

REGULAR MEETING MINUTES OF THE BOARD OF TRUSTEES

EAST NICOLAUS JOINT UNION HIGH SCHOOL DISTRICT
2454 Nicolaus Avenue, Nicolaus, CA 95659

Monday, May 12, 2025
6:00 p.m. Closed Session
6:30 Open Session
Closed Session to follow at end of meeting

Meeting was held in the East Nicolaus High School Spartan Success Center

PROCEDURES TO BE USED IN THE CONDUCT OF REGULAR BOARD OF TRUSTEES MEETINGS:

1. CALL TO ORDER Time: 6:00PM

2. PUBLIC SESSION—ROLL CALL FOR

Tom Engler (President)
Tommy Hintz (Clerk)
David Fales
Jeff Moore
Erin VanDyke

Present	Absent
<u>X</u>	<u> </u>
<u>X</u>	<u> </u>
<u>X</u>	<u> </u>
<u>X</u>	<u> </u>
<u>X</u>	<u> </u>

3. CLOSED SESSION

Time 6:02PM

Prior to breaking into closed session is the time to identify closed session topics of discussion and to allow for public comment on closed session topics. Immediately following public comments, the Board of Trustees will adjourn to closed session.

- PUBLIC EMPLOYEE'S DISCIPLINE/DISMISSAL/RELEASE pursuant to *Government code 54957*
- CONFERENCE WITH LABOR NEGOTIATORS – ENTA, Classified and Management (*Government Code Section 54957.6*)

RECONVENE – CLOSED SESSION REPORT OUT Time 6:44PM

Action taken: Nothing to report

4. PLEDGE OF ALLEGIANCE

5. APPROVAL OF AGENDA

Motion _____ HINTZ _____ Second _____ FALES _____ Vote _____ 5 _____ Abstentions _____ 0 _____

6. PRESENTATION / DISCUSSION

MR. GEIVETT MADE A MODIFICATION TO THE AGENDA TO ADD STUDENT LEADERSHIP AS 6.1.

6.1 Student Leadership Report: Emereana Glenn shared that the staff vs. softball kickball game went well and was well-received by everyone. The only feedback was that visibility of the game was limited for some spectators. CAN night also went smoothly.

6.2 Athletic Handbook Revisions (2nd reading): Gillespie read through the first round of handbook revisions.

Moore stated he is not ready to approve the handbook. He would like to see changes made to:

Implement a "No F, No Play" policy.

Allow teachers to deem a student ineligible for athletics or extracurricular activities.

Require mandatory grade checks.

VanDyke supports the grade check requirement and the "No F, No Play" policy.

Engler also agrees with the "No F, No Play" policy. He emphasized the importance of:

Coaches being on board with tracking athlete gear inventory.

Monitoring practice attendance by coaches.

Hintz believes the current single-strike vaping policy should be stricter, as many times this is the only opportunity we have to address the behavior.

VanDyke agrees that the vaping policy should be harsher—suggested a 6-month suspension or at least for the full season. She clarified that this policy should apply to all students, not just athletes.

Fales explained the current policy and agreed that a stricter consequence could help deter vaping and send a stronger message. He noted that more input would be needed on what the revised policy would entail. He also stated that coaches should support the enforcement of the policy.

Engler emphasized the growing issue of vaping and the lack of success from current interventions. While he supports disciplinary measures, he cautioned against completely removing students from sports, as that could be counterproductive. He prefers Option 6, which allows students a pathway to return if they make a conscious effort—such as completing classes or other corrective actions.

Moore added that if a student proactively comes forward seeking help, there should be no disciplinary consequences.

Geivett reiterated that these policies would apply to all students, not just athletes. He suggested gathering input from both students and coaches to help shape effective solutions.

Gillespie reminded the group that these policies will apply to behavior occurring outside of school hours as well.

Van Dyke raised concerns about enforcing rules for off-campus behavior, questioning how the school would be able to prove certain allegations. She noted that what may appear suspicious (e.g., a student holding a Solo cup) may be misleading. She expressed discomfort with disciplining students for activities off-campus.

Neil mentioned that legal counsel has also expressed concerns regarding off-campus enforcement.

Moore expressed support for taking action when students attend parties or engage in inappropriate behavior outside of school—especially if it's known that parents are allowing it.

6.3 Student Handbook Revisions (2nd reading) Gillespie read the revisions.

Moore commented on the section regarding cell phone violations. He suggested that after the 4th violation, students should not be allowed to use their phones during lunch—unless legal guidance specifically permits it. He also recommended that smartwatches be confiscated as well.

VanDyke agreed with Moore's suggestions.

6.4 Vape Policy & Procedures (2nd reading) Gillespie read aloud the proposed options for consequences. *(See attachment for full list of options.)*

Fales supports Option 5 or Option 6.

VanDyke prefers Option 4 or Option 6. She recommends adjusting the first offense from 45 days to 6 months, and the second offense to 1 year. She also expressed support for aligning consequences with the season of sport rather than the calendar year.

Hintz stated that he does not support any of the current options as written. He prefers that consequences be based on sport season rather than a set number of days. He would consider Option 6 if modified to: Make the first offense 90 days and remove fixed-day penalties in favor of season-based consequences.

Moore noted that he no longer supports the full-year consequence. He emphasized the need to consider the timing of sports seasons when assigning consequences. He also distributed his own proposed revisions to the policy. *(See attachment.)*

6.5 Discipline and Consequences chart : Rebecca read the revisions.

Hintz commented on the cell phone policy and suggested implementing harsher consequences for the 4th or 5th violations

VanDyke and **Engler** both agreed with the recommendation

Engler requested clarification the term “excessive affection.”

Administration clarified that it refers to more than kissing or excessive kissing and similar behavior

6.5 ENJUHSD Priorities update: Stinson presented the priorities updates. See attachment.

6.6 Stipend Payout reports: 2023-24, 2024-25

VanDyke asked for clarification regarding the culinary stipend payout to Maria.

Moore inquired whether Maria is working from home or tracking her hours, noting that it is considered a general stipend.

Moore also asked Maria to provide clarification on the specific duties she performs to earn the stipend, and requested that she begin tracking the total hours worked, including how many of those hours are completed outside of regular school hours.

VanDyke asked if there is any paperwork or approvals required from Stinson or others, and how the stipend amount was determined.

Administration responded that the stipend is outlined in the grant and has been approved by the state.

Barker questions why these stipends are not getting posted for teachers to apply for the stipend.

Engler noted that this particular stipend is not one that a typical teacher could take on, as it involves reporting responsibilities that not everyone is qualified to handle. He suggested that it should be named differently to better reflect the specialized nature of the work.

6.7 Grant Writing Policy adjustments/revisions

Moore expressed concern that district employees or their family members should not be involved in grant-related work if they stand to benefit financially. He suggested including a clause to prevent conflicts of interest, ensuring the district is receiving the best possible value. (*See attachment for proposed language.*)

Fales agreed and added that the district should encourage broader participation in writing grants based on district needs. He emphasized the importance of improving the process for how grants are pursued and secured.

7. PUBLIC COMMENT

Athletic Handbook

Welch asked if it would be possible to have someone stationed outside the bathrooms. **Engler** responded that they are currently exploring options to address that concern.

Student Handbook

Steinmann expressed frustration that students are still allowed to have their phones during lunch, calling it laughable. She believes phones should not be returned to students and others agreed. **Wall** voiced support for the proposed behavior changes, stating they are positive steps that will improve the learning environment. **Peterson** noted that if legal guidance requires students to have access to their phones, perhaps the devices could be kept in the office rather than returned directly to students. **VanDyke** agreed with this suggestion.

Vaping Policy

Nani Manalo asked for clarification on how consequences apply to students who are not involved in sports. She added that the vape detection tool is awkward and embarrassing, and noted that students often vape in bathrooms because they want to keep it secret from their peers. **Roddick** emphasized the importance of clearly communicating to parents and guardians that any money spent on extracurricular activities will be forfeited if a student is caught vaping, as the school often pays for such events in advance. **Appelt** voiced concerns that suspending student-athletes for a full calendar year is too harsh, especially since many of these students rely on sports for support and structure. He stressed the importance of offering students a chance to return and mentioned that some students are even afraid to use the bathroom. **Lydon** agreed, stating that students who demonstrate a willingness to get help after a first offense should be given consideration.

Steinmann asked whether it would be helpful to include language in the handbook encouraging students to come forward and seek help before being caught. She also supported the idea of involving coaches and administrators in the conversation, ensuring they are aware of and aligned with the consequences, while maintaining an open-door approach. She described a proposed vaping support tool and wondered whether there might be funding available to offer a non-punitive alternative. **Jess Hoffman** asked whether anything is currently in place to actively catch students vaping. **D. Massey** shared that many addicted students are scared and want help, and urged the group to consider implementing a progressive discipline model.

Fales suggested forming a student club that could support or lead vaping prevention efforts. **VanDyke** followed up by asking students if they believed such a program would be effective or utilized. **Emerana Glenn** responded that she personally does not trust staff in that way, as they tend to be perceived more as disciplinarians than as safe, confidential adults. **Jacey Meadows** said she was unsure if students would take such a program seriously. **Lydon** expressed sadness that students don't feel they can trust adults and wished the situation were different.

Stipends

Peterson shared that she is available to answer questions or offer support whenever needed. **Barker** asked why teachers hadn't heard about any of the stipend positions. **VanDyke** requested the specific contract language be provided. **Barker** added that if it is a stipend, it should be open to teachers, and yet no communication has gone out about the opportunities. **Engler** explained that some stipend roles may not be applicable to all teachers and that the wording should be reviewed. He said they would look into which stipends should or should not be made available. **VanDyke** agreed that some of the language may need to be rewritten. **Moore** added that if a teacher is not eligible for a stipend, then the title and description should be clarified—for example, a "vehicle stipend" should be renamed a "vehicle allowance." **Peterson** asked if the stipends are made public, and **Moore** responded that they should be posted on the website unless legal advises otherwise.

Grants

Peterson stated she is willing to help in any way needed to obtain grants. **Barker** proposed creating a committee to review grants and their components to determine whether the programs are truly necessary

or beneficial. He expressed concern that some grants currently in place are not aligned with teacher needs or interests, and recommended improving the grant selection process. **Fales** noted that, currently, the superintendent, principal, and fiscal administrator are involved in the decision-making process. **Engler** added that it's important to have grant writers available who can move quickly when smaller or time-sensitive grants arise.

Public Comments (Not on Agenda)

Mr. Gray shared that the school band took first place at the Music in the Parks Festival. He thanked everyone and expressed his appreciation. **VanDyke** and **Engler** both expressed gratitude and praised the band for its performances at school events.

Sills raised concerns about bullying, stating she had overheard incidents and believes there is a serious safety issue on campus. She emphasized the need for a bullying prevention program and shared her disappointment with how administration handled a specific issue involving her. She canceled a substitute job as a result. **Jess Hoffman** echoed **Sills'** concerns, stating her student has to leave class to complete their work due to harassment from a group of girls. She mentioned that as many as 10 girls are now discussing homeschooling because of ongoing bullying. She offered to help in any way she could, including volunteering to monitor bathrooms or classrooms. **Yasmin** shared an incident that occurred to her at school and said the students involved were not disciplined. **Cynthia Small** stated that while the school is cracking down on tardies, it is not doing enough to address bullying. She noted that her children no longer feel safe coming to school, particularly because of rampant girl-on-girl bullying. She said the school bus is chaotic and that only **Tito** seems able to manage it. She also expressed concerns about unequal treatment and favoritism among students.

Wall stated that this school has the worst behavior issues he's seen in his entire career and warned that if nothing changes, the school is on a downward path. He agreed with the concerns raised by parents. **Nani Manalo** stated that bullying is a consistent issue caused by the same group of girls, and that staff are fully aware of who they are. She no longer feels safe and said she is willing to take matters into her own hands if necessary. She doesn't understand why there haven't been consequences for the students responsible. **Sills** also said she was bullied on social media by one of the students' parents and expressed dissatisfaction with how the administration handled the incident. **Jadyn Hoffman** said she can't use the bathroom without hearing offensive slurs. While it isn't directed at her personally, she said it is unacceptable and upsetting to witness.

Barker thanked **Van Dyke** and **Moore** for visiting the campus and invited board members to visit anytime. **Lydon** agreed. **Nani Manalo** followed up by stating that such visits need to be unannounced because students and staff change their behavior when they know someone is coming. **Jess Hoffman** urged the board to think carefully about the potential consequences if a senior decides to retaliate. She said such an outcome wouldn't be surprising given the lack of response so far. **Van Dyke** expressed concern and encouraged the girls to hang in there, reminding them that the school year is nearly over.

8. CONSENT AGENDA

The following items on the Consent Agenda may be acted upon through one motion. Board Members may request that individual items be withdrawn from the Consent Agenda for separate action.

8.1 Certification of Warrants and Expenditures (April, 2025) - \$161,787.57

8.2 Approval of Regular Board Meeting Minutes – April 14, 2025

Motion Van Dyke Second HINTZ Vote 5 Abstentions 0

9. ACTION ITEMS *ADD RESIGNATION FOR ADAMS

9.1 Consider Approval for Monthly Personnel Report

Motion HINTZ Second FALES Vote 5 Abstentions 0

9.2 Consider Approval of Patient Care Coordinator Classified Job Description, Salary Schedule
GSPG Grant Funded

Motion MOORE Second HINTZ Vote 5 Abstentions 0

1 YEAR GRANT FUNDED AND END OF YEAR IT WOULD BE FUNDED BY IMPLEMENTATION GRANT
THROUGH 2029- MADE ADJUSTMENTS TO THE JOB DESCRIPTION TO OPEN IT UP TO A BROADER
SUBJECT MATTER.

ENGLER- MAKE SURE THE POSTING EXPLAINS 1 YEAR WITH THE POSSIBILITY OF FUTURE
FUNDING. LYDON- ASKING IF THE POSITION WILL TRANSFER OVER TO CERTIFICATED- STINSON
YES. IT WILL GIVE THAT CLASSIFIED TIME TO GET THE CTE CREDENTIAL.

9.3 Consider Approval of 2025-2026 Student-Athletic Handbook (as presented individually)

Motion Second Vote Abstentions

TABLED- ENGLER WANTS IT ALL IN ONE ITEM AND POSTED AHEAD OF TIME TO LOOK OVER IT.

9.4 Consider Approval of Overnight Trip for Football Camp (June 27-29th)
ADD ALL SPRING SPORTS TO THIS

Motion FALES Second MOORE Vote 5 Abstentions 0

9.5 Consider Approval of Overnight Trips for Baseball & Softball Playoffs (week of June 2nd)

Motion FALES Second VANDYKE Vote 5 Abstentions 0

9.6 Consider Adoption of Resolution #2425-IX Intra-Budget Transfer / Close of School Year

Motion HINTZ Second MOORE Vote 5 Abstentions 0

10. REPORTS/UPDATES

10.1 Director of Guidance (Gillespie): Academic ELPAC Scores – No students were reclassified; all students remained at their current classification level. Dual Enrollment – Still awaiting ID cards from Yuba College.

10.2 Principal (Geivett) – There are currently 306 students enrolled. Congratulations to Mr. Gray and the band for their accomplishments. Moore will serve on the senior appeals panel. Thank you to all staff and the Booster Clubs for a successful Appreciation Week. **Hintz** reported that the band trip went well and that the students represented the school with pride.

10.3 Board of Trustees – Make sure we highlight these concerns.

Moore expressed that his biggest concern is student behavior, noting that three out of eight teachers have reached out for support. He believes they need assistance with classroom management and stated he will be advocating for additional training and support.

Fales emphasized that Rebecca should not be left alone to handle these issues. He wants clarification on who is responsible for discipline and how the situation can be handled more effectively moving forward.

VanDyke suggested exploring ideas from the well-known “TikTok principal” and proposed the idea of a roving or rotating administrator to provide more visibility and support.

Fales also asked whether it would be possible to request a presence from Sutter County for additional support.

10.4 Superintendent (Stinson) There have been several new job postings and recent hires. Our P-2 enrollment has increased by 10 students—great news

11. FUTURE BOARD AGENDA ITEMS

11.1 Sutter Pointe-

11.2 ENTA/ENHS Negotiations

11.3 Stipend Payout/Policy/Form Approval Process – Neil asked for input on what the group would like to see moving forward. Engler stated that he needs a better understanding of what each stipend entails and emphasized the importance of being careful with how things are worded. Erin suggested that some of the stipends should be renamed to better reflect the duties involved. Neil responded that they will identify the relevant policies and determine what changes need to be made. Engler then read the contract language regarding stipend posting requirements, clarifying that these are stipend positions and must follow proper posting procedures.

11.4 Ethnic Studies

11.5 Policy updates

11.6 ENJUHSD Priorities

12. PUBLIC COMMENT

Jopson expressed strong concern about ongoing student behavior issues, stating that it has been a problem since the first week of school and emphasized the urgent need to find a solution to regain control.

Lydon noted that while much of the conversation focused on girls, it's important to address the behavior of boys as well. She stressed that the overall school culture needs to change, as these issues are taking valuable instructional time away from teaching.

13. CLOSED SESSION

Time 9:30PM

Prior to breaking into closed session is the time to identify closed session topics of discussion and to allow for public comment on closed session topics. Immediately following public comments, the Board of Trustees will adjourn to closed session.

- CONFERENCE WITH LEGAL COUNSEL- (Government code 54956.9)
Existing Litigation (Government code 54956.9(d) (1)
Sutter County Case No. CVCS23-0000492
- PUBLIC EMPLOYEE'S DISCIPLINE/DISMISSAL/RELEASE pursuant to Government code 54957
- CONFERENCE WITH LABOR NEGOTIATORS – ENTA, Classified and Management (Government Code Section 54957.6)

RECONVENE – CLOSED SESSION REPORT OUT

Time 11:14PM

Action taken: NO ACTION TAKEN

14. ADJOURNMENT

Time 11:15PM

Motion Hintz Second VanDyke Vote 5 Abstentions 0



Board President



Board Secretary / Clerk