



**SHASTA UNION HIGH SCHOOL DISTRICT  
REGULAR MEETING OF THE GOVERNING BOARD  
Board Room  
2200 Eureka Way  
Redding, CA 96001**

**July 14, 2020  
ADOPTED MINUTES**

A regular meeting of the Governing Board of the Shasta Union High School District was called to order at 5:30pm by Trustee Ayer in the Shasta Union High School District Board Room. Trustee Ayer led the pledge of allegiance and Trustee Vericker recited the Mission and Vision Statements.

**ROLL CALL:** Trustees Joseph Ayer, Constance Pepple, Ron Zufall, Gregory Hartt and Jamie Vericker. Also present: Superintendent Jim Cloney, Associate Superintendent of Human Resources Jason Rubin, Associate Superintendent of Instructional Services Milan Woollard and Chief Business Official David Flores.

**RES. 20-132** That the Board approve the agenda, with the exception of moving agenda item 8.1E The Board and Superintendent will discuss the effects of COVID-19 on the District before agenda item 8.1A Update on Student Expulsions for 2019-20 and tabling agenda item 8.2G Award the bid for the Shasta High School Shop Building Modernization to a future meeting. (Motion Hartt, second Zufall, carried 5-0).

**RES. 20-133** That the Board approve the consent agenda, as presented. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-134** That the Board review the District's Intradistrict Open Enrollment Policy, BP 5116.1. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-135** That the Board approve the District Organization Chart/Lines of Responsibility for 2020-21. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-136** That the Board approve the Measure I Citizens' Bond Oversight Committee Membership Organization Chart. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-137** That the Board approve the resolution authorizing the Superintendent and designees the power to contract and the authority to purchase supplies, materials, apparatus, and equipment. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-138** That the Board approve the minutes for the June 9, 2020 regular Board meeting. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-139** That the Board ratify commercial warrants in the amount of \$3,156,822.74 and payroll distributions in the amount of \$3,869,001.41 for the period of 6/01/2020 - 6/30/2020. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-140** That the Board adopt the resolution allowing Temporary Interfund Transfers. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-141** That the Board adopt the resolution allowing Interfund Transfers. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-142** That the Board adopt the resolution allowing Budget Transfers. (Motion Vericker, second Hartt, carried 5-0).

**RES. 20-143** That the Board approve the courses for Shasta Adult School for 2020-21. (Motion Vericker, second Hartt, carried 5-0).

- RES. 20-144 That the Board approve the recommendation for Supplemental Book Adoption as follows: English I & II - *Persepolis: The Story of a Childhood* by Marjane Satrapi © 2003. (Motion Vericker, second Hartt, carried 5-0).
- RES. 20-145 That the Board approve the Human Resources Action Report, as follows: *Classified – (Resigned/Retired)*: Victoria Crayne, Special Ed Paraprofessional 5.75-hours/10-months (SHS), effective June 4, 2020; Maria Evans, Workability Program Assistant 7-hours/10-months (PHS), effective June 4, 2020; and Jeanette Owens, Library Media Tech 8-hours/238-days (FHS), effective July 31, 2020. (*Unpaid Leave of Absence*): Raymond Rivera, Jr., Computer Support Tech 8-hour/12-month (IT-Dept.), effective June 6, 2020. (*Certificated – (New Hires effective August 10, 2020)*): Andy Kane, English 5/5 (SHS); Cristy Kidd, English 5/5 (SHS); Alison Vild, Science 5/5 (SHS); Sydney Williams, Science 5/5 (SHS); Valeriana Urricelqui, CTE Agriculture 2/5 (FHS); and James Crockett, Social Science 2/5 (SHS). (*Temps Returning*): Chris Friebe, Counseling 5/5 (SHS), effective August 3, 2020; Brett Hodge, Science/Math 5/5 (FHS), effective August 10, 2020; Jennifer Hornichova, CTE Medical Careers 5/5 (EHS/FHS), effective August 10, 2020; Katelyn Quon, English 5/5 (FHS), effective August 10, 2020; Rylee Theodore, Social Science 5/5 (FHS), effective August 10, 2020; Lisa Von Euw, CTE Dental 2/5 (SHS), effective August 10, 2020; Shuchin Kang, Mandarin 2/5 (SHS), effective August 10, 2020; Debora Rager, Spanish 4/5 (SHS), effective August 10, 2020; Michelle Wilson, Special Education 5/5 (EHS), effective August 10, 2020; and Sharon Fernandes, CTE ECE 2/5 (EHS), effective August 10, 2020. (*Resignation*): Mitzi LoPiccolo, District Wide 5/5 Psychologist, effective June 30, 2020. (*Unpaid Leave of Absence*): Mark Stillwell, Special Education 5/5 (EHS), effective June 30, 2020. (Motion Vericker, second Hartt, carried 5-0).
- RES. 20-146 That the Board accept the Quarterly Report on the Williams Uniform Complaints for April 1 – June 30, 2020. (Motion Vericker, second Hartt, carried 5-0).
- RES. 20-147 That the Board review the District’s Uniform Complaint Policy and Non-Discrimination Policy. (Motion Vericker, second Hartt, carried 5-0).
- RES. 20-148 That the Board approve the second reading of draft mandated and draft optional Board Policies and Administrative Regulations, as provided by CSBA with the exception of Administrative Regulation 5145.3. (Motion Zufall, second Pepple, carried 5-0).
- RES. 20-149 That the Board approve Administrative Regulation 5145.3 Nondiscrimination/Harassment. (Motion Zufall, second Vericker, carried 4-1).
- RES. 20-150 That the Board approve the school name change for North State Independence High School to Shasta Union High School District Collegiate Academy. (Motion Hartt, second Zufall, carried 4-1).
- RES. 20-151 That the Board approve the extension of the employment agreement for the Chief Business Official. (Motion Pepple, second Vericker. Ayes: Ayer, Pepple, Zufall, Hartt, Vericker. Noes: None. Abstain: None. Absent: None).
- RES. 19-152 That the Board approve/ratify the employment agreement for the new Associate Superintendent of Human Resources, Jason Rubin. (Motion Pepple, second Hartt. Ayes: Ayer, Pepple, Zufall, Hartt, Vericker. Noes: None. Abstain: None. Absent: None).
- RES. 19-153 That the Board approve the extension of the employment agreement for the Associate Superintendent of Instructional Services. (Motion Hartt, second Vericker. Ayes: Ayer, Pepple, Zufall, Hartt, Vericker. Noes: None. Abstain: None. Absent: None).
- RES. 19-154 That the Board approve the extension of the employment agreement for the Superintendent. (Motion Hartt, second Pepple. Ayes: Ayer, Pepple, Zufall, Hartt, Vericker. Noes: None. Abstain: None. Absent: None).

- RES. 19-155 That the Board approve the Rural School Bus Pilot Project (RSBPP) resolution. (Motion Pepple, second Hartt, carried 5-0).
- RES. 19-156 That the Board approve Change Order A for Shasta High School Turf and Track (1-7-19129) to be ratified for a net increase to the contract KYA Services, LLC, in the amount of \$54,560.45. (Motion Zufall, second Pepple, carried 5-0).
- RES. 19-157 That the Board approve Change Order A for Shasta High School Gymnasium Flooring (1-2-19158) to be ratified for a net increase to the contract KYA Services, LLC, in the amount of \$20,000. (Motion Zufall, second Vericker, carried 5-0).
- RES. 19-158 That the Board approve Gordon Lemke contract as DSA Inspector of Record for Enterprise High School Remodel and U-Prep Locker Room Remodel. (Motion Pepple, second Zufall, carried 5-0).
- RES. 20-159 That the Board approve the College and Career Access Pathways Partnership Agreement. (Motion Zufall, second Pepple, carried 5-0).
- RES. 20-160 That the Board approve the Declaration of Need for Fully Qualified Educators for the 2020-21 school year. (Motion Pepple, second Zufall, carried 5-0).
- RES. 20-161 That the Board approve the Job Description for Vending Production Leader. (Motion Zufall, second Hartt, carried 5-0).
- RES. 20-162 That the Board approve the recommendation from administration regarding the readmission of a student expulsion (File No. 19-01). (Motion Pepple, second Hartt. Ayes: Ayer, Pepple, Zufall, Hartt, Vericker. Noes: None. Abstain: None. Absent: None).
- RES. 20-163 That the meeting adjourn. (Motion Ayer, second Pepple, carried 5-0).

**PUBLIC COMMENTS:**

There were no comments.

**REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS:**

SSEA President Gary Connolly thanked the District for allowing members of the public to attend the meeting in person and to be able to stream it online. Mr. Connolly thanked the leadership of Jim Cloney and administration for incorporating the labor unions in the reopening discussion plans. He reported that he forwarded a letter to the Board from the California Teachers Association (CTA) regarding how to safely open schools. Vice President Sean Ferguson has been involved with CTA at the state level regarding the reopening of schools. Mr. Connolly emphasized the importance of opening schools safely in order to support staff and to do what is best to serve our students and families.

ESP President Rhonda Minch was not present.

CSEA President David Martin was not present.

**REPORT FROM SUPERINTENDENT:**

Jim Cloney stated that he has been busy attending many meetings on the reopening of school. He commended the principals and staff on successful graduation ceremonies. Mr. Cloney stated that each school did a good job honoring the graduates and made it memorable in a positive way considering the circumstances.

**TRUSTEE COMMENTS AND LIAISON REPORTS:**

Trustee Hartt reported that he had the opportunity to speak at the Grant School District Board meeting as a physician regarding the reopening of schools. He stated that after researching the topic, he is encouraged with the current plan the District has. Trustee Hartt stated that there will be tough decisions to make going forward and he is happy to serve as a sounding board from a medical standpoint.

**DISCUSSION:**

COVID-19: Jim Cloney presented the School Re-Opening Plans Fall 2020 document. The plan was drafted using resources from the Center for Disease Control, California Department of Public Health, California Department of Education and the Shasta County Department of Public Health among others and with the input of administration, labor partners and District Department Chairs. The plan is designed with four phases for each of the following categories: Instructional Model, Transportation, Sanitization Protocols, Health Screenings/Wellness Checks and Food Services. Schools in the District may move between phases as the school year progresses.

Phase 4 is the least restrictive option and would be achieved when there is evidence of a very low rate of transmission and/or a vaccine has been developed. Phase 3 permits students on campus five days per week in a typical six period day with students switching courses/classrooms throughout the day. All staff and students are required to wear face coverings and abide by social distancing measures. Phase 2 implements a blended learning model based on an A/B schedule reducing the student population at school by half and requires the same social distancing measures as Phase 3. Students on the A Track will attend classes Monday and Thursday each week. B Track students will attend classes Tuesday and Friday of each week. Wednesday will be a professional day for teachers who will be on campus to complete distance learning activities and no regular classes will be held. Phase 1 is the most restrictive distance learning model with no students reporting to campus and all instruction will be completed online. Students will be graded in the standard A-F system across all phases.

Trustee Ayer inquired what accommodations will be made for students with an aid or individualized learning plan and what preparation is needed for teachers in the event we transition to online learning. Mr. Cloney stated that in the event of Phase 2, some specific groups of students may attend school on Wednesday for limited periods (i.e., music programs, CTE programs, students with special needs) at the discretion of the teacher or based on the student's individual learning plans. Students enrolled in some special education programs will continue to attend school five days per week in a cohort group that does not mix with other students. Teachers will review IEP cases on an individual basis to develop a schedule that best meets the needs of the students. Mr. Cloney stated that Associate Superintendent Milan Woollard has been working with the Instructional Coaches to provide distance learning training for teachers the two days prior to the start of school.

Trustee Hartt inquired what the District will do in the event a student refuses to wear a mask. Mr. Cloney stated that the District will offer a robust independent study program consisting of minimal face to face interaction with staff and maximum social distancing. More information will be released to the public on this soon.

Mr. Cloney reported that he is working with our partner Districts in the event we enter Phase 2 to ensure our schedules line up with the feeder schools as many students have siblings in these Districts. The District has purchased cleaning equipment for the custodial staff that releases a sanitizing fog in order to efficiently disinfect classrooms. Mr. Cloney stated that the plan does not take into account some other vital parts of the high school experience such as athletics, extra-curricular activities, music performances or clubs. There are active planning conversations for those important areas. Mr. Cloney is a member of the Northern Section California Interscholastic Federation (NSCIF) Executive Committee and stated that he will meet this Friday to discuss options for athletic competition.

Trustee Vericker inquired if there will be difficulty finding substitutes in the event staff becomes ill. Mr. Cloney stated that the substitution pool is a legitimate concern as it has been difficult to find substitutes the last few years. The District will continue working with local universities to use substitutes from teaching programs. Mr. Cloney noted that in the event we switch to Phase 2, a majority of our teachers teach five sections and have the option to teach six. If the Districts assigns six sections to a teacher, this can decrease class sizes.

Mr. Cloney emphasized that the Re-Opening Plan is not static and will likely evolve and change as guidance from health professionals and/or local conditions change. The plan will adjust to accommodate the different aspects of school operations the District may not have yet considered. Mr. Cloney stated that based on

**DISCUSSION COVID-19 (continued):**

current local conditions, administration is recommending to open school in Phase 3. General consensus of the Board was in favor of Phase 3. Mr. Cloney stated that he will continue to hold student and staff safety in the highest regard in all decisions moving forward.

Student Expulsions: Jim Cloney stated that this is an annual item in order to review the status and educational placement of students expelled this past school year. He stated that there was only one student expulsion for the 2019-20 school year.

2019-2020 Board Self-Evaluation: The Board completed the self-evaluation online prior to the Board meeting. The evaluation was broken down by ten different categories and consisted of fifty-six questions. General consensus was positive in that the Board maintains a cohesive message and respects each other's individual opinions. The Board discussed Community Leadership. Though the Board scored low on two questions in this category, they agreed it was not necessarily a problem because of the scope of the questions. The Board would like to discuss how to better monitor progress towards District goals based on established success indicators at the spring study session.

CSBA Board Policies and Administrative Regulations: The Board conducted the first reading of the CSBA policies at the regular June 9, 2020 Board meeting. As the CSBA policy liaison, Trustee Zufall reviewed the policies and followed up with District administration prior to the meeting on his questions. Trustee Peple raised concerns regarding Administrative Regulation (AR) 5145.3 Nondiscrimination/Harassment, specifically a student's gender identity and its impact on athletics. Trustee Zufall agreed with Trustee Peple's concerns. Trustee Hartt inquired what current Education Code is. Mr. Cloney stated that the District's current policy reflects Education Code and that the updates in AR 5145.3 are minimal routine updates. Trustee Peple made a motion to not approve AR 5145.3 and withdrew her motion. Trustee Zufall made a motion to approve the second reading of the CSBA policies with the exception of AR 5145.3. Trustee Peple seconded the motion and the vote passed unanimously. Trustee Zufall made a motion to approve AR 5145.3 and Trustee Vericker seconded the motion. AR 5145.3 was approved with a four to one vote.

Shasta Union High School District Collegiate Academy: Mr. Cloney stated that the District has offered an independent study high school option for many years, North State Independence High School (NSIHS). After the latest Western Association of Schools and Colleges (WASC) accreditation visit, the visiting team's feedback was focused on offering a more robust college preparatory curriculum, ensuring all courses were taught by fully credentialed staff (particularly in math and science courses) and potentially offering those students more extracurricular activities such as Career Technical Education and athletics through partnering with the comprehensive schools in the District. Over the last two school years, the District has made significant growth on all of these goals and the administration is recommending changing the name of the school to the Shasta Union High School District Collegiate Academy as another step in rebranding the program in the community.

Trustee Peple raised concerns regarding if the new name will deter students who are not college bound and Trustee Hartt inquired what stakeholders were involved in the name change. Mr. Cloney stated that he does not see the name change as an issue because most students who are not college bound learn about the independent study program through the counseling department. Mr. Cloney stated that the rebranding discussion of NSIHS has been going on for years and staff developed the new name.

Trustee Peple made a motion to table the agenda item, there was no second and the vote died due to lack of a motion. Trustee Hartt made a motion to approve the name change, Trustee Zufall seconded the motion and the vote passed with four ayes and one no.

Employee Contracts: Trustee Ayer stated Senate Bill 1436 requires an oral summary of compensation to be approved for local agency executives prior to the approval/ratification of the employment agreement. Trustee Ayer reported the following salary information:

- Associate Superintendent of Human Resources Jason Rubin: Base Salary – \$139,381.12, Professional Growth - \$6,969.00, Health/Wellness Benefits - \$13,804.15

**DISCUSSION** Employee Contracts (continued):

- Associate Superintendent of Instructional Services Milan Woollard: Base Salary – \$139,381.12, Professional Growth - \$38,508.36, Health/Wellness Benefits - \$13,804.15
- Superintendent Jim Cloney: Base Salary - \$177,762.63, Professional Growth - \$40,551.96, Health/Wellness Benefits - \$13,804.15

2020-21 Budget Update: David Flores provided an update to the Board on the budget since Governor Gavin Newsom signed the state budget and accompanying trailer bills on Monday, June 29, 2020 in order to close a \$54.3 billion budget shortfall caused by COVID-19. Mr. Flores provided a brief overview addressing the solutions for the state's shortfall. Mr. Flores presented a multi-year projection stating that the District will not receive a COLA and ADA will be funded off of the 2019-20 school year even though we expect growth for the 2020-21 school year. The projection reflects an ADA of 4,000 and a flat LCFF funding rate based off of 2019-2020 through the 2022-23 fiscal year. In order to cover the Economic Uncertainties at 3.5% and maintain the balance in the Foundation Fund, the District will need to make up \$3,485,247 to break even in 2022-23.

Rural School Bus Pilot Project: David Flores stated that the District has been tentatively selected to receive the Rural School Bus Pilot Project (RSBPP) grant. This grant is funded by the North Coast Unified Air Quality Management District to replace one of our existing buses with an electric bus.

Bond Program Update: David Flores reported that the Board approved the bids for the Enterprise High School (EHS) classroom project and the U-Prep girls' locker room project at a special Board meeting last week. He reported that the Shasta High School (SHS) football field is complete and they are currently in the process of redoing the gym floor. Construction on the Foothill High School (FHS) track and field and EHS track is ongoing. The Maintenance and Operations Department cleared out the 400 building (wood/metal shop) at SHS in preparation for construction. Mr. Flores stated that there were concerns with the lowest responsive bidder on the 400 building and after speaking with legal counsel, the District will go back out to bid. The District will also go out to bid at the end of the month for the music building project and the classroom remodel project at SHS. The District has and will continue to sell the old portables at EHS in preparation for the paving project. The District wide paving project is scheduled to be complete prior to the start of the 2020-21 school year. The FHS agriculture building is 80% complete.

Change Orders: David Flores stated that existing brock pad under the SHS turf was installed incorrectly and needed to be replaced. The existing condition of the SHS gym subfloor did not provide the structure needed for longevity and playability and needed to be replaced. Mr. Flores stated that these are the first change orders for these projects and does not foresee any more.

College and Career Access Pathways Partnership Agreement: Milan Woollard stated that the College and Career Access Pathways Partnership Agreement presented for approval would allow students enrolled in the College Connection program to receive dual enrollment credit for all college courses they are enrolled in while participating in College Connection. He stated that this would benefit students attending Shasta College after graduation from high school or for students attending four year colleges or universities as the course will be transferable.

Declaration of Need for Fully Qualified Educators: Jason Rubin stated that the Declaration of Need is an annual form submitted to the Commission on Teacher Credentialing (CTC) by public school districts. This form must be on file with the Commission if the District is anticipating the employment or re-employment of a teacher in need of an Emergency CLAD (Cross-cultural, Language and Academic Development) Permit or a Limited Assignment Permit for the 2020-21 school year.

Vending Production Leader: Jason Rubin stated that Director of Nutrition Services Fred Schafer would like to restructure the Food Service Department as a result of a retirement. The District has installed more vending machines to provide meals, drinks and snacks and they have proven to be very popular. The new Vending Production Leader position has been created to best meet the needs of the department.

**ADVANCE PLANNING:**

Next Meeting Dates: August 11, 2020

**ADJOURNMENT:**

The Board adjourned to closed session at 7:34p.m. to discuss the following: 1) Public Employee Discipline/Dismissal/Release/Complaint (G.C. 54957); 2) Conference with Labor Negotiator (G.C. 54957.6) Agency designated representatives: Jim Cloney – Superintendent, David Flores – Chief Business Official, Jason Rubin – Associate Superintendent/H.R. and Milan Woollard - Associate Superintendent/Instructional Services. Employee Organizations: Shasta Secondary Education Association (SSEA), Educational Support Professionals Association (ESP), California School Employees Association (CSEA) and Management/Supervisory/Confidential; and 3) Consider Recommendation from Administration to readmit one student expulsion (File No. 19-01).

The Board reconvened into open session at 7:46p.m. Trustee Ayer announced the Board took no action in closed session. The meeting adjourned at 7:47p.m.

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Ron Zufall, Clerk  
Board of Trustees

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Jim Cloney, Executive Secretary  
Board of Trustees

*Bd. Min. 07-14-20 //*