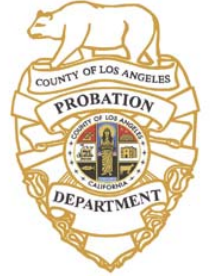




**STATEMENT OF PROCEEDINGS FOR THE
REGULAR MEETING OF THE PROBATION COMMISSION
KENNETH HAHN HALL OF ADMINISTRATION
500 W. TEMPLE STREET, ROOM 864
LOS ANGELES, CA 90012**



Thursday, September 26, 2019

10:00 AM

Present: Commission President Joe Gardner, Commissioner Herbon, Commissioner Swartz, Commissioner Mitchell, Commissioner Shutan, Commissioner Butler, Commissioner Meredith, Commissioner Yamashiro, Commissioner Caster, LACOE Director Dr. Diane Velasquez, LACOE Director Dr. Jason Hasty, Chief Deputy Sheila Mitchell

Attachment: [Audio Transcript](#)

I. ADMINISTRATIVE MATTERS

Commission President Joe Gardner welcomed all and called the meeting to order at 10:15 A.M. President Gardner informed the Commissioners and all present that the meeting was being recorded and asked that all identify themselves prior to making any statements.

1. Excused Absences: Commissioners Levine and Seaver
2. Roll Call

II. APPROVAL OF MINUTES

3. N/A

III. REPORT FROM LOS ANGELES COUNTY OFFICE OF EDUCATION

4. **Report from Diana Velasquez, Ed.D, Director, Curriculum & Instruction, Division of Student Programs on Probation Department staffing and the effect on LACOE educational programming.**

Dr. Velasquez of LACOE spoke about Probation staffing and the effects on the education and TSA Road to Success Academy which is a 12-week instructional education program. LACOE staff collaborate with Probation staff when Probation staffing is low to provide unit-based teaching to accommodate. LACOE is in daily communication with Probation as well as conduct quarterly meetings to discuss current issues, schoolwide expectations, and discipline.

Commissioners

Joe Gardner-President,

Hon. Jan Levine (Ret.)-1st Vice President, Hon. Betsy Butler (Ret.), – 2nd Vice President, Donald Meredith-Sergeant at Arms, Daniel Seaver, Azael Martinez-Sonoqui, Cyn Yamashiro, Esq., Jacqueline Caster, Esq, Jo Kaplan Esq, Olivia E. Mitchell, Peter Shutan, Rev. Zachary Hoover

The Commission is concerned with the quality of education provided to the youth and inquired if they are compliant with state regulations. LACOE teaching model is typical classroom setting and access to technology and instructional materials. The goal is for every student to feel they are receiving an equitable teaching experience.

The Commission expressed concerns that unit-based teaching reduces the quality of education the youth receives and inquired when unit-based teaching began and the frequency. The Commission received information that the youth who have graduated are in their cells and not receiving unit-based teaching and inquired what programs LACOE provides for graduated youth.

LACOE stated the frequency of unit-school has increased significantly as of May 2019 and occurs at least once a day. Unit-based teaching is conducted in the day room, digital devices such as laptops are provided to students that have internet access, or hardcopy documents. The MOU requires LACOE to provide 300 minutes of teaching per day which exceeds the state standard of 260 minutes. Youth can graduate with a minimum of 130 credits (core requirements). LACOE provides a voluntary Career Technical Education (CTE) programs in most facilities; some offer building and culinary programs.

The Commission expressed concern about the safety of educators, specifically assaults on LACOE staff and inquired about safety training provided to staff. LACOE provides non-violent crisis intervention, trauma informed care, restorative justice trainings, and offers a variety of counselors are available onsite.

The Commission inquired how LACOE ensures youth is provided with CTE opportunities that meet their interests. LACOE collaborates with community-based organizations to assist youth with finding educational opportunities of interest.

The Commission inquired about the benefits of AB216 and if youth receiving diplomas are meeting criteria by testing used in the STAR renaissance assessments standards to measure preparedness. Also, how does LACOE assist youth interface with conventional school after being released?

LACOE stated that AB216 gives youth the opportunity to finish their high school education which is often an obstacle to employment. LACOE has transition counselors who arrange school matters at least 45 days prior to youth release and the school district provides 30/60/90 day follow ups.

Speaker(s): Dr. Diane Velasquez, Ed.D, Director, Curriculum and Instruction
Dr. Jason Hasty, LACOE Director
Sheila Mitchell, Chief Deputy Probation

Action Item(s): LACOE to provide Commission with a listing, by camp/hall, of CTE offerings for graduated youth.

Probation in collaboration with LACOE to provide the Commission with data regarding movements and tracking of graduates, unit-based teaching, a tally of AB216 graduates that access to CTE, as well as data on percentages of unit-based teaching triggered by insufficient Probation staffing levels versus a crisis or event by October 10, 2019 meeting.

IV. REPORT FROM PROBATION EMPLOYEE UNION REPRESENTATIVES

5. Report from Stacy Ford SEIU 685 regarding assaults on their members within camps and halls.

Stacy Ford, SEIU 685 Vice President, expressed concerns regarding staff assaults, forced overtime, call outs, industrial accident claims at an all-time high and the lack of resources provided by the department, specifically the elimination/reduction of pepper spray. The union stated that there are no consequences for the youth when they assault staff and demand a safe work environment, more support for staff. Mr. Ford stated that SEIU 685 leadership does not interfere with Department matters when resolutions or recommendation make sense for their members but fears that staff safety is ignored by the Department.

The Commission discussed the unions role in doing their part to help get staff back to work/accountability. A high volume of call outs and leaves contribute to insufficient staffing ratios. Probation indicated that they are currently in the process of creating training for all staff and conduct wellness visits for employee out on leave.

The Commission asked what immediate solutions can be implemented to get staff back to work. The union stated that staff need to feel safe and suggested that the Department:

- Send an email to camp/hall staff asking for two day a week availability to stay over for coverage.
- Move either the youth or the staff after and assault takes place.
- Create standards, consequences, and expectations for the youth.
- Provide consistent and constant trainings for staff
- Create a fully staffed and trained model unit as a tool to implement throughout camps/halls.

Probation Department requested funding to provide 100 addition intermittent staffing positions to assist with staffing shortages and plans to conduct an accelerated academy estimated to start in late October and expressed their willingness to collaborate with the union to help get staff back to work.

Speaker(s): Stacy Ford, SEIU 685 Vice President
Sheila Mitchell, Chief Deputy Probation
Hans Liang, SEIU 685 President

Action Item(s): The union to provide the Commission with a list of real time

solutions to help get staff back to work, feel safe, and advocate on the union's behalf.

V. GENERAL PUBLIC COMMENTS

6. **Opportunity for members of the public to address the Commission on items of interest within the subject matter of the Commission. Three (3) minutes are allowed, per person, on each agenda and non-agenda item with a total of 15 minutes for public comments unless the Commission sets alternative limits or other allocations of time.**

Various union members spoke about the daily assaults on staff and provided testimony of the abuse they've endured. They stated repeatedly that the lack of consequence set for youth continues to perpetuate an abusive and hostile work environment. The union pleaded to the Commission for help and said that staff want to return to work but the can't or won't because of the work condition or injuries.

VI. ANNOUNCEMENTS

1. Inspection reports for halls and camps must be completed and submitted to the chair by November 14, 2019.
2. Annual election of officers will take place on November 14, 2019.

VII. ADJOURNMENT

The meeting was adjourned.