



MINUTES OF REGULAR MEETING OF THE BOARD OF TRUSTEES

I. OPENING BUSINESS

A. CALL PUBLIC SESSION TO ORDER

The meeting was called to order at 5:30 pm by Mrs. Chrissy Falk, Board President.

B. ROLL CALL: Board Members: Chrissy Falk, President; Tom Mendenhall, Vice President; Ron Eldridge, Clerk; Jason Schroer (L); Wes Qualls; Connie Schlaefer; Don Fowler.

C. ADOPTION OF AGENDA: Motion to adopt agenda: Eldridge: Second: Mendenhall: 6/0

D. IDENTIFY CLOSED SESSION TOPICS OF DISCUSSION

1. Personnel

E. PLEDGE OF ALLEGIANCE – Wes Qualls led the group in the Pledge of Allegiance.

II. RECOGNITIONS

A. Employees of the Year

1. Foothill Elementary

a. Anna Zimmerman

Dr. Harris shared what an honor it is to recognize Anna Zimmerman as Foothill's Certificated Employee of the Year. She started as an Intern in his very first year as Principal, but wasn't an Intern for long. She quickly became a really strong Teacher. It's been most remarkable the last two years, to watch Anna (now Mrs. Dennison) listen so deeply to students. We have Shablamo every six weeks at Foothill. The reason we have that is because Anna listened to her 4th grade students, who said they want more opportunities to be recognized when we're doing our best. She had them take the time to write a letter to him, and then met with them. What's especially remarkable about Anna is how she delivers for the kids, this time taking leadership for Shablamo. She, with Joanna Dunn, puts it on. This is just one example of how she leads in everything she does. The paraprofessional in her class nominated Anna for Employee of the Year because she saw her dedication to the students, and she was unanimously selected by her colleagues. Congratulations Anna.

b. Maria Vega

Dr. Harris spoke of first meeting Maria Vega when her and her husband came to the school because their son was just starting 1st grade. She was looking to volunteer, and her husband said, "Mr. Harris, soon you will hire her." About 8-10 months later we did. Now 3 years later she has become such an essential part of our school. Maria Vega learns incredibly quickly. She supports our students, both in the Thinkery, and working with regulation skills and strategies. She supports in and outside of the classroom, has an incredible thirst to learn, and even bigger compassion for children. She gives it everything she possibly can, every day. She is the go to person for us and we are so fortunate. We are so proud to recognize Maria Vega as our Classified Employee of the Year.

2. Sierra Junior/Senior High School

a. Chris Dearden

Mr. Osterberg had the privilege of recognizing Chris Dearden as Certificated Employee of the year sharing the following: Chris was nominated and voted for by her peers, which is the greatest compliment. Chris is known as a great listener. She will always stop what she is doing to listen to a student, parent, or colleague, even when she has a hundred things to do. Chris takes time to know each of her students and to work with them to help them achieve. During meetings with parents, Chris is able to share her insight about a student's strengths to build toward success. My favorite attribute of Chris is her strong desire to improve the Junior High campus. As the Grade Level Chair, she will bring a concern forward but will always follow with a solution. When talking with her colleagues they stated, "She is the backbone of our Junior High and we would be lost without her leadership." Chris is always looking for fun ways to make the Junior High fun. I don't think there has been a dress up day or activity that Chris has not participated. Congratulations Chris.

b. Donna Bohlæ

Mr. Osterberg shared the following in recognition of Donna Bohlæ, Classified Employee of the Year at Sierra Junior/Senior High School: Donna has a great sense of humor, so I get to give her some guff. Contributed by Donna herself – Students say she was a Drill Sergeant for the Marines but she made too many people cry so they had to let her go – Students say hugging her is like hugging a porcupine – Students say when she cries, rocks fall from her eyes because her heart is made of stone. None of this is true. If you just met Donna, you would think she is a hard person, but in reality, to know her is quite different. She is kind hearted, caring, and thoughtful. She works hard to keep an eye out for student's safety. She is also greatly respected by staff and student for her honesty and fairness. Last year she saw a need in our community, so she brought back the Baccalaureate. It was a great night and she hopes to improve on this year's event. There is no one more deserving for Employee of the Year.

3. Sandy Bluffs Alternative Education

a. Jon Stoll

Mr. Keledjian recognized Jon Stoll as Sandy Bluff's Teacher of the Year sharing the following: A Master Teacher by all accounts Jon brings a breadth of experience to the table. He has taken ownership of the Sandy Bluff's (SB) incentive reward system (Fun Friday) and has morphed the activities into a family atmosphere. He has also brought new funding into the school through donation sources that we hadn't tapped into before he came to SB. Jon is well respected by his colleagues and Sierra Unified Administration at all levels. In the classroom, he commands respect from students by taking time to get to know each student on a personal level. He can tell you what talents each of his students have – and what struggles they face in their personal lives. He knows these things because he listens to his students – which is a lesson to all of us – that when students believe we care and that we will listen, they will tell us about themselves. Jon regularly goes above and beyond for his students – much of which we don't know about until it has occurred – as we hear it from students – because Jon isn't one to toot his own horn. At Sandy Bluffs – he's gone out of his way to get students jobs – spent a summer driving one student to and from the kid's work location – taken Thanksgiving Dinner to a hungry kid's home – provided a bike for a kid so the kid could get to work – see the theme here? Jon's not giving charity to kids – but helping them overcome barriers so they can move towards independence. Jon for your dedication to the students and the school program, we thank you.

CAKE BREAK

III. PUBLIC COMMENT

Cortney Burke spoke of her love and dedication for the school, the people and the community. She shared her disappointment and frustration with the time, energy and money being spent on possible stadium improvements, a marketing plan, and the new District Athletic Director position. She challenged the Board to think bigger and outside the box.

IV. COMMUNICATIONS

A. Reports

1. ASB President – Brooke Kuball
Miss Kuball reported on ASB and other activities taking place at Sierra including: the Prom with over 100 students attending; the Junior class fundraiser at Subway; and ASB elections with Sarah Page being ASB President for next year.
2. Superintendent Search Update
It is the distinct pleasure of the Sierra Unified School District Board of Trustees to announce the selection of Dr. Alan Harris as Superintendent of Sierra Unified beginning July 1, 2019. After a lengthy process of gathering stakeholder input and an extensive search which brought an excellent field of highly qualified candidates from both California and Arizona, we are confident and excited about the addition of Dr. Harris to our Governance Team. Dr. Harris received his Bachelor's (History) and his Master's (Educational Leadership) degrees as well as his teaching credentials (Social Studies, Special Education with a focus on Learning Disabilities, and Education Administration and Supervision) from California State University, Fresno. He studied Educational Leadership in a Joint Doctoral Program with CSU Fresno and UC Davis, and received his Ph.D. in Educational Leadership and Policy Analysis from the University of Wisconsin, Madison. Dr. Harris joins the district's governance team with experience as both a teacher and principal at the elementary and high school levels, as well as experience as a Deputy Superintendent. The Board appreciates the professionalism and outstanding work done by Juan Garza of Leadership Associates in guiding them through the search process. Dr. Harris and the SUSD Board of Trustees are committed to making Sierra Unified the best it can be, always putting what is best for students first. Dr. Harris added, "I am humbled and honored with the opportunity to lead Sierra Unified. It is a district of distinction in a proud community." The Board appreciates the involvement of the community in the selection process, and looks forward to the leadership of Dr. Harris for Sierra Unified.
3. Site Reports
 - a. [Sierra Junior/Senior High Schools](#), Sean Osterberg – Principal
Mr. Osterberg addressed concerns about the English CAASPP results and ways to improve. Highlights can be found in the link above. He shared the Senior Projects will be tomorrow night (5-14-19). The Seniors have really been challenging themselves. The FFA State Convention was 2 weeks ago. Our Advanced and Novice Parli Pro finished in the top five in the state. Colby Perry finished 1st with his project. They had a great time down in Anaheim. Next year it will be in Sacramento. FFA had a great time at the Mother's Day Rodeo on Saturday. Last Friday, we had a Thursday storm. When he got to campus on Friday morning, he knew that there would be no power and would be a crazy day. What he saw was absolutely amazing. Everyone, from Facilities to students to staff were all out picking up the campus. Trees were blown over. Limbs were down. It was a mess, but was amazing to see everybody out there, cleaning up, smiles on their faces, and talking about the incredible lightning and thunder storm the night before. The AP US History students were supposed to take their test but the power wouldn't be on for at least an hour. They were ready and wanted to go anyway. There was a quick search for the classroom that was the best lit, and ended up in the old drafting room with skylights. It was fun to see our students so excited and so ready, and pitching in to get our campus back in shape. Sierra took Mother Nature's lemons and made lemonade that day.
 - b. Foothill Elementary School, Alan Harris, Ph.D. – Principal
Dr. Harris shared information on the exciting last weeks of school. Next week will be Open House with a different, more traditional style of Book Fair Bazaar (all focus on books). Towards the end of the year we will have our big Shablamo event, with PFA supporting that. We just finished state testing and are heading in to our final DLA. The staff can't really be thanked enough with all of the changes in systems and structures that took place this year (how we do REI and Rtl, adding Art, a lot of different components. Tomorrow at the staff meeting, time will be spent focusing on what can be done better next year. A big thing is to really work on improving our report cards, making it a more effective tool to communicate with parents on what their children are learning and how they're doing. We'll have those in place for next school year.

- c. Sandy Bluffs Alternative Education, Ara Keledjian – Director
Mr. Keledjian spoke of the Graduation list, with 40 students and still counting. He is currently gathering the list of those who want to participate in the ceremony on June 3rd @ 7:00 pm at Sandy Bluffs, which will include Adult School, Sandy Bluffs High School and Independent Study. The Preschool Graduation is May 30 @ 6:30 pm in the Presentation Center. There will be a Preschool registration day in early August and a 3 week Preschool Summer Camp starting on June 3rd with about 15 kids signed up so far. The Native American Celebration of Success is on May 24th in Large Gym @ 5:30 pm. At Sandy Bluffs, Mr. Wiest is working with 11th grade on test practice to learn how to use the embedded tools and identify distractors for questions. We are scheduled for a WASC Revisit in January. The team that visited this year made recommendations to update our mission statement. We had already adopted our District Mission Statement. The visiting team didn't like the idea. A different visiting committee may have felt differently. We are to change our Expected Schoolwide Learning Results (ESLRs) into student, or schoolwide learning objectives, and to find a process to elicit more parental involvement into the overall school program, which isn't a bad thing at all. In January a team will come to check on our progress.

- 4. [Superintendent Report](#) – Melissa Ireland, Ed.D.
Dr. Ireland addressed concerns brought by Maryll Millard regarding the amount of radiation being emitted from technology in the classrooms (access points, wireless devices). We contacted Fresno County Superintendent of Schools to see if they had guidelines, or had any concerns expressed to them. They had not. They did reach out to other districts in the state to see if anyone there had experienced concerns or had policy or a body of research regarding this, and there was none. There are no current national standards or regulations for safe exposure to radiation. They generally rely on industry standards for radiation protection. The specific absorption rate (SAR) is 1.6 watts per kilogram of tissue. They do not have any specific links between EMF radiation and cancer or other specific illnesses that is validated by scientific research. It has been found in a classroom study, that devices emit a level of radiation that was a fraction of what was the acceptable standard. The highest was the access points. If you are within 18 inches of the access point, the radiation is on the higher end of the acceptable range. It drops off substantially the further you are away. It may be the case that science is behind what is actually happening. The cost of \$20,000 would enable us to do our own classroom study. Summary can be found in the above link, as well as information on a SAT School Day Program, and teachers teaching courses outside their credential. Publications regarding EMF for review: [EMF Radiation Health Risk Studies, Reports and Factsheets](#); [National Cancer Institute-Electromagnetic Fields and Cancer](#); and [Industrial Hygiene Survey Report-EMF Study](#). Dr. Ireland also shared an overview for [Facilities Master Planning](#) through Darden Architects.

- 5. Department Reports
 - a. Facilities and Maintenance - Jim Harris, Supervisor
NO REPORT

 - b. Transportation – Craig Barnes, Supervisor
NO REPORT

 - c. Business Services - Janelle LaBerge, Assistant Superintendent
 - 1. [Budget Report](#)
Ms. LaBerge reported that Governor Newsom released the May Revise a week early on the 7th of May. There are a couple of things that are important to us. The economy is stronger now than it was expected to be in January. The majority of any additional funding will be going towards early childhood care. Approximately 150 million additional dollars will be going toward a Special Education initiative. There will be no discretionary funds. One of the things that serves us well, proposed by the Governor, is an additional reduction of .5% in the STRS rate for the 2019-20 year. Some of the bills on the legislative side have significant impact on LCFF funding. Bill AB39 increasing targets by 60%, and Senate Bill 729 increasing the COLA for LCFF next year to 5.1% would be very beneficial to our district, giving us an additional \$186,000 for next year. We attended the Local Planning Commission meeting, which is a Fresno County organization that helps distribute funds for preschool and early education and care. We got a lot of information about applying for preschool dollars. They will help us with our application. We also applied for a \$100,000 math grant to teach teachers for preschool through 3rd grade. Ms. LaBerge then reviewed the budget report with the Board. See link above.

- d. Education Services – Tammy Montgomery, Director
 - 1. [Next Generation Science Standards](#)
Mrs. Montgomery reviewed the Next Generation Science Standards. Please see above link for details.

6. Program Reports

- a. Mental Health Services – Teresa Page
Mrs. Page updated the Board on Mental Health Services at Sierra Unified. Please click [here](#) for details.
- b. [District Athletic Director](#) – Jon Hendrix
Mr. Hendrix shared his ideas for Sierra Unified School District athletics with “Mountain Strong” being his focus. He spoke of the following: pride and passion; honoring the past; upkeep and improvement of athletic facilities; fostering a sense of Sierra Unified pride across all athletic levels; professional development for coaches; branding; building relationships with community and alumni; fundraising; athletic training; and creating committees / discussion forums.

7. Sub-Committee Reports – NONE

B. Board Reflections

Connie Schlaefter shared news that her professional learning network of 2 years had come to an end. The product will be a governance brief for CSBA. She also let the Board know that she did not get selected for Delegate Assembly.

Wes Qualls was able to attend a joint chorus performance in the music room. Foothill students came to the high school and put on a presentation, then JHS, then HS. Then they all got together to perform as a joint chorus. It reminded him of his days at Auberry Elementary and the HS band being there. It was very cool. He also attended his first Native American Parent meeting since he’s been back on the Board. There are many good things going on with our Native American education.

Chrissy Falk gave a shout out to Sean Osterberg who helped get students involved in a military acknowledgement dinner. It was a very nice night with the Mayor, Veterans and current members of the Air Force. The new members going in to the Air Force are recognized and then move on to meet their new family.

V. CONSENT CALENDAR AGENDA

Motion to approve Consent Calendar Agenda: Mendenhall: Second: Schroer: 6/0 with Mr. Eldridge abstaining.

VI. OLD BUSINESS

A. ACTION ITEM: [Facilities Renovation Plan](#) - [Professional RFP Scope of Work](#) for Identified Stadium Repairs

At the Regular April Board Meeting, a recommendation was made to repair the safety concerns identified by the Facility Renovation Committee. The Board will considered repair of each of the following items:

- 1. Handrails on stadium steps
- 2. Press box
- 3. Windows
- 4. Continued maintenance of ASR treatment

Motion to approve the Professional RFP Scope of Work for Identified Repairs with a project cap of \$25,000: Mendenhall: Second: Qualls: 7/0.

B. ACTION ITEM: Safety Status of the Stadium

At the Regular April Board Meeting, the Facility Renovation Committee report recommended the following as a means of monitoring the safety status of the stadium. The Board will determine price for and take action on:

- 1. Monitoring of stadium structure
- 2. CAD drawing of stadium facilities

Motion to table approval of the means of monitoring the safety status of the stadium until cost is determined: Qualls: Second: Mendenhall: 7/0.

C. ACTION ITEM: Budget Set-Aside for Stadium Improvements

The Board took action on establishing a line item for capital outlay project for stadium renovation.

Motion to establish a line item for capital outlay: Mendenhall: Second: Qualls: 7/0

D. ACTION ITEM: Marketing/Branding Proposals

Administration recommended the Board approve the proposal presented by [Five Creative Group](#).

Motion to approve the Five Creative Group proposal: Eldridge: Second: Schroer: 5/1 with Mr. Qualls as the “no” vote and Mrs. Falk abstaining.

E. ACTION ITEM: [Potential Retirement Incentive Offering](#) to Members of the California School Employees Association (CSEA).

Collective Bargaining Agreements (CBAs) between Sierra Unified Employees and the District include a me-too clause wherein offerings provided to one employee group must be offered to other groups. For this reason a study investigating the feasibility of offering a retirement incentive to the members of the CSEA was also conducted.

Motion to approve the Retirement Incentive offering to members of CSEA – Resolution # 15-18/19: Mendenhall: Second: Schroer: 7/0

Board Member	In Favor	Opposed	Absent
Chrissy Falk	<input checked="" type="checkbox"/>		
Tom Mendenhall	<input checked="" type="checkbox"/>		
Ron Eldridge	<input checked="" type="checkbox"/>		
Jason Schroer	<input checked="" type="checkbox"/>		
Wes Qualls	<input checked="" type="checkbox"/>		
Connie Schlaefer	<input checked="" type="checkbox"/>		
Don Fowler	<input checked="" type="checkbox"/>		

VII. NEW BUSINESS

A. DISCUSSION/ACTION ITEM: Approval of “[Declaration of Need for Fully Qualified Educators: for the 2019-2020 School Year](#)”

After verifying they have met the state approved requirements, the approval of the Declaration of Need for Fully Qualified Educators will authorize credentialed staff, including substitute teachers and those on special assignment, to teach in the areas of need.

Motion to approve the Declaration of Need for Fully Qualified Educators for the 2019-2020 School Year: Mendenhall: Second: Qualls: 7/0

B. INFORMATION: CTE Plan Progress Report – [New/Future Pathways](#)

An updated plan for Career Technical Education (CTE) developed by High School Principal was presented to the Board. Details can be seen in the above link and heard on website podcast.

C. DISCUSSION ITEM: [Memorandum of Understanding](#) between Sierra Unified School District and State Center Community College District

The updated agreement clarifies roles and responsibilities of Sierra Unified and State Center for the purposes of a partnership for dual enrollment. In accordance with the agreement, wherein students will be able to earn college credit and credit toward high school graduation for college courses successfully completed by the students. Such courses include those offered either on the community college campus, online, or at Sierra High School.

D. DISCUSSION ITEM: [Course Approval of Computer Coding and Careers 7](#)

Computer Coding: This course will introduce basic principles of computer science, (the study of computer and algorithmic processes) and computer coding applications that have long been used to develop apps, websites and software.

Career Cruising: Students will explore and research careers based on self-interest. Research will be compiled using common comparison points (availability of work, salary, industry sector...) and presented to the class using Google Slides and oral presentation.

E. DISCUSSION ITEM: K-12 Science Textbook Adoption May 2019

The science adoption selection process for grades K-12 has resulted in the following proposal. Materials are available for review in the Board Room of the District Office.

Grades TK-5: Publisher: Pearson Title: Elevate Science
Publisher: Twig Science, Inc. Title: Twig Science

Grades 6-8: Publisher: Teacher's Curriculum Institute (TCI) Title: TCI
Publisher: Regents of University of CA Title: Amplify Science

Grades 9-12: Will not be adopting this year due to a lack of complete programs for review, and have chosen to pilot Chemistry with Houghton-Mifflin-Harcourt (HMH) and Pearson.

Course: Advanced Placement Biology; Publisher: McGraw-Hill; Title: Mader, Biology

VIII. ADVANCED PLANNING

A. [Governance Calendar](#)

B. Next Regular meeting date: May 13, 2019

C. Next Special meeting date(s): April 26, 2019 – Closed Session @ 4:30 p.m.

D. Requested Future Agenda Items:

1. 5 Year Plan
2. Darden
3. Facilities Master Plan
4. Bonding Capacity

IX. CLOSED SESSION The Board of Trustees went into Closed Session at 10:20 p.m.

A. Personnel - Public Employee Discipline / Dismissal / Release / Complaint / Appointment / Employment (Gov. Code § 54957)

B. Real Estate Negotiations (Gov. Code 54956.8)

X. RECONVENE IN OPEN SESSION

A. Adjourn Closed Session and Reconvene Open Session

B. Report Action Taken in Closed Session

Mrs. Falk reported that the Board has accepted the request by the employee for a leave of absence for the 2019-2020 school year.

XI. ADJOURNMENT - The meeting was adjourned at 10:36 p.m.

Chrissy Falk, President

Melissa Ireland, Ed.D, Superintendent

Ron Eldridge, Clerk