



Board of Trustees

Ron Zufall
Constance Pepple
Andrea Hoheisel
Mike Doran
Joe Ayer

Student Board Member

Riley Combs

Superintendent

Jim Cloney

**Shasta Union High School District
Board of Trustees Regular Meeting**

Board Room
Shasta Union High School District
2200 Eureka Way Suite B, Redding, CA 96001
January 9, 2024
5:30 p.m. – Call to Order
5:30 p.m. – Closed Session
6:30 p.m. – Open Session

Mission:

To inspire and prepare every student to succeed in high school and beyond.

Our Board and staff are committed to excellent education through academics, Career Technical Education, the arts, athletics and activities. Our students gain the confidence and skills to adapt in their ever-changing world. Together with our families, we develop responsible members of the community.

Vision:

Educating Every Student for Success

In compliance with the Americans with Disabilities Act, for those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact Board Secretary Jim Cloney at (530) 241-3261 for assistance. Notification at least 48 hours before the meeting will enable the District to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids or services.

Documents provided to a majority of the Governing Board regarding an open session item on this agenda will be made available for public inspection in the District Office located at 2200 Eureka Way Suite B, Redding, CA during normal business hours.

Agenda

1. CALL PUBLIC SESSION TO ORDER
2. ROLL CALL
3. PUBLIC COMMENT – CLOSED SESSION

The public may comment on any closed session item that will be heard. The Board may limit comments to no more than three minutes pursuant to Board policy.

4. CLOSED SESSION

- 4.1 Public Employee Discipline/Dismissal/Release/Complaint (G.C. 54957)
- 4.2 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.
- 4.3 Conference with Legal Counsel – Anticipated Litigation (G.C. 54956.9) Two Cases.
- 4.4 Consider recommendation from Administration regarding one student expulsion (File No. 23-01)

5. RECONVENE IN OPEN SESSION – OPENING BUSINESS

- 5.1 Pledge of Allegiance
- 5.2 Mission and Vision Statements

6. OATH OF OFFICE

- 6.1 Administer Oath of Office to Trustee Joe Ayer

7. PUBLIC COMMENT

The public may comment on any specific agenda item or any item of interest to the public that is within the Board's jurisdiction. The Board may limit comments to no more than three minutes pursuant to Board policy. The maximum time allowed for each agenda item shall be 20 minutes. The Board President may further limit the speaking time allowed in order to facilitate the progress of the meeting.

8. PRESENTATIONS

- 8.1 Measure I Citizens' Bond Oversight Committee 2021-2022 Annual Report – Chairman Kevin O'Rorke
- 8.2 Shasta High School Friday Night Live Club

9. APPROVAL OF AGENDA

10. APPROVAL OF CONSENT AGENDA

Items listed under the Consent Agenda are considered to be routine and are acted on by the Board of Trustees in one motion. There is no discussion of these items before the Board vote unless a member of the Board, staff, or public requests specific items be discussed and/or removed from the Consent Agenda. It is understood that the Administration recommends approval on all Consent Items. Each item on the Consent Agenda approved by the Board of Trustees shall be deemed to have been considered in full and adopted as recommended.

10.1 Administration

- A. Approve minutes for the December 12, 2023 regular Board meeting
- B. Approve minutes for the January 3, 2024 special Board meeting

10.2 Business Services

- A. Ratify Commercial Warrants and Payroll Distributions for December 2023
- B. Receive Rate of Attendance Report for the First Period (P-1) for 2023-2024

10.3 Human Resources

- A. Approve Human Resources Action Report
- B. Accept the Quarterly Report on the Williams Uniform Complaints for October 1, 2023 – December 31, 2023

11. EXPULSION

- 11.1 The Board will vote regarding a student expulsion (File No. 23-01) (*Action*)

12. REPORTS

12.1 Employee Associations

- A. Shasta Secondary Education Association – Layne McLean, President
- B. Educational Support Professionals Association – Rhonda Minch, President
- C. California School Employees Association – David Martin, President

12.2 Superintendent

12.3 Board Members

13. BUSINESS

13.1 Administration

- A. Appointment of a Board Member to serve on the committee, as follows: Shasta Charter Academy (SCA) Representative (*Action*)
- B. The Board will conduct the first reading of draft mandated and draft optional Board Policies and Administrative Regulations, as provided by CSBA (*Discussion/Action*)
- C. Approve minutes for the December 14, 2023 special Board meeting (*Action*)
- D. Excuse Trustee Hoheisel's absence from the December 14, 2023 special Board meeting (*Action*)

13.2 Business Services

- A. Review Monthly Financial Report (*Information*)

13.3 Instructional Services

- A. Report on the California School Dashboard data for English Language Arts and Mathematics (*Information*)
- B. Approve the 2023 School Accountability Report Cards (*Action*)
- C. Update on the A-G Completion Improvement Grant (*Information*)

13.4 Human Resources

- A. Approve Certificated Sub Salary Schedule (*Action*)

14. ADVANCE PLANNING

- 14.1 Next Meeting Date: February 13, 2024

15. ADJOURNMENT

- 15.1 The Board may adjourn to closed session to continue discussion on topics listed from the 5:30 p.m. session.

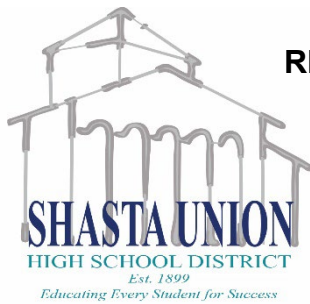
SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Minutes from December 12, 2023 Regular Board Meeting
and January 3, 2024 special Board meeting

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Staff has reviewed the minutes and recommends approval as presented.



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

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

**December 12, 2023
UNADOPTED MINUTES**

A regular meeting of the Governing Board of the Shasta Union High School District was called to order at 5:30 p.m. by Trustee Vericker in the Shasta Union High School District Board Room.

ROLL CALL: Trustees Jamie Vericker, Constance Pepple, Ron Zufall, Mike Doran and Andrea Hoheisel were present. Also present: Superintendent Jim Cloney, Associate Superintendent of Human Resources Jason Rubin 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 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) Conference with Legal Counsel – Anticipated Litigation (G.C. 54956.9) Two Cases.

The Board reconvened into open session at 6:30p.m. The Board had no action to report out from closed session. Trustee Vericker 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. 23-227** That the Board approve the agenda as presented with the exception of tabling agenda item 13.1B *The Board will conduct the first reading of draft mandated and draft optional Board Policies and Administrative Regulations, as provided by CSBA to a future Board meeting* (Motion Zufall, second Doran, carried 3-0)
- RES. 23-228** That the Board approve the consent agenda, as presented. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-229** That the Board approve the minutes for the November 14, 2023 regular Board meeting. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-230** That the Board ratify commercial warrants in the amount of \$2,710,693.48 and payroll distributions in the amount of \$ 4,170,035.93 for the period of 11/01/2023 – 11/30/2023. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-231** That the Board approve the Resolution for Zions Bank. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-232** That the Board approve the Request to Declare Property as Surplus (PHS - Metal Folding Chairs and Rack). (Motion Zufall, second Doran, carried 3-0)
- RES. 23-233** That the Board receive the annual certification regarding Workers' Compensation. (Motion Zufall, second Doran, carried 3-0)

- RES. 23-234 That the Board approve the Human Resources Action Report, as follows: *Classified – (New Hires/Rehire)*: Andrew Bogue, Custodian 8 hours/12 months (FHS), effective December 1, 2023; Chelsea Reeder, School Support Secretary 8 hours/238 days (SCA), effective November 1, 2023; and Nolan York, Custodian 8 hours/12 months (SHS), effective November 1, 2023. *(Position Change-Demotion/Promotion)*: Alexandra Cooper, Payroll Tech 8 hours/12 months (DO), effective December 1, 2023; Shawn Johnson, Custodian 8 hours/12 months (EHS), effective November 1, 2023; and Daniel Marks, Lead Custodian 8 hours/12 months (EHS), effective November 13, 2023. *(Probation-Termination/Dismissal)*: Emily Stolz, Utility/Auditorium Tech 8 hours/12 months (SLC), effective November 30, 2023. *(Resigned/Retired)*: Francisco Campos Munoz, Custodian 8 hours/12 months (FHS), effective November 7, 2023 and Larrisa Schwab, Payroll Tech 8 hours/12 months (DO), effective December 1, 2023. *Certificated – (Resignations/Retirements)*: Kerry Moretti, Math (FHS), effective June 10, 2024. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-235 That the Board approve the Site Safety Plans. (Motion Zufall, second Doran, carried 3-0)
- RES. 23-236 That the following officers of the Board be elected for 2024 (E.C. 35022):
President – Ron Zufall (Nomination Pepple, second Zufall, carried 4-0)
President-Elect – Constance Pepple (Nomination Zufall, second Doran, carried 4-0)
Clerk of the Board – Andrea Hoheisel (Nomination Pepple, second Doran, carried 4-0)
- RES. 23-237 That the Superintendent be appointed as Executive Secretary of the Board for 2024 (E.C. 35025). (Motion Pepple, second Zufall, carried 4-0)
- RES. 23-238 That the Board will conduct its regular meetings for 2024 on the second Tuesday of each month, with the exception of December being held on the third Tuesday, and that closed session will begin at 5:30 p.m. and open session will begin at 6:30 p.m. (Motion Zufall, second Hoheisel, carried 4-0)
- RES. 23-239 That the following Trustees be appointed to serve for 2024: Andrea Hoheisel as the Policy Committee Representative and Constance Pepple as the University Preparatory School (U-Prep) Representative. (Motion Pepple, second Hoheisel, carried 3-1)
- RES. 23-240 That the following individuals be authorized to sign for approval of warrants and fund transfers (E.C. 42631, 42632, 42633): Board President Ron Zufall, Clerk of the Board Andrea Hoheisel, Superintendent Jim Cloney, Chief Business Official David Flores, Business Services Manager Jennifer Bickley, Business Services Assistant Sara Pruett and Payroll Supervisor Mariah Gunter. (Motion Pepple, second Hoheisel, carried 4-0)
- RES. 23-241 That the Board approve the minutes for the November 27, 2023 special Board meeting. (Motion Pepple, second Doran, carried 3-0)
- RES. 23-242 That the Board excuse Trustee Zufall's absence from the November 27, 2023 special Board meeting. (Motion Pepple, second Doran, carried 3-0)
- RES. 23-243 That the Board approve the 2023-2024 First Interim Budget Report. (Motion Pepple, second Doran, carried 3-0)
- RES. 23-244 That the Board approve the resolution to provide workers' compensation to volunteer. (Motion Pepple, second Doran, carried 3-0)
- RES. 23-245 That the Board approve to enter into a contract with KYA Services LLC (KYA Group) through the California Multiple Award Schedule ("CMAS") contract 4-20-78-0089C for SLC Field Replacement. (Motion Doran, second Pepple, carried 3-0)
- RES. 23-246 That the Board approve the new job description for the IT Department, as follows: Network/Systems Administrator. (Motion Pepple, second Doran, carried 3-0)

RES. 23-247 That the Board approve the Supervisory Salary Schedule. (Motion Doran, second Pepple, carried 3-0)

RES. 23-248 That the meeting adjourn. (Motion Doran, second Pepple, carried 3-0)

PUBLIC COMMENT:

Redding FFA students Sierra Dorroh and Chris Mark provided the Board with an update on current events, fundraisers and projects at the District Farm. They are currently selling Christmas trees, houseplants, and succulents.

Trustee Vericker left the meeting at 6:33 p.m.

Foothill FFA students Kennedy Janeway and Audry Strawn provided the Board with an update on competitions, fundraisers, and upcoming meetings. They are now taking orders for spring floral subscriptions.

RECOGNITION OF STAFF AND/OR STUDENTS:

The Board of Trustees and Administration recognized Shasta High School (SHS) Food and Beverage Manager Nikolaus Strickland, Foothill High School (FHS) senior Abigail Watt, Enterprise High School (EHS) teacher Sandy Fisher, and Business Services Administrative Assistant Sara Pruett.

PRESENTATIONS:

Robotics, Engineering, and Advanced Manufacturing: CTE Teachers Brian Grigsby and Bret Barnes conducted a presentation highlighting the Direct Investigations for Students Conducting Virtual Exploration Research (DISCOVER) program and the Consortium for Space Mobility and ISAM Capabilities (COSMIC). They explained how grants are used to fund DISCOVER and the types of missions students participate in through NASA. Mr. Grigsby and Mr. Barnes presented their DISCOVER program at the COSMIC kickoff meeting in Maryland in front of professionals from the government, industry, academia and non-profit.

Trustee Doran inquired if the students design or discuss weather balloons. Mr. Grigsby stated that they focus on projects geared towards space exploration and noted that there is a prototype of a balloon design. Mr. Barnes stated that they empower the students to select the projects that interest them.

Trustee Pepple stated that she has been excited about this project since it started and that it has exceeded her expectations.

Trustee Hoheisel left the room at 6:59p.m.

General consensus of Trustees Zufall, Pepple and Doran was to wait for Trustee Hoheisel to return before starting the 2024 Trustee organizational portion of the agenda.

REPORTS FROM SHASTA UNION HIGH SCHOOL DISTRICT ORGANIZATIONS:

SSEA President Layne McLean wished the Board happy holidays. He reported that the associations requested the finals schedule rotate each semester to make it more equitable amongst staff. Mr. McLean reported that the new rotation will start next week, and he stated that the Christmas presents to the Board are from ESP President Rhonda Minch and the associations.

ESP President Rhonda Minch was not present.

CSEA President David Martin was not present.

REPORTS FROM PRINCIPALS:

Alternative Education: Tim Calkins reported that Pioneer Continuation High School (PHS) will conduct their annual gingerbread competition. He stated that he will conduct a visit with the students at Shasta College to highlight the Gateway to College program. Mr. Calkins shared water color postcards with the Board that were created by the PHS textile art students.

REPORTS FROM PRINCIPALS (continued):

Enterprise High School: Ryan Johnson reported that six choir students recently received awards from the California Choral Directors Association. He recognized the Instructional Coaches for their work to improve student performance. Mr. Johnson stated that they conduct great presentations, which spreads a positive culture across the District.

Shasta High School: Shane Kikut announced current and upcoming events including the blood drive, a fundraiser through the Catholic Social Services, and the Madrigal Dinner. He was pleased to announce that a student received a full ride scholarship through QuestBridge.

Foothill High School: Kevin Greene commended all of those involved with last week's winter concert and the girl's basketball team for winning the Harlan Carter Tournament. He stated that the Interact Club is working on a campus beautification project at the entry of the school. Mr. Greene stated that there is a percussion and choir concert this Thursday and a canned food drive. He reported that he is working on improving vertical collaboration between the feeder schools and the high school.

REPORT FROM SUPERINTENDENT:

Jim Cloney reported that he meets with the Superintendent Student Advisory Council tomorrow and that he will report back to the Board on the topics they discuss. He reported that he attended the California School Boards Association's (CSBA) Annual Education Conference with Trustees Zufall and Doran where they were able to gather a lot of good information. Mr. Cloney stated that there are seven instructional days left in the semester and staff will spend a day geared towards professional development when they return next semester.

Trustee Hoheisel returned at 7:19 p.m.

ORGANIZATION OF THE BOARD OF TRUSTEES FOR 2024

Trustee Pepple stated that due to current personal matters, she does not have the ability to take on the role as Board President and nominated Trustee Zufall for the position. Trustee Zufall thanked Trustee Pepple for her work as the longest serving member on the Board and emphasized the importance of keeping her in rotation. Trustee Zufall nominated Trustee Pepple as President-Elect.

The Board did not nominate a Liaison for the Shasta Charter Academy (SCA) Representative due to a lack of volunteers and the absence of Trustee Vericker.

TRUSTEE COMMENTS AND LIAISON REPORTS:

Trustee Zufall reported that he attended the CSBA Annual Education Conference in San Francisco with Mr. Cloney and Trustee Doran.

Trustee Hoheisel left the meeting at 7:28 p.m.

Trustee Doran stated that he attended the CSBA Annual Education Conference. He thanked Mr. Cloney for showing him around the conference. Trustee Doran reported that he attended a budget estimation conference and raised concerns regarding the future of the budget and how it will impact labor negotiations. Trustee Doran provided a handout from the CSBA Annual Education Conference covering the top ten things to know about the newly proposed Title IX regulations, much of which focused on discrimination and harassment. Trustee Doran stated that the Human Resources Department will need additional training and that there has been a large amount of public comment at the state and federal level on the topic. He stated that his main passion has always been climate change and provided a backstory into his research and concerns. Trustee Doran provided the Board with a handout announcing his run for Congress. He stated that the focus for his campaign will be on climate change and fully funding the Individual with Disabilities in Education Act (IDEA).

Trustee Zufall stated that the Board typically does not cut off a Board Member's report and inquired how this report ties into his role as a Trustee.

Trustee Doran stated that he would like to be transparent about what he is doing and that he does not expect to win but rather his goal in running is to inform the public of climate change and IDEA funding.

DISCUSSION:

By-Trustee Area Elections Map:

PUBLIC HEARING: At 7:55 p.m., Trustee Pepple declared the meeting open to Public Hearing to provide interested parties an opportunity to speak regarding the proposed composition of trustee area maps and adoption of resolution initiating a proposal to the Shasta County Committee on School District Organization for the adoption of by-trustee area elections. There were no comments and the hearing was closed.

Jim Cloney stated that the Board, on October 19, 2023, expressed its intent to shift to by-trustee area elections through Resolution No. 23-195. Following public hearings on October 24 and 27, 2023, to gather community input on trustee area boundaries, on November 7, 2023, the District published draft maps on its website. After additional public hearings on November 14 and 27, 2023, as well as today, the Board must now decide whether to take action to adopt Resolution No. 23-241, to adopt a map and election sequencing schedule.

RECESS: 7:56p.m. - 8:00p.m.

By-Trustee Area Elections Map (continued): Jim Cloney stated that the County Committee meeting is scheduled for December 19 and that the remaining three Board members would need to be in agreement in order to approve tonight's resolution.

Trustee Pepple stated that Palo Cedro is cut in half in every map and that she would defer to the preference of the unions and favor the Ponderosa map.

Trustee Zufall stated that the Ponderosa map keeps the west side together better than the other two maps.

Layne McClean stated that the Ponderosa map is defined by the river and allows for two smaller areas within the city to be represented, which is where most of the students live.

Trustee Doran stated that he favors the shape of the Sugar map due to its roundness and does not favor the pretzel shape of the Ponderosa map.

Trustee Pepple emphasized the importance of giving weight to the staff's opinion when possible in order to show respect.

Trustee Doran inquired if the Board could agree on the Jeffrey map. Trustees Pepple and Zufall stated that they were not in favor and preferred the Ponderosa map.

Mr. Cloney stated that he had legal counsel on the phone. He asked Lozano Smith Attorney Jaspreet Lochab-Dogra if the Board could schedule a special meeting this week and still hold the County Committee meeting on December 19. Legal Counsel stated that if the Board held a special meeting and approved the resolution this week, then the County Committee could still move forward with their meeting. Mr. Cloney stated that his office would reach out to the Board to schedule a meeting for this Thursday or Friday.

First Interim Budget Report: David Flores conducted a presentation on the First Interim Budget and noted that there has been a change to the first page of his handout. He reviewed the budget changes including revenues and expenditures and covered the First Interim assumptions including COLA dropping from 3.94% to approximately 1% and average daily attendance (ADA).

Trustees Zufall and Doran reported that the CSBA Annual Education Conference had many concerns regarding the future of the budget. David Flores provided some background on what the District has done in the past when there has been economic constraints.

Mr. Flores reviewed the projected multiyear ending balances. In 2023-24 the ending balance will be \$23 million, in 2024-25 the ending balance will be \$18 million and in 2025-26 the ending balance will be \$14 million. He stated that the District can utilize Fund 17 to help offset the decline.

DISCUSSION:

First Interim Budget Report (continued): Trustee Doran inquired what the District would receive if IDEA was fully funded. He also emphasized the importance of maintaining reserves. Mr. Flores stated that the District would be allocated around 20% of the current budget of \$10 million. He reported that the District will have a better idea of the overall budget once COLA is finalized in March.

Workers' Compensation to Volunteer: David Flores stated that the Board must adopt the resolution in order for the District to be able to provide workers' compensation to volunteers.

SLC Field Replacement Contract: David Flores stated that there are two contracts for the replacement of the turf field at the Shasta Learning Center. One is for the replacement of the turf field with standard colors and logo, and the second is for an upgrade to the logo and different coloring of the endzones that would be paid for by the University Preparatory Charter School.

Supplemental Textbook: Jim Cloney stated that Trustee Hoheisel had requested the Board wait to approve *The Anthropocene Reviewed* at the November 14 meeting. Trustees Zufall and Pepple stated that they would like feedback from Trustee Hoheisel prior to approving the book. Trustee Doran made a motion to approve the book and the agenda item died for a lack of a second.

Dashboard Update: Leo Perez stated that the data for the English Language Arts (ELA) and Mathematics test scores will be available on December 15. He provided a brief overview of the local measures and how the colors of the levels are determined on the dashboard. Mr. Perez stated that this data is used for research-based funding. Pioneer Continuation High School received additional funding and purchased a new learning platform due to low test scores.

Trustee Pepple requested the data be presented at the next regular Board meeting. Trustee Doran inquired if there are any predictions. Mr. Perez stated that he will present the data and that overall, the District was in yellow or better except in one category. He noted that our District is doing well in comparison to the state. Discussion continued on phonics being taught in grade schools and the impact of the pandemic on test scores.

Network/Systems Administrator Job Description: Jason Rubin stated that the Network/Systems Administrator position will serve to better meet the needs of the department and to cover contract needs. He noted that the District recently contracted with the Trinity County Office of Education.

ADVANCE PLANNING:

Next Meeting Date: January 9, 2024

ADJOURNMENT:

The meeting adjourned at 9:04 p.m.

Andrea Hoheisel, Clerk
Board of Trustees

Jim Cloney, Executive Secretary
Board of Trustees

Bd. Min. 12-12-23 //I



**SHASTA UNION HIGH SCHOOL DISTRICT
SPECIAL MEETING OF THE GOVERNING BOARD
Large Conference Room
2200 Eureka Way
Redding, CA 96001**

**January 3, 2024
UNADOPTED MINUTES**

A special meeting of the Governing Board of the Shasta Union High School District was called to order at 3:00 p.m. by Trustee Zufall in the Shasta Union High School District Large Conference Room. Trustee Zufall led the pledge of allegiance and Trustee Hoheisel recited the mission and vision statements.

ROLL CALL: Trustees Ron Zufall, Constance Pepple, Andrea Hoheisel and Mike Doran were present. Also present: Superintendent Jim Cloney, Chief Business Official David Flores, Associate Superintendent of Human Resources Jason Rubin, and Associate Superintendent of Instructional Services Leo Perez.

RES. 23-253 That the Board approve the agenda, as presented. (Motion Hoheisel, second Pepple, carried 4-0)

RES. 23-254 That the Board appoint Joe Ayer to fill the existing Board vacancy. (Motion Pepple, second Doran, carried 4-0. Student Board Member Combs: Aye)

RES. 23-255 That the meeting adjourn. (Motion Pepple, second Hoheisel, carried 4-0. Student Board Member Combs: Aye)

PUBLIC COMMENT:

There were no comments.

Student Board Member Riley Combs arrived at 3:04p.m.

DISCUSSION:

Trustee Candidate Interviews: Jim Cloney stated that the District received two qualified applications for the SUHSD Board vacancy following advertising in the Record Searchlight, through Parent Square and on the SUHSD website. The Board reviewed the interview process, noting that candidates would be called in one at a time to be interviewed on an individual basis in public session and that the Board would make a determination regarding which candidates to appoint at the conclusion of the interviews. Candidates had previously been asked to wait in the lobby of the District Office so as not to hear the interview questions or the responses from the other candidates prior to their respective interview.

Mr. Cloney explained that the District is in the process of transitioning from an at-large to a by-trustee area election systems. He noted that Joe Ayer lives in District 4 and Sabrina Thurman lives in District 5. The current vacancy is at-large and would fall under District 4 in the 2024 election based upon the proposed election sequence.

Candidates interviewed were: Joe Ayer and Sabrina Thurman. Each candidate was asked to explain their reasons for wanting to become a member of the SUHSD Governing Board, and all candidates were asked the same interview questions.

Trustee Candidate Selection: The Trustees discussed the strengths of each of the two candidates, the election sequence process, and noted that they were seeking individuals with the background and experience that would best complement the Board. The Trustees were impressed by the qualifications presented by both of the candidates. The Board determined that the background and previous experiences of candidate Joe Ayer best met the qualifications sought by the Board and selected him for appointment to fill the vacancy on the Board. All candidates will be notified of the Board's decision today.

DISCUSSION:

Trustee Candidate Selection (continued): Joe Ayer will be sworn in at the next Board meeting by Superintendent Jim Cloney and will be officially seated on the SUHSD Governing Board. Mr. Ayer will hold his position on the Board for the remainder of a four-year term, ending December 2024.

ADJOURNMENT:

The meeting adjourned at 4:08 p.m.

Andrea Hoheisel, Clerk
Board of Trustees

Bd. Min. 1-03-24 //

Jim Cloney, Executive Secretary
Board of Trustees

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Commercial Warrants and Payroll Distributions

PREPARER: David Flores, Chief Business Official

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Provided under separate cover are the monthly warrant registers for both commercial warrants and payroll distributions.

REFERENCES:
Education Code Section 42632 and 42633

SHASTA UNION HIGH SCHOOL DISTRICT
Governing Board Commercial Warrant Approval
for the period 12/01/23 - 12/31/23

Subfund Totals - Accounts Payable		
01	General Fund	2,507,964.14
02	Farm Fund	1,461.18
05	Student Body Fund	455.00
07	Shasta Charter Academy	28,831.79
08	University Preparatory	91,539.21
11	Adult Education Fund	1,468.95
12	Child Development Fund	0.00
13	Cafeteria/Food Service Fund	91,401.15
14	Deferred Maintenance Fund	0.00
15	Pupil Transportation Eqmt Fund	0.00
16	Foundation Private Purpose Fund	0.00
21	Capital Building Bond Fund	10,915.00
25	Capital Facilities Fund	0.00
35	County School Facilities	0.00
56	Debt Service Fund	0.00
76	Warrant Passthrough	0.00
Total		\$2,734,036.42
Total Accounts Payable		2,734,036.42
Total Payroll		4,475,493.73
GRAND TOTAL		\$7,209,530.15

Payroll Warrants	
Salary	4,267,204.74
Supplemental	208,288.99
Manual Payroll	0.00
Voids	0.00
<hr/>	
Total	\$4,475,493.73

SHASTA UNION HIGH SCHOOL DISTRICT

Date _____

Signed: _____

Date _____

Signed: _____

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Rate of Attendance for the First Period Attendance (P-1) for 2023-24

PREPARER: David Flores, Chief Business Official

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:

The 2023-24 P-1 rate of attendance as compared to the P-2 rate of attendance for the past three years. There was no attendance reporting done for the 2020-21 school year due to COVID. The rate of attendance appears to be recovering to pre pandemic rates.

Site	20/21	21/22	22/23	23/24
	P-2	P-2	P-2	P-1
EHS	95.25%	92.40%	93.26%	93.81%
FHS	97.87%	94.32%	93.66%	94.93%
SHS	97.20%	94.64%	94.23%	95.18%
PHS	82.37%	84.91%	73.78%	83.56%
SCA	68.60%	70.41%	91.87%	73.56%
District Total	89.23%	90.73%	90.55%	92.12%

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Human Resource Action Report

PREPARER: Jason Rubin
Associate Superintendent of Human Resources

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Approve personnel changes to meet the needs of our District as outlined on the following report.

**Shasta Union High School District
HUMAN RESOURCES ACTION REPORT**

NAME	POSITION	EFFECTIVE
<u>Classified</u>		
<u>New Hires/Rehire</u>		
Susan Suggs-Morales	Network/Systems Administrator, IT-SLC 8 hours/12 months	December 27, 2023
Andrew Witmer	Programmer I, IT-SLC 8 hours/12 months	December 11, 2023
<u>Position change-Promotion</u>		
Kristene Bullen	Program Assistant 8 hours/238 days	January 8, 2024
<u>Probation-Termination/Dismissal</u>		
Hallie Rocha	Custodian, EHS 8 hours/12 months	December 18, 2023
<u>Resigned/Retired</u>		
Julie Coffey	Admin Assistant-HR 8 hours/12 months	June 30, 2024
Della Nash	Instructional Para-SDCI 6.5 hours/10 months	December 28, 2023
<u>Certificated</u>		
<u>New Hires/Rehire</u>		
Ernesto Aguirre	Music, 1.0 FTE, FHS	January 8, 2024
<u>Return from Leave of Absence</u>		
David Whitacre	School Psychologist, EHS	January 24, 2024
<u>Resigned/Retired</u>		
Janaea Jenkins	ASB & CTE AOJ, EHS	June 30, 2024

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Quarterly Report - Williams Uniform Complaints

PREPARER: Jason Rubin
Associate Superintendent of Human Resources

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
No Williams Uniform Complaints have been filed between October 1, 2023 and December 31, 2023.

Academic School Year 2023-2024
Quarterly Report on Williams Uniform Complaints
[Education Code § 35186]

District: _____

Form Completed By: _____ Title: _____

Quarterly Report Submission Date: October 2023 April 2024
(Please check one) January 2024 July 2024

Date for information to be reported publicly at governing board meeting: _____

Please check the box that applies:

No complaints were filed with any school in the district during the quarter indicated above.

Complaints were filed with schools in the district during the quarter indicated above. The following chart summarizes the nature and resolution of these complaints.

General Subject Area	Total # of Complaints	# Resolved	# Unresolved
Textbooks and Instructional Materials			
Teacher Vacancy or Misassignments			
Facilities Conditions			
TOTALS			

Print Name of District Superintendent

Signature of District Superintendent

Date

Submit by the 15th of the month to: Barbara Erlei at berlei@shastacoe.org

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Student Expulsion

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Per Ed. Code, the Board is required to vote in open session regarding the expulsion of a student.

REFERENCES:
Education Code 48918(j)

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Shasta Charter Academy Liaison

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:

The Board did not select a Trustee to serve as the Shasta Charter Academy liaison at the December 12, 2023 Annual Organizational meeting. Administration recommends the Board approve a Trustee to serve as the liaison for the 2024 calendar year.

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: First Reading – Draft Administrative Board Policies, Regulations & Exhibits

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☒ Discussion
☐ Information

BACKGROUND:

The District subscribes to the California School Boards Association (CSBA) Policy Manual Maintenance Program. Through this Program, CSBA provides sample policies and administrative regulations for adoption.

REFERENCES:

Draft policies were provided to the Board under separate cover. Copies may be obtained by contacting the District Office at (530) 241-3261.

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Minutes from December 14, 2023 Special Board Meeting

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Staff has reviewed the minutes and recommends approval as presented.



**SHASTA UNION HIGH SCHOOL DISTRICT
SPECIAL MEETING OF THE GOVERNING BOARD
Large Conference Room
2200 Eureka Way
Redding, CA 96001**

**December 14, 2023
UNADOPTED MINUTES**

A special meeting of the Governing Board of the Shasta Union High School District was called to order at 5:00 p.m. by Trustee Zufall in the Shasta Union High School District Large Conference Room. Trustee Zufall led the pledge of allegiance and Trustee Vericker recited the mission and vision statements.

ROLL CALL: Trustees Ron Zufall, Constance Pepple, Mike Doran and Jamie Vericker were present. Also present: Superintendent Jim Cloney, Chief Business Official David Flores, Associate Superintendent of Human Resources Jason Rubin, and Associate Superintendent of Instructional Services Leo Perez.

RES. 23-249 That the Board approve the agenda, as presented. (Motion Pepple, second Vericker, carried 4-0)

RES. 23-250 That the Board adopt Resolution No. #23-250 to adopt map option Ponderosa and the election sequencing identified therein, initiating a proposal to the Shasta County Committee on School District Organization for the adoption of by-trustee area elections. (Motion Pepple, second Vericker, carried 3-1)

RES. 23-251 That the Board conduct the second reading and approve the supplemental textbook *The Anthropocene Reviewed* by John Green. (Motion Pepple, second Vericker, carried 4-0)

RES. 23-252 That the meeting adjourn. (Motion Pepple, second Vericker, carried 4-0)

PUBLIC COMMENT:

There were no comments.

DISCUSSION:

By-Trustee Area Elections Map:

PUBLIC HEARING: At 5:02p.m., Trustee Zufall declared the meeting open to Public Hearing to provide interested parties an opportunity to speak regarding the proposed composition of trustee area maps and adoption of resolution initiating a proposal to the Shasta County Committee on School District Organization for the adoption of by-trustee area elections. There were no comments and the hearing was closed.

Jim Cloney stated that the Board, on October 19, 2023, expressed its intent to shift to by-trustee area elections through Resolution No. 23-195. Following public hearings on October 24 and 27, 2023, to gather community input on trustee area boundaries, on November 7, 2023, the District published draft maps on its website. After additional public hearings on November 14, November 27, December 12, 2023, as well as today, the Board must now decide whether to take action to adopt Resolution No. 23-250, to adopt a map and election sequencing schedule.

Trustee Zufall explained that he and Trustee Pepple were in favor of the Ponderosa map and Trustee Doran was in favor of the Sugar map which left the Board locked at a two to one vote at the December 12 Board meeting.

Trustee Doran stated that he was not in favor of the shape of the Ponderosa map and that he doesn't feel the opinion of the union makes a difference. He stated that he is willing to compromise for the Jeffrey map but feels the Sugar map is the best representation of the District.

Trustee Pepple stated that she does not have a preference and will defer to the staff's choice being the Ponderosa map.

By-Trustee Area Elections Map (continued): Trustee Zufall stated that he leans towards the Ponderosa map because of staff preference and how the west side is put together. He noted that he agrees with Trustee Doran in that district three is shaped a bit odd but stated that the rest of the districts are solid in shape.

Trustee Vericker stated that he leans towards the Ponderosa map because it will allow for more representation of Enterprise High School, and the staff supports it.

Trustee Zufall stated that the map is not forever. Mr. Cloney stated that the map will be reconfigured after the 2030 census. Lozano Smith Attorney Jaspreet Lochab-Dogra noted that the Board could reconfigure the map sooner if they choose to do so. Discussion continued on enrollment at each site and what representation each map offers to Enterprise High School.

Supplemental Book: Jim Cloney stated that the first reading of the book *The Anthropocene Reviewed* was conducted at the October 10, 2023 Board meeting. He reported that Trustee Hoheisel had to leave during the meeting on December 12 and was unable to provide her report on the book. The book is being brought back tonight for approval. Trustee Hoheisel's review of the book was provided to the Board since she was unable to attend the meeting. Her review noted that the book is filled with the author's opinions and that it contains one F word. Overall, Trustee Hoheisel does not see much value in the book but also doesn't see anything strongly terrible in the book.

Trustee Zufall asked Enterprise High School English Chair Robbin Jack if the Board would have any backlash for approving the book. Ms. Jack stated that the book will be used as a model for student writing and critical thinking. Students will be asked to look at everyday items that we normally take for granted. Ms. Jack provided the Board with the District process on how the books are vetted before going to the Board for approval. She recommended the Board approve the book.

English District Department Chair Andrea Cota stated that the intent is to expose students to a wide range of perspectives and expository writing. She explained that as a teacher, her job is to teach students how to think, not what to think. Ms. Cota recommended the Board approve the book.

ADJOURNMENT:

The meeting adjourned at 5:24 p.m.

Andrea Hoheisel, Clerk
Board of Trustees

Jim Cloney, Executive Secretary
Board of Trustees

Bd. Min. 12-14-23 //l

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Trustee Absence at the December 14, 2023 special Board meeting

PREPARER: Jim Cloney, Superintendent

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
Board Bylaws and Ed. Code allow the Board to approve Trustee absences at Board meetings for reasons that are deemed acceptable.

REFERENCES:
Board Bylaw 9250/Ed. Code 35120c

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Monthly Financial Report

PREPARER: David Flores, Chief Business Official

RECOMMENDATION: ☐ Action
☐ Discussion
☒ Information

BACKGROUND:

The budget has been updated with First Interim, and actual expenditures have been updated through December 31st. At this time all revenue and expenditure categories are trending accordingly given where we are in the fiscal year.

Payroll information for the month of December.

689 leave transactions

563 paychecks

431 manual pay adjustments including HSA and STRS Excess

16 assignment changes

No errors

SHASTA UNION HIGH SCHOOL DISTRICT
2023-2024
General Fund Expenditures as of December 31, 2023

		2023-2024 First Interim Budget (A)	2023-2024 Actuals 12/31/2023 (B)	2023-2024 Remaining Balance (C) = (A) - (B)	50.00% of FY Complete (D) = (B) / (A)
REVENUES					% Spent or Received
Revenue Limit Sources	8010 - 8099	54,510,562	10,918,932	43,591,630	20%
Federal Revenues	8100 - 8299	7,112,314	2,557,449	4,554,865	36%
Other State Revenues	8300 - 8599	7,377,115	2,387,830	4,989,285	32%
Other Local Revenues	8600 - 8799	7,045,162	2,980,494	4,064,668	42%
Interfund Transfers In/Other Sources	8910 - 8979	578,888	0	578,888	0%
TOTAL REVENUES		76,624,041	18,844,704	57,779,337	25%
EXPENDITURES					
Certificated Salaries	1000 - 1999	25,707,795	11,808,630	13,899,165	46%
Classified Salaries	2000 - 2999	11,709,635	5,574,443	6,135,192	48%
Employee Benefits	3000 - 3999	19,980,881	7,374,893	12,605,988	37%
Books and Supplies	4000 - 4999	10,266,730	2,196,954	8,069,776	21%
Services, Other Operating Expenses	5000 - 5999	6,535,004	4,779,300	1,755,704	73%
Capital Outlay	6000 - 6599	4,722,475	657,766	4,064,709	14%
Other Outgo	7100 - 7299	1,079,770	508,140	571,630	47%
Direct Support / Indirect Costs	7300 - 7399	(95,394)	0	(95,394)	0%
Debt Service	7438 - 7439	473,681	0	473,681	0%
Interfund Transfers Out/Other Uses	7610 - 7699	703,487	66,349	637,138	9%
TOTAL EXPENDITURES		81,084,064	32,966,475	48,117,589	41%
NET INCREASE/DECREASE IN FUND BALANCE		(4,460,023)	(14,121,771)		
BEGINNING BALANCE		27,478,441	27,478,430		
ENDING BALANCE		23,018,418	13,356,659		

Components of Ending Fund Balance

Reserved Rev Cash/Prepays/Stores
Economic Uncertainty (3.5%)
Committed
Assigned
Restricted
Total

17,400			
2,837,948			
11,496,120			
-			
8,666,950			
23,018,418			

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: California School Dashboard Data for English Language Arts and Mathematics

PREPARER: Leo Perez
Associate Superintendent of Instructional Services

RECOMMENDATION: ☐ Action
☐ Discussion
☒ Information

BACKGROUND:
The California School Dashboard provides parents and educators with meaningful information on school and district progress so they can participate in decisions to improve student learning. The Associate Superintendent of Instructional Services will report on the California School Dashboard data for English Language Arts and Mathematics.

REFERENCES:
The data on the California School Dashboard data for English Language Arts and Mathematics was provided to the Board under separate cover. Copies may be obtained by contacting the District Office at (530) 241-3261.

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: School Accountability Report Cards (SARCs)

PREPARER: Leo Perez
Associate Superintendent of Instructional Services

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:

The CDE has required all public schools receiving state funding to prepare and distribute a School Accountability Report Card. The purpose of the SARC is to provide parents and the community with important information about each public school. A SARC reports on each school's progress in achieving goals. The public may also use a SARC to evaluate and compare schools on a variety of indicators.

State law requires that the SARC contain all of the following:

- Demographic data
- School safety and climate for learning information
- Academic data
- School completion rates
- Class sizes
- Teacher and staff information
- Curriculum and instruction descriptions
- Postsecondary preparation information
- Fiscal and expenditure data

REFERENCES:

The SARC reports were provided to the Board under separate cover. Copies may be obtained by contacting the District Office at (530) 241-3261.
Education Code Sections 35256 and 33126

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: A-G Completion Improvement Grant

PREPARER: Leo Perez
Associate Superintendent of Instructional Services

RECOMMENDATION: ☐ Action
☐ Discussion
☒ Information

BACKGROUND:

The A-G Completion Improvement Grant Program was established for the purpose of providing additional supports to local educational agencies to help increase the number of California high school pupils, particularly unduplicated pupils, who graduate from high school with A-G eligibility. The Associate Superintendent of Instructional Services will provide an update on the District's A-G Completion Improvement Grant.

RESOURCES:

Education Code 41590

A-G Completion Improvement Grant Plan Progress Report

Local Educational Agency (LEA) Name	Total Grant Allocation
Shasta Union High School District	\$683,397

Plan Descriptions

A description of how the funds will be used to increase or improve services for foster youth, low-income students, and English learners to improve A-G eligibility

SUHSD will offer additional resources to help students meet A-G requirements or get extra academic support in A-G courses. This will include the opportunity to recover grades in A-G courses. Additional tutoring and other academic support will be offered during the school year. Students in lower grade levels, 9th and 10th, will be offered support, including labs (math and English), tutoring, and expanded Saturday school options, to prepare them to succeed in A-G classes. Students in upper grades will have the opportunity to utilize general support labs. These strategies are aligned with other plans, including LCAP, ESSER 3, and ELO. In summary, we will be expanding some services to serve more students and adding new services as we identify new student needs.

How is this descriptor being measured?

We are using the number of A-G courses available outside of regular school hours. For example, we have expanded the number of A-G courses offered in zero period (before the start of the regular school day). Additionally, we continue to offer bussing to students so they can access the early classes. This is particularly impactful for our low-income, foster youth, English learners, and homeless students. We are also monitoring the enrollment in our support courses, which include academic support labs and credit recovery opportunities during the school day.

What are the outcomes based on those measurements?

In our first full year of implementation, we have 534 students enrolled in zero period A-G courses. Tutoring opportunities, are available multiple times per week at all of our sites. District wide we have 69 students in reading labs, 453 in academic support classes and 138 have taken a credit/grade recovery course during the school year (fall 2023). Initial analysis of semester grades (fall 2023) indicates more students are getting a C or better in A-G courses.

Expenditures to Date

\$129,623

A description of the extent to which all students, including foster youth, low-income students, and English learners, will have access to A-G courses approved by the University of California.

All students are encouraged to take the most rigorous course of study. Students are enabled to challenge themselves and utilize available support. School staff will make additional efforts to identify barriers to A-G courses and take appropriate steps to mitigate these obstacles. Some strategies include but are not limited to increasing the number of contacts with academic counselors. The administration will also consider and minimize or eliminate master schedule issues that prevent students from accessing A-G classes. Additional training in developing and building a master schedule will be offered to site staff.

How is this descriptor being measured?

We have been monitoring how many students have taken advantage of an expanded master schedule. Primarily the number of students in zero period. We have also seen an increase in students taking credit and grade recovery course both during the school day and after school. This has resulted in more students having the opportunity to stay on the A-G track.

What are the outcomes based on those measurements?

The expansion of the master schedule to include zero period classes has resulted in 23 A-G courses being made available to 534 students. We have also had 138 students enroll in credit recovery classes. 269 of these students are low income and 66 are EL or RFEP.

Expenditures to Date

This expenditure is captured in the previous table.

The number of students who were identified for opportunities to retake A-G approved courses in which they received a “D”, “F”, or “Fail” grade in the 2020 spring semester or the 2020-21 school year and a description of the method used to offer the opportunity retake courses.

Number of Students: 1440

Students can retake A-G classes as a repeat class in the following school year. They also can take credit/ grade recovery courses during the school day or at anytime school. We will continue to expand the A-G course offering and options in our summer school program.

How is this descriptor being measured?

We are monitoring the number of students in credit recovery classes, anytime school (credit and grade recovery after school hours), summer school enrollment (all summer school classes are A-G by default).

What are the outcomes based on those measurements?

We had 363 students enroll in summer school with a total of 1,100 credits recovered with a C or better (A-G classes)

Expenditures to Date

0

A description of how the plan and described services, and associated expenditures, if applicable, supplement services in the Local Control and Accountability Plan and Learning Recovery Plan.

Many of the services offered in the A-G plan are also part of the LCAP. The A-G improvement plan intends to increase the number of opportunities for support and deliver more individualized support for both students and teachers in A-G classes.

How is this descriptor being measured?
Support labs are funded through Title 1 (English and math labs) or through our LCAP (credit recovery, anytime school, and academic support labs). Enrollment in labs will be one of our measurements.

What are the outcomes based on those measurements?
Enrollment in our support labs is as follows (English and Math: 69 students) Credit Recovery 138 students, and Academic Support labs is at 453.

Expenditures to Date
0

Plan Expenditures

Programs and services to increase or improve A-G completion	Planned Expenditures	Expenditures to Date
Increased course offering outside the regular school day and teacher professional developemnt opportunities that directly impact student learning.	\$583397	\$129,623
More targeted student support in academic classes, including offering teacher lead academic support on Saturdays and outside school hours during the week.	\$25,000	\$
Technology support to help students increase their literacy and writing skills.	\$75,000	\$15,826

SHASTA UNION HIGH SCHOOL DISTRICT

SUBJECT: Certificated Sub Salary Schedule Change

PREPARER: Jason Rubin
Associate Superintendent of Human Resources

RECOMMENDATION: ☒ Action
☐ Discussion
☐ Information

BACKGROUND:
The updated salary schedule reflects an increase to our pay rates for substitute teachers and counselors.

Position	Current Daily Rate	Proposed Daily Rate
Substitute Teachers	\$150.00	\$180.00
Substitute Teachers (6 periods)	\$180.00	\$216.00
Long Term Substitute Teacher	\$262.20	\$303.25
Long Term Substitute Teacher (6 Periods)	\$314.64	\$363.90
Substitute Counselors	\$168.00	\$202.00
Long Term Substitute Counselors	\$265.59	\$313.31

1/1/2024
Shasta Union High School District
CERTIFICATED SUB SALARY SCHEDULE

Schedule of Pay
Sub Teachers

Substitute Teachers	\$180.00/day
Substitute Teachers (6 periods)	\$216.00/day
Long Term Substitute Teacher (starts 21 st day -no retro to day 1)	\$303.25/day
Long Term Substitute Teacher (6 Periods) (starts 21 st day-no retro to day 1)	\$363.90/day

1-2 periods= ½ day
3-5 periods = full day

Schedule of Pay
Sub Counselors

Substitute Counselors	\$202.00/day
Long Term Substitute Counselors (starts 21 st day-no retro to day 1)	\$313.31/day

~EFFECTIVE 1/1/2024, REVISED LONG TERM RATE BASED ON SCHEDULE A (COLUMN I, STEP 1) & SCHEDULE B (COLUMN III, STEP 1)

~EFFECTIVE 1/1/2023, REVISED BASED ON SCHEDULE A & B

~RETRO ACTIVELY EFFECTIVE TO 8/16/2021 PENDING BOARD APPROVAL ON 9/14/21

~EFFECTIVE 5/1/2015 ADDITION OF \$30 TO EACH OF THE PAY RATES LISTED ABOVE