

7390 Bulldog Way  
Palermo, CA 95968-9700  
(530) 533-4842  
Fax (530) 532-1047

Superintendent  
Gary Rogers

Board of Trustees  
Debbie Hoffman  
Cody Nissen  
Justin Younger  
Kimberly Tyler  
Mark McClarren

Helen Wilcox School  
5737 Autrey Lane  
Oroville, CA 95966  
(530) 533-7626  
Fax (530) 533-6949  
Heather Scott, Principal

Honcut School  
68 School Street  
Oroville, CA 95966  
(530) 742-5284  
Fax (530) 742-2955  
Heather Scott, Principal

Palermo Middle School  
7350 Bulldog Way  
Palermo, CA 95968  
(530) 533-4708  
Fax (530) 532-7801  
Kimberly Solano, Principal

Golden Hills School  
2400 Via Canela  
Oroville, CA 95966  
(530) 532-6000  
Fax (530) 534-7982  
Kristi Napoli, Principal

An Equal Opportunity Employer

## REGULAR BOARD MEETING AGENDA

April 23, 2026

Golden Hills Elementary

2400 Via Canela, Oroville, CA 95968

5:00 pm

[Note: The Board of Trustees may take action on any item posted on this Agenda. Members of the public may directly address the Board concerning any item on this Agenda prior to or during the Board consideration of that item, as determined by the Board President. In compliance with the Americans with Disabilities Act, if you need special assistance to participate in these meetings, please contact the Superintendent's Office (530) 533-4842, ext. 7. Notification 48 hours prior to the meeting will enable the District to make reasonable arrangements to ensure accessibility to these meetings. This Agenda and all supporting documents are available for public review at the District Office, 7390 Bulldog Way, Palermo, CA. Documents that have been distributed to the Board less than 72 hours before the meeting are available for public inspection at the District Office, 7390 Bulldog Way, Palermo, CA 95968.]

### INTRODUCTION

1. **Call to Order** (Time\_\_\_\_\_)

2. **Flag Salute**

3. **Roll Call**

4. **Approval of Agenda**

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

5. **Audience with the Board**

#### **Non-Agenda Items:**

At this time, the Board President will invite anyone in the audience wishing to address the Board on a matter not listed on the agenda to stand, state your name for the record and make your presentation. Presentations may be limited to five (5) minutes. The Brown Act, however, does not allow the Governing Board to discuss or take action on any item that is not on the posted agenda. The item may, by Board direction, be placed on a later Board Meeting Agenda for discussion and/or action. The Board may direct the Superintendent to investigate the subject and present a follow-up report at a future Board Meeting.

6. **Audience with the Board**

#### **Agenda Items:**

This is the time the Board President will invite anyone in the audience wishing to address the Board on a matter that is on the agenda to state your name and the agenda item on which you wish to speak. When that item comes up on the agenda you will be asked to stand and repeat your name for the record, and make your presentation [five (5) minutes time limit per person].

## 7. Tell Me Something Good | Site & Student Recognition

### Helen Wilcox

Helen Wilcox honored our best first through third graders at the second Trimester Award ceremonies. Teachers chose their outstanding semester students by their academics, behavior, and embodiment of the Three B qualities. Parents and loved ones were filled with pride as their (mostly) humble students were acknowledged. Way to be Wildcats!! The Wildcat Care Crew Club, with Mrs. Wright, started strong with helping on PAW Fridays, lost & found, and welcoming new students on campus. They have been visited by Oroville's Mayor Pittman, Councilwoman Tracy Johnstone, and Sheriff Deputy Acton who all discussed their love of community service! Author Leticia Ordaz came to read to all of our students - plus Honcut & Palermo Pre School. She read her books The Adventures of Mr. Macaw to our younger students, and The Carousel King and the Space Mission to first through third graders. The students were very excited to meet an author and loved her readings! Finally, to encourage attendance, Mrs. Scott let all students with perfect attendance in March throw a water balloon at her. Way to take one for the team (actually 330 water balloons for the team!) - Way to be a Wildcat!

## 8. Consent Agenda

The consent agenda will be approved by a single motion and vote unless items are removed by a Board Member and placed on the regular agenda for discussion and action.

### Action Items

- a. Minutes of March 25, 2026 Regular Board Meeting.
- b. Warrants of March 1, 2026 through March 31, 2026, 347807-350357, for the amount of \$1,105,403.78 Funds 01, 12, 13, 25, 35, 40
- c. Agreement with BCOE for Butte County Count Play Explore (CPE) Professional Learning Cohort effective April 1, 2026.  
REFERENCE #1
- d. Skilled and Trained Workforce report for the Helen Wilcox TK/K Classroom Building Project.  
REFERENCE #2

### Reports

- e. Events Calendar  
REFERENCE #3
- f. Districtwide Discipline Report | February 2026  
REFERENCE #4

g. Quarterly Report on Williams Uniform Complaints [Education Code Section 35186(d)] is presented for information. No complaints were filed with any school in the District during the quarter indicated.

REFERENCE #5

h. Staff Development Report | March 2026

REFERENCE #6

i. Palermo Account Ledger | February 2026 & March 2026

REFERENCE #7

j. Enrollment Report | Month Six

REFERENCE #8

**CONSENT AGENDA APPROVAL**

ACTION\_\_\_\_MOTION\_\_\_\_SECOND\_\_\_\_VOTE\_\_\_\_

**9. ITEMS REMOVED FROM CONSENT AGENDA**

a. ACTION\_\_\_\_MOTION\_\_\_\_SECOND\_\_\_\_VOTE\_\_\_\_

b. ACTION\_\_\_\_MOTION\_\_\_\_SECOND\_\_\_\_VOTE\_\_\_\_

**10. Staff Reports/Business Items**

a. Presentation of the Title VI Indian Education Formula Grant by Andee Farrar, Director of Student Support and Family Engagement.

b. It is recommended the Declaration of Need for Fully Qualified Educators for the 2026-2027 academic year be approved.

REFERENCE #9

ACTION\_\_\_\_MOTION\_\_\_\_SECOND\_\_\_\_VOTE\_\_\_\_

c. It is recommended the Annual Statement of Need for 30-day substitute and designated subjects career technical education 30-day substitute teaching permits be approved.

REFERENCE #10

ACTION\_\_\_\_MOTION\_\_\_\_SECOND\_\_\_\_VOTE\_\_\_\_

- d. It is recommended that Board Resolution No. 26-07, Board Member Compensation for Missed Meetings, Allowing Cody Nissen to receive Board Member Compensation for April 23, 2026 be approved.

REFERENCE #11

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

- e. It is recommended that the Request for Allowance of Attendance Due to Emergency Conditions be approved.

REFERENCE #12

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

- f. It is recommended that the Big Sky Literacy Summit for nine staff members in Big Sky, Montana on August 27-30, 2026 at an estimated cost of \$19,920 be approved.

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

- g. It is recommended that Board Resolution No. 26-08, authorizing temporary borrowing between funds for payment obligations in accordance with Education Code Section 42603, be approved.

REFERENCE #13

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

- h. California School Employees Association, Bargaining Unit 336. Comments from CSEA, if any, to the Governing Board.
- i. Palermo Teachers Association, Bargaining Unit (PTA/CTA/NEA). Comments from PTA, if any, to the Governing Board.

### 11. Board Policies & Administrative Regulations

The following Board Policies and Administrative Regulations are presented to the Board for second and final reading.

**Please Note:** All Board Policies and Administrative Regulations listed below are available for review at the District Office.

It is recommended that the following revised board policies and administrative regulations, be approved.

ACTION\_\_\_\_\_MOTION\_\_\_\_\_SECOND\_\_\_\_\_VOTE\_\_\_\_\_

- a. Board Policy 5113 – Absences and Excuses

- b. Administrative Regulation 5113 – Absences and Excuses
- c. Administrative Regulation 5113.11 – Attendance Supervision
- d. Board Policy 5113.12 – District School Attendance Review Board
- e. Administrative Regulation 5113.12 – District School Attendance Review Board
- f. Board Policy 5113.2 – Work Permits
- g. Administrative Regulation 5113.2 – Work Permits
- h. Board Policy 5141 – Health Care and Emergencies
- i. Administrative Regulation 5141 – Health Care and Emergencies
- j. Board Policy 5141.4 – Child Abuse Prevention and Reporting
- k. Administrative Regulation 5141.4 – Child Abuse Prevention and Reporting
- l. Board Policy 5142 – Safety
- m. Administrative Regulation 5142 – Safety
- n. Board Bylaw 9005 – Governance Standards

## 12. Superintendent’s Reports

## 13. Board Items

### **CLOSED SESSION** (Time \_\_\_\_\_)

1. Closed session for the purpose of discussing student matters/discipline, in accordance with Education Code Sections 48918 and 35146.
2. Closed session regarding matters of personnel/employment all in accordance with Government Code Section 54957.
3. Closed session regarding matters of negotiation with the Palermo Teachers Association (PTA/CTA/NEA) and Classified School Employees Association (CSEA), Bargaining Unit 336. In accordance with Government Code Section 54957.6, with designated representative Gary Rogers, Superintendent; and matters of negotiations with unrepresented groups, certificated management and classified management/confidential, in accordance with Government Code Section 54957.6, with designated representative Gary Rogers, Superintendent.

### **OPEN SESSION** (Time \_\_\_\_\_)

14. **Personnel | Recommendation: Approval** (Pending successful completion of pre-employment requirements.)

**Classified**

- a. Karen Hunter, Instructional Aide, Helen Wilcox, request to extend leave of absence, effective March 2, 2026 through April 20, 2026.
- b. Rori Williams, Substitute Custodian and Cafeteria Helper, Districtwide, add to classified substitute list, effective March 27, 2026.
- c. Micah Tull, Substitute Van Driver and Bus Driver Trainee, Transportation, add to classified substitute list, effective March 23, 2026.
- d. Breanna Wright, Substitute Instructional Aide, Districtwide, add to classified substitute list, effective April 13, 2026.
- e. Shelby Evans, Substitute Instructional Aide, Districtwide, add to classified substitute list, effective April 14, 2026.
- f. Shelby Evans, Instructional Aide, Helen Wilcox, Class 7, Step 1, 3.0 hours per day, request to hire as an Instructional Aide effective May 1, 2026.

**ADJOURNMENT** (Time \_\_\_\_\_)

**Palermo Union Elementary School District**  
**Regular Board Meeting Minutes**  
**March 25, 2026**  
District Office Boardroom  
7390 Bulldog Way, Palermo, CA 95968

**INTRODUCTION**

1. Board President Debbie Hoffman called the meeting to order at 5:01 PM, and welcomed those in attendance.
2. Board President Debbie Hoffman led those in attendance in the flag salute.
3. Members of the Governing Board in attendance were: Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren.

Others present were: Gary Rogers, Ruthie Anaya, and Jessica Coon.

4. A motion was made by Cody Nissen, seconded by Justin Younger, recommending the agenda be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

5. **Audience with the Board**

**Non-Agenda Items:**

No one had business to bring before the Board.

6. **Audience with the Board**

**Agenda Items:**

No one had business to bring before the Board.

7. **Consent Agenda**

A motion was made by Cody Nissen, seconded by Justin Younger, recommending the following Consent Agenda items be approved. Debbie Hoffman, Cody Nissen, Justin Younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

**Action Items**

a. Minutes of March 11, 2026 Regular Board Meeting.

b. Surplus & Obsolete Requests

Request for approval to declare the listed equipment and District property as surplus/obsolete and direct the Superintendent to dispose of these items in accordance with the appropriate methods outlined in Education

Code Sections 60500-01, 60510-11, 60520-21, 60530, and Board Policy 3270. Disposal methods may include discarding items at the local dump or donating them to a charitable organization, as the value of the property does not justify the cost of sale. All items listed are valued at less than \$2,500.

**Note:** Paperwork on this item is available for review at the District Office.

- Weight room equipment
- Food warmer SN: HV713275
- Kitchen Ovens
  
- Contract with Chrissy White & Associates to provide audit services in the amount of \$26,250 for the fiscal year ending June 30, 2026.

### **Reports**

- d. Events Calendar
- e. Districtwide Discipline Report | January 2026

### **8. Items Removed from the Consent Agenda**

There were no items removed from the Consent Agenda.

### **9. Staff Reports/Business Items**

- a. Annual review of the Palermo Union Elementary School District's Transportation Services Plan, as required per Education Code Section 39800.1 as a condition of receiving apportionments for Transportation Services.
- b. A motion was made by Cody Nissen, seconded Mark McClarren, recommending that Board Resolution No. 26-06, Board Member Compensation for Missed Meetings, allowing Justin Younger to receive Board Member Compensation for March 11, 2026 be approved. Debbie Hoffman, Cody Nissen, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.
- c. There were no comments from the California School Employees Association, Bargaining Unit 366.
- d. There were no comments from the Palermo Teachers Association, Bargaining Unit (PTA/CTA/NEA).

### **10. Board Policies & Administrative Regulations**

The following Board Policies and Administrative Regulations were presented to the Board for first reading.

**Please Note:** All Board Policies and Administrative Regulations listed below are available for review at the District Office.

- a. Board Policy 5113 – Absences and Excuses
- b. Administrative Regulation 5113 – Absences and Excuses
- c. Administrative Regulation 5113.11 – Attendance Supervision
- d. Board Policy 5113.12 – District School Attendance Review Board
- e. Administrative Regulation 5113.12 – District School Attendance Review Board
- f. Board Policy 5113.2 – Work Permits
- g. Administrative Regulation 5113.2 – Work Permits
- h. Board Policy 5141 – Health Care and Emergencies
- i. Administrative Regulation 5141 – Health Care and Emergencies
- j. Board Policy 5141.4 – Child Abuse Prevention and Reporting
- k. Administrative Regulation 5141.4 – Child Abuse Prevention and Reporting
- l. Board Policy 5142 – Safety
- m. Administrative Regulation 5142 – Safety
- n. Board Bylaw 9005 – Governance Standards

## 11. **Superintendent's Reports**

Superintendent Gary Rogers reported that earlier this month, district leaders participated in training with Theresa, continuing the district's focus on improving literacy outcomes. The district engaged in training with Rebecca from Collective Impact, which included collaboration with both the district team and all three site teams. These efforts are helping to strengthen system alignment, address site-level issues, and identify root causes to better support student learning.

The LCAP meeting was held on March 2, where parents and teachers were able to come together and look at the goals of the District.

The district has completed the data conversion from PowerSchool to Aeries and is moving into the next phase of end-user training. Appreciation was extended to Jon for his leadership in this process.

Superintendent Rogers provided a construction update which included progress on the HW project, with tackboard installation complete, t-bar ceiling nearing completion, and casework beginning. Plans are in place to pave the main campus, weather permitting. At Honcut, the septic system has been completed, and work continues on the well building roof and water line connections.

12. **Board Items**

None.

**CLOSED SESSION**

The Board recessed into Closed Session at 5:12 p.m. to discuss the following:

1. Closed session for the purpose of discussing student matters/discipline, in accordance with Education Code Sections 48918 and 35146.
2. Closed session regarding matters of personnel/employment all in accordance with Government Code Section 54957.
3. Closed session regarding matters of negotiation with the Palermo Teachers Association (PTA/CTA/NEA) and Classified School Employees Association (CSEA), Bargaining Unit 336. In accordance with Government Code Section 54957.6, with designated representative Gary Rogers, Superintendent; and matters of negotiations with unrepresented groups, certificated management and classified management/confidential, in accordance with Government Code Section 54957.6, with designated representative Gary Rogers, Superintendent.

**OPEN SESSION**

The Board reconvened into Open Session at 5:57 p.m.

**ACTION ITEMS**

None.

18. **Personnel | Recommendation: Approval** (Pending successful completion of pre-employment requirements.)

A motion was made by Cody Nissen, seconded by Justin Younger, recommending the following personnel items be approved. Debbie Hoffman, Cody Nissen, Justin younger, Kimberly Tyler, and Mark McClarren voted aye. Motion unanimously carried.

**Resignation**

- a. Alise Kubecki, SPED Teacher, Palermo Middle School, resignation effective June 6, 2026.
- b. Cooper Friberg, Grounds/Maintenance, District Wide, resignation effective March 21, 2026.

**ADJOURNMENT**

Board President Debbie Hoffman declared the meeting adjourned at 5:57 p.m.

Respectfully submitted,

Gary Rogers  
Secretary of the Governing Board

Checks Dated 03/01/2026 through 03/31/2026

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-347807	03/03/2026	Allsup, Christy L	01-4300		148.55
3005-347808	03/03/2026	Neville, Jeannee J	01-4300		33.91
3005-347809	03/03/2026	McCoy, Stefanie C	01-4300		131.74
3005-347810	03/03/2026	Bidlack, Seth A	01-4300		113.82
3005-347811	03/03/2026	Brothers, Victoria L	01-4300		73.72
3005-347812	03/03/2026	Addams, Daylyn	01-4300		203.36
3005-347813	03/03/2026	Solano, Kimberly A	01-4300		69.97
3005-347814	03/03/2026	Wright, Jennifer L	01-4300		638.92
3005-347815	03/03/2026	Maynard, Aimee S	01-4300		154.18
3005-347816	03/03/2026	Leonard, Lindsey	01-8699		991.55
3005-347817	03/03/2026	AMAZON FULLFILLMENT SERVICES	01-4300	1,081.75	
			12-4300	397.03	
			12-4315	28.65	
			12-4320	268.41	
			12-4333	154.70	
			12-4353	145.17	2,075.71
3005-347818	03/03/2026	BETTER DEAL EXCHANGE	01-4300		26.17
3005-347819	03/03/2026	BIGGS UNIFIED SCHOOL DISTRICT	01-5800		100.00
3005-347820	03/03/2026	BULKBOOKSTORE	01-4300		382.56
3005-347821	03/03/2026	CALCHAMBER	01-5300		499.00
3005-347822	03/03/2026	CDW GOVERNMENT	01-4400		974.25
3005-347823	03/03/2026	CHICO CHILDREN'S MUSEUM	01-5810		1,350.00
3005-347824	03/03/2026	CHICO SPEECH LANGUAGE CENTER	01-5800		26,558.48
3005-347825	03/03/2026	CONSOLIDATED ELECTRICAL DIST	01-4300		422.18
3005-347826	03/03/2026	DAWSON OIL	01-4309		2,554.74
3005-347827	03/03/2026	Discount School Supply	12-4400		3,969.08
3005-347828	03/03/2026	IMAGINE LEARNING	01-5854		9,300.00
3005-347829	03/03/2026	GOLD STAR FOODS	13-4300	270.81	
			13-4700	6,167.74	
			13-4720	186.30	6,624.85
3005-347830	03/03/2026	HD SUPPLY	01-4300		88.24
3005-347831	03/03/2026	K-GAS	01-4300		28.76
3005-347832	03/03/2026	NICHOLS MELBURG & ROSETTO	35-6210		5,746.25
3005-347833	03/03/2026	NV5	35-6280		2,967.70
3005-347834	03/03/2026	OFFICE DEPOT	01-4300		2,243.60
3005-347835	03/03/2026	OREILLY AUTOMOTIVE STORES INC	01-4300		17.30
3005-347836	03/03/2026	OROVILLE POWER EQUIPMENT	01-4300	.03-	
			01-5600	245.75	245.72
3005-347837	03/03/2026	PACE ANALYTICAL	01-5503		223.80
3005-347838	03/03/2026	PACIFIC GAS AND ELECTRIC CO	01-5502		1,692.37
3005-347839	03/03/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	504.56	
			13-4700	4,959.58	5,464.14
3005-347840	03/03/2026	MICHAEL BUTLER SIERRA WATER UTILITY	01-5503		209.69
3005-347841	03/03/2026	SILENT DISCO PARTY RENTALS	01-4300		325.00

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

ESCAPE ONLINE

Checks Dated 03/01/2026 through 03/31/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-347842	03/03/2026	SYSCO FOOD SVCS OF SACRAMENTO	13-4300	333.70	
			13-4700	3,390.88	3,724.58
3005-347843	03/03/2026	TRANSFORMATIVE READING TEACHER	01-5200		1,375.00
3005-347844	03/03/2026	VENTRIS LEARNING	01-4300		97.43
3005-347845	03/03/2026	VERIZON WIRELESS SERVICES	01-5900		430.60
3005-347846	03/03/2026	Cueba, Connie	13-4700		77.43
3005-347847	03/03/2026	US BANK	01-4300	6,571.22	
			01-5200	2,326.68	
			01-5800	624.58	
			01-5854	258.90	
			12-4300	450.10	
			12-5852	148.84	10,380.32
3005-348056	03/05/2026	Rodriguez, Ronda L	12-5200		275.45
3005-348057	03/05/2026	Lewis, Sarah	01-4300		322.21
3005-348411	03/10/2026	ACCESS INFORMATION HOLDINGS	01-5504		122.86
3005-348412	03/10/2026	ACCULARM SECURITY SYSTEMS	01-5800		1,930.00
3005-348413	03/10/2026	AMAZON FULLFILLMENT SERVICES	01-4300	1,666.37	
			12-4300	305.35	1,971.72
3005-348414	03/10/2026	ASPIRE SPEECH THERAPY	01-5800		10,828.87
3005-348415	03/10/2026	At&t	01-5900		381.89
3005-348416	03/10/2026	BLUE OAK MOBILE LIVESCAN KATIE CARMICHAEL BUELL	01-5853		270.00
3005-348417	03/10/2026	CALIFORNIA OCCUPATIONAL MEDICAL PROFESSIONALS	01-5851		640.00
3005-348418	03/10/2026	CALIFORNIA SCHOOL NUTRITION	13-5300		95.00
3005-348419	03/10/2026	CDW GOVERNMENT	01-4300		109,453.91
3005-348420	03/10/2026	COGENT SOLUTIONS & SUPPLIES	01-4300		4,063.08
3005-348421	03/10/2026	DAWSON OIL	01-4309		1,001.29
3005-348422	03/10/2026	CA FFA ASSOCIATION	01-5200		225.00
3005-348423	03/10/2026	GIRLS ON THE RUN	01-5800		5,175.00
3005-348424	03/10/2026	GOLD STAR FOODS	13-4700	5,564.16	
			13-5800	23.75	5,587.91
3005-348425	03/10/2026	HD SUPPLY	01-4300		408.96
3005-348426	03/10/2026	JACKSONS GLASS INC	01-5600		75.00
3005-348427	03/10/2026	KING CONSULTING	01-5800		307.50
3005-348428	03/10/2026	MD INSPECTIONS	40-6290		3,720.00
3005-348429	03/10/2026	NEUTRON INDUSTRIES	01-4300		561.96
3005-348430	03/10/2026	PAWAR TRANSPORTATION	01-5800		3,750.00
3005-348431	03/10/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	209.41	
			13-4700	3,530.06	3,739.47
3005-348432	03/10/2026	PRODUCERS DAIRY FOODS	13-4700		3,131.59
3005-348433	03/10/2026	RALEYS - IN STORE CHARGE	01-4300	286.49	
			12-4300	69.05	355.54
3005-348434	03/10/2026	RISING STAR SPED ACADEMY	01-5100		10,443.00

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

Checks Dated 03/01/2026 through 03/31/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-348435	03/10/2026	SAN JOAQUIN CNTY OFFICE OF ED COUNTY SCHOOLS SERVICE FUND	01-5800		737.00
3005-348436	03/10/2026	SOUTHEASTERN EQUIPMENT	01-4400		80.69
3005-348437	03/10/2026	VERIZON WIRELESS SERVICES	01-5900		.42
3005-348438	03/10/2026	Addams, Daylyn	01-4300		25.59
3005-348439	03/10/2026	Madison, Elizabeth M	01-5200		53.65
3005-348440	03/10/2026	Fisher, Kristine E	01-4300		188.71
3005-348441	03/10/2026	SCHOOLS EXCESS LIABILITY FUND	01-5450		41,046.03
3005-349080	03/17/2026	Ruff, Angela B	01-4300		246.25
3005-349081	03/17/2026	Allsup, Christy L	01-4300		342.18
3005-349082	03/17/2026	Dailey, Lindsay B	01-4300		340.32
3005-349083	03/17/2026	Adams, Gina C	01-4300		79.00
3005-349084	03/17/2026	Gutierrez, Devin P	01-5200		330.21
3005-349085	03/17/2026	Walker, Rainbow T	01-4300		27.29
3005-349086	03/17/2026	Smithey, William D	01-4300		92.69
3005-349087	03/17/2026	Greathouse, Kelsi L	01-4300		61.95
3005-349088	03/17/2026	Juarez, Anthony	01-5200		122.53
3005-349089	03/17/2026	Maynard, Aimee S	01-4300	1,222.92	
			01-5200	62.40	1,285.32
3005-349090	03/17/2026	Villa, Melissa	01-4300		123.28
3005-349091	03/17/2026	Davis, Maverick	01-4300		164.99
3005-349092	03/17/2026	A-1 APPLIANCE	13-4400		2,110.69
3005-349093	03/17/2026	ADVANTAGE THERAPY SERVICES HALEY WILLIS	01-5800		6,267.69
3005-349094	03/17/2026	AMAZON FULLFILLMENT SERVICES	01-4300	1,198.40	
			12-4300	26.35-	
			13-4300	195.32	1,367.37
3005-349095	03/17/2026	AT&T	01-5900		593.47
3005-349096	03/17/2026	BETTER DEAL EXCHANGE	01-4300		29.48
3005-349097	03/17/2026	BOWLERO EVENTS A/R & ASHLEY MORGAN	01-5810		1,298.70
3005-349098	03/17/2026	BROWERS 25 HOUR TOW SERVICE	01-5800		825.00
3005-349099	03/17/2026	BUTTE CO AIR QUALITY	01-5800		195.00
3005-349100	03/17/2026	CASCADE HEALTHCARE SERVICES	01-5200	90.00	
			12-5200	810.00	900.00
3005-349101	03/17/2026	CDW GOVERNMENT	01-4300		86,604.38
3005-349102	03/17/2026	CENTRAL RESTAURANT PRODUCTS	01-4400		6,222.37
3005-349103	03/17/2026	CHICO SPEECH LANGUAGE CENTER	01-5800		17,928.14
3005-349104	03/17/2026	COMMUNITY PLAYTHINGS	12-4400		6,525.32
3005-349105	03/17/2026	DAWSON OIL	01-4309		1,446.78
3005-349106	03/17/2026	DEPARTMENT OF JUSTICE ACCOUNT OFFICE	01-5853		190.00
3005-349107	03/17/2026	Feather River Recreation	01-5800		1,430.00
3005-349108	03/17/2026	GOLD STAR FOODS	13-4300	907.33	
			13-4700	7,913.53	8,820.86

The preceding Checks have been issued in accordance with the District's Policy and authorization of the Board of Trustees. It is recommended that the preceding Checks be approved.

## Checks Dated 03/01/2026 through 03/31/2026

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-349109	03/17/2026	HD SUPPLY	01-4300	729.94	
			01-5600	85.09	815.03
3005-349110	03/17/2026	HOBART NORCAL RESTAURANT SUP	13-4300		51.70
3005-349111	03/17/2026	KINDERSYSTEMS	12-5800		3,697.65
3005-349112	03/17/2026	KING CONSULTING	25-5800		6,150.00
3005-349113	03/17/2026	LINDAMOOD BELL LEARNING	01-5200		1,035.00
3005-349114	03/17/2026	MJB WELDING SUPPLY INC	01-4300	12.71	
			01-5600	11.48	24.19
3005-349115	03/17/2026	NV5	35-6280	3,216.70	
			40-6280	2,394.70	5,611.40
3005-349116	03/17/2026	OFFICE DEPOT	01-4300		202.59
3005-349117	03/17/2026	OREILLY AUTOMOTIVE STORES INC	01-4300		603.68
3005-349118	03/17/2026	PACE ENGINEERING	40-6210		5,069.30
3005-349119	03/17/2026	PACIFIC GAS AND ELECTRIC CO	01-5502		33,358.15
3005-349120	03/17/2026	PITNEY BOWES PURCHASE POWER	01-5900		2,024.75
3005-349121	03/17/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	474.30	
			13-4700	4,873.54	5,347.84
3005-349122	03/17/2026	PRODUCERS DAIRY FOODS	13-4700		2,791.67
3005-349123	03/17/2026	RECOLOGY BUTTE COLUSA COUNTIES	01-5504		1,025.04
3005-349124	03/17/2026	SAN JOAQUIN CNTY OFFICE OF ED COUNTY SCHOOLS SERVICE FUND	01-5800		542.00
3005-349125	03/17/2026	SILENT DISCO PARTY RENTALS	01-4300		325.00
3005-349126	03/17/2026	SOUTH FEATHER WATER POWR AGNCY	01-5503		423.07
3005-349127	03/17/2026	SYSCO FOOD SVCS OF SACRAMENTO	13-4300	132.88	
			13-4700	1,645.80	1,778.68
3005-349128	03/17/2026	TEHAMA TIRE SERVICE INC	01-4335		82.50
3005-349129	03/17/2026	T-MOBILE	01-5900		282.80
3005-349130	03/17/2026	TRACTOR SUPPLY CREDIT PLAN	01-4300		17.45
3005-349131	03/17/2026	TRANSFORMATIVE READING TEACHER	01-5200		19,950.00
3005-349132	03/17/2026	VOLTAGE SPECIALISTS	01-5604		450.00
3005-349133	03/17/2026	Maturino, Frank L	01-4300	118.03	
			01-5200	217.50	335.53
3005-349134	03/17/2026	Coon, Jessica L	01-5200		151.96
3005-349135	03/17/2026	Benson, Austin G	01-4300		224.18
3005-349136	03/17/2026	Metcalf, Consuelo A	01-5200		81.49
3005-349674	03/24/2026	Coleman, Mark E	01-5200		106.53
3005-349675	03/24/2026	Ruff, Angela B	01-4300		76.50
3005-349676	03/24/2026	Allsup, Christy L	01-4300		272.84
3005-349677	03/24/2026	Pintner-Scott, Heather M	01-4300		20.56
3005-349678	03/24/2026	Gutierrez, Nancy A	01-4300		231.44
3005-349679	03/24/2026	Duggins, Jodie R	12-4300		131.98

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ESCAPE ONLINE

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Checks Dated 03/01/2026 through 03/31/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-349680	03/24/2026	Juarez, Rosalba	01-8699		1,477.41
3005-349681	03/24/2026	Addams, Daylyn	01-4300		133.29
3005-349682	03/24/2026	Greathouse, Kelsi L	01-4300		37.01
3005-349683	03/24/2026	Wright, Jennifer L	01-4300		148.69
3005-349684	03/24/2026	Lorimor, Carla	01-8699		2,042.13
3005-349685	03/24/2026	Maynard, Aimee S	01-4300		510.33
3005-349686	03/24/2026	Slaten, Mallory	01-4300		1,041.09
3005-349687	03/24/2026	ADVANTAGE THERAPY SERVICES HALEY WILLIS	01-5800		3,877.38
3005-349688	03/24/2026	AMAZON FULLFILLMENT SERVICES	01-4300	337.61	
			12-4300	521.23	
			12-4315	430.18	
			12-4320	22.24	
			12-4333	143.10	
			12-4353	538.08	
			12-4354	500.01	2,492.45
3005-349689	03/24/2026	BAND SHOPPE	01-4300		12,131.31
3005-349690	03/24/2026	BETTER DEAL EXCHANGE	01-4300		21.14
3005-349691	03/24/2026	BILL'S QUALITY FENCING WILLIAM ULREY	01-5800		600.00
3005-349692	03/24/2026	CA MATH FESTIVAL PAUL GIGANTI	01-5800		4,253.00
3005-349693	03/24/2026	CANON FINANCIAL	01-5602	9,260.01	
			12-5602	968.96	10,228.97
3005-349694	03/24/2026	CDW GOVERNMENT	01-4300		6,600.00
3005-349695	03/24/2026	COLLECTIVE IMPACT SOLUTIONS	01-5800		17,529.60
3005-349696	03/24/2026	CONSOLIDATED ELECTRICAL DIST	01-4300		585.51
3005-349697	03/24/2026	DANNIS WOLIVER KELLEY	01-5830		26,882.00
3005-349698	03/24/2026	DAWSON OIL	01-4309		2,713.66
3005-349699	03/24/2026	FLORA FRESH	01-4300		946.11
3005-349700	03/24/2026	GOLD STAR FOODS	13-4300	551.58	
			13-4700	2,973.75	3,525.33
3005-349701	03/24/2026	HD SUPPLY	01-4300		386.08
3005-349702	03/24/2026	HOBBS PEST SOLUTIONS INC	01-5505		289.00
3005-349703	03/24/2026	INNOVATIVE MECHANICAL SOLUTION	01-5800		10,400.00
3005-349704	03/24/2026	K-GAS	01-5502		418.28
3005-349705	03/24/2026	MARIA D ROMERO	01-4300		637.07
3005-349706	03/24/2026	NCBOA CHARLES THOMPSON	01-5800		736.00
3005-349707	03/24/2026	OFFICE DEPOT	01-4300		1,202.09
3005-349708	03/24/2026	OREILLY AUTOMOTIVE STORES INC	01-4300		230.06
3005-349709	03/24/2026	OROVILLE POWER EQUIPMENT	01-4300		87.39
3005-349710	03/24/2026	PACIFIC GAS AND ELECTRIC CO	01-5502		1,186.52
3005-349711	03/24/2026	PAWAR TRANSPORTATION	01-5800		4,750.00
3005-349712	03/24/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	340.30	
			13-4700	3,900.58	4,240.88
3005-349713	03/24/2026	PRODUCERS DAIRY FOODS	13-4700		3,039.16

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Checks Dated 03/01/2026 through 03/31/2026					
Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
3005-349714	03/24/2026	SACRAMENTO VALLEY SCHOLASTIC	01-5800		760.00
3005-349715	03/24/2026	SYSKO FOOD SVCS OF SACRAMENTO	13-4300	383.16	
			13-4700	2,271.90	2,655.06
3005-349911	03/26/2026	Assoc of CA School Admin Region 1,2,3,4	01-5300		300.00
3005-350331	03/31/2026	COLLECTIVE IMPACT SOLUTIONS	01-5800		52,588.80
3005-350332	03/31/2026	ACCULARM SECURITY SYSTEMS	01-5604		1,158.00
3005-350333	03/31/2026	AMAZON FULLFILLMENT SERVICES	01-4300	2,435.10	
			12-4333	122.23	2,557.33
3005-350334	03/31/2026	COGENT SOLUTIONS & SUPPLIES	13-4300		514.23
3005-350335	03/31/2026	DAWSON OIL	01-4309		789.54
3005-350336	03/31/2026	GLOBAL OFFICE	01-4300	91.78	
			01-5602	9,531.03	
			12-5602	118.80	9,741.61
3005-350337	03/31/2026	GOLD STAR FOODS	13-4300	909.29	
			13-4700	4,644.53	
			13-4720	21.60	5,575.42
3005-350338	03/31/2026	HD SUPPLY	01-4300		119.87
3005-350339	03/31/2026	HOBART NORCAL RESTAURANT SUP	13-5600		475.00
3005-350340	03/31/2026	OFFICE DEPOT	01-4300		34.17
3005-350341	03/31/2026	PACE ANALYTICAL	01-5503		223.80
3005-350342	03/31/2026	PAUL DONOHO ENVIRONMENTAL	40-6280		850.00
3005-350343	03/31/2026	PRO PACIFIC FRESH CHICO PRODUCE INC	13-4300	154.68	
			13-4700	3,768.24	3,922.92
3005-350344	03/31/2026	PRODUCERS DAIRY FOODS	13-4700		2,760.96
3005-350345	03/31/2026	SHARPS LOCKSMITHIG GARAGE DOOR	01-4300		4,905.33
3005-350346	03/31/2026	SYSKO FOOD SVCS OF SACRAMENTO	13-4300	285.22	
			13-4700	3,546.75	3,831.97
3005-350347	03/31/2026	UNITED BUILDING CONTRACTORS	40-6125		338,187.81
3005-350348	03/31/2026	VERIZON WIRELESS SERVICES	01-5900		631.57
3005-350349	03/31/2026	Coleman, Mark E	01-4300		174.52
3005-350350	03/31/2026	Napoli, Kristen L	01-5200		2,433.77
3005-350351	03/31/2026	Maturino, Frank L	01-4300		186.27
3005-350352	03/31/2026	Ruff, Angela B	01-4300		131.65
3005-350353	03/31/2026	Fox, Melanie R	01-4300		373.08
3005-350354	03/31/2026	Greathouse, Kelsi L	01-4300		43.18
3005-350355	03/31/2026	Flores, Bianca Y	12-4300		10.21
3005-350356	03/31/2026	Leonard, Tracy L	01-4300		174.40
3005-350357	03/31/2026	Mayfield, Amy K	Cancelled		317.29 *
Cancelled on 04/06/2026, Cancel Register # AP04072026					
3005-350358	03/31/2026	Hudson, Janeene L	12-4300	233.35	
			12-5800	396.00	629.35

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**Checks Dated 03/01/2026 through 03/31/2026**

Check Number	Check Date	Pay to the Order of	Fund-Object	Expensed Amount	Check Amount
			<b>Total Number of Checks</b>	<b>202</b>	<b><u>1,105,403.78</u></b>

	Count	Amount
Cancel	1	317.29
Net Issue		<u>1,105,086.49</u>

**Fund Recap**

Fund	Description	Check Count	Expensed Amount
01	GeneralFund	162	635,346.55
12	ChildDevelopmentFund	17	21,354.82
13	CafeteriaSpecialRevenueFund	25	80,082.66
25	CapitalFacilitiesFund	1	6,150.00
35	CountySchoolFacilitiesFund	3	11,930.65
40	SpecResCapitalOutlayFund	5	350,221.81
Total Number of Checks		<b>201</b>	1,105,086.49
Less Unpaid Tax Liability			.00
<b>Net (Check Amount)</b>			<b><u>1,105,086.49</u></b>

**AGREEMENT FOR SPECIAL SERVICES**  
**Butte County Count Play Explore (CPE) Professional Learning Cohort**  
**Butte County Office of Education**  
**And**  
**Palermo Union Elementary School District**

**1) General**

This Agreement for Special Services (“Agreement”) is entered into between Butte County Office of Education (“BCOE”) and Palermo Union Elementary School District (“District”) as partners in the Butte County Count Play Explore (CPE) Professional Learning Cohort as of April 1, 2026.

**2) Purpose**

Butte County Office of Education (BCOE), in cooperation with Fresno County Superintendent of Schools and the AIMS Center for Math and Science Education, was awarded a grant in support of the Two-Year CPE Professional Learning and Coaching Cohort.

This funding is intended to provide professional learning and coaching opportunities for individuals working with children birth through 3rd grade who are interested in strengthening their skills in early mathematics and science (including computer science) education. The Initiative will deliver resources, communications and professional learning that will improve immediate and long-term mathematical and science outcomes for children.

The purpose of this Agreement is to establish a formal relationship to distribute funding between BCOE and the District and to set forth the operative conditions and fiscal responsibilities that govern this partnership.

**A) Responsibilities**

**BCOE agrees to the following:**

1. Define participation criteria: Priority will be given to individuals employed in a district or licensed child care facility within the attendance boundaries of Gridley, Manzanita, and Palermo School Districts or employed by Butte County Office of Education. Individuals must provide care and/or education to children birth to third grade in Butte County;
2. Facilitate four professional learning sessions;
3. Facilitate five, one-hour virtual group technical assistance (TA) / coaching sessions with CPE facilitators;
4. Establish and maintain accurate records and reports;
5. Process payment to District for stipends to participating teachers after the completion of trainings and coaching sessions in the amount of \$1,250 per participating teacher. See Exhibit A “Participant List”;
6. Provide Instructional materials related to each training topic provided to support application of concepts;
7. Provide a completion certificate for each participating teacher;
8. Provide final confirmation of stipend amounts by May 22, 2026

**District agrees to the following:**

1. Issue a one thousand two hundred fifty dollar (\$1,250) stipend, inclusive of benefits, to each participating teacher that completes their training and coaching obligations.
  - i. professional development trainings (4) and coaching sessions (5).

#### **4) Other Conditions**

Any and all products developed by BCOE and/or via the Program are the exclusive property of BCOE. District, their employees, staff, and subcontractors shall not have the right to disseminate, market, or otherwise use the products without the written permission of BCOE.

#### **5) Relationship of the Parties**

Each party enters into this Agreement as, and shall continue to be, independent agencies. Under no circumstances shall the District, or any District employee or contractor (collectively, the "District Parties") be considered an employee of BCOE within the meaning of any federal, state, or local law or regulation including, but not limited to, laws or regulations governing unemployment insurance, old age benefits, workers' compensation, industrial illness or accident coverage, taxes, or labor and employment in general. Under no circumstances shall District Parties look to BCOE as an employer. District Parties shall not be entitled to any benefits accorded to BCOE employees, including, without limitation, workers' compensation, disability insurance, vacation or sick pay.

#### **6) Term**

The effective date of this Agreement is **April 1, 2026**. This Agreement will be in effect until **June 30, 2026**. The terms of this Agreement shall remain in force unless mutually amended. Either party may terminate this Agreement upon written notice no later than thirty (30) days prior to the effective date.

#### **7) Indemnification**

District shall and does hereby indemnify, defend, and hold harmless BCOE, and BCOE's officers, employees, agents and representatives from and against any and all claims, demands, losses, costs, expenses, obligations, liabilities and damages, including, without limitation, interest, penalties, and reasonable attorney fees and costs, that BCOE may incur or suffer and that rise from, or are related to any breach or failure of District to perform any of the representations, warranties and agreements contained in this Agreement.

#### **8) California Law**

This Agreement shall be governed by and the rights, duties and obligations of the parties shall be determined and enforced in accordance with the laws of the State of California. The parties further agree that any action or proceeding brought to enforce the terms and conditions of this Agreement shall be maintained in Butte County, California.

#### **9) Rules and Regulations**

All rules and regulations of each party's Governing Board and all federal, state, and local laws, ordinances and regulations are to be observed strictly by staff members providing services pursuant to this Agreement.

#### **10) Notice**

Any notice required or permitted to be given under this Agreement shall be deemed to have been given, served and received if given in writing and either personally delivered or deposited in the United States mail, registered or certified mail, postage prepaid, return receipt required, or sent by overnight delivery service, or facsimile or electronic transmission, addressed as follows:

**If to BCOE**

Butte County Office of Education  
ATTN: Michelle Lucero  
1870 Bird Street  
Oroville, CA 95965  
(530) 532-5763  
EMAIL: mlucero@bcoe.org

**If to District**

Palermo Union Elementary School District  
ATTN: Gary Rogers  
7390 Bulldog Way  
Palermo, CA 95968  
Phone: (530) 533-4842  
EMAIL: grogers@palermok8.org

**11) Entire Agreement of Parties**

This Agreement constitutes the entire agreement between the parties and supersedes all prior discussions, negotiations and agreements, whether oral or written. This Agreement may be amended or modified only by a written instrument by both parties.

SIGNATURES ON FOLLOWING PAGE

IN WITNESS WHEREOF, the Parties have executed this Agreement on the date indicated below.

BCOE:

Palermo Union Elementary School District:

Dated: \_\_\_\_\_

Dated: \_\_\_\_\_

**Butte County Count Play Explore (CPE)  
Professional Learning Cohort**

\_\_\_\_\_  
SIGNATURE

\_\_\_\_\_  
SIGNATURE OF AUTHORIZED DISTRICT OFFICIAL

Mary Sakuma

\_\_\_\_\_  
PRINT NAME

\_\_\_\_\_  
PRINT NAME

Superintendent

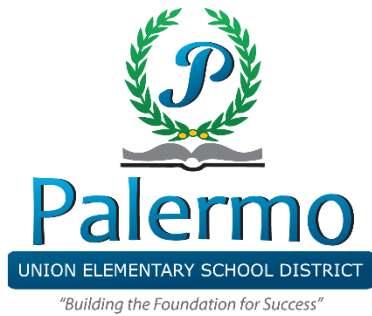
\_\_\_\_\_  
PRINT TITLE

Superintendent

\_\_\_\_\_  
PRINT TITLE

**Exhibit A  
Participant List**

<b>First Name</b>	<b>Last Name</b>	<b>Site/Program work location:</b>
Janeene	Hudson	Palermo Preschool
Ronda	Rodriguez	Palermo Preschool
Molly	Sasek	Palermo Preschool
Daylyn	Addams	Helen Wilcox
Ayla	Mann	Helen Wilcox
Jennifer	Wright	Helen Wilcox



# Memo

**To: Board Members**  
**From: Ruthie Anaya, Assistant Superintendent of Business**  
**Date: April 15, 2026**  
**Re: Skilled and Trained Workforce Reports**

## **Background Information**

As a part of our Lease Leaseback Contract (LLB) with the Helen Wilcox Elementary School Transitional Kindergarten/ Kindergarten Classroom Building Project Contractor, the District requires each Contractor to submit a Monthly Workforce Report to the Board of Education. This report will demonstrate compliance by the Contractor and its Subcontractors at every tier with the skilled workforce requirements described in Education Code section 17407.5 (“Workforce Report(s)”).

It is requested that the Board of Education approve the Skilled and Trained Workforce reports for January through February 2026.

## **Fiscal Implications**

If the Contractor fails to provide a Workforce Report or provides a Workforce Report that is incomplete, the District shall withhold further payments until the Contractor provides a complete Workforce Report for that month.

If the Contractor provides a Workforce Report that does not demonstrate that each apprenticeable occupation (as defined in Education Code section 17407.5) has met the applicable participation level, the District shall withhold further payments until the Contractor provides a plan to achieve substantial compliance the requirements of the Workforce Report, with respect to the relevant apprenticeable occupation, prior to Completion of the Contract.

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

Unless the Lease-Leaseback Entity is exempt, the following report must be provided to the District's Board by the Lease-Leaseback Entity for itself and all subcontractors of every tier, on a monthly basis while the Project is being performed. Receipt of the report is a condition on payment of lease payments under the Facilities Lease, and, as mandated by Education Code section 17407.5 (c)(1)(B), the District must immediately cease making lease payments if a compliant report is not provided, and until a compliant report is submitted.

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: January 2026

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

Subcontractor (all tiers)	License Number	Monthly	Average	Note
Alcal Specialty Contractors	815286	50.0%	50.0%	Letter of non-compliance to follow
All American Construction (Operator)	948762	50.0%	47.8%	
Conley & Sons Construction	1069300	100.0%	100.0%	
Firebolt Electrical	837554	100.0%	100.0%	
Robert Boeger (Lathers)	319451	75.0%	75.0%	
Robert Boeger (Plasterers)	319451	100.0%	100.0%	
Solano County Roofing	495355	75.0%	79.0%	
Topnotch Mechanical	972009	38.9%	35.95%	Union letter supplied
UBC (Equipment Operator)	679303	100.0%	100%	
UBC (Laborer)	679303	66.7%	93.3%	
WWF Contractors Corp	418113	100.0%	93.5%	

Dated: 4/1/26

Company: United Building Contractors, Inc.

Signature: *Monique Gomez*

Title: Monique Gomez, Compliance Coordinator

This report is a public record under the California Public Records Act, Government Code sections 6250 et seq., and is open to public inspection.

### EXPLANATION AND COMPLIANCE PLAN

If the above report shows the required percentages were not met during the month for any contractor or trade, explain why the percentages were not met and how they will be met by the end of the construction phase of the Term.

Note: Alcal Specialty- A formal letter of non-compliance will be issued under separate cover.

Topnotch Mechanical did not meet the required percentage and supplied a letter from their union.

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: JAN 2026			
SUBCONTRACTOR: Alcal Specialty Contracting, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	2	0	2	1	1	50.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Arlet Diaz, the undersigned, am the Account Representative (position in business) with the authority to act for and on behalf of Alcal Specialty Contracting, Inc. (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: 

Date: 2/5/2026



February 9, 2026

**CONTRACTOR COMPLIANCE LETTER FOR SKILLED AND TRAINED WORKFORCE**  
**– Helen Wilcox TK Classroom Bldg**

To Whom it May Concern,

For the month of January 2026, Alcal Specialty Contracting, Inc. did not meet the Skilled and Trained workforce requirements of 60% skilled journeypersons due to the limited crew available. Due to a limited available crew, one of the two journeymen who worked onsite is only trained and not a graduate.

However, Alcal is fully capable of meeting the goal of 60%, as we do employ Skilled and Trained journeypersons and will work on ensuring that going forward our workforce on the job are Skilled and Trained journeypersons.

If you have any questions, please do not hesitate to reach out to me.

Thank you,

A handwritten signature in blue ink that reads "Arlet Diaz".

Arlet Diaz

Account Representative

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January 2026 - Operator			
SUBCONTRACTOR: All-American Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	<b>Total Workers (or Hours) on Project</b>	<b>Registered Apprentices (or Apprentices' Hours)</b>	<b>Journeypersons</b>			
			<b>Total Journeypersons (or Journeypersons' Hours)</b>	<b>Journeypersons with on-the Job Training (or Journeypersons' Hours)</b>	<b>Graduates of Apprenticeship Program (or Apprentices' Hours)</b>	<b>Percentage of Journeyperson Work Performed by Graduates**</b>
<b>By Number of Workers</b>	0	0	0	0	0	#DIV/0!
<b><u>OR</u></b>						
<b>By Number of Hours</b>	45	13	32	16	16	50.0%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Elizabeth Stokes, the undersigned, am the Office Manager (position in business) with the authority to act for and on behalf of All-American Construction, Inc. (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Paradise Unified School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: 

Date: 2/18/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: JANUARY 2026			
SUBCONTRACTOR: Conley & Sons Construction						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>	5	0	5	0	5	100.0%
By Number of Hours	216	0	216	0	216	100.0%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Kelly Conley, the undersigned, am the Administration/Compliance Coordinator with the authority to act for and on behalf of Conley & Sons Construction, I certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: 

Date: 2/17/2026



**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January 2026 - LATHERS			
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	<b>Skilled and Trained Workforce</b>				
		Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	6	2	4	1	3	75.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Heather Malovich, the undersigned, am the Office Manager (*position in business*) with the authority to act for and on behalf of Robert Boeger Plastering, Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Heather Malovich

Date: 2/4/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January 2026 - PLASTERERS			
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	<b>Skilled and Trained Workforce</b>				
		Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	5	2	3	0	3	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Heather Malovich, the undersigned, am the Office Manager (*position in business*) with the authority to act for and on behalf of Robert Boeger Plastering, Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Heather Malovich

Date: 2/4/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: January 2026		
SUBCONTRACTOR: Solano County Roofing, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>	5	1	4	1	3	75.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, \_\_\_\_\_ Sierra Solbrack \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Secretary \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Solano County Roofing, Inc. \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: \_\_\_\_\_ 

Date: 2/4/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January 2026			
SUBCONTRACTOR: Top Notch Mechanicals Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>			0			#DIV/0!
By Number of Hours	36	14	36	22	14	38.9%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Alot Marchadesch, the undersigned, am the Finance Manager (*position in business*) with the authority to act for and on behalf of Top Notch Mechanicals Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Alot Marchadesch

Date: 02/05/2026



February 5, 2026

Alot Marchadesch  
1060 National Dr., Suite 7  
Sacramento CA 95834

Dear Mr. Marchadesch,

Please let this letter serve as certification that Topnotch Mechanical is a signatory contractor that has agreed to train and employ apprentices from the Northern California Valley Sheet Metal Training Center. We are an approved California DAS and USA DOL apprenticeship program that has maintained a 73.6% average completion rate during the past 5 years.

If you have any questions, feel free to contact me.

Sincerely,

Alex Tiechner  
Administrator

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January, 2026			
SUBCONTRACTOR: UBC-Equipment Operator						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	1	0	1	0	1	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Monique Gomez, the undersigned, am the Compliance Coordinator  
(position in business) with the authority to act for and on behalf of United Building Contractors (name of business  
and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Monique Gomez

Date: 4/1/26

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January, 2026			
SUBCONTRACTOR: UBC-Laborers						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>	1	0	1	0	1	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND  
Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.  
If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and  
Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Monique Gomez, the undersigned, am the Compliance Coordinator  
*(position in business)* with the authority to act for and on behalf of United Building Contractors *(name of business and/or contractor)*, certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: *Monique Gomez*

Date: 4/1/26

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: January 2026			
SUBCONTRACTOR: WWF Contractors Corp						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>			0			#DIV/0!
By Number of Hours	4		4		4	100.0%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Julie Humbert, the undersigned, am the Office Manager (*position in business*) with the authority to act for and on behalf of WWF Contractors Corp (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Julie Humbert

Date: 2/4/2026

## Monthly Skilled and Trained Workforce Report

Education Code § 17407.5

Unless the Lease-Leaseback Entity is exempt, the following report must be provided to the District's Board by the Lease-Leaseback Entity for itself and all subcontractors of every tier, on a monthly basis while the Project is being performed. Receipt of the report is a condition on payment of lease payments under the Facilities Lease, and, as mandated by Education Code section 17407.5 (c)(1)(B), the District must immediately cease making lease payments if a compliant report is not provided, and until a compliant report is submitted.

Project Name: Helen Wilcox Elementary Transitional Kindergarten Building

Month/Year: February, 2026

% of Journeymen who  
graduated from an  
approved apprenticeship  
program

<b>Subcontractor (all tiers)</b>	<b>License Number</b>	<b>Monthly</b>	<b>Average Note</b>
Applied finishes	1022434	100.0%	100.0%
Conley & Sons Construction	1069300	100.0%	100.0%
Eric Ross Tile	689398	48.4%	48.4%
Firebolt Electrical	837554	100.0%	100.0%
Robert Boeger (Plasterers)	319451	66.7%	83.35%
Robert Boeger (Plaster Tenders)	319451	100.0%	100.0%
Rock Creek (Cement Mason)	883815	9.2%	43.58% Non-compliance letter attached
Sierra Landscape	960867	0.0%	4.00% Non-Compliance letter to follow
Solano County Roofing	495355	75.0%	78.98%
Tec-Com	769824	66.7%	66.7%
Topnotch Mechanical	972009	25.0%	32.76% Union Letter Supplied
UBC (Equipment Operator)	679303	100.0%	100%
UBC (Laborer)	679303	100.0%	92.6%

Dated: 04/08/2026

Company: United Building Contractors, Inc.

Signature: *Monique Gomez*

Title: Monique Gomez, Compliance Coordinator

This report is a public record under the California Public Records Act, Government Code sections 6250 et seq., and is open to public inspection.

### EXPLANATION AND COMPLIANCE PLAN

If the above report shows the required percentages were not met during the month for any contractor or trade, explain why the percentages were not met and how they will be met by the end of the construction phase of the Term.

Note: Rock Creek- Non-Compliance letter is attached

Sierra Landscape- A formal letter of non-compliance will be issued under separate cover

Topnotch Mechanical- Did not meet the required percentage and supplied a letter from their union.

EXHIBIT "A"

SKILLED AND TRAINED WORKFORCE COMPLIANCE REPORT  
FOR WORK PERFORMED  
ON OR AFTER JANUARY 1, 2018 AND BEFORE JANUARY 1, 2019  
(Education Code §17407.5 and Public Contract Code §§2600-2602)

Owner: Palermo Union Elementary School District

Contract: TK Classroom - Helen Wilcox ES

The undersigned declares:

I am the Compliance admin of Applied Finishes, Inc, the "Contractor"  or a subcontractor  to the "Contractor" (check one) on the Project identified above. I hereby certify that during the month of February, 2026, there were a total of 1 workers employed by my company in the apprenticeable occupation of painters and these workers performed a total of 40 hours of work within this apprenticeable occupation. I certify that all of these workers in this apprenticeable occupation are either skilled journeypersons or apprentices registered in an apprenticeship program approved by the Department of Industrial Relations (DIR), and that all of these hours performed in this apprenticeable occupation were performed by such skilled journeypersons and apprentices.

I also certify as to either Section A, B, or C for this apprenticeable occupation [check applicable box]:

A. Exemption from Percentage Compliance

Of the above total number of hours of work performed by workers employed by \_\_\_\_\_ in this apprenticeable occupation this month, \_\_\_\_\_ ( ) were performed by skilled journeypersons, which is less than the statutory threshold of ten (10) hours.

*In the alternative*, the work was in one of the following occupations, which is exempt from the percentage compliance requirements for skilled journeypersons: acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.

B. Percentage Compliance by Number of Workers

1. Of the above total number of workers employed by my company in this apprenticeable occupation this month, 0 (0%) were apprentices registered in an apprenticeship program approved by the DIR.

2. Of the above total number of workers employed by my company in this apprenticeable occupation in this month, 1 were skilled journeypersons. Included in these skilled journeypersons are the following:

a. 1 who are graduates of an apprenticeship program for the applicable occupation (as defined in Section 13 of the Agreement); and

b. \_\_\_\_\_ who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved \_\_\_\_\_ by the DIR before January 1, 1995, for this apprenticeable occupation; and (b) \_\_\_\_\_ these workers commenced working in this apprenticeable occupation before \_\_\_\_\_ DIR approval of an apprenticeship program for that occupation in the county in \_\_\_\_\_ which the Project is located.

**EXHIBIT "A" (Continued)**

The combined number of skilled journeypersons listed in Section B.2(a) and (b) is 40% or more of the total number of skilled journeypersons identified above, with no more than half of this percentage requirement being satisfied by the number of skilled journeypersons listed in Section B.2.b.

**C. Percentage Compliance by Number of Hours**

1. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation this month, \_\_\_\_\_ hours were performed by apprentices registered in an apprenticeship program approved by the DIR.
2. Of the above total number of hours of work performed by workers employed by my company in this apprenticeable occupation in this month, \_\_\_\_\_ hours were performed by skilled journeypersons. Included in these hours are the following:
  - a. \_\_\_\_\_ hours performed by graduates of an apprenticeship program for the applicable occupation; and
  - b. \_\_\_\_\_ hours performed by skilled journeypersons who are not graduates of an approved apprenticeship program for this apprenticeable occupation, but (a) no apprenticeship program had been approved by the DIR before January 1, 1995, for this apprenticeable occupation; (b) these workers commenced working in this apprenticeable occupation before DIR approval of an apprenticeship program for that occupation in the county in which the Project is located.

The combined hours of work performed by skilled journeypersons listed in Section C.2(a) and (b) is 40% or more of the total number of hours of work performed by skilled journeypersons identified above, with no more than half of this percentage requirement being satisfied by the hours performed by skilled journeypersons listed in Section C.2.b.

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on April 6<sup>th</sup>, 2026 at Chico [city], California.

Taylor Downing  
[Name]

I declare under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that this declaration is executed on April 6<sup>th</sup>, 2026 at Chico [city], California.

T. Downing  
[Name]

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: FEBUARY 2026			
SUBCONTRACTOR: Conley & Sons Construction						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	2	0	2	0	2	100.0%
By Number of Hours	112	0	112	0	112	100.0%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Kelly Conley, the undersigned, am the Administration/Compliance Coordinator with the authority to act for and on behalf of Conley & Sons Construction, I certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the information contained herein is true and correct.

Signature: \_\_\_\_\_

Date: 4/7/2026



Kelly Conley

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: FEBRUARY 2026		
SUBCONTRACTOR: ERIC ROSS TILE COMPANY INC						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>		<b>Skilled and Trained Workforce</b>				
		<b>Journeypersons</b>				
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>			0			#DIV/0!
By Number of Hours	57.5	18.75	38.75	20	18.75	48.4%

\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, NIKKI ANDERSON the undersigned, am the PAYROLL ADMIN (position in business) with the authority to act for and on behalf of ERIC ROSS TILE COMPANY INC (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: 

Date: 4/6/2026



**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February 2026 - PLASTERERS			
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	5	2	3	1	2	66.7%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Heather Malovich, the undersigned, am the Office Manager (*position in business*) with the authority to act for and on behalf of Robert Boeger Plastering, Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Heather Malovich

Date: 2/27/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February 2026 - PLASTER TENDERS			
SUBCONTRACTOR: Robert Boeger Plastering, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	Total Workers (or Hours) on Project	<b>Skilled and Trained Workforce</b>				
		Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	2	0	2	0	2	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Heather Malovich, the undersigned, am the Office Manager (*position in business*) with the authority to act for and on behalf of Robert Boeger Plastering, Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Heather Malovich

Date: 2/27/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February 2026 - Cement Mason			
SUBCONTRACTOR: Rock Creek Construction, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <i>OR</i>	0	0	0	0	0	#DIV/0!
By Number of Hours	268.5	8	260.5	236.5	24	9.2%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Lynda Cameron, the undersigned, am the Payroll Supervisor (*position in business*) with the authority to act for and on behalf of Rock Creek Construction, Inc. (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Lynda Cameron

Date: 3/5/26

Printed Name: Lynda Cameron  
 DN: cn=Lynda Cameron, o=Lynda Cameron, c=United States, ou=Rock Creek  
 Organization: Rock Creek Construction, Inc.  
 Email: Lynda.Cameron@rockcreekconstruction.com  
 Title: Payroll Supervisor  
 Date: 3/5/2026 07:34:59



(530) 514-4868 PO Box 3666 Chico, CA 95927  
CA Lic. # 883815 DIR #1000038332 [bryan@rockcreekconstructioninc.com](mailto:bryan@rockcreekconstructioninc.com)

**April 6, 2026**

**CONTRACTOR COMPLIANCE FOR SKILLED AND TRAINED WORKFORCE – HELEN WILCOX ELEMENTARY**

Issue: Contractor did not meet compliance for graduated apprenticeship in the Cement Mason craft for February 2026.

Law: Pursuant to SB 693, contractor is allowed to provide a plan to achieve compliance prior to the completion of the contract or project, rather than be penalized for noncompliance if the contractor is found to be out of compliance.

**COMPLIANCE PLAN**

Rock Creek Construction, Inc. is signatory to the Cement Masons, Carpenters and Laborers Union. This month our five cement mason employees that are registered apprentices took classes and three of those employees will be graduated apprentices in a week or so. We recently had another Carpenter employee enroll in the apprentice program. Rock Creek also plans to make a more concentrated effort to move more of our STWF to this project.

Last week we contacted both the Cement Mason and Laborers Union to do some local training and we are hoping to get the balance of our workforce in the accelerated apprenticeship program. This will allow us to have a larger base of skilled and trained workers in order to meet the Skilled and Trained workforce requirements.

100% of Rock Creek’s total workforce has on the job experience that far exceeds the number or hours required to be a journeyworker, and we continue to strive to get more of them skilled and trained.

Rock Creek’s project percentage of craft hours for the month of February 2026 are as follows:

	Cement Mason – 30%	Carpenter – 30%	Laborer – 60%
February 2026	9.2%	N/A%	N/A%

Thank you,  
*L. Cameron*  
Lynda Cameron

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February 2026			
SUBCONTRACTOR: Sierr Landscape & Maintenance, INC.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	<b>Journeypersons</b>				
		Registered Apprentices (or Apprentices' Hours)	Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers <u>OR</u>	8	0	8	8	0	0.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

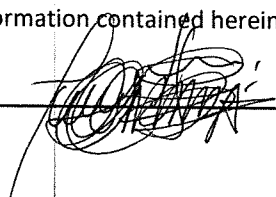
\*\* 60% of all skilled journeypersons **MUST** be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Maria Frias, the undersigned, am the Contract Administrator *(position in business)* with the authority to act for and on behalf of Sierra Landscape & Maintenance, Inc. *(name of business and/or contractor)*, certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

3/26/26

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District				PROJECT NAME: Helen Wilcox TK Classroom Building		
CONTRACTOR: United Building Contractors, Inc.				MONTH, YEAR: Febreuary 26		
SUBCONTRACTOR: Solano County Roofing, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>	6	2	4	1	3	75.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, \_\_\_\_\_ Sierra Solbrack \_\_\_\_\_, the undersigned, am the \_\_\_\_\_ Secretary \_\_\_\_\_ (*position in business*) with the authority to act for and on behalf of \_\_\_\_\_ Solano County Roofing, Inc. \_\_\_\_\_ (*name of business and/or contractor*), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: \_\_\_\_\_  \_\_\_\_\_

Date: 3/4/2026

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February 2026			
SUBCONTRACTOR: Tec-Com Low Voltage Solutions, Inc.						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <i>OR</i>	3	1	2	1	1	50.0%
By Number of Hours	80	32	48	16	32	66.7%

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I,     Lisa Elkins    , the undersigned, am the     Bookkeeper      
(position in business) with the authority to act for and on behalf of     Tec-Com Low Voltage Solutions, Inc.     (name of  
business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the  
originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature:     Lisa Elkins    

Date:     04/06/2026





February 5, 2026

Alot Marchadesch  
1060 National Dr., Suite 7  
Sacramento CA 95834

Dear Mr. Marchadesch,

Please let this letter serve as certification that Topnotch Mechanical is a signatory contractor that has agreed to train and employ apprentices from the Northern California Valley Sheet Metal Training Center. We are an approved California DAS and USA DOL apprenticeship program that has maintained a 73.6% average completion rate during the past 5 years.

If you have any questions, feel free to contact me.

Sincerely,

Alex Tiechner  
Administrator

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February, 2026			
SUBCONTRACTOR: UBC-Equipment Operator						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers	1	0	1	0	1	100.0%
<u>OR</u>						
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson. If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Monique Gomez, the undersigned, am the Compliance Coordinator (position in business) with the authority to act for and on behalf of United Building Contractors (name of business and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Monique Gomez

Date: 4/2/26

**SKILLED AND TRAINED WORKFORCE WORKSHEET FOR SUBCONTRACTOR**

DISTRICT: Palermo Union Elementary School District			PROJECT NAME: Helen Wilcox TK Classroom Building			
CONTRACTOR: United Building Contractors, Inc.			MONTH, YEAR: February, 2026			
SUBCONTRACTOR: UBC-Laborers						
	<b>A**</b>	<b>B</b>	<b>C</b>	<b>D</b>	<b>E</b>	<b>F</b>
<b>ONLY ENTER VALUES IN GREEN CELLS (Columns C &amp; F will populate automatically)</b>	<b>Skilled and Trained Workforce</b>					
	Total Workers (or Hours) on Project	Registered Apprentices (or Apprentices' Hours)	<b>Journeypersons</b>			
			Total Journeypersons (or Journeypersons' Hours)	Journeypersons with on-the Job Training (or Journeypersons' Hours)	Graduates of Apprenticeship Program (or Apprentices' Hours)	Percentage of Journeyperson Work Performed by Graduates**
By Number of Workers  <u>OR</u>	2	0	2	0	2	100.0%
By Number of Hours	0	0	0	0	0	#DIV/0!

**\*\* 60% of all skilled journeypersons MUST be graduates of approved apprenticeship programs; AND**  
**Column (A) must equal Column (B) plus Column (C) [A = B+C] since every worker must be either an apprentice or a skilled journeyperson.**  
**If either of these requirements are not met, the Contractor/Subcontractor is out of compliance and Contractor must attach to this report its plan to achieve substantial compliance.**

**2 Exceptions:**

- 30% for acoustical installer, bricklayer, carpenter, cement mason, drywall installer or lather, marble mason, finisher, or setter, modular furniture or systems installer, operating engineer, pile driver, plasterer, roofer or waterproofer, stone mason, surveyor, teamster, terrazzo worker or finisher, and tile layer, setter, or finisher.
- Not applicable to teamsters.

I, Monique Gomez, the undersigned, am the Compliance Coordinator  
(position in business) with the authority to act for and on behalf of United Building Contractors (name of business  
and/or contractor), certify under penalty of perjury that the records or copies thereof submitted to Palermo Union Elementary School District are the originals or true, full, and correct copies of the originals, and the information contained herein is true and correct.

Signature: Monique Gomez

Date: 4/2/26

# EVENTS CALENDAR

## PALERMO UNION ELEMENTARY SCHOOL DISTRICT

Date	Event	Location	Time
April 23, 2026	Ribbon Cutting/ Helen Wilcox Open House	Helen Wilcox Elementary School	4:45 PM
April 23, 2026	Regular Board Meeting	Golden Hills Elementary School	5:00 PM
May 13, 2026	Regular Board Meeting	District Boardroom	5:00 PM
May 14, 2026	Spring Band Concert	Palermo Middle School	6:00 PM
May 25, 2026	Memorial Day <small>(No students, teachers or staff)</small>		
May 27, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 4, 2026	8th Grade Graduation	Palermo Middle School	9:00 AM
June 10, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 19, 2026	Juneteenth <small>(No students, teachers or staff)</small>		
June 17, 2026	Regular Board Meeting	District Boardroom	5:00 PM
June 24, 2026	Regular Board Meeting	District Boardroom	5:00 PM
July 8, 2026	Regular Board Meeting	District Boardroom	5:00 PM
July 22, 2026	Regular Board Meeting	District Boardroom	5:00 PM
August 12, 2026	Regular Board Meeting	District Boardroom	5:00 PM
August 26, 2026	Regular Board Meeting	District Boardroom	5:00 PM
September 9, 2026	Regular Board Meeting	District Boardroom	5:00 PM
September 23, 2026	Regular Board Meeting	District Boardroom	5:00 PM
October 14, 2026	Regular Board Meeting	District Boardroom	5:00 PM
October 28, 2026	Regular Board Meeting	District Boardroom	5:00 PM
November 11, 2026	Veteran's Day <small>(No students, teachers or staff)</small>		
November 18, 2026	Regular Board Meeting	District Boardroom	5:00 PM
December 16, 2026	Annual Organizational Meeting	District Boardroom	5:00 PM

**PALERMO UNION SCHOOL DISTRICT  
DISTRICT-WIDE DISCIPLINE REPORT:**

February 2025										
INFRACTION In School Suspensions										
Grounds for Suspension/Expulsion										
TK	K	1	2	3	4	5	6	7	8	
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.						1			1	1
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.										
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his designee.										
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.										
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.										
(e) Committed or attempted to commit robbery or extortion.										
(f) Caused or attempted to cause damage to school property or private property.										
(g) Stole or attempted to steal school property or private property.										
(h) Possessed or used tobacco.										
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.							2			
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.										
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.										
(l) Knowingly received stolen school property or private property.										
(m) Possessed an imitation firearm.										
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.										
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.										
(r) Engaged in an act of bullying, including bullying committed through electronic means.										
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)										
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)										
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)										
.7 Made terroristic threats against school officials or school property.										
<b>Total Number of Incidents</b>	0	0	0	0	0	1	0	2	1	1

**PALERMO UNION SCHOOL DISTRICT  
DISTRICT-WIDE DISCIPLINE REPORT:**

<b>INFRACTION</b>	<b>Out of School Suspensions</b>									
<b>Grounds for Suspension/Expulsion</b>	<b>TK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.									1	
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.										
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his Designee.										
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.										
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.										
(e) Committed or attempted to commit robbery or extortion.										
(f) Caused or attempted to cause damage to school property or private property.										
(g) Stole or attempted to steal school property or private property.										
(h) Possessed or used tobacco.										
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.										
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.										
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.										
(l) Knowingly received stolen school property or private property.										
(m) Possessed an imitation firearm.										
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.										
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.										
(r) Engaged in an act of bullying, including bullying committed through electronic means.										
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)										
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)										
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)										
.7 Made terroristic threats against school officials or school property.										
<b>Total Number of Incidents</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>

**PALERMO UNION SCHOOL DISTRICT  
DISTRICT-WIDE DISCIPLINE REPORT:**

<b>INFRACTION</b> <u>Number of referrals to AEP</u>	<b>TK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>Grounds for Suspension/Expulsion</b>										
(a) (1) Caused, attempted to cause, or threatened to cause physical injury to another person.		2	3	3			1	3	2	
(a) (2) Willfully used force or violence upon the person of another, except in self-defense.										
(b) Possessed, sold or otherwise furnished any firearm, knife, explosive, or other dangerous object without written permission from a certificated employee and concurrence by the principal or his Designee.										
(c) Unlawfully possessed, used, sold, or otherwise furnished or been under the influence of any controlled substance, alcoholic beverage, or intoxicant of any kind.										
(d) Unlawfully offered or arranged or negotiated to sell any controlled substance, an alcoholic beverage, or intoxicant of any kind, and then sold, delivered or otherwise furnished to any person another liquid substance, or material and represented the liquid, substance or material as a controlled substance, alcoholic beverage, or intoxicant.										
(e) Committed or attempted to commit robbery or extortion.										
(f) Caused or attempted to cause damage to school property or private property.								1	1	
(g) Stole or attempted to steal school property or private property.							1			
(h) Possessed or used tobacco.								3	1	1
(i) Committed an obscene act or engaged in habitual profanity or vulgarity.	1	1		4	1	2	3			
(j) Unlawfully offered, arranged or negotiated to sell any drug paraphernalia.								10	5	3
(k) Disrupted school activities or otherwise willfully defied the valid authority of supervisors, teachers, administrators, or other school personnel engaged in the performance of their duties.			1	6		4	8			
(l) Knowingly received stolen school property or private property.										
(m) Possessed an imitation firearm.										
(n) Committed or attempted to commit a sexual assault or committed a sexual battery.										
(o) Harassed, threatened, or intimidated a pupil who is a complaining witness or witness in a school disciplinary proceeding for the purpose of either preventing that pupil from being a witness, or retaliating against that pupil for being a witness, or both.										
(r) Engaged in an act of bullying, including bullying committed through electronic means.							2			
(48900.2) Sexual Harassment (Excluding grades K-3, inclusive)										
(48900.3) Causing, threatening to cause or participating in an act of hate violence. (Excluding grades K-3, inclusive)										
(48900.4) Intentionally engaged in harassment, threats, or intimidation, directed against a pupil or group of pupils, that is sufficiently severe or pervasive to have the actual and reasonably expected effect of materially disrupting class work, creating substantial disorder, and invading the rights of that pupil or group of pupils by creating an intimidating or hostile education environment. (A pupil or pupils enrolled in any of grades 4-12, inclusive.)										
.7 Made terroristic threats against school officials or school property.										
<b>Total Number of Incidents</b>	<b>1</b>	<b>3</b>	<b>4</b>	<b>13</b>	<b>1</b>	<b>6</b>	<b>15</b>	<b>17</b>	<b>9</b>	<b>4</b>

**PALERMO UNION SCHOOL DISTRICT  
DISTRICT-WIDE DISCIPLINE REPORT:**

<b>Number of Days Suspended</b>	<b>TK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
1 Day								1	1	1
2 Days						1		1		
3 Days										
4 Days									1	
5 Days										
<b>Total Days</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>0</b>
Superintendent/Designee Alternative to Suspension/Expulsion # of Students (extensions beyond 5 days)										

**SUMMARY OF BUS VIOLATIONS**

	<b>TK</b>	<b>K</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>
<b>FIRST VIOLATION:</b> Warning by Principal, notification of parent.		1				1				
<b>SECOND VIOLATION:</b> Student will not be permitted on ANY bus for five (5) school days, and until the parents and student have had a conference with the Principal.										
<b>THIRD VIOLATION:</b> Exclusion from riding ANY bus for the remainder of the school year unless reinstated by the Principal.										
<b>FOURTH VIOLATION:</b> Exclusion from riding ANY bus for ANY reason. (Minimum exclusion shall be until the last day of the trimester following the trimester in which the exclusion occurred.)										
<b>TOTAL</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



## Williams Lawsuit Settlement Quarterly Report on Uniform Complaints 2025-2026

<small>DISTRICT NAME</small> <b>Palermo Union Elementary School District</b>	<small>DATE</small> <b>April 13, 2026</b>
<small>PERSON COMPLETING THIS FORM</small> <b>Jessica Coon</b>	<small>TITLE</small> <b>Executive Assistant</b>

Quarter Covered by This Report (Check One Below):

- |                                     |         |                          |                               |
|-------------------------------------|---------|--------------------------|-------------------------------|
| <input type="checkbox"/>            | 1st QTR | July 1 to September 30   | Due: Friday, October 24, 2025 |
| <input type="checkbox"/>            | 2nd QTR | October 1 to December 31 | Due: Friday, January 16, 2026 |
| <input checked="" type="checkbox"/> | 3rd QTR | January 1 to March 31    | Due: Friday, April 17, 2026   |
| <input type="checkbox"/>            | 4th QTR | April 1 to June 30       | Due: Friday, July 17, 2026    |

<small>DATE REPORT WAS PRESENTED TO THE GOVERNING BOARD AT A REGULARLY SCHEDULED MEETING</small> <b>April 23, 2025</b>
---

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:

	Number of Complaints Received in Quarter	Number of Complaints Resolved	Number of Complaints Unresolved
<b>Instructional Materials</b>			
<b>Facilities</b>			
<b>Teacher Vacancy and Misassignment</b>			
<b>TOTAL</b>			

<small>PRINT NAME OF DISTRICT SUPERINTENDENT</small> <b>Gary Rogers</b>		
<small>SIGNATURE OF DISTRICT SUPERINTENDENT</small> 		<small>DATE</small> <b>April 13, 2026</b>

Submit the Quarterly Summary via email to [tnordstrom@bcoe.org](mailto:tnordstrom@bcoe.org)

# Quarterly Report on Williams Uniform Complaints

[Education Code § 35186(d)]

District: Palermo Union Elementary School District

Person completing this form: Jessica Coon

Title: Executive Assistant

Quarterly Report Submission Date:

(check one)

July 2025

October 2025

January 2026

April 2026

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 Misassignments or Vacancies			
Facilities Conditions			
<b>TOTALS</b>			

Print Name of District Superintendent: Gary Rogers

Signature of District Superintendent: 

Date: April 13, 2026

**Send to:** Student Programs and Educational Support  
BCOE | Attn: G. Wilson  
1859 Bird Street, Oroville, CA 95965  
gwilson@bcoe.org or fax 530.532.5762



**STAFF DEVELOPMENT REPORT**  
**March 2026**  
**All totals are approximates.**

Home Visit Training Merlo, Burton, Bean, Tuft BCOE Chico 03/10/26	Fund: N/A	\$0.00
School Ties/McKenny Vento Training Merlo BCOE Chico 02/25/26	Fund: N/A	\$0.00
FSW/EHS Education Specialist Training Heras, Butcher Redding, Ca 04/15-04/17/26	Fund: 1245	\$221.74

		MONTH:	Jan 31-Feb 27			
	BEG BAL	RECEIPTS	DISBURSEMENT	TRNFS	FEE/SVC CH	ENDING BAL
Account Name						
PACE	\$535.68					\$535.68
102 PAL ST BODY	\$8,601.55		(\$600.00)			\$8,001.55
202 SPORTS	\$1,918.21					\$1,918.21
203 Boys Bball	\$1,804.80		(\$259.34)			\$1,545.46
204 Girls Bball	\$260.04					\$260.04
205 REFEREE	\$0.00					\$0.00
300 Yearbook	\$6,564.92	\$270.00				\$6,834.92
402 PAL LIBRARY	\$1,156.25					\$1,156.25
502 BAND	\$6,884.79					\$6,884.79
505 DRILL TEAM	\$303.11					\$303.11
506 6TH GRADE	\$1,376.13					\$1,376.13
507 7TH GRADE	\$151.75					\$151.75
509 8TH GRADE	\$3,565.57					\$3,565.57
511 CLUB LIVE	\$4,565.51					\$4,565.51
512 CHESS CLUB	\$611.96					\$611.96
513 FFA	\$8,963.63	\$3,205.75	(\$292.60)			\$11,876.78
514 Floral	\$10,650.47		(\$2,259.17)			\$8,391.30
Undeposited Funds	\$225.00					\$225.00
	\$58,139.37					\$58,204.01

		MONTH:	March 1 - March 31			
	BEG BAL	RECEIPTS	DISBURSEMENTS	TRNFS	FEE/SVC CHG	ENDING BAL
Account Name						
PACE	\$535.68					\$535.68
102 PAL ST BODY	\$8,001.55		(\$134.37)		(\$1.00)	\$7,866.18
202 SPORTS	\$1,918.21	\$50.00				\$1,968.21
203 Boys Bball	\$1,545.46					\$1,545.46
204 Girls Bball	\$260.04					\$260.04
205 REFEREE	\$0.00					\$0.00
300 Yearbook	\$6,834.92	\$300.00				\$7,134.92
402 PAL LIBRARY	\$1,156.25					\$1,156.25
502 BAND	\$6,884.79	\$1,170.00				\$8,054.79
505 DRILL TEAM	\$303.11					\$303.11
506 6TH GRADE	\$1,376.13					\$1,376.13
507 7TH GRADE	\$151.75					\$151.75
509 8TH GRADE	\$3,565.57		(\$1,537.80)			\$2,027.77
511 CLUB LIVE	\$4,565.51					\$4,565.51
512 CHESS CLUB	\$611.96					\$611.96
513 FFA	\$11,876.78	\$2,245.00	(\$4,780.76)			\$9,341.02
514 Floral	\$8,391.30	\$155.00	(\$2,192.18)			\$6,354.12
Undeposited Funds	\$225.00					\$225.00
	\$58,204.01					\$53,477.90

PALERMO UNION SCHOOL DISTRICT				
ENROLLMENT REPORT				
MONTH SIX	ENROLLMENT PERIOD 1/5/26-1/30/26			
<b>TK</b>			<b>4TH GRADE</b>	
Gutierrez, N	20		Borquez	26
Lewis	18		Collins	25
Teer	19		Dailey	28
Villa	15		Langone	26
	72		Smith	25
			<b>TOTAL</b>	<b>130</b>
<b>KINDERGARTEN</b>			<b>5TH GRADE</b>	
Adams	20		Benson	26
Fairbanks	23		Corkin	28
Hughes	19		Russell	28
Kassel	21		Robertson	28
Neville	22		Sharp	28
Turner	20		<b>TOTAL</b>	<b>138</b>
Butler - Honcut	2			
<b>TOTAL</b>	<b>127</b>			
			<b>6TH GRADE</b>	
<b>1ST GRADE</b>			Aplustill	17
Addams	20		Cotter	18
Dolan	22		Jacobs	16
Fox	21		McCoy, Alfred	18
Mann	22		McCoy, Andrew	18
Santos	21		McCoy, Stephanie	19
Thao	22		Quezada	17
Butler - Honcut	6		Woodbury	20
			<b>TOTAL</b>	<b>143</b>
<b>TOTAL</b>	<b>134</b>			
			<b>7TH GRADE</b>	
<b>2ND GRADE</b>			Crabtree	16
Bidlack	23		Davis	17
Brenner	23		Gomez	16
Cole	23		Greathouse	17
Hartman	22		Maynard	17
Ronan	24		Schmidt	17
Ruff	23		Slaten	19
Butler - Honcut	6		Smithey	17
			<b>TOTAL</b>	<b>136</b>
<b>TOTAL</b>	<b>144</b>			
			<b>8TH GRADE</b>	
<b>3RD GRADE</b>			Barcelos	18
Allsup	21		Fox	19
Brothers	22		Kubecki	20
Galev	21		Maturino	22
Leonard	21		Osmun	21
Mattern	20		Wood	20
Wright	20		Wright	22
Butler - Honcut	2		<b>TOTAL</b>	<b>142</b>
<b>TOTAL</b>	<b>127</b>			
			<b>COMMUNITY DAY SCHOOL</b>	
			Sasaki	7
			<b>TOTAL</b>	<b>7</b>
			<b>SPECIAL EDUCATION</b>	
Fischer- TK- Wilcox	2		<b>HOME STUDY (FTI)</b>	
Fischer - K - Wilcox	1		Palermo	13
Fischer -1- Wilcox	2		Wilcox	1
Fischer - 2- Wilcox	0		Golden Hills	2
Fischer -3- Wilcox	0		Honcut	0
Crabtree - 3 Wilcox	0		<b>TOTAL</b>	<b>16</b>
Beard -4- Golden Hills	0		<b>INDEPENDENT STUDY</b>	
Tauao'o -5- Golden Hills	0		Palermo	6
Andracchio -6- Palermo	0		Wilcox	11
Rogers -7- Palermo	0		Golden Hills	6
Crabtree -8- Palermo	0		Honcut	0
<b>TOTAL</b>	<b>5</b>		<b>TOTAL</b>	<b>23</b>
<b>COMMUNITY DAY SCHOOL</b>				<b>7</b>
<b>HONCUT SCHOOL</b>				<b>16</b>
<b>PALERMO SCHOOL</b>				<b>440</b>
<b>HELEN WILCOX SCHOOL</b>				<b>605</b>
<b>GOLDEN HILLS SCHOOL</b>				<b>276</b>
<b>TOTAL</b>				<b>1344</b>



State of California  
 Commission on Teacher Credentialing  
 Certification Division  
 651 Bannon Street, Suite 601  
 Sacramento, CA 95811

Email: [DON@ctc.ca.gov](mailto:DON@ctc.ca.gov)  
 Website: [www.ctc.ca.gov](http://www.ctc.ca.gov)

## DECLARATION OF NEED FOR FULLY QUALIFIED EDUCATORS

Original Declaration of Need for year: 2026/2027

Revised Declaration of Need for year: \_\_\_\_\_

### FOR SERVICE IN A SCHOOL DISTRICT OR DISTRICT/COUNTY AUTHORIZED CHARTER SCHOOL

Name of District or Charter: Palermo Union Elementary School District District CDS Code: 61523

Name of County: Butte County County CDS Code: 04

By submitting this annual declaration, the district is certifying the following:

- A diligent search, as defined below, to recruit a fully prepared teacher for the assignment(s) was made
- If a suitable fully prepared teacher is not available to the school district, the district will make a reasonable effort to recruit based on the priority stated below

The governing board/body of the school district or charter school specified above adopted a declaration at a regularly scheduled public meeting held on 4 / 23 / 2026 certifying that there is an insufficient number of certificated persons who meet the district's specified employment criteria for the position(s) listed on the attached form. The attached form was part of the agenda, and the declaration did NOT appear as part of a consent calendar.

► **Enclose a copy of the board agenda item**

With my signature below, I verify that the item was acted upon favorably by the board. The declaration shall remain in force until June 30, 2027.

Submitted by (Superintendent, Board Secretary, or Designee):

<b>Gary Rogers</b>		<b>Superintendent</b>
<i>Name</i>	<i>Signature</i>	<i>Title</i>
(530) 532-1048	(530) 533-4842	04/23/2026
<i>Fax Number</i>	<i>Telephone Number</i>	<i>Date</i>

7390 Bulldog Way, Palermo, CA 95968

*Mailing Address*

grogers@palermok8.org

*EMail Address*

### FOR SERVICE IN A COUNTY OFFICE OF EDUCATION, STATE AGENCY OR NONPUBLIC SCHOOL AGENCY

Name of County \_\_\_\_\_ County CDS Code \_\_\_\_\_

Name of State Agency \_\_\_\_\_

Name of NPS/NPA \_\_\_\_\_ County of Location \_\_\_\_\_

The Superintendent of the County Office of Education or the Director of the State Agency or the Director of the NPS/NPA specified above adopted a declaration on \_\_\_/\_\_\_/\_\_\_, at least 72 hours following his or her public announcement that such a declaration would be made, certifying that there is an insufficient number of certificated persons who meet the county's, agency's or school's specified employment criteria for the position(s) listed on the attached form.

The declaration shall remain in force until June 30, \_\_\_\_\_.

► **Enclose a copy of the public announcement**

Submitted by Superintendent, Director, or Designee:

Name	Signature	Title
Fax Number	Telephone Number	Date
Mailing Address		
EMail Address		

► *This declaration must be on file with the Commission on Teacher Credentialing before any emergency permits will be issued for service with the employing agency*

**AREAS OF ANTICIPATED NEED FOR FULLY QUALIFIED EDUCATORS**

Based on the previous year's actual needs and projections of enrollment, please indicate the number of emergency permits the employing agency estimates it will need in each of the identified areas during the valid period of this Declaration of Need for Fully Qualified Educators. This declaration shall be valid only for the type(s) and subjects(s) identified below.

This declaration must be revised by the employing agency when the total number of emergency permits applied for exceeds the estimate by ten percent. Board approval is required for a revision.

Type of Emergency Permit	Estimated Number Needed
CLAD/English Learner Authorization (applicant already holds teaching credential)	4
Bilingual Authorization (applicant already holds teaching credential)	2
List target language(s) for bilingual authorization: <u>Spanish</u>	
Resource Specialist	2
Teacher Librarian Services	1
Emergency Transitional Kindergarten (ETK)	2

**LIMITED ASSIGNMENT PERMITS**

Limited Assignment Permits may only be issued to applicants holding a valid California teaching credential based on a baccalaureate degree and a professional preparation program including student teaching.

Based on the previous year's actual needs and projections of enrollment, please indicate the number of Limited Assignment Permits the employing agency estimates it will need in the following areas. Additionally, for the Single Subject Limited Assignment Permits estimated, please include the authorization(s) which will be requested:

TYPE OF LIMITED ASSIGNMENT PERMIT	ESTIMATED NUMBER NEEDED
Multiple Subject	6
Single Subject	10
Special Education	4
TOTAL	20

**Authorizations for Single Subject Limited Assignment Permits**

SUBJECT	ESTIMATED NUMBER NEEDED	SUBJECT	ESTIMATED NUMBER NEEDED
Agriculture		Mathematics	2
Art		Music	
Business		Physical Education	1
Dance		Science: Biological Sciences	
English	2	Science: Chemistry	
Foundational-Level Math		Science: Geoscience	1
Foundational-Level Science	2	Science: Physics	
Health		Social Science	2
Home Economics		Theater	
Industrial & Technology Education		World Languages (specify)	

**EFFORTS TO RECRUIT CERTIFIED PERSONNEL**

The employing agency declares that it has implemented in policy and practices a process for conducting a diligent search that includes, but is not limited to, distributing job announcements, contacting college and university placement centers, advertising in local newspapers, exploring incentives included in the Teaching as a Priority Block Grant (refer to [www.cde.ca.gov](http://www.cde.ca.gov) for details), participating in state and regional recruitment centers and participating in job fairs in California.

If a suitable fully prepared teacher is not available to the school district, the district made reasonable efforts to recruit an individual for the assignment, in the following order:

- A candidate who qualifies and agrees to participate in an approved internship program in the region of the school district
- An individual who is scheduled to complete initial preparation requirements within six months

**EFFORTS TO CERTIFY, ASSIGN, AND DEVELOP FULLY QUALIFIED PERSONNEL**

Has your agency established a District Intern program?

Yes  No

If no, explain. \_\_\_\_\_

Does your agency participate in a Commission-approved college or university internship program?

Yes  No

If yes, how many interns do you expect to have this year? 3

If yes, list each college or university with which you participate in an internship program.

- CSU, CHico
- CSU, Sacramento
- National University

If no, explain why you do not participate in an internship program.

\_\_\_\_\_  
\_\_\_\_\_



## ANNUAL STATEMENT OF NEED 30-DAY SUBSTITUTE and DESIGNATED SUBJECTS CAREER TECHNICAL EDUCATION 30-DAY SUBSTITUTE TEACHING PERMITS

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### INSTRUCTIONS TO THE EMPLOYER

This statement of need must be filed at the school district office each school year when employing holders of Emergency 30-Day Substitute Permits. The employing agency will complete a single statement of need form (below) and retain the form at the school district office.

The form must be completed annually, indicating that either no credentialed person is available or that those available are not deemed qualified for substitute teaching and details of the circumstances that necessitate the use of emergency permit holders rather than fully credentialed teachers.

This statement of need form does not require listing specific employees or their positions. The form must be signed by the superintendent of the employing school district. It does not need to be co-signed by the county superintendent of schools.

A copy of the form does not need to be submitted to the county or the Commission with each Emergency 30-Day Substitute Teaching Permit application; however, the county superintendent of schools, whose responsibilities include areas such as district payroll or district substitute placement, may request a copy of the district's statement of need form to accurately fulfill these duties.

County superintendent of schools offices employing holders of the Emergency 30-Day Substitute Teaching Permit are also required to annually file, at their office, this completed statement of need form. The county superintendent of schools will sign the form.

The Commission does not require that the school board approve the statement of need. The individual school district may establish its own policy regarding this matter.

*References: California Education Code, Sections 44225 and 44300 and California Code of Regulations, Title 5, Sections 80023, 80025 and 80026*



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**Resolution No. 26-07**

**Resolution on Board Compensation for Missed Meetings**

On the Motion of Member \_\_\_\_\_, Seconded by Member \_\_\_\_\_, the following resolution is adopted:

**WHEREAS**, the Governing Board of the Palermo Union Elementary School District appreciates the services provided by members of the Board and provides compensation for meeting attendance in accordance with Education Code 35120 and Board Bylaw 9250; and

**WHEREAS**, Education Code 35120 provides that the monthly compensation provided to Board Members shall commensurate with the percentage of meetings attended during the month unless otherwise authorized by Board Resolution; and

**WHEREAS**, Education Code 35120 specifies limited circumstances under which the Board is authorized to compensate a Board Member for meetings he/she missed; and

**WHEREAS**, the Board finds that Cody Nissen did not attend the Board Meeting on April 23, 2026, for the following reason:

- Performance of other designated duties for the District during the time of the meeting.
- Illness or jury duty.
- Hardship deemed acceptable by the Board.

**NOW, THEREFORE, BE IT RESOLVED** that the Governing Board hereby authorizes full compensation of the Board Member for the Month of April 2026 in accordance with Education Code 35120 and Board Bylaw 9250.

**PASSED AND ADOPTED** by the Governing Board of the Palermo Union Elementary School District of Butte County, in the State of California, on April 23, 2026 by the following vote:

AYES:

NOES:

ABSTENTIONS:

ABSENCES:

I, Gary Rogers, Secretary of the Governing Board, do hereby certify that the foregoing is a full, true and correct copy of a resolution duly passed and adopted by said Board at a regularly called and conducted meeting held on said date.

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Secretary of the Governing Board

CALIFORNIA DEPARTMENT OF EDUCATION  
**REQUEST FOR ALLOWANCE OF ATTENDANCE DUE TO EMERGENCY CONDITIONS**  
 FORM J-13A, REVISED DECEMBER 2017

**SECTION A: REQUEST INFORMATION**

- This form is used to obtain approval of attendance and instructional time credit pursuant to *Education Code (EC)* sections 41422, 46200, 46391, 46392 and *California Code of Regulations (CCR)*, Title 5, Section 428.
- Only schools that report Principal Apportionment average daily attendance (ADA) for the purpose of calculating a K-12 Local Control Funding Formula (LCFF) entitlement should submit this form.
- Refer to the instructions and frequently asked questions at <https://www.cde.ca.gov/fg/aa/pa/f/13a.asp> for information regarding the completion of this form.

**PART I: LOCAL EDUCATIONAL AGENCY (LEA)**

LEA NAME: <b>Palermo Union School District</b>	COUNTY CODE: <b>4</b>	DISTRICT CODE: <b>61523</b>	CHARTER NUMBER (IF APPLICABLE):
LEA SUPERINTENDENT OR ADMINISTRATOR NAME: <b>Gary Rogers</b>	FISCAL YEAR: <b>2025/26</b>		
ADDRESS: <b>7390 Bulldog Way</b>	COUNTY NAME: <b>Butte</b>		
CITY: <b>Palermo</b>	STATE: <b>CA</b>	ZIP CODE: <b>95968</b>	
CONTACT NAME: <b>Gary Rogers</b>	TITLE: <b>Superintendent</b>	PHONE: <b>530-533-4842 ext. 7</b>	E-MAIL: <b>grogers@palemok8.org</b>

**PART II: LEA TYPE AND SCHOOL SITE INFORMATION APPLICABLE TO THIS REQUEST (Choose only one LEA type):**

<input type="checkbox"/> SCHOOL DISTRICT	<input type="checkbox"/> COUNTY OFFICE OF EDUCATION (COE)
Choose one of the following:	
<input type="checkbox"/> All district school sites	<input type="checkbox"/> All COE school sites
<input checked="" type="checkbox"/> Select district school sites	<input type="checkbox"/> Select COE school sites
<input type="checkbox"/> CHARTER SCHOOL	

**PART III: CONDITION(S) APPLICABLE TO THIS REQUEST:**

<p><input checked="" type="checkbox"/> <b>SCHOOL CLOSURE:</b> When one or more schools were closed because of conditions described in <i>EC</i> Section 41422. LCFF apportionments should be maintained and instructional time credited in Section B for the school(s) without regard to the fact that the school(s) were closed on the dates listed, due to the nature of the emergency. Approval of this request authorizes the LEA to disregard these days in the computation of ADA (per <i>EC</i> Section 41422) without applicable penalty and obtain credit for instructional time for the days and the instructional minutes that would have been regularly offered on those days pursuant to <i>EC</i> Section 46200, et seq.</p> <p><input type="checkbox"/> There was a Declaration of a State of Emergency by the Governor of California during the dates associated with this request.</p>
<p><input type="checkbox"/> <b>MATERIAL DECREASE:</b> When one or more schools were kept open but experienced a material decrease in attendance pursuant to <i>EC</i> Section 46392 and <i>CCR</i>, Title 5, Section 428. Material decrease requests that include all school sites within the school district must demonstrate that the school district as a whole experienced a material decrease in attendance. Material decrease requests for one or more but not all sites within the school district must show that each site included in the request experienced a material decrease in attendance pursuant to <i>EC</i> Section 46392 and <i>CCR</i>, Title 5, Section 428. The request for substitution of estimated days of attendance for actual days of attendance is in accordance with the provisions of <i>EC</i> Section 46392. Approval of this request will authorize use of the estimated days of attendance in the computation of LCFF apportionments for the described school(s) and dates in Section C during which school attendance was materially decreased due to the nature of the emergency.</p> <p><input type="checkbox"/> There was a Declaration of a State of Emergency by the Governor of California during the dates associated with this request.</p>
<p><input type="checkbox"/> <b>LOST OR DESTROYED ATTENDANCE RECORDS:</b> When attendance records have been lost or destroyed as described in <i>EC</i> Section 46391. Requesting the use of estimated attendance in lieu of attendance that cannot be verified due to the loss or destruction of attendance records. This request is made pursuant to <i>EC</i> Section 46391:</p> <p><i>"Whenever any attendance records of any district have been lost or destroyed, making it impossible for an accurate report on average daily attendance for the district for any fiscal year to be rendered, which fact shall be shown to the satisfaction of the Superintendent of Public Instruction by the affidavits of the members of the governing board of the district and the county superintendent of schools, the Superintendent of Public Instruction shall estimate the average daily attendance of such district. The estimated average daily attendance shall be deemed to be the actual average daily attendance for that fiscal year for the making of apportionments to the school district from the State School Fund."</i></p>





CALIFORNIA DEPARTMENT OF EDUCATION  
**REQUEST FOR ALLOWANCE OF ATTENDANCE DUE TO EMERGENCY CONDITIONS**  
FORM J-13A, REVISED DECEMBER 2017

**SECTION D: LOST OR DESTROYED ATTENDANCE RECORDS**

Not Applicable (Proceed to Section E)

**PART I: PERIOD OF REQUEST** The entire period covered by the lost or destroyed records commences with \_\_\_\_\_ up to and including \_\_\_\_\_

**PART II: CIRCUMSTANCES** (Describe below circumstances and extent of records lost or destroyed.)

**PART III: PROPOSAL** (Describe below the proposal to reconstruct attendance records or estimate attendance in the absence of records.)

CALIFORNIA DEPARTMENT OF EDUCATION  
**REQUEST FOR ALLOWANCE OF ATTENDANCE DUE TO EMERGENCY CONDITIONS**  
FORM J-13A, REVISED DECEMBER 2017

**SECTION E: AFFIDAVIT**

**PART I: AFFIDAVIT OF SCHOOL DISTRICT, COUNTY OFFICE OF EDUCATION, OR CHARTER SCHOOL GOVERNING BOARD MEMBERS** – All applicable sections below must be completed to process this J-13A request.  
We, members constituting a majority of the governing board of Palermo Union School District, hereby swear (or affirm) that the foregoing statements are true and are based on official records.

Board Members Names

Debra Hoffman  
Cody Nissen  
Kimberly Tyler  
Justin Younger  
Mark McClarren  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Board Members Signatures

At least a majority of the members of the governing board shall execute this affidavit.

Subscribed and sworn (or affirmed) before me, this 23rd day of April, 2026

Witness: Gary Rogers (Name) \_\_\_\_\_ Title: Superintendent of Butte County, California

**PART II: APPROVAL BY SUPERINTENDENT OF CHARTER SCHOOL AUTHORIZER** (Only applicable to charter school requests)

Superintendent (or designee): \_\_\_\_\_ (Name) \_\_\_\_\_ (Signature) Authorizing LEA Name: \_\_\_\_\_

**PART III: AFFIDAVIT OF COUNTY SUPERINTENDENT OF SCHOOLS**

The information and statements contained in the foregoing request are true and correct to the best of my knowledge and belief.

County Superintendent of Schools (or designee): \_\_\_\_\_ (Name) \_\_\_\_\_ (Signature)

Subscribed and sworn (or affirmed) before me, this \_\_\_\_\_ day of \_\_\_\_\_, \_\_\_\_\_

Witness: \_\_\_\_\_ (Name) \_\_\_\_\_ (Signature) Title: \_\_\_\_\_ of \_\_\_\_\_ County, California

COE contact/individual responsible for completing this section:

Name: \_\_\_\_\_ Title: \_\_\_\_\_ Phone: \_\_\_\_\_ E-mail: \_\_\_\_\_



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**Resolution No. 26-08**

**Temporary Borrowing Between Funds**

**WHEREAS**, the Governing Board of the Palermo Union Elementary School District has determined that there may be insufficient cash to meet current obligations; and

**WHEREAS**, Education Code Section 42603 states:

The governing board of any school district may direct that moneys held in any fund or account may be temporarily transferred to another fund or account of the district for payment of obligations. The transfer shall be accounted for as temporary borrowing between funds or accounts and shall not be available for appropriation or be considered income to the borrowing fund or account. Amounts transferred shall be repaid either in the same fiscal year, or in the following fiscal year if the transfer takes place within the final 120 calendar days of a fiscal year. Borrowing shall occur only when the fund or account receiving the money will earn sufficient income, during the current fiscal year, to repay the amount transferred. No more than 75 percent of the maximum of moneys held in any fund or account during a current fiscal year may be transferred.

**NOW, THEREFORE, BE IT RESOLVED** that in accordance with Education Code Section 42603, moneys may be transferred between funds of the district and repaid in accordance with Education Code Section 42603.

**PASSED AND ADOPTED** by the Palermo Union Elementary School District Governing Board on this 23<sup>rd</sup> day of April, 2026 by the following vote:

**AYES:** \_\_\_\_\_

**NOES:** \_\_\_\_\_

**ABSENT:** \_\_\_\_\_

**ABSTAIN:** \_\_\_\_\_

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Debbie Hoffman  
President of the Governing Board

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Gary Rogers  
Superintendent