Meeting Date: January 15, 2020

Meeting Location: California Suite
101 Twin Dolphin Drive
Redwood City, California

Board Members Present: Susan Alvaro, Beverly Gerard, Hector Camacho, Jr., Jim Cannon, Rod Hsiao, Ted Lempert, Joe Ross

Staff Officials Present: Nancy Magee, Secretary
Jennifer Perna, Executive Assistant

Other Staff Present: David Brashear, Joy Dardenelle, Mefula Fairley, Margie Gustafson, Jeneé Littrell, Patricia Love, Lori Musso, Denise Porterfield, Jared Prolo

1. OPENING ITEMS

   A. Call to Order

   Board President Hector Camacho, Jr. called the meeting to order at 7:08 p.m.

   B. Approval of Agenda

   After a motion by Ms. Gerard and a second by Mr. Hsiao, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved the January 15, 2020, agenda as presented.

2. PUBLIC COMMENT

   • Mr. Steven Davis spoke regarding the rights of students with disabilities and Individuals with Disabilities Education Act (IDEA) act compliance and provided two handouts to Board members.
3. **EMPLOYEE OF THE MONTH**

   A. January 2020 Employee of the Month, Roger Wroblewski, Math Teacher, Court and Community Schools, Student Services Division

   Board President Camacho recognized the January 2020 Employee of the Month, Roger Wroblewski, Math Teacher, Court and Community Schools, Student Services Division. Although Mr. Wroblewski was unable to attend, Board President Camacho congratulated him on behalf of the Board.

4. **PRESENTATION FOR SCHOOL BOARD RECOGNITION MONTH**

   A. Presentation for School Board Recognition Month

   Superintendent Magee began the presentation for School Board Recognition Month by emphasizing the critical role played by the Board in the education landscape. Superintendent Magee said it is a privilege and honor to partner with the Board in their work. She stated the importance of School Boards and described them as the leaders of policy, driving change to support better outcomes for all students.

   Superintendent Magee said SMCOE staff are honoring the County Board Members this month by:
   1) Focusing January’s SMCOE Spotlight monthly newsletter on the role of School Boards in the county
   2) Creating a short video highlighting Board members in action to display on the monitors at 101 Twin Dolphin Drive throughout the week
   3) Installing a framed photo of the Board Members at the Hillcrest, Gateway, Anne Campbell Center, and San Bruno K12 school sites

   Superintendent Magee then showed the video and invited the Board to enjoy cake and flowers.

   The Board thanked Superintendent Magee for the tribute, and Board President Camacho stated he loved the idea of the photos being placed at the school sites, so SMCOE students know there are more people continuing to fight for them. He described how SMCOE students are always closest to the Board’s heart. Board President Camacho also thanked his fellow Board members for their service.

5. **APPROVAL OF MINUTES**

   A. December 11, 2019, Regular Board Meeting

   After a motion by Mr. Ross and a second by Mr. Hsiao, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved the Minutes of the December 11, 2019, Regular Meeting as presented.
6. **CONSENT AGENDA**

B. Receive Staffing Reports  
C. Adopt Joint Resolution No. 20-1 Recognizing January 2020 as Human Trafficking Prevention Month  
D. Adopt Joint Resolution No. 20-2 Recognizing January 27, 2020, as International Holocaust Remembrance Day  
E. Adopt Joint Resolution No. 20-3 Recognizing January 30, 2020, as Fred Korematsu Day of Civil Liberties and the Constitution  
F. Adopt Joint Resolution No. 20-4 Recognizing February 2020 as National African American History Month  
G. Receive Quarterly Report on Complaints, as Required by the Williams Settlement  
H. Establish Process for Small School District Purchase of Supplies and Equipment  
I. Receive 2018-2019 San Mateo County Office of Education School Accountability Report Cards (SARCs) for Court and Community Schools and Special Education

After a motion by Ms. Gerard and a second by Mr. Hsiao, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved the Consent Agenda.

7. **LOCAL CONTROL ACCOUNTABILITY PLAN (LCAP)**

A. Receive 2020-2021 Local Control Accountability Plan (LCAP) and Budget Development Timeline  

Board President Camacho introduced Deputy Superintendent Porterfield, who noted a few changes in this year’s timeline. She stated the first Board LCAP/Budget Subcommittee/Cabinet meeting date is scheduled for April 15, 2020, and the second is scheduled for May 6, 2020.

Deputy Superintendent Porterfield further explained after review by Cabinet, the LCAP review has been moved to April 29, 2020, allowing staff to complete more of the process prior to discussion. She added the timeline continues to include a potential third Board meeting in June, if necessary, to take action on the LCAP and budget.

Mr. Hsiao thanked Deputy Superintendent Porterfield for sharing the timeline and asked for clarification of the criteria used for filtering the budget based on program budget evaluation. Deputy Superintendent Porterfield stated there are changes this year, and Cabinet has already held two meetings with Superintendent Magee to discuss priorities and program considerations moving forward under flat-funding. Deputy Superintendent Porterfield stated criteria, such as whether a program is a mandate or provides beneficial support to districts, exemplifies one way priorities are considered. Mr. Hsiao thanked Deputy Superintendent Porterfield for providing this example.

Board President Camacho thanked Deputy Superintendent Porterfield for her report.
8. **BUSINESS SERVICES**


Board President Camacho introduced Deputy Superintendent Porterfield, who stated Education Code §41020 requires the Board to review the annual audit. She then introduced Jeff Ira, from the firm Chavan & Associates, to review the highlights of the report and provide his overall impression of SMCOE’s financial status.

Mr. Ira stated the Board has a long tradition of working well together and maintaining fiscal stability. Mr. Ira then directed the Board’s attention to page 70, where the General Fund is identified and shows a slight trend downward in the undesignated fund balance. Mr. Ira noted the balance remains above the state reserves. He said there were no material weaknesses or findings in the financial statements with federal or state awards. Mr. Ira stated there was one minor finding under state compliance regarding the date the Board approved its Comprehensive School Safety Plan.

Ms. Alvaro welcomed Mr. Ira and asked about pg. 89’s answer of “no” to whether the auditee is qualified as a low risk auditee. She asked Mr. Ira to clarify that answer. Mr. Ira said the answer depends on the amount received in federal funding, which determines the risk. Ms. Alvaro asked if this has anything to do with management. Mr. Ira answered it did not, and emphasized there were no issues or findings with internal control. He added due to the sheer volume of money flowing through the budget, SMCOE is classified as a higher risk.

Ms. Alvaro asked about the finding related to the School Safety Plan, which stated SMCOE was unable to provide support indicating the sites held public meetings by March 1, 2019, and since the report was completed in December, whether this finding has been remedied or will be carried through to the next year’s report. Superintendent Magee interjected that the School Safety Plan was approved at a Board Meeting on not long after the March 1 deadline so the finding has already been remedied. Ms. Alvaro then thanked Mr. Ira and Deputy Superintendent Porterfield, along with Administrator, Internal Business Services, Margie Gustafson for their hard work putting the report together.

Mr. Ross thanked Mr. Ira for the report and asked about the comment on page 5 regarding Excess Property Taxes of $18.5 million being passed through to the County of San Mateo, when the process ultimately heads to the state controller. He asked if budget materials, as appropriate, could articulate where funding is going, to avoid confusion about the money ending in the County of San Mateo. Mr. Ira and Deputy Superintendent Porterfield agreed.

Mr. Cannon recalled his experiences as a Vice-Principal and Principal undergoing coordinated compliance reviews in which the federal government checked everything, including dates and appropriateness of special education plans, which mobilized the entire district. He explained if financial issues were found, they fixed the problem. Mr. Cannon spoke of the financial troubles experienced by City College of San Francisco and asked whether in such situations people don’t take the reports seriously enough, despite warnings? Mr. Ira commented in the case of City College of San Francisco there were multitudes of issues and a blatant misappropriation of funds, which occurs when there is a breakdown of controls, reporting, and communication, and people operating
independently rather than as part of a team, which is not the case at SMCOE. Mr. Cannon thanked Mr. Ira for his explanations.

Board President Camacho thanked Mr. Ira for the report and for highlighting the importance of Chief Business Officers (CBOs) and Superintendents working together. He spoke of the difficulty holding on to CBOs and how there are always openings for the position in districts. Board President Camacho stated this corresponds to the issue of the pipeline for CBOs and whether they are being recognized for the important work they do and conditions are provided for them to do that work.

The Board then congratulated Mr. Ira on his upcoming retirement and shared their appreciation for his work over the years.

B. Receive Report on 2020-2021 Governor's Budget Proposal

Board President Camacho introduced Deputy Superintendent Porterfield, who stated on January 10, 2020, Governor Newsom released his proposed 2020-2021 state budget, which totals more than $222 billion. She explained the budget proposal continues to build reserves which will reach $21 billion, but recession calculations indicate a moderate recession could result in revenue declines of $70 billion. Deputy Superintendent Porterfield stated should this happen, it will be difficult on the education budget. She elaborated in the 2020-2021 proposals, the majority of the surplus is proposed to become one-time spending. Deputy Superintendent Porterfield explained this approach enables the state to make significant investments in critical areas, while also maintaining reserves. She added the Proposition 98 funding for K-12 schools and community colleges for 2020-2021 is $84 billion, representing an increase of $3 billion over the amount funded in the 2019 Budget Act.

Deputy Superintendent Porterfield reported highlights from the Governor's 2020-2021 education proposals include a Local Control Funding Formula (LCFF) COLA providing a $1.2 billion Proposition 98 General Fund increase for the LCFF, reflecting a 2.29% COLA, bringing total LCFF funding to $64.2 billion. She stated as a flat-funded county office, this only serves to bring SMCOE’s target closer to funding, with approximately 15 more years to go.

Deputy Superintendent Porterfield remarked that Local Education Agencies (LEAs) will continue to benefit from the payments made to the retirement system in the prior year, with $850 million buying down 2019-2020 and 2020-2021, and the remaining $2.3 billion being paid towards the unfunded liabilities. She shared this is one area that directly impacts SMCOE’s budget by holding down the percentage charged against salaries. Deputy Superintendent Porterfield explained the proposal provides $900 million for educator recruitment and training to support:

- Grants for students enrolled in a professional teacher preparation program who commit to working in a high-need field at a priority school
- Training and resources for classroom educators
- Professional learning opportunities for public K-12 administrators and school leaders

Deputy Superintendent Porterfield described how the proposal provides $300 million for one-time grants and technical assistance to prepare and implement improvement plans at the state's lowest-
performing schools. She added it provides $300 million one-time funds for competitive grants to develop community school models with innovative partnerships that support mental health and the whole child.

Deputy Superintendent Porterfield explained the administration has made computer science a priority and proposes $18.8 million in one-time funds for grants to support teachers to earn a supplementary authorization on their credential, to support county offices within the Statewide System of Support to share best practices and resources, and to develop a new University of California (UC) subject matter project in computer science.

Deputy Superintendent Porterfield elaborated for Special Education, the 2019 Budget Act included a $645 million increase for special education, and provided all Special Education Local Plan Agencies (SELPAs) with at least the statewide target rate for base special education funding and increased the funding based on the number of children age 3 to 5 years with exceptional needs. She indicated for 2020-2021, the Governor is proposing an additional $250 million for Special Education to bring the total amount of funding to approximately $900 million. Deputy Superintendent Porterfield further explained pursuant to the current year budget, the continued allocation of these funds is contingent upon the adoption by the legislature and administration to reform the Special Education funding formula and Special Education accountability system as part of the 2020 Budget Act. She added for 2020, the Governor is proposing a three-year process focusing on increased funding, a new funding formula, expanding statewide supports, and improved specialized services.

Deputy Superintendent Porterfield explained the proposal provides $110 million to the Public School System Stabilization Account (or rainy day fund), bringing its total balance to $487 million. Based on the criteria imposed when this was funded, the reserve cap is not triggered for school districts.

Deputy Superintendent Porterfield shared under LCFF Accountability, the budget provides $600,000 one-time Proposition 98 General Funds to further improve and strengthen LCFF fiscal accountability. She explained the budget proposes to make statewide LCAP information easily accessible to the public through the development of an online LCAP portal and online allocation of the LCAP and School Accountability Report Cards (SARCs) to make it easier for the public to access and compare both accountability tools.

Deputy Superintendent Porterfield reminded the Board this is the initial proposal, and the Department of Finance will continue to work on language with more specific information to come with the Budget Trailer Bill. She explained the Legislative Analyst Office will weigh in with their report, advising the legislature. As with Governor Brown, Governor Newsom takes a conservative approach, considering what a moderate recession would mean and providing one-time dollars to focus on his priorities. Deputy Superintendent Porterfield stated the continued one-time funding model opens some areas for reconsideration and for brokered deals reflecting legislative priorities.

Deputy Superintendent Porterfield summarized there is minimal budget impact on SMCOE’s revenues, but the COLA increase will help LCFF funded districts by increasing their revenues. She noted it is a smaller increase than the increase in the cost of goods and services for districts within the county. This also means district property tax revenues continue to increase faster than the
BUSINESS SERVICES (continued)

COLA, which means a continued increase in the number of Basic Aid districts. Deputy Superintendent Porterfield clarified there are currently five LCFF districts remaining based on P1 information.

Mr. Ross asked about the significant commitment to teacher residency programs and teacher preparation pipeline programs of roughly $200 million, and whether SMCOE sees this as a grant-seeking opportunity. Deputy Superintendent Porterfield agreed it was. Associate Superintendent Musso shared that Superintendent Magee would be speaking later regarding SMCOE’s progress in a teacher residency program. She added SMCOE is already part of the grant for the classified employee teacher credential program, but more funding can help grow the effort.

Mr. Lempert said given the Board’s role in advocating for education, while the budget sounds good, there was $5 billion in discretionary money, none of which went to education, and that all funding provided in the budget was required by law under Proposition 98. He stated sources other than education received funding. Early childhood education received virtually nothing, despite press headlines. Mr. Lempert described how “Sacramento speak” gets in the way of reality and there are two conversations - local legislators talk about the positives of the budget vs. months later when they are talking about how schools do not have any money. He reiterated that when there is $5 billion in discretionary money with none going to education, there is a problem, and the California School Boards Association (CSBA) and the Association of California School Administrators (ACSA) are pointing out that this is not a good budget for education.

Mr. Ross asked if there was a zeroing-out of afterschool funding in the budget. Mr. Hsiao clarified that was a misreading on his part, and the funding has remained flat, while the After-School Care Enrichment Services (ACES) reimbursement rate has been raised, which demonstrates Mr. Lempert’s point. Mr. Lempert clarified no money was taken away, and some extras were added, but overall there was not a lot of increase despite the good economy and budget. He asked what would happen when the economy was not as healthy.

Board President Camacho shared at the SMCSBA Legislator Forum on Saturday, there was a direct ask for shift in language away from “record levels of education funding” demonstrating the serious gap. He spoke of the need to push back as a reminder to the public that more is needed. Board President Camacho challenged Board members in his State of the County address to question the language and thanked Mr. Lempert for bringing up the issue.

Mr. Hsiao asked if the total pie has not grown, is it fair to say the 2020-2021 budget is just the 2020 budget plus the COLA? Deputy Superintendent Porterfield replied it was, adding in 2020 a COLA would be added to targets, along with specific one-time funds. She said categoricals would be coming back as well as more investment in refining the LCAP because of advocacy and lobbying efforts.

Ms. Alvaro clarified there is a COLA adjustment in the budget, but because SMCOE is flat-funded, there is no COLA increase. Deputy Superintendent Porterfield agreed SMCOE has stepped a little higher and closer to meet the funding for which we are flat-funded. Ms. Alvaro thanked Deputy Superintendent Porterfield for the clarification. She shared reading a sociology book from 1963...
describing how the average family spent $10 on a good restaurant meal, and it was raised $2. Ms. Alvaro compared this analogy to the increase in the funding increase for schools today sounding like a lot of change, but when looking at the actual cost of living vs. the increases received, education is still going down the tubes. She shared annoyance at headlines declaring that schools are receiving so much extra money. Ms. Alvaro spoke of attending a presentation from Sean McPhetridge, the Superintendent of the Cabrillo Unified School District, who reported on needing to make $2 million in budget cuts in the small district, mostly in programs. Ms. Alvaro described the tough position for advocates when the public believes school districts are receiving generous amounts of money and how she was unsure how to address the issue. She stated CSBA is tackling this important issue, and circled back to her point that although education is receiving more funds than 10 years ago, the cost of living must be considered. Ms. Alvaro paraphrased Deputy Superintendent Porterfield’s point that there is a COLA, but so what?

Board President Camacho reported CSBA’s work is on pause as they pulled the Full and Fair Funding Measure, that proposed an estimated $15 billion increase. He said this was because they thought it would compete with the split roll measure. Board President Camacho described the feedback from the legislator in the room was that CSBA needs to do more and members need to be more engaged in their association. Mr. Camacho said this was disappointing to hear as he feels this is happening.

Mr. Cannon commented that years ago, school districts would root to become Basic Aid school districts, and asked whether that was still the case. Deputy Superintendent Porterfield replied the answer depends. She is shifting in describing how districts might become Basic Aid, but are only funded at 102% of the target, a tiny bit of money, when compared to Basic Aid districts funded to 275% of target. She described the philosophy and psychology of using the term “Basic Aid” is not the same for different districts. Although some districts finally reach Basic Aid status, it may only result in receiving $25,000 more than the previous year. Nonetheless, they are still considered Basic Aid which creates a false perception of wealth. Deputy Superintendent Porterfield explained that now when CBOs report out to their Superintendents and Boards, they explain what that term really means. She described the risk of hitting that target, and then losing it and flipping back in the subsequent year or two. Deputy Superintendent Porterfield summarized becoming Basic Aid is not always positive until a district has been in the status for a sustained amount of time.

Mr. Hsiao asked for clarification on how Basic Aid districts lose access to supplemental taxes, which then go to LCFF districts. Deputy Superintendent Porterfield added the LCFF districts split that portion of supplemental taxes. Mr. Hsiao asked if the whole point of being Basic Aid was getting to keep Excess Property Taxes. Deputy Superintendent Porterfield clarified there is a code regarding supplemental taxes, and once districts are identified as Basic Aid at the P2 reporting period, they lose their supplemental taxes the following year, going forward forever if they remain Basic Aid. She informed SMCOE has two districts in the situation in which $1,000,000 flips them back and forth over that line.

Mr. Hsiao commented how high housing prices drive moderate-income families out of the region, including many with children, leading to decreased Average Daily Attendance (ADA) and reduced LCFF funding, and asked for any projections on enrollments across the 23 districts. Deputy
Superintendent Porterfield replied that SMCOE does not make those projections, but trends are monitored and reported to districts on a dashboard when certification letters go out so Board members can see the trends.

However, each district analyzes their own demographics and future student counts, and many have their own demographic reports, even though that is not something required of districts by SMCOE. Mr. Hsiao stated he was curious if Deputy Superintendent Porterfield had a consolidated list of demographic population trends. She replied that the dashboard provided to the districts could be provided to the Board. Mr. Hsiao said he was curious about the situation, as families are exiting the Ravenswood School District and the district is shrinking. He wondered how quickly families are leaving districts. Deputy Superintendent Porterfield replied this also impacts whether districts become Basic Aid, because when student counts drop, the LCFF target drops, property tax funding goes up, and districts fall into Basic Aid due to enrollment losses.

Board President Camacho thanked Deputy Superintendent Porterfield for the report. He also noted how Associate Superintendent Pelletier spoke so intelligently about the budget at the SMCSBA Legislator Forum, and he shared his appreciation for her representation of SMCOE and San Mateo County.

9. INSTRUCTIONAL SERVICES

A. Receive Report on Differentiated Assistance for Qualifying San Mateo County School Districts

Administrator, District Improvement and Supports, Joy Dardenelle thanked the Board and shared her appreciation for their leadership, their questions which demonstrate deep empathy for the communities represented, and their desire for understanding of SMCOE programs and strategies to support school districts. She then introduced David Brashear, Director, District Improvement and Support, and Jared Prolo, Director, Research, Accountability, and Continuous Improvement, to present on the California School Dashboard and Differentiated Assistance.

Director Prolo stated a conversation about Differentiated Assistance begins by discussing the Dashboard, which generates information pertaining to Differentiated Assistance. He described the presentation goals as:

- to review how the Dashboard is the accountability tool for the Statewide System of Support
- to build shared understanding of the county-wide trends in student outcomes
- to understand the criteria by which LEAs are eligible for Differentiated Assistance
- to receive information about the role of the County Office of Education in the Statewide System of Support

Director Prolo described how the red color on the Dashboard indicates districts performing in low status and moving in the wrong direction, while green and blue indicate districts with high levels of achievement and improvement. He discussed how the aggregated county data indicate the largest
representation of student groups are in the orange range across different priorities, with few student groups in the red range. Director Prolo explained this means many student groups are performing lower than the median and remaining static or moving slightly backwards.

Director Prolo discussed the distribution of individual students and how many students are represented by each color, in regards to chronic absenteeism, which has gone up both statewide and in San Mateo County. Director Prolo related this to Differentiated Assistance, as support is provided to districts identified as needing assistance, with need determined when student groups perform in the red category across two or more priority levels.

Director Brashear listed the districts no longer eligible for Differentiated Assistance in San Mateo County, based on student outcomes reported on the 2020 Dashboard:
- Brisbane School District
- Burlingame School District
- Redwood City School District
- San Mateo-Foster City School District
- Sequoia Union High School District

Director Brashear also listed the districts newly eligible for Differentiated Assistance in San Mateo County:
- Cabrillo Unified School District, with two student groups across several priorities
- Millbrae School District, with one student group across two priorities
- San Bruno School District, with two student groups across several priorities
- San Carlos School District, with one student group across two priorities

Director Brashear noted in regards to the San Carlos School District, which historically has been built on dependent charters, at the end of the last school year all but one dependent charter returned to the district. He explained their results are based on two of those schools which were not dependent charters the previous year.

Director Brashear reported two districts are not yet reflected in the current Differentiated Assistance data, but who will be eligible to receive Differentiated Assistance (DA), one of which is SMCOE. He said SMCOE Student Programs will be supported in DA by the California Department of Education (CDE). The other additional LEA to become eligible for DA is the California Virtual Academy, a charter school operating in San Mateo County. Director Brashear explained SMCOE is not yet responsible for providing differentiated support to charter schools. In this case, the charter authorizer, Jefferson Elementary School District, is responsible for the DA.

Director Brashear reported one district qualified for Year 2 DA, Jefferson Union High School District, for outcomes of the student group Students With Disabilities. He also reported there are two districts continuing into Year 3 DA eligibility, Ravenswood City School District and South San Francisco Unified School District. Ravenswood City School District qualified for African-American students and Students With Disabilities and in four new students groups this year. The South San
Francisco Unified School District will continue receiving DA for its Students With Disabilities, with their Pacific Islander student group new this year.

Board President Camacho asked for clarification regarding Ravenswood City School District and whether students in their non-dependent charter schools were included in the data. Director Brashear confirmed these students were not included in the data.

Director Brashear discussed the overarching goal of Differentiated Assistance work is to answer the question of why the system is producing certain outcomes for students. He explained his team’s work is based on the principles of improvement science, discovering root causes of a problem, and working to determine possible ways of addressing an issue. Director Brashear shared his team’s role is to work alongside district staff assisting in capacity development, implementation of cycles of continuous improvement, and addressing areas of concern to ensure steady progress. He clarified his team does not come in and try to “fix” problems.

Director Brashear discussed the Sequoia Union High School District as an example and how a root-cause analysis identified an academic issue related to behavior and school climate. As a possible solution, the district decided all 9th grade students should enroll in Biology in heterogeneous A-G classes.

Director Brashear also discussed the San Mateo Union High School District, no longer eligible for DA, who started this year by recognizing they often begin initiatives, but may not sustain them for various reasons – money, people, time, dedication. He explained the district has been attending the improvement collective training sponsored by the California County Superintendents Educational Services Association (CCSESA) with a team from SMCOE, where they are learning how to improve the way they make changes, support implementation, and monitor progress. Director Brashear stated they are being coached by an external coach, and the SMCOE team is helping to shepherd them through the process.

Director Brashear also discussed the Brisbane School District, who started the school year with new attendance policies and procedures as a result of their DA focus in 2019. Director Brashear remarked that Chronic Absenteeism, notable across the county, often occurs in high performing districts because these students are often taken out of school for family vacations and do not complete independent study.

Board President Camacho thanked Director Prolo and Director Brashear for their presentation.

Ms. Alvaro also thanked Director Prolo and Director Brashear for their presentation. She asked about the Chronic Absenteeism scatterchart looking worse than in previous years, and whether the Attendance Matters initiative is pushing the bar in the right direction or holding it steady. Director Prolo answered his team is still in the process of trying to understand this a little better, as it is a statewide trend taking everyone by surprise.

Ms. Alvaro asked if there was a sense of grade differences, for example if parents of kindergarteners and first graders are taking their children out of school because they misunderstand the importance
INSTRUCTIONAL SERVICES (continued)

of daily attendance, but by third and fourth grade, the parents are no longer taking their children out of school. She commented in her community, many families take their students of all ages out of school to visit family in Mexico for the holidays and may miss up to two months of school. Ms. Alvaro also added there appears to be more absenteeism among teenagers. She asked if these age group disparities were being analyzed. Director Prolo answered they were, and deeper work is being done in partnership with individual districts.

Director Prolo stated absenteeism among kindergarteners and first graders is being explored more deeply, bringing in resources from early learning. Ms. Alvaro commented that Attendance Matters work might be shifted, based on what is learned about each particular district.

Mr. Cannon asked about districts no longer eligible for Differentiated Assistance and whether this is positive or negative. Director Brashear said this means student outcomes in areas of eligibility the previous year showed improvement. Mr. Cannon asked if it was fair to say these districts improved enough that they are no longer eligible for targeted assistance. Director Brashear confirmed this was correct.

Mr. Ross thanked Director Prolo and Director Brashear for the presentation and the analytical approach to data. He asked how the root-cause analysis is done and to what extent this work is dependent on deep school participation. Director Brashear responded that the participants work through a protocol in which a narrow issue or concern is introduced, and every possible reason for the issue is considered. He said these reasons are categorized and investigated using tools such as gathering data, conducting empathy interviews, and developing process maps.

Mr. Ross asked about districts who have been on the list repeatedly, have embedded challenges, and whether there are thematic obstacles which make it difficult for them to achieve progress, as opposed to other districts. Director Brashear answered the South San Francisco Unified School District, as is in statute, has been engaged with a consulting firm and SMCOE has been on the perimeter. Mr. Ross asked if this applies for the third year. Director Brashear answered yes and explained for districts in the third year, SMCOE is discussing ways to work alongside the consultants, which may look different than previous work done.

Director Brashear explained in the Ravenswood City School District, there are different challenges. He said the current year has been challenging with the combining of schools, but the district is poised to do good work. Director Brashear explained pervasive problems such as staffing are difficult to break through, and it is hard for some to get past these issues to see where they can make improvements.

Mr. Hsiao stated he was struck by Director Brashear’s description of how test results come out in May, are displayed on the Dashboard in the fall to determine eligibility, and services are launched in January to determine root-causes analyses and implement solutions by the spring. He commented on the fast cycle and asked if the following year, districts may find they’ve focused on the wrong issues. Director Brashear replied this is possible and is one reason a great deal of time is spent on uncovering root-causes.
INSTRUCTIONAL SERVICES (continued)

Mr. Hsiao asked if the lag to get Dashboard results is too long and what other robust measurements are available. Director Brashear answered they use formative assessments happening in real time.

Mr. Cannon thanked Director Prolo and Director Brashear and shared his respect for their work. He recalled conducting staff development when he was a Principal, and how he looked to the county office for support from SMCOE staff members such as Jean Holbrook and Ruth Goldhammer who could help implement change.

Ms. Gerard commented on how charter schools were not eligible for help and asked for clarification on whether those students were included in the data analyzed. Director Brashear confirmed independent charters are not included in district numbers because they are their own Local Educational Agency (LEA).

Board President Camacho asked if the funding received to provide Differentiated Assistance is sufficient to provide services at the level needed. Director Brashear answered it is not, and if SMCOE was able to get ahead of what is happening with districts, more support could be included. He explained SMCOE is currently working with eligible districts, and Superintendent Magee has committed to continue to support districts even when they are no longer eligible. Board President Camacho thanked Director Prolo and Director Brashear and expressed appreciation for their report. He related that he used some of the data provided at his State of the County address at the SMCSBA Legislator Forum, which helped provide a clear picture of student outcomes to School Board members.

10. OFFICE OF THE SUPERINTENDENT

A. Public Disclosure of Collective Bargaining Agreement Between the San Mateo County Superintendent of Schools and California School Employees Association (CSEA) 158 for 2019-2021

Board President Camacho introduced Associate Superintendent Musso, who informed the Board that the agreement with CSEA 158 has been settled and ratified. She shared the Board document that provides public disclosure of the costs incurred in settling the agreement. Associate Superintendent Musso stated the agreement is settled for two years in the financial portion, as this bargaining unit is one year behind the other three units, but they have settled for three years in the other content of the agreement. CSEA 158 will have rights to negotiate a one-year salary adjustment going forward because they are one year behind. Associate Superintendent Musso summarized this agreement reflects two years of salary and three years of other content.

The Board congratulated Associate Superintendent Musso on the collective bargaining agreement.

Mr. Hsiao asked about increases in employer contributions to healthcare and whether the percentage increase is higher, lower, or the same as the change in actual premium costs paid to CALPERS medical plans. Associate Superintendent Musso replied the costs of all healthcare packages continue to rise but what is offered to employees covers the employee and usually at least one dependent,
based on the individual plan. Mr. Hsiao asked if the employer contribution is rising faster or slower than the average CALPERS medical plan. Associate Superintendent Musso answered that again, it depends on the plan. For example, Blue Cross is rising at a faster rate than the employee contribution, but Kaiser remains steady.

Board President Camacho again thanked and congratulated Associate Superintendent Musso on the collective bargaining agreement.

B. Discuss/Act on a 0.5 FTE Classified Position for Administrative Assistant I, Office of the Superintendent

Board President Camacho introduced Associate Superintendent Musso, who informed the Board that SMCOE places a high priority on environmental literacy and sustainability and that the program has grown so much the work is no longer easily managed in one division and has been integrated into the Office of the Superintendent. Associate Superintendent Musso explained because of the move of the program to the Office of the Superintendent, along with the work done by the Communications Team, it is necessary to add Administrative Assistant support. She elaborated it was determined that a 0.5 FTE position would be beneficial to support the SMCOE’s Environmental Literacy and Sustainability program and the Communications Team as they expand.

Ms. Alvaro asked if the 0.5 FTE position was to hire a new staff member, or if there was a current 0.5 FTE staff member who would move to full time. Associate Superintendent Musso said the process is based on the collective bargaining agreement which begins by advertising the position to all Administrative Assistant I staff members, to see if internal staff are interested in pursuing the new position.

After a motion by Mr. Ross and a second by Ms. Gerard, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved the 0.5 FTE Classified Position for Administrative Assistant I, Office of the Superintendent.

C. Superintendent’s Comments

Superintendent Magee wished all the Board a happy new year and updated the Board on Chief Deputy County Counsel Cunningham’s skiing accident on New Year’s Day.

Superintendent Magee then addressed the Governor’s budget and the priority of funding for workforce development. She explained the workforce pipeline at SMCOE is a priority for the coming year and congratulated Associate Superintendent Musso for her leadership and vision in leading the Human Resources work, along with the Teacher and Administrator Development program. Superintendent Magee remarked the classified school employees credential program is being expanded in the Governor’s budget, with an additional $64 million of one time funding to expand that work. She said the California Commission on Teacher Credentialing (CCTC) released a report describing that program as encouraging more diversity than is found in the current teacher workforce, with 42% of program participants being Hispanic, compared to 21% in the current teacher workforce. She also shared that of the five largest programs in the state implementing the
OFFICE OF THE SUPERINTENDENT (continued)

classified school employee grants, four of them are operated by County Offices of Education, including Orange, Riverside, San Mateo, and Ventura counties.

Superintendent Magee shared SMCOE has been working for more than a year to launch a teacher residency partnership with Alder Graduate School of Education, a Redwood City-based non-profit graduate school of education. She said their teacher residency program includes grant money towards SMCOE staffing as well as providing supports to district participants. She shared this is a high-quality program with many additional benefits, and SMCOE is excited to be in the memorandum of understanding (MOU) process with Alder. Superintendent Magee stated that additionally, the participating districts would develop MOUs with SMCOE.

Superintendent Magee then invited the Board to attend the Preliminary Administrative Services Credential Graduation on February 25, 2020 at 101 Twin Dolphin Dr. at 7:00 pm. She noted invitations are included in the Board’s folders. Superintendent Magee shared the next cohort would be launched in February as well, with the highest number off registrants to date with a cohort of 38 individuals.

Superintendent Magee shared that January is Human Trafficking Prevention Month and SMCOE is conducting a great deal of work under the leadership of Deputy Superintendent Littrell, who has been doing this work for many years and is considered a national expert on the topic. Superintendent Magee reminded the Board SMCOE developed the human trafficking educator protocol as a resource of the Coalition for Safe Schools and Communities and guides school personnel to respond when they have a student suspected to be a victim of sex or labor trafficking. She reported multiple trainings have been provided across the county to build the capacity of school administrators. Superintendent Magee added there is a countywide multidisciplinary group doing this work, and SMCOE is leading an educational multidisciplinary team called the Safety Net to help school staff coordinate with partners and assist in developing safety plans for students of concern. She added SMCOE is also represented on the San Mateo Commercially Sexually Exploited Children (CSEC) Steering Committee with the Juvenile Court and Child and Family Services. Superintendent Magee noted in the California Department of Education’s (CDE’s) Comprehensive School Safety Plan template, in the portion related to human trafficking requirements, SMCOE is referred to with a link to a presentation created by Deputy Superintendent Littrell along with the protocol she wrote and has trained on.

Superintendent Magee thanked Deputy Superintendent Littrell for her work on behalf of some of the most vulnerable students in the county.

Superintendent Magee informed the Board of an event at Hillview Middle school in Menlo Park on January 22 at 6:30 pm, focusing on early learning and the viewing of the documentary “No Small Matter.” She said she would be moderating a panel involving County Supervisor Dave Pine, Menlo Park Mayor Cecilia Taylor, a Menlo Park parent, and an All Five preschool teacher. She encouraged the Board to register if interested.

Superintendent Magee wished happy birthday to Associate Superintendent Musso who celebrates her birthday on January 20.
Lastly, Superintendent Magee shared of the passing of James Fox, who served as San Mateo County District Attorney for many years, and was the father of Deputy County Counsel Tim Fox who has ably served SMCOE through the years. She requested Board President Camacho consider adjourning the meeting in the memory of Mr. Fox.

11. BOARD MEMBERS

A. Adopt Joint Resolution No. 20-5 Joint Resolution of the San Mateo County Board of Education and the San Mateo County Superintendent of Schools to Declare the Rollins Road Site as Surplus Property and Commence Noticing Requirements Pursuant to Education Code Sections 17455, et seq.

Superintendent Magee stated this resolution is the next step following the property advisory committee report and recommendations received at the previous meeting. She said if the Board decides to declare the property surplus, no further action needs to be taken, and the Board can take time to decide how to proceed. Superintendent Magee reminded the Board the next agenda item is forming Board Committees with one option including forming a real property committee.

After a motion by Ms. Alvaro and a second by Mr. Lempert, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved Joint Resolution No, 20-5 Joint Resolution of the San Mateo County Board of Education and the San Mateo County Superintendent of Schools to Declare the Rollins Road Site as Surplus Property and Commence Noticing Requirements Pursuant to Education Code Sections 17455, et seq.

B. Discuss/Act on 2020 Board Committee Assignments

SAN MATEO COUNTY BOARD OF EDUCATION
COMMITTEE ASSIGNMENTS
2020

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<th>ASSIGNMENT</th>
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<td>1. Ad Hoc LCAP/Budget Advisory Committee for 2020/2021</td>
<td>Mr. Cannon (Chair)</td>
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<td>Ms. Gerard</td>
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<td>Mr. Hsiao</td>
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<td>2. San Mateo County School Boards Association (SMCSBA)</td>
<td>Mr. Camacho</td>
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<td>Area Representative - County Board</td>
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3. Superintendent’s Salary Committee

4. Ad Hoc Inter-district Attendance Appeal

5. County Committee on School District Organization (CCSDO) Liaison

6. YMCA Housing Committee Representatives

7. Legislative Committee

8. Coalition for Safe Schools and Communities Representative

9. Big Lift Representative

10. Oxford Day Academy Oversight Team Representative

11. (Ad Hoc) Real Property Committee

After a motion by Ms. Alvaro and a second by Ms. Gerard, the Board unanimously (Alvaro, Camacho, Cannon, Gerard, Hsiao, Lempert, and Ross) approved the 2020 Board Committees. The above chart indicates the chosen assignments of Board members.
Ms. Gerard
Ms. Gerard wished all a happy new year and shared she was looking forward to the year. She wished Associate Superintendent Musso a happy birthday and thanked the Office of the Superintendent for the recognition for School Board Appreciation Month. Lastly, she thanked all speakers for their reports.

Mr. Hsiao
Mr. Hsiao also shared appreciation for the special efforts to recognize School Board Appreciation Month. He said he and Superintendent Magee attended the Create San Mateo County! official launch of the Visual, Media, and Performing Arts Strategic Plan earlier in the evening. Introduced by Michelle Holdt, Coordinator, Visual and Performing Arts, the event had great energy and enthusiasm, and he and Superintendent Magee were overshadowed by students from Hillsdale High School who performed a reading of an original play written by another high school student.

Mr. Hsiao also shared appreciation for the support and commitment of Superintendent Magee, who at the event announced a new program being launched by SMCOE, a Creative Residencies pilot program in partnership with Maureen Carroll of Lime Design, that gives teachers the opportunity to spend three or four days in creative spaces such as art museums and theaters and explore the roots of creativity. She added the teachers will design a lesson to take back into the classroom. He reiterated the Create San Mateo County! launch was a great kick-off event and thanked Coordinator Holdt and SMCOE for all of their hard work.

Mr. Cannon asked for clarification on the word “residency.” Superintendent Magee explained in terms of the teacher residency model, teachers earning their credentials work in a classroom alongside a full-time master teacher, much like a student teacher. Mr. Cannon asked if the term was the same for the creative arts residency. Superintendent Magee explained in that situation, individuals are immersed into the creative spaces of various artforms in order to inspire their own work.

Mr. Cannon
Mr. Cannon mentioned the passing of Harry Redlick, a highly respected San Francisco teacher for 30 years, a San Bruno Board member for 16 years, a City Council member for 4 years, and a track coach in San Francisco. He asked if it would be appropriate in the future to adjourn in the memory of Mr. Redlick.

Mr. Cannon recalled how impactful it was to tour the Outdoor Education facility and thanked those who provided the tour. He congratulated and thanked Deputy Superintendent Porterfield on her excellent work which keeps SMCOE out of trouble financially, and shared how much this means to the organization. Lastly, he wished the best to Chief Deputy County Counsel Cunningham on her recovery and thanked the Office of the Superintendent for the School Board Recognition Month honors.
BOARD MEMBERS (continued)

Ms. Alvaro
Ms. Alvaro welcomed guest Alejandro Ross, son of Mr. Ross. She thanked Superintendent Magee for honoring Mr. Fox and shared she was fortunate to work with him for many years on the Juvenile Justice Commission. Ms. Alvaro described Mr. Fox as a proud native of Half Moon Bay and after his retirement, a bench was placed outside of the Half Moon Bay City Hall which has been decorated with flowers and signs since his passing. She thanked Superintendent Magee and the Office of the Superintendent for the School Board Recognition honors and stated she loved the idea of the Board pictures being placed at the school sites. Ms. Alvaro thanked Board President Camacho for his comments in the Daily Journal, which she felt were excellent and on point. She shared she had been communicating via email with Chief Deputy County Counsel Cunningham, who thanked the Board for the good wishes.

Lastly, Ms. Alvaro announced the Coastside Big Lift would be holding its second Parent Resource Fair on March 7 at the library, which would be attended by county and local resources to work with Pre-K parents, and that a few hundred parents attended last year. She said the Big Lift would be installing six new little libraries in neighborhoods on the Coastside from Moss Beach to Moonridge. Ms. Alvaro shared that Mitch from the Credit Union noticed there were little libraries in affluent neighborhoods but few in non-affluent neighborhoods so the Credit Union donated money and Seacrest School obtained a grant and build the little libraries in their maker space.

Mr. Ross
Mr. Ross shared appreciation for the recognition of Mr. Fox and recalled how Mr. Fox spoke thoughtfully at a retirement ceremony they both attended. He thanked the Office of the Superintendent for the School Board Recognition Month honors and thanked Mr. Cannon for asking his question to clarify the meaning of teacher residencies. He added teacher training has undergone a revolution and that job-embedded credentialing is better and more effective than other methods. Mr. Ross shared feeling proud that SMCOE is leading this movement, thanking Associate Superintendent Musso for her work, and Superintendent Magee for championing this topic. He stated the Alder Graduate School of Education is new, but well recognized nationally. Mr. Ross commented he was glad a committee was formed regarding the Rollins Road property and that the committee’s recommendations included the consideration of teacher housing.

Mr. Ross shared visiting Oxford Day Academy to observe classes and students in action, and indicated the school has grown in its population of English Language Learner students. Mr. Ross spoke with students who were inspiring and were happy to be there. He said many of the students were newly arrived students from El Salvador, Guatemala, and Mexico, who only considered attending Oxford Day Academy based on recommendations from siblings, cousins, or friends. He shared the dynamic of the school is different than originally planned, attracting a lot of English Language Learner students. Mr. Ross described this as a challenge and opportunity for the school.

Mr. Ross discussed the standing down of the Computer Science Subcommittee and thanked Superintendent Magee for finding grant money to support the work of Dr. Thomforde and making Computer Science part of the Strategic Plan. He shared he is excited to hear more about what comes of this in the future.
BOARD MEMBERS (continued)

Mr. Lempert
Mr. Lempert expressed appreciation for the tribute to Mr. Fox, and how the county has a history of principled great leaders, with Superintendent Magee being the next in line. He shared working closely with Mr. Fox for many years, and described Mr. Fox as a stellar individual who brought a lot of respect to the District Attorney’s office.

Board President Camacho
Board President Camacho shared appreciation to the Office of the Superintendent for the touching and thoughtful tokens for School Board Recognition Month. He spoke of his State of the County address and how in retrospect, he wished he had included discussion of school climate data, and asked Superintendent Magee if this is one of the indicators districts can determine on their own. Superintendent Magee answered that suspension and attendance fall under that data. Board President Camacho recalled the Healthy Kids Survey and asked if that data was available publicly, because there is need to talk of experiences rather than spreadsheets and numbers, where students get lost.

Board President Camacho asked if a future Board meeting could include an agenda item related to school climate and how the Board can increase their advocacy. He asked, in response to the comments of Mr. Davis, could SELPA talking points and a refresher be provided. Board President Camacho stated Mr. Davis’ requests are related to items not in the purview of the Board, and he hoped to be responsible, consistent, and accurate in his response. Mr. Ross also asked if information could be provided describing within whose purview this issue falls. Superintendent Magee agreed this could be provided.

12. ADJOURNMENT

There being no further business to come before the Board, the meeting was adjourned at 9:34 p.m in honor of Jim Fox.

Nancy Magee, Secretary

Nancy Magee, Secretary

jlp