



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

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

**September 8, 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.

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.

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) Preliminary Public Employee Performance Evaluation (G.C. 54957) Title: Superintendent; and 3) 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.

The Board reconvened into open session at 6:41 p.m. Trustee Ayer announced the Board took no action in closed session. Trustee Ayer led the pledge of allegiance and Trustee Pepple recited the Mission and Vision Statements.

RES. 20-182 That the Board approve the agenda, as presented. (Motion Vericker, second Hartt, carried 5-0).

RES. 20-183 That the Board approve the consent agenda, as presented. (Motion Zufall, second Hartt, carried 5-0).

RES. 20-184 That the Board approve the minutes for the August 5, 2020 special Board meeting. (Motion Zufall, second Hartt, carried 5-0).

RES. 20-185 That the Board approve the minutes for the August 11, 2020 regular Board meeting. (Motion Zufall, second Hartt, carried 5-0).

RES. 20-186 That the Board ratify commercial warrants in the amount of \$5,523,990.13 and payroll distributions in the amount of \$3,229,052.72 for the period of 8/01/2020 - 8/31/2020. (Motion Zufall, second Hartt, carried 5-0).

RES. 20-187 That the Board approve the Request to Declare Property as Surplus (IT – computers/peripherals). (Motion Zufall, second Hartt, carried 5-0).

RES. 20-188 That the Board approve the Human Resources Action Report, as follows: *Certificated – (New Hires):* Jordan Davis, English Teacher 5/5 (SHS), effective August 11, 2020; Liane Gleason, CTE Medical II 5/5 (SHS), effective August 10, 2020; Chera King, English Teacher 5/5 (SHS), effective August 10, 2020; Thomas Vanderpool, RSP Teacher 5/5 (EHS), effective August 10, 2020. *(Additional FTE for 2020-2021):* Amanda Gilbert, Science Teacher 1/5 (SHS), effective August 10, 2020; Valeriana Urricelqui, CTE Ag Teacher 3/5 (FHS), effective August 10, 2020. *(Resignation):* Chera King, English Teacher 5/5 (SHS), effective August 11, 2020. *((Variable Term Waiver 2020-21 (Job searches Conducted)):* Caleb Taylor, Math Teacher 5/5 (SHS) Sub for Tracey Bruner, effective

August 10, 2020. ((Emergency GELAP Renewal (Job Searches Conducted))): Dakota Jones, Math Teacher 5/5 (SHS) Sub for Anne Baxter, effective August 31, 2020. (Student teachers on Campus Fall Semester 2020-21): Brandon Small, English (EHS) Master Teacher Eileen Cooper/Martin Reid, effective August 10, 2020; Mitchell Bancroft, Soc Sci (EHS) Master Teacher Justin Jordan/Chris Belcastro, effective August 10, 2020; Wesley Wright, Life Sci (EHS) Master Teacher David Peek/Susan Hanifl, effective August 10, 2020; Eric Nielsen, P.E. (FHS) Master Teacher Todd Buck, effective August 10, 2020; Robert Siewell, Math (FHS) Master Teacher Joe Loverde, effective August 10, 2020. Classified – (New Hires): Tori French, Attendance Tech 8-hours/11-months (SHS), effective August 17, 2020; Christy Nahai, At-Risk Paraprofessional 6.17-hours/10-months (PHS), effective August 21, 2020. (Position change/Promotion): Hannah Brown, Library Media Tech 8-hours/238-days (FHS), effective August 1, 2020; Laura Davis, Vending Production Leader 5.5-hours/10-months (Food Service Dept.), effective August 10, 2020; April Williams, Library Media Tech 8-hours/238-days (SHS), effective August 1, 2020. (Resigned/Retired): Beverly Damron, Special Ed Paraprofessional 5.75-hour/10-month (EHS), effective June 4, 2020; Anna Eversole, Special Ed Paraprofessional 6.25-hours/10-months (SHS), effective August 10, 2020; Andrea McCloskey, Food Nutrition Specialist 4-hours/10-month (SHS-cafeteria), effective June 4, 2020; Jessie Meza, At-Risk Paraprofessional 6-hours/10-month (EHS), effective June 4, 2020; Shara Presido, Applications System Supervisor 8-hours/12-months (IT), effective February 17, 2021; Raymond Rivera Jr., Computer Support Tech 8-hour/12-month (IT), effective October 9, 2020; Shonnie Wolcott, Special Ed Paraprofessional-split sites 6-hours total/10-months (UPrep/SHS), effective August 13, 2020 and Adam Zamudio, Bus Driver 6.5-hours/10-months (Transportation), effective June 4, 2020. (Motion Zufall, second Hartt, carried 5-0).

- RES. 20-189 That the Board approve the 2019-20 State of the District Report. (Motion Hartt, second Zufall, carried 5-0).
- RES. 20-190 That the Board waive the second reading and approve the draft mandated and draft optional Board Policies and Administrative Regulations, as provided by CSBA. (Motion Hartt, second Vericker, carried 5-0).
- RES. 20-191 That the Board approve the 2019-2020 Unaudited Financial Report. (Motion Vericker, second Zufall, carried 5-0).
- RES. 20-192 That the Board approve the Annual Developer Fee Report. (Motion Zufall, second Vericker, carried 5-0).
- RES. 20-193 That the Board approve the 2019-2020 and 2020-2021 Gann Limit calculation. (Motion Zufall, second Pepple, carried 5-0).
- RES. 20-194 That the Board approve the transfer of ownership of SUHSD to Redding Christian School and Tree of Life International Charter School. (Motion Hartt, second Pepple, carried 5-0).
- RES. 20-195 That the Board approve the bid for the Shasta High School Shop Building Modernization to True North in the amount of \$2,090,000. (Motion Pepple, second Zufall, carried 5-0).
- RES. 20-196 That the Board approve Pern Laughlin contract as DSA Inspector of Record for Shasta High School Classrooms Remodel. (Motion Ayer, second Pepple, carried 5-0).
- RES. 20-197 That the Board approve the annual certification of Administration to evaluate staff. (Motion Hartt, second Vericker, carried 5-0).
- RES. 20-198 That the Board approve certificated staff teaching outside of their credential area. (Motion Hartt, second Vericker, carried 5-0).
- RES. 20-199 That the Board approve the job description for At Risk Instructional Paraprofessional-Severely Handicapped. (Motion Hartt, second Vericker, carried 5-0).
- RES. 20-200 That the meeting adjourn. (Motion Vericker, second Zufall, carried 5-0).

RECOGNITION OF STAFF AND/OR STUDENTS:

The Board of Trustees and Administration recognized Shasta High School (SHS) Library Media Tech April Williams, Enterprise High School (EHS) Teacher Jill Hardy, Foothill High School (FHS) Student Madison Armstrong, and both District Nurses Colette Cooper and Angie Whitacre.

PUBLIC COMMENTS:

Online comments were received and read between in-person speakers from Kara Norderum, Brandi Anderson and Jessaca Lugo regarding distance learning and returning to in person classes five-days a week. Gabrielle Agarrado, a freshman student at Shasta High School, Gina, Tyler Nichols, Tyler and Melissa Magana all spoke and requested to open schools five-days a week. Also received and read from Roque and Deena Mataguly regarding the current high school requirements for physical education.

PRESENTATIONS:

Introduction of New Certificated and Classified Staff: The District hired nine certificated staff members. Administration introduced new certificated staff and the Board welcomed them to the District. Jim Cloney stated classified staff will be introduced at the October Board meeting.

Classified Employee of the Year: The Board of Trustees and Administration recognized Lead Maintenance Worker at Enterprise High School (EHS) Bob Buell, Transportation Secretary Evelyn Hinkle-Blank, Food Nutrition Specialist Alta Myra Morris, Special Ed-Instructional Paraprofessional at Foothill High School (FHS) Veronica Barnes and Registrar at Shasta High School (SHS) Collett Stanger.

REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS:

SSEA President Gary Connolly stated that we strive to put students first and students are our focus. He welcomed our new hires and congratulated our retirees. Mr. Connolly then gave the podium to SSEA member Sean Ferguson who discussed Prop 15 and how it will change tax law.

ESP President Rhonda Minch said it has been a long couple of months but expressed gratitude to Jason Rubin and the HR Department team for their support of ESP staff and will continue conversations with our District regarding reopening schools.

CSEA President David Martin was not present.

REPORTS FROM PRINCIPALS:

Shasta High School: Leo Perez stated students have done amazing job of adapting. He mentioned that tomorrow evening will be a virtual back to school night. Mr. Perez expressed thanks to maintenance and custodial staff for their work in preparing the school for classes.

Enterprise High School: Ryan Johnson commended staff for great job and hard work preparing for beginning of year. Mr. Johnson expressed congratulations to Bob Buell and thanked him for his hard work.

Foothill High School: Steve Abbott mentioned next week our deficiency reports come out. Administration will address every single issue of a student that claims to not be able to succeed and the vast majority are easily remedied.

Alternative Education: Tim Calkins stated that Shasta Collegiate Academy had 85-students last year and as of yesterday we have 420-students. He said they have added ten-staff members.

REPORT FROM SUPERINTENDENT:

Jim Cloney deferred comments to later.

TRUSTEE COMMENTS AND LIAISON REPORTS:

Trustee Pepple spoke to the public comments stating we, the Board, are hearing you that have spoken and work is being done trying to be creative.

Trustee Hartt echoed the comments of Trustee Pepple and appreciated the concern expressed by parents, the student and community in dealing with these complex issues.

Trustee Vericker expressed thanks to parents and staff. He stated the desire is to avoid a full distance learning situation.

Trustee Zufall stated he agreed with the other members of the Board. He also mentioned a conflict for the October 27th Fall Study Session.

Trustee Ayer stated he would echo the statements of the Board. He said the Board appreciates the comments and thanked all sites for doing a great job.

DISCUSSION:

COVID-19: Public comments were received from Beth Watt stating that schools need to be open five-days a week and Melissa Magana requested the Board move mountains for these kids.

Mr. Cloney stated clearly there are passionate people on the issue of reopening and clearly phase two is not perfect. He further stated phase two is most difficult for staff and there is concern that our District would have enough staff for a full return to work. We all agree that we would like to have everyone back five-days a week. We have very few substitutes and that has been the case since pre-pandemic. We need to look at reopening systematically but there are concerns and staffing is one of them. When we made the decision to reopen there were a significant number of families who chose to go full independent study. As mentioned by Tim, Shasta Collegiate Academy has 420-students, which is roughly ten-percent of our District. I would like to gather more data. The other concern besides that we don't have the staffing would include how to do social distancing. Students have been great but mask fatigue will grow and may create a liability issue. I have been asked about waivers but legal has advised that you cannot waive away liability. We want to get to a five-day plan but I would like to prepare strategically.

Mr. Cloney continued stating that SB 98 requires the adoption of a Learning Continuity and Attendance Plan and we have that draft available on the next agenda item. We have many teachers that want to get back in to five-days of instruction. Mr. Cloney mentioned that in Shasta County the curve has been fairly flat. We are doing a good job as a community.

Trustee Pepple mentioned that she has an underlying health issue and has concern about citizens not wearing masks. She asked what is our ability to require wearing masks.

Trustee Zufall replied masks should be worn out of courtesy for each other.

Mr. Cloney responded with students that is the policy now and kids want to be in school but kids are going to do what they are going to do and it is not going to be perfect.

Trustee Pepple stated the lesson to teach is the mask isn't about you, it is worn out of respect for others.

Trustee Zufall asked how many students have health issues and suggested that mask wearing is a small courtesy for others.

Mr. Cloney mentioned we surveyed our parents and families last spring about how the school year was going and admittedly distance learning was a struggle in the spring. We have listened. But the latest piece we did a student survey and received responses from over 350 kids. Some encouraging responses, one of the responses to the question when asked if teachers have been available for you during distance learning, 98% always or most days teachers are available. Teachers are doing what they can do to be available for kids. In regards to distance learning, I have never seen a more normal curve, 24% replied they are struggling, 50% are doing OK and 26% reported doing well.

Trustee Pepple stated that she has concern for our at-risk kids.

Mr. Cloney suggested we need to plan.

Trustee Zufall asked how many at Collegiate Academy came from our District kids.

Mr. Cloney replied, all of them, very few came from out of our District and deferred to Mr. Connolly in the audience.

Mr. Connolly agreed and mentioned most had expressed concern about health issues related to someone at home.

Mr. Cloney said hiring staff is the hard part.

Trustee Zufall asked will the association member return to work?

Mr. Connolly stated that he didn't want to guess and deferred to Mr. Ferguson.

Mr. Ferguson said in a previous survey done by SSEA, 40% of the 70% of responses received said they fell into the vulnerable category and felt phase two made staff more comfortable.

PUBLIC HEARING Learning Continuity and Attendance Plan: At 8:04 p.m., Trustee Ayer declared the meeting open to Public Hearing to provide interested parties an opportunity to speak regarding the Learning Continuity and Attendance Plan. There were no comments and the public hearing was declared closed.

Mr. Cloney mentioned the need to schedule a second Board meeting this month and suggested a couple weeks from tonight to approve the LCP.

Trustee Vericker suggested to send an email with dates.

State of the District Report: Jim Cloney stated this is the second review of the document and as they were no changes, requested approval.

CSBA Board Policies and Administrative Regulations: Trustee Zufall reviewed the policies and followed up with District Administration prior to the meeting on his questions. He provided a brief overview of the policy updates and made a motion for the Board to waive the second reading and approve them.

University Preparatory School Annual Report: The annual report was provided by hard-copy due to COVID and any questions can be emailed for future follow-up.

2019-2020 Unaudited Financial Report: David Flores stated the actuals are unaudited because we are currently going through the audit. He mentioned the unrestricted and restricted balances are reported separately. Mr. Flores reported the unrestricted ending balance was \$177,289 better and that is a positive. We have left the funds in fund 17 for future use when needed.

Trustee Hartt requested to have an explanation of the difference between unrestricted and restricted.

Mr. Flores explained the big difference is that unrestricted is funded by ADA and we have flexibility with that money, restricted funds are grants and rewards and those dollars will stay restricted.

Mr. Flores continued reviewing with revenue and explained the state transferred LCFF revenue directly to Shasta County Office of Education for ADA that we report but was actually taught by the County Office.

Trustee People asked what programs are taught by the County Office.

Mr. Flores stated programs like Special Education Severely Handicapped students that we don't have in our District.

Trustee People mentioned that she didn't think Shasta County Office of Education had any of our students.

Mr. Cloney mentioned we took the non-public school program into our District.

Mr. Flores continued stating as Jim mentioned with the non-public school closure in mid-year, not all the students came to our program, the students went back to their county of residence. He also said federal and state revenue decreases are due to revenue being deferred and unrestricted income was decreased due to the decrease in services to outside districts. Mr. Flores reviewed expenses and said not as much was expensed creating a savings to the funds which will roll over and savings will be utilized at a later date. He also stated cafeteria expense was transferred into the Learning Loss Mitigation Funds. Mr. Flores said this is all to explain the ending balance which was better than expected.

Trustee Vericker inquired about free meals to all students.

Mr. Cloney stated students from off campus can come and pick-up meals and that our food service staff has been working very hard to make that happen.

Trustee Vericker asked how does that play into the budget.

Mr. Flores said we will have to wait and see how we are going to get reimbursed.

Mr. Cloney stated it is great for kids but maybe not great for the budget.

Trustee Vericker confirmed that we expect state to reimburse for those meals.

Mr. Flores said food service is fund 13 which is going through the audit right now. We will bring the audit report in January.

Annual Developer Fee Report: David Flores stated that the Government Code requires school district to provide an annual report on the sources and uses of the Capital Facilities Fund (Developer Fee Fund) and adopt a resolution certifying the annual report meets the requirement of the Education Code. Mr. Flores stated that the report meets those requirements. Mr. Flores explained funds were used to replace boilers District wide and currently fund 25 ending balance is over one-million dollars. He further explained the certificate of participation, which is a loan, payment had dropped and this note was used to finish the project at Foothill High School and the note will mature in 3-4 years.

Gann Limit calculation: David Flores stated this in another annual report that we bring to the Board. We only do it once a year and our auditor reviews it.

Transfer of ownership of SUHSD portables: David Flores said portable we were going to have to pay to be demolished or give away and this transfer of ownership is a legal formality which ultimately saved our District money.

Trustee Hartt asked if there was any market value to the portables.

Mr. Flores stated whatever someone is willing to pay but the cost for a new portable is about \$150,000 to \$200,000.

Mr. Cloney said if we were to sell them on the open market we would have to sell them as surplus and this is about a \$100,000 savings to our District.

Trustee Ayer mentioned that he is aware this is a common practice between Districts.

Bond Program Update: David Flores stated that paving is finalizing at each site. He mentioned an ADA ramp went in by the 400 shop at Shasta High School (SHS). We open bids for the 400 shop which is the next item on the agenda but all in all it was a good bid opening for us. Mr. Flores said we are in discussion to finalize the plans for the culinary classrooms and we have issued a notice to proceed on the music classrooms at SHS.

Mr. Flores said work is also being done on the girls' locker rooms and we still have a lot going on, but on a much smaller scale. Trustee Vericker suggested touring the sites would be good.

Shasta High School Shop Building Modernization Bid: David Flores stated the District received four bids for the SHS 400 Building project and recommended the Board approve the bid from True North Construction in the amount of \$2,090,000.

PUBLIC HEARING Textbooks and Instructional Materials for 2020-21: At 9:11 p.m., Trustee Ayer declared the meeting open to Public Hearing to provide interested parties an opportunity to speak regarding the adequacy of textbooks and instructional materials for the 2020-21 school year. There were no comments and the public hearing was declared closed.

Certificated staff teaching outside their credential area: Jason Rubin stated this is an annual item required by Ed Code.

Trustee Vericker asked to clarify requirements for teaching credentials.

Mr. Rubin said 18-units and explained that our District works with the Shasta County Office of Ed and the County signs off on our teaching staff.

Trustee Hartt expressed concern what a teaching credential includes.

Mr. Cloney mentioned the list is smaller than in the past and teachers can qualify based on experience. He further suggested that teachers on this list will not be teaching upper levels of subjects and stated sciences are unique problem but I would prefer someone that can teach well.

ADVANCE PLANNING:

Next Meeting Date: Regular Board meeting is October 13, 2020 and we will connect by email regarding a special Board meeting later this month.

ADJOURNMENT:

The meeting adjourned at 9:25 p.m.

Ron Zufall, Clerk
Board of Trustees

Jim Cloney, Executive Secretary
Board of Trustees