

BOARD OF SUPERVISORS

TERRY SWOFFORD, DISTRICT 1
ROBERT A. MEACHER, DISTRICT 2
SHERRIE THRALL, DISTRICT 3
LORI SIMPSON, DISTRICT 4
JON KENNEDY, DISTRICT 5



October 4, 2011

The Honorable Janet A. Hilde
Presiding Judge
Superior Court of California, County of Plumas County
520 Main Street, Room 104
Quincy, CA 95971

Re: **RESPONSE TO 2010-2011 PLUMAS COUNTY GRAND JURY REPORT**

Dear Judge Hilde:

Please find our response and comments to the 2010-2011 Plumas County Grand Jury final report. Included as Attachment 1 is the response from the Plumas County Probation Department.

FINDINGS AND RECOMMENDATIONS:

Probation Department:

Finding: *"The Plumas County Probation Department currently has sixteen employees, eight of whom are administration and clerical, and eight of whom are probation officers. Their responsibilities include four types of adult cases:*

1. *Administrative - non-supervised except for fines, fees or restrictions.*
2. *Out-of-County/Low Risk -- minimal supervision, may report by mail or phone, some supervised by other jurisdictions.*
3. *Intensive Drug Supervision - at a minimum, defendants must have both drug testing and search and seizure as conditions of probation.*
4. *Drug Court - all defendants that have been placed in a Drug Court program."*

Response: The members of the Plumas County Board of Supervisors agree with this finding.

Finding: *"The Probation Department's responsibilities include:*

- a. *Home visits and/or searches.*
- b. *Creating pre-trial reports.*
- c. *Pre-sentencing reports.*
- d. *Drug testing."*

Response: The members of the Plumas County Board of Supervisors agree with this finding.

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Finding: *“The department also works with at-risk juveniles and has created a Girls Circle program. It is currently developing a program for boys. The department has approximately 380 individuals on court-ordered probation at any given time. Drugs and/or alcohol abuse account for 80% to 85% of the people on probation.”*

Response: The members of the Plumas County Board of Supervisors agree with this finding.

Finding: *“Federal and State funding reserves for Plumas County consist of \$509,467 to fund drug and alcohol programs. At the time of this report, the County was not taking advantage of this funding. (On March 15, 2011, the Board of Supervisors initiated discussions on how to acquire these funds. They have until June 30, 2011 to decide.)”*

Response: The members of the Plumas County Board of Supervisors agree that the Finding may have been generally accurate at the time the Grand Jury’s report was written. However, by the time the Report was filed in July 2011, the Board of Supervisors had taken action to accept a “Negotiated Net Amount” contract with the State of California accessing state and federal funding for alcohol and other drug programs in Plumas County beginning in Fiscal Year 2011-2012. In addition, beginning in Fiscal Year 2011-2012, Plumas County has taken steps to administer the Drug Court programs previously administered by the Plumas Superior Court.

Recommendation: *“The Plumas County Probation Department is doing a very good job despite being understaffed and under funded. The County should fill the vacancies at the Department and increase funding whenever possible.”*

Response: The recommendation has not been implemented, but is in the process of being implemented. The Board of Supervisors has exempted the Probation Department from the county-wide hiring freeze so that authorized, funded, and vacant positions may be filled at the earliest opportunity. Recruitment to fill such vacant positions is on-going. The timeframe for filling vacancies is difficult to estimate because of many variables beyond the control of the County, but is expected to be less than one year. The department head is pursuing additional funding through grants and other sources. The timeframe for obtaining additional funding cannot be determined, but the effort is on-going and continuous. See the response of the Chief Probation Officer attached as Attachment 1.

Recommendation: *“The Probation Department should continue to expand its outreach programs to help at-risk juveniles. These programs can help change risky behavior and keep juveniles out of the court system.”*

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Response: The recommendation has been implemented. As indicated in the response of the Chief Probation Officer attached as Attachment 1, "The Department has also implemented an intervention program for the middle-school-aged youth residing in Plumas County. Plumas Unified School District has been extremely supportive of this program and has provided a location at the various school sites so designated Probation Department staff can facilitate educational groups for 7th and 8th grade boys and girls."

Recommendation: *"The County should continue to make every effort to acquire available Federal and State funding for drug and alcohol treatment programs. These programs could reduce the workload of both law enforcement and the courts."*

Response: The recommendation has not been implemented, but is in the process of being implemented. As indicated above, the Board of Supervisors had taken action to accept a "Negotiated Net Amount" contract with the State of California accessing state and federal funding for alcohol and other drug programs in Plumas County beginning in Fiscal Year 2011-2012. In addition, beginning in Fiscal Year 2011-2012, Plumas County has taken steps to administer the Drug Court programs previously administered by the Plumas Superior Court. Meetings have been held with the courts, community stakeholders, providers of alcohol and drug treatment services, and clients of such services to identify needs and means to meet those needs. Various aspects of alcohol and drug programs will be brought on line and implemented over the next several months.

Sheriff's Department and Jail Report: Section 933.05 of the California Penal Code provides at subdivision (b), "However, if a finding or recommendation of the grand jury addresses budgetary or personnel matters of a county agency or department headed by an elected officer, both the agency or department head and *the board of supervisors shall respond if requested by the grand jury*, but the response of the board of supervisors shall address only those budgetary or personnel matters over which it has some decisionmaking authority." [Emphasis added.] Since the Plumas County Sheriff is an elected position and the Grand Jury's report does not request a response from the Board of Supervisors, the Plumas County Board of Supervisors does not respond to the Grand Jury's findings and recommendations regarding the Sheriff's Department and Jail, except to acknowledge that the Board has read and considered such findings and recommendations.

Federal Stimulus Funding: Since the findings and recommendations in this section of the Report do not clearly differentiate Plumas County agencies from other agencies, the responses to this section are limited to the extent they may be applicable to Plumas County agencies.

Finding No. 1: "Lack of communication and inaccurate information between agencies regarding stimulus funds."

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Response to Finding No. 1: The members of the Plumas County Board of Supervisors agree with this finding to the extent it refers to communications from other agencies communicating with Plumas County agencies concerning Stimulus Funds those other agencies had available for distribution to County agencies. As indicated in the Report, Plumas County made an effort to facilitate communication and distribution of information concerning of Stimulus Funds among Plumas County agencies by formation of the ad hoc Stimulus Task Force.

Finding No. 2: "State funding available for drug and alcohol programs in the County currently not being used."

Response to Finding No. 2: The members of the Plumas County Board of Supervisors agree with this finding to the extent it refers State alcohol and drug funding by way of the "Negotiated Net Amount Contract." However, limited alcohol and drug service funding was being used in Plumas County by way of the Drug Court program administered by the Plumas Superior Court. As indicated above, the Board of Supervisors had taken action prior to the end of Fiscal Year 2010-2011 to accept a "Negotiated Net Amount" contract with the State of California accessing state and federal funding for alcohol and other drug programs in Plumas County beginning in Fiscal Year 2011-2012. In addition, beginning in Fiscal Year 2011-2012, Plumas County has taken steps to administer the Drug Court programs previously administered by the Plumas Superior Court. Meetings have been held with the courts, community stakeholders, providers of alcohol and drug treatment services, and clients of such services to identify needs and means to meet those needs. Various aspects of alcohol and drug programs will be brought on line and implemented over the next several months. The Board of Supervisors has not been made aware of any Federal Stimulus Program available to fund alcohol and drug services.

Finding No. 3: "Hospital funding has been restricted due to the recent loss of Measure A in the recent special election in November 2010."

Response to Finding No. 3: This Recommendation is not applicable to a Plumas County agency under the jurisdiction of the Board of Supervisors.

Finding No. 4: "The Sheriff has attempted to obtain more staff, but his request was denied due to funding restrictions."

Response to Finding No. 4: Section 933.05 of the California Penal Code provides at subdivision (b), "However, if a finding or recommendation of the grand jury addresses budgetary or personnel matters of a county agency or department headed by an elected officer, both the agency or department head and *the board of supervisors shall respond if requested by the grand jury*, but the response of the board of supervisors shall address only those budgetary or personnel matters over which it has some decisionmaking

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authority.” [Emphasis added.] Since the Plumas County Sheriff is an elected position and the Grand Jury’s report does not request a response from the Board of Supervisors, the Plumas County Board of Supervisors does not respond to the Grand Jury’s findings and recommendations regarding the Sheriff’s Department and Jail, except to acknowledge that the Board has read and considered such findings and recommendations.

Recommendation No. 1: “Federal agencies open bids for local businesses and work with local agencies rather than provide “no-bid” contracts to large national companies.”

Response to Recommendation No. 1: This recommendation is not applicable to Plumas County agencies. However, the Board of Supervisors agrees that federal agencies should follow this recommendation. Specifically, the Board of Supervisors approved and sent a letter to the U.S. Forest Service and federal legislators objecting to the process by which the Forest Service approved the contract for their project at Nervino Field in Beckworth.

Recommendation No. 2: “County officials keep the public up-to-date on County stimulus projects with consistent and easily understood information about the status of stimulus projects as well as funding for projects from other income sources.”

Response to Recommendation No. 2: The Board of Supervisors believes Plumas County has implemented this recommendation and will continue efforts to keep the public informed.

Recommendation No. 3: “More accounting and project details be made available to the public.”

Response to Recommendation No. 3: This Recommendation has been implemented to the extent it is applicable to Plumas County agencies. Accounting and project details are public records available to the public upon request pursuant to the California Public Records Act.

Recommendation No. 4: “Continuation of the County Ad Hoc Stimulus Task Force to work cooperatively with other agencies to find other sources of funding.”

Response to Recommendation No. 4: This recommendation has been implemented. However, the County Ad Hoc Stimulus Task Force was not intended as a permanent standing committee and although it no longer meets regularly, the individual County departments continue their stimulus funded grant seeking efforts. For example, on August 10, 2011, Plumas County Public Works hosted a “Grant Opportunities Meeting” that included Plumas County Public Works, Plumas County Planning, Plumas Corporation, Plumas County Community Development Commission, and a member of the Plumas County Board of Supervisors.

The Honorable Janet A. Hilde, Presiding Judge
Superior Court of California, County of Plumas County
Re: **RESPONSE TO 2010-2011 PLUMAS COUNTY GRAND JURY REPORT**

October 4, 2011
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Recommendation No. 5: "County Auditor should attend meetings appropriate to their position including County Board of Supervisors meetings."

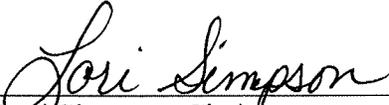
Response to Recommendation No. 5: Section 933.05 of the California Penal Code provides at subdivision (b), "However, if a finding or recommendation of the grand jury addresses budgetary or personnel matters of a county agency or department headed by an elected officer, both the agency or department head and *the board of supervisors shall respond if requested by the grand jury*, but the response of the board of supervisors shall address only those budgetary or personnel matters over which it has some decisionmaking authority." [Emphasis added.] Since the Plumas County Auditor is an elected position and the Grand Jury's report does not request a response from the Board of Supervisors, the Plumas County Board of Supervisors does not respond to the Grand Jury's recommendation regarding the Auditor's Office, except to acknowledge that the Board has read and considered the recommendation.

Recommendation No. 6: "Continue to search for funding for Plumas District Hospital in order to comply with State-mandated seismic-retrofit regulations."

Response to Recommendation No. 6: This Recommendation is not applicable to a Plumas County agency under the jurisdiction of the Board of Supervisors.

Respectfully submitted,

PLUMAS COUNTY BOARD OF SUPERVISORS

By 
Lori Simpson, Chair

LS:cs

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cc (with enclosure):

1. Plumas County Clerk
2. 2011-2012 Plumas County Grand Jury



Sharon L. Reinert, Chief Probation Officer

Plumas County Probation Department, 1446 E. Main Street, Quincy, CA 95971

August 29, 2011

To: Honorable Board of Supervisors

From: Sharon Reinert

RE: Response to Grant Jury Report

This letter is being written to address the investigation and recommendation regarding the Probation Department as stated in the Grand Jury Report of 2010-2011. Before I begin, I would like to thank the Grand Jury for their support and the positive feedback in their report.

As indicated in the Grand Jury Report, the Probation Department's responsibilities are multifaceted. Probation Officers provide various levels of supervision and services based on the needs of the offender. The Department has also implemented an intervention program for the middle-school-aged youth residing in Plumas County. Plumas Unified School District has been extremely supportive of this program and has provided a location at the various school sites so designated Probation Department staff can facilitate educational groups for 7th and 8th grade boys and girls. The goal of this program is to provide services that will deter youth from entering the juvenile justice system.

As a result of SB678 and AB109, the Department will be experiencing a significant restructuring of the way it conducts business. Several in-house intervention programs will be implemented for adult offenders, as well as the hiring of a Probation Assistant to provide case management services to ensure these offenders receive the appropriate services as indicated by their criminogenic needs. The overall goal of the Department is to implement evidence-based practices in order to reduce recidivism while ensuring public safety.

However, in order to accomplish these goals, additional staff is essential to the Department's success. Currently, the Department has two vacant Legal Service Assistants (LSA's) positions, leaving only a Clerical Assistant. As a result, Probation Officers are forced to do clerical work relating to their caseload; thus, reducing the

amount of time they have to dedicate toward their caseload. Additionally, LSA work is falling to the wayside during this transition. Furthermore, the Department has been without a Supervising Probation Officer since March 2011, leaving most of those duties to be performed by myself, in addition to conducting my administrative responsibilities.

It is my intent to hire two additional Deputy Probation Officers to assist in the supervision of the SB678 and AB109 offenders. As it stands now, the Probation Officer carrying the intensive supervision caseload has 58 high-risk offenders he is responsible for supervising (CDCR recommends this type of caseload be approximately 20 offenders). Considering the anticipated Post Community Release Supervision population that will be added to this caseload, it is essential the Probation Department be allowed to start the recruitment process immediately.

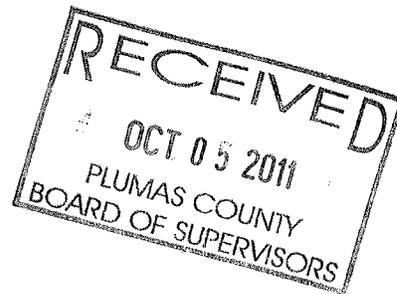
In conclusion, additional grant funding will be sought to support the efforts of the Department. We are experiencing a very challenging time and hope to successfully evolve with the Criminal Justice Realignment while maintaining public safety and supporting offender rehabilitation.



GREGORY J. HAGWOOD
SHERIFF/CORONER

Office of the Sheriff

1400 E. Main Street, Quincy, California 95971 • (530) 283-6375 • Fax 283-6344



Sheriff's Office and Jail Report of the 2010-2011 Grand Jury

Response prepared by Sheriff Gregory Hagwood

JAIL FUNCTION:

Effective October 1, 2011 the function of the Plumas County Correctional Facility changes significantly. With the implementation of AB 109 the Correctional facility will now house inmates for periods of years as opposed to weeks or months. Additionally, AB 109 changes the manner whereby parole violators are addressed. Historically individuals who violated parole were returned to state prison. Effective October 1, 2011, parole violators will serve their sanction in the county jail. These violators will include serious and violent felons, as well as sex offenders.

These changes will undoubtedly have a significant impact on the Plumas County Correctional Facility. These impacts will include increased medical and food expenses as well as increased threats of violence against staff and inmates as we will now be housing an inmate population previously held in state prison.

The Correctional facility has a capacity for sixty seven inmates. With more inmates serving longer sentences it is anticipated that the correctional facility will reach capacity within 18-24 months. Added to this issue is our ability to effectively segregate male and female inmates and inmates with special needs, such as inmates who are pregnant or have health or behavioral issues which prevent them from being housed with other inmates.

Findings:

It is true that the jail is one of the last remaining linear jails in the state. It is an inefficient design that creates safety issues for the staff as well as the inmate population. It is also true that there is poor radio communication within the facility given the construction materials of the building.

The exercise yard does boarder a public roadway which creates a safety issue for the inmate population as well as the public.



Office of the Sheriff

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GREGORY J. HAGWOOD
SHERIFF/CORONER

Staffing within the facility continues to be problematic. This is aggravated by loss of staff to injury, illness, and vacation. The staff at the Correctional Facility does an outstanding job of meeting the inmate needs while, at the same time, maintaining officer safety and keeping the facility operational. They are an incredibly dedicated group of public servants.

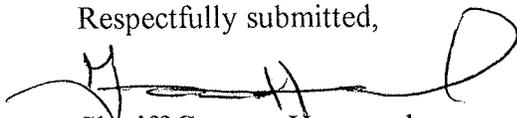
The administration within the Sheriff's Office has been reorganized with the elimination of the Under Sheriff and Patrol Commander positions and the creation of two Assistant Sheriff positions. This reorganization provides better organizational structure and supervision at no additional expense to the budget. This structure has been in place for several months now and it has been a success. The clerical staffing at the Sheriff's Office has been severely cut over the past three years (approximately 50%) and has necessitated the existing staff to assume additional responsibilities beyond their normal scope of employment. The staff has responded very well and is working as a team to continue to provide excellent service to the public.

The Sheriff's Office is currently attempting to access AB 900 jail construction funds in an effort to secure funding for a new jail. This process is very challenging and will require a financial commitment from the county to be successful.

The Sheriff's Office continues to provide patrol coverage twenty hours a day. Ideally the Sheriff's Office should provide twenty four hour coverage but this is not possible with the current staffing allocation. Calls for service between the hours of 3:00 and 7:00am are handled on a call out basis. The Deputies are not paid for on call status but always answer the phone for such call outs. It should be noted that all other county employees subject to call out are compensated for this status. Sheriff's Deputies never have been and are the employees called out most frequently. The current patrol staffing levels at the Sheriff's Office are consistent with the staffing levels of the 1970's.

As always, the staff at the Sheriff's Office welcomes participation from all of our county supervisors for ride-a-longs, review and involvement in the operations of the Sheriff's Office.

Respectfully submitted,



Sheriff Gregory Hagwood



Plumas County Office of Education
Plumas Unified School District
 50 Church St., Quincy, California 95971-6009
 Telephone: (530) 283-6500 ~ FAX: (530) 283-6509
 Website: www.pcoe.k12.ca.us

Glenn R. Harris, Superintendent			
Assistant Superintendent Bruce Williams	Educational Services Director Tori Willits	Co-Director Human Resources CTE Director Terry Oestreich	Business Director Yvonne Bales

August 25, 2011

Janet Hilde
 Superior Court Judge
 Plumas County, California
 Quincy, CA 95971

Dear Judge Hilde,

As the elected County Superintendent of Schools for Plumas County, I hereby submit to you the Plumas County Office of Education's response to the Plumas County Grand Jury Report issued in July of 2011. It should be noted that this response is only in regards to the County Office of Education and not the Plumas Unified School District. The Plumas Unified School District Board of Trustees as the official governing body for the school district has been informed to respond to all items dealing with the school district within the 90 day required timeline.

Specific Issue #1 - PCOE/PUSD is maintaining a 45% reserve. Why? Is this an appropriate amount?

Response

PCOE agrees with the conclusion stating, "The financial picture for PCOE and PUSD is complicated and grim due to current economic times.... signs point to maintaining the current budget course..."

As the 58 County Offices of Education throughout the state continue to take reductions in revenue for local offices and funding of regional county office projects Plumas County's Office of Education fiscal situation is serious. The County Superintendent of Schools' office monitors all developments carefully concerning the funding of our county office.

In addition, the County Office of Education monitors and approves the budget and interim fiscal reports for all Local Education Agencies within our jurisdiction. The Plumas Unified School District has taken preliminary action in approving a strategic plan and setting specific targeted goals for its fiscal reserves. We find this action extremely responsible and thoughtful on the part of district administration and the governing board. The use of an outside statewide specialist three years ago to conduct an extensive fiscal health review of both agencies was a wise decision. The carefully laid out fiscal and strategic plan have assisted PUSD in reaching its fiscal targets. I must add that while the initial targets have been reached, PUSD finds itself in serious financial times. The district is expected to begin deficit spending in 2011-2012 and the rate will accelerate in 2012-2013. This will cause the built up reserve to diminish quickly if corrective future action is not taken by the Governing Board in the areas of personnel, facilities, transportation, and programs.

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AUG 30 2011
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Therese Phelps Clerk

Board of Trustees				
Sonja Anderson, Clerk	Brad Baker	Bret Cook	Christopher Russell, President	Robert Tuerck

The district will not be able to maintain the current level of program offerings if corrective actions are not taken within the next two fiscal years.

The strategic plan implemented by the PUSD and PCOE is assisting our County Office in prioritizing its funding for county instructional purposes.

Specific Issue #2 - Clarification of School District Expulsion/Suspension Guidelines

Response

County Offices of Education are responsible for the fiscal oversight of all Local Education Agencies within their jurisdiction. Our monitoring authority of other areas does not extend to specific programs of the LEA's outside of fiscal oversight.

While our appropriate county programs are required by law to take in students from LEA's that have been expelled for the duration of their expulsion, I have found no misuse of the expulsion practice by PUSD regarding the students we have received over the past three years.

It is important to note that an expulsion is in most cases not permanent. Students expelled from Local Education Agencies are often put on behavioral contracts and allowed to return to their home LEA after a semester or two of showing improvement in another educational setting.

It is our hope that the Plumas Unified School District will seriously consider the grand jury's recommendations and work to improve its communication processes to all parties involved in suspension/expulsion issues.

Specific Issues #3 - School Safety Policy Reform

Response

The Plumas County Office of Education agrees with the conclusion stating, "School officials have acted in a responsible manner to improve school safety."

The County Office has been an active participant in all School District Safety and Crisis Response planning and activities.

The County Office and its programs plan to be directly involved again this year in school site crisis response Incident Command Team training, coordinating with the Sheriff's Office a standardized response to school violence incidents, and the future practice of safety routines.

Specific Issues #4 - An atmosphere of intolerance exists at the District level.

Response

The County Office agrees with the conclusion of the grand jury, stating "The public perception of the school District Board and its policies is controversial and needs to be addressed."

1. The County Office supports the recommendation that Plumas Unified School District examine all current board policies and its programs in relation to the district's strategic plan.

County office administrators joined school district officials and representative board members in a (3-day) complete and thorough review of all Plumas Unified School District board policies this July. The district hired a California School Board Association consultant

who works with districts throughout the state in updating all district and county board policies. The public will have an opportunity to review and comment on all proposed board policies when they are returned to the district from the California School Boards Association.

2. Vehicles with speech qualified as "hate speech" are recommended to be kept away from sight of all county educational programs. While the County Office of Education nor the Plumas Unified School district have no control over items not on school property, I respectfully request that all visitors to county educational sites of all LEA's avoid driving vehicles or parking vehicles with objectionable hate speech within visibility of PUSD properties.

Enforcement of such actions lies within the rights of local authorities and the Plumas Unified School District when such incidents occur on district property.

3. The County Office of Education is working jointly with Plumas Unified to encourage the implementation of effective programs for teaching tolerance within our instructional programs.
 - Last year all county school administrators were trained in sensitivity to various cultural and sexual issues relating to the supervision of employees.
 - This fall the county office will participate in programs such as Cyberbullying, Character Counts, and other sensitivity trainings to promote a healthy culture.
4. The County Office of Education adheres to the same collective bargaining agreements as does PUSD related to the supervision and evaluation of staff.
 - Recently negotiated were significant changes to the teacher evaluation process. Adopted was the state rubric for the professional expectations of teachers. This rubric is essential in holding meaningful evaluations of instructional staff.
 - Last fall administrators were trained in effective observation and supervision techniques with consistency in implementation expected of all administrators.
 - County Office of Education administrators will participate in peer observation and supervision conferences of employees.

On behalf of the Plumas County Office of Education I would like to personally thank the Grand Jury for its time and commitment to improving the educational practices within Plumas County. Your participation as a volunteer on the Grand Jury I imagine is a thankless task. You need to know that we not only appreciate your feedback but look forward to implementing your recommendations for our County programs.

I would like to respectfully request that in future reviews the Grand Jury take additional time to interview our site and county level administrators. As they have unique perspectives, with such interviews it is possible to gain a more in depth understanding as to the actual operations of Local Education Agencies.

Sincerely,



Glenn R. Harris,
Plumas County Superintendent of Schools
Plumas County Office of Education

Sonja Anderson, Clerk

Brad Baker

Board of Trustees
Bret Cook

Christopher Russell, President

Robert Tuerck



**Plumas County Office of Education
Plumas Unified School District**
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Glenn R. Harris, Superintendent

**Assistant Superintendent
Bruce Williams**

**Educational Services
Director
Tori Willits**

**Co-Director Human Resources
CTE Director
Terry Oestreich**

**Business Director
Yvonne Bales**

September 14, 2011

Janet Hilde
Superior Court Judge
Plumas County
Quincy, CA 95971

Dear Judge Hilde,

On behalf of the Governing Board of the Plumas Unified School District, I am submitting their response to the Plumas County Grand Jury Report issued in July of 2011.

Sincerely,

Glenn R. Harris
Superintendent

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SEP 21 2011

By Therese Phelps Clerk

Sonja Anderson, Clerk

Brad Baker

Board of Trustees
Bret Cook

Christopher Russell, President

Robert Tuerck

PLUMAS UNIFIED SCHOOL DISTRICT GOVERNING BOARD
RESPONSE TO THE
PLUMAS COUNTY GRAND JURY REPORT

The Board hereby submits its response to the Plumas County Grand Jury Report issued in July of 2011.

Finding Regarding PUSD's Reserve.

PUSD agrees with the conclusion stating that "[t]he financial picture for [] PUSD is complicated and grim due to the current economic times . . . signs point to maintaining the current budget course . . ." The Board appreciates that the grand jury recognized the importance of the reserve and the difficult financial issues facing the District.

Finding Regarding PUSD Expulsion/Suspension Guidelines

The Board cannot comment on a specific instance involving a particular student and is therefore unable to comment on the specific findings. However, the Board agrees that PUSD needs to improve how it handles expulsions and suspensions in general. Expulsion is one of the most serious things we do as a Board. The Board sincerely appreciates the feedback contained in the Grand Jury Report. The Board is currently going through board policies, including those referenced in the Grand Jury Report with respect to expulsions and suspensions. The Board is including as part of that review the issue of improving our communication of the expulsion and suspension process to all parties involved. The Board policies will be fully accessible to the public online. The Board will take proactive stance informing District Employees of the revised policies.

Finding Regarding School Safety Policy Reform

The Board agrees with the finding that PUSD acted to improve school safety following the incident on April 20, 2010. The Board is very concerned about school safety and has in place proper crisis response procedures. PUSD participated in Incident Command Team training and plans to continue coordinating with law enforcement agencies to ensure a proper response in the future to similar incidents.

Finding Regarding an Atmosphere of Intolerance at the District Level

The Board agrees with the finding that the public perception of the Board and its policies is controversial and needs to be addressed. The Board fully recognizes the community reaction to the issues raised in the report and the Board's response to those issues. The Board is concerned with the reported perception of teachers regarding how they view the work environment and is working hard to improve communication with all our valued employees. The Board supports the recommendation that the Board examine all current Board policies and in fact has done exactly that. In July, PUSD administrators and representative Board members met in a 3-day workshop for a thorough review of all Board policies. In addition, the Board has reviewed all Board bylaws. PUSD is continuing ongoing education to employees regarding tolerance. In addition, the Board is also focused on improving communication to employees and the community.

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By Therese Phelps Clerk