



**SHASTA UNION HIGH SCHOOL DISTRICT
REGULAR MEETING OF THE GOVERNING BOARD**

**Board Room
2200 Eureka Way
Redding, CA 96001**

**March 9, 2021
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 Pepple in the Shasta Union High School District Board Room.

ROLL CALL: Trustees Constance Pepple, Ron Zufall, Gregory Hartt, and Joseph Ayer. 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.

There were no requests from the audience to speak to any items on the closed session agenda. The Board adjourned to closed session at 5:30 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; 3) Preliminary Public Employee Performance Evaluations (G.C. 54957). Titles: Chief Business Official, Associate Superintendent/Human Resources and Associate Superintendent/Instructional Services; and 4) Preliminary Public Employee Performance Evaluation (G.C. 54957). Title: Superintendent.

The Board reconvened into open session at 6:37pm and Trustee Pepple announced the Board took no action in closed session. Student Board Member Camille Brown was present for the open session portion of the meeting. Trustee Pepple led the pledge of allegiance and Trustee Hartt recited the Mission and Vision Statements.

- RES. 21-033** That the Board approve the agenda, as presented. (Motion Ayer, second Hartt, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-034** That the Board approve the consent agenda, as presented. (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-035** That the Board ratify commercial warrants in the amount of \$3,159,591.87 and payroll distributions in the amount of \$3,351,826.93 for the period of 2/01/2021 - 2/28/2021. (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-036** That the Board approve a Request to Declare Property as Surplus (Transportation – AgriMetal Tuff Vacuum). (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-037** That the Board approve a Request to Declare Property as Surplus (IT – computers/peripherals). (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-038** That the Board approve the annual Certification of Athletic Coaches. (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-039** That the Board continue reduction of Extended School Year (ESY – Special Ed Summer School) Program from 4 weeks/4 hours to 3 weeks/5.5 hours. (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).

- RES. 21-040 That the Board approve the Human Resources Action Report, as follows: *Certificated – (Unpaid LOA):* Christa Reid, 5/5 Math (EHS), effective March 15, 2021. *(Resignation):* Mark Stilwell 5/5 RSP (EHS), effective June 30, 2021 and Christa Reid, 5/5 Math (EHS), effective June 30, 2021. *Classified – (New Hire):* Jade Podtetenieff, Food Nutrition Specialist 4-hours/10-months (SHS), effective February 1, 2021. *(Promotion):* Kate Hansen, Payroll Technician 8-hours/12-months (DO), effective February 17, 2021 and Jennifer Reed, School Secretary Continuation 8-hours/238-days (PHS), effective March 1, 2021. *(Resigned/Retired):* Sandra Anderson, Bus Driver 7.75-hours/10-months (Transportation), effective November 19, 2021 and Kathleen Rodriguez, Secretary 4-hours/10-months (Adult Ed), effective April 12, 2021. (Motion Hartt, second Ayer, abstain Zufall, carried 3-0. Student Board Member Brown: Aye).
- RES. 21-041 That the Board waive the second reading and approve the deletions and updates to the Board Policies and Administrative Regulations, as provided by CSBA. (Motion Zufall, second Hartt, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-042 That the Board approve the minutes for the February 9, 2021 regular Board meeting. (Motion Hartt, second Ayer, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-043 That the Board excuse Trustee Pepple's absence from the February 9, 2021 regular Board meeting. (Motion Hartt, second Ayer, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-044 That the Board approve the Second Interim Budget Report for 2020-2021. (Motion Zufall, second Ayer, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-045 That the Board approve Change Order 22.1 for U-Prep Locker Room Remodel to be ratified for a net increase to Trent Construction, in the amount of \$3,938.37. (Motion Ayer, second Hartt, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-046 That the Board approve the Classified Management and Certificated Management Salary Schedules. (Motion Ayer, second Hartt, carried 4-0. Student Board Member Brown: Aye).
- RES. 21-047 That the meeting adjourn. (Motion Hartt, second Ayer, carried 4-0. Student Board Member Brown: Aye).

PUBLIC COMMENTS:

Charles Boeggeman and Kimberly Wilkes submitted online public comments requesting the Board approve Agenda Item 12.3: Approve the extension of the probationary period regarding AB 908 Extracurricular Activities/Work Permits from March 19, 2021 to June 3, 2021.

Megan Dorney submitted an online public comment requesting the Board to open schools back to full in person instruction five days per week.

RECOGNITION OF STAFF AND/OR STUDENTS:

The Board of Trustees and Administration recognized Shasta High School (SHS) Health Clerk Whitney Lowery, Enterprise High School (EHS) Teacher Eileen Cooper and Transportation Bus Driver Dan Miner.

PRESENTATION:

School Safety: Shasta County Chief Probation Officer Tracie Neal provided an overview of a probation officer's role as a site resource officer (SRO). She stated that probation officers require a bachelor's degree and undergo training in the following areas: firearms, SRO, adolescent brain science, adverse childhood experiences, security, resiliency, etc. Foothill High School (FHS) Probation Officer Jason Coulombe and Gateway School District Probation Officer Jim Schuette provided examples of their training, qualifications and day-to-day interactions on a high school campus.

Trustee Zufall inquired what active shooter training is required of probation officers and what weapons they carry. Trustee Hartt inquired if probation officers participate with local law enforcement such as SWAT when doing active shooter trainings. Probation Officer Coulombe provided a brief description of their routine weapons training and stated that they have participated in trainings with local law enforcement but have not done as many recently due to COVID-19. It was also noted that probation officers receive radio training and have access to emergency response systems such as SHASCOM.

REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS:

SSEA President Gary Connolly stated that he would defer his report for the initial proposals for negotiation.

ESP President Rhonda Minch was not present.

CSEA President David Martin was not present.

REPORTS FROM PRINCIPALS:

Shasta High School: Leo Perez stated there that there has been a renewed energy on campus with athletics starting back up. The music program has announced they will be holding a performance in May consisting of songs and scenes from past musicals. Mr. Perez reported that counselors will have pre-registration numbers in two weeks, and he is optimistic to get students back to normal instruction. Construction projects on campus include the 400 building/metal shop, culinary remodel, wellness center and music building.

Enterprise High School: Ryan Johnson was pleased to announce that their WASC mid-cycle report has been submitted. They will meet virtually with the WASC committee in mid-April. Mr. Johnson stated that there has been new excitement on campus with athletics starting, and he has been attending practices. He stated that thanks to music teachers Alissa Aune and Gabe Sakuma, the music department will be doing a production of the *Adams Family*.

Foothill High School: Steve Abbott was not present.

Alternative Education: Tim Calkins stated that unlike in years past, the Special Education department has a large applicant pool for teachers and school psychologists. He reported that they continue to have students graduate from Pioneer Continuation High School (PHS) and Shasta Collegiate Academy (SCA). Curriculum and technology committees at SCA are doing a lot of work with ERWC courses. Mr. Calkins thanked the IT Department for enhancing their communication with parents. For the first time in history, SCA will be administering Advanced Placement testing. Mr. Calkins stated that they are planning a socially distant outdoor traditional graduation ceremony.

REPORT FROM SUPERINTENDENT:

Jim Cloney stated that the District began planning for the 2020-2023 Local Control and Accountability Plan (LCAP) one year ago. Due to COVID-19, the LCAP was postponed and the District is restarting the LCAP planning process for 2021-2024. Mr. Cloney has a planning meeting this Friday with the Principals and Associate Superintendent Milan Woollard. The Board will be presented with a draft LCAP at the April study session and will be asked to approve it in June. Mr. Cloney stated that he will email a timeline of the LCAP planning process to the Board. He stated that in response to Mr. Woollard's retirement, the District received nineteen applications for the Associate Superintendent of Instructional Services position. A committee of various staff members interviewed six candidates. Mr. Cloney stated that he along with Trustees Pepple and Ayer interviewed two finalists yesterday and was pleased to announce that Leo Perez will be the next Associate Superintendent of Instructional Services. Mr. Cloney stated that he and Jason Rubin have mapped out a timeline to hire the new principal for SHS and are hopeful to have a candidate selected before spring break.

TRUSTEE COMMENTS AND LIAISON REPORTS:

Trustee Brown reported that students are very excited and grateful for the return of sports. On behalf of the student body, she stated that she appreciates the efforts of the Board and District for things going well on their end.

Trustee Ayer congratulated Mr. Perez on his new position.

Trustee Pepple congratulated Mr. Perez on his new position.

DISCUSSION:

COVID-19: Jim Cloney stated that CA legislation passed AB-86, a \$6.6 billion assembly bill geared towards COVID-19 relief and school reopening, reporting, and public health requirements. Mr. Cloney stated that of the funds, \$2 billion will be geared towards opening schools whilst the other \$4.6 billion is geared towards mitigating learning loss. The District's reopening plan and safety plan qualify the District for the funds. Mr. Cloney stated that the District is required to develop a spending plan by June 1st outlining how the dollars will be spent on summer school, tutoring, additional credit recovery, etc. The Board will need to approve the spending plan at the regular May meeting.

Mr. Cloney provided an overview of the new guidelines released on athletics over the past month. He was pleased to announce that the most recent guidelines from March 4th will allow all sports to play. Basketball, volleyball and wrestling (indoor high-contact sports) are allowed as long as certain protocols are followed. Weekly testing must be available 48 hours prior to competition. PCR testing will be administered through a local lab and fees may be covered through the Cares Act Fund or individual insurance. Discussions are ongoing regarding restricted public access to sporting events and livestream availability. Football athletes will not be required to take a COVID-19 test as long as case numbers stay below seven daily cases per 100,000 residents in Shasta County. The county is currently at 5.9 daily cases. Mr. Cloney stated that planning meetings are ongoing since guidelines are constantly changing, and staff is working to finalize game schedules. He stated that the District is working diligently to give students every opportunity to play.

Mr. Cloney reported that all schools are moving forward with holding a traditional socially distant graduation ceremony. The District is waiting on guidance from Shasta County Public Health to ensure plans are in compliance.

Mr. Cloney stated that depending on class sizes, schedules and COVID-19 cases, the District would like to return to full instruction sometime after spring break. The state guidance regarding the four-foot social distance rule is a difficult hurdle for the District. Mr. Cloney has partnered with the associations and administrators on how to open schools full time and remain in compliance. He emphasized the importance of getting students back to full instruction, which is what has been the mission since the pandemic started.

Initial Proposals for Negotiation:

Jim Cloney presented the District's initial proposal for negotiation with SSEA and ESP for 2021-22, as follows: **SSEA – Article 21 - Term; Article 10 – Compensation; and Article 11 - Leaves. The entire ESP contract will be reviewed for clarifications/deletions/corrections as the current contract expires June 30, 2021. ESP – Article 6 – Hours of Employment.**

SSEA Lead Negotiator Layne McLean introduced the negotiating teams for SSEA and ESP and gave a solemn remembrance for former negotiation team member Darren Trueblood who recently passed away. Mr. McLean and ESP Lead Negotiator Evie Blank presented ESP and SSEA's initial proposals for negotiation for 2021-22, as follows: **The entire ESP contract will be reviewed for clarifications/deletions/corrections as the current contract expires June 30, 2021. SSEA – Article 7 – Hours of Employment; Article 16 – Extra Duty; Article 10 – Compensation; Article 18 – Completion of Meet and Negotiate; and Article 21 – Term.**

Mr. McLean requested the associations be provided all Memorandums of Understandings between the District and SSEA/ESP for the past three years. Initial proposals will be posted on the SUHSD website, and a Public Hearing to allow comment on the proposals presented this evening will be agendaized for the April 13th regular Board meeting.

CSBA Policies: As the CSBA policy liaison, Trustee Zufall reviewed the policies and stated that this latest update is primarily comprised of deletions. CSBA has launched GAMUT on a new platform, GAMUT Policy Plus that has flagged many policies that should have been deleted or updated. Trustee Zufall recommended the Board waive the second reading and approve the recommendations.

The Board adjourned for a break from 8:14pm to 8:18pm.

DISCUSSION (continued):

Second Interim: David Flores stated that the ending balance variance from the first to second interim is an increase of \$591,969 for the 2020-2021 school year. The increase in revenue is mainly driven by \$710,000 in federally restricted Learning Loss Mitigation funding that has been awarded to the District. Unrestricted expenditures decreased by \$275,187 due to an estimated \$300,000 reduction in overall expenses. The increase of \$819,486 in restricted expenditures was driven by the COVID-19 expenditures that are offset by the increase in restricted revenues.

Mr. Flores stated that deficit spending continues to be projected in the 2021-2022 and 2022-2023 school years. The unrestricted ending balance is projected to decrease to \$2,284,885 by 2022-2023. ADA projections are as follows: 3,999 in 2020-21, 3,790 in 2021-22, and 3,914 in 2022-23. Mr. Flores stated that the 2020-21 ADA of 3,999 could be carried over into 2021-22 which could keep the District from feeling the drop to 3,790. The District will receive \$2.7 million in federal relief and \$4.4 million in state relief from COVID-19. With these relief dollars, Mr. Flores stated that he will submit our budget as positive, not qualified, to the Shasta County Office of Education.

Trustee Zufall inquired if the District practice of maintaining a 3.5% economic reserve (state mandate is 3%) is in the Board policies. Mr. Flores stated that it is not in the policies, but the Board can add it in at a future meeting.

Bond Program Update: David Flores stated that the 400 building/metal shop at SHS has been gutted. He reported that the new ag building at FHS is complete aside from a water fountain that needs to be installed. Mr. Cloney reported that the Citizens' Bond Oversight Committee met on March 1st to discuss what projects and funding remain of the \$56.9 million dollar bond. The Board will be asked to review a bond project list at the spring study session in order to decide what projects to complete with the remaining bond funds. Mr. Flores stated that the KYA Group will refurbish the SHS tennis courts over summer.

Salary Schedules: Jim Cloney stated that the updates to the Classified Management and Certificated Management Salary Schedules are in response to the revisions the Board approved at the December 17, 2019 Board meeting.

AB908: Jim Cloney stated that AB 908 authorizes the Board to adopt a policy allowing a probationary period to exceed one semester in length through the completion of the 2020-21 school year permitting students who do not have a 2.0 GPA to participate in extracurricular activities and be issued a work permit. The Board approved to extend the probationary period through the end of the 3rd quarter (March 19, 2021) instead of to the end of the school year at the December 15, 2020 Board Meeting. The state released new guidance on February 19th loosening restrictions on youth sports. Community Member Jessaca Lugo submitted a request to have the Board take action on this agenda item in order to extend the probationary period through the end of the 2020-2021 school year.

Mr. Cloney stated that in addition to AB 908 and prior to the pandemic, students may use a one-time academic waiver allowing them to be eligible to participate in sports. The Board discussed how many students have already used the waiver and how many students will need to use the waiver if the Board chooses to not extend the probationary period through the end of the school year. Mr. Cloney stated that student athletes were notified that the probationary period would end March 19th in order to allow them time to improve their grades by the end of the third quarter so they could be eligible to play sports. Trustee People stated she was in favor of extending the probationary period to the end of the school year. General consensus of the other Trustees was to not extend the probationary period. Trustee People made a motion to approve the extension of AB908. The motion died for lack of a second.

ADVANCE PLANNING:

Next Meeting Date: April 13, 2021

Suggested Future Agenda Items: Student Board Member Brown requested to present on Mental Health Awareness.

ADJOURNMENT:

The meeting adjourned at 9:13p.m.

Greg Hartt, Clerk
Board of Trustees

Bd. Min. 03-09-21 //

Jim Cloney, Executive Secretary
Board of Trustees