



REDDING SCHOOL OF THE ARTS  
WHERE EDUCATION AND THE ARTS CONNECT

**Redding School of the Arts**  
California Nonprofit Benefit Corporation  
Adopted Special Board Meeting Minutes

**Tuesday, October 19, 2021**

**Open Session: 5:45 p.m.**

Meeting called to order by Presiding Officer Jean Hatch at 5:46 p.m.  
Roll Call/Establish Quorum:

Jean Hatch, President	_____ X _____
Heather Wright, Vice President	_____ X _____
Lisa Stewart, Treasurer	_____ X _____
Jonathan Sheldon, Secretary	_____ X (exited 6:15 p.m.) _____
Andrew McCurdy, Community Member	_____ X _____
Daria O'Brien, Community Member	_____ X _____

Additional Non-Voting Participants

Margaret Johnson, Executive Director	_____ X _____
Wendy Sanders, Special Ed Director	_____ X _____
Carol Wahl, Principal	_____ X _____
Cathleen Serna, Business Serv Provider	_____ AB _____
Sophia Zaniroli, Staff Liaison	_____ X _____

Board Recorder: Adel Morfin

Onsite Guests: Candice Percia, Nate Sharits, and Byron Wylie.

Zoom Online Guests: Lisa Archer, Teresa Braden, Jessica Christian, Janice Clarkson, James Crockett, Nicole Iskra, Mari McCurdy, Paula Newham, Anya Polen, Rosanna Redding, Richart, Linda Schexnayder, Maddie Skinner, Katie Swartz, Lissa Uhleman, Katie Vernon, Erika Warmington, and Carla Zimmerman.

**PUBLIC FORUM:**

*Hearing of persons desiring to address the Board on a subject NOT covered in this agenda. NOTE: 1) Individual speakers will be allowed three (3) minutes to address the Board. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting. 2) Complaints presented to the Board must not involve specific reference to employees. Citizens should contact the Director for complaint procedures regarding employees. 3) A charter school cannot take action on a matter that has not been placed on the official agenda. (G.C. 54954.2).*

- No Comments

**Call for Requests from the Audience to Speak to Any Item on the Agenda:**

*The regular agenda includes those individual items to be discussed by the Board. Some of those items may also require action or approval by the Board. Members of the public will have the opportunity to address the Board on any item at the time that particular item is discussed by the Board, and prior to any action taken by the Board. Individual speakers will be allowed three (3) minutes to address the Board.*

**Agenda Item 2.1 – COVID-19 Vaccination & Testing Policy – 3<sup>rd</sup> Read**

- The board heard from Candice Percia, Nate Sharits, Byron Wylie, and Lisa Archer. They read from a letter that was drafted in response to the COVID-19 Vaccination & Testing Policy. They stated that “if the purpose of the verification and testing policy is based on the risk of transmitting COVID-19 while on school campus, then it should be inclusive of everyone who is capable of transmitting COVID-19.” Only requiring testing of unvaccinated staff is divisive and discriminatory. They stated that if the goal is the health and safety of everyone in order to return to full-in-person learning, then everyone should be required to test, regardless of vaccination status and potential budget costs.

By continuing to enforce mandates that are not in the best interest of the students and staff, RSA will lose both students and staff, which could have detrimental effects on the budget. They feel “the number one priority should be about supporting and protecting the students and staff and not finding more ways to push everyone out and divide those who are currently here.” “Is there an alternate way to test our staff or should we even be testing at all? Are we doing what’s right or are we opening the doors to enforcing whatever the state decides to mandate.” It is vital the board look at all options and the ramifications of each of those choices.

- **Agenda Item 2.2 – Hiring Committee Recommendation – Executive Director Position Vacancy**

The board heard from James Crockett. As a stakeholder, he was actively involved in the interview process of all potential Executive Director candidates. He agrees with the Hiring Committee’s recommendation to hire Lane Carlson for the job. He and his family are really excited for Mr. Caslon to come on board and believe he is the ideal candidate to continue with the legacy of the RSA.

**DISCUSSION/ACTION AGENDA:**

**2.1 Discussion/Action: COVID-19 Vaccination & Testing Policy – 3<sup>rd</sup> Read**

Margaret Johnson introduced a third draft of the COVID-19 Vaccination & Testing Policy. She stated she was not taking a stand on the testing mandate, just providing information for review and discussion.

The 3<sup>rd</sup> revision includes added language pertaining to weekly testing of All Staff vs. Unvaccinated/Unverified personnel. The board was provided with three separate sample drafts that outlines: 1) testing of unvaccinated personnel only, 2) all staff testing, 3) modified testing of all staff.

Margaret shared a comparison of testing reasons to test all staff vs. reasons to provide modified or weekly testing of unvaccinated staff. Among the top reasons to test all staff is a safety concern, as everyone can potentially spread COVID. However, the work load including additional hours involved in weekly testing and tracking of all staff could potentially be expensive and is not currently in the budget. Margaret also mentioned that Anthem Health Insurance will only pay for COVID testing that is medically necessary. They will not pay for the work required testing, which could result in employees or the school to ultimately bear the cost.

Comments from the board members regarding this policy:

Andrew McCurdy stated the school could use some of its special one-time funding to cover testing costs. Margaret stated the board would have to revise the budget and re-designate the funds already ear marked for in-person instruction to COVID testing.

Heather Wright stated the vaccine only lessons COVID symptoms and does not stop the transmission. She is “requesting that all persons be tested in order to reduce the inequity of the current policies related to vaccinated, un-vaccinated and COVID recovered persons.”

Daria O’Brian had concerns over the legal costs incurred thus far as a result of COVID mandate discussions and staff concerns.

Lisa Stewart inquired about the possibility of randomly testing a pool of staff members, regardless of vaccination status.

Jean Hatch stated the boards 1<sup>st</sup> priority was student safety, as well as keeping the school alive and well.

She mentioned RSA’s charter states the school will follow all State and Federal mandates and to change the charter would take several months. If RSA chooses not to follow the mandates, it could jeopardize its liability insurance and expose the school to substantial risk.

The board directed administration and support staff to get an estimate on the weekly cost to test all staff, find out the cost involved to amend the charter, and look into the option to randomly test a pool of staff (regardless of vaccination status).

Margaret will report back her findings to the board month. The board also directed her to reach out to Columbia Superintendent, Clay Ross, regarding the COVID-19 Vaccination & Testing policy.

The board will review the current Charter in November and prepare for possible charter revision in December.

Item was presented as informational only. No action was taken.

**2.2 Discussion/Action: Hiring Committee Recommendation – Executive Director Position Vacancy**

Margaret Johnson reported the Hiring Committee met on 10/11 and are recommending Lane Carlson for the position of Executive Director. She requested direction from the board on whether or not to move forward with the hiring process

Andrew McCurdy moved to direct Margaret Johnson to begin contract negotiations with Lane Carlson, for the position of Executive Director, and return in November with a contact for board review. Motion seconded by Lisa Stewart. Vote 5 Ayes: 0 Nays.

**2.3 Discussion: CSDC Online Board Member Training**

Due to technical difficulties, the board was unable to watch the Online Board Member Training together. Instead, it was decided that each board member would watch the training independently and be assigned a training module to report out on Nov 9th. The Online Board Member Training modules were assigned as follows:

- MODULE 1 - Lisa Stewart
- MODULE 2 - Andrew McCurdy
- MODULE 3 - Heather Wright
- MODULE 4 - Daria O'Brien
- MODULE 5 - Jean Hatch
- MODULE 6 - Jonathan Sheldon

**2.4 Discussion: 2021/22 Governing Board Goal Setting – 1<sup>st</sup> Draft**

The 2020/21 Governing Board Goals were reviewed for informational purposes. New highlighted goals for 2021/22 include: transition and mentoring of new Executive Director, clarifying high school parent organizations and staff/board representation, plan for potential student/staff population changes, planning for home school expansion, SB 740 Charter School Facility Grant Program funding requirements, should home school program grow beyond 20%.

The board will review the home school expansion funding model in November.

A final draft of the proposed 2021/22 Governing Board Goals will be reviewed by the board next month before taking action to approve.

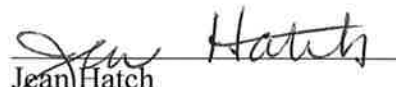
**ADJOURNMENT:**

Meeting adjourned at 7:22 p.m.

**NEXT REGULAR MEETING:**

Date: Tuesday, November 9, 2021  
Time: 5:45 p.m.  
Location: Redding School of the Arts/Room 21  
955 Inspiration Place  
Redding, CA 96003

Governing Board Minutes Respectfully Submitted,

  
Jean Hatch  
RSA Governing Board President

11/9/21  
Board Approval Date