will have the opportunities in the afternoon, to serve the students on distance learning. We are providing for teachers to be able to actually live stream. When we say live stream it means google meet, with the students on distance learning during the in person instruction. Many of our teachers have chosen, especially at the secondary level to continue to have our distance learning students log in each period like they have been doing now, while they are also serving the in person students. At the elementary, many are considering ways that they might be able to do that in order to allow the distance learning students to log in and participate. If they do not, then students will have that opportunity in the afternoon to get that live interaction that they are accustomed to right now in the mornings. What we have heard from other districts, is that students who were assigned to distance learning with a specific distance learning teacher, had to leave their home school. They were being placed in classes with students that were not their peers and teachers that they do not necessarily know. They were not getting the same opportunities to participate in classes through distance learning as with the in person model. Our teachers are doing incredible work right now. They have completely blown our expectations out of the water because that is who our teachers are. It is going to be difficult to continue to try to do this while serving in person and distance students but it does provide the most seamless program for students. Students on distance in our model can still participate with the peers that they know, with the teachers that they know, at the school that they know and in the classroom that they are accustomed to albeit modified. Even with in person, it is going to be modified. We can't have students in person singing, they can't be playing instruments inside, there is going to be modifications to the in person model. We will be able to serve our students on distance. The big change for our families that will remain on distance is when the live interaction with the teacher will occur. Right now it has been the 8:00- 12:00 hours each morning where they are interacting. For teachers who are going to choose to try to incorporate the distance learning students into that in person time, there may not be a lot of shift in that live interaction time. If there is, based on schedule, the interaction will be in the afternoon; it will be with a smaller group of students because teachers are serving less students on distance learning because they have the in person students in the morning. We are trying to make the best of this worst situation. Coming up with a model that is going to meet the needs of our families to the best of our ability. It still doesn't meet the needs of our families who want the 8:00-3:00 model. I have an 8-year-old son at home and I would love to have the 8:00-3:00 model for him, he needs it. He has an IEP and it would be great for that to occur. I also understand that we need to keep our staff and our students safe and we need to make sure that we are following the orders and the guidelines that are expected of us as we return to in person. We feel that this is the best way for us to ensure that we can implement social distancing, as practicable as possible because it will lower our class sizes by about 30% and it does allow us to offer a five-day

opportunity for our families that want in person learning. It provides opportunities for our students regardless of what program they are in because we do not want our distance learning students to not have access to some of the things that they would normally have access to when they had in person learning.

Paul Carras stated that he is amazed that this is so easy to understand. Mr. Leaman has sent out 62 updates and you have met with teachers and abundance of time. I can understand their frustrations, but we didn't create this issue. We are just here to try and solve it as best we can. There is no easy answer.

Kris Wyatt, stated that this is also hard because we have K-5, 6-8 and the high school. If it were just grammar school, it would be a totally different story. If it was just high school it would be totally different story, but when we have this K-12 district, that just adds to all the complications that arise like lab science class. Labs for your distance learners, how are you supposed to do a lab and can they do a lab?

Mr. Leaman stated that as we move through this process there is a new timeline that is going out to parents and staff tonight. We are looking forward to the next few weeks. We do appreciate everyone's patience that everyone has shown as we go through this process. In our time line, one of the things that we are talking about is to make sure our teachers have adequate time to prepare. We offered over 3 weeks of distance learning instruction and we had many teachers sign up for those classes. We are looking at transferring our November 2nd district day, which would have been a day that students do not go to school, to October 1st. This would allow a day for teachers to prepare their rooms to welcome students back. October 2nd and October 5th are already non-student days, so these two days along with October 1, will give our teachers quite a bit of time to prepare, to welcome our students back. We will continue the updates of our model at every board meeting.

11.7 Action

Page 113 – 2020-2021 LEARNING CONTINUITY AND ATTENDANCE PLAN– Callahan (20-21 G & O Component I, II, III, IV, V)

Kerry Callahan presented the 2020-2021 Learning Continuity and Attendance Plan for approval. Mrs. Callahan stated that at the last board meeting we had a public hearing on the Learning Continuity and Attendance Plan and this is the plan taking the place of the LCAP. We do not have to get it approved by the County but we do have to share it with the County by the end of this month. During the month of October, they will provide us feedback on the plan and we are required to bring back to the board to update any changes due to their comments or recommendations. A change we found out about recently was the seamless summer program has been extended to December. We are updating the plan to be in alignment with the update. This plan has been reviewed with our district advisory committee and our district ELAC.

Kris Wyatt had a comment regarding page 121 of the Learning Continuity and Attendance Plan. Mrs. Wyatt stated that there have been a couple of comments made throughout the community about teachers having to buy their own PPE. That is not true, and \$47,000 has been spent on PPE for our teachers as well as signage, plexiglass dividers, sanitizing stations. The district is taking care of those issues. It is not teachers, there is no fundraising to try to get your kids to pick up some of those things. It is taken care of.

Audrey Kilpatrick stated that we received CARES Act money in the amount of 4 million dollars from the federal government and the state. We have spent about 3 million so far on COVID expenses, specifically PPE, plexiglass, filters, online curriculum, all of those things for teacher's classrooms, chromebooks and technology. We have spent much more than 46,000 dollars so that needs to be updated on the report. She wants staff to be assured that we have the products for the classrooms that they need. They each also get \$100.00 for additional items that we have not purchased that they may want to get.

Motion by Mrs. Wyatt, seconded by Mr. Armitage and passed by a 4-0 (*Ayes: Armitage, Carras, Haley, Wyatt, Long No: None*) vote to approve the 2020-2021 Learning Continuity and Attendance Plan.

11.8 Discussion/ Action **Page 137 – APPROVAL OF THE 2019-20 UNAUDITED ACTUALS–**
Kilpatrick (20-21 G & O Component I, II, III, IV, V)

Audrey Kilpatrick presented the unaudited actuals for review. Mrs. Kilpatrick stated that every year the accounts are closed and there are 11 different funds. She reviewed information which included unspent funds due to COVID and additional funding information received in July and August of 2020.

Audrey Kilpatrick presented unaudited actuals for review. She reviewed the following areas:

- Unrestricted
- Restricted
- Combined
- Est. Actuals vs Unaudited Actuals Variance
- Special Education-Basic Grant
- Special Education Non-public schools
- Maintenance Operations
- Reserves
- Unrestricted Program & Site Carryover
- Reserve – Charter Technical Assistance

Motion by Mr. Carras, seconded by Mr. Haley, and passed by a 5-0 (*Ayes: Armitage, Carras, Haley, Long, Wyatt No: None*) vote to approve the 2019-20 Unaudited Actuals.

11.9 Action **Page 294 – ADOPTION OF REVISED/NEW EXHIBITS/ POLICIES/ REGULATIONS – Leaman (20-21 G & O Component I, II, III, IV, V)**

● The District Policy Committee and Management Team have reviewed the following new and revised policies/regulations/exhibits as per CSBA. They are now being presented for adoption by the Board of Trustees.

- BP/E 4112.9/4212.9/4312.9 – Employee Notifications
- BP/AR 4113 - Assignment
- BP/AR/E 4119.42/4219.42/4319.42 -Exposure Control Plan for Bloodborne Pathogens
- BP/AR 4119.43/4219.43/4319.43 – Universal Precautions
- BP 4151/4251/4351 – Employee Compensation

Motion by Mr. Wyatt, seconded by Mr. Armitage and passed by a 5-0 (*Ayes: Armitage, Carras, Haley, Long, Wyatt No: None*) vote to approve new and revised policies/regulations and exhibits for approval.

12. BOARD OF TRUSTEES

12.1 FUTURE AGENDA ITEMS

The following are a number of agenda items that the Board of Trustees has been monitoring. They are NOT action items for tonight's meeting, but are noted here for continuing purposes and to ensure that when there are changes or new information they will be called up as Action/Discussion/Information.

- School Safety
- Health

12.2 BOARD MEMBER REPORTS/COMMENTS

Paul Carras had no report

Brian Haley stated this is a very trying time but our meeting went wonderfully because everyone tries to see the point of view of the other person. Congratulations to our district.

Kris Wyatt stated that back on the consent agenda there is a retirement that she would like to personally thank Mark DeRossett for many years of service. As a former student of Lincoln High and he raised his family here, he very much deserves his retirement. Congratulations to Mark. Congratulations Scott and Kerry. For the parents that are listening, if your child needs tutoring there is tutoring available through the Foundry. They have tutors that are ready to go, just go to their website Foundrylincoln.org and say you are a student and sign up for a time either in house or virtual.

Damian Armitage wanted to say that he appreciates Scott's work and sense of humor, his sense of caring, his knowledge, his skill, his integrity, his leadership and his determination. Kerry Callahan has some ginormous shoes to fill and he appreciated working with Scott over the last 10 years and wishes him well in his retirement. Mr. Armitage stated, "I do appreciate the concerns of the individuals who expresses concerns about the superintendent's salary schedule and how it fits in with the budget and negotiations. For those who were able to endure the end of the board meeting they can see that there is ample room for that increase and that hopefully we will have a successful bargaining session coming up".

Paul Long stated that Scott is more than a superintendent to him. He is really a good friend. They both experienced loss of their spouses in the same year and they have a lot of history together. He is so pleased and happy for Kerry and stated she is going to do good. Scott will be around for another nine months.

13. ESTABLISHMENT OF NEXT MEETING(S)

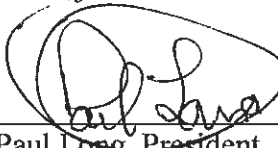
The President will establish the following meeting(s):


➤ **October 6, 2020 6:00 P.M.**, Regular Meeting of the Board of Trustees – Go-To -Meeting

➤ **October 20, 2020 6:00 P.M.**, Regular Meeting of the Board of Trustees – Go-To -Meeting


14. ADJOURNMENT

There being no further business the meeting was adjourned at 8:03 p.m.



Paul Long, President

Paul Carras, Clerk

Scott Leaman, Superintendent

Maria Gonzalez, Administrative Assistant to the Superintendent

Adopted: October 6, 2020

Ayes: Carras, Haley, Armitage, Wyatt, Long

Noes:

Absent:

Accommodating Those Individuals with Special Needs:

In compliance with the Americans with Disabilities Act, the Western Placer Unified School District encourages those with disabilities to participate fully in the public meeting process. If you have a special need in order to allow you to attend or participate in our public meetings, please contact the Office of the Superintendent, at (916) 645-6350 at least 48 hours in advance of the meeting you wish to attend so that we may make every reasonable effort to accommodate you, including auxiliary aids or services.