



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

**June 17, 2026
ADOPTED MINUTES**

A regular meeting of the Governing Board of the Shasta Union High School District was called to order at 12:16 p.m. by Trustee Wilson in the Shasta Union High School District Board Room. Trustee Wilson led the pledge of allegiance.

ROLL CALL: Trustees Luke Wilson, Mike Bridges, Ron Zufall and Joe Ayer were present. Also present: Superintendent Owen Crosby, Associate Superintendent of Human Resources Jason Rubin, Associate Superintendent of Instructional Services Leo Perez and Associate Superintendent of Business Services David Flores.

RES. 26-129 That the Board approve the agenda, as presented. (Motion Ayer, second Bridges, carried 4-0)

RES. 26-130 That the Board approve the proposed negotiations and compensation agreement between the District and the Shasta Secondary Education Association (SSEA) for 2026-27, and the related AB 1200 Public Disclosure. (Motion Zufall, second Bridges, carried 4-0)

RES. 26-131 That the Board approve the proposed negotiations and compensation agreement between the District and the Educational Support professionals Association (ESP) for 2026-27, and the related AB 1200 Public Disclosure. (Motion Bridges, second Zufall, carried 4-0)

RES. 26-132 That the Board approve the proposed negotiations and compensation agreement between the District and Confidential, Management, Supervisory and Contracted, and the related AB 1200 Public Disclosures. (Motion Bridges, second Zufall, carried 4-0)

RES. 26-133 That the Board approve/ratify the employment agreement with Associate Superintendent of Human Resources. (Motion Bridges, second Ayer, carried 4-0. Ayes: Wilson, Bridges, Zufall, Ayer. Noes: None. Abstain: None)

RES. 26-134 That the Board approve/ratify the employment agreement with Associate Superintendent of Instructional Services. (Motion Ayer, second Bridges, carried 4-0. Ayes: Wilson, Bridges, Zufall, Ayer. Noes: None. Abstain: None)

RES. 26-135 That the Board approve/ratify the employment agreement with Associate Superintendent of Business Services. (Motion Zufall, second Bridges, carried 4-0. Ayes: Wilson, Bridges, Zufall, Ayer. Noes: None. Abstain: None)

RES. 26-136 That the Board approve/ratify the employment agreement with Superintendent. (Motion Bridges, second Zufall, carried 4-0. Ayes: Wilson, Bridges, Zufall, Ayer. Noes: None. Abstain: None)

RES. 26-137 That the Board approve the salary schedules for SSEA, ESP, Confidential, Management, Supervisory and Contracted. (Motion Ayer, second Bridges, carried 4-0)

RES. 26-138 That the Board conduct the second reading and approve Board Policy 5141.4: Child Abuse Prevention and Reporting. (Motion Bridges, second Ayer, carried 4-0)

RES. 26-139 That the Board adopt the 2026-27 Budget. (Motion Zufall, second Bridges, carried 4-0)

RES. 26-140 That the Board approve the resolutions in conjunction with Proposition 2 - Kindergarten Through Grade 12 Schools and Local Community College Public Education Facilities Modernization, Repair, and Safety Bond Act of 2024, as follows: 1. Resolution acknowledging the five-year Facilities Master Plan certifications required under one or more SAB-administered Program(s) of

the Office of Public School Construction (OPSC) Instructional Services; 2. Resolution acknowledging the five-year Facilities Master Plan certifications required under the Career Technical Education Facilities Program (CTEFP) of the OPSC; and 3. Resolution authorizing the Superintendent and Associate Superintendent of Business Services to execute required OPSC documents. (Motion Zufall, second Ayer, carried 4-0)

- RES. 26-141 That the Board approve the 2026-2027 Local Control and Accountability Plan (LCAP). (Motion Bridges, second Ayer, carried 4-0)
- RES. 26-142 That the Board approve the consent agenda. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-143 That the Board approve the 2028-2029 calendar for school, ESP, and PHS. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-144 That the Board approve the resolution revising the observance of Lincoln Day to February 20, 2029 for the 2028-2029 school year. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-145 That the Board approve the Shasta Charter Academy Memorandum of Understanding for July 1, 2026 – June 30, 2027. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-146 That the Board approve a request to declare property as surplus (IT Department - Paper Cutter). (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-147 That the Board approve a new job description for Systems Analyst I. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-148 That the Board review the District's Uniform Complaint Policy and Non-Discrimination Policy. (Motion Ayer, second Bridges, carried 4-0)
- RES. 26-149 That the meeting adjourn. (Motion Ayer, second Bridges, carried 4-0)

PUBLIC COMMENT:

There were no comments.

DISCUSSION:

David Flores stated that the "off schedule" one-time payment needs updating in the board notes and AB 1200's for all proposed negotiation agreements. He provided the correct Board notes to the Board and made them available to the public with the following increases to one-time money: SSEA \$2,700 to \$3,200, ESP \$2,200 to \$2,450, Classified/Confidential/Supervisory Management \$1,700 to \$2,450, Certificated Management \$2,700 to \$3,200, and Contract Management \$1,700 to \$3,200.

PUBLIC HEARING – Proposed Negotiations SSEA: At 12:18p.m., Trustee Wilson declared the meeting open to Public Hearing to provide interested parties an opportunity to speak on the proposed negotiations and compensation agreement between the District and SSEA for 2026-27.

PUBLIC HEARING – Proposed Negotiations ESP: At 12:19 p.m., Trustee Wilson declared the meeting open to Public Hearing to provide interested parties an opportunity to speak on the proposed negotiations and compensation agreement between the District and ESP for 2026-27.

PUBLIC HEARING – Proposed Negotiations Confidential, Management, Supervisory and Contracted: At 12:21 p.m., Trustee Wilson declared the meeting open to Public Hearing to provide interested parties an opportunity to speak on the proposed negotiations and compensation agreement between the District and the Confidential, Management, Supervisory and Contracted for 2026-27.

Employment Agreements: Trustee Wilson stated that the employment contracts for the Associate Superintendent of Human Resources, Associate Superintendent of Instructional Services, Associate Superintendent of Business Services and Superintendent are on the agenda for approval under Agenda Items 6.1 G, H, I, and J. The term of each contract is from July 1, 2026 to June 30, 2029. The compensation proposed to be awarded is as follows:

Associate Superintendent of Human Resources - Base Salary \$237,601; Associate Superintendent of Instructional Services - Base Salary \$237,601 and Degree Stipend \$1,282; Associate Superintendent of Business Services - Base Salary \$244,729 and Degree Stipend \$1,282; and Superintendent - Base Salary \$296,648 and Degree Stipend \$3,056. These positions also receive a Health & Wellness benefit of \$18,634.15 and an "off schedule" one-time payment of \$3,200.

Salary Schedules: David Flores stated that the salary schedules have been updated to reflect the salary increases from negotiations. Trustee Wilson stated that Agenda Item 6.1K includes the salary schedules for the Cabinet Members. The compensation proposed to be awarded effective July 1, 2026 for the Cabinet Members is as follows: Director of Maintenance and Operations, Director of Nutrition Services and Director of Transportation - Base Salary \$142,675; Director of Technology - Base Salary \$144,072; and Business Services Manager - Base Salary \$152,737.20 and Degree Stipend \$1,282. These positions also receive a Health & Wellness benefit of \$18,634.15 and an "off schedule" one-time payment of \$2,450. Director of Student Programs - Base Salary \$142,794 and Degree Stipend \$1,282 and Director of Special Education - Base Salary \$146,815 and Degree Stipend \$1,282. These positions also receive a Health & Wellness benefit of \$18,634.15 and an "off schedule" one-time payment of \$3,200.

Board Policy 5141.4: Child Abuse Prevention and Reporting: The Board conducted the first reading of Board Policy 5141.4: Child Abuse Prevention and Reporting at the June 9 Board Meeting and Trustee Hoheisel had requested the policy be brought back for further discussion.

Trustee Bridges shared information from his research regarding youth mental health data, including concerns related to bullying, access to mental health services, and suicide risk among adolescents and LGBTQ+ youth. He explained how the online forums work and what the requirements are for social media accounts, noting that the policy only requires the hotline.

Trustee Ayer raised questions regarding the effectiveness and accessibility of the 988-crisis line and concerns about ensuring equitable support for all student populations and whether multiple support resources may create confusion for students. Trustee Zufall expressed concerns regarding parent feedback. Superintendent Crosby stated that he conferred with legal counsel, and they stated that the hotline information on student identification cards is mandated by statute, and failure to comply could create legal liability. General consensus of the Board was to approve the policy since it is mandated.

2026-27 Budget: David Flores reported that there are no changes from June 9 meeting budget presentation and that the additional one-time will be updated.

Proposition 2 Resolutions: David Flores recommended that the Board approve the resolutions related to Proposition 2. The resolutions are required as part of the CTE grants that were previously approved for agricultural classrooms at FHS and the District Farm. The District will update the current 5-Year Facilities Master Plan and bring it back for Board approval at a future Board meeting.

LCAP: Leo Perez stated that he did not receive any feedback on the LCAP and that there have been no changes.

Pioneer Continuation High School (PHS) Implementation Plan: Leo Perez reported that the District receives Community Schools funding for PHS through the Shasta County Office of Education. This item serves as an informational update to the Board regarding the receipt of funds and required implementation planning associated with the grant.

CLOSED SESSION:

The Board adjourned to closed session at 12:47p.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: Owen Crosby – Superintendent, David Flores – Associate Superintendent of Business Services, Jason Rubin – Associate Superintendent of H.R. and Leo Perez - Associate Superintendent of 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) One Case.

ADJOURNMENT:

The Board reconvened in open session at 12:55p.m. and did not have anything to report out from closed session. The meeting adjourned at 12:55 p.m.

Mike Bridges, Clerk
Board of Trustees

Owen Crosby, Executive Secretary
Board of Trustees

Bd. Min. 6-17-26//