



## Thursday, March 2, 2023 Regular Board Meeting

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

### **A. Open Session - Time 6:00 PM**

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**Subject**                      **1. Call to Order**

Meeting                      Mar 2, 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                      Mar 2, 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                      Mar 2, 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 Mar 2, 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 Mar 2, 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 Mar 2, 2023 - Regular Board Meeting

Category A. Open Session - Time 6:00 PM

Access Public

Type Procedural

**B. Closed Session - Time 6:00 PM**

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**Subject** **1. Government Code Section 54957.6 Conference with Labor Negotiators**

Meeting Mar 2, 2023 - Regular Board Meeting

Category B. Closed Session - Time 6:00 PM

Access Public

Type

Negotiations update and direction.  
Employee Organization: CSEA / GTA

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

Meeting Mar 2, 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. Government Code Section 54957 Public Employee Performance Evaluation - Title: Superintendent**

Meeting Mar 2, 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

**C. Reconvene Open Session 7:00 PM**

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

Meeting Mar 2, 2023 - Regular Board Meeting  
Category C. Reconvene Open Session 7:00 PM  
Access Public  
Type Procedural

**Subject 2. Flag Salute**

Meeting Mar 2, 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 Mar 2, 2023 - Regular Board Meeting  
Category C. Reconvene Open Session 7:00 PM

Access Public  
Type Report

**Subject 4. Public Comments**

Meeting Mar 2, 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. Consent Agenda**

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**Subject 1. Approval of Consent Agenda**

Meeting Mar 2, 2023 - Regular Board Meeting  
Category D. 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. Employment Notices Certificated Personnel Assignment Order #432**

Meeting Mar 2, 2023 - Regular Board Meeting  
Category D. Consent Agenda  
Access Public  
Type Action (Consent)  
Recommended Action Staff recommends approval of Certificated Personnel Assignment Order #432

**Staff Analysis:**

Certificated Personnel Assignment Order #432 reflects certificated new hires and resignations.

**Employments/Appointments:**

Employee	Position	Site	Effective Date
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Maria Malagon	SDC Teacher	CCES	2/1/2023
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**Temporary:**

Employee	Position	Site	Effective Date
Rodrigo Martinez	5th Grade Teacher	MCA	2/6/2023

**Resignations:**

Employee	Position	Site	Effective Date
Irene Azucena	Middle School Teacher	VVMS	6/30/2023
Marcus L. Chapple	Middle School Teacher	VVMS	6/30/2023
Linda J. Hanks	RSP Teacher	VVMS	6/30/2023
Aurora L. Jimenez Sanchez	3rd Grade Teacher	OAS	6/30/2023
Eslie M. Martinez	PE Teacher	OAS	6/30/2023

**Submitted by:**

Tina Martinez  
Director of Human Resources

**Subject**                      **3. Employment Notices Management/Confidential Personnel Order #205**

Meeting                      Mar 2, 2023 - Regular Board Meeting

Category                      D. Consent Agenda

Access                      Public

Type                      Action (Consent)

Recommended Action      Staff recommends approval of Employment Notice Management/Confidential Personnel Order #205

**Staff Analysis:**

Management/Confidential Personnel Assignment Order #205 reflects a resignation and two retirements.

**Resignation:**

Employee	Position	Site	Effective Date
Sarah Amezcua	Principal	CCES	6/30/2023

**Retirement:**

Employee	Position	Site	Effective Date
Paul Press	Principal	VVMS	6/30/2023
Rhesa Tate	Psychologist	DO	6/30/2023

**Submitted by:**

Tina Martinez  
Director of Human Resources

## **E. Future Agenda Items**

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<b>Subject</b>	<b>1. Future Agenda Items</b>
Meeting	Mar 2, 2023 - Regular Board Meeting
Category	E. Future Agenda Items
Access	Public
Type	Procedural

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

## **F. Next Meeting Date**

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<b>Subject</b>	<b>1. The Next Regular Board Meeting will be Thursday, March 9, 2023 - Closed Session at 6:00 P.M. and Open Session at 7:00 P.M.</b>
Meeting	Mar 2, 2023 - Regular Board Meeting
Category	F. Next Meeting Date
Access	Public
Type	Procedural

## **G. Adjourn**

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<b>Subject</b>	<b>1. Adjourn Regular Board Meeting</b>
Meeting	Mar 2, 2023 - Regular Board Meeting
Category	G. Adjourn
Access	Public
Type	Procedural

## **H. Reconvene Closed (If Needed)**

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## **I. Reconvene Public Session and Report of Action**

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## **J. Adjourn**

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### **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.
- \* One Body/One Voice: The board acts only as a body. Only the board as a whole has authority. Individual board members do not have authority. We agree that an individual board member will not take unilateral action with the community or staff. We will not make statements of personal opinion that would be interpreted as the voice of the Board approval, either during Board meetings or out of meetings. The Superintendent and board president will communicate the position(s) of the board on controversial issues.
- \* Board Meeting Protocol. Conduct at a board meeting is very important. We desire to have a legacy of a well-functioning, effective board. We agree to avoid words and actions that create a negative impression on an individual, the board or the district. We will be open-minded and will respect the opinion of other Board members, the staff, and community members with dignity and respect. We will not react to impromptu complaints on the spot, but will assure any individual(s) that the school district will follow-up.
- \* Marathon Board Meetings. To be efficient and effective, long board meetings must be avoided. If a board member believes, they do not have enough information or has unanswered questions, the superintendent is to be contacted before the meeting. Information given to one board member should be given or distributed to all members. Such information and distribution apply to both agenda items and general district business.
- \* Board Agenda Items: We agree to ask the board president or the superintendent to place an item on the agenda instead of bringing it up unexpectedly at the meeting. Any questions or information regarding an agenda related item should be directed to the Superintendent or the appropriate staff members prior to a board meeting.
- \* Speak to Agenda Issues: The board will not play to the audience nor engage in back and forth conversations. We agree to speak to the issues on the agenda and give attention to our fellow board members. Any additional facts and information needed will be referred to the superintendent.
- \* Closed Sessions: Closed Sessions will be held only for appropriate topics authorized by law, and reported out as prescribed by law.

Board members will be extremely sensitive to the legal ramifications of their meetings and comments. Confidentiality is a requirement of all closed session participants, both legally and professionally.

\* Practice Efficient Decision-making: Board meetings are for decision-making, action and votes, not endless discussion. The board president is responsible for conducting an efficient meeting. We agree to move to the question when the discussion is repetitive. Individual items on the consent agenda can be removed and voted on separately rather than disapproving all consent in a single vote.

\* No Surprises: Do not spring surprises on other board members or the superintendent at a board meeting. Surprises to the board or the superintendent will be the exception, not the rule.

\* Communication between staff and the board: We encourage communication between staff and the board as long as it follows board policy. The board recognizes that open and constant communication regarding school district issues is extremely important. We will strive to anticipate issues, which may become important or are sensitive to our school district and district stakeholders. Therefore, board members will discuss any issues and concerns with the superintendent as soon as possible.

\* Communications with the Press or Media: All communication with the press or media will be directed to the superintendent. They will be the only spokesperson for the district.

\* Adopted Policies: All board members are obligated to abide by and uphold the adopted policies of the Board whether the individual board member voted for the adoption or not. They are to reserve judgment on all matters until hearing the recommendations of the superintendent and discussing the matter with other members of the Board at a duly authorized meeting.

\* School Visitations: All members of the board are encouraged to visit schools and attend school functions. Members should notify the superintendent when the desire is to visit classrooms or meet with a staff member. If the visit is a "casual drop-by" then the superintendent should be notified after the visit.

\* Professional Development: Board members will seek out professional development opportunities as well as make continuous efforts to acquaint themselves with matters pertaining to the duties and responsibilities of their office.

\* Personnel Decisions: The board employs all personnel upon consideration of the recommendation of the superintendent.

\* Chain of Command: The last stop, not the first, will be the board. We agree to follow the chain of command and insist that others do so. While the board is eager to listen to its constituents and staff each inquiry is to be referred to the person who can properly and expeditiously address the issue. Therefore, all personnel complaints and criticisms received by the board will be directed to the superintendent. Furthermore, we require that all employees of the District follow the policy regarding complaints and understand and support the lines of authority.

#### VISION STATEMENT

Greenfield Union School District will be a national leader in education ensuring high levels of learning and success for ALL students.

#### UNITY OF PURPOSE

Our Board's Unity of Purpose is to serve students so all will learn and achieve success.

#### MISSION STATEMENT

To promote ALL students with high levels of academic and personal achievement through a collaborative system of support, guided by passionate, dedicated staff in a safe, nurturing, and culturally responsive environment that fully prepares students for future college and career success.

#### CORE VALUES

- \* We celebrate diversity and nurture the gifts and talents of our students.
- \* Our schools are safe learning places for ALL.
- \* Our schools have positive cultures that promote meaningful relationships.
- \* We will not let each other fail.
  
- \* Student success is a collective responsibility of ALL.
- \* We will ensure high levels of learning for ALL students.
- \* We will ensure equitable learning opportunities for ALL students.
  
- \* All students, families, and staff are valued and treated with respect.
- \* We value our parents and community as partners in education.
- \* ALL means ALL

#### LCAP GOALS (2019-2020)

- \* LCAP Goal 1: CULTURE - School Climate: We will cultivate positive school environments that are culturally, emotionally, and physically safe led by passionate staff members dedicated to and advocating for ALL students, their families, and our community.
- \* LCAP Goal 2: ACADEMICS - Student Achievement: We will take collective responsibility for providing a guaranteed, viable curriculum in ALL subject areas so that ALL students meet or exceed grade-level academic and technical standards through effective, data-driven instructional practices that ensure ALL students are fully prepared for college and career success.
- \* LCAP Goal 3: COMMUNITY - Family and Community: We will actively engage our family, school and community partners through



ongoing communication and outreach because we value, respect, and believe we are stronger together in ensuring and advocating for the future success of ALL our students.

## BOARD PRIORITIES

### CULTURE

- \* We will cultivate positive school environments that are emotionally and physically safe for our students.
- \* We will create 21st Century learning spaces to enhance collaborative interactions for students.
- \* We will ensure that all students have a positive, supportive staff member as their advocate.
- \* We will recruit and retain passionate, highly-qualified professionals to serve and support our students, staff, and parents.

### ACADEMICS

- \* We will take collective responsibility for the success of all students.
- \* All students will be supported to meet or exceed grade-level expectations in all subject areas through high-quality instruction.
- \* All students will be supported by trained staff to ensure mastery of foundational skills in literacy and numeracy.
- \* We will invest in early childhood education to ensure the social-emotional and academic success for our youngest learners.
- \* All English Learners (ELs) will achieve English language proficiency.
- \* All students will promote from middle school prepared for future college and career success.
- \* All student will have access to and utilize technology safely and responsibly to collaborate, communicate, and be critical consumers of knowledge.
- \* All staff will implement culturally responsive, data-driven, and effective instructional practices.
- \* We will provide stellar professional development for all staff to ensure high-quality instruction.
- \* We will use data to respond to students' progress and make appropriate instructional decisions.

### COMMUNITY

- \* Parents are our partners in education and will be engaged in supporting their children at home.
- \* Community partnerships are valued and strengthened through outreach and engagement.
- \* Our community will be well informed and encouraged to participate in all academic and social opportunities.

### FISCAL

- \* All fiscal decisions will support the vision, mission, and core values for all students.
- \* GUSD will be fiscally prudent and build and maintain responsible reserves to best serve our students.