

**AGENDA for the Joint *SPECIAL* Meeting of the  
Sierra County Board of Education  
and the  
Sierra-Plumas Joint Unified School District Governing Board**

December 01, 2023

3:30pm CLOSED Session and approximately 3:40pm Open Session

**Meeting Location:**

*Loyalton:* Sierra County Office of Education, Room 4, 109 Beckwith Rd, Loyalton CA 96118

**Zoom for the public:**

*Link:* <https://us02web.zoom.us/j/81874063066>

*Phone dial-in:* 669-900-9128 (Press \*6 to unmute)

*Webinar ID:* 818 7406 3066

**Board Members:**

*Area 1:* Patty Hall – phall@spjUSD.org

*Area 2:* Annie Tipton (*Vice President*) – atipton@spjUSD.org

*Area 3:* Christina Potter – cpotter@spjUSD.org

*Area 4:* Kelly Champion (*President*) – kchampion@spjUSD.org

*Area 5:* Dorie Gayner (*Clerk*) – dgayner@spjUSD.org

*Any individual who requires disability-related accommodations or modifications including auxiliary aids and services in order to participate in the Board meeting should contact the Superintendent or designee in writing.*

*Public inspection of agenda documents that are distributed to the Board less than 72 hours before the meeting, will be made available at Sierra County Office of Education, Room 3, 109 Beckwith Road, Loyalton, CA, 96118, and posted with the online agenda at <http://www.sierracountyofficeofeducation.org> (Government Code 54957.5).*

**A. CALL TO ORDER**

*Please be advised that this meeting will be recorded.*

**B. ROLL CALL**

**C. APPROVAL OF AGENDA**

**D. PUBLIC COMMENT FOR CLOSED SESSION**

At this time, the meeting opens for any public comments regarding the Closed Session item(s).

**E. CLOSED SESSION**

The Board will move into Closed Session to discuss the following item(s):

1. Government Code 54957.6

**CONFERENCE WITH LABOR NEGOTIATORS**

Agency Negotiator(s) for the Board: James Berardi, County Superintendent  
Sean Snider, District Superintendent

Employee Organizations:

Unrepresented Employees: Sierra-Plumas Teachers' Association  
Classified Employees  
Confidential Employees  
Administrative Employees

**F. RETURN TO OPEN SESSION**

**G. FLAG SALUTE**

**H. PUBLIC COMMENT**

*Special Meeting Agenda Items only, please.*

This is an opportunity for members of the public to directly address the governing board on any item of interest that is within the subject matter jurisdiction of the governing board listed on this agenda. Three (3) minutes may be allotted to each speaker and a maximum of twenty (20) minutes to each subject matter.

**I. ACTION ITEMS**

1. New Business

- a. Approval of Retirement Incentive for Certificated Employees\*\*
- b. Approval of the Tentative Agreement for Sierra-Plumas Teachers Association, 2023-2024 Negotiations\*\*
- c. Authorization for Out of State Travel request to San Antonio, TX, for the Supervised Agricultural Experience (SAE) Symposium—Cali Griffin, Loyalton High School FFA/Ag Coordinator\*\*

**J. ADVANCED PLANNING**

- 1. The next Regular Joint Board Meeting will be held on December 12, 2023, at Downieville School, 130 School St, Downieville CA 95936 at 6:00pm. If needed, Closed Session may be held before the Regular session beginning at 5:00pm. Zoom videoconferencing will be available for the public.

**K. ADJOURN**



James Berardi,  
County Superintendent



Sean Snider,  
District Superintendent

**Sierra-Plumas Joint Unified School District (SPJUSD)  
Sierra County Office of Education (SCOE)**

**2023-24 Early Retirement Incentive**

**Eligibility Criteria for Certificated Employees**

- Age 55+ by June 30, 2024
- 15+ years of service with SPJUSD/SCOE
- STRS eligible

**Incentive**

- If notification is received by January 1, 2024, the employee shall receive a one-time payment of 17% of their annual salary for the 23-24 school year, to be paid no later than July 31, 2024.
- If notification is received by February 1, 2024, the employee shall receive a one-time payment of 10% of their annual salary for the 23-24 school year, to be paid no later than July 31, 2024.
- Available to both District and County Office SPTA employees

**Notification**

- The District Office will mail all eligible employees the necessary information regarding this incentive by November 30, 2023.

**Deadline**

- Any eligible SPTA employee who files their retirement paperwork (June, 2024 retirement date) with the District Office by the close of business on January 1, 2024 will receive the 17% incentive. Employees who file their retirement paperwork from January 2, 2024 through the close of business on February 1, 2024 will receive the 10% incentive. Only one incentive per bargaining unit member will be paid.

**Considerations**

- Eligible employees who have already filed their retirement paperwork will be eligible for this incentive.

SIERRA COUNTY SUPERINTENDENT OF SCHOOLS  
SIERRA COUNTY BOARD OF EDUCATION AND  
SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT GOVERNING BOARD

TENTATIVE AGREEMENT  
SIERRA-PLUMAS TEACHERS' ASSOCIATION  
FOR 2023-2024 PARTIAL TERMS

ARTICLE 12, Salary

Agreement reached as per the attached signed SPTA Counterproposal #2 for Partial terms of Salary 2023-24 School Year dated November 16, 2023.

The parties agreement to this proposal does not close-out Salary and Health and Welfare Benefits negotiations for the 2023-24 school year. The parties also agree to continue to meet to discuss other items as outlined in the Sunshine proposal submitted in November 2022.

# Sierra-Plumas Teachers Association

SPTA Counterproposal #2 for Partial terms of Salary 2023-24 School Year

11.16.2023

1. Article 12 - Salary

a. Extra Duty Sessions

i. 12.2.B Compensation

1. Increase the rate of pay to \$30 per hour.

b. Propose a new section (12.3 – shift all subsequent items down) for classroom coverage of a colleague's class or assignment when no substitute is available.

i. Unit members who cover a class or assignment for a colleague when no substitute teacher is hired, will be paid as follows:

1. TK-6 Merging of Classrooms: Unit members teaching TK-6 who have any number of students from another class merged into their class for the full day, shall receive \$140 of additional compensation. If the students are merged into a unit members classroom for three hours or less, they shall receive \$90.

2. Unit members in middle school (currently grades 7-8) and high school, who cover for another colleague's class or assignment during their preparation period; will be paid additional compensation at their hourly per diem rate of pay for the time of the class period plus hall-passing time on both ends.

c. Unit members who covered another colleague's class during their preparation period from August 23, 2023 through November 16, 2023 will be compensated at the hourly rate of \$20 per hour. New CBA section 12.3 shall be effective November 17, 2023.

d. Stipends

i. Increase all 2022-23 stipends by \$250 retroactively except increase all Friday Night Live stipends, including Club Live and FNL Kids, by \$500, effective July 1, 2023, including new/existing stipends listed below in d.ii.

ii. Update stipend list included in the online CBA on pages 59-60 to include the following stipends that had previously been negotiated and approved.

1. Coaching Assignments to be added (current stipend rates of pay):

a. Varsity Football coach, LHS of \$2,000

b. Varsity Soccer coach, LHS of \$2,000

c. Varsity Alpine Ski and Snowboard coach, LHS of \$1,500

2. Associated Student Body (ASB) Advisor, LHS of \$2,500, DHS of \$1,250

2. Early Retirement Incentive for 2023-24 School Year

a. The Parties agree to offer eligible unit members an Early Retirement Incentive as proposed by the District on 11.16.2023 at 11:24 AM with the following stipulations:

i. The District agrees to consult with the Association over how any savings realized by the Early Retirement Incentive will be utilized in outgoing years as part of the overall continuation of 2023-24 Salary and Health and Welfare Benefits.

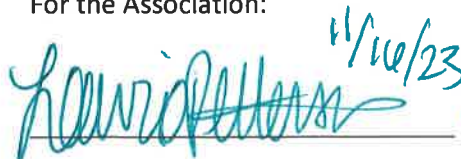
This counterproposal is offered on this day November 16, 2023. Agreement to this proposal does not close-out Salary and Health and Welfare Benefit negotiations for the 2023-24 school.

For the District:

For the Association:

For the County:

 11/16/23

 11/16/23



Sean Snider, Superintendent of SPJUSD

Laurie Petterson, President SPTA

James Berardi, Superintendent of SCOE

**SIERRA-PLUMAS JOINT UNIFIED SCHOOL DISTRICT / SIERRA COUNTY OFFICE OF EDUCATION**

109 Beckwith Road, P.O. Box 955, Loyalton, CA 96118

Tel: (530) 993-1660 Fax: (530) 993-0828

**REQUEST FOR TRAVEL/CONFERENCE APPROVAL**

**PURCHASE ORDER REQUIRED FOR EACH EXPENSE CLAIM**

**Prepayment Required**     Yes    **Date Due:** 11/26/23    **To:** Reimbursement to Caroline Griffin  
 No (Unless you indicate a prepayment is necessary, no prepayment will be sent)

**Employee:** Caroline Griffin    **Date of Request:** 11/14/23

SCHOOL/SITE
LHS

Date(s) of Activity
12/9/23 -12/12/23

**Destination:** San Antonio TX (facility you are visiting and city)

**Funding Program:** Conference please use the District Professional Dev, the flights and room please use AIG

**Purpose of Activity:** See attached

How will attendance benefit the District's educational program(s)? Learning how to enter records correctly, the state department of education uses the information for the Ag Incentive Grant all through this site, they have added many more reports in the record book program and we need to be up to date.

**THE FOLLOWING CLAIMS REQUIRE A PURCHASE ORDER EACH. PLEASE ATTACH A COPY WITH THIS FORM.**

<b>TRANSPORTATION:</b> <input type="checkbox"/> District Vehicle <input type="checkbox"/> Personal <input checked="" type="checkbox"/> Other uber    Est. Miles _____ x \$ .58/mile = \$ _____ (Mileage will only be paid when a School/District vehicle is not available.)		
<b>PER DIEM:</b> 2 Breakfast x \$10.00 = 20 3 Lunch x \$11.00 = 33 2 Dinner x \$18.00 = 36  Per Diem is taxable income, unless it meets the IRS overnight travel rule.	<b>PARKING:</b> _____ Days x \$ _____ = \$ _____  <b>Taxi/Shuttle:</b> 4 Trips x \$ ? /Trip = \$ Est. \$200	<b>AIR TRAVEL:</b> Airline Name: <u>southwest</u> Confirmation #: <u>4ASAZP</u> Total Cost: <u>482.97</u>  Please attach copy of confirmation/receipt

**REGISTRATION FEE:** \$ 150    **ORGANIZATION CONDUCTING ACTIVITY:** Ewell Educational Services P.O. Box 3298 Glen Rose, TX 76043-3298  
 (Attach completed copy of ENTIRE Registration Form)

**REGISTRATION HAS BEEN MADE**     YES     NO    **REGISTRATION FORM NEEDS TO BE MAILED**     YES     NO

**LODGING:**  
 Hotel name and address: Holiday Inn    Tele: 1210-224-2500  
 Dates: 12-10-12-11    Confirmation # 28306413  
 Total cost including all taxes per night \$ \_\_\_\_\_ x \_\_\_\_\_ nights = Total cost of lodging \$ \_\_\_\_\_  
373.63 (I will pay early night 174.71)

**NOTE: HOTEL ACCOMMODATION INFORMATION AND COMPLETED REGISTRATION FORM MUST BE ATTACHED OR REQUEST WILL BE RETURNED!**

**SUBSTITUTE REQUIRED:** 2    **PROGRAM TO CHARGE:** AIG

**After approval by the site administrator, employees must follow these steps:**

- Employees are responsible for their own registration, hotel and travel arrangements and any changes thereto. If an employee does not cancel in an appropriate amount of time to secure a refund, the employee will be responsible for covering the cost.
- This form, a copy of registration, all required purchase orders, and any backup documentation must be submitted to the District Office -four weeks prior - to date of departure or registration deadline.

**STAFF DEVELOPMENT DAY(S):** 2    **SUPERINTENDENT APPROVAL:** \_\_\_\_\_  
 (Certificated staff only when conference is on a non-contract day, and is at least 6 hours in length)

APPROVAL		
Authorizing Agent	Signature	Date
ADMINISTRATOR:		
SUPERINTENDENT:		

*Total Estimated Cost = \$1,300.00*

December SAE Symposium- the aet How to Assign SAEs in AET with Foundational Case – Focusing on assigning students an SAE from the teacher side, sharing educational materials about a Foundational SAE, and completing activities and documenting in AET. Also, this case adds in new Career Preparation Activity

Breeding & Market Livestock SAEs – Focusing on beginning inventory values, managing complex SAEs, using livestock managers, livestock sales, offspring and retaining offspring into a NEW market animal and finally a new breeding animal. This case also focuses on ending project value, which is common in similar SAE projects

# December SAE Symposium Agenda

**AETlearn**

\$150  
through  
AET.com

## **Day 1 – Introduction / Foundational SAEs & Entrepreneurship 9AM-4PM**

1. How to Assign SAEs in AET with Foundational Case – Focusing on assigning students an SAE from the teacher side, sharing educational materials about a Foundational SAE, and completing activities and documenting in AET. Also, this case adds in new Career Preparation Activity.
2. Breeding & Market Livestock SAEs – Focusing on beginning inventory values, managing complex SAEs, using livestock managers, livestock sales, offspring and retaining offspring into a NEW market animal and finally a new breeding animal. This case also focuses on ending project value, which is common in similar SAE projects.
3. Review Other SAE record entries and setup.
4. Important FFA Award connections.
5. SAE Grading Summary using – Student grading report & SAE Teacher Assessment to review SAE progress.

## **Day 2 –POA planning and Review of Teacher Tools in Your AET 9AM – 3pm**

6. POA Event Planning Case – Focusing on how students can view the chapters strategic plan from the student side. We will also look over the chapter strategic plan and each person can setup an event. Also, see how these flow into the ZZ0001 Strategic Plan.
7. New Teacher Online Testing System in AET – this section will share how you can develop online exams in AET and have your students take quizzes and test in AET, which are automatically graded.
8. Other Teacher tools –
  - a. Review of AETweb setup and use
  - b. Review of how-to setup classes and view enrollment & edit.
  - c. Review of student account tools – AET message system and use to save time.
  - d. Review of Tracker Menu – teacher evaluations & New...Employer Management tools to add new, communicate and connect to students for evaluations.
  - e. Review of Teacher Reports – Project Reports and Managing FFA Awards



From: Southwest Airlines southwestairlines@fly.southwest.com  
Subject: You're going to San Antonio on 12/09 (4ASAZP)  
Date: November 19, 2023 at 7:39 PM  
To: cali.bryangriffin@yahoo.com

Y2 = \$482.97

Here's your itinerary & receipt. See ya soon!  
View our mobile site | View in browser



Manage Flight | Flight Status | My Account



Hello friends,

We're looking forward to flying together! It can't come soon enough. Below you'll find your itinerary, important travel information, and trip receipt. See you onboard soon!

DECEMBER 9 - DECEMBER 12

RNO ✈ SAT

Reno/Tahoe to San Antonio

Confirmation # **4ASAZP**

Confirmation date: 11/19/2023

**PASSENGER** **Caroline Suzanne Griffin**  
RAPID REWARDS # 22641845752  
TICKET # 5262225856672  
EST. POINTS EARNED 2,426

**PASSENGER** **Bryan Griffin**  
RAPID REWARDS # [Join or Log in](#)  
TICKET # 5262225856671  
EST. POINTS EARNED 2,426

Rapid Rewards® points are only estimations.

## Your itinerary

Flight 1: Saturday, 12/09/2023 Est. Travel Time: 5h 50m [Wanna Get Away®](#)

**FLIGHT**  
**# 2134**

**DEPARTS**  
**RNO 05:05AM**  
Reno/Tahoe



**ARRIVES**  
**PHX 07:55AM**  
Phoenix

Stop: ✈✈ Change planes

FLIGHT  
# 2121

DEPARTS  
**PHX 09:45AM**  
Phoenix



ARRIVES  
**SAT 12:55PM**  
San Antonio

Flight 2: Tuesday, 12/12/2023 Est. Travel Time: 5h 35m Wanna Get Away®

FLIGHT  
# 1153

DEPARTS  
**SAT 04:15PM**  
San Antonio



ARRIVES  
**LAS 05:10PM**  
Las Vegas

Stop: ✈✈ Change planes

FLIGHT  
# 2278

DEPARTS  
**LAS 06:20PM**  
Las Vegas



ARRIVES  
**RNO 07:50PM**  
Reno/Tahoe

## Payment information

### Total cost

<b>Air - 4ASAZP</b>	
Base Fare	\$ 808.50
U.S. Transportation Tax	\$ 60.64
U.S. 9/11 Security Fee	\$ 22.40
U.S. Flight Segment Tax	\$ 38.40
U.S. Passenger Facility Chg	\$ 36.00
<b>Total</b>	<b>\$ 965.94</b>

### Payment

Visa ending in 6575  
Date: November 19, 2023  
**Payment Amount: \$482.97**

Visa ending in 6575  
Date: November 19, 2023  
**Payment Amount: \$482.97**

Fare rules: If you decide to make a change to your current itinerary it may result in a fare increase.

Your ticket numbers: 5262225856672, 5262225856671

## All your perks, all in one place. (Plus a few reminders.)



**Wanna Get Away® fare:** Your two bags fly free®, no change or cancel fees, and 6X Rapid Rewards® points. **NEW** – Free same-day standby (taxes and fees may apply).  
[Learn more.](#)

From: **Holiday Inn Hotels & Resorts** HolidayInn@ihg.com  
Subject: Your Reservation Confirmation # 28306413 at Holiday Inn Hotels & Resorts.  
Date: November 24, 2023 at 6:07 PM  
To: cali.bryangriffin@yahoo.com

Thank you for booking with Holiday Inn Hotels & Resorts

[View with Images](#)



[Brand Experience](#) | [Make a Reservation](#) | [IHG One Rewards](#) | [Need Help?](#)

### Holiday Inn San Antonio Riverwalk

217 North St. Mary's Street  
San Antonio, TX United States 78205-2303

Hotel Front Desk: 12102242500

Email: [ruben.duran@ihg.com](mailto:ruben.duran@ihg.com)

Guest Name: Caroline Griffin

<b>Check In:</b>	<b>Check Out:</b>	<b>Rooms:</b>	<b>Adults:</b>
09 Dec 2023	12 Dec 2023	1	2
4:00 PM	11:00 AM		

[Modify Reservation](#)

[Customer Care](#)

[Property Overview](#)

[Download the IHG App](#)

[Ground Transportation](#)

[Cancel Reservation](#)

Your confirmation number is: 28306413. Select your preferences before your stay.

### Standard Room

**Rate Type:** Stay Longer Save

**Number of Rooms:** 1

**Room Rate Per Night:**

Sat 09 Dec 2023 - Sun 10 Dec 2023	\$174.72 (USD)
Sun 10 Dec 2023 - Tue 12 Dec 2023	\$144.99 (USD)

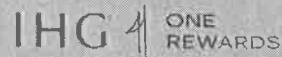
<b>Total Taxes:</b>	\$77.85 (USD)
<b>Additional Charges:</b>	\$5.80 (USD)

**Estimated Total Price:**

\$548.35 (USD)

- 174.72

\$ 373.63



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**Estimated Earnings:**

4647 IHG REWARDS POINTS

### Things to do

Make the most of your stay, check out local information and nearby attractions