

Transcript of August 22, 2022 Santa Barbara County Board of Education Special Meeting

[00:00:00]

Judy Frost: I'd just like to welcome all of you to this special meeting of Santa Barbara County Board of Education [NOISE]. We will begin with the Pledge of Allegiance, Bruce.

[00:00:17]

Bruce Porter: I would ask if you could all stand and salute our nation and our community. Please join me. [OVERLAPPING] I pledge allegiance to the Flag of the United States of America and to the republic for which it stands, one nation under God, indivisible with liberty and justice for all.

[00:00:40]

Judy Frost: Thank you very much, Mr. Porter.

[00:00:42]

Bruce Porter: Thank you everybody.

[00:00:45]

Judy Frost: Now I have the pleasure of introducing Jessica, who is our Spanish interpreter today, and [FOREIGN]. Pardon. My eyes are still adjusting. They were dilated this [LAUGHTER] all day long. [FOREIGN]. Jessica.

[00:01:15]

Jessica Sanchez: This is a bilingual message, and it will be repeated in English. [FOREIGN]. Good afternoon. In order to facilitate language access, we will be providing simultaneous interpretation between English and Spanish. My name is Jessica, and I'll be today's interpreter. If you are bilingual, you do not have to press anything. If you are not bilingual in English and Spanish, you will have to select the language that you wish to hear interpretation in, and if you're on a PC or laptop, look for the globe icon on the bottom right, "This Is Interpretation," and select English. If you're on the Zoom application on a tablet or your phone, locate the three dot menu on the top right. Click on "Language Interpretation" and then select English.

[00:03:03]

Anna Freedland: I think we cut her off on accident there.

[00:03:07]

Judy Frost: A little too soon, but that's okay. Now we have a roll call, Anna, please.

[00:03:16]

Anna Freedland: Mrs. Carty?

[00:03:18]

Marybeth Carty: Here.

[00:03:20]

Anna Freedland: Mrs. Daane?

[00:03:21]

Maggi Daane: Here.

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[00:03:23]

Anna Freedland: Mrs. de Werd?

[00:03:24]

Michelle de Werd: Here.

[00:03:26]

Anna Freedland: Mrs. Frost?

[00:03:27]

Judy Frost: Here.

[00:03:29]

Anna Freedland: Mr. Howell?

[00:03:30]

Joe Howell: Here.

[00:03:32]

Anna Freedland: Mr. Porter?

[00:03:33]

Bruce Porter: Present.

[00:03:35]

Anna Freedland: Thank you.

[00:03:37]

Judy Frost: Okay. At this time, I'm not aware of any changes to the agenda. We will go around quickly to see if there's any comments. My eyes are still recovering from being dilated this morning, so pardon me, if things are a little bit blurred, they will get better. Any other board comments today? Seeing no hands, we'll move on. Or do we have public comment today, Anna?

[00:04:15]

Anna Freedland: Not through the form online. I don't know if there's anyone here who hasn't filled it out, who'd like to comment.

[00:04:23]

Judy Frost: We do have one, Bruce McRoy.

[00:04:28]

Bruce McRoy: Thank you for your patience since I struggle with this technology. I just wanted to speak on behalf of Bob Niehaus and recommend him as a candidate for election to the board. I understand the board we will be voting on that today.

[00:04:46]

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Bruce McRoy: I have known Bob for well over five years as a friend and a business colleague. Very much of a friend. He officiated at my wedding about five years ago and I think that was a very positive start to what has been a very positive relationship.

[00:05:04]

Bruce McRoy: I've also worked with Bob on a number of charitable and business related matters and have found him somebody easy to deal with, and that he always brought a logical, thoughtful, and compassionate approach to the project. His focus was on what's a fair result for everybody and what's an equitable result.

[00:05:27]

Bruce McRoy: He also has demonstrated a great skill and being able to coordinate input from multiple sources, multiple diverse backgrounds with multiple viewpoints in his business life and in the charitable activities. That's been very helpful and education to Bob is one of his key interests in the entire time I've known him. My recent wife's children went to school with his children. She attests that since...I stumble because I don't want to demonstrate how long ago the children were. But I studied law with Moses, so he's been in Santa Barbara for a long time. He and his wife have always demonstrated an extraordinarily high interest in the education of their children and providing educational resources; effective educational resources to children at all grade levels and in all capacities, whatever their particular interest is. As an example, at the start, and he mentioned in his application, but in addition, at the start of the COVID pandemic, he and I worked together to try to see if local churches could provide resources for students who are having difficulty learning remotely, to have a quiet place for them to learn, to go to their classes and to have resources instructors who would help them deal with the technology. I assume they even find technology more difficult than I do.

[00:07:11]

Bruce McRoy: Last, I would just say, I really think Bob would provide a great deal of experience and expertise as board member in an area where he is extremely interested. I would say passionate, but not passionate to the point of "my way or the highway." I just would recommend highly that Bob be elected to fill a vacancy on the board. Thank you.

[00:07:36]

Judy Frost: Thank you, Mr. McRoy. I appreciate your comments today. Any others?

[00:07:44]

Judy Frost: Seeing none, we will move on to our action item for today, which is to review the applications received to fill the board vacancy for Trustee Area Number 2 by provisional appointment and review our next steps in the process. Actually, I'm going to turn the meeting right now over to Dr. Salcido and for her to bring us up-to-date on some recent events.

[00:08:09]

Susan Salcido: Thank you, Madam Chair. Good afternoon, everyone. It's really great to see all of you and come together after the board having received seven really great applications for this Trustee Area Number 2. I wanted to verbalize what I sent out to the board this morning in case you haven't had a chance to read it. I know that some of you have been traveling or on the road with different appointments.

[00:08:37]

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Susan Salcido: Over the weekend and at the end of last week, the SBCEO team did our normal vetting of what we would want to ensure that each of the applicants is qualified for the trustee area, so, addresses and trustee area for the map previous to this one, as well as just other qualifications. What is somewhat more common knowledge is that when you have an employee of a K to 12 school district, that employee is not qualified for the county board.

[00:09:17]

Susan Salcido: Something brand new for me to learn was related to the community college employees and their disqualification for county board. Austin Payne and Craig Price are online, they had read through it, looked through attorney general opinions and legal information, and will fill in some more information for us today.

[00:09:45]

Susan Salcido: But I wanted the board to know not only the legal aspects, but I spoke with the two individuals, Dean Nevins and Layne Wheeler, and after Austin and Craig tell us about the legal pieces, I would like to tell you the little bit of differences between Dean and Layne. Because one is a full-time professor at city college and one is an adjunct, very part-time instructor at the community college. That's area 1. Area 2 is that one of the applicants, Alex is the first name, needs to re-register as a voter for his address.

[00:10:31]

Susan Salcido: The address qualifies him to be a trustee for Trustee Area 2. He is a registered voter, just not registered yet at that address. We did contact him this morning. We have not yet heard back from him today, but wanted to let you know that we're communicating with that individual. We believe that that re-registration is a quick process and could happen within the time frame of the board appointment. With that, why don't I turn it over first to Austin to give us some of the legal background from what I said about the community college employees. Thanks, Austin.

[00:11:12]

Austin Payne: Yeah, sure. There's a couple of things going on here which make it a little bit more complicated at first blush. But when I did a little bit of research, it's pretty clear that an employee of a community college district can't also serve on a county board. The first is what Susan mentioned before which is, the Education Code specifically lays it out that an individual can't be an employee of a school district and serve on the county board at the same time.

[00:11:43]

Austin Payne: Normally it would not necessarily apply the term school district to include a community college district. But the other thing that's going on here is called the Doctrine of Incompatible Offices that applies outside the Education Code context more broadly. What we have are a bunch of attorney general opinions that talk about things like city council positions and municipal water district boards and things like that.

[00:12:08]

Austin Payne: They basically go through and examine when two offices are incompatible. Those are particularly salient in this context because in order to do any action to deem someone incompatible, you actually have to go through the attorney general's office and it's called a quo warranto process, for the Latin majors. They basically give you permission to file a lawsuit to remove someone from office and they issue these long opinions describing potential incompatibilities. That's basically how it works.

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[00:12:47]

Austin Payne: What we found when looking through these last year, there were a couple of these quo warranto opinions issued. One of them was dealing with a situation down in Imperial County where we had a community college district board member who was also serving on the county board or elected to serve on the county board.

[00:13:08]

Austin Payne: The opinion went through all the different potential clashes in the code and determined that those would potentially be incompatible office and they would have given the person who requested the opinion, the option to go forward and remove them from the office if it hadn't been mooted out by some intervening events. What we found out from that is that you can't be both on the board of a community college and on the county board at the same time.

[00:13:37]

Austin Payne: Then when you add in the element from the Education Code that Susan mentioned that talked about employees of school districts, we found out from looking at both these AG opinions and legislative history that the whole purpose behind that Education Code was to expand the incompatibility doctrine into the employee context. So to not just constrain it to officers and board members.

[00:14:01]

Austin Payne: When you put those two together, we know that there's significant clashes and overlapping duties that can occur from both sitting on a community college board and a county board. Then we add in that element from the Education Code that applies it to employees more broadly. With that, we determined that that was going to be an issue with the two community college applicants for the provisional appointment here.

[00:14:34]

Susan Salcido: Thank you, Austin. I want to pause here as everyone is absorbing what you said and see if there's questions for Austin. Then I will move on to share a bit about what I learned about their employment at the community college. But first, if there's any questions or clarification. I see Mr. Porter.

[00:14:52]

Bruce Porter: Austin, that's very succinct and that's more than we could tell just from the reference to the Government Code in the agenda or the Ed Code. But the Government Code, and I know it's not solely applying to this, does specifically exclude employees from the idea that you can't sit on two places at once. The Government Code is pretty short, but it specifically excludes employees under the term of officers. Does that have any bearing on your opinion or is there so much on the Ed Code and the attorney general side that that's kind of moot?

[00:15:36]

Austin Payne: It would just add to the authority here. The Government Code usually comes into play when you're dealing with officers and board members. But like I said, this is bigger than that based on the Education Code. There's probably language in the huge amount of case law that comes out of the incompatible offices doctrine that expands it as well.

[00:16:07]

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Bruce Porter: Thank you.

[00:16:13]

Susan Salcido: Pausing again just to see if there's any other questions. Craig, if you wanted to say anything more, I know you looked into this very deeply as well. Anything from Craig at this time further?

[00:16:27]

Craig Price: Thank you. I don't have anything that needs to be added.

[00:16:32]

Susan Salcido: Why don't I move forward and say a little bit more as you're processing this information. I really appreciate the presentation, Austin, of the information and the good question, Mr. Porter. When I spoke with the two individuals, so Dean, is a full-time, I didn't actually confirm full-time, but I'm making an assumption full-time, very deeply immersed as an employee at Santa Barbara City College. He lists that as his employer. For Layne, in speaking with him, he is an adjunct professor.

[00:17:09]

Susan Salcido: What he said was, it really depends, his employment, on whether or not enough students sign up for his course to then make the course a go. For example, in this space and in education field, he needs 12 individuals to be part of his course. Last spring, there were somewhere between three and six, I think it landed on six, and therefore, the course did not go forward. It really depends as far as whether or not he would be employed.

[00:17:49]

Susan Salcido: When we spoke about that, I shared with him what we learned. I shared with him that the board would be discussing this today and I shared with him that if the board were to move forward and interview him, for example, or want to get to know him better in this context, that at some point he would then need to decide, not just it depends on whether or not there are enough students to make it a go, but even if there are enough students, he would then need to make a decision whether or not he would move forward being an instructor, that being part of this application process.

[00:18:31]

Susan Salcido: In other words, if you accept being a county board member, you would not be able to be employed by the community college. He said, absolutely, he understood that. I bring that information forward to you because he was interested in continuing the process should the board be interested in continuing with him. I'm just delivering that information and I'm happy to clarify if I fumbled over the the narrative there.

[00:19:09]

Joe Howell: Overly simplified, Superintendent Salcido - Candidate Nevins understands, given his full-time employment, he cannot be considered and he understands that. Perhaps it's a motion, but it would be appropriate to consider his application ineffective or withdrawn given his full-time status. Correct?

[00:19:38]

Susan Salcido: Correct.

[00:19:39]

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Joe Howell: Then secondly, as to Layne Wheeler, I'm interpreting here, but, nothing prevents us from including him among the five or six, presumably six, candidates for the position and certainly were he selected, he would have to commit to not being an employee in order to take on the position.

[00:20:12]

Susan Salcido: That's correct.

[00:20:13]

Joe Howell: His preference is that he now be considered and defer his city college employment status.

[00:20:22]

Susan Salcido: I know that his preference is to continue. He was very interested and said he understood that should he be selected or be a finalist, he would need to make that determination, that he knew that he would have to make that decision. He didn't have that information when applying, so that's just a part of this. What I said was I would go back to him after the county board had a discussion. I just wasn't sure what action you wanted to take with Layne Wheeler.

[00:20:57]

Joe Howell: Thank you.

[00:20:57]

Susan Salcido: You're welcome. I see, Michelle, your hand is raised.

[00:21:07]

Michelle de Werd: Yeah. My question is, I don't know how adjunct professors are treated. Are they considered part of the faculty? You may not know the answer to this. So they may not be paid for teaching the course, but are they receiving benefits and they'd have to relinquish the benefits as well?

[00:21:29]

Susan Salcido: Mrs. Frost, did you want to respond to that?

[00:21:32]

Judy Frost: Well, I can only speak on behalf of Allan Hancock College, which is also a community college. The term adjunct faculty replaced the term part-time faculty. They have classes, as he said, that only go if they reach a certain volume level. Otherwise they don't. They have their own group on campus. They're not part of the full-time faculty group. They are eligible to buy into some benefits, but that depends on whether or not they're currently teaching or not and if they have a class. But they're not guaranteed a salary unless they have a class.

[00:22:27]

Austin Payne: Just to piggyback on that, I can tell you that the incompatibility has gone so far as to include substitute teachers in school districts. So we can expect that even being in as an adjunct or something like that, that incompatibility would still exist.

[00:22:49]

Susan Salcido: I see Mr. Price. Craig, go ahead.

[00:22:53]

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Craig Price: We can answer the question directly because we also serve as general counsel for Santa Barbara City College. As Mrs. Frost indicated, adjuncts, whether they're denominated temporary or part-time employees, are employees of the college. It would not be enough for Mr. Wheeler to simply not teach a course. He would have to resign his employment.

[00:23:33]

Joe Howell: That's a very helpful clarification. It's not "I'm in or out." It's all or nothing.

[00:23:38]

Craig Price: Correct.

[00:23:40]

Joe Howell: That's helpful clarification.

[00:23:43]

Craig Price: He will need to make that decision, as Dr. Salcido said, after he has a chance to think about it and when she gets back to him with respect to the process going forward.

[00:24:05]

Susan Salcido: I will hand it back to you, Mrs. Frost, given that information. Thank you.

[00:24:13]

Judy Frost: Dr. Salcido and I have had a little preliminary getting our heads together around how to approach today's meeting and the steps to try to get some logical progression or sequence in the items that we need to deal with in order to move forward. One thing that I'm going to start with because it's very clear and it's very simple. [LAUGHTER] Let's start out with something clear and simple.

[00:24:48]

Judy Frost: We all know that the questions that we developed for the interviews are public record and that they're available to anyone who would seek them out. The question was whether we were going to actively provide them to each of the candidates selected to interview or if we were going to leave it up to the candidates and their own initiative to seek out the questions if they should choose to? That's our first issue.

[00:25:23]

Judy Frost: Now, I do want to footnote that by saying that under no circumstances should the board facilitate a candidate getting the questions. Even if they did that for all of them, we shouldn't deal with one of them, we shouldn't deal with any of them, until this process is over. That's a given. On the question of do we want to actively distribute those questions; yes or no thoughts?

[00:26:06]

Bruce Porter: Yeah, I do.

[00:26:07]

Judy Frost: Bruce.

[00:26:10]

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Bruce Porter: We should not be in the business of playing got you and saying oops, got you. You should have looked, somewhere where they wouldn't ordinarily think of looking and they don't necessarily know our processes. I would be in favor since they are available publicly. I think we should actively give them the questions and say, these are going to be the questions.

[00:26:33]

Judy Frost: Marybeth.

[00:26:35]

Marybeth Carty: I think it's incumbent upon us to make sure that the process is as fair as possible and to provide parity in issuing the questions in advance of the interview as seems to me to be in the interest of fairness. I would concur with Mr. Porter.

[00:26:51]

Judy Frost: Any dissenting thoughts on that? I'm sorry, I'm looking around like this. You're all in different rows [LAUGHTER] on the screen for some reason. Usually you're together but you're spread out all over. It's hard to see you all. Joe, did you have something you wanted to say?

[00:27:10]

Joe Howell: I keep getting dropped. I'm not sure what's going on. I think I just want to be sure I understand what I'm voting on before everyone is frozen again. It is whether or not to make the questions asked.

[00:27:31]

Judy Frost: He froze up again.

[00:27:32]

Susan Salcido: Just as you were asking your question, Mr. Howell.

[00:27:36]

Judy Frost: The question is just yes or no. Should we actively distribute the questions to all candidates who are chosen to interview?

[00:27:49]

Joe Howell: Understood. Thank you.

[00:27:53]

Bruce McRoy: Madam Chairman. If I may, I'm just going to excuse myself. Thank you for letting me participate, but I'm going to go out so you can have freedom to talk about whatever you want to talk about. Thank you very much. [OVERLAPPING]

[00:28:06]

Judy Frost: Thank you Mr. McCroy.

[00:28:07]

Judy Frost: I don't have a first or a second, really.

[00:28:20]

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Susan Salcido: I see Mr. Price. Yes.

[00:28:23]

Susan Salcido: Craig.

[00:28:25]

Maggi Daane: I'll second.

[00:28:28]

Judy Frost: Craig had...Okay. We will now discuss. Mr. Price.

[00:28:34]

Craig Price: I don't know that you could or should vote on this since the issue that you're talking about is not agendaized for action. I think you can in effect take a straw vote by consensus.

[00:28:55]

Judy Frost: I understand. This is a straw vote, hands only. All those in favor. [LAUGHTER] I think I see you all. Any opposed? Then we will distribute the questions to all candidates who are selected to interview. One done. The next item is the process to determine who we're going to interview. We now have six eligible candidates to consider. Let me just briefly lay out some of the options that we have. The first option is to have all the applications go to the Organizational Committee and let them select who to interview. Another option is at this board meeting to do a screening of applicants and decide whom we would want to move forward for interviews. A third choice would be at this board meeting, we decide to move all six applicants forward for interviewing. I believe those are three options. I think the best way to handle it, well, actually Craig, would this be considered part of the review the next steps? Or do we need a motion or can we do an informal polling on this?

[00:31:00]

Craig Price: On this one, the agenda is sufficiently clear that you're covered. If you want to take formal action, you may.

[00:31:08]

Judy Frost: Thank you, Craig. Appreciate that. Marybeth, did you have a question?

[00:31:15]

Marybeth Carty: Before we move toward polling or voting, there would be two provisions that I would ask for a little more qualification on. One, what is the drop dead deadline for Alex now to be registered as a voter in this area before we advance his application forward? Two, would it be prudent to have a follow-up conversation with Layne Wheeler to let him know that, as Craig had indicated and Austin, it's an all or none situation before he advances in the process as well?

[00:31:50]

Judy Frost: Those are very good points, Marybeth. Very good points, indeed. Dr. Salcido, how would you like to address those? Does legal counsel today have in their information access to the final day to register for the November 8th election?

[00:32:19]

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Susan Salcido: I will jump in and say that the interaction that our office had with county elections related to the re-registration of Alex and his address seemed to indicate that it was a very simple process that he would simply have to re-register. It just seems like it'll be a within a few days type of thing. But I do want to pass it on to Craig and Austin, see if there's any date upon which we need to have that done for the board's process. That's question number 1. Let me go there first.

[00:32:53]

Craig Price: If I understand correctly, it may be that you can register to vote very close to the election, but for the Board's purposes, you need to have that taken care of right away. It may be that you want to give this individual a deadline for acting, for example, within a week or something like that. But first, wanting to double-check with county elections to make sure that they could process a change of address within that specified time time frame.

[00:33:34]

Judy Frost: Then it seems we would need to have verification. Joe's got his hand up. Thank you, Joe.
[LAUGHTER]

[00:33:46]

Joe Howell: I apologize. I keep going in and out. I thought I'd say something early [inaudible 00:33:51] if I dropped out again. I would propose as a motion because these variables we just don't know about, my motion would be that we interview all six qualified candidates subject to, number 1 for candidate Wheeler, he be advised of what we've learned today and if he interviews on Friday, we'll give him that opportunity, but he is in effect giving the statement that were he selected, he would have to terminate his employment relationship based on the law. Number 2, as to candidate Alex, we would like to see confirmation of his necessary voter registration or assurances that it's going to be completed so that we're interviewing perhaps all six candidates, knowing if they are selected they can serve.

[00:35:03]

Joe Howell: It's choice number 3 that President Frost mentioned, with six candidates, we interview all. We worried if we had 15 candidates, how do we do that? Six is manageable within the three-hour period we have set up on Friday. I think we would like to know for our benefit, for the candidates benefit, if we're interviewing them on Friday, if selected, they're ready to serve. End of a long motion.

[00:35:40]

Judy Frost: Do I have a second?

[00:35:42]

Michelle de Werd: I'll second.

[00:35:44]

Judy Frost: Michelle's going to second. Discussion?

[00:35:59]

Judy Frost: No discussion. Interesting.

[00:36:07]

Bruce Porter: Well, just to fill the void I'll say something.

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[00:36:10]

Judy Frost: Thank you, Bruce, for coming to my aid.

[00:36:16]

Bruce Porter: I totally agree we should interview all six of them with the caveat that if we hit whatever the deadline is for one individual hasn't resigned his position officially or produced evidence that he has re-registered at its current address, which is always a problem in Isla Vista, then they're out anyway no matter what. But I think that's a great way to move forward.

[00:36:45]

Judy Frost: I'm wondering if the elections department can confirm by Friday interviews whether Alex's re-registration has been processed or not. That would at least solve that before we talked to him on Friday? Yes, Maggi.

[00:37:11]

Maggi Daane: I would say that we would need to know by Thursday since we're meeting at nine o'clock on Friday.

[00:37:16]

Judy Frost: Exactly. That's what I was thinking too. Just so we know before we interview him.

[00:37:28]

Joe Howell: We have such a big task before us that I think the simpler we make it, the better for him. For Layne Wheeler, it's pretty straightforward, the in or out. For the candidate as far as registration, we're not trying to trick him, but I think if Superintendent Salcido lets him know and if by Thursday he represents to us that he has done what is necessary, I don't think we have to get elections to say he's in or out. He lives there, he's going to swear that he lives there. He's going to do it. We just want a representation from him that he has done it or is in the process of doing it so we're not wasting his time or our time. It's not [inaudible 00:38:34]. He has done or is in the process of doing it. That's my reading of it.

[00:38:41]

Judy Frost: Okay. Marybeth.

[00:38:43]

Marybeth Carty: Further, if we could just articulate the process beyond Friday's interviews. We have from 9:00-12:00. We will interview all six if they are indeed eligible as a Friday morning at 9:00 AM. Otherwise we're going to have holes in the schedule. Again, I wonder if it's worth going back to Layne Wheeler and just letting him know because it sounded to me like he was interested to proceed with the process, but may not be fully aware that if chosen at the end of the process, he has a big decision to make, might give him the opportunity to reconsider. He may decide depending on how he's making his living if he chooses to opt out of city college employment. Then secondly, will we be deliberating on Friday or will we carry that over until the next week? That might be helpful.

[00:39:39]

Judy Frost: Again, Dr. Salcido and I have gone through some different scenarios about Friday. Yes, we have from 9:00 to noon. It was my request that we schedule 20-minute interviews with a scheduled break of 5-7 minutes before the next interview. Basically half hour, 20 minutes for an interview, 10

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minutes for a break, and then we go on for the next interview, which means we could only interview six candidates if we do one every... Actually, that will take us till about 10 after 12:00 because we're going to need a few minutes at 9:00 to get started, so we'll probably not exactly start at nine o'clock.

[00:40:27]

Judy Frost: Somehow, if we've got enough wiggle room to possibly go past noon, we could do six, but we could not deliberate. It would mean that we would just be like a jury that would zip it shut, stop thinking about it, go home for the weekend, and we would come back Monday. Well, that's a question too, we would have another special board meeting a week from today to deliberate and make our decision, and that could be Zoom or in-person, which we can decide later. With six candidates, there will be no time for deliberation on Friday. Even if we cut it down to five candidates, there would be a half-hour for deliberation, which knowing us probably wouldn't be enough, so we would have to delay then and gather on Monday.

[00:41:28]

Judy Frost: I would like to weigh in here on two things. One is I am fine with accepting Alex's word that he has re-registered, not that he's going to, but that he says, "Yes, I have done it, I have filed it." Layne Wheeler, before we schedule an interview with Mr. Wheeler, I think he needs to know if he is chosen, he would have to resign from his college position and that he needs to tell us which way he would go on that. Not just tell him that that's what he would have to do, but get a commitment as to what he would be willing to do. I really don't want to go through this whole process, pick somebody, appoint them, and then have a problem that we could see coming. We may very well have problems that we don't see coming, but we know there is a potential for a change with Mr. Wheeler and I would just be looking for a commitment on his behalf before we schedule an interview.

[00:43:03]

Susan Salcido: If I may interject, I'd be very glad to have conversations with both individuals and getting that verification by Thursday evening before Friday's scheduled interviews, so happy to do that.

[00:43:30]

Judy Frost: I don't know if that would require changing the motion to we will extend an interview opportunity to all six candidates on the caveat that before Friday, Dr. Salcido will have discussions with Alex and Mr. Wheeler to get confirmation that Mr. Niles has re-registered and that Mr. Wheeler would resign if he is chosen.

[00:44:05]

Maggi Daane: I agree. [LAUGHTER]. Thank you, Judy, for the clarification.

[00:44:10]

Judy Frost: I don't know if that's a modification that Joe would be willing to make to his motion?

[00:44:20]

Joe Howell: It's a clarification that I totally accept.

[00:44:23]

Judy Frost: Okay.

[00:44:25]

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Maggi Daane: I second the motion.

[00:44:26]

Judy Frost: [LAUGHTER] The re-motion. Questions. Any hands? No. I'll call for the vote. All those in favor, raise your hand. All those opposed? Okay.

[00:44:47]

Judy Frost: Oh my goodness. Where are we on my agenda [LAUGHTER]? We're going to set up interviews with six candidates. Dr. Salcido will figure that out and get the information we need from Mr. Niles and Mr. Wheeler. As I said, if we get all six, Mr. Niles and Mr. Wheeler both say to go ahead, we'll interview them Friday, but no deliberations and we will need to meet Monday. My first question, just to keep this as simple and clear as possible, would be, thoughts on Monday being on Zoom or in-person? I'm concerned today, because Mr. Howell is having problems with his Zoom and I would not want that to happen during deliberations. Michelle has had problems in the past. Keeping that in mind. What's your call?

[00:46:04]

Maggi Daane: My preference would be that we meet in person Monday week for deliberations. I think it helps us communicate better.

[00:46:18]

Judy Frost: Okay. I'm just going to ask are there any opposed? [OVERLAPPING].

[00:46:25]

Maggi Daane: Michelle has a question.

[00:46:27]

Judy Frost: I'm sorry, Michelle.

[00:46:29]

Michelle de Werd: I had a question. Is there any reason why we can't have the deliberations during our regular board meeting, and then we could decide and take a vote and then seat that person at the board meeting? Is that a possibility?

[00:46:44]

Maggi Daane: We'd be doing the deliberations before the board meeting.

[00:46:51]

Judy Frost: It's a possibility, but it would mean that the candidates wouldn't know if they were selected or not until that day. They have to be there to be sworn in and everything. Five of them would be going home unhappy [LAUGHTER]. I mean, it isn't a problem, Michelle, with the concept at all. When I think through it, I stumble on that part of it.

[00:47:25]

Maggi Daane: The logistics, yeah.

[00:47:32]

Judy Frost: No. Michelle, you're muted.

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[00:47:36]

Michelle de Werd: I understand. I didn't...

[00:47:42]

Judy Frost: Any objections to deliberating a week from today in-person in Santa Barbara?

[00:47:50]

Susan Salcido: Madam Chair, I think I saw Marybeth Carty have a comment or question, so just wanted to interject.

[00:47:57]

Judy Frost: Good. Thank you for helping me spot these.

[00:48:00]

Marybeth Carty: Also intermittent...

[00:48:04]

Judy Frost: She's freezing up here. Maybe you could put it in the chat, Marybeth. [LAUGHTER].

[00:48:23]

Susan Salcido: As she considers doing that, Mrs. Frost, if you wanted to talk about the time of that meeting.

[00:48:31]

Judy Frost: Yes.

[00:48:31]

Susan Salcido: I think we had 9:00 o'clock held. Anna, is that right 9:00 o'clock on Monday or the time could be determined right now?

[00:48:40]

Anna Freedland: Yea, we actually didn't set a time.

[00:48:42]

Susan Salcido: Okay. We didn't set a time. Excuse me.

[00:48:45]

Judy Frost: You want to try it again, Marybeth? Nope, not getting anything. We have a chat. Here we go. "Turning off video can also help with the Internet." So if you need to turn off...there you go. Joe, you might try that too, although we love seeing your smiley face, that does sometimes stabilize the network.

[00:49:22]

Susan Salcido: I see Craig Price with his hand raised as well, Madam Chair.

[00:49:26]

Judy Frost: Thank you. Hi Craig, what's up?

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[00:49:29]

Craig Price: While the Board has been discussing the motion, my assistant called the elections office, and learn that if the applicant were to go into the elections office, say sometime tomorrow, the official change of address would be posted the following day. He has plenty of time, and the suggestion is, so that you don't necessarily have to get into a question of taking one's word for it, that Dr. Salcido or whoever is going to contact him, ask him to make that change tomorrow, and that way you will know.

[00:50:18]

Judy Frost: Thank you, Mr. Price. Appreciate it. Marybeth did you want to? You're still on mute. If you unmute, are you still there?

[00:50:32]

Marybeth Carty: Yeah.

[00:50:33]

Judy Frost: There she is.

[00:50:33]

Marybeth Carty: Did you have a question for me, Judy?

[00:50:36]

Judy Frost: No, I thought you had a comment to make. [LAUGHTER].

[00:50:39]

Marybeth Carty: The only comment I had was the 29th from 9:00-12:00 AM is open and I think I had already entered that into my calendar, so I think we had some discussion about that being the time that we would deliberate.

[00:50:57]

Judy Frost: Okay.

[00:50:57]

Marybeth Carty: I just wanted to further say that I was available during that time.

[00:51:01]

Judy Frost: Great. Thank you.

[00:51:03]

Judy Frost: Then the time for Monday? Do we all agree on 9:00- 1:00 or 9:00-12:00?

[00:51:12]

Joe Howell: Yes.

[00:51:14]

Maggi Daane: Yes.

[00:51:17]

Michelle de Werd: Yes.

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[00:51:19]

Judy Frost: And, Bruce?

[00:51:20]

Bruce Porter: Yes.

[00:51:20]

Judy Frost: Where did he go? There he is now he's down in the lower corner [LAUGHTER]. Everybody's moving around. I don't know. Then that's done.

[00:51:36]

Susan Salcido: Mrs. Frost. This is Susan. As you are gathering your thoughts here and doing a fantastic job in chairing all the details. I put in the chat a draft agenda for Friday in terms of the times and I think what many of us we've gotten to, opportunities to present, and sometimes those get adjusted, so I'm sure people could flex 10,15 minutes one way or another, but here's a proposed six-person interview schedule with 10 minutes in-between, 20 minutes each, and gives a little bit of flexibility for both starting and convening that meeting, as well as sometimes you end a little shorter, sometimes you go just a couple minutes longer. I know everyone would try to keep it to 20 minutes. So I wanted to just put that up there for you and it confirms what you were saying before, which is that if there are six, there would be no time for deliberations. If there are four, that may be an opportunity for the board to deliberate and decide that day.

[00:52:43]

Judy Frost: If we know that there's only four in time to schedule them, the first four, then we would have an hour which we could determine at that point if an hour is enough or not. Then okay. We talked about that. I honestly, I think that's all that was on my agenda. Am I missing something completely? Joe's got his hand up? Hi Joe.

[00:53:29]

Joe Howell: I think it's really helpful, not to take a lot more time, but to really talk through logistics. I, for one, totally understand it's a public meeting in their interviews, other candidates could be physically present. We talked about that. Bruce, I think, had a very appropriate way to graciously say we'd like to respect...whatever Bruce said. So, but, that's an issue, but they're interviews. My questions are number 1, because they're all going to have the questions, we're all listening, but it seems to me we decide now is the person asking the question, President Frost? They're going to know the questions ahead of time. They don't necessarily know the order. But just to get the logistics down on both Friday and Monday. On Friday, it seems to me we ought to decide right now when we walk in the room, roll call, pledge of allegiance, and at 9: 10 candidate one comes in the room. How does that happen? I don't have a strong feeling one way or another, but I think we decide in the minutes we have now. Does President Frost ask the questions each time? We know the questions are the same. I think the ground rules are...We're trying not to have...If a comment they say triggers in my mind a follow-up question, what are our thoughts on that? We don't want to have a 30-minute interview and then a 10-minute interview. We just be transparent and we want equity and fairness, and so how do we achieve? Who asked the questions and what are our ground rules? Are the questions...Then I have other thoughts on Monday, but maybe others can share their thoughts about process on Friday.

[00:55:51]

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Judy Frost: This is a quiet group today.

[00:55:54]

Joe Howell: It seems to me, either President Frost, as president of the board, would be appropriate. Chair Daane might well be, because of the Board Organization Committee. I think either one can do it. In some ways, if there are six of us and there are six candidates, we can take turns. It seems to me that's kind of artificial and we ought to have the same person ask the questions of all of them. I just want it to be fair and I want us to know when we walk in on Friday, what we're doing. So the question is, the point, in my mind, is who asks the questions, and do we agree that it is not appropriate to ask follow-up questions?

[00:56:49]

Judy Frost: Actually in the notes I have from our board meeting, we said that the board members may ask candidate follow-up questions to clarify or expand responses on their application or interview questions, so we'd said we do that. Now obviously we need to monitor the time and be very careful about our time, but if something comes up and a board member isn't clear about something, while the candidate is there being interviewed, is the time to resolve that, not wonder about it during deliberations. I think after whomever, and Maggi or I, either one, asks the questions and that part is finished, well actually each question, asks a question, if there's a follow-up question, a board member needs to raise their hand, they'll be called on, they can ask the question and that's it and move on. At least that's my thought on it.

[00:58:03]

Maggi Daane: I agree, Madam Chair. That was my understanding that we would only ask follow-up questions on statements on the application or the answers to the standard questions that we're asking all five or six candidates. Because I have questions. As I read through the applications, I wanted some expansion on some of the statements that were made.

[00:58:33]

Judy Frost: I think we would start with the questions that we have that we developed for all candidates and get through those and do any follow-up questions having to do with each one of those and then ask the board members if they had any other questions. So we can watch our time, make sure we get through all of the questions we want to ask for all the candidates, and then we can ask any application questions.

[00:59:05]

Maggi Daane: Agreed.

[00:59:09]

Judy Frost: Okay.

[00:59:11]

Marybeth Carty: I think the most important point is that those follow-up questions be...

[00:59:23]

Maggi Daane: You're cutting out Marybeth.

[00:59:30]

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Marybeth Carty: Hear me now?

[00:59:31]

Judy Frost: I heard that. You said the question would be if any questions.

[00:59:37]

Marybeth Carty: [inaudible 00:59:37].

[00:59:40]

Marybeth Carty: No? Can't hear? Okay. I'll put it in the chat.

[00:59:46]

Judy Frost: That'd be great.

[00:59:50]

FEMALE_1: Michelle, any comments?

[00:59:52]

Michelle de Werd: Yes. I think that the follow-up questions need to pertain to either the application or what was said. No new questions related. I agree with that. I have a question about, is there going to be some interview summary sheet provided by the county office for us to be able to keep track? Because if there's some sort of a...

[01:00:18]

Judy Frost: I think...Dr. Salcido, if we could have staff develop one where we have room to put the name of the candidate, and then question one and then room for us to take notes, and question two and room for us to take notes, so that everyone would use the same thing as their note-taking. Is that the sort of thing you were talking about Michelle?

[01:00:46]

Michelle de Werd: Summary sheets just since we're going to be deliberating on a Monday after the interviews so we can...

[01:00:53]

Judy Frost: Where can have everything.

[01:00:54]

Maggi Daane: Well, I think it would help with continuity if we all work to the same form. I agree.

[01:01:03]

Bruce Porter: I'm a little worried about that though. I don't think staff should be in the position of having to interpret what the candidate said and write a summary.

[01:01:14]

Judy Frost: No.

[01:01:14]

Maggi Daane: No.

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[01:01:15]

Judy Frost: Bruce, halt. No, the staff is just preparing a template with blank spots in it, and handing it out to us. We will use it simply as our way to take our notes.

[01:01:29]

Bruce Porter: I heard you say that. That's not what I heard Michelle saying though.

[01:01:33]

Michelle de Werd: Oh no, that's what I was talking about, a template.

[01:01:35]

Bruce Porter: We're good. [LAUGHTER] As long as we're using our own notes and not that of staff.

[01:01:39]

Maggi Daane: No.

[01:01:40]

Judy Frost: Craig is waving his finger at me.

[01:01:44]

Craig Price: I just want you to all know that doing it this way means that all of these notes are susceptible to a Public Records Act request. There's no personnel privacy protection for it.

[01:02:01]

Judy Frost: Can I do it and send it out to the board, or bring it for the board to use?

[01:02:10]

Craig Price: Whatever it is that is sent out from the county office, or from any board member, that is in the form of a template, is subject to a Public Records Act request, which may be fine, but I just want you to appreciate that that is a distinct possibility.

[01:02:36]

Maggi Daane: Craig, can I, just for clarity...The template or our note-taking becomes public?

[01:02:45]

Craig Price: Nobody is going to know whether or not you take notes or scribbled down little bits and pieces of information. That's not to say that we might not get a Public Records Act request, but if you have this formalized process, semi-formalized, that you're talking about where there's going to be a template sent out, either by staff or by Mrs. Frost, then it's almost an invitation for somebody to ask for it, as opposed to board members, if you wish to, taking notes on your own. I don't express a preference, but I just don't want you to be surprised later.

[01:03:33]

Joe Howell: I don't think...Can you hear me?

[01:03:39]

Judy Frost: Yes, Joe.

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[01:03:41]

Joe Howell: Am I next in line? I don't want to interrupt if somebody else is up.

[01:03:46]

Judy Frost: If you're on the same topic.

[01:03:48]

Joe Howell: Yes. I really appreciate Craig and Austin's information on so many of these items and the nuances and things that frankly are somewhat counter-intuitive. But, they're here and it's very helpful. I think, to maximize the efficiency for our individual interviews, but to minimize the possibility of things going off the rails - notes, etc. - I think what would be really helpful is if when we show up Friday morning, we have a hard copy of the application and attach resume for each of the candidates, four, five or six candidates. We have that in sequential order along...Number 1, we have the schedule of the interviewees. Number 2, we have a hard copy of their application and their attached resume. And number 3, we have a hard copy of the interview questions. We all have the information that, all of which is now public information because it's all been posted, I believe. So we all have that. The extent to which...people couldn't read my writing if they wanted to, but... [LAUGHTER] the extent to which we want to make mental notes or reminders or whatever, we can, but we do not have a template for each candidate. I think that's a great idea, but I now realize why it's problematic. So, we have no template, we have one set of questions so we know what they are, we have complete information as submitted for each candidate, with a schedule, and that is the interview packet for each of us.

[01:05:57]

Judy Frost: Michelle. You had raised a good point, a tool, an aid. I've always had it every interview I've ever done, that kind of template. What are your thoughts on Joe's suggestion? You just went mute.

[01:06:17]

Michelle de Werd: Sorry about that. I don't mind submitting notes. I think almost there is a possibility any notes that we take during the interviews could potentially be a public record. I think we just take really good notes and I don't have a problem with it, but whatever the board prefers, no template or template. I just think for efficiency, for organization, I think a template is a nice way because I've done searches before and I'm comfortable with that process, so I'll just yield to whatever the board. But I would also like to hear if Austin or Craig thinks that potentially our notes could be a public record as well, especially when you are providing all this information that Joe had suggested. Thank you.

[01:07:14]

Judy Frost: Craig.

[01:07:17]

Craig Price: Under the Public Records Act there is an exception for records that are not kept in the ordinary course. That obviously means if at the end of the selection being made, board members could be expected to throw away their notes, then those notes would not be reachable and then they may be properly gotten rid of.

[01:07:51]

Judy Frost: That helps.

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[01:07:54]

Maggi Daane: How is this process, Craig, different than me taking notes at a standard board meeting and either I take them home and keep them in my binder or I turn them into Anna to be shredded. How is that different?

[01:08:12]

Craig Price: If you turn them in to Anna to be shredded, those notes obviously are not something that you keep in the ordinary course. Even if you hadn't turned them in yet, because a PRA request was received immediately after the meeting, but that was your practice, they would not be producible. But if you keep them in your binder, then, even though that's your personal binder, just like with your personal e-mails, and just like with your personal text messages, anything that relates to county board business, that's not otherwise exempt, is disclosable.

[01:09:03]

Maggi Daane: Okay.

[01:09:05]

Judy Frost: Bruce?

[01:09:08]

Bruce Porter: I don't get the notion of the template anyway. The template to me would just be a piece of paper with a predetermined question at the top.

[01:09:16]

Judy Frost: Right.

[01:09:16]

Bruce Porter: A bunch of blank space underneath it.

[01:09:19]

Judy Frost: Right.

[01:09:20]

Bruce Porter: Well, so I can do that. [LAUGHTER]

[01:09:24]

Judy Frost: Yes, you can.

[01:09:25]

Maggi Daane: We all can.

[01:09:26]

Judy Frost: We all can.

[01:09:27]

Bruce Porter: I just don't get it.

[01:09:32]

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Judy Frost: Well, there was a request that perhaps it could be provided. We will be self-sufficient and provide our own note-taking procedure. And, like Joe, I'm just really glad my handwriting is so bad I'm the only one that could possibly read it. All right. Where were we?

[01:09:55]

Joe Howell: Did we decide...?

[01:09:57]

Judy Frost: Oh, we're back to Friday.

[01:10:02]

Maggi Daane: Joe's request for a packet.

[01:10:03]

Judy Frost: How we're going to start. Informally, Maggi, I would be very happy if you would ask the questions for all candidates, if you're okay with that as the head of the Organizational Committee.

[01:10:18]

Maggi Daane: Absolutely.

[01:10:20]

Judy Frost: I will defer to Maggi then to call on board members for follow-up questions. I would ask the board members raise their hand to be acknowledged in order to do follow-up questions.

[01:10:40]

Maggi Daane: Okay.

[01:10:42]

Judy Frost: Any objections?

[01:10:46]

Joe Howell: Good plan.

[01:10:49]

Judy Frost: All right. Then on Monday, we're going to start at nine o'clock. Oh, I know what I wanted to say about Monday. I would prefer, my choice, again from experience, would be that with six candidates, potentially, we come Monday prepared to say who our top candidate is and who our number 2 candidate is. Then we're going to write down all of those names. Then we will start deliberating. I will ask for each of you to state your rationale for choosing a person or deciding on a person as your number 1 choice, or what made it your number 2 choice. We'll get right to business.

[01:11:55]

Judy Frost: We had not discussed nor have we intended to actually codify anything other than what's in the application as far as experience requirements, background, anything like that. We are free to use our own judgments on what attributes we are looking for in those candidates to join the board.

[01:12:27]

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Judy Frost: We're not going to codify it, that's up to each. That's why we're here, to make those decisions. That would be my plan for Monday. The result of the deliberation would be that we would narrow down the number of candidates that we were considering and then ultimately all decide on one. Susan, do we need a backup?

[01:13:05]

Susan Salcido: Thank you, Judy, Mrs. Frost, for outlining what you were thinking and a potential process for the board. Craig had his hand raised. Let's see if he had something to say and then I know the board may have comments on this as well. Craig?

[01:13:21]

Craig Price: Never mind. Cancel that order.

[01:13:24]

Judy Frost: Okay.

[01:13:26]

Maggi Daane: I totally concur with Mrs. Frost's suggestion for the process on Monday. I would like to expand that we come prepared to defend three candidates, 1, 2, and 3, because we do have six. There are six of us that are going to be going through the selection process and the determination. That would be the only change I would make to that suggestion, Judy, would be there, we can with our top 3.

[01:14:05]

Judy Frost: That could end up not reducing the pool at all. That was just my thought. We could end up, out of that, with not having made much headway.

[01:14:20]

Maggi Daane: Well, we run into a similar situation even with your top 2.

[01:14:24]

Judy Frost: But there'd be fewer. There'd be fewer to deal with. Of course, if we all had the same third choice, we could eliminate them, I guess, and get it down to a few smaller amount.

[01:14:41]

Maggi Daane: It was merely a suggestion. I'm not hard and fast about it.

[01:14:45]

Judy Frost: No, I appreciate that. Other thoughts on two versus three? Joe?

[01:14:54]

Joe Howell: I suspect others are having the same conceptual problem I am. All of us have interviewed individual candidates, board members, etc. Doing it in public is awkward because in no way do any of us want to say anything demeaning about any candidate. I'm not saying we would in a private room, but to me, there is an awkwardness.

[01:15:28]

Maggi Daane: I agree.

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[01:15:30]

Joe Howell: It's unnatural to do a process that's as important as and that's as personal as this in a public forum. I think I have confidence in everyone; we're going to do the right thing, but it's just awkward. It seems to me, starting with two...I hadn't really thought about this, two versus three. Everyone comes with two. I'm replaying in my mind what President Frost suggested. We go around the room and I say, candidate A for this reason is number 1; my second is candidate B. If I'm the fourth to speak and I totally agree with comments about candidate A, I say that's why he or she is my top candidate for reasons stated; number 2 for this reason. This is not ranked choice voting, if that's what it's called, that I've never had truly understood, like they do in Maine and elsewhere. So, I don't know that it's an algorithm of who gets the most votes, but it's a straw poll amongst six board members of who shakes out as the top candidate or the top two candidates. Then we refine it from there. All we can do is have a process at the outset and all be prepared, which I think is a great idea, prepared to have our top two and to say why they're our top two. We all listened to one another and we see where we are at the end of that and it may be that we're nowhere and we start over with a top 3, or we ideally can hone in on a close call between a couple of candidates and we go from there. I think there is no perfect suggestion. I think starting that way is good and charging each of us with being prepared after our Friday interviews to think long and hard who our top two are and why, really challenges each of us to make a tough decision, preliminary decision. I like the process as suggested.

[01:17:55]

Judy Frost: Michelle?

[01:17:56]

Michelle de Werd: I agree with Joe. I just wanted to be prepared. What happens if four of us have agreed that we all have the same number 1? Is that the choice? Or we can deliberate and that person could lose that number 1 spot? Just be prepared that that could happen and that's where this awkwardness comes in, when you come in with your number 1 and four of us agree, that could potentially be a problem.

[01:18:29]

Judy Frost: That's why I say I do not envision that if four of you all agree on your number 1, that automatically that's the end of discussion because it could be that more than one of us, it's really close between one and two and it could go either way. My choice would be not to cut off deliberations at that point, but to give it another shot around the board for comments on those two. Now, if the comments all come back, that the people that didn't have them as number 1 say, actually I agree with you, that sounds good, then we'll see how it goes. I don't expect that it will necessarily be unanimous. I hope it is. We finally come down to one candidate. But we won't know until Monday.

[01:19:35]

Joe Howell: Are you done, Michelle?

[01:19:39]

Michelle de Werd: I'm finished.

[01:19:43]

Joe Howell: I think it's really helpful to just think out loud how it's going to work. If we do the top 2, we each discuss, who knows, nobody can predict how that's going to come out. But it could be that one of us says, based on what I see, I hereby nominate candidate number 3 for the position. There is a second.

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If there's a majority vote, not to cut off discussion at all, but at the end of the day, we have to have a vote. It'd be great if we all see the writing on the wall and say, why don't we make this unanimous, nobody has to do that. But ultimately, we need to come out of the meeting with a majority vote having selected the appointee, correct?

[01:20:33]

Judy Frost: Right. Yes.

[01:20:35]

Joe Howell: Okay.

[01:20:48]

Judy Frost: Not only can we not hear Marybeth, but she doesn't seem to be able to chat. So, she forwarded this message through Dr. Salcido [LAUGHTER]. She was reiterating that any follow-up questions during our interviews be for clarification purposes only, and not to give any candidate undue advantage over other candidates. Which, yes, Marybeth, if I forget to remind everybody of that on Friday in that 10 minutes we've got before we begin, I'll count on you, because we will be in-person and we can talk. [LAUGHTER] I will count on you to remind us of that. Okay. So, that's what I see for Monday's deliberation. Any more business for today? [LAUGHTER]

[01:21:55]

Joe Howell: Thank you, Madam President, for walking us through this. It was not easy and you did a very nice job.

[01:22:01]

Judy Frost: I still can't focus. Oh my God. It's been four hours, five hours, and I still have trouble.

[01:22:10]

Maggi Daane: Go take a nap, Judy. [LAUGHTER]

[01:22:12]

Judy Frost: I think I'm getting a headache from trying to focus.

[01:22:16]

Susan Salcido: If I may interject just for a second.

[01:22:19]

Judy Frost: Yes, please rescue me.

[01:22:20]

Susan Salcido: Oh, no, you're doing fantastically, no rescue needed at all. I just wanted to reiterate. We will ensure that each of the applicants get a copy of the questions. We'll have conversations with the two applicants we discussed today and get ensured that there's responses by Thursday evening and it could impact our schedule on Friday. I'll just make sure to communicate with the board as I know. We will put together hard copy packets for each of the board members for Friday's interviews so that everybody has all of the materials on hand, not a template, but obviously you have something to write notes should you wish.

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[01:23:05]

Susan Salcido: We have yet to finalize the meeting room and meeting format at this point, but I know that all of you would want the individual to feel welcomed, not part of this fishbowl. We'll do all that we can to have the individual feel welcomed and included into this board meeting. I know that, in this case for the chair for the board, would likely ask any other individuals who are there as part of the open board meeting but are not being interviewed and would be interviewed at another time to politely excuse themselves from the meeting although it's not required, and that in between Friday's meeting and Monday's meeting, that there wouldn't be any discussion amongst applicants and board members and all of that so that we can come back to have the board's deliberation on Monday at nine o'clock in-person, is what I'm understanding that'll be.

[01:24:13]

Judy Frost: Yes.

[01:24:15]

Susan Salcido: All right. Thank you. [LAUGHTER]

[01:24:20]

Judy Frost: Thank you for summarizing that for me. I really appreciate it. Then I think we're good to go. Dr. Salcido, will you stay on for a minute?

[01:24:34]

Susan Salcido: Absolutely.

[01:24:35]

Judy Frost: Any closing comments or thoughts? Going to start with Bruce, he's been very quiet today.

[01:24:45]

Bruce Porter: I don't know if that's a nice thing to say or not. [LAUGHTER]

[01:24:49]

Judy Frost: It's just an observation. It's not a judgment.

[01:24:53]

Bruce Porter: I'm very, very comfortable with all of this. I think we're set up for success here and everybody is clearly given a lot of thought to this and I think it's awesome. I look forward to meeting four or five or six very, very interesting and qualified people on Friday.

[01:25:10]

Judy Frost: Thank you, Bruce. Michelle, any final thoughts?

[01:25:17]

Michelle de Werd: No. I think this is a great process and I'm really excited to meet these six very great candidates.

[01:25:23]

Judy Frost: Great. Ms. Daane?

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[01:25:28]

Maggi Daane: No. Good meeting, Madam Chair. I think we're all clear as to our roles and responsibilities both on Friday and on Monday.

[01:25:37]

Judy Frost: All right. Ms. Carty?

[01:25:40]

Marybeth Carty: No. Well done. This is great. I'll see you on Friday.

[01:25:44]

Judy Frost: We heard all of that. [LAUGHTER]

[01:25:45]

Marybeth Carty: It's stabilized. This is ridiculous, but here we are. [LAUGHTER] Sorry about all of that.

[01:25:53]

Judy Frost: Mr. Howell?

[01:25:56]

Joe Howell: I think we did a good job, and knowing that the person asking the questions will be offended if I wear flip-flops, that's Maggi [LAUGHTER], I will not.

[01:26:08]

Maggi Daane: I won't either then, Joe.

[01:26:10]

Joe Howell: I'm doing a personal reminder for close-toed shoes on Friday. Thank you. [LAUGHTER]

[01:26:17]

Judy Frost: I need a motion for adjournment. We will meet again then on Friday at nine o'clock. Place to be determined. We will have our interviews as we talked about, the schedule, so plan accordingly. Do I have a motion to adjourn today?

[01:26:41]

Maggi Daane: So move.

[01:26:42]

Joe Howell: Second.

[01:26:42]

Judy Frost: I have a second. All in favor, aye?

[01:26:46]

Maggi Daane: Aye.

[01:26:47]

Judy Frost: Aye.

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[01:26:48]

Judy Frost: Aye-aye, mate. Opposed? We are done.