

Thought of the Day:

*“When your plans don’t pan out, don’t change the goals –
change the strategy”*

Author: Unknown

AGENDA

Sacramento Employment and Training Agency HEAD START POLICY COUNCIL Regular Meeting

Tuesday February 24, 2026, 10:00 a.m.

925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

PUBLIC COMMENT PROCEDURES

In response to AB 2449, the Sacramento Employment and Training Agency (SETA) Head Start Policy Council is conducting this meeting utilizing a hybrid approach, permitting members of the public to participate in person or via Zoom. Public comments will be accepted until the adjournment of the meeting, distributed to the members of the Council and included in the record.

In the event of disruption that prevents broadcasting of the meeting to members of the public using the call-in or internet-based service options, or in the event of a disruption which prevents members of the public from offering public comments, the Council shall take no further action on items appearing on the meeting agenda until public access to the meeting is restored.

In-Person Public Comment

Members of the public are encouraged to participate in the meeting by completing a speaker card or submitting written comments by email to SETA’s Clerk of the Boards, ClerkoftheBoards@seta.net. Any member of the public who wishes to speak directly to the Council regarding any item on the agenda may contact Anzhelika Simonenkova at (916) 263-3753, or ClerkoftheBoards@seta.net. Please include in your request the item(s) on which you would like to participate.

Zoom Public Comment

Members of the public may participate in the meeting via Zoom by clicking the [Zoom link](#), or listening to the meeting on one tap mobile +16699006833, 87070786058 # US (San Jose).

Meeting ID: 870 7078 6058

Passcode: 986422

[Join instructions](#)

During the meeting any questions or comments may be submitted via the chat features on Zoom.

Accommodations

Request for Assisted Listening Devices or other considerations should be made through the Clerk’s office at (916) 263-3753. Closed captioning will be available.

This meeting is digitally recorded and available to members of the public upon request.

This document and other Council meeting information may be accessed through the Internet by visiting the SETA webpage: www.seta.net/board/board-agendas.

GOVERNING BOARD

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Mai Vang

COUNCILMEMBER
City of Sacramento

Anita Maldonado, Ph.D.

EXECUTIVE DIRECTOR

CALL TO ORDER
PLEDGE OF ALLEGIANCE
ROLL CALL

- Policy Council (PC) Meeting Attendance Update
- Introduction of Newly Seated Representatives

I.	CONSENT ITEMS:	
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	✓ Monthly Head Start Report	
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	✓ PC Recruitment	
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	✓ Betsy Uda – Safe Environments, Facilities, Licensing, and Food Services	

- ✓ Megan Lamb – School Readiness, Special Education, and Mental Health Services
 - ✓ Veronica Jones – Health, Nutrition, Quality Assurance, and Data Systems
 - ✓ Lisa Carr – Family Engagement, Home Base, and ERSEA Services
- E. Open Discussion and Comments
- F. Public Participation

VI. ADJOURNMENT

DISTRIBUTION DATE: Tuesday, February 17, 2026

Policy Council meeting hosted by:
Le Andra Jones-Villalta (Chair) and Craig Fowler (Parliamentarian)

ROLL CALL

A member of the Policy Council will call the roll for the following members:

- Gabriela Panduro, Elk Grove Unified School District
- Craig Fowler, Parliamentarian, San Juan Unified School District
- Le Andra Jones-Villalta, Chair, Past Parent Representative
- Rebekah Chester, SETA-Operated Program
- Javana Abrussezze, SETA-Operated Program
- Franschelle Brown, Foster Parent Representative
- Ahmad Urfanzada, SETA-Operated Program
- Wanda Thomas-Johnson, Grandparent Representative

Members to be Seated:

- Dallas Tillis, Women's Civic Improvement Club of Sacramento, Inc. (WCIC)
- Tiffany Millier, Women's Civic Improvement Club of Sacramento, Inc. (WCIC)
- Graciela Garduno, EHS San Juan Unified School District
- Mohammad Shinwary, San Juan Unified School District

Applications Received:

-

Seats Vacant:

Vacant, Sacramento City Unified School District
Vacant, Elk Grove Unified School District
Vacant, EHS Twin Rivers Unified School District
Vacant, Twin Rivers Unified School District
Vacant, Twin Rivers Unified School District
Vacant, Home Base Option
Vacant, Home Base Option
Vacant, SETA-Operated Program
Vacant, SETA-Operated Program
Vacant, SETA-Operated Program
Vacant, SETA-Operated Program
Vacant, Community Agency Representative
Vacant, Community Agency Representative
Vacant, Community Agency Representative
Vacant, Grandparent Representative
Vacant, Parent Ambassador Representative
Vacant, Parent Ambassador Representative

**** Please call your alternate, Policy Council Chair (Le Andra Jones-Villalta: [916] 600-7228) or Head Start staff (Gaylon Ndiaye: [916] 591-2298 or Anzhelika Simonenkova: [916] 263-3753) if you will not be in attendance**

**POLICY COUNCIL
BOARD MEETING ATTENDANCE
PROGRAM YEAR 2025-2026**

The **2025-2026** Board was seated on
November 25, December 2, 2025, and January 27, 2026.

BOARD MEMBER	SITE	11/25	12/02*	12/16*	1/27	2/24*	3/24	4/21*	5/26	6/23	7/28	8/25	9/22	10/27
Gabriela Panduro Seated 11/25/25	EGUSD	X	X		E									
Latonya Peaks S/B/S 1/27/26	EGUSD	U	U		U									
Franschelle Brown Seated 12/02	FPR	X	X		X									
Wanda Thomas-Johnson Seated 1/27/26	GPR				X									
Vacant Seated	PAR													
Vacant Seated	PPR													
Le Andra Jones-Villalta Seated 11/25	PPR	X	X		X									
Vacant Seated	SCUSD													
Craig Fowler Seated 11/25/25	SJUSD	X	X		X									
Mohammad Shinwary S/B/S 2/24/26	SJUSD													
Graciela Garduno S/B/S 2/24/26	SJUSD/ EHS	X			U									
Ahmad Urfanzada Seated 1/27/26	SOP				X									
Javana Abrussezze Seated 11/25	SOP	X	X		E									
Vacant Seated	SOP													
Rebekah Chester Seated 11/25	SOP	X	X		X									
Vacant Seated	SOP													
Vacant Seated	SOP													
Vacant Seated	TRUSD													
Dallas Tillis S/B/S 2/24/26	WCIC				U									
Tiffany Miller S/B/S 2/24/26	WCIC				U									

GLOSSARY OF ACRONYMS

ACRONYM	REPRESENTATIVE CENTER
CAR	Community Agency Representative
EHS	Early Head Start
EGUSD	Elk Grove Unified School District
FPR	Foster Parent Representative
GPR	Grandparent Representative
HB	Home based Option
OGC	Outgoing Chair
PAR	Parent Ambassador Representative
PPR	Past Parent Representative
SCUSD	Sacramento City Unified School District
SJUSD	San Juan Unified School District
SOP	SETA-Operated Program
TRUSD	Twin Rivers Unified School District
WCIC	Women's Civic Improvement Club/Playmate Child Care Center

X: Present
E: Excused
R: Resigned
U: Unexcused Absence
S/B/S: Should be Seated
H: Holiday
HS: Holding Seat

AP: Alternate Present
E/PCB: Excused, Policy Council Business
E/PCB: Excused, Policy Committee Business
RS: Reseat
S/B/RS: Should be Reseated

 * Special Meeting

Current a/o 2/17/2026

CONSENT ITEM I-A

Approval of the Minutes of January 27, 2026, Regular Meeting

RECOMMENDATION:

Approve the minutes of January 27, 2026, meeting.

BACKGROUND:

This agenda item provides an opportunity for the Policy Council to review and approve the minutes of January 27, 2026, regular meeting.

ACTION Moved: _____ Second: _____

VOTE Aye: _____ Nay: _____ Abstain: _____

MINUTES/SYNOPSIS

Sacramento Employment and Training Agency HEAD START POLICY COUNCIL Regular Meeting

Tuesday January 27, 2026, 10:00 a.m.

925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

Ms. Le Andra Jones-Villalta called the meeting to order at 10:00 a.m., read the thought of the day, and called the roll; a quorum was met.

Members Present:

Le Andra Jones-Villalta, Chair, Past Parent Representative
Craig Fowler, San Juan Unified School District
Rebekah Chester, SETA-Operated Program
Franschelle Brown, Foster Parent Representative

New Members Seated/Re-seated Present:

Ahmad Urfanzada, SETA-Operated Program

Applications Received:

Wanda Thomas-Johnson, Grandparent Representative

New Members to be Seated/Reseated but Absent:

Latonya Peaks, Elk Grove Unified School District (*unexcused*)
Dallas Tillis, Women's Civic Improvement Club of Sacramento, Inc. (WCIC) (*unexcused*)
Tiffany Millier, Women's Civic Improvement Club of Sacramento, Inc. (WCIC) (*unexcused*)
Graciela Garduno, EHS San Juan Unified School District (*unexcused*)

Members Absent:

Gabriela Panduro, Elk Grove Unified School District (*excused*)
Javana Abrussezze, SETA-Operated Program (*excused*)

I. CONSENT ITEM:

- A. Approval of the Minutes of November 25, 2025, Regular Meeting and December 2, 2025, Special Meeting

The minutes were reviewed. The following amendments were made to the November 25, 2026, minutes:

- To eliminate duplications from the vote on consent item and action items A through C.
- To add Ms. Abrussezze to the vote on consent item and action items A through C.

These changes do not affect the vote.

For the December 2, 2025, special meeting minutes, the amendment is to move Latonya Peaks to the New Members to be Seated/Reseated but Absent category of the roll call.

Moved/Fowler, second/Brown, to approve November 25, 2025, regular meeting and December 2, 2025, special meeting, minutes as distributed.

Roll call vote:

Aye: 4 (Chester, Brown, Fowler, Urfanzada)

Nay: 0

Abstention: 1 (Jones-Villalta)

Absent: 2 (Abrussezze, Panduro)

II. ACTION ITEMS:

A. Election of Policy Council Community Representatives and Alternates for Program Year 2025-2026

Ms. Jones-Villalta reviewed the item. Ms. Wanda Thomas-Johnson submitted her qualifying application and shared her reasoning for serving on the Board. No other applications were submitted at this time.

Moved/Chester, second/Brown, to elect Ms. Thomas-Johnson as Grandparent Representative to the Policy Council (PC) for Program Year 2025-2026 and table the remaining Community Representatives vacancies to the next meeting.

Roll call vote:

Aye: 4 (Chester, Brown, Fowler, Urfanzada)

Nay: 0

Abstention: 1 (Jones-Villalta)

Absent: 2 (Abrussezze, Panduro)

B. Election of Policy Council Vice Chair, Secretary, and Treasurer for Program Year 2025-2026

Ms. Jones-Villalta reviewed the item. There were no qualifying members to nominate for the vacant officer positions.

Moved/Chester, second/Urfanzada, to table the election of Vice Chair, Secretary, and Treasurer to the next meeting.

Roll call vote:

Aye: 4 (Chester, Brown, Fowler, Urfanzada, Thomas-Johnson)

Nay: 0

Abstention: 1 (Jones-Villalta)

Absent: 2 (Abrussezze, Panduro)

III. INFORMATION ITEMS:

A. Annual Strategic Plan Report

Ms. Anita Maldonado presented an annual Strategic Plan video report.

B. Standing Information Items

- Fiscal Monthly Report/Corporate Card Monthly Statement of Account: No report

On behalf of Mr. Han, Ms. Nicolas noted the members' questions regarding the fiscal reports in the agenda packet, to be discussed at the next regular meeting.

- Health Service Advisory Committee (HSAC):
Ms. Jones-Villalta advised that a very informative HSAC meeting was held on February 12, 2026, during which members discussed wellness, health, and nutrition. She encouraged any interested PC members to join the Committee.

- C. SETA's Recruitment Update – Ms. Sheri Green-Johnson:
Mr. Pouncey reviewed the recruitment data provided in the agenda packet backup information. The data pertains to the period from November 14, 2025, through January 15, 2026. He encouraged PC members to continue assisting SETA with recruitment efforts.
- D. Governing Board Minutes for October 2, 2025: No questions

IV. COMMITTEE REPORTS:

- Executive Committee
The next meeting will be held on Tuesday, Feb 10, 2026, at 11:30 a.m. at the SETA Administrative building.
- Budget/Planning Committee:
The next meeting will be held on Tuesday, Feb 10, 2026, at 1:00 p.m. at the SETA Administrative building.
- Parent/Ambassador Committee
The next meeting date and time are to be determined. Feb 17, 11:30
- Social/Hospitality Committee
The next meeting date and time are to be determined.

V. OTHER REPORTS:

- A. Executive Director: No report
- B. Head Start Deputy Director:
Ms. Nicolas, on behalf of Ms. Griffith, advised that the Focus Area 1 (FA1) review is underway. After the winter break, SETA learned the selection of centers to be visited and was able to conduct targeted preparations.
- C. Chair:
Ms. Jones-Villalta stated that the Policy Council members are continuing to work on the Board's recruitment. She also noted that updates are being made to the application for the Community Agency Representatives recruitment, and this category will be filled at a later date.

Ms. Jones-Villalta presented the video "Why Are You Here?" to the members, highlighting the significant impact Board members have by serving on the Board.
- D. Head Start Managers:
 - ✓ Betsy Uda – Safe Environments, Facilities, Licensing, and Food Services: No report
 - Megan Lamb - School Readiness, Special Education, and Mental Health Services:
Ms. Lamb emphasized that SETA is currently undergoing an FA1 review, which

includes visits to centers, interviews with teaching staff, self-assessments, analysis of child assessment data, and additional countywide activities.

She noted that, according to countywide results from the Desired Results Developmental Profile (DRDP), language and literacy development is the lowest-scoring domain across the board. The DRDP data is utilized for grant planning by SETA and all Delegate Agencies. More information will be shared with the Board in future meetings.

- ✓ Veronica Jones – Health, Nutrition, Quality Assurance, and Data Systems:
 - Countywide OHS Health and Safety Screener – Monitoring Summary ReportMs. Jones introduced herself and shared that SETA has recently completed the countywide Office of Head Start (OHS) Health and Safety Screener across all sites as part of countywide quality assurance efforts. It helps identify strengths, areas for improvement, and opportunities to enhance the health and safety of the children served. The report was provided in the packet and reviewed. She encouraged everyone to notify the sites about any identified hazards or necessary repairs.
- ✓ Lisa Carr - Family Engagement, Home Base, and ERSEA Services: No report

E. Open Discussion and Comments: None

F. Public Participation: None

VI. ADJOURNMENT: The meeting was adjourned at 11:03 a.m.

Note: The minutes reflect the actual progression of the meeting.

ACTION ITEM II-A
Election of Policy Council Officers for Program Year 2025-2026

RECOMMENDATION:

That the Policy Council elect Vice Chair, Secretary, and Treasurer.

Vice Chair:

Treasurer:

Secretary:

BACKGROUND:

This agenda item provides an opportunity for the Policy Council (PC) to elect officers for Program Year 2025-2026. The duties of PC officers shall be as prescribed in the Bylaws and shall also include such other duties as may be established by the PC that are not in conflict with these Bylaws, Article V – Officers, Section 2B and 2C.

Section 2B of the Bylaws states: No member shall hold more than one (1) office at a time, and no member shall be eligible to serve more than two (2) terms in the same office. No more than one representative per each of the SOP, Delegate Agencies, or Community Representatives shall serve as an officer.

Section 2C of the Bylaws states: A SOP Parent Advisory Committee (PAC) member who has not been re- elected/replaced (called a holding member) shall not be eligible for election to represent PAC on PC or hold an officer position.

SECTION 3: Duties of Officers

The duties of PC officers shall be as prescribed in these Bylaws and shall include such other duties as may be established by the PC that are not in conflict with these Bylaws.

B. The Vice Chair shall serve as Chair of the PC in the absence of the Chair, and shall have all the delegated powers. The Vice Chair will assume the position of Chair if the seat of Chair is vacated. An election will be held for Vice Chair. Should both the Chair and Vice Chair leave office simultaneously, an election will be held at the next regularly scheduled meeting to replace both. The Secretary shall preside over the election in this event. The Vice Chair shall oversee the Parent Ambassador Committee.

ACTION ITEM II-A (continued)
Page 2

C. The Secretary shall call the roll, keep records of the current and preceding minutes at each meeting, and record resolutions or motions adopted, as may be necessary to expedite the PC's business. The Secretary shall oversee the Social/Hospitality Committee, and shall be a member of the Parent Ambassador Committee.

D. The Treasurer shall work with staff and Council Secretary and keep such records, files and accounts as may be necessary to expedite the PC's business, work with the Staff and Council Secretary. The Treasurer shall be a member of the Social/Hospitality Committee and the Parent Ambassador Committee.

ACTION Moved: _____ Second: _____

VOTE Aye: _____ Nay: _____ Abstain: _____

ACTION ITEM II-B
Election of Community Action Board Representative

RECOMMENDATION:

That the Council elects one member to serve as the alternate to the Low-Income Sector representative of the Community Action Board.

BACKGROUND:

The SETA Community Action Board is comprised of representatives from the Private, Public, and Low-Income Sectors. The duties of the Board include recommending allocations of Community Services Block Grant (CSBG) funds to community services agencies throughout Sacramento County.

Policy Council representatives (alternates) to the Community Action Board receive reimbursement for meeting attendance.

ACTION Moved: _____ Second: _____

VOTE Aye: _____ Nay: _____ Abstain: _____

ACTION ITEM II-C

Approval of Head Start/Early Head Start Parent Advisory Committee/Policy Council and Subcommittees Code of Conduct

RECOMMENDATION:

Approve Head Start/Early Head Start Parent Advisory Committee/Policy Council and Subcommittees Code of Conduct.

BACKGROUND:

ACTION Moved: _____ Second: _____

VOTE Aye: _____ Nay: _____ Abstain: _____



Head Start/Early Head Start Parent Advisory Committee/Policy Council and Subcommittees Code of Conduct

Policy:

Our PC and PAC Leaders recognize that a successful Head Start program involves a partnership between parents, class teachers, administrative management staff and the community that is positive and representative of the agency's mission and values. To that effect this Code of Conduct policy aims to make transparent the requirement of positive communication, interaction and representation.

Purpose and Scope:

SETA Head Start aims to ensure every way of thinking of the program is conducted with the highest ethical standards. To help us do this, we set clear expectations and guidelines on behavior for all members of our community. This includes the Standards of Conduct/Personal Rights Policy and the Adult Code of Conduct.

In addition, participants of the Policy Council, Parent Advisory Committee and Parent Ambassadors are held to additional expectations as program leaders.

Expectations include:

- SETA is a drug free workplace. Unlawful, manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited.
- All PC and PAC board members are to conduct themselves in a professional manner when representing SETA. Seek a peaceful and reasonable solution to all issues without coercion, intimidation or displays of microaggressions eye rolling, pressed lips, folded arms, or any other grimace showing disdain.
- All PC and PAC board members are required to fully participate in all attended events.
- Members are to arrive on time and be fully engaged and prepared to contribute to the event.
- All PC and PAC board members are encouraged to wear professional clothing when representing SETA. Wearing the SETA provided polo shirt is acceptable.

Effective Program Year 2025

- Treat all members of the program and parent boards, committees with respect – setting a good example with speech and behavioral interactions that are positive even when there is difference of opinion.
- Seek a peaceful and reasonable solution to all issues without coercion, intimidation or displays of microaggressions (eye rolling, pressed lips, folded arms, or any other grimace showing disdain).

By signing below, I acknowledge that I have fully read and understood the terms and conditions outlined in this code of conduct document. I further understand that in the event of any conduct violation, pursuant to the Bylaws Section 9 for removal, I may be removed from the board and all sub committees.

Name: _____ Signature: _____ Date: _____

Effective Program Year 2025

INFORMATION ITEM III-A

Standing Information

BACKGROUND:

- Fiscal Monthly Report/Corporate Card Monthly Statement of Account: Mr. Victor Han
- Health Service Advisory Committee (HSAC): Ms. Le Andra Jones-Villalta
- Community Resources: Ms. Rebekah Chester
 - 988 Suicide and Crisis Lifeline
 - Black Child Legacy Campaign
 - Free Tax Preparation
 - Learn Advanced Manufacturing
 - Parent Survey

NOTES:

OUR SPIRITS ARE MEANT TO BE CARED FOR. 988 CAN SUPPORT.

988



What Is 988?

988 is the Suicide & Crisis Lifeline. It's free, confidential, and available 24/7/365. 988 connects people experiencing a mental health, substance use, or suicidal crisis with trained counselors.

When Should I Call 988?

You may call or text 988 or chat 988lifeline.org for yourself or if you are worried about a loved one who may need crisis support.

There is no reason too big or too small to reach out to 988. There are many reasons you may connect with 988 beyond thoughts of suicide. Some examples include:

- Mental health
- Substance use challenges
- Emotional distress, anxiety, or depression
- Relationship troubles
- Loneliness

Interpreter services are available in more than 240 languages.



**BLACK CHILD
LEGACY**
CAMPAIGN

Providing resources and community support for Black families in Sacramento

Every stage of a Black child's life is precious. That's why the Black Child Legacy Campaign (BCLC) works with nonprofits across Sacramento to ensure positive health outcomes for Black families. We envision a world in which every Black child can live safely and thrive.



Are you pregnant?

Access infant supplies, pregnancy resources, community support and guidance on navigating medical systems.



Do you have an infant in your care?

Learn about safe sleeping conditions, nutrition, breastfeeding, car safety and health insurance through our educational programs and resources.



Are you concerned about the safety of your young child or adolescent?

Receive support for addressing child abuse and neglect and community violence, including home visitations, crisis intervention, workshops on violence prevention and parenting, and community referrals.



Do you need community support?

BCLC partners offer wraparound services, including mentorship, leadership development, job training and more.

"Black families finally have a place to come to get services, take care of their basic needs, to take care of any particular crisis that happens within our community"

— Tolanda Stevenson, BCLC Partner, Meadowview

Systemic problems demand systemic solutions

In 2015, Black children were dying at twice the rate of all other ethnic groups in Sacramento County.

The main causes of death were/are related to perinatal conditions, infant sleep, child abuse and neglect, and third-party homicides. In response, Sacramento County established the Steering Committee on Reduction of African American Child Deaths (RAACD) with the goal of reducing Black child deaths by 10-20% by 2020.

Through the Black Child Legacy Campaign, RAACD united local nonprofits to exceed this goal, reducing overall deaths by

27%

Tuesday, February 24, 2026



Community Incubator Lead organizations

Our Community Incubator Lead (CIL) organizations live and work in neighborhoods across Sacramento.

They are trusted organizations that provide culturally relevant support and wraparound care to Black children and families. **Get connected with a CIL today to access Black Child Legacy Campaign resources and activities today.**

ARDEN-ARCADE
95821, 95825, 95864

Mutual Assistance Network
2427 Marconi Ave., Ste. 101
916.514.8096



DEL PASO HEIGHTS & NORTH SACRAMENTO
95815, 95838

Roberts Family Development Center
766 Darina Ave.
916.646.6631



FRUITRIDGE & STOCKTON
95820, 95824

Sacramento Building Healthy Communities-The Hub
4625 44th St.
916.431.7485



MEADOWVIEW
95822, 95832

Rose Family Creative Empowerment Center
7000 Franklin Blvd, Suite 1000
916.376.7916



FOOTHILL FARMS & NORTH HIGHLANDS
95660, 95841, 95842

Liberty Towers Church/ Impact Sac
5132 Elkhorn Blvd.
916.807.4903 (Liberty Towers)
916.900.6707 (Impact Sac)



OAK PARK
95817

Greater Sacramento Urban League
2331 Alhambra Blvd., Suite 300
916.732.3699



VALLEY HI
95823, 95828

South Sacramento Christian Center
7710 Stockton Blvd.
916.753.9435



Scan the QR code for more information!

Head Start Policy Council



FREE TAX PREPARATION

FOR FAMILIES WHO EARN LESS THAN \$67,000

All the following documents is **REQUIRED** for filing:

- ✓ All **2025** W-2s, SSA, Form 1099, Retirement, etc.
- ✓ **2025** Health Coverage Form
- ✓ Social Security Card for yourself/Spouse and any Dependent
- ✓ Valid California Driver's License or State ID
- ✓ If filing married-joint, your spouse **MUST** be present
- ✓ Tax return document from last year

Starts On
MONDAY
FEB 2rd, 2026

**Got Tax-Related Questions?
Call 211 Or 800-500-4931**

Visit YourFreeTaxPrep.org
to file your taxes online for free!

**CALL US
TO SCHEDULE**

ARI Headquarter
6270 Elder Creek Rd.
Sacramento, CA 95824
(916) 454-1892

ARI Job Center
2411 Alhambra Blvd., Ste. 110
Sacramento, CA 95817
(916) 324-6202

ARI Refugee Program
5750 Sunrise Blvd., Ste. 100
Citrus Heights, CA 95610
(916) 745-4313

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- Get hands-on experience with real tools and machines
- Learn the basics of manufacturing, robotics, and automation
- Get an opportunity to job shadow at local manufacturers
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Apply now if you're 16-24, live in Sacramento County, and have NOT been to college.



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APPLY NOW!

Begins January 2026. Selected applicants will be interviewed. Limited spots available.



Caring for Young Children? We want to hear from you!

Complete the Parent Survey Today

First 5 Sacramento wants to understand the needs and experiences of children prenatal to age 5 and their families living in Sacramento County. Your voice can make a difference in free programs for kids and parents!

Take our survey— it's:

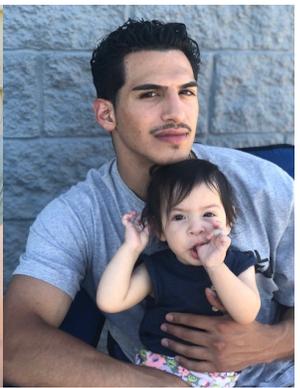
- ◆ **multiple choice**
- ◆ **anonymous**
- ◆ **confidential**

First 5 Sacramento
County Parent Survey

All who complete the survey will be offered a chance to enter a drawing to win a \$25 gift card or a set of children's books.



Click [here](#) or scan the QR code to access the survey:



INFORMATION ITEM III-B
SETA's Recruitment Update

BACKGROUND:

SETA continues to actively recruit, screen, interview, and on-board new staff to support the Children and Family Services Department. A summary report of activities will be sent under separate cover.

NOTES:

INFORMATION ITEM III-C
SETA Governing Board Minutes

BACKGROUND:

Attached for your information is a copy of the most recent minutes of the SETA Governing Board.

Staff will be available to answer questions.

NOTES:

MINUTES/SYNOPSIS

Sacramento Employment and Training Agency GOVERNING BOARD Regular Meeting

Thursday November 6, 2025. 9:00 a.m.

925 Del Paso Boulevard, Suite 100, Board Room,
Sacramento, CA 95815

CALL TO ORDER

ROLL CALL

PLEDGE OF ALLEGIANCE

Mr. Desmond called the meeting to order at 9:06 a.m. The roll was called, and a quorum was not established. The quorum was established at 9:11 a.m.

Members Present:

Patrick Kennedy, Member, Board of Supervisors

Rich Desmond, Chair, Board of Supervisors

Eric Guerra, Vice Chair, City of Sacramento (*arrived and seated at 9:11 a.m.*)

Members Absent:

Mai Vang, Member, City of Sacramento

III. INFORMATION ITEMS:

A. 3rd Quarter Strategic Plan Report

Ms. Maldonado advised that, so far, the current government shutdown hasn't caused any disruptions to any of the funding sources. SETA will continue to monitor the situation very closely.

Ms. Maldonado, along with Ms. Tarianna Perez, presented the 3rd Quarter Strategic Plan report. The presentation is attached to these minutes.

Mr. Guerra arrived and was seated at 9:11 a.m. The quorum was met.

I. CONSENT ITEMS:

A. Approval of Minutes of October 2, 2025, Regular Board Meeting

B. Approval of Claims and Warrants

Moved/Guerra, second/Kennedy, to approve the following consent items:

A. Approval of Minutes of October 2, 2025, Special Board Meeting

B. Approval of Claims and Warrants

Roll call vote:

Aye: 3 (Desmond, Guerra, Kennedy)

Nay: 0

Abstention: 0

Absent: 1 (Vang)

II. ACTION ITEMS:

A. General Administration

1. Election of Officers of the Sacramento Employment and Training Agency Governing Board

Legal Counsel reviewed the item and informed the Board that City and County Representatives would rotate due to the current vacancy of the Public Representative for a one-year term. Mr. Kennedy nominated Mr. Guerra as Chair and himself as Vice Chair.

Moved/Kennedy, second/Desmond, to elect Mayor Pro Tem Guerra as Chair and Supervisor Kennedy is Vice Chair to the SETA Governing Board for a one-year term.

Roll call vote:

Aye: 3 (Desmond, Guerra, Kennedy)

Nay: 0

Abstention: 0

Absent: 1 (Vang)

2. Approval to Purchase Agency Insurance for General Liability, Vehicle Liability, Umbrella Liability, Property, Crime, Inland Marine, Professional Liability, Employee Benefits, Sexual/Physical Abuse, Directors and Officer's Liability, Employment Practices Liability, Participant Accident, Flood, and Cyber

Mr. Maslac reviewed the item and noted that it does not include the Agency's Workers' Compensation Insurance, which will be presented at the Governing Board meeting in December. The Agency's current insurance policies are set to expire on December 1, 2025.

Mr. Ken Johnson, an insurance broker from Gallagher, provided an overview of the Agency's insurance and proposals. A copy of the presentation is attached to these minutes.

Mr. Johnson introduced a new Gallagher employee, Ms. Loren Olsen, who provided her background highlights.

Moved/Guerra, second/Desmond, to delegate procurement authority to the SETA Executive Director to work with Gallaher to secure the necessary coverage before the expiration date.

Roll call vote:

Aye: 3 (Desmond, Guerra, Kennedy)

Nay: 0

Abstention: 0

Absent: 1 (Vang)

B. Workforce Development Department

General/Discretionary: No items

One Stop Services: No items

Community Services Block Grant: No items

Refugee Services: No items

C. Children And Family Services Department:

1. Approval to Submit Annual Refunding Application for Fiscal Year 2026-2027 to the California Department of Education (CDE)

Ms. Griffith reviewed the item and advised that it seeks the Board's approval for submission of the application for continued funding for Fiscal Year (FY) 2026-2027 to CDE with a maximum reimbursement amount of approximately \$7.3M. These funds will provide services to 860 preschoolers in full-day, full-year child development programs.

Moved/Guerra, second/Kennedy, to approve the submission of the application for continued funding for Fiscal Year (FY) 2026-2027 to CDE with a maximum reimbursement amount of approximately \$7.3M and further authorize SETA's Executive Director sign the Continued Funding Application (CFA) and all related FY 2026-2027 contract documents.

Roll call vote:

Aye: 3 (Desmond, Guerra, Kennedy)

Nay: 0

Abstention: 0

Absent: 1 (Vang)

2. Approval to Submit Annual Refunding Application for Fiscal Year 2026-2027 to the California Department of Social Services (CDSS)

Ms. Griffith reviewed the item and advised that it seeks the Board's approval for submission of the application for continued funding for FY2026-2027 to CDSS with a maximum reimbursement amount of approximately \$6.36M. These funds will provide services to 401 infant/toddlers in full-day, full-year child development programs.

Moved/Guerra, second/Kennedy, to approve the submission of the application for continued funding for FY 2026-2027 to CDSS with a maximum reimbursement amount of approximately \$6.36M and further authorize SETA's Executive Director sign the Continued Funding Application (CFA) and all related FY 2026-2027 contract documents.

Roll call vote:

Aye: 3 (Desmond, Guerra, Kennedy)

Nay: 0

Abstention: 0

Absent: 1 (Vang)

III. INFORMATION ITEMS:

B. Fiscal Monitoring Reports:

The Board requested to receive the programmatic and fiscal annual outcome report.

Ms. Maldonado stated that a report containing a complete analysis of SETA's programs will be provided at the next meeting.

C. Employer Success Stories and Activity Report:

Mr. Walker provided an update on the recently held Department of Human Assistance (DHA) JobLink Job Fair. He reported that 315 individuals attended the event, with 47 employers participating. The job fair was deemed highly successful.

- D. Dislocated Worker Update:**
Mr. Walker informed the Board about a WARN notice recently received regarding the Educational Testing Service, which laid off 757 employees. Many of those affected were remote workers located out of state.

Mr. Walker advised on the continued assistance provided to Blue Diamond Almonds Company employees.

- E. Head Start Reports:**
Ms. Griffith reviewed the Program Information Report (PIR) included in the packet. This report, along with other analyses, is used to develop the Annual Head Start Report. She mentioned that next month, the Children and Family Service Managers will present some key findings to the Board.

In response to Mr. Guerra's questions, Ms. Griffith informed that SETA is funded through July 31, 2026. She also emphasized that the programs in Sacramento County are open to the public. Furthermore, Ms. Griffith confirmed that SETA has contingency plans in place to address any funding shortage scenarios.

Ms. Griffith discussed efforts to ensure that SETA meets its health screening requirements and ways to encourage parents to have their children in the program receive the necessary screenings.

IV. PUBLIC COMMENTS RELATING TO MATTERS NOT ON THE POSTED AGENDA: None

V. REPORTS TO THE BOARD:

- A.** Chair: No report
- B.** Executive Director: No report
- C.** Deputy Directors: No report
- D.** Counsel: No report
- E.** Members of the Board: No report

VI. ADJOURNMENT: The meeting adjourned at 9:57 a.m.

Note: The minutes reflect the actual progression of the meeting.



3rd Quarter Strategic Plan Report

November 6, 2025

Presented by:
Anita Maldonado, Ph.D.



SETA STRATEGY AND DIRECTION



Vision

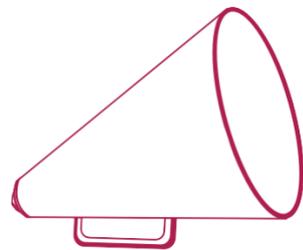
A Sacramento County where all communities facing barriers can achieve their fullest potential in school, work, and life.



Mission

SETA transforms lives by supporting programs and partners that empower people to thrive.

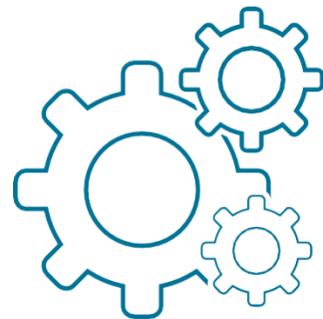
STRATEGIC INITIATIVE 1



Improve Awareness

We will enhance the clarity of our messaging for external and internal audiences, ensuring that all stakeholders are well-informed about SETA's activities, purpose, and strategic direction.

STRATEGIC INITIATIVE 2



Strengthen Cohesion

We will invest in our people and processes to increase internal cohesion and culture, particularly by identifying synergies between teams, strengthening equity programs, and better supporting staff.

STRATEGIC INITIATIVE 3

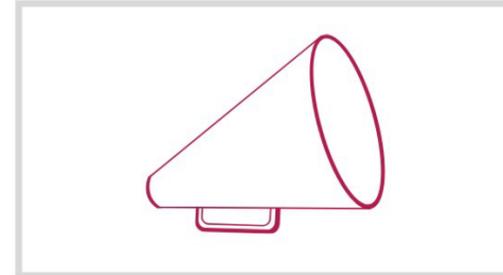


Build Partnerships

We will intentionally work to provide the necessary supports and resources for the hundreds of subrecipients and partners SETA works with.

STRATEGIC PLAN 2025-2028

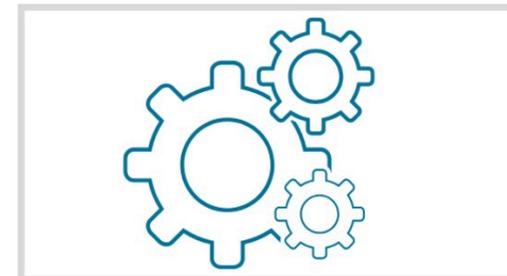
IMPROVE AWARENESS



ACTION STEPS

- Develop Messaging and Brand Identity
- Back it up with Metrics and Stories
- Invest in Outgoing Outreach
- Track Efforts and Measure Results

STRENGTHEN COHESION



ACTION STEPS

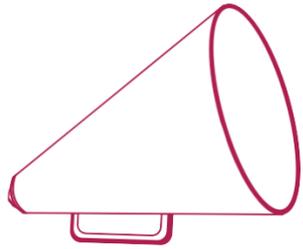
- Enhance Communication
- Promote Collaboration
- Improve Visibility
- Promote Welcoming Culture
- Strengthen Accountability
- Improve Accessibility of Senior Leadership
- Develop Training Program
- Pursue Continuous Improvement

BUILD PARTNERSHIPS



ACTION STEPS

- Establish Clear Communication Channels
- Standardize Information and Processes
- Facilitate Partner Interactions

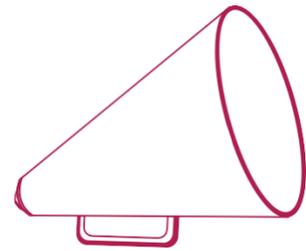


Improve Awareness

- Advocacy Trip with David Bradley to visit Mark DeSaulnier
- CSBG received 15 new agencies to go through pre-qualification for Community Service Grant Funding due to outreach for new providers
- Social Media
- Outreach
- Community Newsletter
- New Website Metrics
- ABC10 Interview with Walt Gray



Social Media



- Reached over 300 followers on IG
 - Increased ~100 per quarter
- Our Sac Works FB account has reached over 24K in followers
- **Audience:**
 - 25-44 years old (60% of audience age) SETA IG
 - 25-54 Sac Works FB

Top posts

Join us in celebrating Juan and his 25 years of dedication, leadership, and service! Juan has been a cornerstone of the SETA team, bringing heart, wisdom, and consistency to everything he does. From supporting colleagues to uplifting our community, Juan's impact over the years has been truly inspiring. Thank you, Juan, for your incredible commitment and for being part of the SETA legacy! #SETAAppreciation #25YearsOfService #SETAChampions #SETAFamily #StaffSpotlight

6 likes

Today we would like to celebrate 25 incredible years of dedication, heart, and impact! Cheryl has been a vital part of the SETA family, supporting our mission and community with unwavering commitment. From mentoring colleagues to uplifting families, Cheryl's work has touched countless lives, and we're so grateful for her passion and service. Thank you, Cheryl, for 25 years of excellence. Here's to many more milestones ahead! #SETAAppreciation #25YearsStrong #ThankYouCheryl #SETAChampions #StaffSpotlight

6 likes

Meet the Heart of Northview! Get to know the amazing teachers and staff who make our Head Start preschool site so special! From warm welcomes to nurturing classrooms, this team is dedicated to helping every child grow, learn, and thrive. Their passion, experience, and care shine through, and now you can see it for yourself! Watch the video and give our Northview Head Start staff some kudos in the comments! #HeadStartHeroes #NorthviewPreschool #EarlyLearning #SETAHeadStart #MeetTheTeam #PreschoolMagic #Head Start Head Start California Head Start WEST

5 likes

Top posts

Today we celebrated the construction completion of Mirasol Village Early Learning Center with Sacramento Housing and Redevelopment Agency (@srahome)! A vibrant milestone for Sacramento, the event brought together leaders and partners who made this transformation possible — including @richdesmondca, representatives from the Office of Congresswoman @repdorismatsui, McCormack Baron Salazar, and @hudgov. We can't wait to open this new center up and create a welcoming space for our families and young learners! Stay tuned for more info about this Early Learning Center! #SETA

31 likes

Meet the Heart of Northview! Get to know the amazing teachers and staff who make our Head Start preschool site so special! From warm welcomes to nurturing classrooms, this team is dedicated to helping every child grow, learn, and thrive. Their passion, experience, and care shine through, and now you can see it for yourself! Watch the video and give our Northview Head Start staff some kudos in the comments! #HeadStartHeroes #NorthviewPreschool #EarlyLearning #SETAHeadStart #MeetTheTeam #PreschoolMagic #headstartgov #headstartca

29 likes

Today we would like to thank Reta for her 25 years of service working at SETA! Celebrating a Staff Milestone! Reta's unwavering commitment, hard work, and positive spirit have made a lasting impact at our Agency and the community we serve. Her journey is an inspiration, and we are so grateful to have her as part of the SETA family! Reta's supervisor, Lisa, says, "Reta has been able to bridge the gap between our Workforce Development and Children and Family Services units by ensuring that workforce development is at the top of the mind of our Family Service Workers." Staff also shared, "She

23 likes

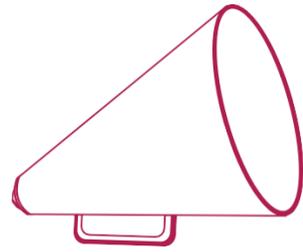
SETA Published by Hootsuite · September 24

Today we celebrated the construction completion of Mirasol Village Early Learning Center with [Sacramento Housing and Redevelopment Agency](#)! A vibrant milestone for Sacramento, the event brought together leaders and partners who made this transformation possible — including Supervisor Richard Desmond, representatives from the Office of [Congresswoman Doris O. Matsui](#), McCormack Baron Salazar, and [U.S. Department of Housing and Urban Development](#).

We can't wait to open this new center up and create a welcoming space for our families and young learners! Stay tuned for more info about this Early Learning Center!

#SETA #SETAHeadStart #EarlyLearning

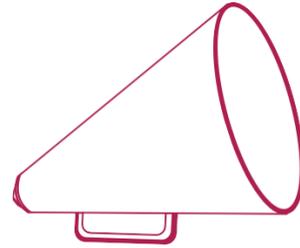
Outreach



- 52 events within this past quarter
 - Started centralizing and tracking events July 2025
- Univision Event
- Organizations and agencies are requesting SETA to be present at Townhalls and Resource Fairs
- CSBG team attended a Job Fair at Mather Community Campus to provide SETA program information to on-site residents



Community Newsletters

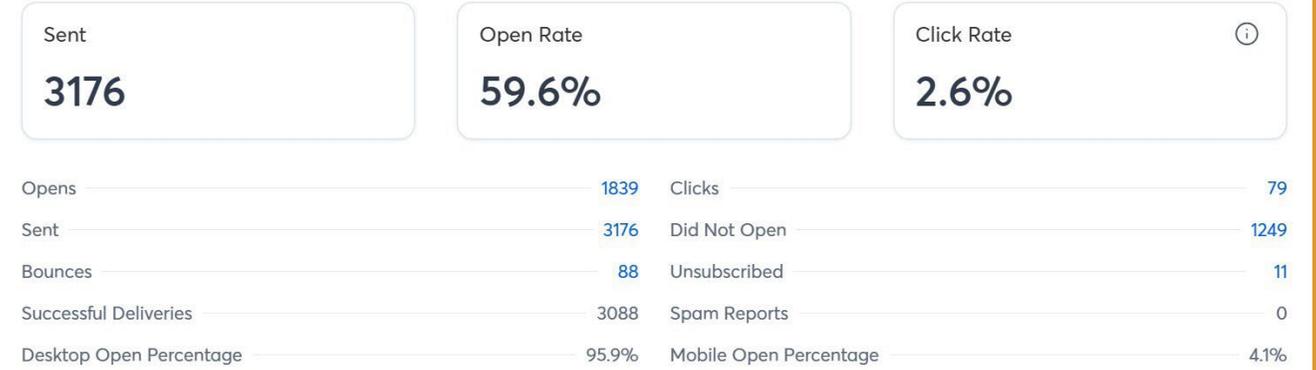


- By Sept. 30th: At 420 contacts
 - Quarter 1: Were at 50 contacts
 - Quarter 2: Were at 326 contacts

Summer

Email Performance

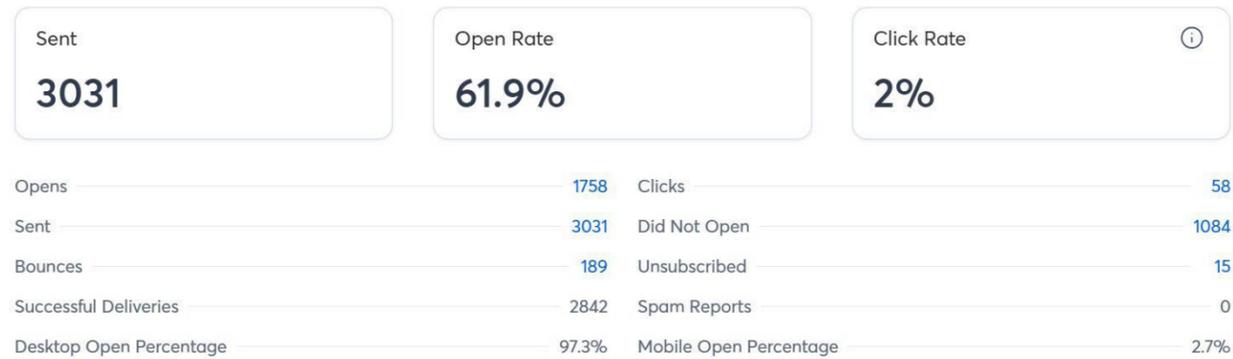
See how your emails are doing with your audience.



Spring

Email Performance

See how your emails are doing with your audience.

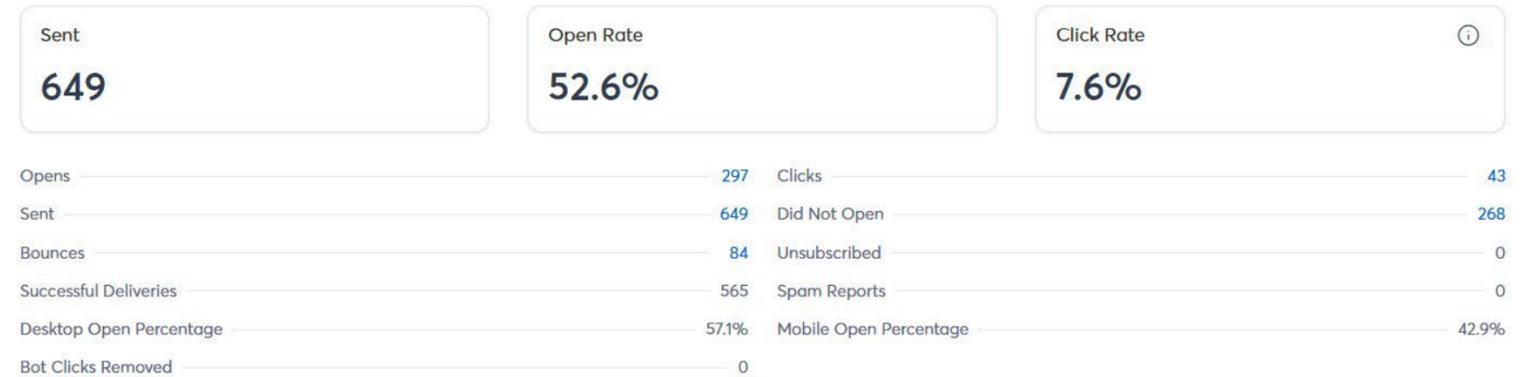


Fall

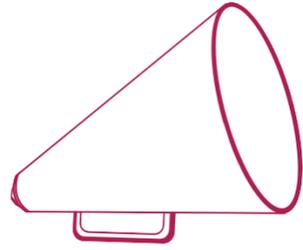
Email Performance

See how your emails are doing with your audience.

• Turn on bot click filtering for more accurate data. ⓘ



Website



This quarter:

- Multiple site backups were created
- Web repairs (including finding and fixing any delays)
- Multiple WordPress plugin updates
- Multiple critical security updates were applied

SETA Site

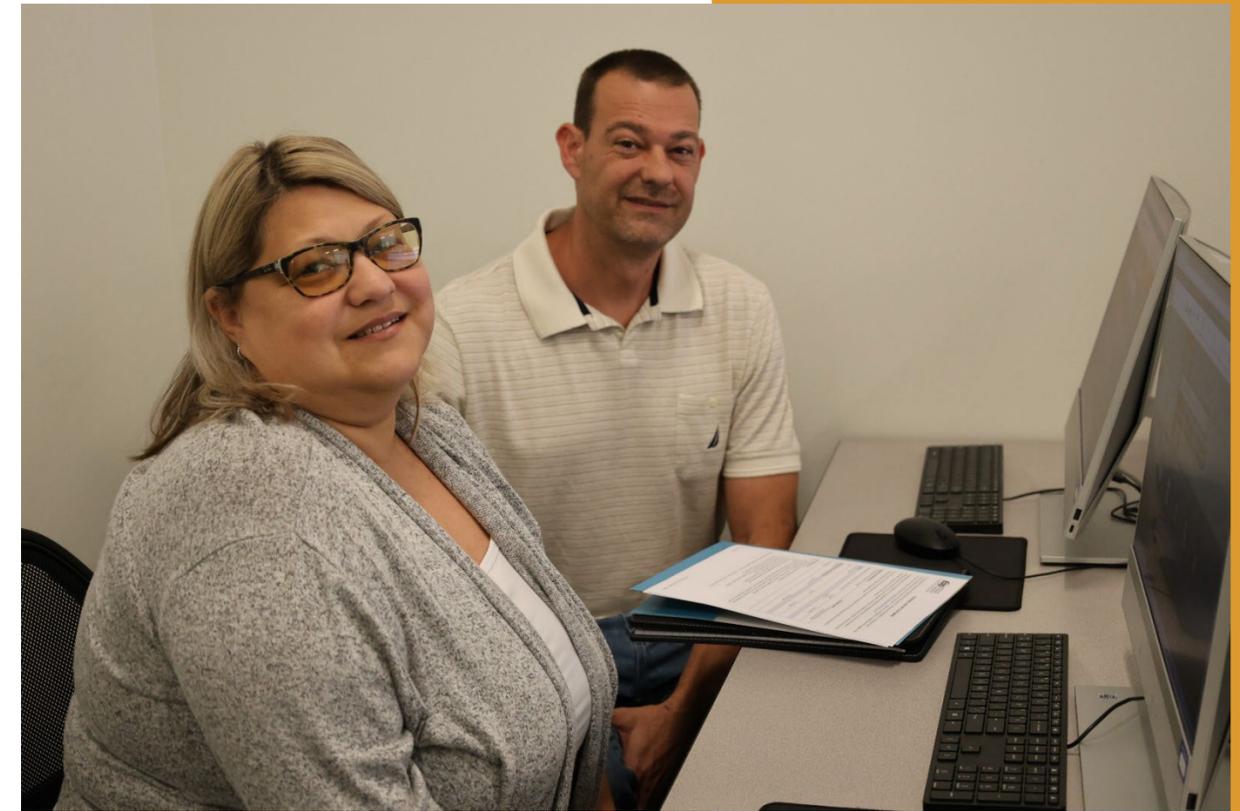
- 15K visitors (up 128.3% since last quarter)
- Top viewed pages:
 - Home, Careers, Resources, Who We Are, Community Services

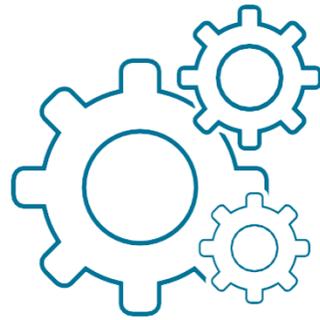
Sacramento Works Site

- 16K visitors
- Top viewed pages:
 - Home, Job Seekers, Job Centers, Career Training, For Youth

Children and Family Services Site

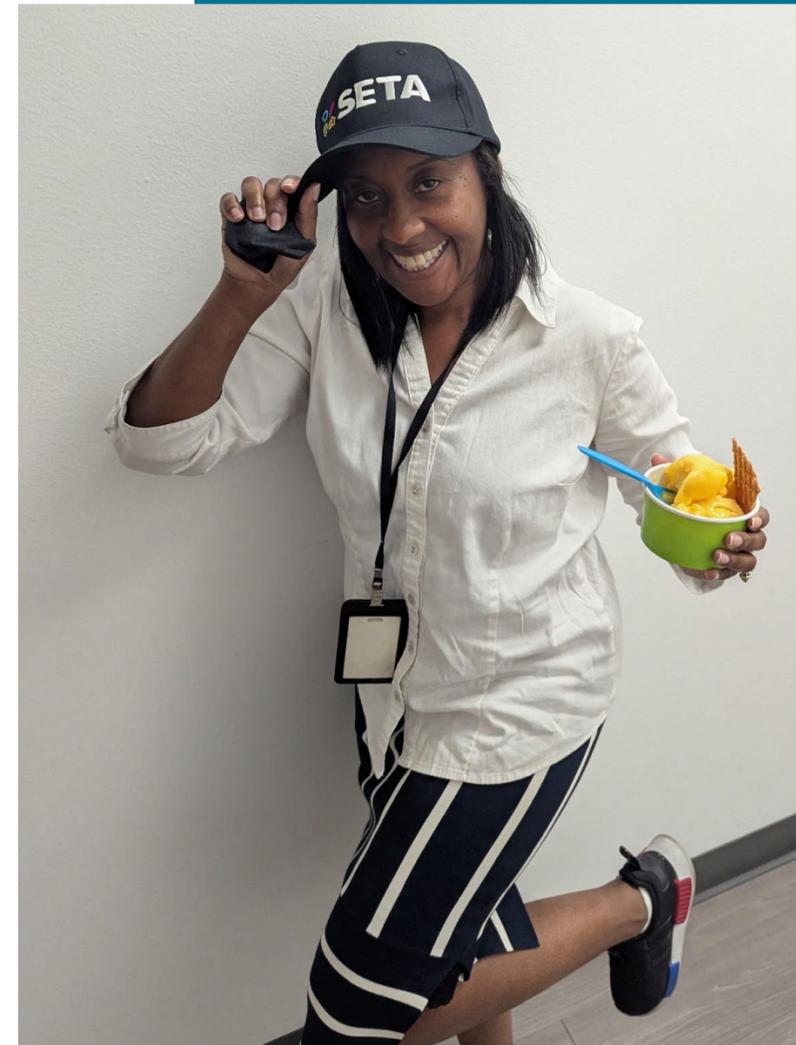
- 6.2K visitors
- Top viewed pages:
 - Home, Locations, Eligibility, Infant & Toddler Services, Pre-School





Strengthen Cohesion

- Health and Wellness
- Introduction to streamlining and centralization for work and cost efficiency
- Cross-Advisory Board set up
- Restructure of Management Meeting
- Management Trainings
- Del Paso Ice Cream Social
- WFD Team stepped up in Roy's absence
- CFS Annual Inservice Training
- WIOA Kick-Off to build relationship between Sac Works Job Center staff and SETA staff
- CSBG and WIOA staff collaborate for outreach events to promote agency services as a whole
- Staff Newsletter
- SETA Swag



Staff Newsletters

- Averaging 40% open rate among staff
- Next quarter, we plan on including fun and engaging elements
- ~60% of staff open it via mobile

Ms. Anita thank
you for bring such
great ideas to
SETA.

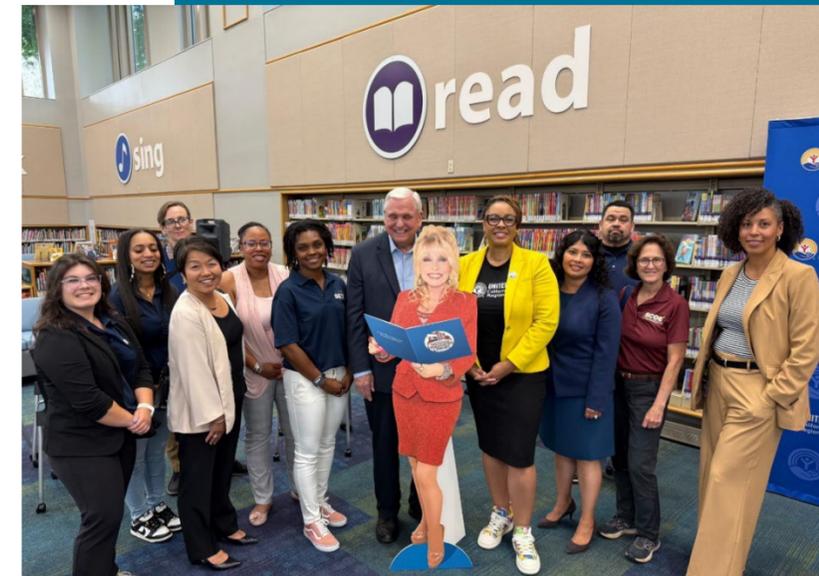
I would like to see
random fun surveys
that we can
participate in. Ex:
what's your favorite
food? Restaurant?
Artist?

Liked...Honoring a coworker
was so welcoming. More
then just a email of a
passing but showing she
meant so much to many of
us. She was a real person
not just a person in passing.
Thank you.



Build Partnerships

- Mirasol Village Construction Completion Event with SHRA
- DHA Partnerships
- CWA Conference and panelist with James Irvine Foundation
- Governing Board-Community Rep interviews
- Urban League new leadership
- SMUD Partnership
- Prop 47 Grant Cohort 5 Award \$8 million
- Department of Child Support Services and Child Action are coordinating co-location at several of the Sacramento Works Job Centers
- SETA staff are co-located at the Department of Rehabilitation (South and North offices)
- Farm to CACFP Nutrition Cohort
- Sacramento Childcare Taskforce
- OHS West- new regional office
- Dolly Parton Imagination Library
- Department of Child Support Services



THANK YOU!

**FOLLOW
US**



https://linktr.ee/sac_seta



Gallagher

Insurance | Risk Management | Consulting

Sacramento Employment and Training Agency

Property & Casualty Board Presentation:
November 6, 2025,
for Renewal December 1, 2025 - 2026

Arthur J. Gallagher & Co.
Ken Johnson | Area Senior Vice President
Ken_johnson1@ajg.com

Kristen Hilmoie | Client Service Executive
Kristen_Hilmoie@ajg.com

November 6, 2025

Head Start Policy Council



Table of Contents

- SETA' Gallagher Team
- Program Schematic – Coverage & Premiums
- Insurance Market Report - July 2025
- Renewal Property & Casualty Premiums
- Proposed Renewal Strategy Summary
- Renewal Timeline
- Thank You for Your Business

• July 2025



SETA Service Team Chart



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CIC, ARM**
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Michael Gallagher
Area President
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RPS Management Liability and Cyber Liability Team

Gallagher Service Team

Gallagher Verify

Gallagher National Risk Control



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Management Liability*
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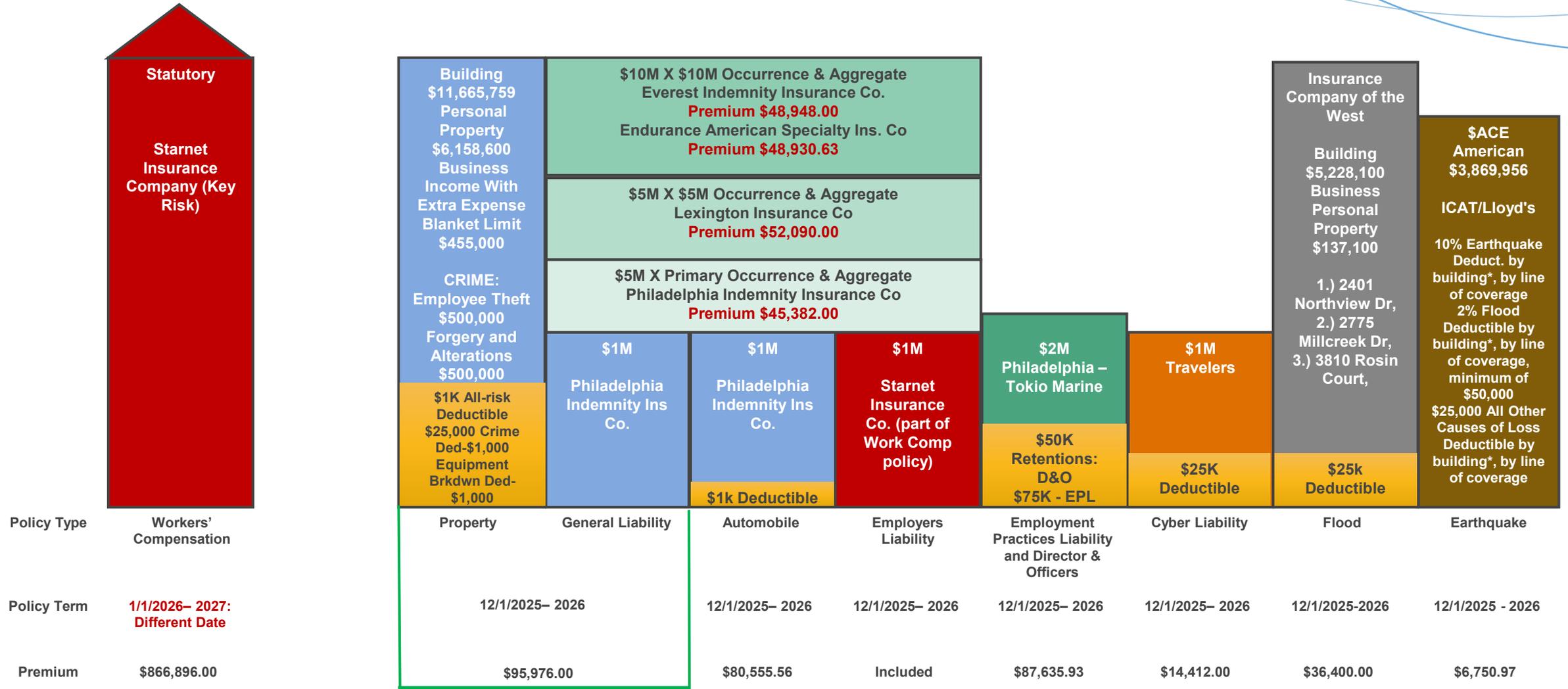


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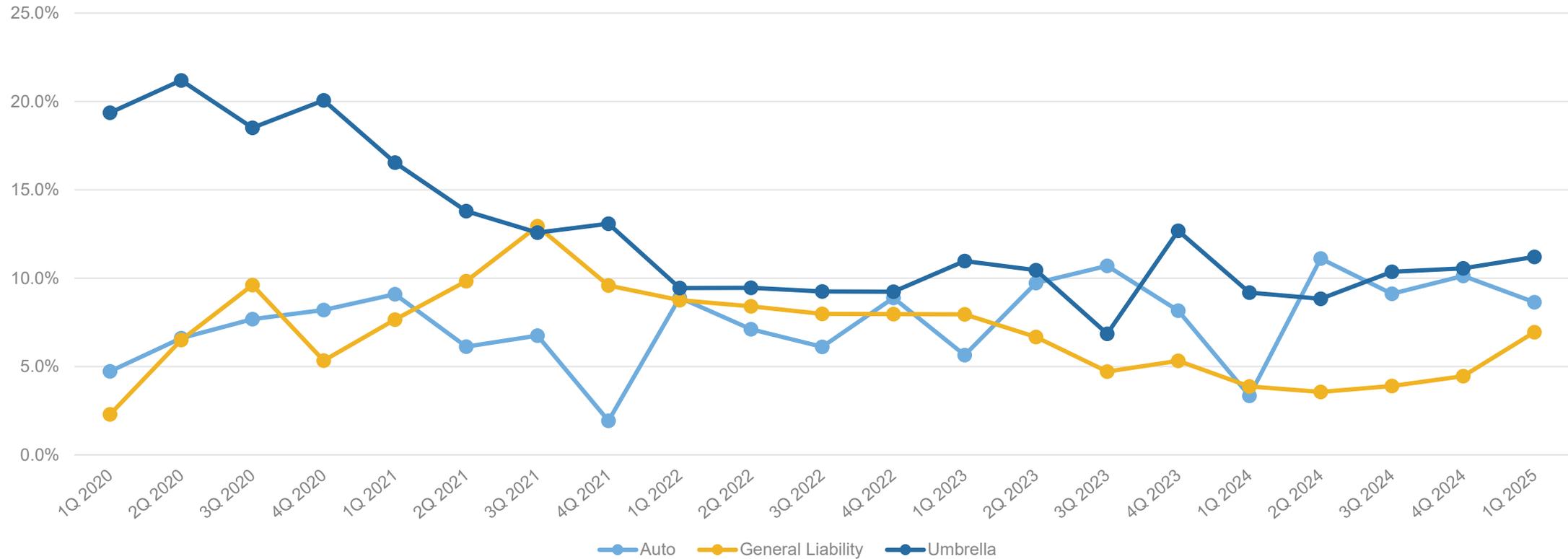
Sacramento Employment and Training Agency – Program Schematic



IMPORTANT: This summary is only an outline of the insurance policies arranged through Gallagher. It does not include all the terms, coverages, exclusions, limitations and conditions of the insurance contract. You must read the policy itself for those details. If in reading the policy you have any questions, please contact your Gallagher representative.

Insurance Market Report – July 2025

Average Premium Change by Line of Coverage 1Q 2020 - 1Q 2025



*Gallagher US Clients Premium data Q1 2020-Q1 2025

Renewal Property & Casualty Premium for 2025-26

SETA - 2025 2026 Property & Casualty		Philadelphia	YOY % Change	Great American
Line of Coverage	2024-25 Premium	2025-26 Quotes		2025-26 Quotes
Property	\$23,791	\$24,564	3%	\$32,344
General Liability (EBL, PL & SML incld.)	\$66,196	\$77,397	17%	\$80,312
Business Auto	\$80,555	\$84,195	5%	\$99,298
Inland Marine	\$3,132	\$2,825	-10%	\$4,335
Equipment Breakdown	\$1,844	\$1,904	3%	\$2,702
Crime including ERISA	\$1,013	\$3,217	218%	\$3,650
Accident Medical	\$2,986	\$3,003	1%	\$3,003
Total Package Premium	\$179,517	\$197,105	10%	\$225,644
Umbrella Liability \$5M XS Primary	\$46,382	\$52,094	12%	\$118,357
Excess Liability \$15M XS \$5M	\$148,838	\$155,791	5%	\$155,791
Total Umbrella & Excess	\$195,220	\$207,885		\$274,148
Directors & Officers/ EPL Liability	\$84,935	\$88,221	4%	\$88,221
Cyber	\$14,412	\$14,980	4%	\$14,980
Total D&O, Crime and Cyber	\$99,347	\$103,201		\$103,201
Difference in Conditions (Earthquake)	\$6,751	\$9,470	40%	\$9,470
Flood*	\$36,400	\$36,400	0%	\$36,400
Total Flood & Earthquake	\$43,151	\$45,870		\$45,870
Total Estimated Program Cost	\$517,235	\$554,060		\$648,862

*Renewal Flood Quote has not been released yet.

Umbrella Liability \$5M XS Primary including \$2M of Abuse coverage - \$90,000

Insurance Market Report – July 2025

Challenges and Considerations:

The Automobile and US Casualty sectors are requiring insureds to proactively adapt their current structures for cost-effectiveness. Unfortunately, due to SETA's JPA status with the State of California adjusting umbrella/excess tower limits is not an option to control costs.

Social Inflation: Laws favoring plaintiffs and a societal attitude that businesses can afford to pay continue contributing to more significant verdicts and increased claim sizes. While this trend remains an important concern, we are closely watching for tangible signals of moderation. Recent positive developments in areas driving social inflation, such as a reported reduction in volume in **Third-Party Litigation Funding (TPLF)** and legislative changes like Georgia's SB69, offer potential for a shift. However, the material impact of these recent developments on the overall trajectory of social inflation remains to be seen.

The current market dynamics are heavily influenced by the impact of catastrophe losses. Factors such as increasing loss costs, less favorable and even unfavorable prior-year reserve development, potential economic headwinds (including tariffs, inflation, and **Third-Party Liability Funding**, and the risk of significant catastrophe losses have challenged the competitive landscape and are driving liability insurance cost up

Strategy for SETA:

To navigate this evolving Liability market,

- Maintain close communication with underwriters to understand potential shifts in carriers' capacity, pricing, and appetite.
- Prioritize providing comprehensive and timely data to underwriters is paramount for achieving favorable outcomes.

Strategy for SETA Liability - For 2026 Renewal

1. Use all of Gallagher's Global Broker Network

Partner with all Gallagher resources specialty expertise in Head Start/Early Head Start operations.

2. Leverage Gallagher's Competitive Underwriting Package by issuing a data-rich underwriting submission including:

- Historical loss runs (5–10 years)
- Safety protocols and compliance documentation
- Financials and operational scope
- Risk mitigation strategies specific to Head Start programs
- Include benchmarking data to show how SETA's risk profile compares favorably to peers.

3. Seek out Alternative Risk Transfer Options such as Risk retention groups (RRGs)

4. Maintain Real-Time Underwriter Engagement

- Schedule Monthly/Bi-Weekly strategy calls with underwriters to:
- Monitor shifts in appetite, capacity, and pricing
- Gather and share real time SETA operational updates and risk improvements

5. Use Predictive Analytics

- Employ tools to model expected losses and simulate premium outcomes across carriers.
- Use this data to negotiate lower premiums based on projected risk.

Proposed Renewal Strategy – **For 2026 Renewal**

- Package (Primary Layer) - Market the program to all potential insurers to obtain competitive terms.
- Package (Primary Layer) Request carriers to provide the \$10M Primary Umbrella.
- Excess (Liability above Primary) Leverage full access to domestic and international liability insurance markets to structure an ideal quota-share and layered program.
- Design a comprehensive Excess high-limit coverage solution (know as quota share) that minimizes cost while maximizing protection.
- Utilize Gallagher market clout to negotiate favorable terms across all program layers, reducing premium.



Insurance
Premiums



Coverage
Gaps

- For 3rd Party Contracted Vendors – Assist with securing Sexual Misconduct Policies for those who do not have and can not secure required coverage.

Proposed Renewal Strategy **For 2026 Renewal**



- Can secure quote on Active Shooter coverage if requested.

- Maintain Dedicated Risk Control Consultant – Aaron Aragon – See Worker’s Comp presentation



- Maintain Dedicated Workers’ Compensation Claims Consultant – Danielle Dugger – See Worker’s Comp presentation

- Continue Gallagher Verify

- Continue eRiskHub – Cyber Risk Management portal to assist in the mitigation of cyber threats through online tools and resources.



- Expect to issue 230+ Certificates of Insurance throughout the course of the year.

Thank You for Your Business

We have enjoyed our partnership and appreciate the continued time, support and confidence you have placed in us as your risk management team. The past has seen successful efforts and again Gallagher will utilize the resources of the world second largest brokerage firm to secure the optimal solutions for SETA.

SETA's Total Cost of Risk (TCOR) is being impacted favorably and our strategy for this upcoming renewal continues to focus on managing costs.

Thank you.



Gallagher

Insurance | Risk Management | Consulting

Thank you



COMMITTEE REPORTS ITEM IV

- Executive Committee: Ms. Le Andra Jones-Villalta

NOTES:

- Budget/Planning Committee: Ms. Le Andra Jones-Villalta

NOTES:

- Parent Ambassador Committee: Ms. Le Andra Jones-Villalta

NOTES:

- Social/Hospitality Committee: Ms. Le Andra Jones-Villalta

NOTES:

OTHER REPORTS ITEM V

BACKGROUND:

A. Executive Director

This item is set aside to allow the SETA Executive Director (Ms. Anita Maldonado) an opportunity to report to the Policy Council on any items of important information or training opportunities available through the Workforce Development Department.

NOTES:

B. SETA Head Start Deputy Director

This item is set aside to allow the Head Start Deputy Director (Ms. Karen Griffith) to report to the Policy Council on any items of important information or to deal with special requests which need to be addressed.

- ✓ Monthly Head Start Report

NOTES:

C. Chair

The Chair of the Head Start Policy Council, on a regular basis, receives numerous items of information concerning legislation, current programs, and agency activities.

The important information from the material received and meetings attended will be shared with the entire Council, and the method proposed by the Chair is to give a verbal report at each regular meeting. It will also allow time for the Council to provide input on items that may require future action.

- ✓ PC Recruitment

NOTES:

OTHER REPORTS ITEM V (continued)

Page 2

D. Head Start Managers

- ✓ Betsy Uda – Safe Environments, Facilities, Licensing, and Food Services
- ✓ Megan Lamb – School Readiness, Special Education, and Mental Health Services
- ✓ Veronica Jones – Health, Nutrition, Quality Assurances, and Data Systems
- ✓ Lisa Carr – Family Engagement, Home Base, and ERSEA Services

NOTES:

E. Open Discussion and Comments

This item provides an opportunity for Head Start Policy Council members to bring up topics for discussion. Members are asked to address their requests to the Chair if they wish to speak. No action is to be taken on any item that is discussed during this meeting; the board may direct staff to place agenda items on upcoming agendas for action.

NOTES:

F. Public Participation

Participation of the general public at Head Start Policy Council meetings is encouraged. Members of the audience are asked to address their requests to the Chair if they wish to speak.

NOTES:



Seta Head Start Food Service Operations Monthly Report *January, 2026

1/14/26 - Homebase had a field trip to Wacky Tacky we prepped 70 sack lunches.

	Lunch	PM Snack	Breakfast	Field Trips
	33,032	31,833	31,953	1
Total Amount of Meals and Snacks Prepared				96,888

Purchases:

Food	\$112,140.82
Non - Food	\$14,998.12

Building Maintenance and Repair: \$2,694.20

Janitorial & Restroom Supplies: \$0.00

Kitchen Small Wares and Equipment: \$0.00

Vehicle Maintenance and Repair: \$2,188.20

Vehicle Gas / Fuel: \$1,796.32
Normal Delivery Days 18

SPECIAL EDUCATION REPORT

Sacramento County Head Start/Early Head Start

Breana.ware@seta.net
January 2026

The Special Education Report shows the percentage of enrolled preschool-aged children with a diagnosed disability receiving services through an Individualized Education Plan (IEP). For Early Head Start, the Special Education Report shows the number of children ages 0-3 who are receiving early intervention services through an Individualized Family Services Plan (IFSP).

Head Start Program Performance Standards Reference: 1302.14 (b)(1) states *a program must ensure at least 10 percent of its total funded enrollment is filled by children eligible for services under IDEA unless the responsible HHS official grants a waiver.*

Agency	AFE (HS)	Total IEPs	% of AFE	AFE (EHS)	Total IFSPs	% AFE
SETA operated	1364	186	14%	739	191	26%
Twin Rivers USD	156	36	23%	56	6	11%
Elk Grove USD	440	82	19%	NA	NA	NA
Sac City USD	676	91	13%	16	1	6%
San Juan USD	712	83	12%	96	7	7%
WCIC	100	6	6%	NA	NA	NA
COUNTY TOTAL	3448	484	14%	907	195	21%

****NO REPORT RECEIVED**

AFE: Annual Funded Enrollment

**Sacramento County Head Start/Early Head Start
Monthly Enrollment Report
January 2026**

Head Start

Agency	Funded Enrollment	(a) Last Day of Month Enrollment (1/31/26)	(b) % Of capped/closed	(c) % Actual to Funded	(d) (±) Difference in % from last month
WCIC	85	91	0	107%	+7%
SETA	1260	1271	0	101%	+3%
Twin Rivers USD	148	146	0	99%	-1%
San Juan USD	640	642	0	100%	+1%
Elk Grove USD	423	421	0	100%	+3%
Sac City USD	592	562	0	95%	0%
Total	3148	3133	0	100%	+2%

Early Head Start

Agency	Funded Enrollment	(a) Last Day of Month Enrollment (1/31/26)	(b) % Of capped/closed	(c) % Actual to Funded	(d) (±) Difference in % from last month
SETA	746	727	0	97%	-2%
Sac City USD	24	24	0	100%	0%
San Juan USD	166	163	0	98%	+2%
Twin Rivers USD	52	51	0	98%	+6%
Total	988	965	0	98%	0%

- (a) Includes children who have dropped during the month and whose slot will be filled within the 30-day allowable period.
- (b) Demonstrates enrollment percentages if classes were not capped/closed due to staffing shortage and or other programmatic challenges.
- (c) If enrollment is less than 100%, the agency includes a corrective plan of action.
- (d) Demonstrates difference in percentage of enrollment totals from previous month.
- (e) Total Funded Enrollment during summer months.

Reasons for Program Under Enrollment

Elk Grove USD

- There are multiple factors contributing to under enrollment. Although there is a waiting list, available openings are often at sites located in different parts of the district, and transportation can be a challenge for families.
- Some families are not interested in attending schools that are far from their area of residence.
- Sites have experienced losses due to students moving during school breaks or transitioning to special education classes.
- In some cases, the next family on the waiting list has not yet completed required enrollment paperwork.

Sacramento City USD

- Early Learning & Care currently has three vacant Instructional aide positions that have been reposted and need to be filled at the American Legion, Nicholas, and Washington Sites.
- SCUSD has exhausted all Over Income Waivers and families currently seeking enrollment do not meet eligibility requirements
- Certain geographic areas continue to experience persistent under-enrollment trends. Zipcodes 95817 and 95818 have shown lower pre-school enrollment due to increased access to alternative early learning providers, including Transitional Kindergarten (TK) and private preschool programs.

San Juan USD

- The waiting list for the home-based program is low.
- Staffing continues to be a challenge; the following positions are currently vacant: Home Base teacher and ERSEA content specialist.

SETA

- The Early Head Start program had several children age out during the month of January, and the vacant spots could not be filled immediately
- Vacancies in the following positions that support enrollment: 8 Family Service Workers.

Twin Rivers USD

- Rio Linda Early Head Start waiting list is exhausted. The program will begin targeted recruiting for this area, zip codes 95673, 95560, and 95652.
- The following positions are currently vacant: Family Community Liaison (all sites), Morey Para Educator (1), Oakdale ECE Rover (1), Rio Linda Teachers (2), ECE Para Educators (2).

WCIC/Playmate

- WCIC enrollment continues to be at 100%.

Strategies/Action Step(s) for Under Enrollment

Elk Grove USD

- The PC board continues to support outreach efforts by sharing information about openings with friends and family, identifying children who may be eligible to enroll.
- The special education department has also begun referring students who might be eligible to Head Start.
- As TK classrooms reach capacity, some TK-eligible students are accepting placement in preschool for the remainder of the school year.

Sacramento City USD

- We are actively screening and hiring for the Instructional Aide positions in close collaboration with the Human Resources Department to ensure timely staffing.
- Early Learning & Care has expanded and sustained partnerships with internal departments and external community agencies such as: SCUSD Student Services Department, family resource centers, WIC offices, health clinics, housing agencies. These partnerships have increased the number of qualified referrals.
- SCUSD continues to utilize structured waitlist management and prioritization process to ensure vacancies are filled efficiently. Routine monitoring of enrollment data and waitlist has improved response times to open slots and reduced delays in placement.

San Juan USD

- School Community Workers and Family Engagement content specialist are attending Community care Hubbs around the district.
- ERSEA admin has been meeting with high school principals sharing the resource of the Home Base program for pregnant teens in the district.

SETA

- Family Service Workers continue contacting families on the inquiry list weekly to build the current waitlist and fill vacancies as they become available.
- Human Resources posed job openings within the following employment websites: CA Head Start Assoc., Cal Jobs, Zip Recruiter, Indeed, and ADP WFN Recruitment Portal.
- Recruitment and networking opportunities to increase awareness of Head Start services and Community Partnerships: Family Relations courthouse resource center, G & G Tax Service, and Alchemist Sac City Resource Event.

Twin Rivers USD

- The ERSEA team recruited at Kindergarten Round Up at the District Office.
- Banners have been posted at all four sites with a QR code to our waiting list form.
- All of the vacant positions are posted on Edjoin/Team Tailor. Admin screens, interviews, and recommend staffing to HR for hiring. Contracted with Childcare Careers (CCC) substitutes to fill vacancies temporarily.
- Enrollment is ongoing; families are contacted from the ranked waiting list appropriately.

WCIC/Playmate

- In January 2026, WCIC provided 3 families with monthly bus passes to support their transportation needs.