



Orland Unified School District

903 South Street

Orland, CA. 95963

Minutes of the Regular Session Governing Board Meeting

Thursday, May 21, 2020

OPEN SESSION:

1. CALL TO ORDER, ROLL CALL, PUBLIC COMMENTS:

Present: Via Google Meet Changus, Aguiar, Allen, Ovard, Kochems

1.1 President Kochems called the meeting to order at 4:30pm

1.2 Public Comment Regarding CLOSED SESSION Agenda Items.

President Kochems read an email from Becky Brummet: my hopes are that we take a reasonable amount of time to develop a plan to remedy the budget situation before we begin cutting positions.

As Jeff and Ed can probably attest to, we've been through bad times before. We were able to get through the recession by working together to develop a budget that brings us to solvency.

Prior to that, when finances were tight and the District used top down decision making things got ugly quick. I'm not saying that is the District's intention this time.

My hope is that a group of all Stakeholders is formed to analyze our budget, True it up, and then adjust spending. This type of budget committee helped us get through the roughest financial times I can remember, the 2013-14 year.

We were predicted to have a negative ending balance by the end of the year of (\$1,191,301)!!! The County was given authority over our budget and FCMAT investigated us! Scared was an understatement. But we set down together and began analyzing the budget using the more detailed Comparison Budget. A technique I learned from Leeds. He would just let me come in any time and get the updated monthly copy he used, once he was done with it. It had a wealth of information to help you see the budget more clearly.

We used this technique in 2013 and 14. In fact, I ended up showing Nicole Newman and Kelly Haight how to analyze and identify areas that needed truing up or possible areas to reduce and after many sessions, we were able to reduce the deficit spending by \$1 million dollars. We used the Win-Win technique with Neil Bodine and all in all we came out \$160,000 to the good according to the Unaudited Actuals. And that's even with having to pay for the County Services, FCMAT and a state business manager to come in and take over.

I hope you consider this idea.

I put in a Public Records Request on Tuesday and I'm still waiting to hear back if they're going to email me one. I hope so. I'd love to help.

Thank you so much for listening!

The meeting was remanded to closed session at 4:36pm

1.3 Closed Session Items

1.3.1 CONFERENCE WITH LABOR NEGOTIATORS [GC 54957.6]

1.3.2 PERSONNEL ACTIONS – APPOINTMENT, EMPLOYMENT, EVALUATION, DISCIPLINE/DISMISSAL/RELEASE/COMPLAINT [GC 54957]

1.3.3 EXPULSIONS

1.3.4 EMPLOYEE PERFORMANCE EVALUATION - Superintendent

OPEN SESSION:

President Kochems called the regular meeting to order at 6:12pm

2. PLEDGE OF ALLEGIANCE/ADJUSTMENT OF AGENDA/PUBLIC COMMENTS:

2.1 Announce Any and All Actions Taken in Closed Session:

- 1.3.1 No action taken
- 1.3.2
- 1.3.3
- 1.3.4

2.2 Pledge of Allegiance: Led by Trustee Kochems

2.3 Approval of Agenda

Approval of the agenda was omitted.

2.4 Requests to have any agenda items heard at a specific time: No requests

2.5 Declarations of Conflict of Interest from any Governing Board Member(s) Abstaining from Discussion and Voting on any Particular Agenda Item(s): No Declaration

2.6 Public Comment Regarding any Item NOT on the OPEN SESSION Agenda:

President Kochems read a couple of emails wanting to know when football will be able to start workouts.

3. COMMUNITY-STAFF AND/OR PRINCIPAL'S REPORTS:

3.1 Certificated Representative/Classified Representative Reports:

Classified Representative Report: Barbara Crain reported the following via email:

I want to start out with thanking you all for jumping right into this new crazy situation we are all dealing with. It's not easy on any of us but if we all work together we will come out the other side better and stronger.

The classified staff now has training they can do through Master Teacher Online. These training sessions have good information and are directed to the different positions we all hold. This is helpful for all. We appreciate this opportunity.

Classified understand the budget concerns of the upcoming and future school years. We are looking forward to being part of the Budget committee and brainstorming some ideas that will help us get through these times.

Last but not least this is Classified School Employee Week. Please stop and thank a classified staff members for what they do if you happen to see one. Just keep that social distance. Lol

Certificated Representative Report: Andy Johnson reported the following via email:

OTA wishes we had more certainty with everything going on right now but unfortunately that is not the case. While it's not good news that we can say we have lived through budget issues in the past, at least we can all say we have experience getting through budget issues and hopefully that experience will help us through this process. As in years past, OTA will work with the

district to manage our budget problems and we look forward to having a committee that can work collaboratively to "true-up" our budget. We are hoping the final Budget on June 15th will give us a clearer picture of what needs to be done.

Membership looks forward to being in a classroom, face to face with students again. This online world makes us really appreciate the face to face human interaction. With that being said, we also look forward to working collaboratively to make sure that we have a plan in place to return back to a safe environment for students and employees. We want to make sure that whatever plan we come up with is within the guidelines of public health and creates a learning environment that keeps as many students enrolled in Orland Unified as possible.

This will be one of the most difficult school year preparations in recent memory but we can do this by working together. We are willing to work with you to deal with any issues that we face with this crisis. First let's make sure we have a set plan in place for a safe return to educating Orland's kids and then we will tackle any budget issues we will face moving forward. We have been through something similar before and came out strong. OTA is confident in our ability to do it again.

Thanks for your time,

3.2 Superintendent's Report: Dwayne Newman reported on the following:

He shared a presentation on what we have been doing for the last month which was dealing with the transition to distance learning and preparing for the fall and dealing with the issues all related to COVID-19. It has consumed our month.

The recent events made us look with a critical eye at our operations. We want to look at this as a learning opportunity for us to increase our capacity to deal with these things in the future and to plan for them better. We already knew many of these things but the quick response we had to have for this particular situation made us realize how important it is to plan and to invest time in planning. We had existing policy and plans for a pandemic but we realized they weren't sufficient. We followed what was suggested by the State but we had to go much further than the policy that we had in place. Without a whole lot of guidance, we had teachers switching over to distance learning operations, we had administrators figuring out how to support that, we had tech guys getting chromebooks out to everybody. It's really important that staff act quickly in a crisis and our staff really did step up. It's very key to be flexible. We need to understand that in an emergency things require different kinds of thinking and our response was the best of what it could have been in terms of we gave people the authority to act and they acted and good things started to happen for our students relatively quickly. The other thing that got reinforced in this crisis, was you end up going where you focus. We could have sat around and worried about what we couldn't do for kids. Pretty quickly we got focused on what can we do. Even with the restrictions in place, we achieved a lot. It's important for us to remember in a crisis you have to stay hopeful but you have to act responsible. We have further issues that are going to face us in response to this crisis, mostly budgetary issues. While it's good to be hopeful, we also have to plan for what might happen if our hopes don't come true.

We are submitting a policy to the Board this month that will allow us to currently change the way we distribute chromebooks. We are recommending that chromebooks go out to all students in grades 6-12 and they take them home everyday. We are trying to put the policy in place that will keep the students responsible for that school property and it will allow us to switch operations to distance learning very quickly for those students.

What we are doing currently, we are serving our students and community as best we can. More information is available on our website. We are still doing instruction and supporting kids. Our students with special needs are getting support. We are supporting all kids socially and emotionally. We are maintaining our focus, we are about student learning so we are making sure that is what drives our discussion. We also understand that student learning in the future depends on having conversations now about plans for the future, so we are doing that. We are sharing information as it comes along. For the last few weeks, not much has changed in our operation but now we are getting information about how we can reopen certain pieces slowly so we are trying to get that information

out. We are gathering information, we are looking around to find good sources, reputable sources of information on how we should be preparing for the upcoming year. Our future planning includes more than just the upcoming year, everything we are hearing says that public education is not going to be the same ever again. We are trying to think outside the box about how we can deliver education in different ways to different students and still meet the students needs and what we are required to do.

We want to finish this year as strong as we can. What remains to be done is on our to do list: we want to conclude instruction, we want to make sure that students get their belongings back and we retrieve school property, graduation again we don't have any concrete information on. We have information from the public health department that would allow us to do a drive thru graduation. We are planning on something like that for the North Valley students who are graduating. We don't have anything finalized for the OHS students. We have to find some way to distribute diplomas and awards and get those students their recognition. We have done yard signs for all our seniors, we have done a banner that is across 32. In addition to those things we need to finalize all of our student records and reports that need to be done at the end of the year. We need to prepare for summer activities. It's hard to prepare when we don't know what we are allowed to do. It's a difficult task but we are doing our best to keep in mind that our kids still need us and we still need to serve them.

The most difficult part of the recent weeks has been the discussions around the fiscal impacts. The dollars and cents of what this shut down has meant to our society and our state and local finances. We had a significant budget issue previous to the COVID-19 issue. We had begun to talk about that as far back as when I arrived here. We had reserves but were dipping into those reserves, what is called deficit spending. We were doing that at a pretty quick pace. We have a budget issue that we could see coming and we were planning to have discussions around that and the COVID-19 situation exacerbated that. The biggest part of the school budget is the salary and benefits, which we have still been paying out. The impacts at the State are uncertain. When the state budget comes out on June 15th, we are also being told to expect revisions early. August or September the state might come back and revise their budget. The plans that we are making right now are taking into consideration what we think is going to happen in June. We are also thinking about the eventualities if the state budget is not what's projected in the June release. The cuts to our funding are going to be significant, we need to take immediate steps to deal with the problem that's coming. We know that from the great recession, district's that hesitated and kicked the can down the road for too long ended up being those districts that had to make huge and very impactful cuts to their operations. I'm not saying we won't have to make big cuts eventually but the better we plan for it the better we will be able to deal with whatever shortfall we have. I have talked to the board and we are immediately implementing a soft spending freeze. We still have to spend some money to keep the ship afloat. There are bills that still need to be paid. We still need to hire some people in anticipation of next year. We are required to have certain positions in place to open school, those positions as they come open will be filled. For the most part, we will freeze spending. It's not a hard no if somebody requests something to be spent. We are going to at least have a discussion to make sure it is absolutely necessary. Kerri and I have been talking at length about formulating a budget stabilization committee. It works well to help us think through the decisions that we make as an organization that will impact kids. That committee will be comprised of stakeholders from each group. It will be an advisory committee to the board on how to approach any budget cuts that need to be implemented. We are extremely focused on the fiscal information from the State, it is changing day by day. It is so unpredictable but we know that operations will be different. We are going to do our best to keep any cuts that we need to make away from students. We will have to make some hard decisions, if the magnitude of the cuts we are being told to plan for come to fruition we can't guarantee that all the cuts will be far from kids. Programs that serve kids may be impacted.

People have questions about the beginning of the next school year. With the board's approval we have decided that we are opening August 10, 2020. Unless we are told we cannot, our plan is to go forward on that date. There are a lot of what ifs. We are planning for every eventuality that we can think of. If we are mandated to do a phased opening or a soft opening, we are making plans for that.

We are talking about whether we can even do some of the things that have been suggested. Then there are all the what abouts; competitions, sports, meetings and travel. At this point, we don't have an answer. We will get guidance from the experts about how to reopen the district. Glenn County Health Department and County Office of Ed have been our partners through all of this and we will look to them to give us guidance about how to do the reopening correctly.

The question about instruction, grades, grading, and attendance again there are pieces of that up in the air. There is some talk about changing how attendance is taken. What I'm hearing consistently at this point is that if we have to do some kind of a phased opening or if we have to close school again because of a second wave of infection, it will not be the same approach. We are going to be expected to do instruction, grade and count those grades and record those grades. We are also going to be expected to be able to support and do the interventions that are mandated for our students with special needs and our other students. We also have to find a way to do assessments and transfer the assessment results into our accountability reports. There are some uncertain things but in terms of those specific things we are already being directed at the State level to prepare for a shift to distance learning where everyone is held accountable for student learning.

I just want to end on a note of hope and optimism, we all went through the great recession many of us that came through that looked at that experience and went wow I learned so much through that. That will never happen again in my lifetime and yet here we are. Some of the most important lessons that we learned through those times were the things that I noted here. We can be the type of organization that gives in to anxiety and distrust or we can presume the best of one another and if we presume the best of one another we will get the best of one another. Successful organizations face the brutal truth but don't lose hope. We can either focus on what we are losing or focus on what we can continue to provide kids. The Brutal truth is going to be that it's going to be tough financially for a while but we will come out of this on the other side. Our students will learn and we will have a lot to be proud of. It's important that we don't just pocket these experiences and not use them to help us improve the future. We are asking the board tonight to look at a policy about distributing chromebooks, that's one of the lessons that we learned. It's time for the district to move forward with a technology program that includes grades 6-12 having a device that they take home and return with it the next day.

To close out, I just want us to rely on our core values as we move forward. We are an organization that is respectful, we treat each other well, we are inclusive and collaborative. We have problems to solve, we will do that in an inclusive and collaborative and transparent way. We solve problems in the district based on data. It's good to hope but we have to deal with the numbers that are in front of us in terms of the budget. We are a student focused organization, we care about kids and that's why we're all in this business. If we remember those core values and we stick to them even in these tough times, that Orland Unified will come out the other side this and we are going to be fine and things will go on.

Trustee Aguiar asked Superintendent Newman what kind of changes are we looking at?

Superintendent Newman replied that a couple things that come to mind are the technology piece. I think we are going to be mandated to treat technology just like we treat textbooks. Every student should have a device and we should figure out how to get them access to the internet so they can use it and home and school. They are talking that attendance may look different. It's not a done deal yet but given what happened they realized that taking average daily attendance probably is not going to work if we are going to be held accountable for student learning and our fiscal resources depend on the number of students then we will probably change away from ADA to an enrollment kind of funding account. We may be required or it may be suggested that all public education become some kind of blended program on demand. We may face the situation where parents, even though the schools are open, aren't comfortable sending their students back. We are planning and it may be something that gets formalized and becomes permanent. We may be mandated to be able to offer distance learning to students at parents requests. These are some of the big things that could happen.

Trustee Kochems asked for incoming emails.

One was asking if all board members were present. Trustee Kochems responded that all board members were present.

Another email was regarding closed session. Trustee Kochems will share with the board.

Another email was asking if parents are supposed to pay for the internet. Superintendent Newman responded that he wished he had clearer guidance on that. It is a discussion that is going on at the State level. If we give a student a device and mandate that they use it at home. If that device requires internet then what is the district's responsibility in terms of paying for that student's internet access. That has not been answered by the State and we don't have any direction on that as yet.

4. CONSENT ITEMS:

4.1 Governing Board Minutes – April 23, 2020

Motion was made to approve consent items 4.1 through 4.9

Roll call vote was taken - passed 5/0

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.2 Vendor Warrants as submitted and classified and certificated salaries

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.3 2020-2021 Designation of California Interscholastic Federation (CIF) Representative

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.4 Approve 2020-2021 CTE Advisory Committee

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.5 Amendment to GEAR UP Agreement

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.6 Donations - Orland High School

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.7 2nd Reading and Adoption of New Board Policies

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.8 Approve Contracts for Services and Materials

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

4.9 Personnel Assignment Report

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

5. DISCUSSION/ACTION ITEMS:**5.1 Approval of 2019-2020 Third Interim Budget Report and Accompanying Resolution #21-19/20 - Budget Transfer Resolution**

Kerri Hubbard, CBO, reported that the third interim report is a budget revision that true up our 19/20 budget. With the school closure this year we had some savings.

Roll call vote was taken - passed 5/0

Motion by: Aguiar/Changus

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

5.2 Resolution #22-19/20 - Resolution to allow carry over of ASB Funds due to school closure

Kerri Hubbard, CBO, reported that normally we aren't allowed to roll raised funds from one site to another but due to the closure the eighth grade class has requested to carry over their funds to ninth grade. They had a lot of events that were cancelled. This resolution will override our board policy for this one time emergency closure.

Roll Call vote was taken - passed 5/0

Motion by: Ovard/Allen

Trustee	Aye	No	Abstain	Absent
Changus	X			
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

5.3 Declaration of Need for Fully Qualified Educators

Superintendent Newman reported that this form assures the State that we do our due diligence in seeking out fully qualified educators.

Roll Call vote was taken - passed 4/0

Motion by: Ovard/Allen

Trustee	Aye	No	Abstain	Absent
Changus				X
Aguiar	X			
Ovard	X			

Kochems	X			
Allen	X			

5.4 Approval to cancel June 18, 2020 Board Meeting

Superintendent Newman reported that we have a directive from the State that says we don't need to have two board meetings in June. We used to have a public hearing to approve the draft of the LCAP and district budget for the upcoming year. In these circumstances they waived that. We can do all of our business at one meeting in June.

Roll Call vote was taken - passed 4/0

Motion by: Aguiar/Ovard

Trustee	Aye	No	Abstain	Absent
Changus				X
Aguiar	X			
Ovard	X			
Kochems	X			
Allen	X			

6. INFORMATION/DISCUSSION:

6.1 May Revise Update - CBO, Kerri Hubbard, reported an update upon the release of the Governor's May Revise to the state budget. She reviewed the state of the economy following the COVID-19 pandemic and reported that although the actual economic effects will not be known for months, the Department of Finance has estimated the shortfall at \$54 billion. The Governor proposes a multi-year solution to solve for the shortfall by using reserves, costs shifts, and budget cuts. This includes a 10% cut to school district LCFF funding as well as cuts to categorical programs. The Governor is also holding out hope for federal stimulus funding, providing "trigger off" language that would relieve cuts to education should the federal stimulus funds materialize. The May Revise proposal also re-introduces cash deferral language, a strategy the state used during the Great Recession. While cash deferrals avoid additional cuts in state revenues to schools, it pushes a cash flow and financial burden onto school districts that do not have sufficient reserves to weather the storm. Districts with insufficient reserves will likely have to borrow cash to remain solvent. Revenue loss for the District as compared to original projections for the 2020-21 fiscal year is estimated at \$2.5m in LCFF funds plus cuts to categorical programs should the Governor's May Revise be approved as proposed.

Some good news proposed in the May Revise is temporary relief to school districts in the form of CalSTRS and CalPERS contribution increases. Hubbard also discussed the receipt of Federal CARES Act funding. A portion of these funds were distributed directly to school districts based on the Title I formula. These dollars can be recognized in the District budget to help offset approximately \$565k in revenue loss in the budget year. The remaining portion of the CARES funds are at the discretion of the Governor and the District cannot budget the revenue until the state budget is enacted. The Governor proposes to distribute the remaining CARES funds based on two formulas that serve the most vulnerable students; districts serving students with disabilities, and districts that qualify for concentration grant funding.

The state will likely need to revise its Budget when more information becomes available this summer. Hubbard stated that the District's budget story will continue to evolve through the summer months. Should the state budget be adopted based on the May Revise proposal, she does not anticipate the District will be solvent in the third year of the multi-year projections.

6.2 Student/Parent Chromebook Agreement - Superintendent Newman reported that this is a first reading of this document. We wanted to make you aware of how we are planning to handle this. It tells how we are going to distribute chromebooks and how to hold students accountable for caring for them.

6.3 DRAFT - COVID-19 Operations Written Report for LCAP - Superintendent Newman reported that this is a draft. It will be required to be submitted to the County Office of Ed at the same time as the budget. It recaps what we did during the shut down and how we approached that.

6.4 OUSD COVID Recovery Plan - Superintendent Newman reported that we wanted to get this out there to stakeholders to start gathering additional thoughts. This is a draft we put together in the leadership team meetings. There has been some discussion at the site level. We have a framework for how the district is going to operate and we will continue to add to this document as we address all the different scenarios that are out there. Each site is looking at what if there is a phased opening, what if we have to close again, how is it going to look? We have decided that certain things will be consistent district wide but certain things have to be flexible and the different age groups require a different approach.

6.5 1st Reading of BP 3452-Student Activity Funds

7. WRITTEN REPORTS:

7.1 Final GATE Reports - Fairview, CK Price and Orland High School -as submitted

7.2 Principal Reports - as submitted

7.3 ASB Reports – as submitted

7.4 Williams Act Quarterly Report – as submitted

8. PLANNING

8.1 Upcoming Board Meetings: Thursday, June 18, 2020 – 6:00 pm - cancelled
Thursday, June 25, 2020 – 6:00 pm

Special Meetings will be scheduled as necessary.

9. BOARD OF TRUSTEES REPORT:

9.1 Board Reports

Trustee Changus: No Report

Trustee Allen: Thank you Kerri for the detailed information on the not so great budget. Thank you everyone for all you are doing for helping us get through the unknown.

Trustee Aguiar: No Report


Trustee Ovard: Thanked Kerri, she has put in a lot of hours and hard work on trying to figure out the budget. Thank you for all that time and effort.


Trustee Kochems: Moving forward it's going to be a tough road to hoe. Let's all keep our patience about us, be kind to one another and forgiving and trust as a group we will make good decisions.

10. ADJOURNMENT OF OPEN SESSION:

10.1 Meeting Adjourned at 7:44pm

Respectfully submitted,

 6/25/2020
Dwayne Newman, Secretary to the Board

 6/25/2020
Michelle Allen, Board Clerk