

**NAPA COUNTY OFFICE OF EDUCATION**  
**Barbara Nemko, Ph.D., Superintendent**

The Napa County Board of Education will hold a regular meeting on Tuesday, April 1, 2025, at 3:30 p.m., at the Napa County Office of Education, 2121 Imola Avenue, Napa, CA. **Members of the public may attend the meeting in-person or virtually. Please view Public Participation information below.**

**This hybrid meeting will be conducted with a mixture of in-person and remote attendance.**

<https://napacoe.zoom.us/j/85404848681>

**1. ORGANIZATION**

A. Call to Order

B. Flag Salute

C. Public Participation

Members of the public are invited to participate in person or can join by computer, tablet, smartphone, or telephone. Remote access can be achieved by following the instructions below:

**Join from PC, Mac, Linux, iOS or Android:**

You are invited to a Zoom webinar.

When: April 1, 2025 03:30 PM Pacific Time (US and Canada)

Topic: NCOE April 1 Board Meeting

Join from a PC, Mac, iPad, iPhone or Android device:

Please click the link below to join the webinar:

<https://napacoe.zoom.us/j/85404848681>

Or One tap mobile :

US: +16699006833,,85404848681# or +16694449171,,85404848681#

Or Telephone:

Dial(for higher quality, dial a number based on your current location):

US: +1 669 900 6833 or +1 669 444 9171 or +1 719 359 4580 or +1 253 205 0468 or +1 253 215 8782 or +1 346 248 7799 or +1 309 205 3325 or +1 312 626 6799 or +1 360 209 5623 or +1 386 347 5053 or +1 507 473 4847 or +1 564 217 2000 or +1 646 558 8656 or +1 646 931 3860 or +1 689 278 1000 or +1 301 715 8592 or +1 305 224 1968

Webinar ID: 854 0484 8681

International numbers available: <https://napacoe.zoom.us/u/kFD1RNcZp>

D. Welcome to Visitors

E. Approval of Agenda

F. Approval of Minutes – March 4, 2025

G. Public Comment

Members of the public wishing to provide public comment must request to be called upon using one of the following options:

- i. using the chat feature on the web conference to send a request to meeting hosts, or
- ii. using the hand raising feature in the participant panel on the web conference, or hand raising if in-person attendance, or,
- iii. emailing a request to [jmcclore@napacoe.org](mailto:jmcclore@napacoe.org) or [smorris@napacoe.org](mailto:smorris@napacoe.org).

Comments by the Public for Items on the Agenda: Anyone may provide public comment to the Board in support of, or in opposition to, any item being presented to the Board for consideration on the agenda during the Board's consideration of the item. Individuals shall be allowed up to three minutes for their presentation.

Comments by the Public for Items NOT on the Agenda: Suggestions, comments, and requests may be presented to the Board at this time, for items not on the agenda, on those subjects over which the Board has jurisdiction. Normally, the Board will take no action on any topic at this time. Individuals shall be allowed up to three minutes for their presentations.

## **2. PRESENTATIONS**

- A. Update Camille Creek Internship Program (Angela Higdon, Assistant Principal, Camille Creek)
- B. Camille Creek Student of the Month, Sophia Mendoza (Nancy Dempsey, Director, Juvenile Court and Community Schools)
- C. American Canyon High School Decathletes (4:15 p.m.) (Sindy Biederman, Board Trustee)

## **3. CORRESPONDENCE, COMMUNICATONS, AND REPORTS**

The Superintendent and/or Board members may report miscellaneous items for information purposes.

## **4. CONSENT AGENDA ITEMS**

Background information on these items is provided to the Board prior to the meeting. Action is taken by a common motion without discussion unless discussion of an item(s) is requested by a Board member(s).

- A. Temporary County Certificates: Education Code Section 44332 authorizes the issuance of Temporary County Certificates for the purpose of authorizing salary payments to employees whose credential applications are being processed. (Julie McClure, Associate Superintendent)
- B. Approval of Resolution 2025-06: Board Member Compensation. Napa County Board of Education Bylaw 9250(a) provides for compensation to its Board members for attending meetings. The Bylaw further provides for compensation for members who miss meetings of the Board while performing designated services for the county or absent because of illness, jury duty or a hardship deemed acceptable by the Board. (Julie McClure, Associate Superintendent)

## **5. ACTION ITEMS**

- A. Adoption of Resolution 2025-07 (Declaration of Need for Fully Qualified Educators): the Board will be asked to approve Resolution 2025-07 that will allow the Napa County Office of Education to ensure, in emergency situations that all classrooms are fully staffed with qualified certificated personnel in accordance with Education Code 44258.9. (Julie McClure, Associate Superintendent).
- B. Board Approval Implementation of Education code 1090 – Board Compensation. The Board will be asked to approve Implementation of Education Code 1090 – Board Compensation. (Josh Schultz, Deputy Superintendent).
- C. Board Approval new design Napa County Board of Education Agenda. The Board will be asked to approve the new design for the Napa County Board of Education Agenda. (Julie McClure, Associate Superintendent)

## **6. SCHEDULED MATTER**

Discussion, review, and direction regarding:

- A. Possible motion of support of state and federal legislative updates and positions on legislation. (Gerry Parrott, Board Trustee)

## **7. INFORMATION ITEMS**

- A. Personnel Activity Report: vacancies, listing of personnel appointments, terminations, transfers, etc. (Julie McClure, Associate Superintendent)
- B. Review Board Policy 5145.13 and County Office Regulation 5145.13 Response to Immigration Enforcement (Julie McClure, Associate Superintendent)
- C. Williams Uniform Complaints Procedures Quarterly Report (Josh Schultz, Deputy Superintendent)
- D. Public Disclosure of Collective Bargaining (Josh Schultz, Deputy Superintendent)
- E. Update new Administration’s Executive Orders (Josh Schultz, Deputy Superintendent)
- F. Staff Appreciation Luncheon, May 8, 2025 (National Teacher/Staff Appreciation week is May 5–9, 2025) (Barbara Nemko, Superintendent)

## **8. FUTURE AGENDA ITEMS**

## **9. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION**

The regular meeting of the Napa County Board of Education will be held May 6, 2025.

## **10. ADJOURNMENT**

In compliance with the American with Disabilities Act, if special assistance is needed to participate in this meeting, contact the Napa County Office of Education (NCOE) at 253-6810. Notification forty-eight hours prior to the meeting will enable the NCOE to make reasonable arrangements to ensure accessibility to this meeting. I HEREBY CERTIFY THE AGENDA FOR THE STATED MEETING WAS POSTED ON THE NCOE WEBSITE AND IN NCOE’S DISPLAY CASE AT 2121 IMOLA AVENUE, NAPA, CA 94559, and the Napa Preschool site, Friday, March 28, 2025. Informational material is available for review at the NCOE.

Ellen Sitter, Recording Secretary

**MEETING OF THE NAPA COUNTY BOARD OF EDUCATION  
Tuesday, March 4, 2025**

**Members present**

Jean Donaldson, Janna Waldinger, Don Huffman, Sindy Biederman,  
Jennifer Kresge, Gerry Parrott, Ernie Villalvazo Diaz  
Absent: Nadine Wade-Gravett

**1. ORGANIZATION**

**A. CALL TO ORDER**

President Waldinger called the meeting to order at 3:30 p.m.

**B. FLAG SALUTE**

The salute to the Flag was led by Don Huffman.

**C. PUBLIC PARTICIPATION**

President Waldinger reviewed the instructions for public participation via teleconference.

**D. WELCOME TO VISITORS**

Visitors were welcomed to the meeting.

**E. APPROVAL OF AGENDA**

On a motion by Mrs. Kresge and a second by Mrs. Biederman, the Agenda for the March 4, 2025 meeting was approved. *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mrs. Kresge, Ms. Waldinger, Mr. Parrott, Mr. Huffman. *Noes* – None.

**F. APPROVAL OF MINUTES**

On a motion by Mr. Huffman and a second by Mrs. Kresge, the Minutes from the regular meeting on February 4, 2025 were approved. *Ayes* – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mrs. Kresge, Ms. Waldinger, Mr. Huffman. *Noes* – None. Mr. Parrott abstained.

**G.** Public comment was given.

**2. PRESENTATIONS**

A. NSO Lt. Ryan Woolworth, Napa Special Investigation Bureau, Human Trafficking, presented on human sex trafficking.

**3. CORRESPONDENCE, COMMUNICATIONS, AND REPORTS**

- Mr. Villalvazo Diaz updated the Board on Camille Creek events, including that students in the digital arts class have begun working on the yearbook, choosing "Aztec" as the theme. Mr. Villalvazo Diaz further reported that eight students received internships, and he is among the recipients for a construction and welding internship.

- Mr. Donaldson reported that he took part in a panel discussion at the gun violence and public safety forum at the United Women of Faith organized by the Methodist church. The topics discussed were school safety plans, immigration, and school curriculum.
- Mrs. Kresge invited the Board to attend a virtual learning series put on by ACCBE on Career Technical Education (CTE) on March 17. Mrs. Kresge asked Dr. Nemko to consider speaking at the series on CTE. Mrs. Kresge invited Mr. Villalvazo Diaz to contribute to the discussion on CTE.
- Mrs. Biederman reported on her visit on February 7 to Crossroads and Skyline Academy.
- Ms. Waldinger reported that she and Dr. Nemko attended the Napa Chamber Awards.
- Dr. Nemko provided an update on a long-term project she and Napa Valley College are pursuing, which involves a business advisor collaborating with a group of students to create a viable business plan that would ensure the financial sustainability of the program's culinary component.
- Jill Barnes, Director of Mental Health and Professional Learning, reported that she and Ron Eick, Program Manager, successfully obtained the approval from the Committee on Accreditation at the Commission on Teacher Credentialing for the administrative induction program.

The Board took a short break to celebrate Jill Barnes and Ron Eick's work in securing the Commission's approval for their program.

- Dr. Nemko shared that she joined the Mayacamas students on a field trip to the Steamfitters and Plumbers training center in Vacaville
- Dr. Nemko provided an update on Mayacamas Countywide Middle School regarding the teaching strategies being implemented, volunteer reading opportunities, and a new reward system designed to recognize students' academic achievements, particularly in math.
- Dr. Nemko shared that Dr. Lucy Edwards, Assistant Superintendent, chaired the CISC (Curriculum and Instruction Steering Committee) conference this year for county offices from all over the state.
- Dr. Nemko reported that Gillie Miller recently ran the Educating for Careers conference in Sacramento with 3,000 participants.
- Dr. Nemko reported that she participated in Legislation week in Sacramento to advocate for various legislative bills.

#### **4. CONSENT AGENDA ITEMS**

A. On a motion by Mrs. Kresge and a second by Mr. Parrott, the Board approved Consent Agenda Item 4.A. Temporary County Certificates. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mr. Parrott, Ms. Waldinger, Mrs. Kresge, Mr. Huffman. Noes – None.

B. On a motion by Mrs. Kresge and a second by Mr. Parrott, the Board approved Consent Agenda Item 4.B. Resolution 2025-05: Board Member Compensation (Board Member Nadine Wade-Gravett will not be compensated for the March 4, 2025 meeting as she was not in attendance). Ayes – Mr. Villalvazo Diaz, Mr.

Donaldson, Mrs. Biederman, Mr. Parrott, Ms. Waldinger, Mrs. Kresge, Mr. Huffman. *Noes – None.*

## **5. ACTION ITEMS**

- A. On a motion by Mr. Huffman and a second by Mrs. Kresge, the Board approved the Second Interim budget Report. *Ayes - Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mr. Parrott, Mr. Huffman. Noes – None.*
- B. Mr. Donaldson reported that the Personnel Standing Committee recommends a 2.5 percent salary increase for County Superintendent Barbara Nemko, retroactive to January 1, 2025. On a motion by Mrs. Kresge and a second by Mr. Parrott, the Board approved the Personnel Standing Committee's recommendations to increase the Superintendent's salary by 2.5% retroactive to January 1, 2025. *Ayes - Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mr. Parrott, Mr. Huffman. Noes – None.*
- C. On a motion by Mr. Huffman and a second by Mr. Donaldson, the Board nominated Sindy Biederman for CSBA's 2025 Regional County Delegate Assembly Candidate. *Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mr. Parrott, Mr. Huffman. Noes – None.*

## **6. SCHEDULED MATTER**

Mr. Parrott summarized Senate Resolution SR 17 on Teen Dating Violence Awareness and Prevention Month and Assembly Bill 666 (AB 666) Bigfoot Country designating Bigfoot as California's official state cryptid.

## **7. INFORMATION ITEMS**

- A. The Personnel Activity Report was presented.
- B. Ms. Waldinger reviewed the Board agenda redesign, which includes a purpose statement and listing of the trustees and their trustee areas.
- C. Ms. McClure updated the Board on the Immigration Enforcement matter in relation to efforts supporting and training student program staff. Ms. McClure noted that changes are being made to BP 5145.13, Immigration Enforcement, and it will be presented for a first reading at a future meeting.
- D. Ms. McClure summarized the new Administration's Executive Orders and what impact this may or may not have on the NCOE.
- E. Dr. Nemko reviewed the draft Legislative Agenda and requested that the Board submit their suggestions to her by March 7.
- F. Ms. McClure reported that the NCOE is preparing to initiate a new round of collective bargaining with both unions, NCFT and SEIU.

G. Kelly Bucy, Director, Fiscal Services, reviewed the 2024-25 first interim financial reports for Napa County School Districts.

**8. FUTURE AGENDA ITEMS:** 1) New design and format for the Board agenda; 2) Update on new Administration's Executive Orders; 3) Legislative Agenda for review; 4) Review ADA funding for education.

**9. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION**

The next regular meeting of the Napa County Board of Education will be held Tuesday, April 1, 2025.

**10. ADJOURNMENT**

There being no further business, the meeting was adjourned at 6:18 p.m.

Respectfully submitted,  
Barbara Nemko, Secretary  
es

Approved \_\_\_\_\_ Date \_\_\_\_\_

**MEETING OF THE NAPA COUNTY BOARD OF EDUCATION**  
**Tuesday, February 4, 2025**

**Members present**

Jean Donaldson, Janna Waldinger, Don Huffman, Sindy Biederman,  
Jennifer Kresge, Nadine Wade-Gravett, Ernie Villalvazo Diaz  
Absent: Gerry Parrott

**1. ORGANIZATION**

**A. CALL TO ORDER**

President Waldinger called the meeting to order at 3:30 p.m.

**B. FLAG SALUTE**

The salute to the Flag was led by Trevor Hudson, ACHS Varsity Football Coach.

**C. PUBLIC PARTICIPATION**

President Waldinger reviewed the instructions for public participation via teleconference.

**D. WELCOME TO VISITORS**

Visitors were welcomed to the meeting.

**E. APPROVAL OF AGENDA**

On a motion by Mr. Huffman and a second by Mrs. Biederman, the Agenda for the February 4, 2025 meeting was amended to move Item 2.E. under Item 2.B., with the remaining presentations adjusting accordingly. Ayes – Mr. Vallalvazo Diaz, Mr. Donaldson, Mrs. Wade-Gravett, Mrs. Biederman, Mrs. Kresge, Ms. Waldinger, Mr. Huffman. Noes – None.

**F. APPROVAL OF MINUTES**

On a motion by Mr. Donaldson and a second by Mr. Huffman, the Minutes from the regular meeting on January 14, 2025 were approved. On a motion by Mr. Huffman and a second by Mr. Donaldson, the Minutes from the January 14, 2025 Board Retreat were approved. Ayes – Mr. Vallalvazo Diaz, Mr. Donaldson, Mrs. Wade-Gravett, Mrs. Biederman, Mrs. Kresge, Ms. Waldinger, Mr. Huffman. Noes – None.

**G.** There were no comments by the public.

**2. PRESENTATIONS**

- A. Angela Higdon, Principal, Juvenile Court and Community Schools, and welding teacher Gerid Eastham, recognized Camille Creek Student of the Month, Aneudy "Ricky" Guia Tello.
- B. Mrs. Biederman presented the Proclamation Honoring the American Canyon High School's CIF Division 5-A 2024 State Championship Football Team.



Coach Trevor Hudson, accompanied by the Assistant Coach, two students, and American Canyon High School Principal Karin Hatton, thanked the Board for recognizing their accomplishment.

The Board paused briefly for photos and cake to celebrate the Camille Creek Student of the Month as well as the American Canyon High School Football Coach and team.

- C. Lori Gonzalez, Pathway Coach, College and Career Readiness and Angela Higdon, Assistant Principal, Juvenile Court and Community Schools gave a presentation on Empowering Future Leaders with SkillsUSA and reviewed the program's accomplishments in Napa County.
- D. Roslynn Manansala-Smith from FCMAT presented the Mayacamas Charter Middle School's 2023-24 audit, as well as Mayacamas Countywide Middle School's 2024-25 LCAP and First Interim report.
- E. Bina Lefkovitz, President, Association of California County Boards of Education (ACCBE), gave an overview of ACCBE and its advocacy goals at the state, local, and federal levels.

### **3. CORRESPONDENCE, COMMUNICATIONS, AND REPORTS**

- Mr. Vallalvazo Diaz updated the Board on Camille Creek events, including student internships and his involvement in Leadership Napa Valley.
- Mr. Huffman reported that he attended the Fairfield Social Services Foundation event affiliated with the Solano County Unified School District. The benefactors from the foundation are students who are in the court and community schools' system in Solano County.
- Mrs. Biederman reported that she attended American Canyon High School's Academic Decathlon at the North Bay Regional competition. The team's academic performance qualifies them for the State Competition in March.
- Mrs. Biederman reported on the Days of Action Against Human Trafficking event that she attended on January 31.
- Jill Barnes, Director of Mental Health and Wellness, shared her insights on the Human Trafficking event and discussed how the NCOE can incorporate educational awareness into professional learning for staff at the NCOE.
- Mr. Donaldson encouraged the Board to consider serving on a mock board for the American Canyon High School decathlon if they have the opportunity to help.
- Ms. Waldinger reported on a Press Democrat article highlighting Ellyn Elson's efforts to recruit volunteers to support literacy in the schools and noted that they are still accepting volunteers.
- Ms. Waldinger reported that she attended Leadership Napa Valley Day with Barbara Nemko.
- Ms. Waldinger reminded the Board that the Executive Summary from the Board Retreat is at their seats.
- Dr. Nemko provided a report on the day's events at Napa Valley Leadership Day.

- Dr. Nemko reported that our office, thanks to Gillie Miller, Director, College and Career Readiness, is in charge of the State Career Technical Education conference in Sacramento March 2-3. Dr. Nemko encouraged the Board to inform Gillie Miller if they are interested in attending.
- Dr. Nemko reported that Dr. Lucy Edwards, Director, Continuous Improvement and Academic Support, is in charge of the CISC conference, which is the Curriculum and Instruction Steering Committee Annual conference for the state, to be held in Anaheim February 19.
- Dr. Nemko reported that the 8<sup>th</sup> grade Career Fair is approaching.
- Dr. Nemko reported that the students from Calistoga Junior High visited the electrical apprenticeship program where they're learning about apprenticeship programs. A representative from the apprenticeship program will lead a parent workshop in Calistoga.
- Dr. Nemko reported there is a CTE event at the Napa Valley College for high school students to learn more about the programs being offered.
- Dr. Nemko reported that we're trying to expand the Reading Champions program. The program will be starting at Mayacamas next week.
- Dr. Nemko reported that Julie Herdell met with the faculty at Mayacamas to review better ways to engage the students who came to Mayacamas, because they weren't doing well at the district.
- Dr. Nemko reported the upvalley superintendents are meeting to determine how to provide Special Education services for their students. When the district reinstated its Special Education program, it only reclaimed its own special education students.

#### **4. CONSENT AGENDA ITEMS**

A. On a motion by Mr. Huffman and a second by Mrs. Biederman, the Board approved Consent Agenda Item 4.A. (Temporary County Certificates). Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mrs. Wade-Gravett, Ms. Waldinger, Mrs. Kresge, Mr. Huffman. Noes – None.

B. Consent Agenda Item 4.B. Resolution 2025-03 (Board Member Compensation for the February 4, 2025 meeting – Gerry Parrott) was approved on a motion by Mr. Huffman and a second by Mrs. Biederman. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Mrs. Wade-Gravett, Ms. Waldinger, Mrs. Kresge, Mr. Huffman. Noes – None.

#### **5. ACTION ITEMS**

A. On a motion by Mr. Huffman and a second by Mrs. Wade-Gravett, the Board approved the Juvenile Court and Community School Comprehensive School Safety Plan. Ayes - Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mrs. Wade-Gravett, Mr. Huffman. Noes – None.

B. On a motion by Mr. Huffman and a second by Mr. Donaldson, the Board approved the LCAP Mid-Year Report. Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mrs. Wade-Gravett, Mr. Huffman. Noes – None.

- C. On a motion by Mrs. Biederman and a second by Mrs. Wade-Gravett, the Board approved the Napa County Board of Education Literacy for All Resolution 2025-04. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mrs. Wade-Gravett, Mr. Huffman. Noes – None.
- D. On a motion by Mr. Huffman and a second by Mrs. Biederman, the Board approved to rescind Board Policy 0470: COVID-19 Mitigation Plan. Ayes – Mr. Villalvazo Diaz, Mr. Donaldson, Mrs. Biederman, Ms. Waldinger, Mrs. Kresge, Mrs. Wade-Gravett, Mr. Huffman. Noes – None.

## **6. SCHEDULED MATTER**

On behalf of Mr. Parrott who was not present, Dr. Nemko reported that she reached out to Senator Chris Cabaldon, requesting his support for a COLA for CTEIG.

Dr. Nemko reported that she contacted Congressman Mike Thompson to request support for a bill promoting holocaust education in the schools.

## **7. INFORMATION ITEMS**

- A. The Personnel Activity Report was presented.
- B. Mr. Schultz gave a brief update on the executive orders issued by the new administration.

The Board requested that updates on executive action changes from the new administration affecting schools and the community be included in future agendas.

- C. Mr. Donaldson reported that the Personnel Standing Committee is still gathering information, and a full report will be provided soon.
- D. Dr. Nemko reminded the Board that they had all received a draft of the legislative agenda and encouraged them to send any advocacy suggestions to Ellen Sitter. Dr. Nemko added that they are collaborating with the California County Superintendents and ACSA on legislative priorities.

Mr. Huffman urged advocacy to ensure that local property taxes designated for education remain in the local community and are not diverted to state expenses.

- E. Ms. Waldinger discussed the possible new design format for the Board agenda to include our logo and mission statement.

Ms. Waldinger and Mrs. Biederman agreed to review the notes from the Board retreat and propose a mission statement. Mrs. Waldinger also requested that the Board Members names be listed on the agenda.

- 8. FUTURE AGENDA ITEMS:** 1) Immigration protection update; 2) Impact on new administration's executive orders; 3) Legislative Agenda for review; 4) Board

Agenda format and mission statement; 5) Congratulate American Canyon High School Decathletes.

**9. NEXT MEETING OF THE NAPA COUNTY BOARD OF EDUCATION**

The next regular meeting of the Napa County Board of Education will be held Tuesday, March 4, 2025.

**10. ADJOURNMENT**

There being no further business, the meeting was adjourned at 7:30 p.m.

Respectfully submitted,  
Barbara Nemko, Secretary  
es

Approved \_\_\_\_\_ Date \_\_\_\_\_

APPROVED



# Internship Updates

## Camille Creek



## → 23/24 Internships

- ◆ 10 Paid internships
  - 1 day per week
  - 3-4 months
  - 2 funding sources
  - Some were through Summer Mentor program

## → 24/25 Internships

- ◆ 12 paid internships - %?
  - 1-2 days per week
  - 3-4 months
  - Structured work plans
  - 9 industry partners
  - 4 funding sources
  - More to come through Summer Mentor program



# Funding Partners

- **Workforce Alliance of the North bay**
  - WIOA Funding-Career Point
- **NVUSD Specialized Vocational Services**
  - Students with IEP
- **Employer Paid**
  - Employer partner pays the student
  - NVEF and Fields of Opportunity
- **Donations**
  - NCOE employee donations
  - Community Foundation



Internship Hosts









Questions?



**NAPA COUNTY OFFICE OF EDUCATION**  
**Barbara Nemko, Ph.D.**

**Item 4-A**  
**April 1, 2025**

**TITLE:**

Temporary County Certificates

**HISTORY:**

Education Code Section 44332 authorizes the issuance of Temporary County Certificates for the purpose of authorizing salary payments to certificated employees whose credential applications are being processed. The applicant must make a statement under oath that he or she has duly filed an application for a credential and that to the best of his or her knowledge no reason exists why a certificate should not be issued.

**CURRENT PROPOSAL:**

Consider approval of Temporary County Certificates. Such a certificate shall be valid for not more than one calendar year from the date of issuance. In no event shall a Temporary Certificate be valid beyond the time that the commission either issues or denies the originally requested credential or permit. Therefore, it is necessary to process these certificates in a timely manner. This authorization extends to all public-school districts under the Napa County Office of Education jurisdiction.

**FUNDING SOURCE:**

Not Applicable

**RECOMMENDATION:**

It is recommended that the Napa County Board of Education approve the issuance of the Temporary County Certificates presented at this **April 1, 2025**, meeting.

**Prepared by:** Sarah White, Credentials Analyst  
**3/24/2025**

**NAPA COUNTY OFFICE OF EDUCATION  
Barbara Nemko Ph.D.**

TO: **Napa County Board of Education**  
FROM: **Sarah White, Credentials Analyst**

DATE: **April 1, 2025**  
**Item 4-A**

**NAPA COUNTY OFFICE OF EDUCATION**

<b><u>NAME</u></b>	<b><u>TYPE</u></b>	<b><u>DOJ CLEARED</u></b>
Solomon, Carter	SPED Cred. INTERN	5/19/2023
Williams, Michelle	School Nurse	2/14/2025

**NAPA VALLEY UNIFIED SCHOOL DISTRICT**

<b><u>NAME</u></b>	<b><u>TYPE</u></b>	<b><u>DOJ CLEARED</u></b>
Perkins, Laura	CD Site Sup- permit	8/5/2014

**NAPA COUNTY OFFICE OF EDUCATION**  
**Barbara Nemko, Ph.D., Superintendent**

**Item 5.A.**  
**April 1, 2025**

**TITLE:**

Resolution #2025-07- Declaration of Need For Fully Qualified Educators.

**HISTORY:**

In the past, the County Superintendent was authorized to apply for emergency credentials (now called emergency permits) on behalf of either the Napa County Office of Education or any district in Napa County, upon request, on an as-needed basis.

As of July 1, 1994, no district or county office will be allowed to apply for an emergency permit unless an approved Declaration of Need For Fully Qualified Educators is on file, prior to the emergency permit application, at the Commission on Teacher Credentialing. The Napa County Office and each district in Napa County must declare an anticipated need to its governing board. The Declaration is executed annually and needs to be on file before the beginning of the school year and will expire on the following June 30.

As in the past, the Superintendent retains the authority to issue Temporary County Certificates for the purpose of authorizing salary payment for those certificated employees whose applications are in progress.

**CURRENT PROPOSAL:**

Adoption of the Declaration of Need for Fully Qualified Educators would allow the Napa County Office of Education to ensure, in emergency situations, that all classrooms are fully staffed with qualified certificated personnel in accordance with EC 44258.9.

**FUNDING SOURCE:**

Not Applicable

**RECOMMENDATION:**

It is recommended that the Napa County Board of Education approve and adopt Resolution number #2025-07

**Prepared by:** Sarah White, Credentials Analyst  
03/06/2025

**NAPA COUNTY OFFICE OF EDUCATION  
Barbara Nemko, Ph.D., Superintendent**

**RESOLUTION #2025-07  
DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS**

WHEREAS emergency permits are issued by the Commission on Teacher Credentialing in accordance with Division VIII of Title 5 California Code of regulations for the purpose of staffing classrooms, in emergency situations, with qualified certificated personnel; and

WHEREAS as of July 1, 1994, pertinent sections of the above reference regulations have been amended, the procedure for applying for emergency permits has changed and now requires the adoption of a Declaration of Need for Fully Qualified Educators; and

WHEREAS the Napa County Office of Education has anticipated intermittent need for employment personnel that may not as yet be fully credentialed;

NOW, THEREFORE, BE IT RESOLVED, that the Napa County Board of Education authorizes a Declaration of Need for Fully Qualified Educators.

PASSED AND ADOPTED by the Napa County Board of Education on April 1, 2025 by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**STATE OF CALIFORNIA  
COUNTY OF NAPA**

I, Barbara Nemko, Secretary of the Napa County Board of Education, do hereby certify that the foregoing is a full, true, and correct copy of a resolution duly passed and adopted by said Board at a regular called and conducted meeting held on said date.

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Secretary, Napa County Board of Education

Napa County Office of Education  
Barbara Nemko, Ph.D., Superintendent

**Item: 5.B.**  
**April 1, 2025**  
**Board Meeting**

**TITLE:**

Implementation of Education Code 1090

**HISTORY:**

Education Code 1090 sets the amount of compensation for all Board members. Per the code the compensation for Napa County Board of Education members is currently set at \$384.59 per month. The code allows the Board to increase their compensation by 5% annually based on the current monthly payment, but the increase cannot be retroactive. The Board last chose to increase member compensation in April of 2024.

**CURRENT PROPOSAL:**

Pursuant to E.C. 1090, adjust Board compensation by the allowable 5%.

**FUNDING SOURCE:**

General Fund

**SPECIFIC RECOMMENDATION:**

It is recommended that the Board approve to increase compensation by the allowable 5% effective April 1, 2025. This would bring Board compensation up to \$403.82 per month.

**PREPARED BY:**

Josh Schultz, Deputy Superintendent

Napa County Office of Education  
Barbara Nemko, Ph.D., Superintendent

**Item: 5.C.**  
**April 1, 2025**  
**Board Meeting**

**TITLE:**

Board Approval new design of the Napa County Board of Education Agenda

**HISTORY:**

The Napa County Board of Education has requested changes to the format and design of the board agenda.

**CURRENT PROPOSAL:**

Board approval new format and design of board agenda.

**FUNDING SOURCE:**

n/a

**SPECIFIC RECOMMENDATION:**

It is recommended that the Board approve the new format and design of the Napa County Board of Education agenda.

**PREPARED BY:**

Julie McClure, Associate Superintendent





## **Napa County Superintendent of Schools**

Barbara Nemko, Ph.D.

The trustees of the Napa County Board of Education ~~trustees~~ provide leadership and advocacy in ~~cooperation~~ collaboration with the Napa County Office of Education, school districts and the community to strengthen the local education system and champion policies that enhance student achievement.

### **Trustees**

*Don J. Huffman (Area 1)*

*Janna Waldinger, President (Area 2)*

*Sindy Biederman (Area 3)*

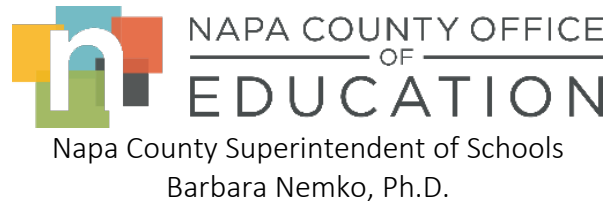
*Nadine Wade-Gravett (Area 4)*

*Gerald Parrott (Area 5)*

*Jean Donaldson, Vice President (Area 6)*

*Jennifer Kresge (Area 7)*

*Ernesto Villalvazo Diaz (Student)*



The trustees of the Napa County Board of Education provide leadership and advocacy in collaboration with the Napa County Office of Education, school districts and the community to strengthen the local education system and champion policies that enhance student achievement.

**Napa County Board of Education Trustees**

Don Huffman (Area 1) • Janna Waldinger (Area 2) • Sindy Biederman (Area 3) • Nadine Wade-Gravett (Area 4)  
Gerald Parrott (Area 5) • Jean Donaldson (Area 6) • Jennifer Kresge (Area 7) • Ernesto Villalvazo Diaz (Student)

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**Napa County Board of Education  
Regular Meeting Agenda**

Tuesday, April 1, 2025, at 3:30 PM  
Napa County Office of Education, 2121 Imola Avenue, Napa, CA 94559  
<https://napacoe.zoom.us/j/85404848681>

*Members of the public may attend the meeting in-person or virtually.  
Please view Public Participation information below.*

**1. ORGANIZATION**

- A. Call to Order
- B. Flag Salute
- C. Public Participation

Members of the public are invited to participate in person or can join by computer, tablet, smartphone, or telephone. Remote access can be achieved by following the instructions below:

**Join from PC, Mac, Linux, iOS or Android:**

You are invited to a Zoom webinar.

When: **DATE** 03:30 PM Pacific Time (US and Canada)

Topic: NCOE **DATE** Board Meeting

Join from a PC, Mac, iPad, iPhone or Android device:

Please click the link below to join the webinar:

<https://napacoe.zoom.us/j/85404848681>

Or One tap mobile :

US: +16699006833,,85404848681# or +16694449171,,85404848681#

Or Telephone:

Dial (for higher quality, dial a number based on your current location):

NAPA COUNTY OFFICE OF EDUCATION  
Barbara Nemko, Ph.D., Superintendent

TO: Napa County Board of Education

DATE: April 1, 2025

FROM: John Zikmund, Human Resources

RE: Personnel Activity

BOARD ITEM: 7A

NEW CERTIFICATED EMPLOYEE

Norma Moreno – Instructional Coach Coordinator, Early Childhood Services

NEW CLASSIFIED EMPLOYEE

Kristina Williams – Early Childhood Education Asst., Early Childhood Services

Sabrina Dawson – Admin. Asst. I, RPDC

Lucas Marquez-Gonzalez - Instructional Lab Asst., College and Career Readiness

CHANGE IN ASSIGNMENT

None

RESIGNATION

None

RETIREMENT ANNOUNCEMENTS

Connie Silva-Broussard – Managing Director, RPDC

TERMINATION

None

LAYOFF/NON-REELECTS/TEMPORARY RELEASE NOTICES

Robert Curtis – Asst. Director, College and Career Readiness 1.0 FTE to .4 FTE

Michael Mocling – Culinary CTE Teacher, 200 days to 184 days

POSITION VACANCIES

Human Resources Technician – Human Resources

Early Childhood Education Assistant – Early Childhood Services

Assistant Director – RPDC

Jr. Technology Infrastructure Analyst, Information Technology

Associate Child Development Teacher - Early Childhood Services

Child Development Teacher - Early Childhood Services

Napa County Office of Education  
Barbara Nemko, Ph.D., Superintendent

**Item: 7.B.**  
**April 1, 2025**  
**Board Meeting**

**TITLE:**

Review Board Policy 5145.13 and County Office Regulation 5145.13 Response to Immigration Enforcement

**HISTORY:**

This new Board Policy addresses revised guidance from the California Attorney General related to responding to immigration enforcement in K-12 schools, including (1) the prohibition against seeking or requiring information or documents, to the exclusion of other permissible information or documents, regarding the citizenship or immigration status of a student or the student's family members, (2) the prohibition against denying a student equal rights and opportunities or subjecting a student to unlawful discrimination, harassment, intimidation, or bullying on the basis of the student's or family's immigration status or for the refusal to provide information related to the student's or family's immigration status, (3) the prohibition against using resources and data to compile a list, registry, or database of individuals based on national origin, immigration status, religion, or other category of individual characteristics protected against unlawful discrimination, (4) the requirement to notify parents/guardians about their children's right to a free public education regardless of immigration status or religious beliefs and their rights related to immigration enforcement, and (5) the requirement to report to the County Board of Education any requests for information or access to a school site by a law enforcement officer for the purpose of enforcing the immigration laws.

New County Office Regulation addresses revised guidance from the California Attorney General related to responding to immigration enforcement in K-12 schools, including the procedures to follow when (1) responding to requests for immigration-related information or documents, (2) responding to requests for access to students or school grounds by law enforcement office for immigration-related purposes, (3) responding to law enforcement offices on county office property for immigration-related purposes, and (4) responding to the detention or deportation of a student's parent/guardian.

**CURRENT PROPOSAL:**

Review Board Policy 5145.13 and County Office Regulation 5145.13 Response to Immigration Enforcement.

**FUNDING SOURCE:**

n/a

**SPECIFIC RECOMMENDATION:**

It is recommended that the Board review Board Policy 5145.13 and County Office Regulation 5145.13 Response to Immigration Enforcement for consideration and approval at the next Board meeting.

**PREPARED BY:**

Julie McClure, Associate Superintendent

**County Board Policy 5145.13: Response To Immigration Enforcement**

Status: DRAFT

Original Adopted Date: 06/26/2018 | Last Revised Date: 01/05/2021

CSBA NOTE: Pursuant to Education Code 234.7, county boards of education were mandated to adopt policies, by July 1, 2018, with language that is equivalent to the model policy language developed by the California Attorney General in "Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues," first published in April 2018 ("2018 Guidance"). The Attorney General updated the 2018 Guidance in December 2024 ("2024 Guidance") and has stated that county boards "should" adopt or update their policies based on the 2024 Guidance by May 1, 2025. The 2024 Guidance is available on the Office of the Attorney General's website.

Since the legal landscape regarding a county office of education's (COE) response to immigration enforcement is in flux and additional legislation is currently pending, it is recommended that COEs consult with CSBA's District and County Office of Education Legal Service or other legal counsel when adopting this policy.

See the accompanying administrative regulation, BP 0410 - Nondiscrimination in County Office Programs and Activities, and BP 5131.2 - Bullying for additional language that is equivalent to the model policy language in the 2018 Guidance and 2024 Guidance.

The County Board of Education is committed to the success of all students and believes that every school site should be a safe and welcoming place for all students and their families irrespective of their citizenship or immigration status.

Information or documents shall not be solicited or collected, and shall not be sought or required to the exclusion of other permissible information or documents, regarding the citizenship or immigration status of a student or the student's family members. (Education Code 234.7)

CSBA NOTE: Education Code 234.1 mandates that county boards adopt policy prohibiting discrimination, harassment, intimidation, and bullying based on the actual or perceived characteristics set forth in Education Code 220 and Penal Code 422.55. Education Code 234.1 expressly includes immigration status among the protected categories. See BP 0410 - Nondiscrimination in County Office Programs and Activities and BP 5145.3 - Nondiscrimination/Harassment for language fulfilling this mandate.

In accordance with law, County Board Policy 0410 - Nondiscrimination in County Office Programs and Activities, and County Board Policy 5145.3 - Nondiscrimination/Harassment, no student shall be denied equal rights and opportunities, nor be subjected to unlawful discrimination, harassment, intimidation, or bullying in the county office of education's (COE) programs and activities on the basis of the student's or family's immigration status or for the refusal to provide information related to the student's or family's immigration status. (Education Code 200, 220, 234.1)

CSBA NOTE: Government Code 8310.3 prohibits COEs from disclosing information about immigration status or religion for use in the compilation of a registry for immigration enforcement or otherwise assisting in the creation of such a registry. The 2024 Guidance contains a similar prohibition. Also see BP 0410 - Nondiscrimination in County Office Programs and Activities.

Resources and data collected by the COE shall not be used, directly or by others, to compile a list, registry, or database of individuals based on national origin, immigration status, religion, or other category of individual characteristics protected against unlawful discrimination. (Government Code 8310.3)

CSBA NOTE: Pursuant to Education Code 234.7, a COE is required to notify parents/guardians of their children's right to a free public education regardless of immigration status. The 2024 Guidance provides additional detail on this topic, which includes one appendix titled "Know Your Educational Rights." Such notice may be included in the annual parental notification provided pursuant to Education Code 48980 or through any other cost-effective means. See BP 0410 - Nondiscrimination in County Office Programs and Activities.

Parents/guardians shall be notified regarding their children's right to a free public education regardless of immigration status or religious beliefs and their rights related to immigration enforcement. (Education Code 234.7)

CSBA NOTE: The following optional paragraph reflects a recommendation from the 2024 Guidance and may be revised to reflect local practice.

Staff shall be provided training regarding immigration issues, including information on responding to a request from a law enforcement officer to visit a school site or to have access to a student.

The County Superintendent of Schools or designee shall report to the County Board in a timely manner any requests for information or access to a school site by a law enforcement officer for the purpose of enforcing the immigration laws. Such notification shall be provided in a manner that ensures the confidentiality and privacy of any potentially identifying information. (Education Code 234.7)

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**County Office Regulation 5145.13: Response To Immigration Enforcement**

**Status:** DRAFT

**Original Adopted Date:** 06/26/2018 | **Last Revised Date:** 01/05/2021

CSBA NOTE: Pursuant to Education Code 234.7, county boards of education were mandated to adopt policies, by June 1, 2018, with language that is equivalent to the model policy language developed by the California Attorney General in "Promoting a Safe and Secure Learning Environment for All: Guidance and Model Policies to Assist California's K-12 Schools in Responding to Immigration Issues," first published in April 2018 ("2018 Guidance"). The Attorney General updated the 2018 Guidance in December 2024 ("2024 Guidance") and has stated that county boards "should" adopt or update their policies based on the 2024 Guidance by May 1, 2025. The 2024 Guidance is available on the Office of the Attorney General's website.

Since the legal landscape regarding a county office of education's (COE) response to immigration enforcement is in flux and additional legislation is currently pending, it is recommended that COEs consult with CSBA's District and County Office of Education Legal Service or other legal counsel when adopting this policy.

See the accompanying County Board policy, BP 0410 - Nondiscrimination in County Office Programs and Activities, and BP 5131.2 - Bullying for additional language fulfilling this mandate.

The Attorney General recommends that, if feasible, COEs designate an immigrant affairs liaison to facilitate training programs for staff, help provide non-legal advice to families, and assist in communications with other educational agencies and local and state government stakeholders. The following administrative regulation may be revised to reflect any such position established by the COE.

**Responding to Requests for Immigration-Related Information or Documents**

CSBA NOTE: Education Code 234.7 prohibits the collection of information or documents regarding the citizenship or immigration status of students or their family members, except as required by state or federal law, or as required to administer a state or federally supported education program. If the COE becomes aware of the citizenship or immigration status of any student, it is prohibited from disclosing that information except in limited circumstances, such as when parent/guardian consent, a court order, or a judicial subpoena/warrant is provided.

Upon receiving any verbal or written request for information or documents related to a student's or family's immigration or citizenship status, the following shall occur:

1. Record or otherwise document the request and notify the County Superintendent of Schools or designee about the request
2. Provide the student's parent/guardian or, if the student is at least 18 years old, the student, with notice, a description of the request, and any documentation provided to the County Office of Education (COE) describing the request, unless prohibited by a court order, judicial subpoena/warrant, or in cases involving investigation of child abuse, neglect, or dependency

Information or documents related to a student's immigration or citizenship status shall not be disclosed to a law enforcement officer without consent by the parent/guardian or, if the student is at least 18 years old, by the student, a court order, or judicial subpoena/warrant. To obtain written consent, the release of student information shall include the following information:

1. The signature and signature date of the parent/guardian, or student if the student is at least 18 years old
2. A description of the records to be disclosed
3. The reason for the release of information
4. The parties or class of parties receiving the information
5. A copy of the records to be released, if requested by the parent/guardian or student

In accordance with law, parents/guardians shall annually be notified that the COE will not release student information to third parties for immigration enforcement purposes, unless the parent/guardian consents or as required to do so by a court order or judicial subpoena/warrant.



## Responding to Requests for Access to Students or School Grounds

Parent/guardian consent or, if the student is at least 18 years old, the student's consent, must be received before the student is interviewed or searched by any law enforcement officer for immigration enforcement purposes, unless the officer presents a court order or a judicial warrant.

A student's parent/guardian shall be immediately notified when a law enforcement officer requests or is able to interview, search, detain, or otherwise interact with the student for immigration enforcement purposes, unless prohibited by a court order or a judicial warrant, or in cases involving investigations of child abuse, neglect, or dependency. (Education Code 48906)

**CSBA NOTE:** The Attorney General's model policy includes requirements that the COE post signs at school entrances containing school hours and registration requirements and that the COE adopt measures for responding to outsiders in a manner that avoids classroom interruptions.

A law enforcement officer who requests to enter COE property which is not open to all visitors shall be required to register similarly to all other visitors, except in cases where the officer states that exigent circumstances exist or as stated in a court order or judicial warrant. (Penal Code 627.2, 627.3)

As early as possible, the County Superintendent or designee shall be notified of any immigration enforcement-related request by a law enforcement officer for access to a student or to COE property, including service of lawful warrants, subpoenas, petitions, complaints, or other similar documents.

## Responding to Law Enforcement Officers on County Office Property

**CSBA NOTE:** The following paragraph may be modified by county boards that do not maintain a police or security department.

The presence of any law enforcement officer on COE property for immigration enforcement purposes shall be reported to on-site COE police and other appropriate administrators.

Unless a law enforcement officer declares that exigent circumstances exist and demands immediate access to the campus, the following actions shall be taken when such an officer is actually or imminently present on COE property for immigration enforcement purposes:

1. Advise the officer that before school personnel can respond to the officer's request, they must first receive notification and direction from the County Superintendent, school administrator, or designee, except under exigent circumstances that necessitate immediate action
2. Request to see and record or otherwise document the officer's credentials, including the officer's name and badge number, and the phone number of the officer's supervisor, and note or make a copy of all such information
3. Ask the officer for, and then record or otherwise document, the officer's reason for being on COE property
4. Request that the officer produce any documentation that authorizes the officer's school access, make copies of all such documentation, and retain at least one copy for COE records
5. Contact and consult with the COEs legal counsel or County Superintendent or designee
6. Follow the direction from the COEs legal counsel or County Superintendent or designee

If the officer declares that exigent circumstances exist and demands immediate access to the campus, the officer's orders shall be complied with and the County Superintendent or designee, and then the COEs legal counsel, shall be contacted immediately.

Regardless of whether the officer declares that exigent circumstances exist, no attempt to physically impede the officer shall be made, even if the officer appears to be acting outside the law or in excess of the officer's stated or documented authorization. If an officer enters the premises without consent, the officer's actions while on campus shall be documented but only to the extent that it does not impede the officer's actions.

After the officer leaves COE property, notes of all interactions with the officer shall be promptly written, including:

1. A list or copy of the officer's credentials and contact information, if known
2. The identity of all other COE staff known to have communicated with the officer
3. A description of the officer's request and activities
4. The type of documentation, such as a warrant or subpoena, that authorized the officer's request or actions, what was requested by the documentation, and whether the documentation was signed by a judge
5. Any response to the officer's request
6. Any further action taken by the officer
7. Copies of any documents presented by the officer

A copy of these notes and any associated documents collected from the officer shall be promptly provided to the COEs legal counsel or other official designated by the County Superintendent.

The COEs legal counsel or the County Superintendent or designee shall submit a timely report to the County Board of Education regarding the officer's requests and actions and the COEs response. (Education Code 234.7)

The Bureau of Children's Justice in the California Department of Justice (BCJ@doj.ca.gov) shall be emailed regarding any attempt by a law enforcement officer to access a school site or a student for immigration enforcement purposes.

#### **Responding to the Detention or Deportation of Student's Parent/Guardian**

Parents/guardians shall be encouraged to update their emergency contact information as needed at any time. Parents/guardians shall be notified that the COE will only use information provided on the emergency cards in response to specific emergency situations and not for any other purpose.

All students and families may be encouraged to learn their emergency phone numbers and be aware of the location of important documentation, including birth certificates, passports, social security cards, physicians' contact information, medication lists, lists of allergies, and other such information that would allow the students and families to be prepared in the event that a student's parent/guardian is detained or deported.

In the event that a student's parent/guardian is detained or deported, the student may be released to the person(s) designated in the student's emergency contact information or to any individual who presents a caregiver's authorization affidavit on behalf of the student. Child protective services may only be contacted if arrangements for the timely care of the student by the person(s) designated in the emergency contact information maintained by the school or identified on a caregiver's authorization affidavit are not made.

**CSBA NOTE:** The following paragraph is recommended, but not required, by the Attorney General's model policy. It should be deleted or modified to reflect local practice.

A student or the student's family members may be referred to other resources for assistance, including, but not limited to, an U.S. Immigrant and Customs Enforcement detainee locator, legal assistance, or the consulate or embassy of the parent/guardian's country of origin.

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NAPA COUNTY OFFICE OF EDUCATION  
Barbara Nemko, Ph. D., Superintendent

**Item: 7.D.**

**Date: April 1, 2025**

**Title:** Public Disclosure of Collective Bargaining

**History:** Government Code section 3547 requires public school employers, and collective bargaining representatives, to sunshine their initial proposals at a public meeting of the public school employer. The Napa County Superintendent of Schools is the public school employer of all NCOE employees. Represented NCOE employees are represented by two collective bargaining units, NCFT and SEIU 1021.

Both the NCFT and SEIU contracts expire at the end of the current fiscal year. NCOE intends to enter into collective bargaining for successor contracts separately with both bargaining units. Because the contracts are expiring, all contract articles are potentially subject to bargaining. Attached is a letter from NCFT to that effect.

**Current Proposal:** Review the initial proposals and allow for public comment.

**Funding Source:** All NCOE operating funds.

**Specific Recommendation:** Call for public comment.

**Recommended By:** Joshua Schultz, Deputy Superintendent

**Prepared By:** Joshua Schultz, Deputy Superintendent



March 24, 2025

Josh Schultz  
Chief Business Official  
Napa County Office of Education  
2121 Imola Avenue  
Napa, CA 94559

Dear Josh:

The Napa County Federation of Teachers, AFT Local 4067, respectively proposes the following reopeners for the purpose of negotiating a three-year successor agreement for the years 2025–2028 between the Napa County Federation of Teachers, AFT local 4067 and the Napa County Superintendent of Schools.

2. Duration
3. Federation Rights
4. Dues Deductions
5. Grievance Procedure
7. Safety Conditions of Employment
8. Employee Evaluations
9. Fringe Benefits
10. Leaves of Absence
11. Hours of Employment
12. Work Year
13. Wages
14. Early Retirement
15. Transfers
16. Part-Time Contracts
17. Extended Year & Summer Programs
19. Working Conditions
20. Meet & Consult Agreements

Schultz/Page 2

23. Wages

24. Holidays

30. Public Charges

35. Term

NEW Article: Class Size

Sincerely,



Terry Elverum  
CFT Field Representative

cc: Marianne Rjykers, NCFT President  
NCFT Executive Board  
John Zikmund, NCOE Human Resources Director