



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

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

**March 8, 2022  
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 Zufall in the Shasta Union High School District Board Room.

**ROLL CALL:** Trustees Ron Zufall, Greg Hartt, Jamie Vericker, Joseph Ayer and Constance Pepple were present. Also present: Superintendent Jim Cloney, Associate Superintendent of Human Resources Jason Rubin, Associate Superintendent of Instructional Services Leo Perez, 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 5:30pm 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 Leo Perez - 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 6:34pm. The Board had no action to report out from closed session. Student Board Member Ava Gebhart was present for the open session portion of the meeting. Trustee Zufall led the pledge of allegiance and Trustee Vericker recited the mission and vision statements.

- RES. 22-029** That the Board approve the agenda, as presented. (Motion Ayer, second Hartt, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-030** That the Board approve the consent agenda, as presented. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-031** That the Board approve the California School Employees Association (CSEA) Chapter 181 school calendars for 2022- 2023 and 2023-2024. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-032** That the Board ratify commercial warrants in the amount of \$1,693,020.78 and payroll distributions in the amount of \$3,415,839.15 for the period of 2/01/2022 – 2/28/2022. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-033** That the Board approve the annual Certification of Athletic Coaches. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-034** That the Board approve the Human Resources Action Report, as follows: *Classified – (Hours Increase):* Stephen Salomonson, Bus Driver 8 hours/10 months (Trans), effective February 1, 2022. *(New Hire/Re-Hire):* Christa Bates, At Risk Para 6.5 hours/10 months (SHS), effective February 28, 2022; Ashile Delzell, Food Nutrition Specialist 5.5 hours/10 months (SHS), effective February 7, 2022; Tara Douglas, M&O Secretary 8 hours/12 months (DO), effective February 23, 2022; Lexis Grade, Account Clerk II 8 hours/12 months (DO), effective February 23, 2022; Misty Hair, Transportation Secretary 8 hours/238 days (Trans), effective February 7, 2022; Loretta Klinker, Bus Driver 6.5 hours/

10 months (Trans), effective February 28, 2022; Joshua Kruggel, Computer Support Tech 8 hours/12 months (IT), effective February 23, 2022; Angalique Martin, Instructional Para SDCI 5.75 hours/10 months (EHS), effective January 31, 2022; Donovan Patterson, Custodian 8 hours/12 months (SHS), effective February 23, 2022; Stacy Shoemaker, Food & Beverage Manager 8 hours/10 months (EHS), effective February 1, 2022; and Greg Wojcik, Custodian 8 hours/12 months (EHS), effective February 25, 2022. *(Promotion)*: Ryan Brown, Lead Maintenance Worker 8 hours/12 months (SHS), effective March 1, 2022 and Arturo Hernandez, Lead Custodian 8 hours/12 months (SHS), effective March 1, 2022. *(Resigned/Retired)*: David Del Carlo, Custodian 8 hours/12 months (FHS), effective January 28, 2022; Kristofer Fisher, Instructional Para SDCI 5.75 hours/10 months (EHS), effective February 11, 2022; Jeremy Hardcastle, Custodian 8 hours/12 months (SHS), effective February 11, 2022; Jeff Knott, Utility/Auditorium Tech 8 hours/12 months (SLC), effective August 5, 2022; Brianna Lucatorta, Payroll Tech 8 hours/12 months (DO), effective February 24, 2022; and Patricia Poczynich, SOA II 8 hours/10 months (FHS), effective June 8, 2022. *(Termination - Probationary Release)*: Daniel Valles, Field Tech 8 hours/12 months (SHS), effective February 4, 2022. *Certificated – (New Hire for Remainder of 2021-2022)*: Milan Woollard, Substitute Administrator (FHS), effective February 2, 2022 and Kayla Vega, RSP/SDC (SHS), effective February 14, 2022. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).

- RES. 22-035 That the Board approve the notification of non-reelection to temporary certificated staff for the 2022-23 school year. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-036 That the Board approve the letter to California leaders opposing Senate Bill 871 with the exception of amending any potential grammatical errors. (Motion Pepple, second Vericker, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-037 That the Board approve the proposed negotiations and compensation between the District and CSEA Chapter 181 for 2021-2022, and the related AB 1200 Public Disclosure. (Motion Pepple, second Vericker, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-038 That the Board approve the CSEA Classified Employee Salary Schedule. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-039 That the Board approve the minutes for the February 8, 2022 regular Board meeting. (Motion Ayer, second Pepple, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-040 That the Board excuse Trustee Pepple's absence from the February 8, 2022 regular Board meeting. (Motion Hartt, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-041 That the Board approve the 2020-2021 Audit Report. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-042 That the Board approve the 2021-2022 Second Interim Budget Report. (Motion Hartt, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-043 That the Board approve Change Order 5 for Shasta High School Shop Building Modernization to be ratified for a net increase to True North Constructors, Inc., in the amount of \$2,347.67. (Motion Ayer, second Pepple, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-044 That the Board approve Change Order Number 5 for Shasta High School Tennis Courts Reconstruction to be ratified for a net increase to KYA Services LLC (KYA Group), in the amount of \$5,497.80. (Motion Ayer, second Pepple, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-045 That the Board approve to enter into a contract with KYA Group through the California Multiple Award Schedule (CMAS) contract 4-20-78-0089C for Painting and Field Turf Replacement. (Motion Ayer, second Vericker, carried 5-0. Student Board Member Gebhart: Aye).

- RES. 22-046 That the Board approve to enter into a contract with KYA Group through the CMAS contract 4-20-78-0089C for Heating, Ventilation, and Air Conditioning replacement utilizing Elementary and Secondary School Emergency Relief (ESSER) funding. (Motion Vericker, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-047 That the Board approve to enter into a contract with KYA Group through the CMAS contract 4-20-78-0089C for the painting of the Shasta High School Gymnasium due to vandalism. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-048 That the Board approve the A-G Completion Improvement Grant. (Motion Pepple, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-049 That the Board approve the resolution updating the Adult Education High School diploma credit requirement. (Motion Pepple, second Hartt, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-050 That the Board approve the General Waiver Request to Provide a Reduced-Day Extended School Year Program. (Motion Hartt, second Ayer, carried 5-0. Student Board Member Gebhart: Aye).
- RES. 22-051 That the meeting adjourn. (Motion Ayer, second Hartt, carried 5-0. Student Board Member Gebhart: Aye).

**RECOGNITION OF STAFF AND/OR STUDENTS:**

The Board of Trustees and Administration recognized District Office Accountant Mariah Gunter, Enterprise High School (EHS) teacher Abie Ramirez, Foothill High School (FHS) senior Cody Hawes, and Shasta High School (SHS) Library Media Tech April Williams.

**PRESENTATION:**

EHS Restorative Justice Program: EHS Principal Ryan Johnson along with eight EHS students conducted a presentation on the restorative justice program. The students explained the difference between retributive justice and restorative justice and explained the process, procedures and potential outcomes of a restorative justice panel. Mr. Johnson stated that the students conduct two to three cases per week. Trustee Pepple inquired if they deal with bullying cases and Trustee Hartt inquired what the typical outcomes are of the cases. The students stated that they deal with many cyber bullying cases and have personally seen very positive outcomes.

**PUBLIC COMMENT:**

Shasta Adult School teacher Stephanie McClung stated that she has not been a supporter of the twenty elective credit reduction for the adult education graduation requirement. She provided a brief history of the Shasta Adult School program and how it has become part of a consortium with two other counties. Ms. McClung stated that she will move forward with the new credit requirement since it only effects elective credits and allows the District to maintain the same standards as the other counties.

Richard Gallardo recited Government Code 54954.2(a)(3) and informed the Board they are able to respond to public comment. He stated that he was involved in the Shasta County Board of Supervisors recall and has now made it his mission to replace school Board Members who fail to protect kids from COVID-19 mandates. He asked the Board for a response to the following question: "Have any of you voting members taken action such as motions or votes to refuse or deny any COVID-19 mask, testing, or vaccine mandates?"

Trustee Hartt clarified that every decision the Board has done is public record, and the position of the Board has been clear.

Shaun Vega Sanchez reiterated a comment from a few Board meetings ago where an audience member stated that it was a good night when there were no public comment cards. He stated that in spite of leadership, his son and other students are doing well. Mr. Sanchez raised concerns regarding the Superintendent's leadership, the effectiveness of masks and the lack of content from the Principals' reports.

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

CSEA President David Martin reported that transportation is almost fully staffed. He stated that the District continues to hire new custodians to keep up with the recent turnover. On behalf of a fellow CSEA employee, Mr. Martin expressed that the employees are doing the best they can for what they have. He reported that negotiations went well thanks to the teams and is hoping to complete the next round of negotiations by June.

ESP President Rhonda Minch stated that it was exciting to see April Williams recognized. She stated that she is very proud of the ESP members, especially those involved with COVID-19 such as librarians, health clerks, and SOA II's. Ms. Minch recognized Human Resource Administrative Assistants Julie Coffey and Rachel Spade for helping employees with questions regarding health, benefits and payroll. She informed the Board of a fundraiser this Saturday for the FHS Club Cougar production.

SSEA President Layne McLean stated that he missed the last couple of meetings because he was coaching basketball. He stated that as a coach, he always encourages his players to focus on what is next rather than what is coming to an end. Mr. McLean recognized upcoming retirees SHS teacher Leann Borden, District Nurse Colette cooper, EHS teacher Jim Deaver, FHS teacher Bill Elliott, FHS teacher Tom Lowe and FHS SOA II Patty Pocinich. He stated that FHS will miss Milan Woollard as interim Principal and is looking forward to hiring a new Principal. Mr. McLean reported that the SSEA Executive Committee will review their own letter opposing Senate Bill (SB) 871 this Thursday at their meeting. He stated that he appreciates the action the Board is taking.

#### **REPORTS FROM PRINCIPALS:**

Alternative Education: Tim Calkins stated that Pioneer Continuation High School (PHS) is scheduled to have their mid-cycle WASC review next Monday and expects the tour to go smoothly. Shasta Collegiate Academy (SCA) is updating their A-G offerings so they align with the District and plans to offer them virtually. Mr. Calkins stated that they are upgrading room 403 with cubicle walls and the Special Education Department is currently hiring for next school year.

Enterprise High School: Ryan Johnson recognized the students and staff of the *Starship* production and commended the boys' basketball program for making it to the third round at state playoffs. He stated that he was proud of the students involved with restorative justice noting that students can surprise you when given the opportunity.

Foothill High School: Milan Woollard stated that due to COVID-19 and staffing, a WASC visit that was supposed to happen in 2020 has been rescheduled for next school year. Staff will redo the self-study to bring it up-to-date in preparation for the WASC visit. He reported that students from feeder schools were invited to attend Bandapalooza last Saturday to play with the band and learn about the music program. Mr. Woollard stated that they were able to start the hiring process early for next year and is excited about the new staff. He commended Ag Mechanics teacher Derek Barnes on winning a welding competition at a recent student ag event at Butte College. Mr. Woollard recognized the wrestling team because they had three athletes qualify for state. Junior Benjamin Vega Sanchez was the thirteenth student in history to receive a first place state medal.

#### **REPORT FROM SUPERINTENDENT:**

Jim Cloney reported that he attended EHS's *Starship* and the state VEX Robotics competition over the weekend. He commended SHS teachers Brian Grigsby and Bret Barnes for hosting the robotics competition at SHS where thirty-three teams competed. Mr. Cloney stated that through the Strong Workforce Grant, Girls Inc. will pilot a ten week business and entrepreneurship program starting on March 10 at SHS. The District will offer it at EHS and FHS if the feedback is positive. He recognized Trustee Pepple on twenty years of service as a Board Member. She will be honored at the Shasta County Office of Education Educator Appreciation Event on April 27. Mr. Cloney stated that the application period has closed for the FHS Principal opening. Applications will be paper screened and the initial interview panel will consist of approximately seventeen people including ESP, SSEA, CSEA, confidential staff and parents. Mr. Cloney stated that he is hopeful the panel will narrow it down to two or three candidates that will be brought back for a second interview which will be conducted by himself, a District Administrator and two Board members.

**REPORT FROM SUPERINTENDENT (continued):**

Mr. Cloney stated that traditionally the Board President sits on the panel and that he will follow up with the rest of the Board to secure an additional panel member.

**TRUSTEE COMMENTS AND LIAISON REPORTS:**

Trustee Vericker stated that he was impressed with EHS and their restorative justice presentation.

Trustee Ayer echoed Trustee Vericker's report and stated that he had attended a restorative justice meeting a few years ago was very impressed by the students.

Trustee Pepple commended the SHS cheerleaders on being so well behaved on a recent delayed flight to Redding that she just so happen to be on with them.

Trustee Gebhart stated that springs sports have started and athletes are excited to be competing. This year's Science Bowl was held virtually, and Trustee Gebhart is hopeful it will return to in person next year. She reported that the FHS ASB club has submitted a 300-page application to be eligible for the Gold Medal Award. This will be FHS's third award if they receive it. Trustee Gebhart commended her classmates in the FHS yearbook program stating that it is a \$60,000 project completed by twenty-eight students.

**DISCUSSION:**

COVID-19: Jim Cloney was pleased to announce that the masking requirement will transition from being required indoors to strongly recommended effective March 12. This applies to this weekend's student activities. Mr. Cloney noted that it is still an option for local school Districts to consider continuing the mask mandate but he is recommending the District follow the mask choice guidance especially since the county rates are down. Mr. Cloney stated that the District has been conducting weekly testing of unverified staff for COVID-19 since October and was pleased to announce that last week was the first week where the District had zero positive cases. The District has been struggling to staff substitute teachers and the new numbers are looking very hopeful.

Mr. Cloney stated that prior to the mask choice announcement from the state, insurance providers informed Districts that they would be exposed to litigation if they did not enforce the masking requirement. Now that it will be an option, Districts who enforce masking and deny a student of in person instruction for not wearing a mask could be exposed to a civil rights violation. Trustee Hartt and Vericker stated that they were in favor of mask choice. Trustee Pepple commended the parents for contacting the state and opposing the various mandates. Mr. Cloney stated that the District continues to have a great relationship with our labor groups and has been able to update or create Memorandums of Understandings to address mandates pertaining to COVID-19. He noted that the state did not announce an immediate pivot to mask choice in order to allow districts time to speak with their labor groups. Trustee Zufall stated that members who had previously been in favor of the mask mandate are okay with the new recommendation.

Senate Bill 871 Letter: Jim Cloney stated that this letter specifically opposes Senate Bill 871 that would eliminate the personal belief exemption for the COVID-19 vaccine. Trustee Pepple inquired if the Board could approve the letter but that she would like to further review it for grammatical errors. General consensus of the Board was in favor of the letter.

Proposed Negotiations SSEA: At 8:00pm, Trustee Zufall declared the meeting open to Public Hearing to allow interested parties an opportunity to speak on the initial proposal for negotiation between the District and the Shasta Secondary Education Association (SSEA), presented at the February 8, 2022 Board meeting. There were no comments and the hearing was closed.

Proposed Negotiations ESP: At 8:00pm, Trustee Zufall declared the meeting open to Public Hearing to allow interested parties an opportunity to speak on the initial proposal for negotiation between the District and the Educational Support Professionals Association (ESP), presented at the February 8, 2022 Board meeting. There were no comments and the hearing was closed.

**DISCUSSION (continued):**

Proposed Negotiations CSEA: At 8:01p.m., Trustee Zufall declared the meeting open to Public Hearing to allow interested parties an opportunity to speak on the proposed negotiations and compensation between the District and the California School Employees Association (CSEA) Chapter #181 and the related AB 1200 Public Disclosure for 2021-2022. There were no comments and the hearing was closed.

Initial Proposals for Negotiation CSEA:

SSEA Lead Negotiator David Martin presented CSEA's initial proposals for negotiation for 2022-23, as follows: **Article 14 – Compensation and Article 8 – Holidays.**

Jim Cloney presented the District's initial proposal for negotiations with CSEA for 2022-23, as follows: **Article 7 – Bus Driver Provisions and Article 14 – Compensation.**

In addition, the District and CSEA will address compensation, term, and completion of meet and negotiate per the contract. Initial proposals will be posted on the SUHSD website, and a Public Hearing to allow comment on the proposals presented this evening will be agendized for the April 5 regular Board meeting.

**RECESS: 8:14pm – 8:18pm**

2020-2021 Audit Report: David Flores stated that the purpose of the audit is to provide fair and accurate representation of the District's financial position as well as to verify that funds are spent within law. He was pleased to report that the audit came back unmodified and did not have any deficiencies or findings. Mr. Flores commended the Accounting Department on the audit because they handle about 1500 different accounts for the \$86,000,000 expenditure operation.

2021-2022 Second Interim Budget Report: David Flores stated that the ending balance variance from the first to second interim is an increase of \$533,062 for the 2021-2022 school year. The \$401,171 increase in revenue is driven from local, state and ESSER III funds. The \$514,241 increase in expenditures is driven from salary, benefits, and capital outlay. Capital outlay increased due to an increase in restricted expenditures, which is mainly driven by CTE programs. The main reason the District resulted in a positive change overall is from an audit adjustment that went in our favor.

Mr. Flores presented a multi-year projection broken down by restricted and unrestricted funds. The projected budget is \$14,701,718 for 2022-2023 and \$15,002,805 for 2023-2024. Concerning ADA projections are as follows: 3,840 in 2021-2022, 3,800 in 2022-2023 and 3,750 in 2023-2024. Trustee Hartt inquired why ADA is projected to decline. David Flores stated that it is a combination of things including homeschool programs and people leaving California. Mr. Cloney stated that he will provide the Board with enrollment data done at the county level.

Discussion continued on Nutrition Services, specifically the challenge of having parents fill out the free and reduced lunch forms now that meals are free. Mr. Cloney noted that Director of Nutrition Services Fred Schafer is scheduled to present his annual report to the Board next month. Trustee Zufall noted that though we meet the state requirement, a 3.5% reserve is relatively small. Trustee Hartt asked Mr. Cloney to address the concerns from community members regarding the COVID-19 relief funds the District received. Mr. Cloney stated that the District was required to write plans for majority of the funds that were received and these dollars have been targeted towards HVAC systems, tutoring, personal protective equipment, etc.

KYA Services LLC (KYA Group) California Multiple Award Schedule (CMAS) Contracts: David Flores introduced Megan Lee who is here representing KYA Group should the Board have any questions. Included on the agenda are proposals between the District and KYA Group for the painting of SHS, painting of EHS, replacement of the EHS field and replacement of HVAC systems (18 or more years old) District wide. Mr. Flores noted that the District will be able to use COVID-19 funds to replace the HVAC systems. SHS had been vandalized during River Bowl week and a separate proposal has been presented now that the District has heard back from insurance to paint the affected areas. Mr. Flores stated that the District has partnered with KYA Group in the past for track and field replacements across all sites.

**DISCUSSION (continued):**

A-G Completion Improvement Grant: Leo Perez stated that the District presented the grant last month with the hopes of receiving \$75,000. Since then the District learned that we would receive \$653,000. Mr. Perez stated that the state contacted the District yesterday informing us that they made a mistake and that we will now receive \$683,000. He presented the expenditure plan with adjusted dollar amounts and recommended approval.

Adult Education Diploma Requirement: Leo Perez stated that the Adult Education Consortium introduced the new 160-credit diploma requirement in the fall. The reduction in credits only affects electives and will not affect academic courses. The state requirement is 130 credits. Mr. Perez recommended approval as this new requirement will help our population and be in line with the rest of the consortium.

Reduced-Day Extended School Year: At 8:55pm, Trustee Zufall declared the meeting open to Public Hearing to allow interested parties an opportunity to speak on the general waiver request to provide a reduced-day Extended School Year program. There were no comments and the hearing was closed.

Jason Rubin stated that this is an annual item that benefits our Special Education students with Individualized Education Plans (IEP). He noted that our neighboring Districts approve the same reduced-day Extended School Year program.

**ADVANCE PLANNING:**

Next Meeting Date: Regular Meeting April 5, 2022 and Spring Study Session April 25, 2022

**ADJOURNMENT:**

The meeting adjourned at 8:58pm.

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Jamie Vericker, Clerk  
Board of Trustees

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Jim Cloney, Executive Secretary  
Board of Trustees