



2023-24 GRAND JURY REPORT
EL DORADO COUNTY
MAY 13, 2024 – CASE #24-07

COUNTY OFFICE OF EDUCATION: ARE
SCHOOLS DOING ENOUGH TO ADDRESS
SEXUAL HARASSMENT?

Are El Dorado County schools' current hiring practices, training, and policies sufficient in preventing sexual harassment?

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SUMMARY

Summary

The El Dorado County (County) Civil Grand Jury received a complaint about the hiring practices of El Dorado County Office of Education (EDCOE) after the arrest of an EDCOE employee. A special education bus driver was arrested on August 4, 2023 for allegedly committing sexually related crimes (sexual harassment/assault) against an adult special education student ([article link](#)). During this investigation, new allegations of sexual assault by the bus driver were filed, via a complaint, in El Dorado County Superior Court ([KCRA.com article link](#)).

Other sexually related arrests of employees at different school districts in El Dorado County within the same year prompted this investigation to go beyond the EDCOE hiring practices to encompass education, prevention of, and processes countywide for addressing sexual harassment/assault of students by school employees:

- May 2023 - A janitor was arrested for sexual acts with a child under the age of ten. This case is currently pending in the courts ([article link](#)) ([article link](#)).
- October 17, 2023 - One arrest resulted in the principal of a school pleading guilty to the charges and is now in prison ([article link](#)) ([article link](#)).
- November 28, 2023 - In another incident, the public demanded the resignation of a new school superintendent/principal for making sexually inappropriate and disrespectful comments to students ([article link](#)). The superintendent/principal resigned in February 2024, along with all except one School Board member.

EDCOE's hiring practices meet the minimum standards established by local, state, and federal governments, but could use more stringent screening methods to prevent hiring sexual predators and to protect our students.

SUMMARY

EDCOE, on behalf of all County school districts, has a Memorandum of Understanding (MOU) with law enforcement and other partners to address violence and drug issues in the schools. The MOU is a step in the right direction but lacks a focus on preventing sexual crimes against students under school supervision.

EDCOE has cameras on their buses but do not monitor them. Bus locations are not monitored, providing ample opportunity and time for a bus driver to commit crimes. Some classified staff who work near students and might have the opportunity to commit sexual acts are not closely supervised while working on campus.

It appears sexual harassment prevention training is inconsistently provided to EDCOE employees. Required sexual harassment information on individual school district websites is incomplete and out of compliance with federal law.

EDCOE can do a better job of educating students and staff about preventing sexual harassment and assault. They can provide closer supervision of classified staff and ensure students are never alone while at school, such as by using a 'buddy system'. They can install GPS tracking and provide monitoring of buses to check bus locations while transporting students. EDCOE can install cameras on campuses such that no child is ever alone, and to ensure buses return to the yard on time. Cameras are a proven deterrent to crime. They can also expand their MOU to include a focus on preventing sexual harassment/assault of students at local schools.

BACKGROUND

Background

Many people believe that the County Offices of Education are an administrative umbrella over all schools and districts in the County. This is not the case. EDCOE is its own school district that provides fiscal and structural oversight to all school districts in the County. It administers the Early HeadStart Programs, the Juvenile Hall education programs, and Sugarloaf Fine Arts Summer Camp. They are also responsible for special education services for the other fifteen school districts in El Dorado County. EDCOE does not have authority over the operations of the other local school districts. They cannot direct school districts to do anything. EDCOE can provide information but does not provide recommendations or mandates. Each school district is its own separate entity that uses EDCOE services as needed. Each school district has its own governing Board, which determines curriculum and makes all other decisions for their individual district. The County school districts each have a vast and expansive multilayer administrative hierarchy. Sexual harassment/assaults of students are handled individually at each school district.

For this report, the definition below is why we use the term sexual harassment throughout and sexual assault intermittently. Sexual harassment includes sexual assault.

According to the Department of Education (emphasis added by Grand Jury):

*California Education Code section 212.5 defines sexual harassment as unwelcome sexual advances, requests for sexual favors, and other verbal, visual, **or physical conduct of a sexual nature**, made by someone from or in the work or educational setting ([ED Code 212.5 link](#)).*

Time constraints prevented an in-depth investigation into all County school districts' policies and practices. The Grand Jury was able to investigate EDCOE's hiring practices and

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compliance with federal and state laws. We also investigated all 15 County district websites for compliance with the laws.

Tragically, sexual assault occurs in all places, including schools. Violence against our youth, particularly students, is considered a worldwide health and social problem ([research link](#)). Fortunately, violent, and non-violent criminal incidents have reportedly decreased across the globe. Some believe the decrease is only due to a reduction in which crimes are considered serious enough to be included on the research list, leaving many unreported. Any violence on a school campus, particularly sexual violence by a school employee is unacceptable and should be prevented and reported when it occurs.

Schools attempt to prevent hiring criminals who might harm our students through conducting background checks. A criminal background check uses the applicant's fingerprints to obtain a record of criminal convictions, both misdemeanors and felonies.

Criminal background and reference checks are not enough. Schools are the primary place where students congregate. Sexual predators wanting access to young potential victims make their way into employment at our nation's schools. Schools must do everything possible to educate students, staff, and parents about the potential for sex crimes at schools. They must educate their employees about sexual harassment prevention and the consequences of engaging in this type of behavior. They must take exceptional steps to prevent such crimes by their employees and other students.

Prevention of sexual harassment is key to reducing the incidence of it. Rather than focusing on prevention, schools and other entities handling sexual harassment focus on treatment. Prevention has now received national attention as a necessary intervention to protect students. According to the National Sexual Violence Resource Center (NSVRC), prevention of sexual harassment in schools should include prevention education of students beginning as early as

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kindergarten ([NSVRC link](#)). Prior parental approval is typically required so parents can opt out of this type of educational program. The national sexual harassment prevention programs for K-12 schools are available online for other states or counties to adopt. If the County schools choose to take advantage of these online programs, they would not have to create their own. If provided to students as well as staff, it would bring more visibility to the issue. The Grand Jury is not permitted by state law to investigate local school district curriculum offerings in any subject.

A recent national survey revealed that 88% of children in 7th – 12th grades felt their schools did not do enough to address sexual harassment. There is limited data on how extensive such crimes occur in US schools, or how many incidents remain unreported. The US Department of Education (DOE) revealed K-12 schools reported 2700 incidents of sexual assault in 2020-2021 ([DOE link](#)). This national DOE report included all assaults, not just a school employee against a student, as this Grand Jury report is focused on. National research results vary, but most report that approximately 1 in 4 girls and 1 in 20 boys are targeted for sexual crimes in all settings where students are present.

These crimes significantly affect the ability of students to learn. It affects their sense of security, self-esteem, confidence, ability to concentrate, and interferes with their academic performance and school attendance. Students who experience sexual crimes often develop anxiety, depression and other behavioral issues that can last a lifetime. These crimes also affect staff and educators, including in their ability to facilitate the learning of emotionally damaged students. Sexual assault victims are also at risk of becoming perpetrators in the future. According to the 2023 [Charliehealth.com](#) report, "... abuse is often a cyclical pattern. Approximately one-third of people who experience childhood abuse become abusive toward others later in life" ([Charliehealth.com link](#)). Due to the grim statistics, the United States took action to look for solutions.

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In 1972, the federal government passed Title IX, a law requiring that all schools receiving federal funding (most public schools) “...must ensure that male and female students and employees in educational settings are treated equally and fairly.” It protects against discrimination based on sex (including sexual assault). The preamble to Title IX of the Education Amendments of 1972 states that: “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance” ([California Department of Education link](#)).

Title IX originally focused primarily on women’s sports, college, and work opportunities. Sexual assault/harassment of students was a small part of the law that was not often mentioned or intervened on. Most people today still think of Title IX as protecting women’s school and work opportunities, and do not associate it with prevention of sexual crimes, especially toward children and disabled students.

In February 2020, then U.S. Secretary of Education Betsy DeVos set out to correct that perception. She expanded the scope of Title IX and its requirements, making it clear K-12 schools are included in the law. She announced a ‘Final Rule’ to Title IX, stating, “We hear all too often about innocent children being sexually assaulted by an adult at school. That should never happen. No parent should have to think twice about their child’s safety while on school grounds” ([Final Rule link](#)). It states, “The final regulations specify how recipients of Federal financial assistance covered by Title IX, including elementary and secondary schools, ..., must respond to allegations of sexual harassment consistent with Title IX's prohibition against sex discrimination.” These regulations are intended to achieve Title IX's prohibition against sex discrimination by requiring financial recipients to address sexual harassment/assault as a form of sex discrimination in education programs and activities. The final regulations also clarify and modify Title IX regulatory requirements regarding remedies the Department of Education

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may impose on recipients for Title IX violations. Title IX Final Rule states all schools, including K-12, must:

- Notify parents, students, staff, and applicants for admission and employment, parents or legal guardians of elementary and secondary school students, and all unions, of the name or title, office address, e-mail address, and telephone number of the Title IX Coordinator.
- Prominently display on their websites the required contact information for the Title IX Coordinator.
- Make all materials used to train Title IX personnel publicly available on the school's website, or, if the school does not maintain a website, make these materials available upon request for inspection by members of the public.
- Disseminate their non-discriminatory policy and Title IX Coordinator contact information, and inform all students, employees, parents, and others of how the school will respond to reports and complaints of sex discrimination (including sexual harassment).
- Document and keep records of all sexual harassment reports and investigations.
- Offer free supportive, individualized services, even if the complainant does not initiate a grievance process.
- Investigate every complaint, even if the complainant does not file a formal complaint.
- Conduct a fair and impartial grievance process for complainants that incorporates due process rights.
- And more ([Federal Register link](#)).

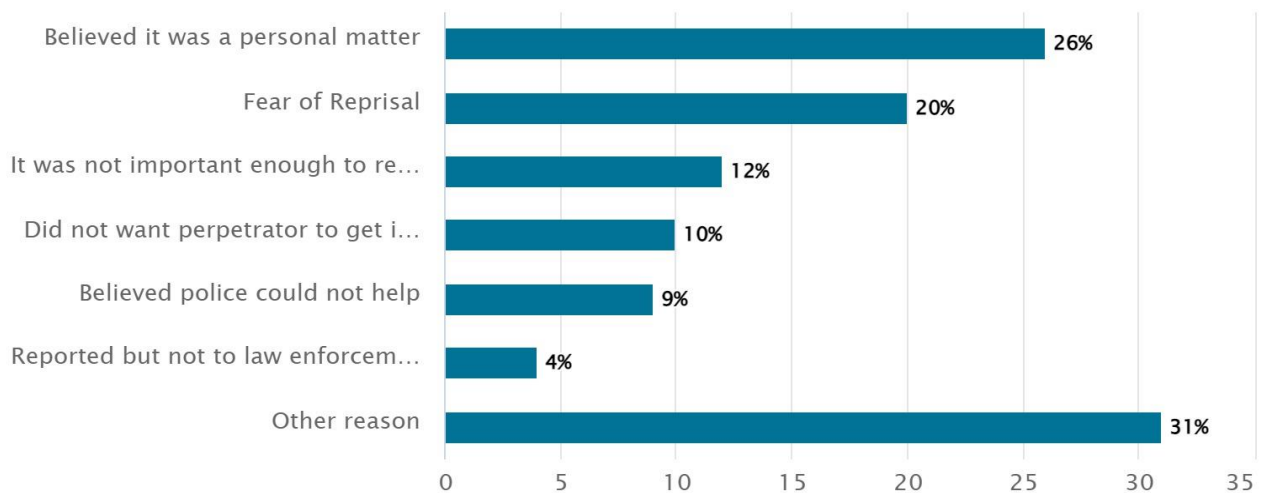
Incidents of sexual harassment largely go unreported. Keeping it personal and fear of reprisal are among the primary reported reasons for not reporting. The United States Department of Education found a 55% increase in reports of sexual harassment in schools between 2015 and

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2016 ([report link](#)). They attribute this not to an increase in occurrence but to increased awareness due to the #MeToo Movement, as well as improved reporting methods following the Title IX Final Rule. This dramatic statistic seems to demonstrate the power and effectiveness of public awareness, education, and good reporting standards. Table 1 below shows survey results of reasons for not reporting sexual crimes ([Student Crimes Statistics link](#)).

Reasons For Not Reporting Sexual Violence Crimes

Data taken from female students aged 18–24



Designed by [Research.com](#)

It's not clear whether Title IX has made any difference nationally in reducing incidents of sexual harassment of students. A recent report from 2022 addressing 50 years of Title IX focuses on the advancements for women and girls in the workplace and sports since the inception of Title IX. It spends little time on sexual harassment and assault. Sexual assault and harassment of students is largely ignored.

Parents and students are fed up with the lack of appropriate school response to sexual harassment and are initiating lawsuits to correct the problem. Last year, 330 families brought

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lawsuits against US schools for failure to protect their students from sexual harassment/assault, or mishandled incidents that came to light ([article link](#)).

Effective preventive measures, stringent background checks, preventive education, good reporting and responding policies, along with fair and equitable hearing processes, can go far to help prevent and address sexual harassment in our schools. El Dorado County school districts could benefit from utilizing more of these interventions.

METHODOLOGY

Methodology

REVIEWED RELEVANT DOCUMENTS

- Roles of the County Superintendent and County Board of Education
- San Jose' State University RECORD CLEARANCE PROJECT, *How to Read a California Criminal History Report "RAP Sheet"*
- El Dorado County Office of Education – Organizational Chart
- Sample (redacted) criminal background checks previously passed by a school district
- EDCOE document titled 'Reference Reminders for Supervisors – Checking References'
- School and College Legal Services of California Legal Update January 10, 2022 – 'New Fingerprinting Requirements' – Effective January 1, 2022 – Memo No. 02-2022
- Confidential El Dorado County Office of Education Human Resources Department Professional Reference Check Form
- Lozano Smith Attorneys at Law – PowerPoint – "High Crimes and Misdemeanors How to Handle Criminal Records in Hiring and Retention in California's K-12 Public Schools" – Presented by: Michelle L. Cannon and Erin M. Hamor – November 20, 2020
- El Dorado County Office of Education Policy AR 1240 – Volunteer Instructional and Non-Teaching Aides
- Sample Background Check used for training
- El Dorado County Law Enforcement 2023-2024 Memorandum of Understanding
- EDCOE Program Assistant Interview Questions
- EDCOE Core Values

INTERVIEWS

- EDCOE employees

METHODOLOGY

Websites Consulted:

[South Tahoe High School teacher arrested on sexual misconduct charges | South Lake Tahoe - SouthTahoeNow.com](#)

[Camino School community demands Nelson resign | School | mtdemocrat.com](#)

[Sex-based Harassment](#)

[El Dorado High teacher arrested on suspicion of sex with a minor student | South Lake Tahoe - SouthTahoeNow.com](#)

[In the news in 2023: Principal guilty of child sex crimes | News | mtdemocrat.com](#)

[Search results for 'daniel mummy' | mtdemocrat.com](#) (article reporting his guilt)

[Former El Dorado High math teacher sentenced in sex case | News | mtdemocrat.com](#) (2017 case)

[Background Checks in California What Can Employers Check in CA? \(natlawreview.com\)](#)

[Sexual Violence \(PDF\) \(ed.gov\)](#)

[40 Student Crime Statistics: 2024 Data, Analysis & Predictions | Research.com](#)

[Sexual Violence in Schools | NEA](#)

[Bus driver pleads not guilty to slew of sexual assault charges | Crime | mtdemocrat.com](#)

[Report on the Condition of Education 2023](#)

[California Sexual Harassment Training | Traliant](#)

[2023 Sexual Assault Statistics | Charlie Health](#)

[K-12 schools keep mishandling sexual assault complaints. Will new Title IX regulations help? \(nbcnews.com\)](#)

[El Dorado County Office of Education, Placerville | Title IX Information \(edcoe.org\)](#)

[Sexual Violence \(PDF\) \(ed.gov\)](#)

[Two families claim their children with special needs were sexually assaulted by school van driver \(msn.com\)](#)

DISCUSSION

Discussion

BACKGROUND CHECKS

To begin our investigation, we focused on the hiring practices of EDCOE. Criminal background checks are a necessary part of hiring and are required for all school employees at EDCOE. This includes volunteer instructional and non-teaching aides working in the classroom, as well as parent volunteers.

Depending on the job type, the records searched will vary. Certified school employees (those who work with students) go through a California Department of Justice (DOJ) check. They also must be certificated and licensed at the state level, which includes a background check by the Federal Bureau of Investigation (FBI) for records of out of state convictions. Most schools check teacher licenses as part of their hiring practice. However, research has shown that not all national schools check teacher licenses. Classified employees (those who do not work with students) go through a DOJ and FBI check, as they are not checked in any other way. Ultimately, all employees submit to FBI and DOJ checks.

If a school employee is arrested within the United States, the arrest is reported to the Superintendent or HR department of the employer school district. That employee is typically placed on Administrative Leave, with or without pay, pending investigation. EDCOE does not conduct random periodic employment background checks after the employee is hired, due to this automatic reporting from law enforcement.

EDCOE has clear policies and procedures that appear to follow the minimum legally required laws and procedures regarding background checks, as well as their internal reviews. EDCOE provides information, training, and guidance for reading background checks, and interviewing references for prospective hires. The Grand Jury was informed that unfortunately, background

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checks received from the DOJ or FBI are sometimes incorrect or incomplete. Convictions are sometimes missing from background checks, causing a failure of the system for the schools. This is not common but is a known occurrence that would be nearly impossible to eliminate as it is a DOJ and FBI issue.

EDCOE also provides training and guidelines to their employees for interviewing applicants, checking applicant's references and for providing references. The EDCOE application asks the applicant if they have ever been dismissed or asked to resign from a previous position. If the answer is yes, they ask for an explanation. They also ask if the applicant is on leave from another school district. When obtaining employment references, EDCOE asks prior employers whether the applicant is eligible for rehire. Many professional organizations do not permit disclosure of this information. School districts avoid costly litigation by settling termination claims and entering into non-disclosure agreements, preventing the public and other school districts from learning about the applicants' history.

Due to non-disclosure from references, applicants previously released or voluntarily resigned for inappropriate behavior toward students can easily move on to another unsuspecting school. This is a known problem nationally. The recent resignation of the previously mentioned County school district superintendent/principal leaves the opportunity for rehire open. They can seek employment in another school district and possibly commit similar, or worse offenses.

EDCOE follows the same minimum standard policies and procedures set by the state for background checks. The quality of the review process is up to the employee conducting them. These routine background checks are insufficient to protect our students from sexual predators being hired into our schools. We requested a sampling of redacted, approved background checks, chosen at random and received three background checks, none of which had any convictions. EDCOE provides training materials for reviewing background checks, and

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interviewing references. Their job application asks applicants if they have ever been released from a position and they ask previous employer references if the candidate is eligible for rehire.

EDCOE should review their background check processes to ensure that background checks showing convictions are accurately reviewed and approved. They should provide enhanced reference checks, such as obtaining high school or college records and conduct personal character and professional reference checks. If there has been a gap in employment, they should ask why and then confirm the reasons for the gap.

TRAINING AND EDUCATION

Sexual harassment prevention training is State required for all EDCOE employees. EDCOE reported to the Grand Jury that all employees receive sexual harassment prevention training. However, a witness informed us that not all staff receive sexual harassment prevention training; only management and supervisors are trained. This is a contradiction to the state law requirement that all employees must receive training regarding sexual harassment prevention every two years. We also recommend that all County school districts offer sexual harassment prevention classes and education for students in grades as early as kindergarten, but no later than second grade, if not already offered. We were unable to obtain information about the curriculum for students.

SAFETY AT SCHOOLS

EDCOE classified staff, such as yard maintenance workers and janitors, are not closely supervised when outside on campus and around students. Young students may be alone on campus, providing an opportunity for a predator to victimize a student. Bus drivers' locations are not monitored, including their departures and arrivals (for example: no one would know if they returned an hour late). They do have cameras on the buses, but they are not monitored, and recordings are not saved, due to a prohibition by their bargaining agreement. Students are left potentially vulnerable to abuse on buses. One of the arrests last year was of a bus driver. There

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are many opportunities to gain inappropriate access to students at and even away from our schools' campuses.

EDCOE has a Memorandum of Understanding (MOU) with the Sheriff and other County officials concerned with students' safety at school. The MOU, titled 'El Dorado County Law Enforcement and Education 2023-2024 MOU' appears to be an admirable collaboration among many service providers that primarily focuses on hate motivated behavior, illegal substances, and threatening and violent behavior. Sexual misconduct is mentioned in conjunction with cyber bullying but does not mention prevention of sexual assault in the primary, secondary, or high schools. It does not mention Title IX. The Grand Jury recommends this MOU be expanded to address sexual misconduct by both students and employees.

As independent entities, each County school district and school responds to their own allegations of sexual harassment, including conducting their own investigations and disciplinary hearings. Each County school district and each school has their own website. Each County school district and each school does their own hiring, which includes background checks. With each school and school district as independent entities, this allows for variances in how schools handle an important and sensitive subject such as sexual assault. This also increases the overhead costs of each County school district administration.

El Dorado County schools educate approximately 30,000 students per year. Three arrests for sexual harassment in one year comprises approximately .01% of the student body. Are the local incidents of sexual and sexually related misconduct by employees occurring at a higher rate than the rest of the United States? It's difficult to compare based on available data. According to national reports, 5.2% of US schools K-12 reported at least one incident of sexual harassment during the 2017-2018 school year ([article link](#)). These incidents, not arrests, include students as well as employees and cannot be compared side by side with the local arrests but can provide a useful visual. Furthermore, the study reveals, "... 31% of [all] crimes reported

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were sexual harassment ...”. United States Elementary Schools had 75.2 million students in 2021-2022. This is .012% of US students, or approximately 8 incidents per 1000 students. El Dorado County may be slightly lower than the ‘average’, but again, this is comparing national incidents to local arrests. We would all agree, 0 is the only acceptable number.

TITLE IX

El Dorado County school districts are required to follow Title IX requirements. The Grand Jury checked the websites of EDCOE and the other 15 local school districts. The EDCOE Title IX website information was easy to find using ‘Title IX’ as the keyword search term. It has convenient links for Title IX information. The website information was very good, included information on the ‘Final Rule’ but was not complete. It does not list the materials used for training Title IX staff as required. More information about the EDCOE Title IX can be found at: [EDCOE link](#).

On other local school district websites, Title IX information was often difficult to find, and largely did not include information on sexual assault/harassment, as required in the Title IX ‘Final Rule’. They primarily focus on non-discrimination in sports and academic activities. Using Title IX as the keyword for search does not produce Title IX information. Most websites require the word harassment or discrimination to get a search result. Regarding counseling or ‘supportive services’ for alleged victims, the Grand Jury found no information on any of their websites about supportive services offered. Although this is not required, we believe it is an essential part of providing support, prevention, and transparency. None of the websites completely adhered to all the requirements of Title IX listed above.

One school district website within the County with the most comprehensive Title IX information is Indian Diggings School District, a one-classroom school. The website clearly identifies the ‘Final Rule’ regulations regarding sexual harassment/assault as included in Title

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IX protections ([Indian Diggings link](#)). The website lists training materials used to train Title IX facilitators and has video links providing important Title IX information.

Reports of Title IX violations are kept as required by EDCOE. The Title IX Coordinator, along with the Title IX investigative team, assesses the services wanted and/or needed by the alleged victim. Services are offered to all reported victims of sexual harassment based on individual need. The EDCOE website does not identify how to access counseling services.

County schools, and EDCOE are out of compliance with other Title IX regulations. They seem to inconsistently provide sexual harassment prevention training to their employees. They must ensure all employees get training in sexual harassment prevention every two years as required by state law. It protects the students as well as the employees.

We encourage parents and other concerned individuals to find out about their district's Title IX processes and compliance, especially concerning the Final Rule.

CONCLUSION

Too many students were victims of sexual harassment/assault at County schools in 2023.

Though County schools may take the required precautions to prevent hiring sexual perpetrators, the requirements are not enough. The Grand Jury believes EDCOE and County school districts should go above and beyond to prevent students from falling victim to these crimes.

EDCOE should closely monitor classified employees on campus, as well as bus arrivals and departures. EDCOE should provide enhanced reference checks, such as obtaining high school or college records, and conduct personal character and professional reference checks for all job applicants who might have contact with students. If there has been a gap in employment, they should ask why and then confirm the reasons for the gap. EDCOE and all school districts should improve their Title IX information on all websites and at their school offices to bring

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them into compliance with the requirements. They should review their background check processes to ensure that background checks are accurately reviewed and approved. If not already, all County school districts should start sexual harassment prevention education, including reporting processes, in grades as early as kindergarten, but no later than 2nd grade. If County school districts take these extra precautions, the incidence of sexual assault/harassment of their students should decrease. Our Findings and Recommendations follow.

FINDINGS

Findings

F1 – In 2023 there were three arrests of local school employees for sexual acts toward our students. This is three too many.

F2 - EDCOE has policies and procedures in place that follow the California Education Code and National Laws regarding background checks of applicants.

F3 – EDCOE screening and background checks, while in compliance with these laws, are inadequate to prevent the hiring of sexual predators.

F4 – EDCOE’s job application asks applicants and references about past release from employment for misconduct.

F5 – County school districts have entered into non-disclosure agreements with terminated or resigned employees who allegedly exhibited inappropriate behavior toward others.

F6 - EDCOE provides inconsistent sexual harassment prevention training to classified staff.

F7 – It is unclear when or if the County school districts provide student training on recognizing sexual harassment and how to report it.

F8 – EDCOE bus drivers are not monitored during transportation of students due to their collective bargaining agreement restrictions.

F9 - EDCOE and County school district websites are out of compliance with Title IX requirements.

FINDINGS

F10 - Classified staff at EDCOE lack close supervision and are outside alone on campus around students on a regular basis, increasing the risk of sexual misconduct.

F11 - EDCOE Law Enforcement MOU appears to be an excellent collaboration effort but does not adequately address sexual misconduct by both students and school employees.

RECOMMENDATIONS

Recommendations

R1 - EDCOE should implement enhanced and more stringent background check processes, including character checks for all applicants who might, or do work around, or with students to prevent sexual predators from being hired. This should begin by January 1, 2025.

R2 – EDCOE should ensure all employees complete state required sexual harassment prevention training by September 30, 2024. Local school districts should ensure the training is completed by all employees every two years and records are tracked.

R3 – EDCOE should work with the employee unions to revise their bargaining agreements to permit schools to automate tracking on all buses and monitor bus drivers' locations during transportation of students. This should be completed by March 31, 2025.

R4 – EDCOE should work with the employee unions to revise their bargaining agreements to permit schools to install cameras that have monitoring capability on all buses. A designated staff person or automation should monitor the locations of buses during transportation of students.

R5 - EDCOE should develop and implement policies and procedures that require supervisors and managers to closely monitor classified staff while working around students. If necessary, they should hire additional staff to achieve this goal. This should be done by March 31, 2025.

R6 – EDCOE should implement sexual harassment prevention training for all students, including how to recognize and report it. This training should begin in kindergarten. EDCOE should offer parents the option to opt out. This should begin by March 31, 2025.

RECOMMENDATIONS

R7 – EDCOE should implement a ‘buddy system’, or other means, for all students when traveling on school campus during class times.

R8 - EDCOE and County school districts should bring their Title IX website requirements up to date by December 31, 2024.

R9 – EDCOE should provide all classified staff with radio transmitters to enable contact with their supervisor while working on campus. EDCOE should also provide all classified staff with body cameras and make their use a condition of employment.

R10 - EDCOE should work with their MOU Law Enforcement partners to expand the MOU to address sexual misconduct by both students and school employees.

R11 - EDCOE should consider installing cameras in school hallways and classrooms so that no student or child is alone.

R12 - EDCOE should abolish the practice of allowing employees to resign and enter into a settlement agreement or enter into a non-disclosure agreement to avoid prosecution or public awareness of their inappropriate/illegal behavior.

REQUEST FOR RESPONSES

Request for Responses

A Civil Grand Jury report details a single investigation. Each report lists FINDINGS and RECOMMENDATIONS. The responsible organization is notified and is required to respond to the report.

The California Penal Code § 933(c) specifies response times.

- **PUBLIC AGENCIES.** The governing body of any public agency (also referring to a department) must respond within 90 days from the release of the report to the public.
- **ELECTIVE OFFICERS OR AGENCY HEADS.** All elected officers or heads of agencies/departments are required to respond within 60 days of the release of the report to the public.
- **FAILURE TO RESPOND.** Failure to respond, as required to a Jury report, violates California Penal Code Section 933.05 and is subject to further action that may include additional investigation on the subject matter of the report by the Jury.

The following responses are required pursuant to Penal Code § 933 and § 933.05:

From the following governing bodies:

- El Dorado County Office of Education – All Findings and Recommendations
- The following County School Districts – Findings F7, F9 and Recommendation R8
 - Pioneer Union School District
 - Camino Union School District
 - Buckeye Union School District
 - El Dorado Union High School District
 - Black Oak Mine Unified School District
 - Gold Oak Union School District
 - Gold Trail Union School District
 - Indian Diggings School District
 - Lake Tahoe Unified School District
 - Latrobe School District
 - Mother Lode Union School District
 - Placerville Union School District

REQUEST FOR RESPONSES

- Pollock Pines School District
- Rescue Union School District
- Silver Fork School District
- EDCOE
- El Dorado County Board of Supervisors – All Findings and Recommendations

For more information refer to *How to Respond to an El Dorado County Grand Jury Report* available on the El Dorado County Grand Jury webpage.