

PASSCO General Session Meeting

September 10, 2020

Chair: Mari Baptista, Santa Barbara County

Note Taker: Martha Garcia, Imperial County

Attendees: PASSCO Members

Welcome

Mari Baptista, Chair welcomed the group and called the meeting to order at 9:00 am.

Introduction of New Members

Mari welcomed new PASSCO members who briefly introduced themselves to the group.

Regional Announcements

1. North Coast -Ryan Mahan -Mendocino

Donna Walter mentioned they have fires and many are evacuated.

2. Northeastern -Jodie Vanorum -Shasta

Jodie provided an update on the impact of recent fires; region members are trying to check in with each other monthly; several communities have been decimated in last 48 hours.

3. Capital -LuAnn Lantsberger -Capital

Luann reported on new regional lead beginning in January – Serena Morrow from Colusa; counties in region have been meeting by zoom; experiencing EDD fraudulent claims.

4. Bay -Tracee Edmunds -Marin

Tracee reached out to her members but has nothing major to report; Marin COE reopened programs on Tuesdays (special education, childcare); staff challenges with people getting sick.

5. South Bay -Anisha Munshi -Santa Clara

Anisha reported in San Benito they have had retirements; fires in San Benito and Santa Clara; trying to stay out of the media; reopening some programs; shared some staffing changes and promotions; all districts meeting weekly; Anisha will be moving into a different department soon and has been over two divisions for some time.

6. Delta Sierra -Christina Torres Peters -San Joaquin

Christina shared the progress of negotiations with the teachers' union and CSEA; discussed county COVID-19 risk metrics; freeze on vacancies; local school districts have applied for waivers; impacts from PSPS power outages; bad air quality; gradual reopening of preschools.

7. Central Valley -John Rodriguez -Tulare

Eva Chavez mentioned there is no major information to share today.

8. Costa Del Sur -Thomas Alvarez -San Luis Obispo

Toni Smith shared information regarding new hires for both Santa Barbara and Kern counties (4 new Superintendents this year in both counties and two through COE search), school districts requesting waivers; childcare programs with COVID-19 positive cases; importance of following all safety precautions; negotiations update; HR Task Force working with regional CTA reps to create a template MOU for districts to use; reopening and small cohorts.

9. Southern -Gina Lance -Orange

Gina shared additional media regarding COE; one superintendent vacancy in December; a lot of emphasis on supporting districts through Mental Health programs for students; update on negotiations; one district on waiver. Martha reported reopening preschool and small cohorts in Imperial; employee with COVID-19 positive test; contact tracing; update on union challenges; significant border challenges with high cases in Mexico.

10. RIMS -Dyanna Hernandez -Mono

Rob shared information about school waivers; retirement incentive at COE resulting in over 100 employees retiring and the loss of institutional knowledge; 7 new Superintendents hired in the past 18 months; MOUs mirroring district decisions so reopening at some districts; workers compensation fraudulent claims filed; and a local school district impacted by malware.

11. Los Angeles -Arthur Cunha Jr. -Los Angeles

No report

STAR Award

Mari announced that Tracee Edmunds is our STAR award recipient. The group congratulated Tracee for her leadership, willingness to help and positive attitude. "Tracee: Congratulations and thank you for all you do for us!"

Executive Committee Reports

Chair Report -Mari Baptista

Mari presented the following action items for approval:

1. Location: Yolo County (Action Item)

Motion was made to approve new location for PASSCO meetings:

First: Judy Corum

Second: Steve Hovey

Ayes: All Members

Nays: None

Motion carries

2. 2021 Executive Committee (Action Item)

- a. Coleen Johnson – Chair
- b. Olly Wong - Chair Elect
- c. Martha Garcia - Secretary
- d. Gina Lance - Secretary Elect
- e. Tracee Edmunds – Treasurer
- f. Mari Baptista - Past Chair

Motion was made to approve the 2021 Executive Committee

First: Toni Smith

Second: Steve Hovey

Ayes: All Members

Nays: None

Motion carries

3. 2022 Executive Committee (Action Item)

- a. Olly Wong - Chair
- b. Gina Lance - Chair Elect
- c. Martha Garcia - Secretary
- d. TBD - Secretary Elect
- e. Tracee Edmunds - Treasurer
- f. Coleen Johnson - Past Chair

Motion was made to approve the 2022 Executive Committee

First: Rob

Second: Tricia Protzman

Ayes: All Members

Nays: None

Motion carries

Chair-Elect Report – Anisha Munshi

Due to change in her assignment, Anisha is going to be serving in a different division. Effective now, Coleen Johnson will monitor membership lists and listserv through December 31.

Treasurer Report – Tracee Edmunds

Tracee reviewed the budget report, including up-to-date expenditures and membership dues.

Motion was made to approve the budget report:

First: Teri Gern (Page)
Second: Judy Corum
Ayes: All Members
Nays: None
Motion carries

Secretary Report – Mari Baptista

Motion was made to approve the May minutes:

First: Coleen Johnson
Second: Anisha Munshi
Ayes: All Members
Nays: None
Motion carries

Legislative Update – Coleen Johnson

Effective January 2021, Coleen will be serving as PASSCO Chair-Elect. John Laughlin is interested in serving in this role.

Motion was made to elect John as the new legislative representative:

First: Coleen Johnson
Second: Christina Torres
Ayes: All Members
Nays: None
Motion carries

Coleen provided an overview of the following bills:

- AB 1867 – COVID Supplemental Leave
- AB 2101 – Paid Adm Leave
- AB 2234 – Personnel Commission (merit agencies)
- ACA 5- Constitutional Amendment

A discussion followed regarding the purpose of ACA 5. If approved, race could be a factor in hiring and college admission/school enrollment. This will overturn current prohibition.

Amy Anderson shared a link <https://calmatters.org/election-2020-guide/proposition-16-affirmative-action/>

- SB 820 Budget Trailer – waived unannounced

- SB 1159 – Worker’s Compensation
- SB 183 CFRA

CCSESA Update – Serette Kaminsky

Serette shared that there will be a new Executive Director of CCSESA, Karen Stapf Walters.

Serette provided an update on relevant issues discussed during CCSESA meetings (e.g. liability protection, learning and continuity plans, etc.).

Serette also shared information regarding the SSPI Webinar for School Leaders: A Review of the State’s Public Health Guidance held yesterday, September 9, 2020:

- Public Safety Power Shutoff Annex for California County Offices of Education: <https://ccsesa.org/public-safety-power-shutoff-annex-for-california-county-offices-of-education/>
- CCSESA Emergency Recovery Guide: <https://ccsesa.org/emergency-recovery-guide/>

**Break (10 minutes) **

Climate and Energy Discussion (fires, heat waves, air quality, power outages, PSPS, etc.)

Mari shared information about California fires, power outages, climate and how it is impacting our school districts. PASSCO members shared their experiences:

Steve Hovey (Riverside) shared the El Dorado fire in San Bernardino was the result of a disastrous gender reveal celebration using a pyrotechnic device.

John Laughlin (Sonoma) stated a lightning storm ignited a fire in his county a few weeks ago. As a result, school districts have been severely impacted by natural calamities, unfortunate loss of lives and power outages.

Karen Finley (Butte) stated she had to be evacuated due to wildfires. Staff is doing their best working remotely. Her county lost two schools during the fires. Her county is tirelessly working on rescue and recovery efforts.

Troy Cope (Santa Cruz) shared the fire has resulted in evacuations, schools’ closures and property losses. The community is coming together as best of possible.

Laurie Gabriel (Fresno) shared an update on the Creek fire. This fire has also resulted in property damages and evacuation orders. The unpredictable winds make the firefighter’s efforts a dangerous and complicated task.

Donna Walter (Mendocino) provided an update on fires raging in her county and the impact to her community.

The group shared resources and ideas to cope with stress and loss during these challenging times:

John Laughlin (Sonoma) shared that his HR team has been inviting other employees to a group meeting once per week so that we can connect and share stories with them. His county is also doing online employee appreciation meetings.

Coleen Johnson (Sacramento) shared that her Superintendent is doing a weekly video for all staff - he is always upbeat and encouraging. People love it!

Troy Cope (Santa Cruz) shared some resources <https://santacruzcoe.org/wildfires/>

John Zikmund (Napa) stated his county has provided three webinars and EAP counseling sessions (1-1 with a counselor). Trivia and bingo virtual games and ice cream social with their Superintendent.

Rob Robert (San Bernardino) working with their EAP programs, pushing webinars on mental health and other resources.

Dyanna Hernandez (Mono) stated they have offered a Culture Deck series of nominations. Employees could nominate one another and explain why. Each employee nominated received a pin for their lanyard.

COVID 19 Discussion (Surveillance testing, small group and 1:1 instruction, reopening, COVID 19 exposure, contact tracing, leaves, staffing, etc.)

Mari asked how people are responding to small cohorts and surveillance testing for ALL school staff TK-12 under ALL the following circumstances:

- 1:1 instruction or assessments
- Small group cohort instruction
- Reopening

Coleen Johnson (Sacramento) shared they are working with their health department who will be offering free of charge COVID 19 testing.

Amy Anderson (El Dorado) shared that they will have testing for school site staff by the end of September. Her COE received additional funding to cover COVID 19 staff testing.

John Zikmund (Napa) shared some current challenges and options explored by his county, such as, staffing levels in the classroom while the teacher is away for testing, plan health regulations on testing, and using employees' personal insurance to pay for testing.

Colleen Slattery (Placer) stated her county is opening two testing locations. They also negotiated with SEA using LVNs to conduct (assist with) COVID-19 the testing; most employees are covered by health insurance and have agreements for testing.

There are different interpretations of County Health Departments, regarding the state testing guidelines, labs' capacity, creating partnerships with local hospitals, labor issues, positivity rates.

Mari Baptista (Santa Barbara) asked if the group had any thoughts about employees refusing to test and how to respond.

Steve Hovey (Riverside) shared they need a medical exemption or they will accommodate with an unpaid leave of absence.

Mari Baptista (Santa Barbara) shared a legal opinion citing Ed Code 44839 and 45122 requiring medical examination from employees. She will share the document via list serve.

A discussion followed regarding additional support for special education students, such as, occupational therapist and speech specialists. The group shared the challenges with labor issues and “push back” from CTA/CSEA and staff refusals to return to work on site.

Mari Baptista (Santa Barbara) mentioned the class action lawsuit from New York. This lawsuit challenges the provisions of DOL regulations (FFCRA). Amy Anderson (El Dorado) has been served with the suit. Information will be shared via the list serve.

Mari Baptista (Santa Barbara) asked about contact tracing, training and process. Some counties will be conducting the contact tracing.

Mari Baptista (Santa Barbara) shared the following guidelines: 15 minutes does not to have be consecutive (is cumulative); regardless of face covering, less than 6 feet.

Toni Smith (Kern): Is there a requirement? The health department is required to conduct the tracing. Johns Hopkins training recommended; 6-hour training. Toni will share the link. Free until the end of December. There is a requirement to notify staff who may have been exposed (staff and students).

Christina Torres-Peters (San Joaquin) shared her county is going to hire a retiree nurse to complete the contact tracing.

Relevant links shared via chat:

<https://hub.jhu.edu/2020/05/11/free-contact-tracing-course-johns-hopkins/>

[https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20\(2\).pdf](https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20(2).pdf)

<https://www.coursera.org/learn/covid-19-contact-tracing?edocomorp=covid-19-contact-tracing>

[https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20\(2\).pdf](https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20(2).pdf)

Meeting adjourned at 11:37 am

Chat Discussions

From Toni Smith to Everyone: 09:30 AM

Rob - Can you share what type of retirement incentive you provided last fall?

From Rob to Everyone: 09:31 AM

SBCSS did 40% of final year with 15 different options for payout; we worked with PARS.

From Amy Andersen to Everyone: 10:05 AM

Here is some information that was in CALMATTERS this week that I read about ACA 5, because ACA 5 was passed in June Prop 16 will be on the ballot, here is the summary: <https://calmatters.org/election-2020-guide/proposition-16-affirmative-action/>

From Serette Kaminski, CCSESA to Everyone: 10:09 AM

Public Safety Power Shutoff Annex for California County Offices of Education: <https://ccsesa.org/public-safety-power-shutoff-annex-for-california-county-offices-of-education/>

CCSESA Emergency Recovery Guide: <https://ccsesa.org/emergency-recovery-guide/>

From Michael Berhorst to Everyone: 10:25 AM

Who is the new contact for IT help with the listserv? Ravenna Legare seems to have gotten a different job and is not responding to requests.

From Serette Kaminski, CCSESA to Everyone: 10:26 AM

@Michael - cc me so I can see skaminski@ccsesa.org

From John Laughlin to Everyone: 10:41 AM

Our HR team has been inviting other employees to a group meeting once per week so that we can connect and share stories with them.....

From tcope to Everyone: 10:42 AM

<https://santacruzcoe.org/wildfires/>

From Serette Kaminski, CCSESA to Everyone: 10:42 AM

@John, that's a good idea

From tcope to Everyone: 10:42 AM

Website we put together for resources and info for our community

From John Laughlin to Everyone: 10:43 AM

That is a great format on the Santa Cruz website!

From Coleen Johnson to Everyone: 10:45 AM

Our Superintendent does a weekly video for all staff - he is always upbeat and encouraging. People love it.

From John Laughlin to Everyone: 10:47 AM

We did “team awards” to celebrate 3 interdepartmental efforts. We awarded a boxed lunch and flowers for the approximately 25 people as a thank you.

From Dyanna Hernandez to Everyone: 10:49 AM

We did a Culture Deck series of nominations. Employees could nominate one another and explain why. Each employee nominated received a pin for their lanyard.

From Toni Smith to Everyone: 10:50 AM

For SISC member districts we recently shared a virtually health and wellness option with staff and districts which includes a mental health component: <https://www.vida.com/sisc/>

From Teri Gern to Everyone: 10:56 AM

How quickly are the agencies getting the test results back?

From Mari Baptista to Everyone: 10:56 AM

Any so district office staff are not included?

From Coleen Johnson to Everyone: 10:57 AM

We are told the results should come back with a couple of days.

From Amy Andersen to Everyone: 10:58 AM

Only school site staff not district office staff, results will be back in a couple of days

From Amy Andersen to Everyone: 11:05 AM

Also, our public health has indicated that with surveillance testing we can't necessarily require staff to test. The intent of the surveillance testing is to try to get data on asymptomatic carriers. We don't anticipate many people declining the test but in the case they do they won't be required.

From jvanorum to Everyone: 11:24 AM

This is Jodie, in Shasta. We have been all over the place, distance, open, closed, hybrid.

From John Laughlin to Everyone: 11:25 AM

In Sonoma, we essentially have no MOU in place with either union. This has been an intentional approach.

From Teri Gern to Everyone: 11:26 AM

John, we are doing the same as you, no MOU's with para's or teachers on purpose.

From Coleen Johnson to Everyone: 11:26 AM

SCOE has two recent MOUs in place with each bargaining group. Our relations have been very collaborative with both groups.

From Colleen Slattery to Everyone: 11:26 AM

In Placer County, we have an MOU with CSEA but none with our teachers. They have been intentional about coming to the table unprepared and on time...

From Amy Andersen to Everyone: 11:27 AM

EDCOE has a CSEA and CTA MOU in place

From Donna Walter, IPMA-CP to Everyone: 11:27 AM

We are all doing distance learning. At this point our Public Health is doing contact tracing.

From Anisha Munshi to Everyone: 11:30 AM

Toni, can you please share that information with the group.

From Mari Baptista to Everyone: 11:30 AM

We had the same situation Toni-our PH did not have capacity to respond quick enough so we have partnered with them and are identifying Workplace Infection Control Coordinators and getting them trained

From Michael Berhorst to Everyone: 11:31 AM

<https://hub.jhu.edu/2020/05/11/free-contact-tracing-course-johns-hopkins/>

From Leanna Morgan to Everyone: 11:31 AM

[https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20\(2\).pdf](https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20(2).pdf)

From Leanna Morgan to Everyone: 11:33 AM

SBCOE worked with our public health department to develop the following document that has steps to take in response to confirmed cases and such.

[https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20\(2\).pdf](https://www.sbcoe.org/files/user/26/file/Reopening%20of%20San%20Benito%20County%20K-12%20Schools%207_31_20%20final%20(2).pdf)