



**BEAUMONT UNIFIED SCHOOL DISTRICT BOARD OF TRUSTEES
SPECIAL BOARD MEETING
Tuesday, September 22, 2020 (4:30 PM)**

1.0 CALL TO ORDER/PLEDGE OF ALLEGIANCE

1.1 The Board President called the Special Meeting of the Beaumont Unified School District to order at 4:30 pm,

1.2 The Board of Trustees of the Beaumont Unified School District recited the Pledge of Allegiance.

2.0 ROLL CALL

2.1 The Administrative Assistant to the Board of Trustees of the Beaumont Unified School District called roll.

THE FOLLOWING MEMBERS WERE PRESENT: Susie Lara, President, Brian Sylva, Vice President, Steven Hovey, Clerk, David Sanchez, Member, Janelle Poulter, Member, and Maureen Latham, Interim Superintendent.

A quorum was established.

3.0 BOARD STUDY SESSION

3.1 Received presentations and allowed for discussion from the following superintendent search firms to assist in the selection of a new superintendent:

Education Support Services Group (ESS)
California School Boards Association (CSBA)
Riverside County Office of Education (RCOE)

Steven Hovey, Clerk of the Board, recused himself from participating in this item.

4.0 REVISION/ADOPTION/ORDERING OF THE AGENDA

4.1 The Board President of the Beaumont Unified School District called for a motion to revise/adopt/reorder the agenda.

ORIGINAL - Motion

Member (**David Sanchez**) Moved, Member (**Janelle Poulter**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District approve the adoption of the agenda'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Susie Lara	Yes
Janelle Poulter	Yes
Steven Hovey	Yes

Brian Sylva Yes
David Sanchez Yes

5.0 PUBLIC TESTIMONY (CLOSED SESSION)

5.1 The Board of Trustees of the Beaumont Unified School District opened the floor for public testimony on closed session items.

None.

6.0 CLOSED SESSION ITEMS

6.1 The Board President of the Beaumont Unified School District called for a motion to adjourn to closed session on the following items 6.2 through 6.5.

ORIGINAL - Motion

Member **(David Sanchez)** Moved, Member **(Brian Sylva)** Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District adjourn to closed session on items 6.2 through 6.5'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

David Sanchez Yes
Steven Hovey Yes
Susie Lara Yes
Brian Sylva Yes
Janelle Poulter Yes

6.2 Pursuant to Government Code Section 54956.9: Conference with Legal Counsel – Anticipated Litigation (1 case) - Dr. Maureen Latham, Interim Superintendent, Dr. Amy Nguyen-Hernandez, Assistant Superintendent of Instructional Support Services, Mrs. Jennifer Castillo, Assistant Superintendent of Human Resources, Dr. Ebon Brown, Chief Innovation Officer, Mrs. Penni Harbauer, Assistant Superintendent of Business Services, and Atkinson, Andelson, Loya, Ruud, & Romo.

6.3 Pursuant to Government Code Section 54957: Public Employee Discipline/Dismissal/Release: Dr. Maureen Latham, Interim Superintendent, Dr. Ebon Brown, Chief Innovation Officer, Mrs. Jennifer Castillo, Assistant Superintendent of Human Resources, Mrs. Penni Harbauer, Assistant Superintendent of Business Services, Dr. Amy Nguyen-Hernandez, Assistant Superintendent of Instructional Support Services, and Atkinson, Andelson, Loya, Ruud, & Romo.
Recommendation: Report out of Closed Session

6.4 Pursuant to Government Code Section 54957.6: Conference with Labor Negotiators: Beaumont Teachers Association – Dr. Maureen Latham, Interim Superintendent, Dr. Ebon Brown, Chief Innovation Officer, Mrs. Jennifer Castillo, Assistant Superintendent of Human Resources, Mrs. Penni Harbauer, Assistant Superintendent of Business Services, and Dr. Amy Nguyen-Hernandez, Assistant Superintendent of Instructional Support Services.

6.5 Pursuant to Government Code Section 54957.6: Conference with Labor Negotiators: California School Employees Association and its Chapter 351 – Dr. Maureen Latham, Interim Superintendent, Dr. Ebon Brown, Chief Innovation Officer, Mrs. Jennifer Castillo, Assistant Superintendent of Human Resources, Mrs. Penni Harbauer, Assistant Superintendent of Business Services, and Dr. Amy Nguyen-Hernandez, Assistant Superintendent of Instructional Support Services.

7.0 RECONVENE IN OPEN SESSION

7.1 The Board of Trustees of the Beaumont Unified School District reconvened in open session at 6:30 pm.

8.0 PUBLIC TESTIMONY

8.1 The Board of Trustees of the Beaumont Unified School District opened the floor for public testimony.

Melinda Michel, CSEA Employee

- *District does not want to work with the classified members*
- *Cannot go onto campus to do our jobs for the risk of contracting the virus and bringing it home to our family*
- *Everything that classified employees are doing on campus I can do from home and not put my family in jeopardy of catching the virus*
- *District is on a power trip and they want to use their power to push around the classified staff*
- *We are the backbone of the schools*

Shalyn Haley, Health Instructional Assistant II

- *Concern over the fact that we currently don't have an MOU in place*
- *Negotiations team has been hard at work trying to come up with an agreement*
- *Some of us have underlying health issues that place us at great risk of serious complications or even death if we were to be exposed to Covid 19*
- *Those of us who need to work from home should be given that opportunity. Why are the teachers given this resource and we as classified employees are not?*
- *Is our health and safety not just as important?*

Leslie Wood, CSEA Employee

- *Sad that BUSD did not come to an agreement with CSEA prior to school opening on August 10th.*
- *It seems as though Classified employees have such little value that we are not worth the effort to get this done!!*
- *Still being forced to work on campus - could be done from the safety of my home*
- *Please value your classified employees enough to come to an agreement to keep us as safe as possible*

Tonya Johnson, Clerk III

- *Heard that a few members were saying that they do not feel represented by the current CSEA Executive Board and feel that the current executive board is not communicating with them*
- *I contacted them and they forthcoming with information, but they also made it clear that they needed my support*
- *No MOU in place for the classified employees*
- *Feel like the School Board and the negotiations team from the District Office do not care about the Classified employees*
- *As a classified employee if I have a student that is home doing Distance Learning I have to take time off at less pay to help my student, while a Certificated Staff Member gets the choice to work from home to work with their child*

Jeanene Jensen, CSEA Employee

- *Why are the requests of the negotiations team not being met by the Board or the District?*
- *We have been negotiating since March for a COVID MOU and still have not come to an agreement*
- *We stand united as CSEA and will continue to honor our members' wishes*

Kateri Flores, CSEA Employee

- o *Joined the negotiations team to make a difference for the 500 classified staff*
- o *The meetings that I participated in have been full of intelligent individuals*
- o *We must find experts to help with clarity of information and to help solidify the foundation that BUSD and CSEA can build and develop a strong relationship upon*
- o *We are here first and foremost to serve our community*
- o *Classified are like the super moms of the district, they give, give, give*
- o *When is the time that we will not be called selfish in asking for our basic needs to be met?*

Carol Snyder, CSEA Employee

- o *Asking to work from home – husband has prostate cancer*
- o *Have to be back in the classroom during a pandemic and face the possibility of exposing him to this deadly (Covid 19) virus while teachers are opting to work from home*
- o *Principal assured me that I had nothing to worry and that since teachers can work from home that I should get the same courtesy*
- o *Why would it be any different for teachers than for the Instructional Assistant's*
- o *The district does not trust us to be as professional as the teachers are*
- o *Reconsider your decision and allow those of us who can work from home, to do so*

Kate, CSEA Employee

- o *Classified employees are not allowed to work remotely, and are required by Beaumont USD to work at the school sites*
- o *Were told that a safe environment would be provided but most staff not wearing a mask or keeping a social distance of at least 6 feet*
- o *Many classified staff members have underlying health conditions, and/or live with those that do*
- o *When others disregard the rule, it puts everyone's health in*
- o *What will happen when we return to in person instruction?*

9.0 SPECIAL, LEGAL, AND DISCUSSION ITEMS

9.1 Select Education Support Services Group (ESS), California School Boards Association (CSBA), or Riverside County Office of Education (RCOE) to conduct a superintendent search.

ORIGINAL - Motion

Member (**David Sanchez**) moved, Member (**Susie Lara**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District select California School Boards Association (CSBA) to conduct a superintendent search'. Upon a roll call vote being taken, the vote was: Aye: **4** Nay: **0** Abstain: **1** The motion **Carried**.

Janelle Poulter	Yes
Susie Lara	Yes
David Sanchez	Yes
Brian Sylva	Yes
Steven Hovey	Abstain

9.2 Adopt Resolution 2020-21-14, Resolution of the Board of Trustees of the Beaumont Unified School District, Acting as the Legislative Body of the Community Facilities District No. 2018-1 of the Beaumont Unified School District, Authorizing the Issuance of its (Improvement Area No. 1) 2020 Special Tax Bonds in an Aggregate Principal Amount not to exceed \$6,500,000 and Approving Certain Documents and Taking Certain Actions in Connection Therewith.

ORIGINAL - Motion

Member (**Brian Sylva**) Moved, Member (**David Sanchez**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District adopt Resolution 2020-21-14, Resolution of the Board of Trustees of the Beaumont Unified

School District, Acting as the Legislative Body of the Community Facilities District No. 2018-1 of the Beaumont Unified School District, Authorizing the Issuance of its (Improvement Area No. 1) 2020 Special Tax Bonds in an Aggregate Principal Amount not to exceed \$6,500,000 and Approving Certain Documents and Taking Certain Actions in Connection Therewith'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Janelle Poulter	Yes
Susie Lara	Yes
David Sanchez	Yes
Brian Sylva	Yes
Steven Hovey	Yes

10.0 HUMAN RESOURCES

10.1 Approve revisions to the Facilities Coordinator job description.

ORIGINAL - Motion

Member (**Brian Sylva**) Moved, Member (**Steven Hovey**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees approve the revisions to the Facilities Coordinator job description'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Steven Hovey	Yes
Janelle Poulter	Yes
Susie Lara	Yes
Brian Sylva	Yes
David Sanchez	Yes

11.0 INSTRUCTIONAL SUPPORT SERVICES

11.1 Adopt the Learning Continuity and Attendance Plan for 2020-21.

ORIGINAL - Motion

Member (**Steven Hovey**) Moved, Member (**Janelle Poulter**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District adopt the Learning Continuity and Attendance Plan for 2020-21'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Janelle Poulter	Yes
Steven Hovey	Yes
Susie Lara	Yes
Brian Sylva	Yes
David Sanchez	Yes

11.2 Approve the District's return to athletics conditioning plan for the 2020-21 school year.

ORIGINAL - Motion

Member (**Brian Sylva**) Moved, Member (**David Sanchez**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District approve the District's return to athletics conditioning plan for the 2020-21 school year'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Steven Hovey	Yes
Susie Lara	Yes

Janelle Poulter Yes
Brian Sylva Yes
David Sanchez Yes

12.0 BUSINESS SERVICES

12.1 Conduct a Public Hearing, prior to the adoption of Resolution No. 2020-21-11, regarding the Beaumont High School Expansion Project Environmental Impact Report.

OPENED AT: 7:12 pm
DISCUSSION: None
CLOSED AT: 7:12 pm

12.2 Adopt Resolution No. 2020-21-11 for the Final Environmental Impact Report (EIR) and Findings of Fact covering the Beaumont High School Expansion Project.

ORIGINAL - Motion

Member **(David Sanchez)** Moved, Member **(Brian Sylva)** Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District adopt Resolution No. 2020-21-11 for the Final Environmental Impact Report (EIR) and Findings of Fact covering the Beaumont High School Expansion Project'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Steven Hovey Yes
Janelle Poulter Yes
David Sanchez Yes
Susie Lara Yes
Brian Sylva Yes

12.3 Approve an allocation of CARES Act funding from County of Riverside Board of Supervisors to support the "All for One" Campaign, which aims to provide computer devices and hotspots to students throughout Riverside County to bridge the local digital divide.

ORIGINAL - Motion

Member **(Janelle Poulter)** Moved, Member **(Steven Hovey)** Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District approve the allocation of CARES Act funding from County of Riverside Board of Supervisors to support the "All for One" Campaign, which aims to provide computer devices and hotspots to students throughout Riverside County to bridge the local digital divide'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Susie Lara Yes
Steven Hovey Yes
Janelle Poulter Yes
David Sanchez Yes
Brian Sylva Yes

12.4 Approve an agreement to grant permission to Riverside County Flood Control and Water Conservation, its agents, employees and contractors the right to enter onto District's Property for the purpose of performing emergency excavations in the creek to prepare for debris flows from the burn area.

ORIGINAL - Motion

Member (**Janelle Poulter**) Moved, Member (**Brian Sylva**) Seconded to approve the **ORIGINAL** motion 'The administration recommends the Board of Trustees of the Beaumont Unified School District approve to grant permission to Riverside County Flood Control and Water Conservation, its agents, employees and contractors the right to enter onto District's Property for the purpose of performing emergency excavations in the creek to prepare for debris flows from the burn area'. The vote was: Aye: **5** Nay: **0**. The motion **Carried. 5 - 0**

Susie Lara	Yes
Steven Hovey	Yes
Janelle Poulter	Yes
Brian Sylva	Yes
David Sanchez	Yes

13.0 **REPORTS**

13.1 Receive a report from the California School Employees Association and its Chapter 351.

Jeannette Payne, President

- *Since the closure, we have been negotiating the effects of the COVID-19 Pandemic and the implications that it has had on classified employees.*
- *CSEA learned that the District is not interested in providing a fair agreement that addresses the many effects of COVID-19 on Classified Employees*
- *The District's proposal is very limited and believes that only paraeducators working directly with students should have the ability to work remotely.*
- *How is that equitable for employees that work in a position that could also work remotely?*
- *How are we supposed to follow Maslow's Hierarchy of Needs when we as Classified Employees do not receive the basic needs to fully achieve our potential?*
- *Classified Employees at BUSD are some of the lowest paid in the state*
- *How are we to feel safe when we can't get a basic MOU that provides security?*
- *How can we form intimate relationships and change the culture and climate for classified employees if our basic needs are not being met*
- *Classified Employees need to be looked at as the essential employees that we are*
- *It was classified employees that kept this District operating during the closure*
- *As a District have the potential for greatness if we can all have our needs*
- *We believe that CSEA and the District will be able to restore trust through collaborative relationships, ongoing interactions, and positive behavior*

13.2 Receive a report from the Beaumont Teachers Association.

No report.

13.3 Receive a report from the Beaumont Administrators Confidential Management Employees Group.

No report.

13.4 Receive a report from Board Member Susie Lara

Knows that everyone has concerns at home and at work and have a lot of things to deal with. Wants all CSEA members to know that this Board is concerned and cares about all CSEA members and all staff members. Wants to assure you that we really do care. Not our intention that negotiations takes as long as they are, there are two sides to every story and because it is negotiations there are things we are not allowed to share. We want an agreement that is fair for all CSEA employees, not just portions. We are doing the best we can and am proud that we haven't had to lay anyone off.

13.5 Receive a report from Board Member Janelle Poulter.

Agrees with Susie's statements. Bothers me that people do not feel safe at their site and feel that it is the responsibility of the admin at that site to ensure that people are doing what we are asking. Wearing your mask, keeping your distance. Would hope that every site admin would support that. Negotiations is difficult. There is a lot in negotiations that people who are not in it don't realize. Understands people are concerned and wants to make sure everyone has as much information as possible.

13.6 Receive a report from Board Member Steven Hovey.

Supports President Lara's and Member Poulter's comments. Negotiations takes two parties to come to an agreement. There needs to be give and take. Recognize that negotiations is a process and the fact that the process may take a long time should not be interpreted as a lack of respect for our employees. If we have staff who are not following the rules, we need to hold them accountable and expects everyone from the top down to be following the rules. It's not a political decision, you are an employee and we have a rule. If everyone followed the rule, which is consistent with the CDC and the California Department of Public Health, it's as safe as an environment as we can make it.

13.7 Receive a report from Board Member David Sanchez.

No report.

13.8 Receive a report from Board Member Brian Sylva.

No report.

The Board returned to closed session to discuss agenda item 6.5 at 7:35 pm.

The Board reconvened in open session at 8:30 pm and there was no read out from closed session.

14.0 ADJOURNMENT

14.1 Adjournment at 8:30 pm.

Steven Hovey, Clerk, Board of Trustees