



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

**December 13, 2022
ADOPTED MINUTES**

A regular meeting of the Governing Board of the Shasta Union High School District was called to order at 5:34 p.m. by Trustee Zufall in the Shasta Union High School District Board Room.

ROLL CALL: Trustees Ron Zufall, Jamie Vericker, Constance Pepple, Mike Doran, and Andrea Hoheisel 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 5:34 p.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 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; and 3) Preliminary Public Employee Performance Evaluation (G.C. 54957) Title: Superintendent.

The Board reconvened into open session at 6:30 p.m. The Board had no action to report out from closed session. Student Board Member Jackson Richards was present for the open session portion of the meeting. Trustee Zufall led the pledge of allegiance and Trustee Pepple recited the mission and vision statements. This month's student artwork display is from Shasta High School.

RES. 22-253 That the following officers of the Board be elected for 2023 (E.C. 35022):
President – Jamie Vericker (Nomination Zufall, second Pepple, carried 5-0. Student Board Member Richards: Aye)
President-Elect – Constance Pepple (Nomination Zufall, second Doran, carried 5-0. Student Board Member Richards: Aye)
Clerk of the Board – Ron Zufall (Nomination Pepple, second Doran, carried 5-0. Student Board Member Richards: Aye)

RES. 22-254 That the Superintendent be appointed as Executive Secretary of the Board for 2023 (E.C. 35025). (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)

RES. 22-255 That the Board will conduct its regular meetings for 2023 on the second Tuesday of each month, with the exception of April being held on the first Tuesday, and that closed session will begin at 5:30p.m. and open session will begin at 6:30 p.m. (Motion Zufall, second Hoheisel, carried 5-0. Student Board Member Richards: Aye)

RES. 22-256 That the following Trustees be appointed to serve for 2023: Andrea Hoheisel as the Policy Committee Representative; Mike Doran as the Shasta Charter Academy (SCA) Representative; and Mike Doran as the University Preparatory School (U-Prep) Representative. (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)

- RES. 22-257 That the following individuals be authorized to sign for approval of warrants and fund transfers (E.C. 42631, 42632, 42633): Board President Jamie Vericker, Clerk of the Board Ron Zufall, Superintendent Jim Cloney, Chief Business Official David Flores, Business Services Manager Jennifer Bickley and Business Services Assistant Sara Pruet. (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-258 That the Board approve the agenda, as presented. (Motion Pepple, second Hoheisel, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-259 That the Board approve the consent agenda, as presented. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-260 That the Board approve the minutes for the November 8, 2022 regular Board meeting. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-261 That the Board approve the Fiscal Crisis & Management Assistance Team study agreement. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-262 That the Board ratify commercial warrants in the amount of \$2,907,115.10 and payroll distributions in the amount of \$3,718,950.73 for the period of 11/01/2022 – 11/30/2022. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-263 That the Board approve the resolution for Zions Bank. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-264 That the Board receive the annual certification regarding Workers' Compensation. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-265 That the Board approve the Human Resources Action Report, as follows: *Classified – (Hours Decrease/Increase)*: Makenzie Knighten, Program Assistant-Wellness 6 hours/10 months (SHS), effective November 1, 2022 and Kristen Widler, SH Behavior Paraprofessional 7.75 hours/10 months (EHS), effective December 1, 2022. (*New Hires/Rehire*): London Amlin, Computer Support Tech-IT 8 hours/12 months (SLC), effective November 1, 2022; Christa Bates, At-Risk Paraprofessional 6.5 hours/10 months (SHS), effective October 24, 2022; Francisco Campos Munoz, Custodian 8 hours/12 months (FHS), effective December 1, 2022; Yufang Chen, Custodian 8 hours/12 months (SLC), effective November 4, 2022; and Laura Perkins, Food Nutrition Specialist 5.5 hours/10 months (SHS), effective November 14, 2022. (*Probationary Termination*): Makayla Slinkard, Special Ed-Paraprofessional 5.75 hours/10 months (FHS), effective November 15, 2022. (*Resigned/Retired*): Abraham Arnold, Custodian 8 hours/12 months (FHS), effective November 10, 2022 and Heather Rodriguez, Specialized Health Care Assistant 7 hours/211 days (LVN), effective November 10, 2022. (*Certificated – (New Hires)*): Denise Benetatos, Alt Ed 5/5 (PHS), effective October 11, 2022; Susan McGrath, Math 5/5 (EHS), effective November 14, 2022; and Cody Thomas, English 5/5 (EHS), effective October 27, 2022. (*Resigned/Retired*): Sharon Fernandes, CTE 0.4 FTE, effective December 22, 2022. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-266 That the Board approve the updates to the COVID-19 Safety Plan. (Motion Doran, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-267 That the Board waive the second reading and approve Board Policy 6161.11 Supplementary Instructional Materials as amended. (Motion Zufall, second Doran, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-268 That the Board waive the second reading and approve Board Bylaw 9250: Remuneration, Reimbursement and Other Benefits. (Motion Pepple, second Doran, carried 5-0. Student Board Member Richards: Aye)

- RES. 22-269 That the Board approve/ratify the revised employment agreement with the Chief Business Official. (Motion Pepple, second Zufall. Ayes: Vericker, Pepple, Hoheisel, Doran, Zufall. Noes: None. Absent: None. Carried 5-0. Student Board Member Jackson: Aye)
- RES. 22-270 That the Board approve/ratify the revised employment agreement with the Associate Superintendent of Human Resources. (Motion Pepple, second Zufall. Ayes: Vericker, Pepple, Hoheisel, Doran, Zufall. Noes: None. Absent: None. Carried 5-0. Student Board Member Jackson: Aye)
- RES. 22-271 That the Board approve/ratify the revised employment agreement with the Associate Superintendent of Instructional Services. (Motion Zufall, second Doran. Ayes: Vericker, Pepple, Hoheisel, Doran, Zufall. Noes: None. Absent: None. Carried 5-0. Student Board Member Jackson: Aye)
- RES. 22-272 That the Board approve/ratify the revised employment agreement with the Superintendent. (Motion Pepple, second Doran. Ayes: Vericker, Pepple, Hoheisel, Doran, Zufall. Noes: None. Absent: None. Carried 5-0. Student Board Member Jackson: Aye)
- RES. 22-273 That the Board approve the minutes for the November 14, 2022 special Board meeting. (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-274 That the Board excuse Trustee Vericker's absence from the November 14, 2022 special Board meeting. (Motion Pepple, second Doran, abstain Zufall, carried 4-0. Student Board Member Richards: Aye)
- RES. 22-275 That the Board excuse Trustee Ayer's absence from the November 14, 2022 special Board meeting. (Motion Zufall, second Doran, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-276 That the Board approve the 2022-2023 First Interim Budget Report. (Motion Hoheisel, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-277 That the Board approve the Salary Schedules for SSEA, ESP, Supervisory, Management, and Confidential. (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-278 That the Board approve Change Order Number 4 and 5 for Shasta High School Exterior Paint Project to be ratified for a net increase to the contract KYA Services, LLC, in the amount of \$9,453.00. (Motion Pepple, second Zufall, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-279 That the Board approve the Arts, Music and Instructional Materials Block Grant Expenditure Plan. (Motion Hoheisel, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-280 That the Board waive the second reading and approve Board Policy 6146.1: High School Graduation Requirements. (Motion Zufall, second Pepple, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-281 That the Board approve changes to the Certificated Sub Salary Schedule. (Motion Zufall, second Hoheisel, carried 5-0. Student Board Member Richards: Aye)
- RES. 22-282 That the meeting adjourn. (Motion Pepple, second Doran, carried 5-0. Student Board Member Richards: Aye)

RECOGNITION OF TRUSTEES

The Board of Trustees and Administration recognized Trustee Greg Hartt and Trustee Joe Ayer for their service to the community, District, staff, and students.

RECOGNITION OF STAFF AND/OR STUDENTS:

The Board of Trustees, Administration, and Assistant Principal of Education Services Rebecca Berg recognized Enterprise High School (EHS) teacher Alissa Horner, District Farm teacher Tim Arnett, District Farm teacher Amanda Gilbert, and Lead Maintenance Worker Charles Jucker.

PUBLIC COMMENT:

Foothill FFA students Ella Wilson, Maya Taylor, Audrianna Strawn, Eva Taylor, and Hannah Thomas provided the Board with an update on current and upcoming events. They thanked the Board for their continuous support of the FFA program.

Jo Ann Vayo raised concerns regarding public input at Board meetings and violence on school campuses. She urged the Board to involve parents in Board policy.

Foothill High School (FHS) parent Jackie Labarbara welcomed Trustees Hoheisel and Doran stating that she too also ran a successful campaign. She stated that the responsibility of a Board member is to listen and speak for the vision of the community. She stated that she does not believe in suing but would have held the District liable if her foster youth had watched the music video "This is America" by Childish Gambino. Ms. Labarbara stated that she supports Joel French.

Joel French thanked the outgoing Board members for their professionalism and congratulated the new Board members. He read a statement that was provided to the Board. He stated that KRCCR covered the story regarding his concerns on the music video "This is America" by Childish Gambino. He raised concerns regarding Superintendent Jim Cloney's recommendations on Board policy and the use of supplemental materials as they relate to education code. He thanked the Board for listening to his concerns and urged them to revise Board policy to ensure supplemental instructional materials are utilized in accordance with education code.

Trustee Doran stated that he appreciates the passion from the public and stated that he wants to let them know that he is listening.

Shaun Vega Sanchez thanked the outgoing Board members and welcomed the new Board members. He reported that he met with Superintendent Jim Cloney and Chief Business Official David Flores to brainstorm new ideas for a larger wrestling facility at FHS. Mr. Sanchez would like to share a video in the future with the Board of a wrestling room that is the dream to chase. He stated that they recently held the Brawl in the Mall and invited the Board to attend senior night in the FHS gym in February.

Trustee Doran stated that it would be good to have a multipurpose facility that would benefit both boys and girls.

(No name provided) A member of the public congratulated the new Board members and thanked those who were actively speaking and paying attention. She inquired why the timer did not go off during Mr. Sanchez's public comment. The public informed her that it did.

Trustee Pepple clarified to the public that the meeting is not a town hall; it is a meeting for the Board in front of the public. She stated that the Board may be disinclined from commenting on public statements for multiple reasons including the topic may not be agendaized, the Board would like to be fair of everyone's time, and the Board would like to ensure there is enough time to address all agenda items.

Trustee Vericker clarified to the public that if there is public comment on an agenda item, the Board will hold off on discussing the topic until they reach it on the agenda. The public may also address the Board on a specific agenda item when the Board reaches it on the agenda. Trustee Vericker clarified that the Board is here to listen and prepare and to ensure they are not in violation of the Brown Act.

REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS:

SSEA President Layne McLean congratulated Trustee Vericker on his new role as Board President. He welcomed Trustees Doran and Hoheisel. He provided a brief history on his roles within SSEA and how the organization aligns with ESP and the California Teachers Association (CTA). Mr. McLean stated that staff and students are counting down the days to winter break and that it has been fun coaching freshman girls' basketball at FHS. He noted that this year's calendar goes a bit later than usual in December to ensure the fall and spring semesters have a similar number of school days. Mr. McLean reported that nine of their members attended a CTA conference in October in Reno. CTA sponsors an annual dinner for the Northern

REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS (continued):

CA service center that is comprised of nine counties across the north state. He invited the Board to attend the dinner on January 20 at Win River Casino. Mr. McLean stated that he looks forward to working with the two new Board members and thanked former Trustees Ayer and Hartt for their service to the District.

ESP President Rhonda Minch welcomed the new trustees and provided a brief history on her roles within ESP. She stated that this is a wonderful Board and District filled with great parents and students. Ms. Minch stated that it is very nice to have a good relationship with the Board. The District and associations may not always see eye to eye, but they continue to have ongoing discussions and treat each other with respect. Ms. Minch stated that we are all connected in some way in our community and wished everyone a great holiday.

CSEA President David Martin was no present.

REPORTS FROM PRINCIPALS:

Alternative Education: Tim Calkins reported that they have twenty students graduating from Pioneer Continuation High School (PHS) and Shasta Collegiate Academy (SCA). He stated that PHS is focused on career readiness and has been incorporating presentations from Shasta College, Simpson University and the military. Mr. Calkins stated that PHS is will hold their annual gingerbread competition this month. SCA plans to implement the Canvas learning platform after winter break. Staff has and will continue to focus on Professional Learning Communities and is currently reviewing a new behavioral incentive program for students.

Mr. Cloney stated that Enterprise High School (EHS) Principal Ryan Johnson and Foothill High School (FHS) Principal Kevin Greene are ill and unable to attend tonight's meeting.

Shasta High School: Shane Kikut welcomed the new Board members. He reported on recent events including the Madrigal Dinner, girls Harlan Carter basketball tournament, canned food drive, and adopt a family fundraiser. Mr. Kikut stated that he will be meeting with the Counseling Department to plan their curriculum fair and eighth grade invasion.

REPORT FROM SUPERINTENDENT:

Jim Cloney welcomed the new Board members. He stated that FHS Principal Kevin Greene has been the Harlan Carter tournament Director for many years. Mr. Cloney stated that the District will make a strong effort for next year to find a new director to allow Mr. Greene to focus on his duties as the new Principal at FHS. He reported that he attended EHS's Victorian Dinner and that he will share information on events such as these with the Board as it becomes available. Mr. Cloney stated that he was unable to attend FHS's Brawl at the Mall where the FHS wrestling program puts their mats in the middle of the quad and wrestled in front of the student body. He invited the Board to attend a local training on the Brown Act on January 23. Mr. Cloney reported that multiple Administrators will attend a training on school safety with the regional FBI office. He stated that for the past ten years he and the Associate Superintendents observe probationary and temporary teachers. The observations are not part of the their formal evaluation as that is done by the site Administrator. Mr. Cloney stated that it is a great way for District Administration to get to know new staff and develop relationships.

TRUSTEE COMMENTS AND LIAISON REPORTS:

Trustee Doran welcomed Shane Kikut as the Principal at SHS noting that he and Mr. Kikut know each other through their kids' swim team. He stated that he is happy to be of service to the community, and he is serving as a Board member because he wants to give back.

Trustee Hoheisel thanked the parents and staff for speaking tonight noting that it is important the Board hear their voices.

Trustee Pepple welcomed the new Board members and stated that the Board has always treated each other with kindness and respect. She stated that we all want what is best for the kids and that even though the Board may not agree on everything, as long as the motive and heart is there, the new members will be a wonderful addition.

TRUSTEE COMMENTS AND LIAISON REPORTS (continued):

Trustee Zufall stated that he attended the CSBA Annual Education Conference in San Diego where he learned that the Brown Act applies to a candidate once an election is certified and that the Brown Act does not apply to student Board members. He reported that every course came back to the same topic, the breakdown of basic courtesy in Board meetings over the past two years. He stated that there is a lack of understanding of what Board meetings are about and there is a breakdown of congeniality. Trustee Zufall stated he was happy to return to Shasta County after hearing what other school districts are facing across the state. He thanked Mr. Cloney for the opportunity to interact with other local school districts at the conference. Trustee Zufall encouraged the new Board members to attend.

Trustee Richards welcomed the new Board members. He stated that students are busy with finals and that winter sports are going well. Trustee Richards reported that he was unable to attend the second Superintendent Student Advisory Council and that former student Board member Ava Gebhart chaired the meeting. He wished everyone happy holidays.

Trustee Vericker welcomed the new Board members stating that he has a great deal of respect and gratitude for those who devote themselves to public service.

DISCUSSION:

Board Policy 6161.11 Supplementary Instructional Materials: Jim Cloney stated that a parent filed a complaint that led to the review of Board Policy 6161.11 Supplementary Instructional Materials. The Board reviewed the policy at the November 8 and November 14 Board meeting and provided feedback to add language on opt in parent permission when the material contains violence, nudity, or profanity and has been vetted by the Principal or designee. Mr. Cloney inquired if the Board has further input on the policy.

Trustee Hoheisel requested the Board further clarify or remove “or his/her designee” when staff is required to consult with Administration on supplementary instructional materials. Mr. Cloney recommended the Board remove “or his/her designee” to provide clarity and require teachers to consult only the Principal. Trustee Hoheisel referenced Education Code 60010L sections one through five that defines supplementary instructional materials. She requested the Board review and discuss this code in further detail.

Trustee Vericker stated that for purposes of the policy on the agenda, he inquired if the Board had any amendments to the language to ensure there is proper vetting. Trustee Vericker inquired how teachers would be made aware of a policy change. Mr. Cloney stated that typically staff are not made aware of policy changes since they are updated regularly in such large volumes, however, in situations such as these, the District would notify staff. He stated that teachers are not seeking controversy and want to teach engaging lesson plans.

Trustee Hoheisel inquired if “any” should be added before “violence, nudity, or profanity” since violence is more subjective than nudity and profanity. Trustees Doran, Pepple and Vericker were in opposition of adding the word “any”. Trustee Vericker stated that adding it could incite more controversy and Trustee Pepple stated that it is redundant. Trustee Doran stated that parents are arbitrary and they are the judge when deciding to opt in their child for supplementary instructional material that includes violence, nudity or profanity.

Trustee Zufall made a motion to waive the second reading and approve the policy as amended with the deletion of “or his/her designee”. Trustee Doran second the motion. Mr. Cloney stated that the Board could conduct a second reading next month if the new Board members would like further review. The Board approved the policy as amended unanimously.

Board Bylaw 9250 Remuneration, Reimbursement and Other Benefits: Jim Cloney stated that the Board has not updated the trustee stipend in many years. The Board reviewed Board Bylaw 9250 Remuneration, Reimbursement and Other Benefits at the November 14 special Board meeting and recommended the stipend be increased to \$225 with a 5% ongoing annual increase. Mr. Cloney presented the policy with the recommended changes.

DISCUSSION (continued):

Employment Agreements: Trustee Vericker stated that the Brown Act requires an oral summary of compensation for local agency executives prior to the approval/ratification of the employment agreement. Trustee Vericker reported the following salary information:

- Chief Business Official David Flores: Base Salary \$151,986, Health/Wellness \$15,931.82 Professional Growth \$41,990.94
- Associate Superintendent of Human Resources Jason Rubin: Base Salary \$150,703.34, Health/Wellness \$15,931.82, Professional Growth \$15,447.09
- Associate Superintendent of Instructional Services Leo Perez: Base Salary \$151,985.34, Health/Wellness \$15,931.82, Professional Growth \$41,990.75
- Superintendent Jim Cloney: Base Salary \$193,484.53, Health/Wellness \$15,931.82, Professional Growth \$44,138.54

RECESS: 8:33p.m. – 8:41p.m.

2022-2023 First Interim: David Flores presented the First Interim Report to the Board for approval. He presented a multi-year budget differentiating restricted and unrestricted funds. Revenues at First Interim are projected to be \$73,419,892 and expenditures at First Interim are projected to be \$73,132,321, resulting in a difference of \$287,571. Projected ending balance is \$17,830,526 for 2022/23, \$16,758,097 for 2023/24, and \$14,651,295 for 2024/25. Mr. Flores provided a brief overview of ESSER funds and how they will be applied.

Trustee Doran inquired how comfortable Mr. Flores is with the budget. Mr. Flores stated that the budget is overall a fair and good budget. It is conservative in the fact enrollment is decreasing. Revenues could go up if enrollment increases. Per Trustee Zufall's request, Mr. Flores explained the account for economic uncertainty.

Change Orders: Jim Cloney stated that the Board previously had a Board member serve as the facility and bond liaison in order to review projects in detail related to the Measure I bond. Mr. Cloney stated that since the nearly \$57 million bond has approximately \$2 million left; the District felt that the position was no longer needed. The District maintains a Citizens' Bond Oversight Committee to ensure the proper spending of the Measure I bond. David Flores stated that the change orders were initiated by the District and recommended approval.

Arts, Music and Instructional Materials Block Grant Expenditure Plan: Leo Perez presented the Arts, Music and Instructional Materials Discretionary Block Grant 2022 Expenditure Plan. He stated that the Board is required to approve the plan before the District can spend any of the \$2,551,311. Mr. Perez stated that the grant is to be encumbered by the 2025-26 fiscal year and shall be used for the following purposes:

1. Obtaining standards-aligned professional development and instructional materials for specified subject areas;
2. Obtaining professional development and instructional materials for improving school climate;
3. Developing diverse, culturally relevant and multilingual school library book collections;
4. Operational costs, including retirement and health care cost increases; and
5. COVID-19-related costs necessary to keep pupils and staff safe and schools open for in-person instruction.

Mr. Perez stated that the District can and will amend the grant as other funding sources are obtained in order to utilize dollars as effectively as possible. Trustee Zufall inquired if University Preparatory School could allocate some of their funds towards the David Marr Theatre. Discussion continued on COVID-19 dollars, vehicle purchases and school wellness centers. Mr. Perez stated that he will update the Board on any changes to the expenditure plan.

DISCUSSION (continued):

Board Policy 6146.1: High School Graduation Requirements: Leo Perez stated that the current math graduation requirement is three years of math (30 credits). Students who have not passed Math 3 or achieve “Standard Met” or “Standard Exceeded” on the California Assessment for Student Performance and Progress (CAASPP) a must take a fourth year of mathematics. Mr. Perez stated that he would like to include Financial Literacy as another option for the 3rd year requirement. He noted that the class would provide lifelong value for students and is articulated with Shasta College.

ADVANCE PLANNING:

Next Meeting Dates: January 10, 2023

Suggested Future Agenda Items: Trustee Hoheisel requested the Board discuss Board policy on violence and funding on facilities.

ADJOURNMENT:

The meeting adjourned at 9:40 p.m.

Ron Zufall, Clerk
Board of Trustees

Jim Cloney, Executive Secretary
Board of Trustees