



**Thursday, January 12, 2023
Regular Board Meeting**

IN-PERSON MEETING ONLY

**Board Room
Greenfield Union School District
493 El Camino Real
Greenfield, CA 93927**

A. Open Session - Time 6:00 PM

Subject **1. Call to Order**

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

Subject **2. Roll Call and Establishment of Quorum**

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

Board of Trustees
Denise Jaime
Sonia Heredia
Jose Madrid
David Kong
Juergen Smith

Superintendent
Zandra Jo Galván

Subject **3. Adoption of the Agenda**

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Action
Recommended Action Adopt the agenda as presented.

Subject 4. Announcement and Public Comment Regarding Items to be Discussed in Closed Session.

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

Public Comments

At this time, members of the public may comment on any closed session agenda item. Comments from individual speakers are limited to three (3) minutes. In order to facilitate the orderly conduct of the meeting, anyone wishing to address the Board is asked to fill out a speaker's card and return it to the Board Secretary; however this is optional and no member of the public is required to register their name or provide other personal information as a condition to attendance.

Subject 5. The Board will adjourn to closed session to act upon the following items. Any action taken will be reported publicly at the end of the closed session or at the next regular meeting of the Board of Trustees, as required by law.

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

Subject 6. Adjourn to Closed Session at Approximately 6:00 p.m. Open Session Will Resume at the End of Closed Session at Approximately 7:00 p.m.

Meeting Jan 12, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

B. Closed Session - Time 6:00 PM

Subject 1. Government Code Section 54957 Public Employee Performance Evaluation - Title: Superintendent

Meeting Jan 12, 2023 - Regular Board Meeting

Category B. Closed Session - Time 6:00 PM

Access Public

Type Closed Session

Government Code Section 54957 Public Employee Performance Evaluation

1. Superintendent Evaluation

Subject **2. Government Code Section 54957 Personnel Matters**

Meeting Jan 12, 2023 - Regular Board Meeting

Category B. Closed Session - Time 6:00 PM

Access Public

Type Closed Session

Government Code Section 54957

PERSONNEL MATTERS

Subject **3. Conference with legal counsel - anticipated litigation. Significant exposure to litigation pursuant to paragraph (2) subdivision (d) of section 54956.9: One case.**

Meeting Jan 12, 2023 - Regular Board Meeting

Category B. Closed Session - Time 6:00 PM

Access Public

Type Closed Session

Conference with legal counsel - anticipated litigation. Significant exposure to litigation pursuant to paragraph (2) subdivision (d) of section 54956.9: One case.

File Attachments
[Greenfield LULAC Council Ltr 8.11.22.pdf \(572 KB\)](#)

C. Reconvene Open Session 7:00 PM

Subject **1. Reminder: Please turn off your cell phones**

Meeting Jan 12, 2023 - Regular Board Meeting

Category C. Reconvene Open Session 7:00 PM

Access Public

Type Procedural

Subject **2. Flag Salute**

Meeting Jan 12, 2023 - Regular Board Meeting

Category C. Reconvene Open Session 7:00 PM

Access Public
Type Procedural

Subject 3. Report Action Taken in Closed Session, if Any

Meeting Jan 12, 2023 - Regular Board Meeting
Category C. Reconvene Open Session 7:00 PM
Access Public
Type Report

Subject 4. Public Comments

Meeting Jan 12, 2023 - Regular Board Meeting
Category C. Reconvene Open Session 7:00 PM
Access Public
Type Procedural

The public may address the Board on any agenda item (Action, Information, or Consent) at this time. Individuals also have an opportunity to address the Board on topics of interest to the public that are within the subject matter jurisdiction of the Board but which are not listed on the agenda. Comments from individual speakers are limited to three (3) minutes. Anyone wishing to address the Board of Trustees should complete a card and return it to the Board Secretary; however this is optional and no member of the public is required to register their name or provide other personal information as a condition to attendance.

D. Featured School Site Presentation and Staff Recognition

Subject 1. Featured School Site Presentation: Oak Avenue School

Meeting Jan 12, 2023 - Regular Board Meeting
Category D. Featured School Site Presentation and Staff Recognition
Access Public
Type Presentation
Goals [GOAL #1 - CULTURE](#)
[GOAL #2 - ACADEMICS](#)
[GOAL #3 - COMMUNITY](#)

Staff Analysis:

Oak Avenue School is proud to present practices at their school that highlight what they do to engage their LCAP Goals of Culture, Academics and Community.

Recognition of the following staff members:

Certificated: Angela Untalan, Academic Coach/Intervention
Classified: Orlando Martinez, Custodian

Submitted by:

File Attachments
OAS Board Presentation 1.12.23.pdf (14,729 KB)

E. Five Minute Break

Subject **1. Five Minute Break**

Meeting Jan 12, 2023 - Regular Board Meeting

Category E. Five Minute Break

Access Public

Type Procedural

The Board will take a Five-Minute Break

F. Communication

Subject **1. GTA Report**

Meeting Jan 12, 2023 - Regular Board Meeting

Category F. Communication

Access Public

Type Report

Subject **2. CSEA Report**

Meeting Jan 12, 2023 - Regular Board Meeting

Category F. Communication

Access Public

Type Report

Subject **3. Board Members Report**

Meeting Jan 12, 2023 - Regular Board Meeting

Category F. Communication

Access Public

Type Report

Subject **4. Superintendent Report**

Meeting Jan 12, 2023 - Regular Board Meeting
Category F. Communication
Access Public
Type Report

G. Information / Discussion

Subject 1. Presentation regarding creation of trustee area boundaries; public hearing to gather community input regarding composition of trustee areas.

Meeting Jan 12, 2023 - Regular Board Meeting
Category G. Information / Discussion
Access Public
Type Discussion, Presentation, Public Hearing

Staff Analysis:

The Greenfield Union School District's Board of Trustees is currently elected under an "at-large" election system, where Trustees are elected by voters of the entire District. On December 15, 2022, the Board adopted Resolution #1117, affirming its intent to adopt by-trustee area elections. In a by-trustee area election system, each Trustee must reside within the designated trustee area boundary and is elected only by the voters in that trustee area. The Board then received a presentation about the creation of trustee area boundaries and held a public hearing to gather community input regarding the composition of potential trustee area boundaries.

At this meeting, the Board will again receive a presentation from National Demographics Inc., addressing their process in drawing potential trustee area boundaries. The Board will then hold a public hearing to gather community input regarding the composition of potential trustee area boundaries.

Submitted by:

Zandra J. Galvan
Superintendent

File Attachments
[Public Notice 1.12.23.pdf \(16 KB\)](#)

H. Action

Subject 1. 2021-2022 Financial Audit Report

Meeting Jan 12, 2023 - Regular Board Meeting
Category H. Action
Access Public
Type Action, Presentation

Recommended Action Accept and Approve the Annual Audit Report for the Year Ended June 30, 2022.

Staff Analysis:

As a matter of State compliance, the annual Audit Report for school districts must be completed and submitted to the appropriate federal, state and county agencies by December 15 of each year. The Board of each school district then must accept and approve the audit report at a Board meeting.

This year the audit firm of Christy White Associates has completed the audit in a timely manner and a representative from the Certified Public Accountants office will be present to provide information on any findings and recommendations for the fiscal year ending June 30, 2022 as well as answer any questions the Board may have.

Submitted by:

Annette Mooneyham
Chief Business Official

File Attachments

[GUSD Audit Report 6.30.22.pdf \(683 KB\)](#)

[Financial Audit Presentation.pdf \(177 KB\)](#)

Subject

2. First Reading of Board Policies

Meeting

Jan 12, 2023 - Regular Board Meeting

Category

H. Action

Access

Public

Type

Action, 1st Reading

Recommended Action

Staff recommends approval of First Reading of Board Policies

Goals

GOAL #1 - CULTURE

GOAL #2 - ACADEMICS

GOAL #3 - COMMUNITY

Staff Analysis:

The California School Boards Association (CSBA) continually updates school districts with new policies being released and amended to reflect the changing landscape of education. The following are updates provided by CSBA.

FIRST READING

1.	Policy	3513.3	District Police/Security Department
2.	Policy	4118	Dismissal/Suspension/Disciplinary Action
3.	Policy	4119.1 4219.1 4319.1	Civil and Legal Rights
4.	Policy	4140 4240 4340	Bargaining Units
5.	Policy	6178	Career Technical Education
6.	Policy	7110	Facilities Master Plan
7.	Policy	7150	Site Selection and Development

Submitted by:

Zandra Jo Galván
Superintendent

File Attachments

[Policy 3515.3 District PoliceSecurity Department.pdf \(70 KB\)](#)

[Policy 4118 DismissalSuspensionDisciplinary Action.pdf \(64 KB\)](#)

Policy 4119.1 Civil And Legal Rights.pdf (64 KB)
 Policy 4140 Bargaining Units.pdf (103 KB)
 Policy 4219.1 Civil And Legal Rights.pdf (64 KB)
 Policy 4240 Bargaining Units.pdf (103 KB)
 Policy 4319.1 Civil And Legal Rights.pdf (64 KB)
 Policy 4340 Bargaining Units.pdf (103 KB)
 Policy 6178 Career Technical Education.pdf (59 KB)
 Policy 7110 Facilities Master Plan.pdf (63 KB)
 Policy 7150 Site Selection And Development.pdf (50 KB)

I. Consent Agenda

Subject **1. Approval of Consent Agenda**

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent), Procedural

Recommended Action Approve the Consent Agenda

The Board will be asked to consider and approve all the following items by a single vote, unless any member of the Board or staff asks that an item be removed from the Consent Agenda and considered and discussed separately.

Each item on the Consent Agenda approved by the Board shall be deemed to have been considered in full and adopted as recommended. A Board member’s affirmative vote on the Consent Agenda is considered as a separate affirmative vote in favor of each item listed.

Subject **2. Regular Board Meeting Minutes for November 10, 2022**

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent), Minutes

Recommended Action Staff recommends approval of Regular Board Meeting Minutes for November 10, 2022

Minutes [View Minutes](#) for Nov 10, 2022 - Regular Board Meeting

Staff Analysis:

The Governing Board recognizes that maintaining accurate minutes of Board meetings helps foster public trust in Board governance and provides a record of Board actions for use by district staff and the public. The Regular Board Meeting Minutes for November 10, 2022 are attached.

Submitted by:

Zandra Jo Galván
 Superintendent

Subject **3. Regular Board Meeting Minutes for December 15, 2022**

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent), Minutes

Recommended Action Staff recommends approval of Regular Board Meeting Minutes for December 15, 2022

Minutes [View Minutes](#) for Dec 15, 2022 - Regular Board Meeting

Staff Analysis:

The Governing Board recognizes that maintaining accurate minutes of Board meetings helps foster public trust in Board governance and provides a record of Board actions for use by district staff and the public. The Regular Board Meeting Minutes for December 15, 2022 are attached.

Submitted by:

Zandra Jo Galván
Superintendent

Subject 4. Warrant Recap December 2022

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Recommended Action Staff recommends approval of the warrant recap as a matter of routine business.

Staff Analysis:

The attached documents represents all warrants that have been issued during the month of December 2022. The total of all combined payments to vendors and for staff reimbursements for December 2022 is \$4,634,808.35.

Submitted by:

Annette Mooneyham
Chief Business Official

File Attachments
[Warrant Recap December 2022.pdf \(213 KB\)](#)

Subject 5. Kagan Professional Development Quote #10266 for Cooperative Learning Day 2 Workshop

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Dollar Amount \$34,825.00

Budget Source Educator Effectiveness Grant

Recommended Action Staff recommends approval of the Kagan Professional Development Quote #10266 for Cooperative Learning Day 2 Workshop.

Goals [GOAL #2 - ACADEMICS](#)

Staff Analysis:

Kagan Cooperative Learning Workshops features research-based instructional strategies that have a track record of improving academic achievement and social outcomes. It's all about engagement in the classroom to ensure high outcomes of teaching and learning. Participants will walk away being able to implement structures that enhance engagement in the classroom.

Submitted by:

Laura Cortez
Associate Superintendent, Educational Services

File Attachments
[Kagen Quote 10266.pdf \(36 KB\)](#)

Subject **6. Kagan Professional Development Quote for Kagan Coaching April and May 2023**

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Dollar Amount \$26,490.00

Budget Source Educator Effectiveness Grant

Recommended Action Staff recommends approval of the Kagan Professional Development Quote for Kagan Coaching in April and May 2023.

Goals [GOAL #2 - ACADEMICS](#)

Staff Analysis:

Kagan Professional Development will provide 10 days of coaching for GUSD teachers. Each school site will be provided with 2 individualized coaching days, one in April and one in May. This will allow for the deep implementation of Kagan structures to be used in the classroom.

Submitted by:

Laura Cortez
Associate Superintendent, Educational Services

File Attachments
[Kagen Event #36629.pdf \(83 KB\)](#)
[Kagen Event #36630.pdf \(85 KB\)](#)

Subject **7. Lexia Learning Systems LLC Quote 545887-1 for Oak Avenue School**

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type	Action (Consent)
Dollar Amount	\$27,250.00
Recommended Action	Staff recommends approval of Lexia Learning Systems LLC Quote 545887-1 for Oak Avenue School

Staff Analysis:

Lexia Learning Systems LLC (supplemental reading program) provides students with support and personalized instruction in reading. The program meet students at their ability level and provides tailored lessons and activities to support their reading achievement by delivering systematic and explicit instruction to leaners that need to truly comprehend, retain, and apply literacy foundations.

Submitted by:

T. Javier Sanchez
Oak Avenue School Principal

File Attachments
[Lexia Learning Systems LLC Quote 545887-1.pdf \(40 KB\)](#)

Subject **8. AMS.Net Quote #Q-00055111 - CISCO Flex Plan Subscription Agreement**

Meeting	Jan 12, 2023 - Regular Board Meeting
Category	I. Consent Agenda
Access	Public
Type	Action (Consent)
Dollar Amount	\$56,520.00
Recommended Action	Staff recommends approval of AMS.Net Quote #Q-00055111 - CISCO Flex Plan Subscription Agreement

Staff Analysis:

CISCO is no longer supporting the current license plan for call manager and voicemail servers. This will allow us to maintain our servers up to date with new CISCO Call Manager and Voicemail software features, and safety measures. The new CISCO subscription plan is billed annually (\$11,304.00) and contract term is five (5) years.

Submitted by:

Juan Jose Sanchez
District Technology Coordinator

File Attachments
[AMS.Net Quote 00055111.pdf \(512 KB\)](#)

Subject **9. JTS Construction Inc., Amendment No. 1 for Mary Chapa Academy Multi Purpose**

Meeting	Jan 12, 2023 - Regular Board Meeting
Category	I. Consent Agenda
Access	Public
Type	Action (Consent)
Dollar Amount	\$8,844,927.00

Budget Source State Grants / Funds

Recommended Action Staff recommends the approval of JTS Construction Inc., Amendment No. 1 for Mary Chapa Academy Multi Purpose

Staff Analysis:

JTS Construction's Amendment No. 1 is the final price to complete the new Multi Purpose building at Mary Chapa Academy. The price includes the new kitchen, stage and outdoor improvements. All construction will be completed according to Division of State Architects approved plans.

Submitted by:

Fernando Nieto
Executive Director of General Services

File Attachments
[Amend. 1 GMP Multi MC.pdf \(816 KB\)](#)

Subject 10. Transparent Glass Coatings Proposal No. 7214

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Dollar Amount \$19,095.00

Budget Source Routine Maintenance

Recommended Action Staff recommends approval of Transparent Glass Coatings Proposal No. 7214

Staff Analysis:

Transparent Glass Coatings' proposal is to install one way tint to all new windows at the Mary Chapa Campus. The tint will allow some sunlight in but will not allow viewing from the outside into the classrooms. This tint is for safety purposes.

Submitted by:

Fernando Nieto
Executive Director of General Services

File Attachments
[TGC Proposal.pdf \(78 KB\)](#)

Subject 11. Alfredo's Concrete Agreement for TK Classrooms at Elementary Sites

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Dollar Amount \$175,500.00

Budget Source State TK Funds

Recommended Action Staff recommends approval of Alfredo's Concrete Agreement for TK Classrooms at Elementary Sites

Staff Analysis:

Alfredo's Concrete Agreement is to demo existing asphalt, earthwork, and compaction per Division of State Architect's plans and specification. This project is in preparation for new Transitional Classrooms for Oak Avenue School, Mary Chapa Academy, Arroyo Seco Academy, and Cesar Chavez Elementary.

Submitted by:

Fernando Nieto
Executive Director of General Services

File Attachments
[Alfredo's TK Earthwork Project.pdf \(159 KB\)](#)

Subject 12. L&S Engineering Agreement for TK Project at Elementary Sites

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Dollar Amount \$45,800.00

Budget Source State Funds

Recommended Action Staff recommends the approval of L&S Engineering Agreement for TK Project at Elementary Sites

Staff Analysis:

L&S Engineering's Agreement is to provide utility locating services. L&S will provide engineered design plans with elevations of current conditions and all utility locations for the Transitional Kindergarten project at Cesar Chavez Elementary, Arroyo Seco Academy, Oak Avenue School, and Mary Chapa Academy.

Submitted by:

Fernando Nieto
Executive Director of General Services

File Attachments
[L&S engineering TK Project.pdf \(163 KB\)](#)

Subject 13. Employment Notices Classified Assignment Order #527

Meeting Jan 12, 2023 - Regular Board Meeting

Category I. Consent Agenda

Access Public

Type Action (Consent)

Recommended Action Staff recommends approval of Employment Notices Classified Personnel Assignment Order #527

Staff Analysis:

Classified Personnel Assignment Order #527 reflects our classified hires and a resignation.

Employments/Appointments:

Employee	Position	Site	Effective Date
Natalia Sanchez Zamudio	Student Supervision Assistant	VVMS	12/8/2022
Laura Lizett Enriquez Villalobos	Activity Leader	MCA	TBD

Resignation:

Employee	Position	Site	Effective Date
Leslie Castillo	Department Secretary	MOT	TBD

Submitted by:

Tina Martinez
Director of Human Resources

J. Future Agenda Items

Subject **1. Future Agenda Items**

Meeting Jan 12, 2023 - Regular Board Meeting

Category J. Future Agenda Items

Access Public

Type Procedural

Denise Jaime, President of the Board will seek board consensus on Future Agenda Items.

K. Next Meeting Date

Subject **1. The Next Regular Board Meeting will be Thursday, February 9, 2023 - Closed Session at 6:00 P.M. and Open Session at 7:00 P.M.**

Meeting Jan 12, 2023 - Regular Board Meeting

Category K. Next Meeting Date

Access Public

Type Procedural

L. Adjourn

Subject **1. Adjourn Regular Board Meeting**

Meeting Jan 12, 2023 - Regular Board Meeting

Category L. Adjourn

Access Public

Type Procedural

M. Reconvene Closed (If Needed)**N. Reconvene Public Session and Report of Action**

O. Adjourn

PUBLIC PARTICIPATION GUIDELINES

Accessibility: In compliance with the Americans with Disabilities Act, if you need special assistance to access the meeting room or to otherwise participate in this meeting, including auxiliary aids or services, please notify the District Office at 831-674-2840, extension 2086. Notification at least 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to the meeting.

Language Assistance: If you will be attending a meeting and would like to request translation into a language other than English, including sign language interpretation, please notify the office at 674-2840, extension 2086, at least 48 hours prior to the time of the meeting. Asistencia de Idiomas: Si usted piensa asistir a la junta publica y desea solicitar la traduccion a otro idioma que no sea ingles, incluida la interpretacion en lenguaje de senas, favor de notificar a la oficina del distrito al (831) 674-2840, extension 2086 al menos 48 horas antes de la hora de la junta publica.

Obtaining Public Records: A copy of the Board packet, including documents relating to any open session item, is available to members of the public at the District Office. Any writings or documents that are public records and are provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office located at 493 El Camino Real, Greenfield, California, during normal business hours. These documents will be made available to the public at the same time that they are made available to a majority of the Board.

Public Comment: The Board encourages public participation and involvement. The public is provided with an opportunity to address the Board on any agenda. Individuals also have an opportunity to address the Board on topics of interest to the public that are within the subject matter jurisdiction of the Board but which are not listed on the agenda. Comments from individual speakers are limited to three (3) minutes for each agenda or non-agenda item. Total time allotted for public comment on each item shall be limited to twenty (20) minutes; however, with Board consent, the President may increase or decrease the time. In order to facilitate the orderly conduct of the meeting anyone wishing to address the Board of Trustees is asked complete a card and return it to the Board Secretary; however this is optional, and no member of the public is required to register their name or provide other personal information as a condition to attendance.

Questions for the Board: Individuals with questions on school district issues may submit them in writing. The Board will automatically refer requests to the Superintendent, who will endeavor to respond to your questions after the meeting.

Placing issues on the Board Agenda: Items from the public pertaining directly to school business may be placed on the Board agenda by submitting the request in writing to the Superintendent. The proposed agenda item will be reviewed and placed, if appropriate, on the Board's agenda within a reasonable period of time. Please contact the District Office at (831) 674-2840 for further information.

BOARD AGREEMENTS & PROTOCOLS

The governing board is the governing body of this school district and derives its power and exists under the Constitution and Acts of the Legislature of the State of California and the procedures of the California State Board of Education and the City of Greenfield.

The legal description of the territory of this school district and maps thereof are on file in the office of the Monterey County Superintendent of Schools.

The governing board has the power and responsibility to discharge any duty imposed by law upon it or upon the district of which it is the governing board. (Ed. Code 35161)

The governing board may initiate and carry on any program, activity, or may otherwise act in any manner which is not in conflict with or inconsistent with, or prohibited by law, and which is not in conflict with the purposes for which school districts are established. (Ed. Code 35160)

The responsibilities of the Greenfield Union School District Governing Board shall include but not be limited to the following:

- * Children's interests come first: The board will represent and consider all decisions as they relate to what is in the best of students.
- * Exemplify the Governance Role: The leadership team (board and superintendent) will support the policies of our district and the superintendent from unjust criticism. We will continue to annually study and review policies for effectiveness and appropriately engage key stakeholders in the development or deletion of policies and policy revisions. We will maintain and apply district policies consistently while being cognizant of and recognizing the potential uniqueness of any given situation.
- * Chief Executive Officer: The superintendent is the chief executive officer of the senior leadership team and is employed by the Board. The superintendent should make recommendations, proposals or suggestions on most matters that come before the board.
- * Board Goals: The board will develop and set clear goals for themselves, and the superintendent. Together, the board and superintendent will develop and set clear goals for the District.
- * Self-assessment/Evaluation. The board will receive and welcome constructive criticism and will address its internal behavior by conducting a yearly self-evaluation and by addressing itself to any individual problems i.e., poor meeting attendance, leaking confidential information, not attending board prep, etc.
- * Collective Decision Making Process: Individual members of the board have no legal authority to deal with the superintendent on an individual basis. The senior leadership team of the district will support decisions made by the board once a decision is made. We, as a board, will publicly and privately support the decisions made by the majority.