



September 28, 2015

Commission Meeting Minutes

Mendocino County Office of Education

Commission Members Present

Lucresha Rentería	Jim Flaherty	Paul Tichinin	John Passalacqua
Via video conference		Via video conference	
Ben Anderson	Dan Hamburg	Bryan Lowery	

Public Present who signed in

No members of the public signed in.

ITEM 1 WELCOME & INTRODUCTIONS

Commissioner Rentería called the meeting to order at 1:10 p.m. and welcomed visitors. The Commission and staff made introductions.

ITEM 2 PUBLIC COMMENT ON NON-AGENDIZED

Commissioner Rentería asked for public comment.

ITEM 3 CONSENT CALENDAR (ACTION)

- A. Meeting Agenda
- B. Draft Minutes from June 22, 2015 Commission Meeting
- C. Draft Minutes from August 14, 2015 Special Meeting

Motion made to approve the Consent Calendar.

Motion/Tichinin, Second/Passalacqua, Abstain for August Minutes/Passalacqua, (all ayes, no naves). Abstain for June Minutes/Flaherty. Motion Passed.

A roll call of Commissioners was taken during the vote.

MAXIMUM EFFECTIVENESS AND EVALUATION

ITEM 4: WELCOME NEW AMERICORPS MEMBERS

Executive Director Molgaard introduced the two returning and three new AmeriCorps members to the Commission and opened the floor for each member to address the Commission.

- Yolanda Ruiz introduced herself as a first year AmeriCorps member as an Early Learning Family Advocate at the ARC FRC. She is looking to further her education and hopes to help families and children in need this year.
- María Avalos introduced herself as first year part-time AmeriCorps member in the FIRST 5 office. She chose AmeriCorps because she doesn't know what career path she wants to choose in life and is excited about trying something new. She has benefitted from FIRST 5 services as a new mother in this community. She hopes to get as much training as possible this year and participate in outreach.
- Yasmin Acevedo was introduced by Executive Director Molgaard. Yasmin started as a volunteer in high school and did two years as an AmeriCorps member. FIRST 5 will be giving her a plaque for completing her two years of service. Yasmin has learned a lot about breastfeeding, working with kids with Triple P, and working with the Latino community. Executive Director Molgaard thanked Yasmin for her service with FIRST 5. Yasmin is continuing to work at the ARC and has completed her nursing assistant program.

Executive Director Molgaard talked about the AmeriCorps member who were not present.

- Stephanie Zazueta had her baby boy and is a second year member half-time while she goes to school.
- Kassandra “Kassy” Aldaco is from Willits and is a full-time new AmeriCorps. ARC Program Manager, Lydia Villegas reported that Kassy chose AmeriCorps because she wants to work with kids and family and wants to get more knowledge about how to work with kids of all ages. She hopes to make memories and grow through this year of service.
- Tanya Ayala introduced herself as a second year full-time AmeriCorps member. Her first year was wonderful and was full of learning and many positive things. She wants to explore further different career options that deal with families and children. This year she hopes to start new programs that will continue and to make FIRST 5 more visible to families on the coast so that they can take advantage of the programs offered.

ITEM 5: ELECTION OF OFFICERS (ACTION)

Commissioner Rentería received no emails regarding nominations of officers. Executive Director Molgaard did not receive any calls or emails either. Commissioner Tichinin asked if there was a slate of nominees. Executive Director Molgaard replied that in the past if there were no new nominations, they continued with the current officers. Commissioner Tichinin volunteered to be on the Executive Committee. Commissioner Passalacqua nominated Commissioner Rentería as the chair, Commissioner Mann as the vice chair, and Commissioners Tichinin and Lowery as the Members-At-Large of the Executive Committee.

Motion made to approve the election of Commissioner Rentería as Chair and appoint Commissioner Mann as Vice Chair and Commissioners Tichinin and Lowery as Members-At-Large of the Executive Committee. Motion/Passalacqua, Second/Anderson, (all ayes, no nays). Motion Passed.

A roll call of Commissioners was taken during the vote.

ITEM 6: DIRECTOR’S REPORT

Executive Director Molgaard offered a PowerPoint presentation to update the Commission about the goings-on at FIRST 5 and provided a hand-out regarding IMPACT (Improve and Maximize Programs so All Children Thrive) funding. IMPACT’s primary focus is on quality childcare, but FIRST 5 is going to focus on improved parenting and universal screening. FIRST 5 will receive about \$50,000 a year. Some of that money will go to partners and some of that money will be used by FIRST 5 for developmental screenings and referrals.

PDI has served a total of 13,277 children, and 2,600 children have been served in Mendocino County. The contract was renegotiated, and now money is no longer lost on every case. With the renegotiated partnership with Partnership Health Plan, PDI will also serve developmentally disabled kids as well. Commissioner Anderson inquired if kids still need to see a dentist twice before going to PDI. Executive Director Molgaard confirmed because that is part of how the MediCal reimbursement works. Commissioner Rentería asked if word about the change for developmentally disabled children has gone out to everyone. Executive Director Molgaard responded stating not yet, and they are starting to serve people in the Santa Rosa area first, like a restaurant’s “soft opening”. The original intent on PDI was to serve children and developmentally disabled children, but they stopped seeing the developmentally disabled children over the years. The developmentally disabled is an underserved population. The fundraiser Make Kids Smile raises about \$100,000 annually for PDI. Mike McGuire will be the auctioneer. Commissioner Lowery and his wife went with Executive Director Molgaard two years ago. If any Commissioner would like to go and bring their dentist, they can go to learn more about the program.

Public Health and FIRST 5 are bringing Professor Felix, MPH, to Mendocino County as a Teratogenic Specialist. There is also a hotline through Mother to Baby to ask if drugs interfere with a baby in utero. Two dates for the talk, one is on the coast and the other is in Ukiah. There are spots available in Ukiah and the coast if any Commissioners would like to attend. Commissioner Passalacqua asked for the materials from the talk since he will not be able to attend.

The FIRST 5 response to the Grand Jury report came out. There was a meeting just after its release in August with HHSA staff and community members. Commissioner Passalacqua was there for the first half of the meeting and thought that the meeting wasn’t what he was expecting. Executive Director Molgaard only made one comment because she has felt so much hostility since the release of the white paper. Commissioner Passalacqua would like to know who is being hostile and would like it directed to him instead, since the Commissioners agreed that the FIRST 5 should have a response to the Grand Jury report. Executive Director Molgaard distributed a letter was received today for agencies that

attended the meeting. HHSA will be hiring a consultant to review Family and Children's Services. After the meeting, Carmel Angelo requested a meeting with Anne Molgaard, Camille Schraeder and Stacey Cryer to make sure the lines of communication are open. They have had two meetings. Ms. Cryer stated that HHSA is going to hire someone who knows about transformational change. Executive Director Molgaard offered to request FIRST 5 funding to support it, but was told HHSA didn't need the money.

Commissioners Passalacqua, Hamburg and Anderson engaged in a conversation regarding the observations that over the years, social workers are hired, are trained, and then leave. Retention incentives were included in the letter received this morning and distributed to the Commission. Exit interviews may state what the primary reason is that staff leaves Mendocino County. Executive Director Molgaard will look into that information.

The discussion continued with Commissioner Hamburg stating there was a lot about pay in the Grand Jury report and he believes the consultant will look into that. Commissioner Passalacqua received a letter from Chuck Dunbar on the coast stating that morale is a big issue. Commissioners Passalacqua and Hamburg discussed social workers and the power they have in deciding to remove children from houses and that many times they do not have the training they need. Commissioner Passalacqua didn't agree that it is a problem from his experience. He thinks there is a failure sometimes to remove children. Commissioners Anderson and Passalacqua agreed that maybe a lack of training contributes to the problem. SOS (Signs of Safety) and SOP (Safety Organized Practice) are programs HHSA uses with the goal of keeping children safe. SDM (Structured Decision Making) is also required, as pointed out by Executive Director Molgaard. SDM puts the common sense back into the situation. Commissioner Hamburg asked if the biggest problem is inadequately trained staff or poor instruction of the staff by management. Commissioner Passalacqua said staff shortages are a problem and that there is no institutional knowledge with such high turnover. Commissioner Hamburg asked what should be done, and what the three things the Board of Supervisors should institute are. Commissioner Passalacqua says transparency with the budget is important, and that no money should be left on the table. He said there are people who have written letters questioning if staffing was minimized to fund pensions. With realignment, there is opportunity for money to be moved around. That is why transparency is so important. Transparency, leadership and management, monitoring the hiring process, and raising salaries were seen as key to Executive Director Molgaard along with recommendations made in the white paper. Commissioner Passalacqua also mentioned the four-day workweek and how difficult that is for community members who need services five days a week. Commissioner Flaherty asked if they could stagger the workdays for four ten hour days. Part of the problem of a four-day workweek is that there is not enough staff to cover five days. Commissioner Anderson mentioned there was a salary cut several years ago and people got a second job. Commissioner Rentería asked if there is a way to work with other stakeholders and Executive Director Molgaard replied that she would follow up with the letter asking for plan for stakeholder inclusion, definite dates and when will the outside consultant be hired. Commissioner Flaherty asked if Executive Director Molgaard thought there should be another meeting of stakeholders, and she agreed that she would gently make the recommendation for another stakeholder meeting.

Commissioner Rentería reported that the Mendocino Coast Child Abuse Prevention Coordination Committee meeting on the coast was well attended and dealt primarily with the Grand Jury findings. She received positive feedback from Executive Director Molgaard's presentation there.

Internally, FIRST 5 achieved another year with no workers comp claims. The Fiscal Manager has left, there was an open hire and Jenna Munox was hired to as the Fiscal Manager. Roseanne was part-time, but Jenna will be full-time. FIRST 5 is looking for a basic administrative position, preferable bilingual. The job description is on the website. Commissioner Flaherty asked if it will balance out the costs and Executive Director Molgaard replied it would.

The next Commission meeting is scheduled for October 26 in Fort Bragg at Mendocino Coast Clinic. The hope is to have lunch with a wide range of people before the meeting. Discussion of start time followed, and lunch will begin at 12:30pm. There will not be a meeting in November. Commissioner Rentería offered a tour of the clinic before lunch and the meeting.

REDUCED SUBSTANCE ABUSE AND IMPROVED PARENTING

ITEM 7: 2014-15 ANNUAL REPORT: PART I

Executive Director Molgaard presented a PowerPoint of the first part of the annual report that tells the State how many people were served and how they were served.

- Total served has spiked because of the Affordable Care Act. Healthy Mendocino used to receive lots of money from FIRST 5 but no longer needs it! FIRST 5 gives money for undocumented children's premiums, but that will

stop next year.

- Ethnicity of children served was shown and it appears FIRST 5 is doing well with the types of populations served. It is possible we are “overserving” American Indian and underserving the Hispanic and White populations, and we are also “overserving” multiracial and other populations. Commissioner Flaherty asked what percentage is for total served for the graph.
- Funded programs by outcomes showed what programs FIRST 5 funds. Commissioner Flaherty asked where PDI fell. It is under parenting because there is not a separate health category. He asked if it is expensive and the reply was that it is not. About one child a week is served from Mendocino County, for a total of about \$5,000 a year. There was a discussion about the startup costs of PDI, which were high.
- Nuestra Casa is no longer operating and Anderson Valley FRC may reopen through the clinic. FIRST 5 has not funded them for a year. Commissioner Flaherty asked for clarification about the location of the FRC for Anderson Valley but the site has not yet been determined. Commissioner Tichinin said he thought the school district should be engaged because it would be beneficial to have the resource of the school involved, and not losing the investment that has been made over time. There is a new superintendent for Anderson Valley is the former principal. Commissioner Rentería said an elementary principal is also her good friend.
- In all the 10 FRC contracts (not the ARC), 563 kids were served, which is 10% of the kids. Commissioners Flaherty and Anderson talked about how smaller communities rely more on FIRST 5 funding.
 - Arbor is an FRC that FIRST 5 questions the cost per child. There is a new director, and they are not sure about the cost per child. Their grant is smaller this year and they will be more closely monitored.
 - ARC- Parenting Apart and Supervised Visitation is only offered at the ARC FRC, not at any other FRCs. Parenting Apart is available in both English and Spanish. There is a high no show rate so staff maintains a waiting list to help ensure that each class is full.
 - Supervised Visitation is difficult to operate, but the court is grateful. Commissioner Anderson asked if the parents are charged a fee, but there is only a contract fee and the contract prohibits charging the parents. Commissioner Flaherty asked about the number of people who attended. Lydia clarified that it is cases, not people. Cases include both parents and the child. If the parents do not contact the ARC, they get sent back to the court. Commissioner Flaherty asked if it is 7 cases with multiple visits, and Lydia affirmed this. Commissioner Anderson asked if there was a cap of 10. Commissioner Flaherty asked about the cost per case and cost per hour of supervision. Executive Director Molgaard is going to work on the numbers and get back to the Commission with those costs. There are many State rules with this program. Commissioner Flaherty asked if we would get more money for more cases, but we are at the max with \$35,000. Commissioner Passalacqua asked how many cases a year we will do, but that is determined by the ARC staff and what they feel they are capable of. Commissioner Anderson asked if we can say no, and was told we can. There is also a three day training to be a monitor during supervised visits. FIRST 5 is looking for more monitors. FIRST 5 pays \$20 for English and \$25 for bilingual monitors. Sonoma County uses interns from Sonoma State. Commissioner Flaherty asked if we talked about this program a few months ago regarding the safety of staff. Commissioner Anderson brought it up two months ago. The ARC staff are able to turn down cases if they don't feel safe. Commissioner Anderson asked if there are two staff members present. There are at least two staff members there, and discussions are happening with the Boys and Girls staff for safety back up. Commissioner Anderson said they had a safety system at Tapestry that included panic necklaces. Lydia explained about the new visitation room at the ARC and that there is no cell service in the room, but they have walkie-talkies. Executive Director Molgaard said they will look into safety alarms. Commissioner Flaherty suggested that the building may have an existing alarm.
- Success stories from parents at other FRCs were shared in the annual report.

Commissioner Lowery joined the meeting at 2:50pm.

- All the FRCs shown met their deliverables during the fiscal year.
- The FRC Network receives \$12,500 for Network Coordination and travel – currently Jayma Shields.
- Special Funding Requests- Imagination Station preschool was funded \$5,000 for a fence, or for general expenses for the burned down preschool. Young Parent Program's \$3,630 funding was a roll over from the previous year.
- Final Evaluation Part 2 will be presented in October.

Executive Director Molgaard asked if there were other questions the commissioners wanted answered. Commissioner Tichinin asked to be sent the materials from this presentation to him and to Commissioner Rentería. Commissioner Anderson asked what would happen if we did not do supervised visitation, and was told that it just wouldn't happen.

Commissioner Flaherty asked about the contract renewal timeline for supervised visitation and if there would be options for increased staff safety. Executive Director Molgaard said she would look into it. Commissioner Anderson expressed his concern for staff safety and explore other options of they are out there.

ITEM 8: HOME VISITING PILOT

Executive Director Molgaard reported good news on the home visiting pilot. Stacey Cryer has found \$70,000 that can be used with FIRST 5's \$50,000 for the pilot. There is now have enough money to start a small pilot so that when money is available from the State, there will already be an existing program to fund. Laytonville was the intended pilot, but given their tragedy and the fact that their main health care provider is no longer at the clinic there, Fort Bragg is the new option. Executive Director Molgaard would like to put out a small contract of about \$10,000 for someone to get the program organize with a timeline to begin services. Perhaps have Iliana Mora and Chris Skyhawk or Tanya Ayala from the coast, to be trained in the Healthy Families America curriculum. The funding source is still unknown, so she doesn't want to promise employment to people who become trained. Executive Director Molgaard clarified the inquiry from Commissioner Tichinin that Mendocino County Public Health did not apply for previous federal/state funding. The funding may expand in January, and we would like to be in line for that future funding. Commissioner Tichinin agreed with Executive Director Molgaard that we should use existing staff to start up the program. She asked if the Commission wanted her to continue organizing the program or contract out. Commissioner Rentería said she thought it would be too much for Chris and Tanya to do, but perhaps someone local in Fort Bragg could do it and didn't think Executive Director Molgaard should do it remotely. It was thought that having Safe Passage or another non-profit in the area would be better candidates to move forward. Commissioner Anderson suggested RCS may be a good starting point because they are in the community. Commissioner Rentería inquired about the timeline and Executive Director Molgaard responded it would be best to have someone start working on the pilot as soon as possible, as long as the program is up and running by the end of the calendar year. Commissioner Rentería said she had one Nurse Practitioner who may be interested. Commissioner Tichinin asked if Executive Director Molgaard needed a vote to continue, but she did not because it is under \$20,000.

A portion of the trailer for the Raising of America was watched, due to a technical glitch, the full video was not seen by the Commission. A discussion afterwards about if the trailer should be shown somehow, maybe before a movie at the theater, or on Facebook. Commissioner Rentería said she would need to watch the whole trailer before deciding, particularly the ending. Executive Director Molgaard will send the trailer to the Commissioners to watch before the next meeting. She will also bring what other FIRST 5s are doing.

ITEM 9: COMMISSIONER REPORTS, ANNOUNCEMENTS & ADDITIONAL MATERIALS

Commissioner Anderson reported that Mendocino Community Health Clinic has a new pediatrician. She has met with Lydia and Menaka about FIRST 5 services. Commissioner Rentería said her clinic has lost their last pediatrician, who resigned to work for the Adventist Rural Health Clinic. They are currently trying to reassemble their pediatric group. Her clinic has been getting negative PR from the community because staff has been leaving the clinic. They are going to have two open forums to talk about the efforts they are making and the difficulties they have with staffing. The clinic is applying for a federal substance abuse grant. Commissioner Anderson said MCHC lost their pediatric provider in Lake County. Commissioner Rentería stated that all clinics in rural Mendocino County have had problems with recruitment. Commissioner Hamburg stated that at the new Howard Hospital opening there were no younger doctors. Commissioner Anderson said there are also not many opportunities for spouses of new employees as well. Commissioner Lowery said today that there was a new social worker starting in Fort Bragg.

Commissioner Rentería adjourned the meeting at 3:35 p.m.