



RESCUE UNION SCHOOL DISTRICT

2390 Bass Lake Road Rescue, CA 95672 (530) 677-4461 / FAX (530) 677-0719

www.rescueusd.org

BOARD OF TRUSTEES REGULAR MEETING MINUTES

Tuesday, April 14, 2026 - 6:30 p.m. Open Session
Rescue District Office Board Room

The Public's health and wellbeing are the top priority for the Rescue Union School District Board of Trustees and all are urged to take all appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting: in person or via Zoom.

DISTRICT MISSION

Rescue Union School District, in partnership with families and the community, is dedicated to the success of every student by providing a challenging, comprehensive and quality education in a safe environment in which all individuals are respected, valued, connected and supported.

PLEASE NOTE:

These are provided as summary minutes. The audio recording of the meeting is available for review at:
<http://www.rescueusd.org/School-Board/Agendas-Minutes/index.html>

CALL TO ORDER: Board President called the meeting to order at 5:30 p.m.

ROLL CALL:

- ✓ Michael Gordon, President
- Kim White, Vice President
- ✓ Michelle Bebout, Clerk
- ✓ Jamie Hunter, Member
- Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

Trustee Bebout attended the meeting remotely via Zoom.

PUBLIC COMMENT:

(Closed session agenda items only)

There were no comments concerning items on the Closed Session agenda.

CLOSED SESSION:

The Board adjourned to closed session to discuss matters of personnel, security, negotiations, student discipline, litigation, or other matters as authorized by Government Code Sections 3549.1, 54956.9, 54956.8, 54957, and 54957.6 and Education Code Sections 35146 and 48918.

Conference with Labor Negotiator - Discussion with the District's Superintendent, Jim Shoemake, and/or labor negotiators, Lisa Donaldson and Dustin Haley, regarding directions and issues in

negotiations with Rescue Union Federation of Teachers (RUFT), California School Employees Association (CSEA), Confidential Staff, and Administrative Management.

OPEN SESSION:

Convened open session in the Boardroom at 6:32 p.m.

Welcome - The Board Vice President provided an introduction to Board meeting proceedings.

Flag Salute - Board Vice President led the flag salute.

1. Adoption of Agenda

(Consideration for Action)

Trustee Hunter moved and Trustee Bebout seconded to adopt the amended agenda. Motion passed 3-0.

REPORTS AND COMMUNICATION:

Closed Session Report - The Board president stated there was no report from Closed Session.

There were no public comments.

Superintendent's Report - The Superintendent gave a brief slideshow presentation with photos depicting highlights of current District events aligned with the District's updated LCAP goals.

There were no public comments.

Celebrating Excellence - Jackson Elementary School Principal, Molly Griffin, provided a site update with information on school staff and student population, and activities and happenings on campus in 2025-2026. Student leaders in 5th grade presented a recap with video clips of their new self-written and recorded "Morning Show" for the school.

There were no public comments.

GENERAL:

2. CSEA Negotiation Openers

(Information Only)

The Superintendent recommended the Board of Trustees allow public comment regarding CSEA negotiations.

Open Public Hearing: 7:11 p.m.

Close Public Hearing: 7:12 p.m.

There were no public comments.

3. Food Services Department Update

(Information Only)

The Superintendent recommended the Board hear an update on the RUSD Food Services Department. The Director of Food Services, Laura Knight, provided a report with information on the food service department, CDE audits, the growth of our District's cafeteria services, and current methods of procurement, food management systems and RUSD staff's efforts to create and use recipes making as many meal items as possible from scratch for the students. They are working with school principals and the District Garden Coordinator to pursue composting and partnerships for fresh local produce and herbs to promote and utilize farm-to-fork methods. Jicama, blood oranges, and kumquats were new introductions in cafeterias this year.

CONSENT AGENDA:

All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below will enact all items. The Board President called for public comment on any of the items on the consent agenda. There were no public comments. Trustee Hunter moved and Trustee Bebout seconded to approve the consent agenda. Motion passed 3-0.

4. Board Meeting Minutes - Minutes of the January 28, 2025 Regular Board Meeting (Materials Provided)
5. Board Meeting Minutes - Minutes of the March 11, 2025 Regular Board Meeting (Materials Provided)
6. Board Special Meeting Minutes - Minutes of the March 25, 2025 Special Board Meeting (Materials Provided)
7. Board Study Session Minutes - Minutes of the March 25, 2025 Board Study Session (Materials Provided)
8. Human Resources - the District's long-range goal is to recruit a diverse, high quality staff with student focused goals and philosophies. Staffing changes occur due to the need for additional positions, resignations, or leaves of absence. All positions listed are within current budget allocations (Materials Provided)
9. District Expenditure - Warrants must regularly be presented to the Board of Trustees for ratification. Detailed warrant order listings are available at the District Office. The supplement reflects expenditures from Mar. 1, 2025 - Mar. 31, 2025 (Materials Provided)
10. District Purchase Orders - Purchase orders must regularly be presented to the Board of Trustees for ratification. The supplement reflects expenditures from Mar. 1, 2025 - Mar. 31, 2025 (Materials Provided)
11. Williams Quarterly Report - The Superintendent recommends the Board approve the Williams Act Quarterly Report for the period of Jan. 1, 2025 - Mar. 31, 2025 (Materials Provided)
12. School Bus Drivers Day Proclamation - Rescue Union School District recognizes the fourth Tuesday in April as School Bus Drivers Day. (Materials Provided)
13. Administrative Professionals Week Proclamation - Rescue Union School District recognizes the last full week in April as Administrative Professionals Week, and Wednesday during this week as Administrative Professionals Day. (Materials Provided)
14. School Principals Day Proclamation - Rescue Union School District recognizes May 1st as School Principals' Day, to be annually observed. (Materials Provided)
15. School Lunch Hero Day Proclamation - Rescue Union School District recognizes the first Friday in May as School Lunch Hero Day. (Materials Provided)
16. Teacher Appreciation Week Proclamation - Rescue Union School District recognizes the first full week in May as Teacher Appreciation Week. (Materials Provided)
17. EDCOE Contract Agreement to Hire, Train Certified Wellness Staff (Materials Provided)
18. Naming of School Facility/ies Resolution (Materials Provided)
19. RUSD BP/AR 3515: Campus Security (Materials Provided)
20. RUSD BP 5131: Conduct (Materials Provided)

ADJOURNMENT: Trustee Hunter moved to adjourn the meeting at 8:17 p.m.

Michelle Bebout, Clerk

Date

Michael Gordon, President

Date



RESCUE UNION SCHOOL DISTRICT

2390 Bass Lake Road Rescue, CA 95672 (530) 677-4461 / FAX (530) 677-0719

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BOARD OF TRUSTEES STUDY SESSION MINUTES

Tuesday, April 28, 2026

Rescue District Office Boardroom

The Public's health and well-being are the top priority for the Board of Trustees of the Rescue Union School District and all are urged to take appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting in person or via Zoom.

DISTRICT MISSION

Rescue Union School District, in partnership with families and the community, is dedicated to the success of every student by providing a challenging, comprehensive and quality education in a safe environment in which all individuals are respected, valued, connected and supported.

PLEASE NOTE:

These are summary minutes. The recording of the meeting is available by request.

CALL TO ORDER: Board president called the meeting to order at 5:30 p.m. and led the flag salute.

ROLL CALL:

- ✓ Michael Gordon, President
- ✓ Kim White, Vice President
- ✓ Michelle Bebout, Clerk
- ✓ Jamie Hunter, Member
- ✓ Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

CLOSED SESSION:

The Board adjourned to closed session to discuss matters of personnel, security, negotiations, student discipline, litigation, or other matters as authorized by Government Code Section 3549.1, 54956.9, 54956.8, 54957, and 54957.6 and Education Code Sections 35146 and 48918.

Public Employee Performance Evaluation

Superintendent

OPEN SESSION:

Reconvene Open Session at 6:37 p.m.

REPORT FROM CLOSED SESSION:

The Board President reported no action taken in closed session.

ADJOURNMENT: Trustee White moved to adjourn the meeting at 8:14 p.m.

Michelle Bebout, Clerk

Date

Michael Gordon, President

Date



RESCUE UNION SCHOOL DISTRICT

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BOARD OF TRUSTEES

REGULAR MEETING MINUTES

Tuesday, May 12, 2026 - 6:30 p.m. Open Session

Rescue District Office Board Room

The Public's health and wellbeing are the top priority for the Rescue Union School District Board of Trustees and all are urged to take all appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting: in person or via Zoom.

DISTRICT MISSION

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<http://www.rescueusd.org/School-Board/Agendas-Minutes/index.html>

CALL TO ORDER: Board President called the meeting to order at 5:30 p.m.

ROLL CALL:

- ✓ Michael Gordon, President
- ✓ Kim White, Vice President
- ✓ Michelle Bebout, Clerk
- Jamie Hunter, Member
- Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

PUBLIC COMMENT:

(Closed session agenda items only)

There were no comments concerning items on the Closed Session agenda.

CLOSED SESSION:

The Board adjourned to closed session to discuss matters of personnel, security, negotiations, student discipline, litigation, or other matters as authorized by Government Code Sections 3549.1, 54956.9, 54956.8, 54957, and 54957.6 and Education Code Sections 35146 and 48918.

Conference with Labor Negotiator - Discussion with the District's Superintendent, Jim Shoemake, and/or labor negotiators, Lisa Donaldson and Dustin Haley, regarding directions and issues in negotiations with Rescue Union Federation of Teachers (RUFT), California School Employees Association (CSEA), Confidential Staff, and Administrative Management.

OPEN SESSION:

Convened open session in the Boardroom at 6:30 p.m.

Welcome - The Board President provided an introduction to Board meeting proceedings.

Flag Salute - Board President led the flag salute.

1. Adoption of Agenda

(Consideration for Action)

The Board President proposed the following revisions to the meeting agenda:

Elimination of the Superintendent's Report, Technology Department Presentation, and LCAP Educational Partners Survey Report. This action would move agenda item #4 Human Resources Report up to #2, to be heard and voted on before the consent agenda items.

Trustee Hunter moved and Trustee Bebout seconded to adopt the agenda, as revised . Motion passed 3-0.

REPORTS AND COMMUNICATION:

Closed Session Report - The Board president stated there was no action taken in Closed Session.

There were no public comments.

HUMAN RESOURCES:

2. Resolution #26-02: Declaration of Need for Fully Qualified Educators

(Consideration for Action)

Due to legislative changes in the process for hiring teachers with Emergency Teaching Permits and Credentials, a Declaration of Need for Fully Qualified Educators must be authorized at a public meeting by the Governing Board and submitted to the Commission on Teacher Credentialing. This Declaration shall remain in force until June 30, 2027. The Superintendent recommended the Board approve Resolution #26-02.

There were no public comments.

Trustee Bebout moved and Trustee White seconded to approve Resolution #26-02. Motion passed 3-0.

CONSENT AGENDA:

All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below will enact all items. The Board President called for public comment on any of the items on the consent agenda. There were no public comments. The Board President requested to pull consent items 3-4 for vote at a later meeting. Trustee Bebout moved and Trustee White seconded to approve pulling items 3-4. Motion passed 3-0. Trustee Bebout then moved and Trustee White seconded to approve the remaining items, 5-11, on the consent agenda. Motion passed 3-0.

3. Study Session Minutes - Minutes of the April 8, 2025 Regular Board Meeting (Materials Provided)

4. Board Meeting Minutes - Minutes of the April 22, 2025 Board Study Session (Materials Provided)

5. Human Resources - the District's long-range goal is to recruit a diverse, high quality staff with student focused goals and philosophies. Periodically, changes in staffing occur due to need for additional positions, resignations, or leaves of absence. All positions listed are within current budget allocations. (Materials Provided)

6. District Expenditure - Warrants must regularly be presented to the Board of Trustees for ratification.

Detailed warrant order listings are available at the District Office. The supplement reflects expenditures from Apr. 1, 2025 - Apr. 30, 2025 (Materials Provided)

7. District Purchase Orders - Purchase orders must regularly be presented to the Board of Trustees for ratification. The supplement reflects expenditures from Apr. 1, 2025 - Apr. 30, 2025 (Materials Provided)

8. National Nurses Week Proclamation - Rescue Union School District recognizes May 6-12, 2025 as National Nurses Week, and Wednesday May 7th as National School Nurse Day (Materials Provided)

9. Classified School Employee Week Proclamation - Rescue Union School District recognizes May 18-24, 2025 as Classified School Employee Week (Materials Provided)

10. Board Bylaw 9322: Agenda/Meeting (Materials Provided)

11. Board Bylaw 9323: Meeting Conduct (Materials Provided)

ADJOURNMENT: Trustee White moved to adjourn the meeting at 6:37 p.m.

Michelle Bebout, Clerk

Date

Michael Gordon, President

Date



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BOARD OF TRUSTEES STUDY SESSION MINUTES

Monday May 19, 2026
Rescue District Office Boardroom

The Public's health and well-being are the top priority for the Board of Trustees of the Rescue Union School District and all are urged to take appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting in person or via Zoom.

DISTRICT MISSION

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PLEASE NOTE:

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CALL TO ORDER: Board president called the meeting to order at 5:36 p.m.

ROLL CALL:

- ✓ Michael Gordon, President
- ✓ Kim White, Vice President
- ✓ Michelle Bebout, Clerk
- Jamie Hunter, Member
- Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

The Board President led the flag salute.

Employee Retirement Recognition - The Board and district staff honored certificated and classified retirees with speeches from site leadership, photos and a reception with refreshments for each outgoing employee and their families and friends in attendance.

There was no Closed Session during this meeting.

ADJOURNMENT: Trustee White moved to adjourn the meeting at 6:06 p.m.

Michelle Bebout, Clerk

Date

Michael Gordon, President

Date



RESCUE UNION SCHOOL DISTRICT

2390 Bass Lake Road Rescue, CA 95672 (530) 677-4461 / FAX (530) 677-0719

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BOARD OF TRUSTEES REGULAR MEETING MINUTES

Tuesday, June 9, 2026 - 6:30 p.m. Open Session
Rescue District Office Board Room

The Public's health and wellbeing are the top priority for the Rescue Union School District Board of Trustees and all are urged to take all appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting: in person or via Zoom.

DISTRICT MISSION

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PLEASE NOTE:

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<http://www.rescueusd.org/School-Board/Agendas-Minutes/index.html>

CALL TO ORDER: Board President called the meeting to order at 5:30 p.m.

ROLL CALL:

- ✓ Michael Gordon, President
- ✓ Kim White, Vice President
- ✓ Michelle Bebout, Clerk
- Jamie Hunter, Member
- Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

PUBLIC COMMENT:

(Closed session agenda items only)

There were no comments concerning items on the Closed Session agenda.

CLOSED SESSION:

The Board adjourned to closed session to discuss matters of personnel, security, negotiations, student discipline, litigation, or other matters as authorized by Government Code Sections 3549.1, 54956.9, 54956.8, 54957, and 54957.6 and Education Code Sections 35146 and 48918.

Conference with Labor Negotiator - Discussion with the District's Superintendent, Jim Shoemake, and/or labor negotiators, Lisa Donaldson and Dustin Haley, regarding directions and issues in negotiations with Rescue Union Federation of Teachers (RUFT), California School Employees Association (CSEA), Confidential Staff, and Administrative Management.

OPEN SESSION:

Convened open session in the Boardroom at 6:30 p.m.

Welcome - The Board President provided an introduction to Board meeting proceedings.

Flag Salute - Board President led the flag salute.

1. Adoption of Agenda

(Consideration for Action)

Trustee White moved and Trustee Bebout seconded to adopt the agenda. Motion passed 3-0.

REPORTS AND COMMUNICATION:

Closed Session Report - The Board president stated there was no action taken in Closed Session.

There were no public comments.

Superintendent's Report - The Superintendent provided a report on May events across the district.

There were no public comments.

BUSINESS AND HUMAN RESOURCES:

2. AB 1200 Disclosures and Tentative Agreements: RUFT

(Consideration for Action)

The Assistant Superintendent of Business Services, Lisa Donaldson, and the Assistant Superintendent of Curriculum and Instruction, Dustin Haley, provided the report. The Superintendent recommended the Board approve the Tentative Agreements and School District Public Disclosure of Negotiated Agreement AB1200.

There were no public comments.

Trustee Bebout motioned and Trustee White seconded to approve the Tentative Agreements and School District Public Disclosure of Negotiated Agreement AB1200. Motion passed 3-0.

3. AB 1200 Disclosures and Tentative Agreements: Certificated/Classified Management, Confidential

(Consideration for Action)

The Assistant Superintendent of Business Services, Lisa Donaldson, and the Assistant Superintendent of Curriculum and Instruction, Dustin Haley, provided the report. The Superintendent recommended the Board approve the Tentative Agreements and School District Public Disclosure of Negotiated Agreement AB1200.

There were no public comments.

Trustee Hunter motioned and Trustee Bebout seconded to approve the Tentative Agreements and School District Public Disclosure of Negotiated Agreement AB1200. Motion passed 3-0.

4. Job Description for Health Coordinator

(Consideration for Action)

The Assistant Superintendent of Business Services, Lisa Donaldson, and the Assistant Superintendent of Curriculum and Instruction, Dustin Haley, provided the report. The Superintendent recommended the Board approve the job description for Health Coordinator.

There were no public comments.

Trustee White motioned and Trustee Bebout seconded to approve the job descriptions for Health Coordinator. Motion passed 3-0.

GENERAL:

5. Approval of Assistant Superintendent of Curriculum and Instruction Employment Agreement

(Consideration for Action)

The Superintendent, Jim Shoemake, provided the report. The Superintendent recommended the Board take action to approve the Assistant Superintendent of Curriculum and Instruction's Annual Contract Extension. State law requires placement of the item on the regular portion of the agenda.

There were no public comments.

Trustee White motioned and Trustee Bebout seconded to approve the Assistant Superintendent of Curriculum and Instruction's Annual Contract Extension. Motion passed 3-0.

6. Approval of Assistant Superintendent of Business Services Employment Agreement

(Consideration for Action)

The Superintendent, Jim Shoemake, provided the report. The Superintendent recommended the Board take action to approve the Assistant Superintendent of Curriculum and Instruction's Annual Contract Extension. State law requires placement of the item on the regular portion of the agenda.

There were no public comments.

Trustee Bebout motioned and Trustee White seconded to approve the Assistant Superintendent of Business Services Annual Contract Extension. Motion passed 3-0.

7. Approval of Superintendent's Employment Agreement

(Consideration for Action)

The Board President, Michael Gordon, provided the report. The Board President recommended the Board take action to approve the Superintendent's Annual Contract Extension. State Law requires placement of the item on the regular portion of the agenda.

There were no public comments.

Trustee White motioned and Trustee Bebout seconded to approve the Superintendent's Annual Contract Extension. Motion passed 3-0.

8. Memorandum of Understanding (MOU) Between RUSD Board of Trustees and Superintendent Shoemake

(Consideration for Action) The Superintendent recommended the Board approve the MOU between the RUSD Board of Trustees and Superintendent Shoemake regarding the Superintendent Evaluation Cycle Adjustment.

There were no public comments.

Trustee Bebout motioned and Trustee White seconded to approve the Memorandum of Understanding (MOU) Between RUSD Board of Trustees and Superintendent Shoemake. Motion passed 3-0.

9. Public Hearing: Local Control Accountability Plan (LCAP)

(Information Only)

The Superintendent, Jim Shoemake, provided the report. The governing board of a school district shall hold a public hearing to solicit comments and input from the public regarding the specific actions and expenditures proposed to be included in the Local Control Accountability Plan. The Superintendent recommended the Board of Trustees hold a public hearing on the 2024-2027 Local Control Accountability Plan including the LCAP revisions for 2026-2027.

OPEN PUBLIC HEARING: 7:17 p.m.
CLOSE PUBLIC HEARING: 7:18 p.m.

There were no public comments.

10. Math Curriculum

(Consideration for Action)

RUSD elementary school teachers participated in an in-depth review of materials on the State Approved List. After analyzing them and piloting for standards alignment, California Frameworks alignment, student engagement, and how well they promote critical thinking, mathematical reasoning, and collaboration, the Thinking Math program has been selected to best meet student needs. The Superintendent recommended adoption of the Thinking Math program for grades K-5.

Trustee White motioned and Trustee Bebout seconded to approve the Thinking Math program. Motion passed 3-0.

BUSINESS AND FACILITIES:

11. Public Hearing: Proposed 2026-2027 Budget Presentation

(Information Only)

The Assistant Superintendent of Business Services, Lisa Donaldson, provided the report. Each year the governing board of each school district shall hold a public hearing on the budget to be adopted for the subsequent fiscal year. The Superintendent recommended the Board review and hold a public hearing for comment on the proposed 2026-2027 RUSD Budget, with approval recommended at the June 16 Board meeting.

OPEN PUBLIC HEARING: 7:55 p.m.
CLOSE PUBLIC HEARING: 7:56 p.m.

There were no public comments.

12. Statement of Reasons for Assigned/Unassigned Reserves Above the State Recommended Minimum Level

(Information Only) The Assistant Superintendent of Business Services, Lisa Donaldson, provided the report for the Board to review and discuss the Statement of Reasons for Assigned and Unassigned Reserves Above the State Recommended Minimum Level. Per Education Code Section 42127(a)(2)(B) school districts are required to include this statement with the presentation of the adopted budget.

There were no public comments.

CONSENT AGENDA:

All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below will enact all items. The Board President called for public comment on consent agenda items. There were no public comments. Trustee White motioned and Trustee Bebout seconded to pull consent items 13-16. Motion passed 3-0. Trustee White then motioned and Trustee Bebout seconded to approve all remaining consent items 17-22. Motion passed 3-0.

13. Board Meeting Minutes - Minutes of the April 14, 2026 Regular Board Meeting (Materials Provided)

14. Board Study Session Minutes - Minutes of the April 28, 2026 Board Study Session (Materials Provided)

15. Board Meeting Minutes - Minutes of the May 12, 2026 Regular Board Meeting (Materials Provided)

16. Study Session Minutes - Minutes of the May 19, 2026 Board Study Session (Materials Provided)

17. Human Resources - the District's long-range goal is to recruit a diverse, high quality staff with student focused goals and philosophies. Periodically, changes in staffing occur due to need for additional positions, resignations, or leaves of absence. All positions listed are within current budget allocations (Materials Provided)

- 18.** District Expenditure - Warrants must regularly be presented to the Board of Trustees for ratification. Detailed warrant order listings are available at the District Office. The supplement reflects expenditures from May 1, 2026 - May 31, 2026 (Materials Provided)
- 19.** District Purchase Orders - Purchase orders must regularly be presented to the Board of Trustees for ratification. The supplement reflects expenditures from May 1, 2026 - May 31, 2026 (Materials Provided)
- 20.** 2026-2027 EDCOE Services MOU: RUSD and the El Dorado County Office of Education - The District has identified the El Dorado County Office of Education as the entity that will provide general school related services. (Materials Provided)
- 21.** Board Policies 4219.21/4319.21: Professional Standards (Materials Provided)
- 22.** Board Policy 5141.33 Update: Head Lice (Materials Provided)

ADJOURNMENT: Trustee White moved to adjourn the meeting at 7:58 p.m.

Michelle Bebout, Clerk

Date

Michael Gordon, President

Date



RESCUE UNION SCHOOL DISTRICT

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BOARD OF TRUSTEES REGULAR MEETING MINUTES

Tuesday, June 16, 2026 - 5:30 p.m. Open Session
Rescue District Office Board Room

The Public's health and well-being are the top priority for the Board of Trustees of the Rescue Union School District and all are urged to take all appropriate health safety precautions. To facilitate this process, there were two options to view and/or participate in this open session meeting in person or via Zoom.

DISTRICT MISSION

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PLEASE NOTE:

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CALL TO ORDER: Board Vice President called the meeting to order at 5:32 p.m.

ROLL CALL:

- ✓ Michael Gordon, President
- ✓ Kim White, Vice President
- Michelle Bebout, Clerk
- ✓ Jamie Hunter, Member
- ✓ Michael Flaherty, Member
- ✓ Jim Shoemake, Superintendent and Board Secretary

OPEN SESSION:

Convened open session in the Boardroom at 5:32 p.m.

Welcome - The Board Vice President provided an introduction to Board meeting proceedings.

Flag Salute - Board Vice President led the flag salute.

1. Adoption of Agenda (Consideration for Action)
Trustee Hunter moved and Trustee Flaherty seconded to adopt the agenda as presented. Motion passed 4-0.

GENERAL:

2. Local Control Accountability Plan (LCAP) (Consideration for Action)
The Superintendent recommended the Board approve the Local Control Accountability Plan for 2024-2027, as presented at the June 9, 2026 regular Board Meeting.

There were no public comments.

Trustee White moved and Trustee Flaherty seconded to approve the Local Control Accountability Plan (LCAP). Motion passed 4-0.

CURRICULUM AND INSTRUCTION

3. 2025-2026 California School Dashboard Local Indicators

(Information Only)

The Superintendent recommended the Board receive an informational report on the 2025-2026 California School Dashboard Local Indicators. The Assistant Superintendent of Curriculum and Instruction, Dustin Haley, presented the report.

There were no public comments.

4. Public Hearing: Wayfinder Curriculum

(Consideration for Action)

The Rescue Union School District engaged in a comprehensive review process of all SEL curriculum endorsed by the Collaborative for Academic, Social, & Emotional Learning (CASEL) and decided to evaluate the Wayfinder curriculum for implementation in Tiers 1, 2, & 3 for students in grades TK-8. A variety of stakeholders, e.g., counselors, school psychologists, administrators, and teachers, participated in the process, which began with an overview of the program and its alignment to student SEL needs. Staff engaged in a webinar overview and were provided the opportunity to pilot the program. A survey for feedback was shared with all stakeholder groups. The Superintendent recommended adoption of the Wayfinder SEL Curriculum for grades TK-8.

OPEN PUBLIC HEARING: 5:55 p.m.

CLOSE PUBLIC HEARING: 5:56 p.m.

There were no public comments.

Trustee Flaherty moved and Trustee Hunter seconded to approve the adoption of the Wayfinder curriculum. Motion passed 4-0.

BUSINESS AND FACILITIES:

5. Adoption of the 2026-2027 Budget

(Consideration for Action)

The 2026-2027 budget provides the District with a budget to meet the goals and needs of the District and the interests of the Board. The Superintendent recommended the Board approve and adopt the 2026-2027 budget as presented at the June 9, 2026 regular Board Meeting.

There were no public comments.

Trustee White motioned and Trustee Flaherty seconded to approve the adoption of the District's 2026-2027 budget. Motion passed 4-0.

6. Statement of Reasons for Assigned/Unassigned Reserves Above the State Recommended Minimum

(Consideration for Action)

Per Education Code Section 42127(a)(2)(B) school districts are required to include this statement with the presentation of the budget. The Superintendent gave a brief recap of the information presented at the June 9, 2026 regular Board Meeting, and recommended the Board approve the Statement of Reasons for Assigned and Unassigned Reserves Above the State Recommended Minimum Level.

There were no public comments.

Trustee Flaherty motioned and Trustee Hunter seconded to approve the Statement of Reasons for Assigned and Unassigned Reserves Above the State Recommended Minimum Level. Motion passed 4-0.

7. 2025-2026 and 2026-2027 Education Protection Account (EPA) Funding (Consideration for Action)
The Superintendent recommended the Board approve the Education Protection Act funding update for 2025-26 and budget for 2026-27.

There were no public comments.

Trustee Hunter moved and Trustee Flaherty seconded to approve the EPA Funding. Motion passed 4-0.

8. Resolution #26-03: Designate General Funds as Committed Fund Balance (Consideration for Action)
The Governmental Accounting Standards Board (GASB) issued Standard 54, changed the requirements for How fund balances are displayed. The Superintendent recommended the Board of Trustees approve Resolution #26-03 to designate General Funds as committed fund balance.(Consideration for Action)

There were no public comments.

Trustee Hunter moved and Trustee White seconded to approve Resolution #26-03. Motion passed 4-0.

CONSENT AGENDA:

All matters listed under Consent Agenda are considered to be routine or sufficiently supported by prior or accompanying reference materials and information as to not require additional discussion. A motion as referenced below enacts all items. The Board President called for public comment on any of the items on the consent agenda. There were no public comments. Trustee White moved and Trustee Hunter seconded to pull items 14-17 for future vote and approve the balance of the consent agenda items, 9-13. Motion passed 4-0.

- 9. Resolution #26-04: Election Consolidation - The Superintendent recommends the Board approve Resolution #26-04 declaring an election be held in its jurisdiction, to fill offices of members of the Governing Board, consolidated with any other districts requesting election services. (Materials Provided)
- 10. Legal Services Agreement - Atkinson, Andelson, Loya, Ruud, & Romo (Materials Provided)
- 11. Legal Services Agreement - Fagen, Friedman & Fulfroft/F3 Law (Materials Provided)
- 12. Will Serve Letter: La Cañada Estates Subdivision in El Dorado Hills (Materials Provided)
- 13. Joint Food Service Director Agreement for the 2026-2027 School Year BUSD/RUSD (Materials Provided)
- 14. Board Meeting Minutes - Minutes of the April 14, 2026 Regular Board Meeting (Materials Provided)
- 15. Board Study Session Minutes - Minutes of the April 28, 2026 Board Study Session (Materials Provided)
- 16. Board Meeting Minutes - Minutes of the May 12, 2026 Regular Board Meeting (Materials Provided)
- 17. Study Session Minutes - Minutes of the May 19, 2026 Board Study Session (Materials Provided)

CLOSED SESSION:

The Board may reconvene to closed session as authorized by Government Code Sections 3549.1, 54956.9, 54956.8, 54957, and 54957.6 and Education Code Sections 35146 and 48918.

OPEN SESSION:

Reconvene open session.

REPORT FROM CLOSED SESSION:

The Board president will report any action taken in closed session.

ADJOURNMENT:

The Board Clerk moved to adjourn the meeting at 6:57 p.m.

RESCUE UNION SCHOOL DISTRICT

AGENDA: Certificated Personnel

RECOMMENDATION:

The Superintendent recommends the Board approve the following personnel actions.

BACKGROUND:

Periodically changes in administrative staffing occur due to hiring, promotions, resignations or requests for leaves of absence. The Board must formally approve these requests.

STATUS:

The following certificated personnel changes are listed on the agenda.

Name	Personnel Action	Position FTE	Position	School or Dept.	Effective Date
Ramirez, Kiyah	Employment	1.0	Teacher (Temp)	Lake Forest	8/10/2026
Jolly, Mallory	Employment	1.0	Teacher	Marina Village	8/10/2026
Weisser, Jessica	Employment	1.0	Teacher	Lake Forest	8/10/2026
Snyder, Jennifer	Employment	1.0	Teacher	Jackson	8/10/2026
Nackord, Nicole	Employment	.50	Counselor	Marina Village	8/10/2026
Thorson, Raquel	Employment	.40	Teacher	Lakeview	8/10/2026
VanBuren-Foster, Rosalyn	Employment	1.0	RSP Teacher	Lake Forest	8/10/2026
Thompson, Heather	Employment	1.0	Nurse	District	7/27/2026
Tomlin, Amanda	Resignation	.60	Nurse	District	7/14/2026
Porras, Dametris	Employment	1.0	Counselor	Lake Forest	8/10/2026
Joseph, Stefani	Employment	1.0	Teacher	Green Valley	8/10/2026
Mueller, Mackenzie	Employment	1.0	Teacher	Green Valley	8/10/2026
Selvy, Carolyn	Employment	1.0	Teacher	Green Valley	8/10/2026
Brock, Sarah	Employment	1.0	Teacher	Green Valley	8/10/2026
Derler, Tyler	Employment	.6230	Teacher	Jackson	8/10/2026
Chernyavskaya, Alina	Employment	.20	Counselor (Temp)	Lake Forest	8/10/2026
Koopman, Ian	Employment	1.0	SDC Teacher (Temp)	Lake Forest	8/10/2026
Rasala, Madelaine	Employment	1.0	Teacher	Green Valley	8/10/2026

FISCAL IMPACT:

Fiscal impact will be reflected in the 2026-2027 budget.

BOARD GOALS:

Board Focus Goal III - STAFF SUPPORT

Attract and retain diverse, knowledgeable, dedicated individuals who are skilled and supported in their commitment to provide quality education for our students.

Reflected in LCAP GOAL(S) 1-2-3

RESCUE UNION SCHOOL DISTRICT

AGENDA ITEM: Classified Personnel

RECOMMENDATION:

The Superintendent recommends the Board approve the following personnel actions.

BACKGROUND:

Periodically changes in classified staffing occur due to hiring, resignations or requests for leaves of absence. The Board must formally approve these requests.

STATUS:

The following classified personnel changes are listed on the agenda:

Name	Personnel Action	Position FTE	Position	School or Dept.	Effective Date
Burvant, Amy	Additional Position	.6250	Yard Supervisor	Lake Forest	8/12/2026
Compton, Ashley	Additional Position	.1875	Instructional Assistant	Green Valley	9/9/2026
Hansen, Amanda	Decrease in Hours	.50	District Office Support Secretary	District Office	7/1/2026
Peterson, James	Decrease in Hours	.6875	Van Driver	Transportation	8/13/2026
San Juan, Kimberly	Decrease in Hours	.6875	Bus Driver	Transportation	8/10/2026
Camy, Terri	Employment	.75	Itinerant Independence Facilitator	Lake Forest	8/12/2026
Cannon, Diana	Employment	.25	Instructional Assistant - Kinder	Lake Forest	8/12/2026
Chwastyk, Julia	Employment	1.0	School Secretary	Green Valley	8/10/2026
Cortez, Lisa Marie	Employment	.4375	Food Service Worker	Lake Forest	8/12/2026
De La Garza, Sebastian	Employment	.375	Food Service Worker	Jackson	8/12/2026
Del Vecchio, Tayah	Employment	.8750	Registered Behavior Technician	District	8/12/2026
Derting, Levi	Employment	.8750	Registered Behavior Technician	District	8/12/2026
Dickinson, Jennifer	Employment	.6250	Instructional Assistant – Special Healthcare	Lakeview	8/12/2026
Dormandy, Shelane	Employment	1.0	Student Services Secretary	Lake Forest	7/27/2026

Gernandt, Britini	Employment	.4375	Instructional Assistant – TK	Rescue	8/12/2026
Ghamami, Shirin	Employment	.75	Itinerant Independence Facilitator	Lakeview	8/12/2026
Hansen, Kristina	Employment	1.0	Bus Driver Trainer	Transportation	6/23/2026
Hughes, Merviana	Employment	.75	Itinerant Independence Facilitator	Lake Forest	8/12/2026
Keegan, Brandy	Employment	.25	IA- Kinder	Lakeview	8/12/2026
Lawrence, Melissa	Employment	1.0	Library Media Coordinator	Pleasant Grove	7/27/2026
Mendoza, Tiffanny	Employment	.75	Instructional Assistant – Special Health Care	Lakeview	8/12/2026
O’Meara, Leona	Employment	.1437	Instructional Assistant	Green Valley	9/9/2026
Palmer, Caitlin	Employment	.75	Itinerant Independence Facilitator	Marina Village	8/12/2026
Royer, Daniel	Employment	.50	Custodian Trainer	District	7/1/2026
San Juan, Kimberly	Employment	.7188	Bus Driver	Transportation	8/10/2026
Spagnola, Natalie	Employment	.75	Instructional Assistant – RSP	Marina Village	8/12/2026
Tidwell, Taylor	Employment	.3438	Yard Supervisor	Rescue	8/12/2026
Towns, Samantha	Employment	.75	Instructional Assistant – SDC	Lake Forest	8/12/2026
Tuveson, Kelly	Increase in Days	.8109	Occupational Therapist	District	8/7/2026
Areias, Irene	Increase in Hours	.75	Van Driver	Transportation	8/13/2026
Curtis, Haley	Increase in Hours	.75	Itinerant Independence Facilitator	Rescue	8/12/2026
Hansen, Amanda	Increase in Hours	.50	Account Technician	District Office	7/1/2026
Hunt, Suzanne	LOA	.75	Itinerant Independence Facilitator	Marina Village	8/12/2026
Royer, Daniel	LOA	.50	Lead Custodian	Jackson	7/1/2026
Brezovec, Crystal	New Position	.5625	Yard Supervisor	Lakeview	8/12/2026
Compton, Asley	New Position	.4375	Instructional Assistant	Green Valley	8/12/2026
Nelson, Daylene	New position	.25	Instructional Assistant	Green Valley	8/12/2026
Pearson, Olivia	New Position	.75	Itinerant Independence Facilitator	Rescue	8/12/2026
Scheftner, Michael	New Position	.5313	Yard Supervisor	Lakeview	8/12/2026

Suske, Annette	New position	.75	Instructional Assistant – RSP	Marina Village	8/12/2026
Name	Personnel Action	Position FTE	Position	School or Dept.	Effective Date
Ossentjuk, Henry	PO Change	.0155	Bus Driver Recertification Days	Transportation	8/10/2026
San Juan, Kimberly	PO Change	.0155	Van Driver Recertification Days	Transportation	8/10/2026
Ossentjuk, Henry	Position Change and Decrease in Hours	.7187	Bus Driver	Transportation	8/10/2026
San Juan, Kimberly	Position Change and Decrease in Hours	.6875	Van Driver	Transportation	8/10/2026
Anderson, Elizabeth	Rehire	.3750	Yard Supervisor	Pleasant Grove	8/12/2026
Markovich, Danilo	Release	1.0	Library Media Coordinator	Pleasant Grove	6/3/2026
Bellomo, Kimberly	Resignation	1.0	Behaviorist	District	6/3/2026
Belmares, Ana	Resignation	.75	Itinerant Independence Facilitator	Lake Forest	7/21/2026
Brezovec, Crystal	Resignation	.5313	Yard Supervisor	Lakeview	6/10/2026
Curtis, Haley	Resignation	.3831	Instructional Assistant	Rescue	6/10/2026
Fernandez, Felicia	Resignation	.4375	Instructional Assistant	Jackson	7/3/2026
Hanson, Sandra	Resignation	1.0	School Secretary	Green Valley	8/14/2026
Hodges, Patricia	Resignation	.4688	Yard Supervisor	Lakeview	7/27/2026
Lawless, Matthew	Resignation	.3750	Yard Supervisor	Marina Village	7/24/2026
Lee, Sarah	Resignation	.75	Itinerant Independence Facilitator	Lake Forest	7/2/2026
Lopez, Angelina	Resignation	.6250	Yard Supervisor	Lake Forest	6/17/2026
Moore, Cynthia	Resignation	.4375	Instructional Assistant – TK	Jackson	7/21/2026
Palmer, Caitlin	Resignation	.375	Yard Supervisor	Marina Village	6/30/2026
Pearson, Olivia	Resignation	.4375	Instructional Assistant – TK	Rescue	6/11/2026
Pearson, Olivia	Resignation	.3831	Instructional Assistant	Rescue	6/11/2026
Potoczak, Nathan	Resignation	.75	Itinerant Independence Facilitator	Green Valley	7/6/2026

Scheftner, Michael	Resignation	.3438	Yard Supervisor	Rescue	7/1/2026
Walker, Nicole	Resignation	.75	Itinerant Independence Facilitator	Pleasant Grove	7/20/2026
Holcomb, Jena	Retirement	.75	Instructional Assistant – RSP	Marina Village	7/31/2026
Stearn, Linda	Retirement	.75	Instructional Assistant – RSP	Marina Village	7/31/2026
Rogers, Marina	Site and Position Number Change	.75	Itinerant Independence Facilitator	Lake Forest	8/12/2026
Anderson, Kortnie	Unpaid LOA	0.375	Student Services Secretary	Marina Village	7/27/2026

FISCAL IMPACT:

Fiscal impact will be reflected in the 2025-2026 budget years.

BOARD GOAL:

Board Focus Goal III. STAFF SUPPORT

Attract and retain diverse, knowledgeable, dedicated individuals who are skilled and supported in their commitment to provide quality education for our students. Reflected in LCAP GOAL(S)
1-2-3

Vendor/Addr	Requit name	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference											Liq Amt		Net Amount

106254/00	SULLIVAN, LACY (PARENT REIMBURSE) 575 ENCINA DR EL DORADO HILLS, CA 95762												
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PV-261144	05/29/2026	AMAZON REFUND 8TH PROMO	01-9424-0-4300-1110-1000-000-0078-00-000 NN										210.68 210.68
TOTAL PAYMENT AMOUNT													210.68 *

102244/00	SUN LIFE FINANCIAL PO BOX 7247 - 0381 PHILADELPHIA, PA 19170-0381												
PV-261137	05/28/2026	CLIENT 203027 12 MONTH	01-0000-0-9582-0000-0000-000-000-000 NN										400.87
PV-261137	05/28/2026	SL SF MG AH AM JT BW CERT 11MO	01-0000-0-3401-1110-1000-081-0000-00-000 NN										122.40
PV-261137	05/28/2026	SUNLIFE KB, KS, RS CLASS 10 MO	01-0000-0-3402-1110-1000-081-0000-00-000 NN										61.20
TOTAL PAYMENT AMOUNT													584.47 *

005675/00	THE PROPHET CORPORATION C/O GOPHER SPORT PLAY WITH A PURP NW5634 PO BOX 1450 MINNEAPOLIS, MN 55485-5634												
265528	PO-260508	05/28/2026	CLOSE EOY CL	1	01-9421-0-4300-1110-1000-000-000-000 NN C						355.46		0.00 0.00
TOTAL PAYMENT AMOUNT													0.00 *

100001/00	VERIZON WIRELESS P O BOX 660108 DALLAS, TX 75266-0108												
265453	PO-260429	05/18/2026	6143943939 04/19 - 05/18	1	01-0000-0-5901-0000-7600-081-0000-00-000 NN P						571.01		571.01 571.01
TOTAL PAYMENT AMOUNT													571.01 *

TOTAL BATCH PAYMENT	163,981.99 ***	0.00	163,981.99
TOTAL DISTRICT PAYMENT	163,981.99 ****	0.00	163,981.99
TOTAL FOR ALL DISTRICTS:	163,981.99 ****	0.00	163,981.99

Number of checks to be printed: 17, not counting voids due to stub overflows.
Number of zero dollar checks: 6, will be printed.
closed: 2
not closed: 4

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein


District Designee Date

Vendor/Addr	Remit name	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	FUNC	ABA num	Account num	EE	ES	E-Term	E-ExtRef
Req Reference												Liq	Amt		Net Amount

106229/00	VOYAGER SOPRIS LEARNING INC.															
	PO BOX 844615															
	BOSTON, MA 02284-4615															

265588	PO-260566	06/03/2026	CLOSE EOY													
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004875/00	WHITEBOX LEARNING															
	FLINN SCIENTIFIC INC															
	PO BOX 71721															
	CHICAGO, IL 60694															

265784	PO-260759	06/03/2026	CLOSE EOY													
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106851/00	ZOOM COMMUNICATIONS INC															
	55 ALMADEN BLVD SUITE 600															
	SAN JOSE, CA 95113															

PV-261163	06/03/2026	INV356363270	060126-053127	01-0000-0-5901-0000-7600-081-0000-00-000 NN												3,241.17
PV-261163	06/03/2026	INV356363270	060126-053127 ZOO	01-0000-0-9330-0000-0000-000-0000-00-000 NN												35,452.90
			TOTAL PAYMENT AMOUNT													38,694.07

TOTAL BATCH PAYMENT

TOTAL DISTRICT PAYMENT

TOTAL FOR ALL DISTRICTS:

Number of checks to be printed: 12, not counting voids due to stub overflows.
 Number of zero dollar checks: 29, will be printed.
 closed: 21
 not closed: 8

70,617.43

70,617.43

70,617.43

70,617.43

70,617.43

Pursuant to Resdue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon


 District Designee Date

015 RESCUE UNION SCHOOL DISTRICT J86449 ACCOUNTS PAYABLE PRELIST APY500 L.00.25 06/03/26 12:23 PAGE 10
0100 06_04_2026 AH BATCH: 0100 0100 06_04_2026 AH << Held for Audit >>

Vendor/Addr	Remit name	Reg Reference	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	FUNC	LC1	LOC2	L3	SCH	T9MPS	EE	ES	E-Term	E-ExtRef
105020/00	TRANE US INC																		
	PO BOX 98167																		
	CHICAGO, IL 60693																		

265220 PO-260204 05/13/2026 21654720
TOTAL PAYMENT AMOUNT 768.32 * 768.32 768.32 768.32

101546/00 VICINI INC, JOE
PO BOX 206
PLACERVILLE, CA 95667
PV-261153 04/21/2026 30201B
TOTAL PAYMENT AMOUNT 35-0000-0-6110-0000-8500-024-0000-00-000 NN 4,025.00 * 4,025.00 4,025.00 4,025.00

106393/00 WASTE CONNECTIONS OF CA INC
DBA EL DORADO DISPOSAL
4100 THROWITA WAY
PLACERVILLE, CA 95667
265161 PO-260149 05/26/2026 01-01793262
TOTAL PAYMENT AMOUNT 1 01-0000-0-5806-0000-8210-084-0000-00-000 NN P 109.86 * 109.86 109.86 109.86

105374/00 WAYNES LOCKSMITH INC
669 PLACERVILLE DRIVE
PLACERVILLE, CA 95667
265222 PO-260206 05/29/2026 i16445
TOTAL PAYMENT AMOUNT 1 01-8150-0-4300-0000-8110-085-0000-00-000 NN P 25.00 * 25.00 25.00 25.00

TOTAL BATCH PAYMENT 169,660.85 *** 0.00 169,660.85
TOTAL USE TAX AMOUNT 24.61

TOTAL DISTRICT PAYMENT 169,660.85 *** 0.00 169,660.85
TOTAL USE TAX AMOUNT 24.61

TOTAL FOR ALL DISTRICTS: 169,660.85 *** 0.00 169,660.85
TOTAL USE TAX AMOUNT 24.61

Number of checks to be printed: 41, not counting voids due to stub overflows.
Number of zero dollar checks: 3, will be printed.
closed: 0
not closed: 3

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon


District Designee Date 6/3/26

Vendor/Addr Remit name	Date	Description	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference				FD RESC Y	GOAL FUNC LC1 LOC2 L3 SCH T9MPS		Liq Amt		Net Amount

104213/00	VALLEY POWER SYSTEMS NORTH INC								
	WELLS FARGO BANK								
	PO BOX 884677								
	LOS ANGELES, CA 90088-4677								

265289	PO-260283	06/10/2026	CLOSE	EOY	JJ	1 01-0842-0-4360-0000-3600-083-0000-00-000 NN C	1,041.17		0.00
TOTAL PAYMENT AMOUNT									0.00

101546/00	VICINI INC, JOE								
	PO BOX 206								
	PLACERVILLE, CA 95667								

PV-261185	06/10/2026	30227	05282026	ASPHALT J		35-0000-0-5610-0000-8200-021-0000-00-000 NN			19,990.00
TOTAL PAYMENT AMOUNT									19,990.00

106701/00	WELLER TRUCK PARTS								
	1500 GEZON PARKWAY SW								
	GRAND RAPIDS, MI 49509								

265291	PO-260285	06/10/2026	CLOSE	EOY	JJ	1 01-0842-0-4360-0000-3600-083-0000-00-000 NN C	3,000.00		0.00
TOTAL PAYMENT AMOUNT									0.00

TOTAL BATCH PAYMENT 147,762.58 *** 0.00 147,762.58

TOTAL DISTRICT PAYMENT 147,762.58 **** 0.00 147,762.58

TOTAL FOR ALL DISTRICTS: 147,762.58 ***** 0.00 147,762.58

Number of checks to be printed: 21, not counting voids due to stub overflows.
Number of zero dollar checks: 39, will be printed.
closed: 28
not closed: 11

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein

 6/10/26

District Designee Date

Vendor/Addr	Remit name	Tax ID num	Deposit type	ABA num	Account num	EE	ES	E-Term	E-ExtRef						
Reg Reference	Date	Description	FD	RESC	Y	OBJT	GOAL	FUNC	LC1	LOC2	L3	SCH	T9MPS	Liq Amt	Net Amount

104652/00	STANDARD PLUMBING SUPPLY CO 373 PLEASANT VALLEY RD DIAMOND SPRINGS, CA 95619																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
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005954/00	STATE DEPARTMENT OF JUSTICE ACCOUNTING SERVICES PO BOX 944255 SACRAMENTO, CA 94244-2550
265315	PO-260295 06/03/2026 049649 MAY
	1 01-0000-0-5812-0000-7400-504-0000-00-000 NN P
	TOTAL PAYMENT AMOUNT 226.00 *
	226.00
	226.00

106553/00	TAGUE MUSIC LLC 8091 GREENBACK LN STE 1 CITRUS HEIGHTS, CA 95610
PV-261167 06/01/2025 M8G3398	01-1100-0-5610-1110-1000-099-0034-00-000 NY TOTAL PAYMENT AMOUNT 359.95 *
	359.95
	359.95

100001/00	VERIZON WIRELESS P O BOX 660108 DALLAS, TX 75266-0108																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
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TOTAL BATCH PAYMENT	62,447.20 ***	0.00	62,447.20
TOTAL USE TAX AMOUNT			129.34
TOTAL DISTRICT PAYMENT	62,447.20 ****	0.00	62,447.20
TOTAL USE TAX AMOUNT			129.34
TOTAL FOR ALL DISTRICTS:	62,447.20 ****	0.00	62,447.20
TOTAL USE TAX AMOUNT			129.34

```

Number of checks to be printed:
Number of zero dollar checks:
        closed:
        not closed:

```

28, not counting voids due to stub overflows.
2, will be printed.

ursuant to Rescue Union School District Policy^{62, 447.20}, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon.

District Designee _____ Date _____

Vendor/Addr	Remit name	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	FUNC	LC1	LOC2	L3	SCH	T9MPS	EE ES	E-Term	E-ExtRef
Req Reference																	

104649/00	VILLALOVIZ, SANDRA (EMPL REIMB) 4000 HARLINGTON CIRCLE EL DORADO HILLS, CA 95762																
PV-261193	06/16/2026	MILEAGE REIMURS MAY AND JUNE	01-0000-0-5200-0000-7200-081-0000-00-000	NN													27.55 27.55
TOTAL PAYMENT AMOUNT																	

106229/00	VOYAGER SOPRIS LEARNING INC. PO BOX 844615 BOSTON, MA 02284-4615																
265861	PO-260837	06/09/2026	06092026 JNK	1	01-6266-0-5200-1110-1000-021-0000-00-000	NN	F										1,800.00 1,800.00
TOTAL PAYMENT AMOUNT																	

105374/00	WAYNES LOCKSMITH INC 669 PLACERVILLE DRIVE PLACERVILLE, CA 95667																
265222	PO-260206	06/09/2026	116489	1	01-8150-0-4300-0000-8110-085-0000-00-000	NN	P										42.89 42.89
TOTAL PAYMENT AMOUNT																	

001293/00	ZEP SALES & SERVICE FILE 50188 LOS ANGELES, CA 90074-0188																
265292	PO-260286	06/11/2026	INC PER LW \$300	1	01-0842-0-4360-0000-3600-083-0000-00-000	NN	C										0.00
265292	PO-260286	06/11/2026	INC PER LW \$300	1	01-0842-0-4360-0000-3600-083-0000-00-000	NN	O										0.00
265292	PO-260286	06/11/2026	INC PER LW \$1500	1	01-0842-0-4360-0000-3600-083-0000-00-000	NN	O										0.00
265292	PO-260286	06/11/2026	INC PER LW \$1500	1	01-0842-0-4360-0000-3600-083-0000-00-000	NN	C										0.00
TOTAL PAYMENT AMOUNT																	

TOTAL BATCH PAYMENT				203,825.94	***	0.00											203,825.94
TOTAL DISTRICT PAYMENT				203,825.94	****	0.00											203,825.94
TOTAL FOR ALL DISTRICTS:				203,825.94	****	0.00											203,825.94

Number of checks to be printed: 33, not counting voids due to stub overflows.
 Number of zero dollar checks: 2, will be printed.
 not closed: 2

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon

[Signature]
 District Designee
 Date

015 RESCUE UNION SCHOOL DISTRICT J90983
0104 06 29 2026

ACCOUNTS PAYABLE PRELIST
BATCH: 0104 0104 06 29 2026

APY500 L.00.25 06/25/26 13:52 PAGE 8
<< Held for Audit >>

Vendor/Addr	Remit name	Date	Description	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference					FD RESC Y	GOAL FUNC LC1 LOC2 L3 SCH	TPMPS	Liq Amt		Net Amount

104407/00	SNAP-ON	21755 NETWORK PLACE								
		CHICAGO, IL 60673-1217								

265283	PO-260265	06/11/2026	ARV/68286246		1 01-0842-0-4360-0000-3600-083-0000-00-000 NN P			1,013.50		1,013.50
TOTAL PAYMENT AMOUNT										1,013.50

106747/00	ICG ADMINISTRATORS	900 S CAPITAL OF TX HWY STE350								
		AUSTIN, TX 78746								

265508	PO-260483	06/23/2026	189330 MAY		1 01-0000-0-5806-0000-7400-504-0000-00-000 NY P			180.00		180.00
TOTAL PAYMENT AMOUNT										180.00

107151/00	THE FARMERS MARKETPLACE	195 ELM AVE								
		AUBURN, CA 95603								

265686	PO-260665	06/15/2026	50596		1 13-5310-0-4710-0000-3700-000-0000-00-000 NN F			326.63		492.24
TOTAL PAYMENT AMOUNT										492.24

TOTAL BATCH PAYMENT 67,468.56 *** 0.00 67,468.56

TOTAL DISTRICT PAYMENT 67,468.56 **** 0.00 67,468.56

TOTAL FOR ALL DISTRICTS: 67,468.56 **** 0.00 67,468.56

Number of checks to be printed: 34, not counting voids due to stub overflows.
Number of zero dollar checks: 1, will be printed.
closed: 0
not closed: 1

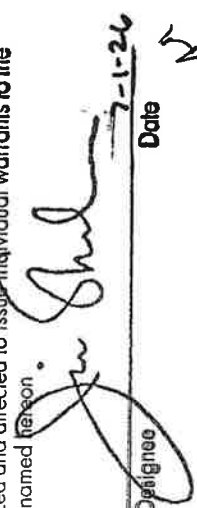
Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon

District Designee

Date

6/23/26

015 RESCUE UNION SCHOOL DISTRICT J91930										ACCOUNTS PAYABLE PRELIST										APY500 L.00.25 07/01/26 13:31										PAGE 11									
0105 06_30_2026 (07_02_26)										BATCH: 0105 0105 06_30_2026 (07_02_2026) << Held for Audit >>																													
Vendor/Addr		Requit name		Date		Description		Tax ID num		Deposit type		ABA num		Account num		EE ES		E-Term		E-ExtRef																			
Req Reference		Date								FD RESC Y OBJT GOAL FUNC LC1 LOC2 L3 SCH T9MPS						Liq Amt				Net Amount																			
105011/00		TEACHERS SYNERGY LLC																																					
		dba Teachers Pay Teachers																																					
		75 REMITTANCE DRIVE DEPT 6759																																					
		CHICAGO, IL 60675-6759																																					
265825		PO-260800		06/30/2026		CLOSE PER AH EOY				1 01-2600-0-5806-1110-1000-086-0000-00-000 NN C						500.00				0.00		0.00																	
										TOTAL PAYMENT AMOUNT																													
100001/00		VERIZON WIRELESS																																					
		P O BOX 660108																																					
		DALLAS, TX 75266-0108																																					
265453		PO-260429		06/18/2026		6146452554 05/19 TO 06/18				1 01-0000-0-5901-0000-7600-081-0000-00-000 NN F						1,491.34				469.95		469.95																	
										TOTAL PAYMENT AMOUNT																													
107049/00		WARNEY, AMY																																					
		(EMPLOYEE REIMBURSEMENT)																																					
		3365 THORNHILL DR																																					
		EL DORADO HILLS, CA 95762																																					
		PV-261205		06/30/2026		REPLACE 90621626 A WARNEY				01-0000-0-9598-0000-0000-000-000-000 NN										791.54		791.54																	
										TOTAL PAYMENT AMOUNT																													
001585/00		WESTERN PSYCHOLOGICAL SERVICES																																					
		625 ALASKA AVE																																					
		TORRANCE, CA 905035124																																					
265383		PO-260359		06/30/2026		CLOSE EOY				1 01-6500-0-5806-5770-3140-064-0000-00-000 NN C						1,140.00				0.00		0.00																	
										TOTAL PAYMENT AMOUNT																													
107238/00		WEX BANK (PHILLIPS 66 FLEET)																																					
		PO BOX 6293																																					
		CAROL STREAM, IL 60197-6293																																					
		PV-261210		06/30/2026		113317761 THRU 062326				01-8150-0-4370-0000-8110-085-0000-00-000 NN										476.20		476.20																	
										TOTAL PAYMENT AMOUNT																													

District Designee  Date 7-1-26
 Number of checks to be printed: 26, not counting voids due to stub overflows.
 Number of zero dollar checks: 24, will be printed.
 closed: 13
 not closed: 11

015 RESCUE UNION SCHOOL DISTRICT J95498
0107 06_30_2026 (7/17/26)

ACCOUNTS PAYABLE PRELIST
BATCH: 0107 0107 06_30_2026 (07_17_26)

APY500 L.00.25 07/16/26 13:41 PAGE 20
<< Held for Audit >>

Vendor/Addr	Remit name	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	FUNC	LC1	LOC2	L3	SCH	T9MPS	EE ES	E-Term	E-ExtRef
Req Reference															Liq Amt		Net Amount

105374/00	WAYNES LOCKSMITH INC																
	669 PLACERVILLE DRIVE																
	PLACERVILLE, CA 95667																

265222	PO-260206	06/30/2026	CLOSE EOY														
265222	PO-260206	06/30/2026	CLOSE EOY														

1	01-8150-0-4300-0000-8110-085-0000-00-000	NN C														2,910.21	0.00
2	01-8150-0-4400-0000-8110-085-0000-00-000	NN C														2,058.24	0.00

TOTAL PAYMENT AMOUNT 0.00 *

TOTAL BATCH PAYMENT 10,704.78 *** 0.00 10,704.78

TOTAL DISTRICT PAYMENT 10,704.78 **** 0.00 10,704.78

TOTAL FOR ALL DISTRICTS: 10,704.78 ***** 0.00 10,704.78

Number of checks to be printed: 12, not counting voids due to stub overflows.
Number of zero dollar checks: 85, will be printed.
closed: 76
not closed: 7

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein.


District Designee Date 7/16/26

015 RESCUE UNION SCHOOL DISTRICT J96347

0108 06_30_2026 (07_21_26)

ACCOUNTS PAYABLE PRELIST
BATCH: 0108 0108 06_30_2026 (07_21_26)

APY500 L.00.25 07/20/26 15:18 PAGE 3

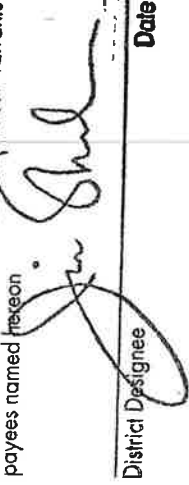
Vendor/Addr	Remit name	Req Reference	Date	Description	Tax ID num	Deposit type	ABA num	Account num	LOC2	L3	SCH	T9MPS	EE	ES	E-Term	E-ExtRef

TOTAL DISTRICT PAYMENT													4,443.47	****	0.00	4,443.47
TOTAL FOR ALL DISTRICTS:													4,443.47	****	0.00	4,443.47

AV

Number of checks to be printed: 6,
Number of zero dollar checks: 3, not counting voids due to stub overflows.
closed: 1
not closed: 2

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon


District Designee
Date 7-20-26

Vendor/Addr	Requit name	Date	Description	Tax ID num	Deposit type	ABA num	Account num	EE	ES	E-Term	E-ExtRef
					FD RESC Y	GOAL	LOC2 L3 SCH	T9MPS	Liq Amt		Net Amount

107195/00	FRONTLINE TECHNOLOGIES GRP LLC										
	PO BOX 780577										
	PHILADELPHIA, PA 19178-0577										
275054	PO-270019	07/01/2026	INVUS241163	04012026-06302027	1	01-6019-0-5806-0000-7200-081-0000-00-000	NN	F	19,050.30		19,050.30
											19,050.30

107227/00	LOVING GUIDANCE LLC										
	648 TRESTLE POINT										
	SANFORD, FL 32771										

275330	PO-270126	07/01/2026	2151007	SPEAKING FEES	1	01-6019-0-5806-1110-1000-081-0000-00-000	NY	F	18,400.00		18,400.00
											18,400.00

102244/00	SUN LIFE FINANCIAL										
	PO BOX 7247 - 0381										
	PHILADELPHIA, PA 19170-0381										
	PV-270003	07/01/2026	CLIENT	203027 JULY		01-0000-0-9582-0000-0000-0000-00-000	NN				502.87
	PV-270003	07/01/2026	KS, RS CLASS	10 MO SUNLIFE		01-0000-0-3402-1110-1000-081-0000-00-000	NN				40.80
	PV-270003	07/01/2026	BW CREDIT FOR JUNE	SUNLIFE		01-0000-0-9582-0000-0000-0000-00-000	NN				-20.40
											523.27

102541/00	SYTECH SOLUTIONS										
	8930 BIG HORN BLVD										
	ELK GROVE, CA 95758										
275166	PO-270107	07/01/2026	15205	07012026-03302027	1	01-0000-0-5806-0000-7200-080-0000-00-000	NN	F	10,800.00		10,800.00
											10,800.00

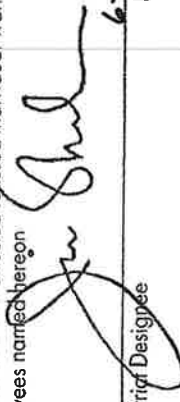
TOTAL BATCH PAYMENT 123,484.16 *** 0.00 123,484.16

TOTAL DISTRICT PAYMENT 123,484.16 **** 0.00 123,484.16

TOTAL FOR ALL DISTRICTS: 123,484.16 ***** 0.00 123,484.16

Number of checks to be printed: 8, not counting voids due to stub overflows.

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein


District Designee
Date 6-30-26

015 RESCUE UNION SCHOOL DISTRICT J92527
0002 07_07_2026 LQ

ACCOUNTS PAYABLE PRELIST
BATCH: 0002 0002 07_07_2026 LQ

APV500 L.00.25 07/06/26 14:26 PAGE 3
<< Held for Audit >>

Vendor/Addr	Remit name	Description	Tax ID num	Deposit type	ABA num	Account num	EE ES	E-Term	E-ExtRef
Req Reference	Date			FD RESC Y	OBJT GOAL FUNC LC1 LOC2 L3 SCH	19MPS	Liq Amt	Net Amount	

102582 (CONTINUED)

PV-270005	07/06/2026	585201544	07202026	RUSD COPY	01-0842-0-5633-0000-3600-083-0000-00-000	NN			13.82
		JULY							
PV-270005	07/06/2026	585201544	07202026	RUSD COPY	01-0000-0-5690-1110-1000-081-0000-00-000	NN			3,405.77
		JULY							
PV-270005	07/06/2026	585201544	07202026	RUSD COPY	01-0000-0-5690-0000-7200-081-0000-00-000	NN			449.96
		JULY							
				TOTAL PAYMENT AMOUNT					5,810.95

TOTAL BATCH PAYMENT	4,1,574.65 ***	0.00	41,574.65
TOTAL DISTRICT PAYMENT	4,1,574.65 ****	0.00	41,574.65
TOTAL FOR ALL DISTRICTS:	4,1,574.65 ****	0.00	41,574.65

Number of checks to be printed: 9, not counting voids due to stub overflows.

By signing this Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein.

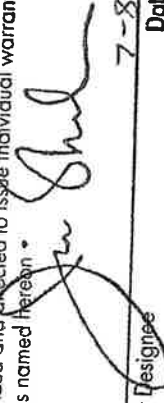
District Designee

7/6/26
Date

Vendor/Addr Req Reference	Remit name Date	Description	Tax ID num	Deposit type FD RESC Y	OBJT GOAL	ABA num FUNC LC1	Account num LOC2 L3	SCH	T9MPS	EE ES	E-Term Liq Amt	E-ExtRef Net Amount
106206/00	49ER LIVE SCAN AND NOTARY 76 MAIN STREET PLACERVILLE, CA 95667											
275170	PO-270111	07/07/2026 F188LAM402		1	01-0000-0-5812-0000-7400-504-0000-00-000	NY P				25.00	25.00	25.00
275170	PO-270111	07/06/2026 F187BR348		1	01-0000-0-5812-0000-7400-504-0000-00-000	NY P				25.00	25.00	50.00
TOTAL PAYMENT AMOUNT												
50.00 *												
104627/00	CATAPULT K12 5098 FOOTHILLS BLVD STE 3 #396 ROSEVILLE, CA 95747											
275344	PO-270309	07/01/2026 TR-2988		1	01-0816-0-5806-1110-1000-120-0000-00-000	NN F				8,098.80	8,098.80	8,098.80
TOTAL PAYMENT AMOUNT												
8,098.80 *												
TOTAL BATCH PAYMENT												
8,148.80 ***												
TOTAL DISTRICT PAYMENT												
8,148.80 ****												
TOTAL FOR ALL DISTRICTS:												
8,148.80 *****												
AM												

Number of checks to be printed: 2, not counting voids due to stub overflows.

Pursuant to Kescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named herein.

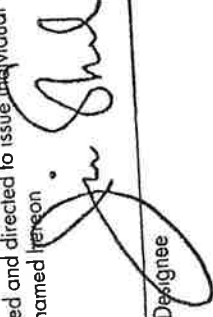

District Designee
Date 7-8-26

Vendor/Addr Remit name Description Tax ID num Deposit type ABA num Account num EE ES E-Term E-ExtRef
Req Reference Date FD RESC Y OBJT GOAL FUNC LC1 LOC2 L3 SCH T9MPS Liq Amt Net Amount

020305/00 US BANK CM-9690
PO BOX 70870 ST PAUL, MN 55170-9690
PV-270008 07/14/2026 8226425 2013 GEN OB BOND 51-9010-0-7434-0000-9100-000-0000-00-000 NN
TOTAL PAYMENT AMOUNT 1,210.00 * 1,210.00

100054/00 VINTAGE TRANSPORT INC & LINE-X OF PLACERVILLE
161 FAIR LANE PLACERVILLE, CA 95667
275336 PO-270304 07/06/2026 3002369
TOTAL PAYMENT AMOUNT 1 01-8150-0-4300-0000-8110-085-0000-00-000 NN P 22.72 * 22.72

TOTAL BATCH PAYMENT 208,964.28 *** 0.00 208,964.28
TOTAL DISTRICT PAYMENT 208,964.28 **** 0.00 208,964.28
TOTAL FOR ALL DISTRICTS: 208,964.28 ***** 0.00 208,964.28
Number of checks to be printed: 30, not counting voids due to stub overflows.

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon

District Designee 7-15-26
Date

Vendor/Addr	Remit name	Date	Description	Tax ID num	Deposit type	FD RESC Y	OBJT	GOAL	FUNC	LC1	LOC2	L3	SCH	T9MPS	EE	ES	E-Term	E-ExtRef
Reg Reference																		

105374/00	WAYNES LOCKSMITH INC																	
	669 PLACERVILLE DRIVE																	
	PLACERVILLE, CA 95667																	
275335	PO-270303	07/09/2026	i16631															
275335	PO-270303	07/16/2026	i16662															

TOTAL PAYMENT AMOUNT																		
105809/00	WEBSTER, LAURA																	
	(EMP REIMB)																	
	PO BOX 504																	
	GEORGETOWN, CA 95634																	
PV-270018	07/22/2026	JEFFY LUBE	T24 T23 T17 T20															
TOTAL PAYMENT AMOUNT																		

107245/00	WILLIAMS, LARA																	
	(PARENT REIMBURSE)																	
	2636 MORMON ISLAND DR																	
	EL DORADO HILLS, CA 95762																	
PV-270017	07/22/2026	PARENT OVERPAID BUS PASS	LW															
TOTAL PAYMENT AMOUNT																		

106509/00	WILSONS ASPHALT INC																	
	PO BOX 575																	
	DIAMOND SPRINGS, CA 95619																	
265876	PO-260842	07/14/2026	2118															
TOTAL PAYMENT AMOUNT																		

TOTAL BATCH PAYMENT																		
TOTAL USE TAX AMOUNT																		
TOTAL DISTRICT PAYMENT																		
TOTAL USE TAX AMOUNT																		
TOTAL FOR ALL DISTRICTS:																		
TOTAL USE TAX AMOUNT																		

Number of checks to be printed: 44, not counting voids due to stub overflows.
 Number of zero dollar checks: 4, will be printed.
 closed: 0
 not closed: 4

Pursuant to Rescue Union School District Policy, the El Dorado County Superintendent of Schools is hereby authorized and directed to issue individual warrants to the payees named hereon

[Signature] 7/24/26
 District Designee Date

01 GENERAL FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270432	2NDGEAR LLC	NEWLINE / EPSON	7,273.21	DISTRICTWIDE SERVICES
270407	4 IMPRINT	Open PO Music Shirts 26/27	4,400.00	Pleasant Grove Middle School
270111	49ER LIVE SCAN AND NOTARY	2026/2027 FINGERPRINTING	2,000.00	DISTRICTWIDE SERVICES
270321	4R HEARING CENTER LLC	2026-27 Annual Hearing Tests	7,500.00	Student Support Services
270141	A RATTLESNAKE HUNTER	Open PO for the year	5,000.00	Maintenance
270099	A TOUCH OF UNDERSTANDING INC	3rd Grade Presentation	2,500.00	Lakeview
270172	A-Z BUS SALES INC	Open PO for the year 26-27	8,000.00	Transportation
270175	ABE ARENS BROTHERS	Open PO for the year 26-27	3,000.00	Transportation
270323	ABLE KIDS	2026-2027 SPED Aides	50,000.00	Student Support Services
270151	ACER LANDSCAPE MATERIALS INC	Open PO for 26-27	4,000.00	Operations
270469	ACTION ASPHALT & CONCRETE	PG-Resripping blacktop	4,158.13	Maintenance
270174	ADCO DRIVELINE & CUST. EXHAUST	Open PO for the year 26-27	1,000.00	Transportation
270306	ADM SCREENING	Open PO for the year 26-27	1,500.00	Transportation
270130	ADVANCED INTEGRATED PEST MNGMT	Pest Control	8,000.00	Maintenance
270317	AERIES SOFTWARE LLC	Aeries Renewal	33,521.40	DISTRICTWIDE SERVICES
270320	AERIES SOFTWARE LLC	Aeries Professional Services	1,400.00	Student Support Services
270043	AG IN THE CLASSROOM EDC	3r gr ft 2026/27	450.00	Green Valley School
270073	AG IN THE CLASSROOM EDC	3RD GRADE FT	2,700.00	Rescue School
270485	AHA ECC DISTRIBUTION	CPR CODES	1,951.50	DISTRICTWIDE SERVICES
270176	AIR COMPRESSOR SERVICES	Open PO for 2026-2027	3,000.00	Transportation
270131	AIR FILTER SUPPLY	Air Filters	10,000.00	Maintenance
270132	AIR GAS	Open PO for the year	500.00	Maintenance
270177	AIR GAS	Open PO for the year 26-27	500.00	Transportation
270178	ALLDATA LLC	Open PO for the year 26-27	1,000.00	Transportation
270045	AMAZING ANIMAL WORLD	TK & K on campus ft 26/27	1,100.00	Green Valley School
270071	AMAZING ANIMAL WORLD	1ST GRADE ONSITE FT	880.00	Rescue School
270024	AMAZON CAPITAL SERVICES INC	Open PO for Library	2,700.00	Green Valley School
270037	AMAZON CAPITAL SERVICES INC	Oral Interp 2026/27	1,500.00	Green Valley School
270049	AMAZON CAPITAL SERVICES INC	Student Counsl 2026/27	500.00	Green Valley School
270050	AMAZON CAPITAL SERVICES INC	Donation&PTO purchases 26/27	1,000.00	Green Valley School
270053	AMAZON CAPITAL SERVICES INC	Open PO for supplies 2026/27	10,000.00	Green Valley School
270055	AMAZON CAPITAL SERVICES INC	Open PO Supplies (4400) 26/27	2,000.00	Pleasant Grove Middle School
270056	AMAZON CAPITAL SERVICES INC	Open PO Music Supplies 26/27	1,000.00	Pleasant Grove Middle School
270057	AMAZON CAPITAL SERVICES INC	Open PO Supplies Science 26/27	2,000.00	Pleasant Grove Middle School
270058	AMAZON CAPITAL SERVICES INC	Open PO Garden supply 26/27	500.00	Pleasant Grove Middle School
270059	AMAZON CAPITAL SERVICES INC	Open PO Science 8th 26/27	500.00	Pleasant Grove Middle School
270060	AMAZON CAPITAL SERVICES INC	Open PO 8th EOY 26/27	500.00	Pleasant Grove Middle School
270061	AMAZON CAPITAL SERVICES INC	Open PO AVID Supplies 26/27	1,000.00	Pleasant Grove Middle School
270062	AMAZON CAPITAL SERVICES INC	Open PO AVID Supplies 26/27	3,500.00	Pleasant Grove Middle School
270063	AMAZON CAPITAL SERVICES INC	Open PO Music Supplies 26/27	1,500.00	Pleasant Grove Middle School
270064	AMAZON CAPITAL SERVICES INC	Open PO Jazz Supplies 26/27	500.00	Pleasant Grove Middle School
270067	AMAZON CAPITAL SERVICES INC	supplies	7,500.00	Rescue School
270076	AMAZON CAPITAL SERVICES INC	Open PO for Supplies	5,000.00	Lakeview
270080	AMAZON CAPITAL SERVICES INC	Open PO for SOAR	500.00	Lakeview
270083	AMAZON CAPITAL SERVICES INC	Prop 28 Open PO	500.00	Lakeview
270084	AMAZON CAPITAL SERVICES INC	Prop 28 STEM supplies Open PO	500.00	Lakeview
270088	AMAZON CAPITAL SERVICES INC	Library open PO	500.00	Lakeview
270104	AMAZON CAPITAL SERVICES INC	Open PO for 26-27 School Year	4,000.00	Jackson School
270115	AMAZON CAPITAL SERVICES INC	DO SUPPLIES	2,000.00	DISTRICTWIDE SERVICES
270128	AMAZON CAPITAL SERVICES INC	Open PO for the year	22,000.00	Maintenance
270161	AMAZON CAPITAL SERVICES INC	Custodial Use - Jackson	1,000.00	Operations

P.O. #	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
01	GENERAL FUND			
270163	AMAZON CAPITAL SERVICES INC	Open PO for PG - 2026-2027	5,000.00	Operations
270166	AMAZON CAPITAL SERVICES INC	Rescue Custodial Use 26-27	3,000.00	Operations
270167	AMAZON CAPITAL SERVICES INC	MV - Custodial Use	1,000.00	Operations
270168	AMAZON CAPITAL SERVICES INC	LV - Open PO for 2025-2026	1,000.00	Operations
270173	AMAZON CAPITAL SERVICES INC	Open PO for 26-27 - LF	1,000.00	Operations
270179	AMAZON CAPITAL SERVICES INC	Open PO for the year 26-27	5,000.00	Transportation
270298	AMAZON CAPITAL SERVICES INC	Green Valley Custodial Use	1,000.00	Operations
270314	AMAZON CAPITAL SERVICES INC	Library Open PO	500.00	DISTRICTWIDE SERVICES
270315	AMAZON CAPITAL SERVICES INC	Open PO code 4400 clsm equip	15,000.00	DISTRICTWIDE SERVICES
270322	AMAZON CAPITAL SERVICES INC	RSP Teacher Supplies	1,650.00	Student Support Services
270324	AMAZON CAPITAL SERVICES INC	Student AT Supplies - SPED	750.00	Student Support Services
270325	AMAZON CAPITAL SERVICES INC	SDC Teacher Supplies	900.00	Student Support Services
270326	AMAZON CAPITAL SERVICES INC	Behavior Team Supplies	300.00	Student Support Services
270327	AMAZON CAPITAL SERVICES INC	Nursing Supplies 2026-2027	2,000.00	Student Support Services
270328	AMAZON CAPITAL SERVICES INC	OT Team Supplies	500.00	Student Support Services
270329	AMAZON CAPITAL SERVICES INC	Psyh. Office Supplies	750.00	Student Support Services
270330	AMAZON CAPITAL SERVICES INC	SPED Office/District Supplies	1,000.00	Student Support Services
270335	AMAZON CAPITAL SERVICES INC	Open PO for instr materials	1,000.00	DISTRICTWIDE SERVICES
270392	AMAZON CAPITAL SERVICES INC	Open P.O. Supt Office Supplies	2,000.00	DISTRICTWIDE SERVICES
270399	AMAZON CAPITAL SERVICES INC	Open PO Supplies 26/27	5,000.00	Pleasant Grove Middle School
270412	AMAZON CAPITAL SERVICES INC	Open PO ASB Supplies 26/27	3,500.00	Pleasant Grove Middle School
270422	AMAZON CAPITAL SERVICES INC	Open PO Site Supplies 26/27	5,000.00	Pleasant Grove Middle School
270425	AMAZON CAPITAL SERVICES INC	GV-lost/damaged bk replacement	169.46	DISTRICTWIDE SERVICES
270430	AMAZON CAPITAL SERVICES INC	Open PO: tech & clsm supplies	7,000.00	DISTRICTWIDE SERVICES
270436	AMAZON CAPITAL SERVICES INC	Open PO for 26/27	6,000.00	Marina Village School
270440	AMAZON CAPITAL SERVICES INC	Open PO for 2026/27	1,000.00	Marina Village School
270448	AMAZON CAPITAL SERVICES INC	Open PO for 2026/27 WMS YBK	1,000.00	Marina Village School
270449	AMAZON CAPITAL SERVICES INC	Open PO for 2026/27 Prop 28	500.00	Marina Village School
270457	AMAZON CAPITAL SERVICES INC	open PO for the Library	500.00	Lake Forest School
270458	AMAZON CAPITAL SERVICES INC	open PO for Amazon 2026-2027	3,000.00	Lake Forest School
270461	AMAZON CAPITAL SERVICES INC	Open PO for STEM	10,000.00	Lakeview
270477	AMERGIS HEALTHCARE STAFFING	SPED Aide Subs.	300,000.00	Student Support Services
270180	AMERICA'S TIRE	Open PO for the year 26-27	10,000.00	Transportation
270072	AMERICAN RIVER CONSERVANCY	4TH GRADE FT	800.00	Rescue School
270332	AMERICAN RIVER SPEECH	Speech and Language Therapy	10,000.00	Student Support Services
270406	ANATOMY WAREHOUSE	Open PO 7th Science 26/27	500.00	Pleasant Grove Middle School
260844	APPLIED LANDSCAPE MATERIALS	Playground Fiber- LF, LV, J, R	15,952.55	Maintenance
270118	ARNOLD'S FOR AWARDS	STAFF NAME PLATES	200.00	DISTRICTWIDE SERVICES
270476	ARNOLD'S FOR AWARDS	nameplates	148.07	Lake Forest School
270470	ASSOCIATED STUDENTS OF CSU	5th grade field trip	1,500.00	Lake Forest School
270421	AVID CENTER	Open PO AVID Dues 26/27	5,309.00	Pleasant Grove Middle School
270336	BENCHMARK EDUCATION CO LLC	J -K & 1stgr Takehm Decodables	1,612.19	DISTRICTWIDE SERVICES
270337	BENCHMARK EDUCATION CO LLC	LF-K & 1stgr Takehm Decodables	1,201.81	DISTRICTWIDE SERVICES
270338	BENCHMARK EDUCATION CO LLC	R -K & 1stgr Takehm Decodables	1,407.00	DISTRICTWIDE SERVICES
270181	BERYL TECHNOLOGIES LLC	Opacity Smokeneter Annual PO	500.00	Transportation
270147	BIDWELL H2O	Water Delivery Service 26-27	14,000.00	Operations
270182	BIG O TIRES	Open PO for the year 26-27	2,000.00	Transportation
270183	BIG O TIRES NO 5100	Open PO for 2026-2027	2,500.00	Transportation
270439	BLICK ART MATERIALS	Open PO for 2026/27	1,000.00	Marina Village School
270451	BLICK ART MATERIALS	Open PO for 2026/27 Yearbook	300.00	Marina Village School
270148	BLISS POWER AND LAWN EQUIP	Open PO for 2026-2027	3,000.00	Operations

01 GENERAL FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270129	BRIGHTLY SOFTWARE INC	Maintenance Software - Annual	8,100.00	Maintenance
270184	BUSWEST LLC	Open PO for the year 26-27	18,000.00	Transportation
270185	BZ SERVICE STATION	Open PO for the year 26-27	2,000.00	Transportation
270133	C & H MOTOR PARTS	Open PO for the year	1,500.00	Maintenance
270413	CADA	Open PO ASB Dues	150.00	Pleasant Grove Middle School
270428	CALIFORNIA IT IN EDUCATION	Prem Priv Serv&Team Membership	4,345.00	DISTRICTWIDE SERVICES
270101	CALIFORNIA WEEKLY EXPLORER INC	4th Grade in house presentatio	1,662.99	Lakeview
270134	CAMERADO GLASS	Open PO for the year	3,000.00	Maintenance
270186	CAMERON PARK AUTOMOTIVE	Open PO for the year 26-27	4,000.00	Transportation
270187	CAPITOL CLUTCH AND BRAKE INC	Open PO for the year 26-27	14,000.00	Transportation
270135	CARNAHAN ELECTRIC LTD	Open Po for the year	10,000.00	Maintenance
270188	CARNAHAN ELECTRIC LTD	DO Generator Service 26-27	500.00	Transportation
270309	CATAPULT K12	Catapult CMS renewal	8,098.80	DISTRICTWIDE SERVICES
270423	CATAPULT K12	CMS Connect renewal	7,338.49	DISTRICTWIDE SERVICES
270467	CDW DIRECT LLC	RUCKUS - ERATE	38,294.55	DISTRICTWIDE SERVICES
270339	CENGAGE LEARNING	Big Ideas Math - digital subsc	15,120.00	DISTRICTWIDE SERVICES
270310	CENTEGIX	EMS Renewal	7,200.00	DISTRICTWIDE SERVICES
270189	CINTAS CORPORATION	Open PO for the year 26-27	3,000.00	Transportation
270042	CITY OF FOLSOM	2nd gr ft 2026/27	650.00	Green Valley School
270069	CITY OF FOLSOM	KINDER FT 200	900.00	Rescue School
270100	CITY OF PLACERVILLE	3rd grade field trip	1,040.00	Lakeview
270136	CIVIC PERMITS INC	Annual Subscription	2,093.00	Maintenance
270125	COASTAL ENTERPRISES	SO # S30366, PE Clothes 26/27	5,811.19	Pleasant Grove Middle School
270090	COLOMA OUTDOOR DISCOVERY	4th Grd overnight Coloma trip	23,370.00	Lakeview
270137	CONFORT PLUMBING INC.	Open PO for the year	5,000.00	Maintenance
270138	CRUSADER FENCE CO LLC	Open PO for the year	2,000.00	Maintenance
270190	CUMMINS SALES AND SERVICE	Open PO for the year	10,000.00	Transportation
270146	CUSTOM EMBROIDERY CONCEPTS	Open PO for the year	1,000.00	Maintenance
270351	DAVE BANG ASSOCIATES	LV - Playground Equipment	6,682.27	Maintenance
270191	DAVIS TRUCK PAINTING INC	Open PO for the year	2,000.00	Transportation
270139	DECKER EQUIPMENT	Open PO for the year	2,500.00	Maintenance
270313	DEMCO INC	Library Supplies: MV, GV, J	147.88	DISTRICTWIDE SERVICES
270192	DIESEL EMISSIONS SERVICE	Open PO for the year	6,000.00	Transportation
270127	DIPIETRO & ASSOCIATES INC	AED Serviced	1,200.00	Student Support Services
270394	DOCUMENT TRACKING SERVICES LLC	DTS Annual Renewal Year 3 of 3	2,280.00	DISTRICTWIDE SERVICES
270142	DTSC	Open Po for the year	5,500.00	Maintenance
270331	E3 DIAGNOSTICS INC	Annual Audiometer Calibration	1,335.00	Student Support Services
270110	EATON INTERPRETING SVCS INC.	SIGN LANGUAGE SERVICES	8,000.00	DISTRICTWIDE SERVICES
270051	EDC SPORTS LEAGUE	Fee for Cross Country 2026/27	125.00	Green Valley School
270092	EDC SPORTS LEAGUE	26/27 Cross Country Participat	125.00	Lakeview
270416	EDC SPORTS LEAGUE	Open PO Officiating 26/27	1,000.00	Pleasant Grove Middle School
270035	EDGEWOOD PRESS INC	Open PO for Mascot Folders	1,000.00	Green Valley School
270033	EL DORADO COUNTY	Open PO for 2026/27 forms	500.00	Green Valley School
270194	EL DORADO COUNTY	Open PO for the year	2,000.00	Transportation
270195	EL DORADO COUNTY	Open PO for the year	1,000.00	Transportation
270333	EL DORADO COUNTY	2025-2026 Aide Billing	450,000.00	Student Support Services
270193	EL DORADO COUNTY (AQMD)	Open PO for the year	1,300.00	Transportation
270243	EL DORADO COUNTY SHERIFF	False Alarms - Permits	1,000.00	Maintenance
270346	EL DORADO DISPOSAL	Green Valley Trash	15,500.00	Operations
270347	EL DORADO DISPOSAL	Jackson Trash	11,500.00	Operations
270348	EL DORADO DISPOSAL	Lake View Trash	11,500.00	Operations

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
01	GENERAL FUND			
270349	EL DORADO DISPOSAL	Lake Forest Trash	12,500.00	Operations
270350	EL DORADO DISPOSAL	Marina Village Trash	13,500.00	Operations
270351	EL DORADO DISPOSAL	Pleasant Grove Trash	13,000.00	Operations
270352	EL DORADO DISPOSAL	Rescue/FMOT Trash	15,000.00	Operations
270044	EL DORADO HILLS COMMUNITY	5th gr ft 2026/27	800.00	Green Valley School
270093	EL DORADO HILLS COMMUNITY	5th grade EOY pool party	850.00	Lakeview
270244	EL DORADO HILLS COMMUNITY	Open PO for the year	15,000.00	Maintenance
270287	EL DORADO IRRIGATION DISTRICT	Green Valley	23,000.00	Operations
270288	EL DORADO IRRIGATION DISTRICT	Jackson	38,000.00	Operations
270289	EL DORADO IRRIGATION DISTRICT	Rescue	26,500.00	Operations
270290	EL DORADO IRRIGATION DISTRICT	Marina Village 1	28,000.00	Operations
270291	EL DORADO IRRIGATION DISTRICT	Marina Village 2	15,000.00	Operations
270292	EL DORADO IRRIGATION DISTRICT	Pleasant Grove 1	23,000.00	Operations
270293	EL DORADO IRRIGATION DISTRICT	Pleasant Grove 2	33,000.00	Operations
270294	EL DORADO IRRIGATION DISTRICT	Lake View 1	17,000.00	Operations
270295	EL DORADO IRRIGATION DISTRICT	Lake View 2	21,000.00	Operations
270296	EL DORADO IRRIGATION DISTRICT	Lake Forest	27,000.00	Operations
270117	EL DORADO PRESS	BUSINESS CARDS/ PRINT JOBS	300.00	DISTRICTWIDE SERVICES
270197	EL DORADO PRESS	Open PO for the year	1,000.00	Transportation
270245	EL DORADO PRESS	Open Po for the year	1,000.00	Maintenance
270246	ELEVATOR TECHNOLOGY INC	Open Po for the year	5,000.00	Maintenance
270247	ELITE CONTROL INC	Open Po for the year	1,500.00	Maintenance
270248	ENIGH HARDWARE CO INC	Open PO for the year	3,000.00	Maintenance
270196	ENPHASE ENERGY INC	Open PO for 26-27	2,000.00	Transportation
270249	ENTEK CONSULTING GROUP INC	Open PO for the year	5,000.00	Maintenance
270340	ESGI LLC	ESGI Licenses - TK-1st grade	9,620.00	DISTRICTWIDE SERVICES
270091	ESQUIRE IMAX THEATRE	5th grade field trip	1,635.00	Lakeview
270198	EV CONNECT INC	Open PO for the year	600.00	Transportation
270149	EWING IRRIGATION PRODUCTS	Sprinkler Supplies 2026-2027	2,000.00	Operations
270252	FERGUSON ENTERPRISES LLC	Open PO for the year	9,000.00	Maintenance
270199	FERRELLGAS	Transportation	3,500.00	Transportation
270250	FERRELLGAS	Rescue	20,000.00	Operations
270251	FERRELLGAS	Green Valley	18,000.00	Operations
270254	FERRELLGAS	Pleasant Grove	35,000.00	Operations
270483	FIRST STUDENT INC (FIRST ALT)	NPS Student Transportation	5,000.00	Student Support Services
270023	FOLLETT CONTENT SOLUTIONS LLC	Open Library PO 2026/27	2,700.00	Green Valley School
270085	FOLLETT CONTENT SOLUTIONS LLC	Open PO for Library	2,500.00	Lakeview
270424	FOLLETT CONTENT SOLUTIONS LLC	R -lost damaged bk replacement	426.98	DISTRICTWIDE SERVICES
270427	FOLLETT CONTENT SOLUTIONS LLC	J -lost damaged bk replacemen	285.24	DISTRICTWIDE SERVICES
270426	FOLLETT SOFTWARE LLC	J - library barcodes	134.45	DISTRICTWIDE SERVICES
270200	FOLSOM CHEVROLET	Open Purchase Order	3,500.00	Transportation
270048	FOOTHILLS DANCE STUDIO	Dance Lessons TK-5 2026/27	3,250.00	Green Valley School
270019	FRONTLINE EDUCATION	FRONTLINE EDUCATION 26/27	19,050.30	DISTRICTWIDE SERVICES
270201	G & O TOWING INC	Open PO for the year	1,200.00	Transportation
270202	GATEKEEPER SYSTEMS USA INC	Open PO for the year	1,000.00	Transportation
270255	GEARY PACIFIC SUPPLY #22	Open PO for the year	4,000.00	Maintenance
270397	GM SUPPLIES	Open PO GM Supplies 26/27	500.00	Pleasant Grove Middle School
270203	GOLD COUNTRY ACE HARDWARE	Open PO for the year	500.00	Transportation
270256	GOLD COUNTRY ACE HARDWARE	Open PO for the year	3,000.00	Maintenance
270204	GOOD YEAR	Open PO for the year	1,000.00	Transportation
270029	GOPHER SPORT PLAY WITH A PURP	PE & Recess Supplies 26/27	1,500.00	Green Valley School

01 GENERAL FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270079	GOPHER SPORT PLAY WITH A PURP	Open PO for PE Supplies	1,000.00	Lakeview
270205	GRAINGER INC	Open PO for the year	5,000.00	Transportation
270257	GRAINGER INC	Open PO for the year	2,000.00	Maintenance
270210	GRAYSON THERMAL SYSTEMS CORP	Open PO for 26-27	5,000.00	Transportation
270353	GROWING HEALTHY SEASONS	Physical Therapy Services	15,000.00	Student Support Services
270211	GS SMOG & REPAIR	Open PO for the year	1,000.00	Transportation
270047	GUZMANS INFLATE THE FUN	Reading Carn inflatable 26/27	1,600.00	Green Valley School
270260	HANGTOWN FIRE CONTROL	Open PO for the year	14,000.00	Maintenance
270452	HARBOR FREIGHT TOOLS USA INC	Open PO for 2026-2027	5,000.00	Maintenance
270414	HAWKINS OFFICIATING SERVICE	Open PO Officiating 26/27	1,200.00	Pleasant Grove Middle School
270026	HEGGERTY PHONEMIC AWARENESS	Curriculum for 2026/27	500.00	Green Valley School
270342	HEGGERTY PHONEMIC AWARENESS	LV - Shoemake new TK tchr req	38.69	DISTRICTWIDE SERVICES
270153	HERITAGE LANDSCAPE SUPPLY	Open PO for 26-27	2,000.00	Operations
270334	HEYER GUTIERREZ LLP	Student Services - Legal Fees	40,000.00	Student Support Services
270212	HIGH SIERRA GLASS	Open PO for the year	2,000.00	Transportation
270160	HILLYARD/SACRAMENTO	Jackson Custodial Supplies	17,000.00	Operations
270162	HILLYARD/SACRAMENTO	Pleasant Grove	13,000.00	Operations
270164	HILLYARD/SACRAMENTO	Marina Village Custodial 26-27	18,000.00	Operations
270165	HILLYARD/SACRAMENTO	Rescue Custodial Use 26-27	14,000.00	Operations
270169	HILLYARD/SACRAMENTO	Lakeview Custodial Use 26-27	17,000.00	Operations
270170	HILLYARD/SACRAMENTO	Facilities/Op - Custodial Use	12,000.00	Operations
270171	HILLYARD/SACRAMENTO	Lake Forest Custodial 26-27	18,000.00	Operations
270297	HILLYARD/SACRAMENTO	Green Valley	16,000.00	Operations
270213	HOLT OF CALIFORNIA	Open PO for the year	10,000.00	Transportation
270468	HOME DEPOT	Open PO for Garden Supplies	2,000.00	Lakeview
270150	HOME DEPOT CREDIT SERVICES	Open Purchase Order 26-27	4,500.00	Operations
270258	HOME DEPOT CREDIT SERVICES	Open PO for the year	45,000.00	Maintenance
270214	HUNT & SONS INC	Open PO for the year	115,000.00	Transportation
270357	IMAGINE LEARNING LLC	Sunday STUDENT NOTEBOOKS	6,488.63	Student Support Services
270215	IMPERIAL SUPPLIES LLC	Open PO for the year	1,000.00	Transportation
270311	INFINITY COMMUNICATIONS AND	Infinity Category One	6,750.00	DISTRICTWIDE SERVICES
270207	INTERSTATE BATTERIES OF	Open PO for the year	3,500.00	Transportation
270473	INTERSTATE SALES & T-MAN	Paint for PE Blacktop Project	4,000.00	Lakeview
270400	J.W. PEPPER & SON INC	Open PO Music Supplies 26/27	1,500.00	Pleasant Grove Middle School
270401	J.W. PEPPER & SON INC	Open PO Jazz Sheet Music 26/27	300.00	Pleasant Grove Middle School
270402	J.W. PEPPER & SON INC	Open PO Prop28 Music 26/27	1,500.00	Pleasant Grove Middle School
270446	J.W. PEPPER & SON INC	Open PO for 2026/27 Prop 28	500.00	Marina Village School
270484	JONES SCHOOL SUPPLY CO INC	Pencils	291.81	Jackson School
270208	JORGENSEN CO (SOLO FIRE)	Open PO for the year	2,500.00	Transportation
270259	JOSE'S TREE SERVICE	Open PO for the year	7,000.00	Maintenance
270022	JUNIOR LIBRARY GUILD	\$5 Sale & Subscription 2026/27	1,600.00	Green Valley School
270087	JUNIOR LIBRARY GUILD	Open PO for Library	1,000.00	Lakeview
270460	JUNIOR LIBRARY GUILD	Library Books Junior Library	501.93	Lake Forest School
270318	JUPITER ED INC	Jupiter Renewal	26,280.00	DISTRICTWIDE SERVICES
270216	KIMBALL MIDWEST	Open PO for the year	3,000.00	Transportation
270261	KOROSEAL INTERIOR PRODUCTS LLC	Open PO for the year	3,000.00	Maintenance
270253	L & H AIRCO SERVICE	Open PO for the year	5,000.00	Maintenance
270113	LANGUAGE LINE SERVICES INC	INTERPRETING SERVICES	200.00	DISTRICTWIDE SERVICES
270362	LANGUAGE WORLD SERVICES INC	Interpretation Services	1,000.00	Student Support Services
270341	LEARNING A-Z	Raz Licenses K--2nd grades	5,685.98	DISTRICTWIDE SERVICES
270345	LEARNING PATHWAYS EDUCATIONAL	Psycho-ed Evals	30,000.00	Student Support Services

01 GENERAL FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270343	LEARNING WITHOUT TEARS	LF HWT materials	3,236.49	DISTRICTWIDE SERVICES
270344	LEARNING WITHOUT TEARS	GV - HWT materials	1,114.10	DISTRICTWIDE SERVICES
270370	LEARNING WITHOUT TEARS	R HWT materials	3,876.84	DISTRICTWIDE SERVICES
270371	LEARNING WITHOUT TEARS	LV - HWT materials	3,079.21	DISTRICTWIDE SERVICES
270372	LEARNING WITHOUT TEARS	J - HWT materials	4,308.45	DISTRICTWIDE SERVICES
270262	LEE'S FEED & WESTERN STORE	Open PO for the year	500.00	Maintenance
270217	LIBERTY PLUGS INC	Telemetry Serv Elect Chargers	4,000.00	Transportation
270126	LOVING GUIDANCE LLC	CONSCIOUS DISCIPLINE COACHING	18,400.00	DISTRICTWIDE SERVICES
270038	MAIDU MUSEUM & HISTORIC SITE	3rd gr FT 2026/27	700.00	Green Valley School
270027	MAR-CAL	Open PO ST/Health Folders	300.00	Green Valley School
270455	MAR-CAL	Open PO Folders 26-27	214.50	Pleasant Grove Middle School
270373	MCGRAW-HILL EDUCATION	PG SDC - Flex Literacy	3,750.98	DISTRICTWIDE SERVICES
270263	MCMASTER-CARR SUPPLY CO	Open PO for the year	2,000.00	Maintenance
270034	MIND RESEARCH INSTITUTE	Annual Fee 2026/27 Sch Yr	4,900.00	Green Valley School
270095	MOBILE ED PRODUCTIONS INC	STEAM Museum 3rd grade	2,000.00	Lakeview
270454	MOBILE ED PRODUCTIONS INC	STEAM Museum production	1,695.00	Green Valley School
270218	MOTION & FLOW CONTROL PRODUCTS	Open PO for the year	3,200.00	Transportation
270377	MRS NELSONS BOOK COMPANY	Lv Lattie - gr1 social studies	357.05	DISTRICTWIDE SERVICES
270106	MUSIC K-8 MARKETPLACE	Open PO for 26-27 Music	1,000.00	Jackson School
270480	MUSIC TO GROW ON	NPA ISA	1,500.00	DISTRICTWIDE SERVICES
270410	NAMELESS FACELESS ENTERTAINMEN	Open PO DJ 8th EOY 26/27	200.00	Pleasant Grove Middle School
270411	NAMELESS FACELESS ENTERTAINMEN	Open PO DJ ASB 26/27	600.00	Pleasant Grove Middle School
270219	NAPA AUTO PARTS	Open PO for the year	10,000.00	Transportation
270264	NAPA AUTO PARTS	Open PO for the year	1,000.00	Maintenance
270363	NASN	Renewal for Heather Thompson	105.00	Student Support Services
270404	NATIONAL ASSOCIATION FOR MUSIC	Open PO Music Dues 26/27	160.00	Pleasant Grove Middle School
270206	NOREGON SYSTEMS LLC	Open PO for the year	2,000.00	Transportation
270474	NUMOTION	Walker For a student	4,646.10	Student Support Services
270209	O'REILLY AUTO PARTS	Open PO for the year	1,000.00	Transportation
270265	ODELL'S PUMP AND MOTOR SERVICE	Open PO for the year	1,500.00	Maintenance
270364	ODYSSEY LEARNING CENTER (NPS)	NPS for GM	84,000.00	Student Support Services
270462	OFF THE VINE CATERING	Catering for PD Day	2,681.25	DISTRICTWIDE SERVICES
270122	OPEN TEXT INC	FAX LINES	2,860.00	DISTRICTWIDE SERVICES
270105	OTC BRANDS INC	Open PO for 26-27 School Year	700.00	Jackson School
270417	OTC BRANDS INC	Open PO AVID Supplies 26/27	150.00	Pleasant Grove Middle School
270418	OTC BRANDS INC	Open PO AVID Cart 26/27	500.00	Pleasant Grove Middle School
270266	PACIFIC COAST SUPPLY (DIAMOND)	Open PO for the year	5,000.00	Maintenance
270354	PACIFIC GAS & ELECTRIC COMPANY	Green Valley	130,000.00	Operations
270355	PACIFIC GAS & ELECTRIC COMPANY	Jackson	140,000.00	Operations
270356	PACIFIC GAS & ELECTRIC COMPANY	Rescue	140,000.00	Operations
270358	PACIFIC GAS & ELECTRIC COMPANY	Pleasant Grove	250,000.00	Operations
270359	PACIFIC GAS & ELECTRIC COMPANY	Lake View	130,000.00	Operations
270360	PACIFIC GAS & ELECTRIC COMPANY	Lake Forest	130,000.00	Operations
270361	PACIFIC GAS & ELECTRIC COMPANY	DO	15,000.00	Operations
270368	PACIFIC GAS & ELECTRIC COMPANY	Marina Village	180,000.00	Operations
270220	PACIFIC LIFT AND EQUIPMENT CO	Open PO for the year	2,000.00	Transportation
270036	PACIFIC OFFICE AUTOMATION	Annual Contract Riso 26/27	1,400.00	Green Valley School
270398	PACIFIC OFFICE AUTOMATION	Open PO Riso Service 26/27	1,000.00	Pleasant Grove Middle School
270267	PAN PACIFIC ENVIRONMENTAL INC	Open PO for the year	6,000.00	Maintenance
270221	PAPE' KENMORTH MACHINERY	Open PO for 2025-2026	4,500.00	Transportation
270222	PAPE' KENMORTH MACHINERY	Open PO for the year	4,000.00	Transportation

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P.O. #	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270365	PAR	Psych. Assessment Materials	500.00	Student Support Services
270486	PEARSON ASSESSMENTS	SUBSCRIPTION TESTING MATERIALS	10,221.75	Student Support Services
270419	PERFECT PIXEL PHOTO BOOTH	Open PO Photo Booth ASB 26/27	350.00	Pleasant Grove Middle School
270223	PERSEUS ASSOCIATES LLC	TransTrak Annual Subscription	7,500.00	Transportation
270319	PG&E	Open PO for the year	55,000.00	Transportation
270046	PIONEER USD (ORAL INTERP)	Oral Interp @PioneerSch 26/27	275.00	Green Valley School
270097	PIONEER USD (ORAL INTERP)	2026 Oral Interpretation Fees	300.00	Lakeview
270121	PITNEY BOWES	POSTAGE METER LEASE 26/27	1,870.36	DISTRICTWIDE SERVICES
270120	PITNEY BOWES INC	POSTAGE INK REFILL	300.00	DISTRICTWIDE SERVICES
270481	PLACER LEARNING CENTER (NPS)	NPS Services - R.D.	66,967.00	Operations
270152	PLACERVILLE FRUIT GROWERS	Open PO for 26-27	1,000.00	Transportation
270225	PLATT ELECTRIC SUPPLY	Open PO for the year	3,000.00	Maintenance
270268	PLATT ELECTRIC SUPPLY	Open PO for the year	10,000.00	Maintenance
270039	POLLOCK PINES ESD	1-5 gr Spelling Bee 2026-27	300.00	Green Valley School
270065	POLLOCK PINES ESD	SPELLING BEE	300.00	Rescue School
270098	POLLOCK PINES ESD	Spelling Bee Registration Fees	300.00	Lakeview
270096	PONDEROSA STAGE PRODUCTIONS	Donation for play performance	100.00	Lakeview
270456	PROJECT LEAD THE WAY	Open PO for PLTW materials	15,000.00	Lakeview
270119	PURCHASE POWER	POSTAGE METER REFIL 26/27	8,000.00	DISTRICTWIDE SERVICES
270435	PUT-IN-CUPS LLC	white cups for fence	53.33	Marina Village School
270409	QCOR PRINTING SOLUTIONS	Open PO 8th EOY Supplies 26/27	700.00	Pleasant Grove Middle School
270226	QUILL CORPORATION	Open PO for the year	1,000.00	Transportation
270305	QUILL CORPORATION	Open PO for the year	500.00	Maintenance
270366	QUILL CORPORATION	SPED Department Supplies	500.00	Student Support Services
270438	QUILL CORPORATION	Open PO for 2026/27 MWMS	1,000.00	Marina Village School
270269	R & H WHOLESale SUPPLY INC	Open PO for the year	10,000.00	Maintenance
270236	RA AUTOMOTIVE SOFTWARE	Annual Subscription	650.00	Transportation
270308	READ ACADEMY OF SAC (NPS)	NPS Student CM	26,026.00	Student Support Services
270028	REALLY GOOD STUFF	State Posters for 5th Grade	100.00	Green Valley School
270081	REALLY GOOD STUFF	My Writing Words Journal	100.00	Lakeview
270374	REALLY GREAT READING COMPANY	Teacher Online add-ons needed	1,401.30	DISTRICTWIDE SERVICES
270307	RELAYHUB LLC	Annual Medical Billing License	9,740.00	Student Support Services
270235	RELIABLE TIRE SERVICE	Open PO for the year	20,000.00	Transportation
270237	ROMAINE ELECTRIC CORP	Open PO for the year	2,000.00	Transportation
270238	RON DUPRATT FORD INC	Open PO for the year	5,500.00	Transportation
270390	ROSS RECREATION EQUIPMENT INC	R - ES Slide and Deck	4,133.32	Maintenance
270433	ROSS RECREATION EQUIPMENT INC	R - Paint	840.40	Maintenance
270270	RSD	Open PO for the year	20,000.00	Maintenance
270393	RUSD CONFERENCE	Dec. 2026 CSBA AEC Conference	5,000.00	DISTRICTWIDE SERVICES
270154	SACRAMENTO COUNTY (KIEFER)	Dump runs - 2026-2027	700.00	Operations
270070	SACRAMENTO RIVER CATS	5TH GRADE FT	4,575.00	Rescue School
270375	SADLIER OXFORD	MV -vocab wkbs	13,427.27	DISTRICTWIDE SERVICES
270376	SAVVAS LEARNING COMPANY LLC	Gr4 and Gr5 history wkbs	8,676.60	DISTRICTWIDE SERVICES
270378	SCHOLASTIC MAGAZINES	GV - Scholastic News TK-2nd	1,089.20	DISTRICTWIDE SERVICES
270379	SCHOLASTIC MAGAZINES	J - Scholastic News TK-2nd	1,685.79	DISTRICTWIDE SERVICES
270380	SCHOLASTIC MAGAZINES	LF - Scholastic News TK-2nd	1,495.80	DISTRICTWIDE SERVICES
270381	SCHOLASTIC MAGAZINES	LV - Scholastic News TK-2nd	1,382.83	DISTRICTWIDE SERVICES
270382	SCHOLASTIC MAGAZINES	R - Scholastic News TK-2nd	1,759.69	DISTRICTWIDE SERVICES
270383	SCHOLASTIC MAGAZINES	Spare - Scholastic News TK-2nd	287.26	DISTRICTWIDE SERVICES
270086	SCHOLASTIC NEWS	Schoolwide Subscription	2,080.16	Lakeview
270030	SCHOOL DATEBOOKS INC	School planners for 2027	450.00	Green Valley School

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GENERAL FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270420	SCHOOL DATEBOOKS INC	Open PO Datebooks 26/27	1,769.37	Pleasant Grove Middle School
270475	SCHOOL MATE	planners	679.44	Lake Forest School
270271	SCHOOL SAFETY SOLUTION	Open PO for the year	1,500.00	Maintenance
270020	SCHOOL SERVICES OF CALIFORNIA	FISCAL AND MANAGEMENT SERVICES	5,160.00	DISTRICTWIDE SERVICES
270078	SCHOOL SPECIALTY LLC	Open PO for Supplies	2,000.00	Lakeview
270102	SCHOOL SPECIALTY LLC	Open PO for 26-27 School Year	4,000.00	Jackson School
270408	SCHOOL SPECIALTY LLC	Open PO 8th Science 26/27	5,200.00	Pleasant Grove Middle School
270239	SCHOOLS INSURANCE AUTHORITY	Storm Water Monitoring	5,000.00	Transportation
270108	SCHOOLWORKS INC.	SCHOOLWORKS 26/27	8,200.00	DISTRICTWIDE SERVICES
270240	SECURED MOBILITY LLC	Open PO for the year	4,000.00	Transportation
270241	SECURED MOBILITY LLC	Annual Subscription Service	8,400.00	Transportation
270272	SHERWIN WILLIAMS	Open PO for the year	3,000.00	Maintenance
270312	SHI INTERNATIONAL CORP	Google Workspace For Ed-Year 2	11,000.00	DISTRICTWIDE SERVICES
270273	SHIFFLER EQUIPMENT SALES INC	Open PO for the year	2,000.00	Maintenance
270242	SHINGLE SPRINGS HONDA	Open PO for the year	1,500.00	Transportation
270155	SHRED CITY	Shredding for 2026-2027	1,000.00	Operations
270274	SIERRA BUILDING SYSTEMS	Open PO for the year	6,000.00	Maintenance
270388	SIERRA BUILDING SYSTEMS	R-Radionics Panel Replacement	27,736.00	Maintenance
270041	SIERRA COLLEGE FOUNDATION	2nd gr ft museum of nat hist	300.00	Green Valley School
270395	SIERRA LAUNDRY INC	26/27 SPIDERWASH CARDS	1,000.00	DISTRICTWIDE SERVICES
270156	SIERRA PACIFIC TURF SUPPLY INC	Open PO for 2026-2027	8,000.00	Operations
270300	SIGLER WHOLESALE DISTRIBUTORS	Open PO for the year	10,000.00	Maintenance
270275	SIGNAL SERVICE INC	Pleasant Grove	4,700.00	Maintenance
270276	SIGNAL SERVICE INC	Jackson	4,200.00	Maintenance
270277	SIGNAL SERVICE INC	Green Valley	4,400.00	Maintenance
270278	SIGNAL SERVICE INC	Rescue	5,500.00	Maintenance
270279	SIGNAL SERVICE INC	Marina Village	6,250.00	Maintenance
270280	SIGNAL SERVICE INC	Lake View	5,500.00	Maintenance
270281	SIGNAL SERVICE INC	Lake Forest	2,970.00	Maintenance
270282	SIGNAL SERVICE INC	DO/BR	3,200.00	Maintenance
270283	SIGNAL SERVICE INC	FMOT	2,000.00	Maintenance
270284	SIGNAL SERVICE INC	Service Calls - Extra	10,000.00	Maintenance
270224	SILKE COMMUNICATIONS INC	Open PO for the year	14,500.00	Transportation
270157	SITONE LANDSCAPE SUPPLY LLC	Open PO for 2026-2027	7,000.00	Operations
270286	SKI AIR INC.	Open PO for the year	3,000.00	Maintenance
270040	SMUD MUSEUM (MOSAC)	5th grade FT 2026/27	1,200.00	Green Valley School
270068	SMUD MUSEUM (MOSAC)	5TH GRADE FT	1,650.00	Rescue School
270094	SMUD MUSEUM (MOSAC)		1,764.00	Lakeview
270227	SNAP-ON	Open PO for the year	1,000.00	Transportation
270301	STANDARD PLUMBING SUPPLY CO	Open PO for the year	1,000.00	Maintenance
270031	STAPLES ADVANTAGE	Open PO for Supplies 2026/27	8,000.00	Green Valley School
270074	STAPLES ADVANTAGE	supplies	7,500.00	Rescue School
270077	STAPLES ADVANTAGE	Open PO for Supplies	5,000.00	Lakeview
270103	STAPLES ADVANTAGE	Open PO for 26-27 School Year	5,000.00	Jackson School
270116	STAPLES ADVANTAGE	DO SUPPLIES	2,000.00	DISTRICTWIDE SERVICES
270396	STAPLES ADVANTAGE	Open PO Staples Supplies 26/27	5,000.00	Pleasant Grove Middle School
270437	STAPLES ADVANTAGE	Open PO for 26/27	5,000.00	Marina Village School
270441	STAPLES ADVANTAGE	Open PO for 2026/27	1,000.00	Marina Village School
270459	STAPLES ADVANTAGE	open PO for Staples 2026-2027	9,000.00	Lake Forest School
270384	STARFALL EDUCATION	Starfall App for TK & RK Polna	770.00	DISTRICTWIDE SERVICES
270112	STATE OF CALIFORNIA	BACKGROUND TESTS	3,500.00	DISTRICTWIDE SERVICES

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
01	GENERAL FUND			
270140	STATE OF CALIFORNIA	Elevator service	500.00	Maintenance
270109	STEPHEN RALCH ACCOUNTANCY COR	2026-2027 ANNUAL AUDIT	36,300.00	DISTRICTWIDE SERVICES
270054	STUDER EDUCATION LLC	JULY-SPET 26 CONSULTING SERVIC	15,404.25	DISTRICTWIDE SERVICES
270035	STUDIES WEEKLY INC	SocSt: J (Dull) & LF gr1	980.74	DISTRICTWIDE SERVICES
270075	SUCCESS BY DESIGN INC	Homework Folders & Planners	1,786.61	Lakeview
270367	SUMMITVIEW CHILDS&FAMILY (NPS)	NPS Services For CM	42,000.00	Student Support Services
270403	SWEETWATER SOUND INC	Open PO Music Supplies 26/27	100.00	Pleasant Grove Middle School
270445	SWEETWATER SOUND INC	Open PO 2026/27 Prop 28 Music	500.00	Marina Village School
270052	SWOA-SIERRA WEST OFF. ASSOC	Basketball Refs 2026/27	400.00	Green Valley School
270415	SWOA-SIERRA WEST OFF. ASSOC	Open PO Officiating 26/27	3,000.00	Pleasant Grove Middle School
270228	SWRCB	Water Permit	2,000.00	Transportation
270107	SYTECH SOLUTIONS	1 DOCSTOP 26/27	10,800.00	DISTRICTWIDE SERVICES
270405	TAGUE MUSIC LLC	Open PO Music Repairs 26/27	3,000.00	Pleasant Grove Middle School
270114	TCG ADMINISTRATORS	403B SERVICES	2,000.00	DISTRICTWIDE SERVICES
270386	TEACHERS CURRICULUM INST	MV/Pg - history online & wkbs	40,156.96	DISTRICTWIDE SERVICES
270482	TEACHTOWN	Special Ed Curriculum	19,430.00	Student Support Services
270285	THE DOOR & WINDOW STOP	Open PO for the year	3,000.00	Maintenance
270434	THE WM WILLIAMS COMPANY LLC	Open PO for the year	10,000.00	Transportation
270229	THOMPSON'S AUTO AND TRUCK	Open PO for the year	500.00	Transportation
270025	THRIFT BOOKS GLOBAL LLC	Open PO for Library books	600.00	Green Valley School
270478	THRIVE PRIMARY CARE M RISHWAIN	Authorized M-Cal Billing	2,496.00	Student Support Services
260850	TOBII DYNAVOX LLC	Device for SPED student	19,801.16	Student Support Services
270443	TOLEDO P E SUPPLY CO	Open PO for 2026/27	2,500.00	Marina Village School
270444	TOLEDO P E SUPPLY CO	Open PO for 2026/27	500.00	Marina Village School
270479	TOOLS TO GROW INC	OT Resource Subscrip. Renewal	70.00	Student Support Services
270302	TRANE US INC	Open PO for the year	4,000.00	Maintenance
270158	TRUE VALUE HARDWARE	Open PO for 2026-2027	500.00	Operations
270230	TRUE VALUE HARDWARE	Open PO for the year	500.00	Transportation
270299	TRUE VALUE HARDWARE	Open PO for the year	1,000.00	Maintenance
270089	Teachers Pay Teachers	Open PO for Digital Supplies	2,500.00	Lakeview
270021	UBEO BUSINESS SERVICES	26/27 MAINTINACE AGREEMENT	3,003.00	DISTRICTWIDE SERVICES
270032	UBEO BUSINESS SERVICES	Open PO for copier supplies	100.00	Green Valley School
270066	UBEO BUSINESS SERVICES	Copier supplies	300.00	Rescue School
270447	UBEO BUSINESS SERVICES	Open PO for copy machine	200.00	Lakeview
270231	USA REPLACEMENT AUTO GLASS	Open PO for 2026/27	300.00	Marina Village School
270232	VALLEY POWER SYSTEMS NORTH INC	Open PO for the year	2,000.00	Transportation
270123	VERIZON WIRELESS	Open PO for the year	10,000.00	Transportation
270124	VERIZON WIRELESS	HOT SPOTS	2,000.00	DISTRICTWIDE SERVICES
270233	VINTAGE TRANSPORT INC	CELL PHONE CHARGES	8,000.00	DISTRICTWIDE SERVICES
270304	VINTAGE TRANSPORT INC	Open PO for the year	2,000.00	Transportation
270159	WASTE CONNECTIONS OF CA INC	Open PO for the year	1,000.00	Maintenance
270303	WAYNES LOCKSMITH INC	Dump Runs for 2026-2027	3,000.00	Operations
270442	WHITEBOX LEARNING FLINN	Open PO for the year	1,000.00	Maintenance
270234	ZEP MANUFACTURING COMPANY	Open PO for 2026/27 MWMS	500.00	Marina Village School
		Open PO for the year	1,000.00	Transportation
		TOTAL FUND	4,566,193.06	

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
270014	ALL AMERICAN MECHANICAL INC	Fridge/Freezer Repairs	7,000.00	Food Services - Req Entry
270010	AMAZON CAPITAL SERVICES INC	AMAZON FS OPEN PO	8,000.00	Food Services - Req Entry
270471	AQUA CLEAN SOLUTIONS	Hood Cleaning	4,000.00	Food Services - Req Entry
270472	AUTO-CHLOR SYSTEM	AUTO CHLOR OPEN PO FS	10,000.00	Food Services - Req Entry
270429	AVANTI RESTAURANT SOLUTIONS	Merchandiser for MV	5,236.75	Food Services - Req Entry
270017	CHEFS TOYS LLC	OPEN PO FOR KITCHEN WARES	5,000.00	Food Services - Req Entry
270431	CHEFS TOYS LLC	2-door fridge for Jackson	5,203.06	Food Services - Req Entry
270018	CUSTOM EMBROIDERY CONCEPTS	FS Apparel	3,000.00	Food Services - Req Entry
270016	EL DORADO COUNTY	HEALTH PERMITS FS	4,200.00	Food Services - Req Entry
270015	ENS LINQ INC	LINQ PRODUCTS	16,606.64	Food Services - Req Entry
270006	FRANCIS DISTRIBUTING	DAIRY	100,000.00	Food Services - Req Entry
270009	FREEZING POINT LLC	Slushie Products	3,000.00	Food Services - Req Entry
270002	GOLD STAR FOODS INC	GOLDSTAR PRODUCE	500.00	Food Services - Req Entry
270003	GOLD STAR FOODS INC	GOLDSTAR FOOD	675,000.00	Food Services - Req Entry
270012	GOLD STAR FOODS INC	GOLD STAR - SUPPLIES	1,000.00	Food Services - Req Entry
270008	IMPERIAL DADE	IMPERIAL DADE	50,000.00	Food Services - Req Entry
270369	LUNCHASST INC	LUNCH ASSIST	1,595.00	Food Services - Req Entry
270013	MISSION UNIFORM & LINEN SERVIC	MISSION LINEN FS	1,200.00	Food Services - Req Entry
270004	PROPACIFIC FRESH	PROPACIFIC FRESH FS	80,000.00	Food Services - Req Entry
270001	SPORK FOOD HUB	LOCAL PRODUCE	50,000.00	Food Services - Req Entry
270011	STAPLES ADVANTAGE	STAPLES FS	2,000.00	Food Services - Req Entry
270005	SYSKO - SACRAMENTO	SYSKO	8,000.00	Food Services - Req Entry
270007	THE FARMERS MARKETPLACE	Local fresh produce	50,000.00	Food Services - Req Entry
TOTAL FUND			1,090,541.45	

35 SCHOOL FACILITIES FUND

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
260841	ACTION ASPHALT & CONCRETE	PG - Asphalt Repairs	27,152.18	Maintenance
270453	ALL AMERICAN INSPECTION INC	R - Visual Welding Inspection	5,500.00	Maintenance
270144	BAYSHORE PAINTERS INC	PG - Exterior Paint	48,238.00	Maintenance
270145	BAYSHORE PAINTERS INC	MV Gym - Exterior Paint	27,559.00	Maintenance
260839	DAKTRONICS INC.	PG - New Marquee Sign	26,700.18	Maintenance
260843	DICKS CARPET ONE FLOOR & HOME	DO - New Carpet	35,950.00	Maintenance
260845	DICKS CARPET ONE FLOOR & HOME	New Carpet - DO & LV	28,178.77	Maintenance
270450	DK ENTERPRISES INC DBA KING'S	PG-Roof Overlay Building B&C	191,600.00	Maintenance
270387	MARTIN, MICHAEL	R - Inspection Services	8,000.00	Maintenance
270143	SIERRA RIDGE CONSTRUCTION INC	MV - Stucco Repair	18,700.00	Maintenance
270316	SILVER CREEK MODULAR LLC	RESCUE ES TOILET BUILDING	169,778.33	DISTRICTWIDE SERVICES
270389	VICINI INC, JOE	LV - Charging Station	58,645.00	Maintenance
260840	WILSONS ASPHALT INC	LV - Asphalt Repairs	35,950.00	Maintenance
260842	WILSONS ASPHALT INC	J - Asphalt Repair	13,700.00	Maintenance
		TOTAL FUND	695,651.46	

40 SPECI RSRV-CAP OUTLAY PROJECT

P.O.#	VENDOR NAME	DESCRIPTION	AMOUNT	SITE NAMES
260848	CARNAHAN ELECTRIC LTD	Rescue Bus Lift	4,473.97	Transportation
260849	PACIFIC LIFT AND EQUIPMENT CO	New Bus Lift	578,259.84	Transportation
TOTAL FUND			582,733.81	

51 BOND INTEREST & REDEMPTION			
P.O.#	VENDOR NAME	DESCRIPTION	SITE NAMES
270463	US BANK	2007 SERIES DEBT FEE	DISTRICTWIDE SERVICES
270464	US BANK	2005 SERIES (CAB) DEBT FEES	DISTRICTWIDE SERVICES
		TOTAL FUND	2,475.00

52 DEBT SERV BLEND COMPONENT UNIT			
P.O.#	VENDOR NAME	DESCRIPTION	SITE NAMES
270466	BAM	BAM DEBT SERVICES FEE	DISTRICTWIDE SERVICES
270465	US BANK	2017 COP DEBT SERVICE FEES	DISTRICTWIDE SERVICES
		TOTAL FUND	4,132.50
		TOTAL DISTRICT	6,941,727.28

FUND	AMOUNT
01 GENERAL FUND	4,566,193.06
13 CAFETERIA FUND	1,090,541.45
35 SCHOOL FACILITIES FUND	695,651.46
40 SPECL RSRV-CAP OUTLAY PROJECT	582,733.81
51 BOND INTEREST & REDEMPTION	2,475.00
52 DEBT SERV BLEND COMPONENT UNIT	4,132.50
TOTAL DISTRICT	6,941,727.28

Quarterly Report on Williams Uniform Complaints

[Education Code § 35186]

To: Dr. Ed Manansala, Superintendent of Schools

District: Rescue Union School District

Person Completing Form: Christina Mason, Assistant to the Superintendent

Quarterly Report Submission Date: ☐ January 2026

☐ April 2026

☒ July 2026

☐ October 2026

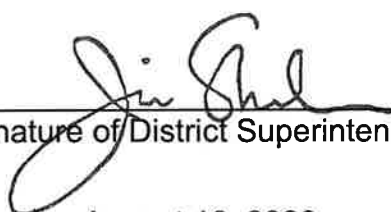
Date information to be publicly reported at governing board meeting: August 18, 2026

Please check the box that applies:

☒ No complaints were filed with a district school during the quarter ending in the month indicated above.

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

Textbooks and Instructional Materials			
Teacher Vacancy or Misassignment			
Facilities Conditions			
TOTALS			


Signature of District Superintendent

August 18, 2026
Date

Regulation 1240: Volunteer Assistance

Status: DRAFT

Original Adopted Date: 09/01/2004 | Last Revised Date: 10/09/2018 | Last Reviewed Date: 08/18/2026

Duties of Volunteers

The Superintendent or designee may assign volunteers to:

Assist certificated personnel in the performance of their duties, including in the supervision of students and in the performance of instructional tasks which, in the judgment of the certificated personnel to which the volunteer is assigned, may be performed by a person not licensed as a classroom teacher (Education Code 35021, 45343, 45344, 45349)

Serve as nonteaching aides under the immediate supervision and direction of certificated personnel to perform noninstructional work which assists certificated personnel in the performance of teaching and administrative responsibilities (Education Code 35021)

Supervise students during lunch, breakfast, or other nutritional periods (Education Code 35021, 44814, 44815)

Work on short-term facilities projects pursuant to "Volunteer Facilities Projects," below

Perform other duties in support of district or school operations as approved by the Superintendent or designee. Volunteers shall not be authorized to assign grades to students, and shall not be used to assist certificated staff in performing teaching or administrative responsibilities in place of regularly authorized classified employees who have been laid off. (Education Code 35021, 45344)

Basic Skills Proficiency Requirement

Volunteers who supervise or provide instruction to students pursuant to Education Code 45349 shall submit evidence of basic skills proficiency to the Superintendent or designee. (Education Code 45344.5, 45349)

Criminal Background Check

Prior to assuming a volunteer position working with students in a district-sponsored student activity program, a volunteer shall obtain fingerprint clearance through the Department of Justice and Federal Bureau of Investigation. At the volunteer's discretion, the volunteer may choose to meet this requirement by obtaining an Activity Supervisor Clearance Certificate from the Commission on Teacher Credentialing. Student activity programs include, but are not limited to, scholastic programs, interscholastic programs, and extracurricular activities sponsored by the district or a school booster club, such as cheer team, drill team, dance team, and marching band. (Education Code 49024)

The Superintendent or designee shall determine which volunteer positions in the district are subject to the above requirement.

The criminal background check requirement shall not apply to volunteer supervisors for breakfast, lunch, or other nutritional periods or to volunteer nonteaching aides under the immediate supervision and direction of certificated personnel pursuant to Education Code 35021, including parents/guardians volunteering in a classroom or on a field trip or community members providing noninstructional services. (Education Code 49024)

Registered Sex Offenders

The Superintendent or designee may require all volunteers to disclose whether they are a registered sex offender and/or to provide the district with sufficient information in order to allow verification of this status on the Department of Justice's Megan's Law website.

The principal may grant a registered sex offender, who is not the parent/guardian of a student at the school, permission to come into a school building or upon school grounds to volunteer at the school. At least 14 days prior to the first date for which permission has been granted, the principal or designee shall notify the parent/guardian of each student at the school, using one of the methods specified in Education Code 48981, that a person who is required to register as a sex offender pursuant to Penal Code 290 has been granted permission to come into a school building or upon school grounds, the date(s) and times for which permission has been granted, and the parent/guardian's right to obtain information regarding the person from a designated law enforcement agency.

(Penal Code 626.81)

However, no person who is required to register as a sex offender pursuant to Penal Code 290 shall be assigned as a volunteer to assist certificated personnel in the performance of their duties; supervise students during lunch, breakfast, or other nutritional period; or serve as a nonteaching aide to perform noninstructional tasks. Additionally, a person who is required to register as a sex offender because of a conviction for a crime when the victim was a minor under 16 years of age shall not serve as a volunteer in any capacity in which the volunteer would be working directly and in an unaccompanied setting with minors on more than an incidental and occasional basis or have supervision or disciplinary power over minors. (Education Code 35021, 45349; Penal Code 290.95)

Tuberculosis Assessment/Examination

Upon initial volunteer assignment, a volunteer shall have on file with the school a certificate showing that the volunteer has submitted to a tuberculosis risk assessment and, if tuberculosis risk factors were identified, was examined and found to be free of infectious tuberculosis. (Education Code 49406)

The Superintendent or designee may exempt from the tuberculosis risk assessment and/or examination those volunteers whose functions do not require frequent or prolonged contact with students. (Education Code 49406)

Volunteer Facilities Projects

All volunteer facilities projects shall have approximate start and completion dates and shall be approved by the principal in advance. Additionally, projects shall be approved in advance by the Superintendent or designee if they involve the following types of work:

Alterations, additions, or repairs to buildings and grounds

Construction involving wall or roof penetration, drilling, or nailing

Structural modifications

Electrical, electronic, plumbing, or heating and cooling work

Painting

Installation of carpet, playground equipment, benches, sprinkler systems, marquees or signs

Paving

Tree planting, pruning, or removal

The Superintendent or designee shall ensure that volunteers possess the appropriate license and/or have sufficient expertise required for the project. Additionally, the Superintendent or designee shall ensure that such projects comply with building and safety codes and other applicable laws and collective bargaining agreements. The district shall provide on-site assistance and supervision for such projects as necessary.

Duties of Volunteers

The Superintendent or designee may assign volunteers to:

1. Assist certificated personnel in the performance of their duties, including in the supervision of students and in the performance of instructional tasks which, in the judgment of the certificated personnel to which the volunteer is assigned, may be performed by a person not licensed as a classroom teacher (Education Code 35021, 45343, 45344, 45349)
2. Serve as nonteaching aides under the immediate supervision and direction of certificated personnel to perform noninstructional work which assists certificated personnel in the performance of teaching and administrative responsibilities (Education Code 35021)
3. Supervise students during lunch, breakfast, or other nutritional periods (Education Code 35021, 44814, 44815)
4. Work on short-term facilities projects pursuant to the section below entitled "Volunteer Facilities Projects"

5. Perform other duties in support of district or school operations as approved by the Superintendent or designee

Volunteers shall not be authorized to assign grades to students, and shall not be used to assist certificated staff in performing teaching or administrative responsibilities in place of regularly authorized classified employees who have been laid off. (Education Code 35021, 45344)

Volunteers may not bring other children into the classroom or volunteer location with them. Only currently enrolled students will be allowed in the classroom or school-related events.

Basic Skills Proficiency Requirement

Volunteers who supervise or provide instruction to students pursuant to Education Code 45349 shall submit evidence of basic skills proficiency to the Superintendent or designee. (Education Code 45344.5, 45349)

Criminal Background Check

Prior to assuming a volunteer position working with students in a district-sponsored student activity program, a volunteer shall obtain fingerprint clearance through the Department of Justice and Federal Bureau of Investigation. At his/her discretion, the volunteer may choose to meet this requirement by providing an Activity Supervisor Clearance Certificate from the Commission on Teacher Credentialing. Student activity programs include, but are not limited to, scholastic programs, interscholastic programs, and extracurricular activities sponsored by the district or a school booster club, such as cheer team, drill team, dance team, and marching band. (Education Code 49024)

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All volunteer facilities projects shall have approximate start and completion dates and shall be approved by the principal in advance. Projects also shall be approved in advance by the Superintendent or designee if they involve the following types of work:

1. Alterations, additions, or repairs to buildings and grounds
2. Construction involving wall or roof penetration, drilling, or nailing
3. Structural modifications
4. Electrical, electronic, plumbing, or heating and cooling work
5. Painting

6. Installation of carpet, playground equipment, benches, sprinkler systems, marquees or signs
7. Paving
8. Tree planting, pruning, or removal

The Superintendent or designee shall ensure that volunteers possess the appropriate license and/or have sufficient expertise required for the project. He/she shall also ensure that such projects comply with building and safety codes and other applicable laws and collective bargaining agreements. The district shall provide on-site assistance and supervision for such projects as necessary.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
22 CCR 101170	Criminal record clearance
22 CCR 101216	Health screening; volunteers in child care centers
Ed. Code 35021	Volunteer aides
Ed. Code 35021.1	Automated records check
Ed. Code 35021.3	Registry of volunteers for before/after school programs
Ed. Code 44814-44815	Supervision of students during lunch and other nutrition periods
Ed. Code 45125	Fingerprinting requirements
Ed. Code 45125.01	Interagency agreements for criminal record information
Ed. Code 45340-45349	Instructional aides
Ed. Code 45360-45367	Teacher aides
Ed. Code 48981	Parent/guardian notifications
Ed. Code 49024	Activity Supervisor Clearance Certificate
Ed. Code 49406	TB risk assessment
Ed. Code 8482-8484.6	After School Education and Safety program
Ed. Code 8484.7-8484.9	21st Century Community Learning Center program
Gov. Code 12940	Unlawful discriminatory employment practices
Gov. Code 3543.5	Prohibited interference with employees' rights
H&S Code 1596.7995	Immunization requirements for volunteers in child care and development center or preschool
H&S Code 1596.871	Fingerprints of individuals in contact with child day care facility clients
Lab. Code 1720.4	Public works; exclusion of volunteers from prevailing wage law
Lab. Code 3352	Workers' compensation; definitions
Lab. Code 3364.5	Authority to provide workers' compensation insurance for volunteers
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act
Pen. Code 290	Registration of sex offenders
Pen. Code 290.4	Information regarding sex offenders
Pen. Code 290.95	Disclosure by person required to register as sex offender
Pen. Code 626.81	Sex offender; permission to volunteer at school

Management Resources

Management Resources	Description
PERB Decision	Whisman Elementary School District (1991) PERB Decision No. 868

Management Resources

Website	CSBA District and County Office of Education Legal Services
Website	California Department of Justice, Megan's Law
Website	California Department of Education, Parents/Family and Community
Website	Commission on Teacher Credentialing
Website	CSBA
Website	California State Parent Teacher Association

Cross References

	Description
0410	Nondiscrimination In District Programs And Activities
0500	Accountability
1000	Concepts And Roles
1100	Communication With The Public
1100-E PDF(1)	Communication With The Public
1150	Commendations And Awards
1150	Commendations And Awards
1250	Visitors/Outsiders
1250	Visitors/Outsiders
1400	Relations Between Other Governmental Agencies And The Schools
1700	Relations Between Private Industry And The Schools
3514	Environmental Safety
3514	Environmental Safety
3514.1	Hazardous Substances
3514.1	Hazardous Substances
3515.2	Disruptions
3515.2	Disruptions
3515.5	Sex Offender Notification
3515.5	Sex Offender Notification
3530	Risk Management/Insurance
3530	Risk Management/Insurance
3541.1	Transportation For School-Related Trips
3541.1-E PDF(1)	Transportation For School-Related Trips
3543	Transportation Safety And Emergencies
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4112.4	Health Examinations
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4112.5	Criminal Record Check
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4222	Teacher Aides/Paraprofessionals
4222	Teacher Aides/Paraprofessionals
4222-E PDF(1)	Teacher Aides/Paraprofessionals
4227	Temporary Athletic Team Coaches
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4231	Staff Development
4231	Staff Development
4241	Collective Bargaining Agreement
4257.1	Work-Related Injuries
4312.4	Health Examinations
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4312.5	Criminal Record Check
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4319.11	Sexual Harassment
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4327	Temporary Athletic Team Coaches
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4331	Staff Development
4357.1	Work-Related Injuries
5020	Parent Rights And Responsibilities
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5141.4	Child Abuse Prevention And Reporting
5141.4	Child Abuse Prevention And Reporting
5141.52	Suicide Prevention
5141.52	Suicide Prevention

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Policy 1240: Volunteer Assistance

Status: DRAFT

Original Adopted Date: 02/09/2016 | **Last Reviewed Date:** 08/18/2026

The Governing Board recognizes that volunteer assistance in schools can enrich the educational program, increase supervision of students, contribute to school safety, and support the district in providing for the well-being of district students, while strengthening the schools' relationships with the community. The Board encourages parents/guardians and other members of the community to share their time, knowledge, and abilities with students.

The Superintendent or designee shall develop and implement a plan for recruiting, screening, and placing volunteers, including strategies for reaching underrepresented groups of parents/guardians and community members. Additionally, the Superintendent or designee may recruit community members to serve as mentors to students and/or make appropriate referrals to community organizations.

The Board prohibits harassment of any volunteer on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, reproductive health decisionmaking, medical condition, genetic information, marital status, sex, gender, gender identity, gender expression, age, sexual orientation, or veteran or military status. (Government Code 12940)

As appropriate, the Superintendent or designee shall provide volunteers with information about school goals, programs, and practices and an orientation or other training related to their specific responsibilities.

Additionally, volunteers who are over 18 years of age and who interact with students outside of the immediate supervision and control of the student's parent/guardian or a school employee shall, as mandated reporters, receive the notification and training required of mandated reporters as specified in Administrative Regulation 5141.4 - Child Abuse Prevention and Reporting.

A volunteer who is a mandated reporter shall make a report, as specified in Administrative Regulation 5141.4 - Child Abuse Prevention and Reporting, whenever such volunteer has knowledge of or observes a child whom the volunteer knows or reasonably suspects has been the victim of child abuse or neglect.

Volunteers shall act in accordance with law, district policies and administrative regulations, including Board Policy and Administrative Regulation 4119.24/4219.24/4319.24 - Maintaining Appropriate Adult-Student Interactions, and school rules. The Superintendent or designee shall be responsible for investigating and resolving complaints regarding volunteers.

Employees who supervise volunteers shall ensure that volunteers are assigned meaningful responsibilities that utilize their skills and expertise and maximize their contribution to the educational program.

Volunteer work shall be limited to those projects that do not replace the normal duties of classified staff. The Board nevertheless encourages volunteers to work on short-term projects to the extent that they enhance the classroom or school and comply with collective bargaining agreements.

The Superintendent or designee shall establish procedures for determining whether volunteers possess the qualifications, if any, required by law and administrative regulation for the types of duties they will perform.

The Board encourages principals to develop a means for recognizing the contributions of each school's volunteers.

The Superintendent or designee shall periodically report to the Board regarding the district's volunteer assistance program.

Workers' Compensation Insurance

The Board desires to provide a safe environment for volunteers and minimize the district's exposure to liability.

Upon the adoption of a resolution by the Board, volunteers shall be entitled to workers' compensation benefits for any injury sustained while engaged in the performance of service for the district. (Labor Code 3364.5)

The Governing Board recognizes that volunteer assistance in schools can enrich the educational program, increase supervision of students, and contribute to school safety while strengthening the schools' relationships with the

community. The Board encourages parents/guardians and other members of the community to share their time, knowledge, and abilities with students.

The Superintendent or designee shall develop and implement a plan for recruiting, screening, and placing volunteers, including strategies for reaching underrepresented groups of parents/guardians and community members. He/she may also recruit community members to serve as mentors to students and/or make appropriate referrals to community organizations.

As appropriate, the Superintendent or designee shall provide volunteers with information about school goals, programs, and practices and an orientation or other training related to their specific responsibilities. Employees who supervise volunteers shall ensure that volunteers are assigned meaningful responsibilities that utilize their skills and expertise and maximize their contribution to the educational program.

Volunteer work shall be limited to those projects that do not replace the normal duties of classified staff. The Board nevertheless encourages volunteers to work on short-term projects to the extent that they enhance the classroom or school and comply with employee negotiated agreements.

The Superintendent or designee shall establish procedures for determining whether volunteers possess the qualifications, if any, required by law and administrative regulation for the types of duties they will perform.

Volunteers shall act in accordance with district policies, regulations, and school rules. The Superintendent or designee shall be responsible for investigating and resolving complaints regarding volunteers.

The Board encourages principals to develop a means for recognizing the contributions of each school's volunteers.

The Superintendent or designee shall periodically report to the Board regarding the district's volunteer assistance program.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
22 CCR 101170	Criminal record clearance
22 CCR 101216	Health screening; volunteers in child care centers
Ed. Code 35021	Volunteer aides
Ed. Code 35021.1	Automated records check
Ed. Code 35021.3	Registry of volunteers for before/after school programs
Ed. Code 44814-44815	Supervision of students during lunch and other nutrition periods
Ed. Code 45125	Fingerprinting requirements
Ed. Code 45125.01	Interagency agreements for criminal record information
Ed. Code 45340-45349	Instructional aides
Ed. Code 45360-45367	Teacher aides
Ed. Code 48981	Parent/guardian notifications
Ed. Code 49024	Activity Supervisor Clearance Certificate
Ed. Code 49406	TB risk assessment
Ed. Code 8482-8484.6	After School Education and Safety program
Ed. Code 8484.7-8484.9	21st Century Community Learning Center program
Gov. Code 12940	Unlawful discriminatory employment practices
Gov. Code 3543.5	Prohibited interference with employees' rights
H&S Code 1596.7995	Immunization requirements for volunteers in child care and development center or preschool
H&S Code 1596.871	Fingerprints of individuals in contact with child day care facility clients

State

Lab. Code 1720.4
 Lab. Code 3352
 Lab. Code 3364.5
 Pen. Code 11164-11174.3
 Pen. Code 290
 Pen. Code 290.4
 Pen. Code 290.95
 Pen. Code 626.81

Description

[Public works; exclusion of volunteers from prevailing wage law](#)
[Workers' compensation; definitions](#)
[Authority to provide workers' compensation insurance for volunteers](#)
[Child Abuse and Neglect Reporting Act](#)
[Registration of sex offenders](#)
[Information regarding sex offenders](#)
[Disclosure by person required to register as sex offender](#)
[Sex offender; permission to volunteer at school](#)

Management Resources

PERB Decision
 Website
 Website
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 Website
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 Website

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[Whisman Elementary School District \(1991\) PERB Decision No. 868](#)
[CSBA District and County Office of Education Legal Services](#)
[California Department of Justice, Megan's Law](#)
[California Department of Education, Parents/Family and Community Commission on Teacher Credentialing](#)
[CSBA](#)
[California State Parent Teacher Association](#)

Cross References

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[Accountability](#)
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[Communication With The Public](#)
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[Commendations And Awards](#)
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[Relations Between Other Governmental Agencies And The Schools](#)
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[Disruptions](#)
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Cross References**Description**

3541.1	Transportation For School-Related Trips
3541.1-E PDF(1)	Transportation For School-Related Trips
3543	Transportation Safety And Emergencies
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4112.4	Health Examinations
4112.4	Health Examinations
4112.5	Criminal Record Check
4112.5-E PDF(1)	Criminal Record Check
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.24	Maintaining Appropriate Adult-Student Interactions
4127	Temporary Athletic Team Coaches
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4141	Collective Bargaining Agreement
4157.1	Work-Related Injuries
4212	Appointment And Conditions Of Employment
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4212.5-E PDF(1)	Criminal Record Check
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4222	Teacher Aides/Paraprofessionals
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4227	Temporary Athletic Team Coaches
4227	Temporary Athletic Team Coaches
4231	Staff Development
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4241	Collective Bargaining Agreement
4257.1	Work-Related Injuries
4312.4	Health Examinations
4312.4	Health Examinations
4312.5	Criminal Record Check
4312.5-E PDF(1)	Criminal Record Check
4319.11	Sexual Harassment

Cross References**Description**

4319.11	Sexual Harassment
4327	Temporary Athletic Team Coaches
4327	Temporary Athletic Team Coaches
4331	Staff Development
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5020	Parent Rights And Responsibilities
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7140	Architectural And Engineering Services
9200	Limits Of Board Member Authority

Regulation 4118: Dismissal/Suspension/Disciplinary Action

Status: DRAFT

Original Adopted Date: 09/14/2004 | **Last Revised Date:** 06/22/2021 | **Last Reviewed Date:** 08/18/2026

Causes for Suspension or Dismissal

A certificated employee with permanent status may be suspended without pay or dismissed only for one or more of the following causes: (Education Code 44932)

Immoral conduct including, but not limited to, egregious misconduct that is the basis for a sex offense or controlled substance offense described in Education Code 44010 or 44011 or child abuse and neglect as described in Penal Code 11165.2-11165.6

Unprofessional conduct

Commission, aiding, or advocating the commission of acts of criminal syndicalism

Dishonesty

Unsatisfactory performance

Evident unfitness for service

Physical or mental condition unfitting the employee to instruct or associate with children

Persistent violation of or refusal to obey the school laws or reasonable regulations of the state or district

Conviction of a felony or of any crime involving moral turpitude

Violation of Education Code 51530 or Government Code 1028 prohibiting the advocacy or teaching of communism

Alcoholism or other drug abuse that makes the employee unfit to instruct or associate with children

An employee may be suspended or dismissed on grounds of unprofessional conduct consisting of acts or omissions not listed above if the charge specifies instances of behavior deemed to constitute unprofessional conduct. (Education Code 44933)

Suspension/Dismissal of Permanent Employees

When a permanent certificated employee is charged with one or more of the offenses specified in the section "Causes for Suspension or Dismissal" above, the following procedures shall apply:

The person preparing a written statement of charges that there is cause to suspend or dismiss an employee shall submit the signed statement to the Governing Board, or a written statement of charges shall be formulated by the Board that cause to suspend or dismiss the permanent employee exists. (Education Code 44934, 44934.1)

The employee, upon receiving notice of the Board's intent to suspend or dismiss, may request a hearing on the matter. The hearing shall be conducted by the Commission on Professional Competence, except that any case involving only egregious misconduct shall be heard instead by an administrative law judge and, in any other case, the hearing may be conducted by an administrative law judge when both the district and the employee so stipulate. (Education Code 44943, 44944, 44944.05, 44944.1, 44944.3)

Except when the employee is charged solely with egregious misconduct, the district may amend the charges less than 90 days before the hearing only upon showing of good cause and upon approval of the administrative law judge. (Education Code 44934)

The employee shall be suspended or dismissed when the Commission on Professional Competence or administrative law judge has issued its decision upholding suspension or dismissal or, if the employee did not request a hearing, at the expiration of 30 days after service of the notice of intent to suspend or dismiss. (Education Code 44941, 44943, 44944)

The Superintendent or designee shall notify the Commission on Teacher Credentialing when the employment status of a certificated employee has been changed as a result of alleged misconduct or while an allegation of misconduct is

pending. (Education Code 44030.5, 44242.5, 44940; 5 CCR 80303)

Suspension/Dismissal of Probationary Employees

The district may choose not to rehire probationary employees for the following school year without giving a statement of reasons if proper notice is provided by March 15 of the employee's second, complete, consecutive year of employment. (Education Code 44929.21, 44929.23)

(Districts with ADA of 250 or more, or districts with less than 250 ADA that have elected to use the dismissal procedures in Education Code 44948.3)

During the school year, a probationary employee who is in the first or second year of service may be dismissed only for one or more of the causes listed in Items #1-11 in the section "Causes for Suspension or Dismissal" above or for unsatisfactory performance determined pursuant to Education Code 44660-44665. (Education Code 44948.2, 44948.3)

Whenever a first- or second-year probationary employee is so charged, the following procedures shall apply for dismissing the employee during the school year: (Education Code 44948.3)

The Superintendent or designee shall give 30 days' prior written notice of dismissal, not later than March 15 in the case of second-year probationary employees. The notice shall include a statement of the reasons for the dismissal, notice of the opportunity to appeal, and, if the cause is unsatisfactory performance, a copy of the evaluation conducted pursuant to Education Code 44664.

Upon receipt of the notice of dismissal, the employee may be dismissed if no request for a hearing is submitted to the Board within 15 days.

If a hearing is requested, the district may arrange for the appointment of an administrative law judge to conduct the hearing and to recommend a decision to the Board.

A probationary employee may be suspended without pay for a specified period of time as an alternative to dismissal. (Education Code 44948.3)

Compulsory Leave of Absence

Upon being informed that a certificated employee has been charged with a "mandatory leave of absence offense," the Superintendent or designee shall immediately place the employee on a leave of absence. A mandatory leave of absence offense includes: (Education Code 44830.1, 44940)

Any sex offense as defined in Education Code 44010

Violation or attempted violation of Penal Code 187, prohibiting murder or attempted murder

Any offense involving the unlawful sale, use, or exchange to minors of controlled substances as listed in Health and Safety Code 11054, 11055, and 11056

The Superintendent or designee may place on an immediate compulsory leave of absence a certificated employee who is charged with an "optional leave of absence offense," defined as a controlled substance offense specified in Education Code 44011 and Health and Safety Code 11357-11361, 11363, 11364, and 11370.1, except as it relates to marijuana, mescaline, peyote, or tetrahydrocannabinol. (Education Code 44940)

If an employee is charged with an offense that falls into both the mandatory and optional leave of absence definitions, the offense shall be treated as a mandatory leave of absence offense. (Education Code 44940)

An employee's compulsory leave for a mandatory or optional leave of absence offense may extend for not more than 10 days after the entry of judgment in the criminal proceedings. However, the compulsory leave may be extended if the Board gives notice, within 10 days after the entry of judgment in the proceedings, that the employee will be dismissed within 30 days from the date of service of the notice unless a hearing is demanded. (Education Code 44940, 44940.5)

During the period of compulsory leave, the employee shall be compensated in accordance with Education Code 44940.5.

Upon receipt of telephone or electronic notification from the Department of Justice that a current temporary, substitute, or probationary employee serving before March 15 of the second probationary year has been convicted

of a violent or serious felony, the Superintendent or designee shall immediately place the employee on leave without pay. Upon receipt of electronic notification of the conviction from the Department of Justice, such employee shall be automatically terminated and without regard to any other termination procedure. (Education Code 44830.1)

Causes for Suspension or Dismissal

A certificated employee with permanent status may be suspended without pay or dismissed only for one or more of the following causes: (Education Code 44932)

1. Immoral conduct including, but not limited to, egregious misconduct that is the basis for a sex offense or controlled substance offense described in Education Code 44010 or 44011 or child abuse and neglect as described in Penal Code 11165.2-11165.6
2. Unprofessional conduct
3. Commission, aiding, or advocating the commission of acts of criminal syndicalism
4. Dishonesty
5. Unsatisfactory performance
6. Evident unfitness for service
7. Physical or mental condition unfitting the employee to instruct or associate with children
8. Persistent violation of or refusal to obey the school laws or regulations of the state or district
9. Conviction of a felony or of any crime involving moral turpitude
10. Violation of Education Code 51530 or Government Code 1028 (advocacy of communism)
11. Alcoholism or other drug abuse that makes the employee unfit to instruct or associate with children

An employee may be suspended or dismissed on grounds of unprofessional conduct consisting of acts or omissions not listed above if the charge specifies instances of behavior deemed to constitute unprofessional conduct. (Education Code 44933)

An employee shall not be suspended, disciplined, reassigned, transferred, dismissed, or otherwise retaliated against solely for acting to protect a student, or for refusing to infringe on a student's protected conduct, when that student is exercising his/her free speech or press rights pursuant to Education Code 48907 or 48950. (Education Code 48907, 48950)

Suspension/Dismissal of Permanent Employees

When a permanent certificated employee is charged with one or more of the offenses specified in the section "Causes for Suspension or Dismissal" above, the following procedures shall apply:

1. The person preparing a written statement of charges that there is cause to suspend or dismiss an employee shall submit the signed statement to the Governing Board. (Education Code 44934, 44934.1)
2. Upon receiving notice of the Board's intent to suspend or dismiss him/her, the employee may request a hearing on the matter. The hearing shall be conducted by the Commission on Professional Competence, except that any case involving only egregious misconduct shall be heard instead by an administrative law judge and, in any other case, the hearing may be conducted by an administrative law judge when both the district and employee so stipulate. (Education Code 44943, 44944, 44944.05, 44944.1, 44944.3)
3. Except when an employee is charged solely with egregious misconduct, the district may amend the charges less than 90 days before the hearing only upon showing of good cause and upon approval of the administrative law judge. (Education Code 44934)

4. The employee shall be suspended or dismissed when the Commission on Professional Competence or administrative law judge has issued its decision supporting suspension or dismissal or, if the employee did not request a hearing, at the expiration of 30 days after service of the notice of intent to suspend or dismiss. (Education Code 44941, 44943, 44944)

The Superintendent or designee shall notify the Commission on Teacher Credentialing when the employment status of a certificated employee has been changed as a result of alleged misconduct or while an allegation of misconduct is pending. (Education Code 44030.5, 44242.5, 44940; 5 CCR 80303)

Suspension/Dismissal of Probationary Employees

The district may choose not to rehire probationary employees for the following school year without giving a statement of reasons provided that it is done in accordance with AR 4117.6 - Decision Not to Rehire and proper notice is provided by March 15. (Education Code 44929.21, 44929.23)

During the school year, probationary employees in their first or second year of service may be dismissed only for one or more of the causes listed in items #1-11 in the section "Causes for Suspension or Dismissal" above or for unsatisfactory performance determined pursuant to Education Code 44660-44665. (Education Code 44948.2, 44948.3)

Whenever a first or second-year probationary employee is so charged, the following procedures shall apply for dismissing the employee: (Education Code 44948.3)

1. The Superintendent or designee shall give 30 days' prior written notice of dismissal, not later than March 15 in the case of second-year probationary employees. The notice shall include a statement of the reasons for the dismissal, notice of the opportunity to appeal, and, if the cause is unsatisfactory performance, a copy of the evaluation conducted pursuant to Education Code 44664.
2. Upon receipt of the notice of dismissal, the employee may be dismissed if no request for a hearing is submitted to the Board within 15 days.
3. If a hearing is requested, the district may arrange for the appointment of an administrative law judge to conduct the hearing and to recommend a decision to the Board.

A probationary employee may be suspended without pay for a specified period of time as an alternative to dismissal. (Education Code 44948.3)

Compulsory Leave of Absence

Upon being informed by law enforcement that a certificated employee has been charged with a "mandatory leave of absence offense," the Superintendent or designee shall immediately place the employee on a leave of absence. A mandatory leave of absence offense includes: (Education Code 44830.1, 44940)

1. Any sex offense as defined in Education Code 44010
2. Violation or attempted violation of Penal Code 187 (murder)
3. Any offense involving the unlawful sale, use, or exchange to minors of controlled substances as listed in Health and Safety Code 11054, 11055, and 11056

The Superintendent or designee may place on an immediate compulsory leave of absence a certificated employee who is charged with an "optional leave of absence offense," defined as a controlled substance offense specified in Education Code 44011 and Health and Safety Code 11357-11361, 11363, 11364, and 11370.1 except as it relates to marijuana, mescaline, peyote, or tetrahydrocannabinols. (Education Code 44940)

If an employee is charged with an offense that falls into both the mandatory and optional leave of absence definitions, the offense shall be treated as a mandatory leave of absence offense. (Education Code 44940)

An employee's compulsory leave for a mandatory or optional leave of absence offense may extend for not more than 10 days after the entry of judgment in the criminal proceedings. However, the compulsory leave may be extended if the Board gives notice, within 10 days after the entry of judgment in the proceedings, that the employee will be

dismissed within 30 days from the date of service of the notice unless he/she demands a hearing. (Education Code 44940, 44940.5)

During the period of compulsory leave, the employee shall be compensated in accordance with Education Code 44940.5.

Upon receipt of telephone or electronic notification from the Department of Justice that a current temporary, substitute, or probationary employee serving before March 15 of his/her second probationary year has been convicted of a violent or serious felony, the Superintendent or designee shall immediately place the employee on leave without pay. Upon receipt of electronic notification of the conviction from the Department of Justice, such employee shall be automatically terminated and without regard to any other termination procedure. (Education Code 44830.1)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80304	Notice of sexual misconduct
CA Constitution Article 1, Section 1	Inalienable rights
Ed. Code 44008	Effect of termination of probation
Ed. Code 44009	Conviction of specified crimes
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44242.5	Reports and review of alleged misconduct
Ed. Code 44425	Conviction of a sex or narcotic offense
Ed. Code 44660-44665	Evaluation and assessment of performance of certificated employees
Ed. Code 44830.1	Criminal record summary; certificated employees
Ed. Code 44929.21	Notice of reelection decision; districts with 250 ADA or more
Ed. Code 44929.23	Districts with less than 250 ADA
Ed. Code 44930-44988	Resignations, dismissals and leaves of absence
Ed. Code 45055	Drawing of warrants for teachers
Ed. Code 48907	Exercise of free expression; time, place, and manner rules and regulations
Ed. Code 48950	Speech and other communication
Ed. Code 51530	Advocacy or teaching of communism
Gov. Code 1028	Advocacy of communism
Gov. Code 11505-11506	Hearing
Gov. Code 12954	Employment discrimination; cannabis use
Gov. Code 3543.2	Scope of representation
H&S Code 11054	Schedule I; substances included
H&S Code 11055	Schedule II; substances included
H&S Code 11056	Schedule III; substances included
H&S Code 11357-11361	Marijuana
H&S Code 11363	Peyote
H&S Code 11364	Opium

State

H&S Code 11370.1

Pen. Code 11165.2-11165.6

Pen. Code 1192.7

Pen. Code 187

Pen. Code 291

Pen. Code 667.5

Description[Possession of controlled substances with a firearm](#)[Child abuse or neglect; definitions](#)[Plea bargaining limitation](#)[Murder](#)[School employees arrest for sex offense](#)[Prior prison terms; enhancement of prison terms](#)**Federal**

U.S. Constitution, First Amendment

Description[Free exercise, free speech, and establishment clauses](#)**Management Resources**

Commission on Teacher Credentialing Publication

Court Decision

Court Decision

Court Decision

Court Decision

U.S. Department of Education Publication

Website

Website

Website

Website

Website

Website

Website

Description[California's Laws and Rules Pertaining to the Discipline of Professional Certificated Personnel, 2007](#)[Visalia Unified School District v. Public Employment Relations Board \(2024\) 98 Cal.App.5th 844](#)[Kennedy v. Bremerton \(2022\) 142 S.Ct. 2407](#)[Crowl v. Commission on Professional Competence \(1990\) 225 Cal. App. 3d 334](#)[Morrison v. State Board of Education \(1969\) 1 Cal.3d 214](#)[Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, February 2026](#)[Office of the Attorney General](#)[Office of Administrative Hearings](#)[Department of General Services, About Teacher Dismissal Case Type](#)[CSBA District and County Office of Education Legal Services](#)[Commission on Teacher Credentialing](#)[CSBA](#)[U.S. Department of Education](#)**Cross References**

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Description[District-Sponsored Social Media](#)[District-Sponsored Social Media](#)[Complaints Concerning District Employees](#)[Complaints Concerning District Employees](#)[Complaints Concerning District Employees - Complaint Concerning District Employee](#)[Uniform Complaint Procedures](#)[Uniform Complaint Procedures](#)[Federal Grant Funds](#)[Equipment](#)[Equipment](#)[Tobacco-Free Schools](#)[Tobacco-Free Schools](#)

Cross References**Description**

3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.2	Disruptions
3516.2	Bomb Threats
4000	Concepts And Roles
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Policy 4118: Dismissal/Suspension/Disciplinary Action

Status: DRAFT

Original Adopted Date: 09/14/2004 | **Last Revised Date:** 06/22/2021 | **Last Reviewed Date:** 08/18/2026

The Governing Board expects all employees to perform their jobs satisfactorily, exhibit professional and appropriate conduct, and serve as positive role models both at school and in the community. A certificated employee may be disciplined for conduct or performance in accordance with law, the applicable collective bargaining agreement, Board policy, or administrative regulation.

Disciplinary action shall be based on the particular facts and circumstances involved and the severity of the conduct or performance.

The Superintendent or designee shall ensure that disciplinary actions are appropriately documented and taken in a consistent, nondiscriminatory manner. In addition, an employee shall not be suspended, disciplined, reassigned, transferred, dismissed, or otherwise retaliated against solely for engaging in protected activities, or for acting to protect a student engaged in exercising any free speech or press right authorized by, or for refusing to infringe upon a student's conduct protected pursuant to, Education Code 48907 or 48950.

Disciplinary actions may include, but are not limited to, verbal and written warnings, suspension or leave without pay, or dismissal.

Suspension/Dismissal Procedures

The Superintendent shall notify the Board whenever there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933.

When the Board finds that there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933, it may formulate a written statement of charges specifying instances of behavior and the acts or omissions constituting the charge, the statutes and rules that the employee is alleged to have violated when applicable, and the facts relevant to each charge. The Board shall also review any duly signed and verified written statement of charges filed by any other person. (Education Code 44934, 44934.1)

Based on the written statement of charges, the Board may, upon majority vote, give notice to the employee of the Board's intention to suspend or dismiss the employee at the expiration of 30 days from the date the notice is served. (Education Code 44934, 44934.1)

Prior to serving a suspension or dismissal notice that includes a charge of unsatisfactory performance, the district shall give the employee written notice of the unsatisfactory performance that specifies the nature of the unsatisfactory performance with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct the faults and overcome the grounds for any unsatisfactory performance charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unsatisfactory performance shall be provided at least 90 days prior to the filing of the suspension or dismissal notice or prior to the last one-fourth of the school days in the year. (Education Code 44938)

Prior to serving a suspension or dismissal notice that includes a charge of unprofessional conduct, the district shall give the employee written notice that describes the nature of the unprofessional conduct with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct the faults and overcome the grounds for any unprofessional conduct charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unprofessional conduct shall be provided at least 45 days prior to the filing of the suspension or dismissal notice. (Education Code 44938)

Except for notices that only include charges of unsatisfactory performance, the written suspension or dismissal notice may be served at any time of year. Such notice shall be served upon the employee personally if given outside of the instructional year or, if given during the instructional year, may be served personally or by registered mail to the employee's last known address. Notices with a charge of unsatisfactory performance shall be given only during the instructional year of the school site where the employee is physically employed and may be served personally or by registered mail to the employee's last known address. (Education Code 44936)

If an employee has been served notice and demands a hearing pursuant to Government Code 11505 and 11506, the Board shall either rescind its action or schedule a hearing on the matter. (Education Code 44941, 44941.1, 44943,

44944)

Pending suspension or dismissal proceedings for an employee who is charged with egregious misconduct, immoral conduct, conviction of a felony or of any crime involving moral turpitude, incompetency due to mental disability, or willful refusal to perform regular assignments without reasonable cause as prescribed by district rules and regulations, the Board may, if it deems it necessary, immediately suspend the employee from assigned duties. If the employee files a motion with the Office of Administrative Hearings for immediate reversal of the suspension based on a cause other than egregious misconduct, the Board may file a written response before or at the time of the hearing. (Education Code 44939, 44939.1)

When a suspension or dismissal hearing is to be conducted by a Commission on Professional Competence, the Board shall, no later than 45 days before the date set for the hearing, select one person with a currently valid credential to serve on the Commission. The appointee shall not be an employee of the district and shall have at least three years' experience within the past 10 years at the same grade span or assignment as the employee, as defined in Education Code 44944. (Education Code 44944)

Compulsory Leave of Absence

Upon being informed that a certificated employee has been charged with a mandatory leave of absence offense, the Superintendent or designee shall immediately place the employee on a compulsory leave of absence. (Education Code 44940, 44940.5)

The Governing Board expects all employees to perform their jobs satisfactorily, exhibit professional and appropriate conduct, and serve as positive role models both at school and in the community. A certificated employee may be disciplined for conduct or performance in accordance with law, the applicable collective bargaining agreement, Board policy, and administrative regulation.

Disciplinary action shall be based on the particular facts and circumstances involved and the severity of the conduct or performance. Disciplinary actions may include, but are not limited to, verbal warnings, written warnings, reassignment, suspension, freezing or reduction of wages, compulsory leave, or dismissal.

The Superintendent or designee shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner and are appropriately documented.

Suspension/Dismissal Procedures

The Superintendent shall notify the Board whenever he/she believes that there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933.

When the Board finds that there is cause to suspend or dismiss an employee pursuant to Education Code 44932 or 44933, it may formulate a written statement of charges specifying instances of behavior and the acts or omissions constituting the charge, the statutes and rules that the employee is alleged to have violated when applicable, and the facts relevant to each charge. The Board shall also review any duly signed and verified written statement of charges filed by any other person. (Education Code 44934, 44934.1)

***Note: Pursuant to Education Code 44934, upon the formulation or receipt of a written statement of charges, the Governing Board may notify the employee of the Board's intent to suspend or dismiss him/her. Education Code 44934.1, as added by AB 215 (Ch. 55, Statutes of 2014), requires a similar notice for charges of egregious misconduct. ***

Based on the written statement of charges, the Board may, upon majority vote, give notice to the employee of its intention to suspend or dismiss him/her at the expiration of 30 days from the date the notice is served. (Education Code 44934, 44934.1)

Prior to serving a suspension or dismissal notice that includes a charge of unsatisfactory performance, the district shall give the employee written notice of the unsatisfactory performance that specifies the nature of the unsatisfactory performance with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct his/her faults and overcome the grounds for any unsatisfactory performance charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unsatisfactory performance shall be provided at least 90 days prior to the filing of the suspension or

dismissal notice or prior to the last one-fourth of the school days in the year. (Education Code 44938)

Prior to serving a suspension or dismissal notice that includes a charge of unprofessional conduct, the district shall give the employee written notice that describes the nature of the unprofessional conduct with such specific instances of behavior and with such particularity as to furnish the employee an opportunity to correct his/her faults and overcome the grounds for any unprofessional conduct charges and, if applicable, that includes the evaluation made pursuant to Education Code 44660-44665. The written notice of the unprofessional conduct shall be provided at least 45 days prior to the filing of the suspension or dismissal notice. (Education Code 44938)

Except for notices that only include charges of unsatisfactory performance, the written suspension or dismissal notice may be served at any time of year. Such notice shall be served upon the employee personally if given outside of the instructional year or, if given during the instructional year, may be served personally or by registered mail to the employee's last known address. Notices with a charge of unsatisfactory performance shall be given only during the instructional year of the school site where the employee is physically employed, and may be served personally or by registered mail to the employee's last known address. (Education Code 44936)

If an employee has been served notice and demands a hearing pursuant to Government Code 11505 and 11506, the Board shall either rescind its action or schedule a hearing on the matter. (Education Code 44941, 44941.1, 44943, 44944)

Pending suspension or dismissal proceedings for an employee who is charged with egregious misconduct, immoral conduct, conviction of a felony or of any crime involving moral turpitude, incompetency due to mental disability, or willful refusal to perform regular assignments without reasonable cause as prescribed by district rules and regulations, the Board may, if it deems it necessary, immediately suspend the employee from his/her duties. If the employee files a motion with the Office of Administrative Hearings for immediate reversal of the suspension based on a cause other than egregious misconduct, the Board may file a written response before or at the time of the hearing. (Education Code 44939, 44939.1, 44940)

When a suspension or dismissal hearing is to be conducted by a Commission on Professional Competence, the Board shall, no later than 45 days before the date set for the hearing, select one person with a currently valid credential to serve on the Commission. The appointee shall not be an employee of the district and shall have at least three years' experience within the past 10 years at the same grade span or assignment as the employee, as defined in Education Code 44944. (Education Code 44944)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80304	Notice of sexual misconduct
CA Constitution Article 1, Section 1	Inalienable rights
Ed. Code 44008	Effect of termination of probation
Ed. Code 44009	Conviction of specified crimes
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44242.5	Reports and review of alleged misconduct
Ed. Code 44425	Conviction of a sex or narcotic offense
Ed. Code 44660-44665	Evaluation and assessment of performance of certificated employees
Ed. Code 44830.1	Criminal record summary; certificated employees
Ed. Code 44929.21	Notice of reelection decision; districts with 250 ADA or more
Ed. Code 44929.23	Districts with less than 250 ADA
Ed. Code 44930-44988	Resignations, dismissals and leaves of absence

State

Ed. Code 45055

Ed. Code 48907

Ed. Code 48950

Ed. Code 51530

Gov. Code 1028

Gov. Code 11505-11506

Gov. Code 12954

Gov. Code 3543.2

H&S Code 11054

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H&S Code 11357-11361

H&S Code 11363

H&S Code 11364

H&S Code 11370.1

Pen. Code 11165.2-11165.6

Pen. Code 1192.7

Pen. Code 187

Pen. Code 291

Pen. Code 667.5

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U.S. Constitution, First Amendment

Description[Free exercise, free speech, and establishment clauses](#)**Management Resources**

Commission on Teacher Credentialing Publication

Court Decision

Court Decision

Court Decision

Court Decision

U.S. Department of Education Publication

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Website

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Website

Description[California's Laws and Rules Pertaining to the Discipline of Professional Certificated Personnel, 2007](#)[Visalia Unified School District v. Public Employment Relations Board \(2024\) 98 Cal.App.5th 844](#)[Kennedy v. Bremerton \(2022\) 142 S.Ct. 2407](#)[Crowl v. Commission on Professional Competence \(1990\) 225 Cal. App. 3d 334](#)[Morrison v. State Board of Education \(1969\) 1 Cal.3d 214](#)[Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, February 2026](#)[Office of the Attorney General](#)[Office of Administrative Hearings](#)[Department of General Services, About Teacher Dismissal Case Type](#)[CSBA District and County Office of Education Legal Services](#)[Commission on Teacher Credentialing](#)[CSBA](#)[U.S. Department of Education](#)

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1312.1	Complaints Concerning District Employees
1312.1-E PDF(1)	Complaints Concerning District Employees - Complaint Concerning District Employee
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Regulation 4218: Dismissal/Suspension/Disciplinary Action

Status: DRAFT

Original Adopted Date: 09/01/2004 | Last Reviewed Date: 08/18/2026

Causes for Disciplinary Action

A permanent classified employee may be subject to suspension, demotion, involuntary reassignment, or dismissal for one or more of the following causes:

Immoral conduct, including, but not limited to, egregious misconduct that is the basis for a sex offense as defined in Education Code 44010, a controlled substance offense as defined in Education Code 44011, or child abuse and neglect as described in Penal Code 11165.2-11165.6

Conduct that constitutes a violent or serious felony as defined in Penal Code 667.5(c) or 1192.7(c)

Unlawful discrimination, including harassment, against any student or other employee

Violation of or refusal to obey state or federal law or regulation, Board policy, or district or school procedure

Falsification of any information supplied to the district, including, but not limited to, information supplied on application forms, employment records, or any other school district records

Unsatisfactory performance

Unprofessional conduct

Dishonesty

Neglect of duty or absence without leave

Insubordination

Use of alcohol or a controlled substance while on duty or in such close time proximity thereto as to affect the employee's performance

Destruction or misuse of district property

Failure to fulfill any ongoing condition of employment including, but not limited to, maintenance of any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position

A physical or mental condition which precludes the employee from the proper performance of duties and responsibilities as determined by competent medical authority, except as otherwise provided by a contract or by law

Retaliation against any person who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to an actual or suspected violation of state or federal law occurring on or directly related to the job

Violation of Education Code 45303 or Government Code 1028 prohibiting the advocacy or teaching of communism

Any other misconduct which is of such nature that it causes discredit or injury to the district or the employee's position

No disciplinary action shall be taken for any cause that arose before the employee became permanent, nor for any cause that arose more than two years before the date of the filing of the notice of cause unless this cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee would have disclosed the facts to the district. (Education Code 45113)

Initiation and Notification of Charges

The Superintendent or designee shall provide notice to the employee of a recommendation for discipline, which

includes the charges and materials upon which the recommendation is based. The notification shall identify an impartial district official ("Skelly officer") with whom the employee may meet at a specified time and place or to whom the employee may provide a written response to the recommendation of discipline. After meeting with the employee or considering any response from the employee, the Skelly officer shall recommend to the Superintendent or designee whether to proceed with the recommendation for discipline.

The Superintendent or designee shall file any final recommendation for disciplinary action in writing with the Governing Board. A copy of the recommendation shall be served upon the employee either personally or by registered or certified mail, return receipt requested, at the employee's last known address.

The notice shall, in ordinary and concise language, inform the employee of the specific charge(s) or cause(s) for the disciplinary action, the specific acts and omissions upon which the action is based, and, if applicable, the district rule or regulation that the employee has allegedly violated. In addition, the notice shall include the employee's right to a hearing on those charges, the time within which the hearing may be requested, which shall be not less than five days after service of the notice to the employee, and a card or paper which the employee may sign and file to deny the charges and request a hearing. (Education Code 45113, 45116)

Request for Board Hearing

Within the time specified in the notice of the recommendation of disciplinary action, the employee may request a hearing on the charges by signing and filing the card or paper included with the notice. (Education Code 45113)

Any other written document signed and appropriately filed within the specified time limit by the employee shall constitute sufficient notice of the request for a hearing. The request shall be delivered to the office of the Superintendent or designee during normal work hours of that office. If mailed to the office of the Superintendent or designee, it must be received or postmarked no later than the time limit specified by the district. In cases where an order of suspension without pay has been issued in conjunction with a recommendation of dismissal, any request for a hearing on the dismissal shall also constitute a request to hear the suspension order, and the necessity of the suspension order shall be an issue in the hearing.

Employment Status Pending a Disciplinary Hearing

A classified employee against whom a recommendation for disciplinary action has been issued may remain on active duty or may be placed on paid leave pending a hearing on the charges. The employee shall not be suspended without pay, suspended or demoted with a reduction in pay, or dismissed pending the outcome of a timely requested hearing, except as specified below. (Education Code 45113)

However, the disciplinary action may be imposed prior to the decision if the Board, or an impartial third-party hearing officer provided pursuant to a collective bargaining agreement, finds by a preponderance of the evidence that at the time discipline was imposed, the employee (1) engaged in criminal misconduct, (2) engaged in misconduct that presents a risk of harm to students, staff, or property, or (3) committed habitual violations of the district's policies or regulations. Such finding(s) must be made at the conclusion of the Skelly review process. (Education Code 45113)

In such cases where the disciplinary action is imposed prior to the decision, the employee shall be given written notice of the disciplinary action and the findings made at the conclusion of the Skelly review process. Such written notice shall be served upon the employee personally.

In addition, the district may cease paying the employee if a decision has not been rendered by an impartial third-party hearing officer, pursuant to a collective bargaining agreement, or the Board within 30 days of the date the hearing was requested. (Education Code 45113)

Compulsory Leave of Absence

Upon being informed that a classified employee has been charged with a "mandatory leave of absence offense," the Superintendent or designee shall immediately place the employee on a leave of absence. A mandatory leave of absence offense includes: (Education Code 44940, 45304)

Any sex offense as defined in Education Code 44010

Violation or attempted violation of Penal Code 187, prohibiting murder or attempted murder

Any offense involving the unlawful sale, use, or exchange to minors of controlled substances as listed in Health and Safety Code 11054, 11055, and 11056

The Superintendent or designee may place on an immediate compulsory leave of absence a classified employee who is charged with an "optional leave of absence offense," defined as a controlled substance offense specified in Education Code 44011 and Health and Safety Code 11357-11361, 11363, 11364, and 11370.1 except as it relates to marijuana, mescaline, peyote, or tetrahydrocannabinol. (Education Code 44940, 44940.5, 45304)

An employee's compulsory leave for a mandatory or optional leave of absence offense may extend for not more than 10 days after the entry of judgment in the criminal proceedings. However, the compulsory leave may be extended if the Board gives notice, within 10 days after the entry of judgment in the proceedings, that the employee will be dismissed within 30 days from the date of service of the notice unless the employee demands a hearing on the dismissal. (Education Code 44940, 44940.5)

Termination of Probationary Employment

At any time prior to the expiration of the probationary period, the Superintendent or designee may, at her/his discretion, dismiss a probationary classified employee from district employment. A probationary employee shall not be entitled to a hearing.

Involuntary Suspension Without Pay, Demotion, Reduction of Pay Step in Class, or Dismissal of Permanent Classified Employees

1. Causes

Permanent classified employees shall be subject to personnel action (suspension without pay, demotion, reduction of pay step in class, dismissal) only for cause.

In addition to any disqualifications for performance of the position or any other causes for discipline otherwise provided for by statute or by policy or regulation of this district, each of the following constitutes cause for personnel action against a permanent classified employee:

- a. Falsifying any information supplied to the school district, including, but not limited to, information supplied on application forms, employment records, or any other school district records.
- b. Incompetency.
- c. Inefficiency.
- d. Neglect of duty.
- e. Insubordination.
- f. Dishonesty.
- g. Drinking alcoholic beverages while on duty or in such close time proximity thereto as to cause any detrimental effect upon the employee or upon employees associated with him/her.
- h. Possessing or being under the influence of a controlled substance at work or away from work, or furnishing a controlled substance to minor.
- i. Conviction of a felony, conviction of any sex offense made relevant provisions of law, or conviction of a misdemeanor which is of such a nature as to adversely affect the employee's ability to perform the duties and responsibilities of his/her position. A plea or verdict of guilty, or a conviction following a plea of nolo contendere is deemed to be a conviction for this purpose.
- j. Absence without leave.
- k. Immoral conduct.

- l. Discourteous treatment of the public, students, or other employees.
- m. Improper political activity.
- n. Willful disobedience.
- o. Misuse of district property.
- p. Violation of district, Board or departmental rule, policy, or procedure.
- q. Failure to possess or keep in effect any license, certificate, or other similar requirement specified in the employee's class specification or otherwise necessary for the employee to perform the duties of the position.
- r. Refusal to take and subscribe any oath or affirmation which is required by law in connection with his/her employment.
- s. A physical or mental disability which precludes the employee from the proper performance of his/her duties and responsibilities as determined by competent medical authority, except as otherwise provided by a contract or by law regulating retirement of employees.
- t. Unlawful discrimination, including harassment, on the basis of race, religious creed, color, national origin, ancestry, physical handicap, marital status, sex, or age against the public or other employees while acting in the capacity of a district employee.
- u. Unlawful retaliation against any other district officer or employee or member of the public who, in good faith, reports, discloses, divulges, or otherwise brings to the attention of any appropriate authority any information relative to actual or suspected violation of state or federal law occurring on the job or directly related thereto.
- v. Any other failure of good behavior either during or outside of duty hours which is of such nature that it causes discredit to the district or his/her employment.

Except as defined in #s above, no personnel action shall be taken for any cause which arose before the employee becomes permanent, nor for any cause which arose more than two years before the date of the filing of the notice of cause unless this cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee would have disclosed the facts to the district.

2. Representation

Whenever any employee is required to appear before the Superintendent, Board or any committee or member thereof concerning any matter which could adversely affect the continuation of that employee in his/her position or employment, or the salary or any increments pertaining thereto, the employee shall be given the reasons for such meeting or interview and shall be entitled to have a representative of the exclusive employee organization present to advise and represent the employee during such meeting or interview.

3. Investigation Period

a. Investigation

If the conduct of or a report of the conduct of an employee is such as to be, if verified, sufficient to serve as cause for a personnel action, the Superintendent or designee shall investigate the matter.

b. Notification of Investigation and Opportunity to Be Heard

The employee shall be notified that an investigation of the matter is being conducted and of the nature of the recommendation for personnel action that shall be made should charges be brought concerning the matter. The employee shall be given an opportunity to be heard, either orally or in writing, regarding the matter. The individual conducting a meeting at which the employee is given the opportunity to be heard shall not be the direct supervisor of the employee.

c. Administrative Leave with Pay during Investigation

If the Superintendent or designee determines that it is in the best interest of the district, the employee may be placed on administrative leave with pay during the investigation.

4. Initiation of Personnel Action and Notification of Charges

The Superintendent or designee may initiate a personnel action as defined herein against a permanent classified employee.

In all cases involving a personnel action, the person initiating the action shall file a written recommendation of personnel action with the Board. A copy of the recommendation shall be served upon the employee either personally or by United States mail at the employee's last known address. The recommendation shall include:

- a. A statement of the nature of the recommended personnel action (suspension without pay, demotion, reduction of pay step in class, or dismissal).
- b. A statement of the cause or causes for the recommended personnel action, as set forth above.
- c. A statement of the specific acts or omissions upon which the causes are based. If a violation of rule, policy, or regulation of the district is alleged, the rule, policy, or regulation violated shall be stated in, or attached to, the recommendation.
- d. A statement of the employee's right to appeal the recommendation and the manner and time within which his/her appeal must be filed.
- e. A card or paper, the signing and filing of which shall constitute a demand for hearing, and a denial of all charges. This filing will initiate an appeal, see section 5 below.

5. Appeal or Waiver of Appeal

a. Filing of Appeal

Within five calendar days after receiving the recommendation of personnel action described above, the employee may appeal this recommendation by signing and filing the card or paper included with the recommendation. Any other written document signed and appropriately filed within the specific time limit by the employee shall constitute a sufficient time limit by the employee shall constitute a sufficient notice of appeal. A notice of appeal is filed only by its delivery to the office of the Superintendent or designee during normal work hours of that office. A notice of appeal may be mailed to the office of the Superintendent or designee, but must be postmarked, if delivered by U.S. mail, or received in that office, if delivered by other than U.S. mail, no later than the time limit stated herein.

b. Waiver of Appeal

If the employee fails to file a notice of appeal within the time specified in these rules, he/she shall be deemed to have waived his/her right to appeal, and the Board may order the recommended personnel action into effect immediately.

c. Employment Status Pending Appeal or Waiver

- i. Active Duty: Except as provided herein, any employee against whom a recommendation of personnel action has been issued shall remain on active duty status and responsible for fulfilling the duties of the position pending his/her appeal or waiver thereof.
- ii. Suspension from Duty: If the Superintendent or designee determines that a permanent classified employee should be dismissed and that the employee's continuing in active duty status would present an unreasonable risk of harm to students, staff, or property while the proceedings are pending, the Superintendent or designee may order the employee immediately suspended for duty with or without pay. The suspension order shall be in writing. The suspension order shall be served upon the employee either personally or by U.S. mail. It may be served with the copy of the recommendation of personnel action.

- iii. Without Pay: If the suspension order is for suspension without pay, it shall state the reasons that the suspension is deemed necessary. Except in cases of emergency where the employee must be removed from the premises immediately, the Superintendent or designee shall give the employee written notice of the proposed recommendation of personnel action of dismissal at least five calendar days before the effective date of the order of suspension without pay issued in conjunction with a recommendation involving dismissal. This notice shall state the immediate suspension without pay, materials upon which the proposed action is based, and the employee's right to respond to the Superintendent or designee orally or in writing before the final recommendation and order are issued.

In cases where an order of suspension without pay has been issued in conjunction with a recommendation of dismissal, any appeal from the recommendation of dismissal shall also constitute an appeal from the suspension order, and the necessity of the order shall be an issue in the appeal hearing.

6. Appeal Hearing Procedures

- a. The hearing shall be held at the earliest convenient date, taking into consideration the established schedule of the Board or hearing officer and the availability of counsel and witnesses. The parties shall be notified of the time and place of the hearing. The employee shall be entitled to appear personally, produce evidence, and have counsel. The employee shall be entitled to a public hearing if he/she demands it when the Board is hearing the appeal. The complainant may also be represented by counsel. The procedure entitled "Administrative Adjudication" commencing with Government Code 11500 shall not apply to any such hearing before the Board or a hearing officer. Neither the Board nor a hearing officer shall be bound by rules or evidence used in California courts. Informality in any such hearing shall not invalidate any order or decision made or approved by the hearing officer or the Board.
- b. All hearings shall be heard by a hearing officer (who shall be an attorney licensed in the State of California) except in those cases where the Board determines to hear the appeal itself. In any case in which the Board hears the appeal, the Board may use the services of its counsel or a hearing officer in ruling upon procedural questions, objections to evidence, and issues of law. If the appeal is heard by the Board, the Board shall affirm, modify or revoke the recommended personnel action.
- c. If the appeal is heard by a hearing officer, he/she shall prepare a proposed decision in such form that it may be adopted by the Board as the decision in the case. The proposed decision shall be received and filed by the Board and a copy shall be furnished to each party within ten days after the proposed decision is filed by the Board. The Board may:
 - i. Adopt the proposed decision in its entirety.
 - ii. Reduce the personnel action set forth in the proposed decision and adopt the balance of the proposed decision.
 - iii. Reject a proposed reduction in personnel action, approve the personnel action sought by the complainant or any lesser penalty, and adopt the balance of the proposed decision.
 - iv. Reject the proposed decision in its entirety.
- d. If the Board rejects the proposed decision in its entirety, each party shall be notified of such action and the Board may decide the case upon the record including the transcript, with or without the taking of additional evidence, or may refer the case to the same or another hearing officer to take additional evidence. If the case is so assigned to a hearing officer, he/she shall prepare a proposed decision as provided in #c above, upon the additional evidence and the transcript and other papers which are part of the record of the prior hearing. A copy of such proposed decision shall be furnished to each party within 10 days after the proposed decision is filed by the Board.
- e. In arriving at a decision or a proposed decision on the propriety of the proposed personnel action, the Board or the hearing office may consider the records of any prior personnel action proceedings against the employee in which a personnel action was ultimately sustained and any records that were contained in the employee's personnel files and introduced into evidence at the hearing.
- f. Amended/Supplemental Charges

At any time before an employee's appeal is finally submitted to the Board or to a hearing officer for decision, the complainant may, with the consent of the Board or hearing officer, serve on the employee and file with the Board an amended or supplemental recommendation of personnel action.

If the amended or supplemental recommendation presents new causes or allegations, the employee shall be afforded a reasonable opportunity to prepare his/her defense. Any new causes or allegations shall be deemed controverted and any objections to the amended or supplemental causes or allegation may be made orally at the hearing and shall be noted on the record.

7. Appeal Hearing Decision

The decision of the Board shall be in writing and shall contain findings of fact and the personnel action approved, if any. The findings may be reiterate the language of the pleadings or simply refer to them.

The decision of the Board shall be certified to the Superintendent or designee who recommended the personnel action, and he/she shall enforce and follow this decision. A copy of the decision shall be delivered to the appellant or his/her designated representative personally or by registered mail. The Board's determination of the cause for disciplinary action shall be conclusive, and the decision of the Board shall be final.

8. Miscellaneous Provisions

a. Employee Charged with Mandatory Leave of Absence Offense

Whenever an employee is charged with a mandatory leave of absence offense, as defined in Education Code 44940(a), or its successor, the Board shall immediately place the employee upon a compulsory leave of absence for a period of time extending for not more than 10 days after the date of entry of judgment in the proceedings. This leave may be extended by giving notice to the employee within 10 days after the entry of judgment in the proceedings that the employee will be dismissed at the expiration of 30 days from the date of service of the notice, unless the employee demands a hearing as provided in these rules. Employee compensation during this period of time shall be in accordance with Education Code 44940.5, or its successor.

b. Employee Charged with Optional Leave of Absence Offense

Whenever an employee is charged with an optional leave of absence offense, as defined in Education Code 44940(b), or its successor, the Board may immediately place the employee upon a compulsory leave of absence in accordance with Education Code 44940.5, or its successor.

c. Compulsory Dismissal

The district shall not employ or retain in employment any person who has been convicted of any sex offense as defined in Education Code 44010, or its successor, or any controlled substance offense as defined in Education Code 44011, or its successor. However, the district may employ a person convicted of a controlled substance offense if the Board determines from the evidence it requires that the person has been rehabilitated for at least five years.

If any such conviction is reversed and the person acquitted or charges dismissed except as otherwise provided below, the employee may be reemployed by the district, although reemployment is not a guarantee. (Education Code 45123)

The district reserves the right to dismiss an employee for any acts upon which the original criminal charges were based, despite the disposition by the courts. If dismissal is recommended and upheld, an employee will not be reemployed or compensated for the time he/she was suspended unless otherwise required by law. An employee shall be given notice of the possibility of not being reimbursed during mandatory suspension if he/she is ultimately dismissed for the acts upon which the original charges were based.

d. Time Limit of Suspension

In any 12-month period, no employee may be suspended for an aggregate of more than 90 calendar

days. Time suspended during the processing of a dismissal shall not be included in the 90-calendar day limitation. Further, this time limitation shall not apply to cases in which a personnel action of dismissal is modified by the Board to a suspension.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
CA Constitution Article 1, Section 1	Inalienable rights
Ed. Code 35161	Board delegation of any powers or duties
Ed. Code 44009	Conviction of specified crimes
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 44940.5	Procedures when employees are placed on compulsory leave of absence
Ed. Code 45101	Definitions; disciplinary action and cause
Ed. Code 45109	Fixing of duties
Ed. Code 45113	Notification of charges; classified employees
Ed. Code 45116	Notice of disciplinary action
Ed. Code 45123	Employment after conviction of controlled substance offense
Ed. Code 45302	Demotion and removal from permanent classified service
Ed. Code 45303	Additional cause for suspension or dismissal of employee charged with mandatory or optional leave of absence offense
Ed. Code 45304	Compulsory leave of absence for classified persons
Gov. Code 12954	Employment discrimination; cannabis use
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42 USC 12101-12213	Americans with Disabilities Act
U.S. Constitution, First Amendment	Free exercise, free speech, and establishment clauses
Management Resources	Description
Court Decision	Visalia Unified School District v. Public Employment Relations Board (2024) 98 Cal.App.5th 844
Court Decision	Kennedy v. Bremerton (2022) 142 S.Ct. 2407
Court Decision	California School Employees v. Livingston Union School District (2007) 149 Cal. App. 4th 391
Court Decision	CSEA v. Foothill Community College District (1975) 52 Cal. App. 3rd 150
Court Decision	Skelly v. California Personnel Board (1975) 15 Cal.3d 194
U.S. Department of Education Publication	Guidance on Constitutionally Protected Prayer and Religious Expression in Public Elementary and Secondary Schools, February 2026
Website	Office of the Attorney General
Website	Office of Administrative Hearings
Website	Department of General Services, About Teacher Dismissal Case Type
Website	CSBA District and County Office of Education Legal Services

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[Title IX Sexual Harassment Complaint Procedures](#)

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Policy 4218: Dismissal/Suspension/Disciplinary Action

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

The Governing Board expects all employees to perform their jobs satisfactorily, to exhibit professional and appropriate conduct, and serve as positive role models both at school and in the community. A classified employee may be disciplined for unprofessional conduct or unsatisfactory performance in accordance with law or any applicable collective bargaining agreement, Board policy, or administrative regulation.

Disciplinary actions shall be based on the particular facts and circumstances involved and the severity of the employee's conduct or performance.

The Superintendent or designee shall ensure that disciplinary actions are taken in a consistent, nondiscriminatory manner. In addition, an employee shall not be suspended, disciplined, reassigned, transferred, dismissed, or otherwise retaliated against solely for engaging in protected activities, or for acting to protect a student engaged in exercising any free speech or press right authorized by, or for refusing to infringe upon a student's conduct protected pursuant to, Education Code 48907 or 48950.

Disciplinary actions may include, but are not limited to, verbal and written warnings, involuntary reassignment, demotion, suspension or leave without pay, reduction of wages, or dismissal.

A probationary classified employee may be dismissed without cause anytime before the probationary period expires.

Permanent classified employees shall be subject to disciplinary action only for cause as specified in the accompanying administrative regulation. (Education Code 45113)

Procedures for Serious Disciplinary Proceedings

The Superintendent or designee shall develop disciplinary procedures for use when dismissal, suspension, demotion, involuntary reassignment, or other serious disciplinary action is contemplated against an employee. The procedures for such discipline shall include an opportunity for an employee for whom any such disciplinary action is recommended to meet with, or respond in writing to, a designated district official ("Skelly officer") who will determine whether the recommended discipline should proceed further or be modified or withdrawn.

After meeting with the employee or considering the employee's written response, if the Skelly officer determines that the recommended discipline should proceed, the Superintendent or designee shall send the employee a notice of the recommended disciplinary action, a statement of charges, and the results of the Skelly review process. The notice shall include a statement advising the employee of the right to request a Board hearing on the matter. (Education Code 45113, 45116)

If the employee fails to request a hearing within the time specified in the notice, the employee is deemed to have waived the right to do so, and the Board may order the recommended disciplinary action into effect immediately.

If a timely request is submitted, a hearing shall be conducted by the Board or by a third-party hearing officer, in accordance with law. (Education Code 45113, 45312)

A classified employee who timely requests a hearing may only be suspended, demoted, or dismissed pending the outcome of the hearing in accordance with Education Code 45113 and as specified in the accompanying administrative regulation.

The hearing shall be held at the earliest convenient date, taking into consideration the established schedule of the Board and the availability of legal counsel and witnesses. The employee shall be notified of the time and place of the hearing.

The hearing shall be held in closed session unless the employee requests that the matter be heard in an open session meeting. (Government Code 54957)

The employee shall be entitled to appear personally, produce evidence, and be represented by legal counsel.

The Board may use the services of its legal counsel in ruling upon procedural questions, objections to evidence, and issues of law. The Board may review and consider the records of any prior personnel action proceedings against the employee in which disciplinary action was ultimately sustained, and any records contained in the employee's personnel files and introduced into evidence at the hearing. The Board shall not be bound by rules of evidence used in California courts. Informality in any such hearing shall not invalidate any order or decision made by the Board.

At any time before a matter is submitted to the Board for decision, the Superintendent or designee may, with the consent of the Board, serve on the employee and file with the Board an amended or supplemental recommendation of disciplinary action. If the amended or supplemental recommendation includes new causes or allegations, the employee shall be afforded a reasonable opportunity to prepare a defense. Any new causes or allegations shall be deemed controverted and any objections to the amended or supplemental causes or allegations may be made orally at the hearing and shall be noted on the record.

Following the hearing or, if the employee has not requested a hearing, after reviewing the Superintendent or designee's recommendation for disciplinary action, the Board shall affirm, modify, or reject the recommended disciplinary action. The decision of the Board shall be in writing and shall contain findings of fact and the disciplinary action approved, if any. The decision of the Board shall be final.

Within 10 working days of the Board's final decision, a copy of the decision shall be delivered to the employee and/or designated representative personally or by registered mail.

Except for an allegation of egregious misconduct in which a minor is involved, the Board may delegate the authority to determine whether sufficient cause exists for disciplinary action to an impartial third-party hearing officer. When a matter is heard by a third-party hearing officer, the Board shall review the determination and adopt or reject the recommended decision. (Education Code 45113)

When any matter involves an allegation of egregious misconduct as defined in Education Code 44932 and involves a witness who is a minor, the matter shall be referred to an administrative law judge to determine whether sufficient cause exists for disciplinary action against the employee. In such cases, the ruling of the administrative law judge shall be binding on the district and the employee. (Education Code 45113)

Compulsory Leave of Absence

Upon being informed that a classified employee has been charged with a mandatory leave of absence offense, the Superintendent or designee shall immediately place the employee on a compulsory leave of absence. (Education Code 44940, 44940.5, 45304)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
CA Constitution Article 1, Section 1	Inalienable rights
Ed. Code 35161	Board delegation of any powers or duties
Ed. Code 44009	Conviction of specified crimes
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 44940.5	Procedures when employees are placed on compulsory leave of absence

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Ed. Code 45101
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[Skelly v. California Personnel Board \(1975\) 15 Cal.3d 194](#)
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3513.3	Tobacco-Free Schools
3513.3	Tobacco-Free Schools
3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.2	Disruptions
3516.2	Bomb Threats
3542	School Bus Drivers
4000	Concepts And Roles
4020	Drug And Alcohol-Free Workplace
4030	Nondiscrimination In Employment
4030	Nondiscrimination In Employment
4040	Employee Use Of Technology
4040	Employee Use Of Technology
4040-E PDF(1)	Employee Use Of Technology
4112.42	Drug And Alcohol Testing For School Bus Drivers
4112.42	Drug And Alcohol Testing For School Bus Drivers
4112.5	Criminal Record Check
4112.5-E PDF(1)	Criminal Record Check
4112.6	Personnel Files
4113.5	Working Remotely
4119.1	Civil And Legal Rights
4119.12	Title IX Sexual Harassment Complaint Procedures
4119.12-E PDF(1)	Title IX Sexual Harassment Complaint Procedures
4119.21	Professional Standards
4119.21-E PDF(1)	Professional Standards
4119.22	Dress And Grooming
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.24	Maintaining Appropriate Adult-Student Interactions
4119.25	Political Activities Of Employees
4119.25	Political Activities Of Employees
4127	Temporary Athletic Team Coaches
4127	Temporary Athletic Team Coaches
4136	Nonschool Employment
4141.6	Concerted Action/Work Stoppage
4141.6	Concerted Action/Work Stoppage
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits

Cross References**Description**

4157	Employee Safety
4157	Employee Safety
4158	Employee Security
4158	Employee Security
4159	Employee Assistance Programs
4161.11	Industrial Accident/Illness Leave
4200	Classified Personnel
4200	Classified Personnel
4212	Appointment And Conditions Of Employment
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.5	Criminal Record Check
4212.5-E PDF(1)	Criminal Record Check
4212.6	Personnel Files
4213.5	Working Remotely
4216	Probationary/Permanent Status
4219.1	Civil And Legal Rights
4219.12	Title IX Sexual Harassment Complaint Procedures
4219.12-E PDF(1)	Title IX Sexual Harassment Complaint Procedures
4219.21	Professional Standards
4219.21-E PDF(1)	Professional Standards
4219.22	Dress And Grooming
4219.23	Unauthorized Release Of Confidential/Privileged Information
4219.25	Political Activities Of Employees
4219.25	Political Activities Of Employees
4227	Temporary Athletic Team Coaches
4227	Temporary Athletic Team Coaches
4236	Nonschool Employment
4241.6	Concerted Action/Work Stoppage
4241.6	Concerted Action/Work Stoppage
4254	Health And Welfare Benefits
4254	Health And Welfare Benefits
4257	Employee Safety
4257	Employee Safety
4258	Employee Security
4258	Employee Security
4259	Employee Assistance Programs
4261.11	Industrial Accident/Illness Leave
4312.42	Drug And Alcohol Testing For School Bus Drivers

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5145.3
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Description

[Criminal Record Check](#)
[Criminal Record Check](#)
[Personnel Files](#)
[Working Remotely](#)
[Civil And Legal Rights](#)
[Title IX Sexual Harassment Complaint Procedures](#)
[Title IX Sexual Harassment Complaint Procedures](#)
[Professional Standards](#)
[Professional Standards](#)
[Dress And Grooming](#)
[Unauthorized Release Of Confidential/Privileged Information](#)
[Political Activities Of Employees](#)
[Political Activities Of Employees](#)
[Temporary Athletic Team Coaches](#)
[Temporary Athletic Team Coaches](#)
[Nonschool Employment](#)
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[Employee Assistance Programs](#)
[Leaves](#)
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[Student Disturbances](#)
[Student Disturbances](#)
[Nondiscrimination/Harassment](#)
[Nondiscrimination/Harassment](#)
[Sexual Harassment](#)
[Sexual Harassment](#)
[Hate-Motivated Behavior](#)
[Athletic Competition](#)
[Athletic Competition](#)
[Test Integrity/Test Preparation](#)
[Role Of The Board](#)
[Closed Session](#)

Exhibit 4119.21-E(1): Professional Standards

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

CODE OF ETHICS FOR EDUCATORS

Preamble

The National Education Association (NEA) believes that the education profession consists of one education workforce serving the needs of all students and that the term 'educator' includes education support professionals.

The educator, believing in the worth and dignity of each human being, recognizes the supreme importance of the pursuit of truth, devotion to excellence, and the nurturing of democratic principles. Essential to these goals is the protection of freedom to learn and to teach and the guarantee of equal educational opportunity for all. The educator accepts the responsibility to adhere to the highest ethical standards.

The educator recognizes the magnitude of the responsibility inherent in the teaching process. The desire for the respect and confidence of one's colleagues, of students, of parents/guardians, and of the members of the community provides the incentive to attain and maintain the highest possible degree of ethical conduct. The Code of Ethics for Educators indicates the aspiration of all educators and provides standards by which to judge conduct.

The remedies specified by the NEA and/or its affiliates for the violation of any provision of this Code shall be exclusive and no such provision shall be enforceable in any form other than the one specifically designated by the NEA or its affiliates.

The following exhibit reproduces the Code of Ethics for Educators adopted by the National Education Association in 1975. The Code was revised in 2020 to use the broader term "educator." This code is used by the California Teachers Association and is distributed to teachers in the CTA Handbook.

Principle I. Commitment to the Student

The educator strives to help each student realize the student's potential as a worthy and effective member of society. The educator therefore works to stimulate the spirit of inquiry, the acquisition of knowledge and understanding, and the thoughtful formulation of worthy goals.

In fulfillment of the obligation to the student, the educator:

1. Shall not unreasonably restrain the student from independent action in the pursuit of learning
2. Shall not unreasonably deny the student access to varying points of view
3. Shall not deliberately suppress or distort subject matter relevant to the student's progress
4. Shall make reasonable effort to protect the student from conditions harmful to learning or to health and safety
5. Shall not intentionally expose the student to embarrassment or disparagement
6. Shall not on the basis of race, color, creed, gender, national origin, marital status, political or religious beliefs, family, social, or cultural background, or sexual orientation, unfairly:
 - a. Exclude any student from participation in any program
 - b. Deny benefits to any student
 - c. Grant any advantage to any student
7. Shall not use professional relationships with students for private advantage
8. Shall not disclose information in the course of professional service unless disclosure serves a compelling

professional purpose or is required by law

Principle II. Commitment to the Profession

The education profession is vested by the public with a trust and responsibility requiring the highest ideals of professional service.

In the belief that the quality of the services of the education profession directly influences the nation and its citizens, the educator shall exert every effort to raise professional standards, to promote a climate that encourages the exercise of professional judgment, to achieve conditions that attract persons worthy of the trust to careers in education, and to assist in preventing the practice of the profession by unqualified persons.

In fulfillment of the obligation of the profession, the educator:

1. Shall not in any application for a professional position deliberately make a false statement or fail to disclose a material fact related to competency and qualifications
2. Shall not misrepresent the educator's professional qualifications
3. Shall not assist any entry into the profession of a person known to be unqualified in respect to character, education, or other relevant attribute
4. Shall not knowingly make a false statement concerning the qualifications of a candidate for a professional position
5. Shall not assist a noneducator in the unauthorized practice of teaching
6. Shall not disclose information about colleagues obtained in the course of professional service unless disclosure serves a compelling professional purpose or is required by law
7. Shall not knowingly make false or malicious statements about a colleague
8. Shall not accept any gratuity, gift, or favor that might impair or appear to influence professional decisions or action

Source: National Education Association, 2020

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80300	Committee of credentials; definitions
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80331-80338	Rules of conduct for professional educators
Bus. Code 25608	Alcohol on school property; use in connection with instruction
Ed. Code 200-280	Prohibition of discrimination
Ed. Code 32100	Professional boundaries between adults and students and the safety of learning environments
Ed. Code 44010	Sex offense; definition
Ed. Code 44011	Controlled substance offense; definition
Ed. Code 44050	Employee code of conduct; interaction with students
Ed. Code 44420-44440	Revocation and suspension of credentials
Ed. Code 44811	Disruption of classwork or extracurricular activities
Ed. Code 44932	Grounds for dismissal of permanent employees

State

Ed. Code 44939.5
 Ed. Code 48980
 Ed. Code 49060-49070
 H&S Code 104559
 Pen. Code 11164-11174.4
 Pen. Code 270-273.76
 Pen. Code 311-312.7

Description

Certificated applicant screening
[Parent/Guardian notifications](#)
 Student records
[Tobacco use prohibition](#)
[Child Abuse and Neglect Reporting Act](#)
 Abandonment and neglect of children
 Obscene matter

Federal

20 USC 1232g
 34 CFR 99.1-99.8

Description

[Family Educational Rights and Privacy Act \(FERPA\) of 1974](#)
[Family Educational Rights and Privacy Act](#)

Management Resources

CA School Employees Association Publication
 Commission on Teacher Credentialing Publication
 Commission on Teacher Credentialing Publication
 Commission on Teacher Credentialing Publication
 Nat'l Policy Board for Educational Administration
 National Education Association Publication
 Website
 Website
 Website
 Website
 Website
 Website
 Website
 Website
 Website
 Website
 Website
 WestEd Publication

Description

[Code of Ethics, 1954](#)
[California Professional Standards for Education Leaders, 2014](#)
[California Professional Standards for Educational Leaders, February 2014](#)
[California Standards for the Teaching Profession \(CSTP\), April 2024](#)
[Professional Standards for Educational Leaders, 2015](#)
[Code of Ethics for Educators, 2020](#)
[National Education Association](#)
[CSBA District and County Office of Education Legal Services](#)
[Council of Chief State School Officers](#)
[California Federation of Teachers](#)
[California School Employees Association](#)
[California Teachers Association](#)
[Commission on Teacher Credentialing](#)
[Association of California School Administrators](#)
[WestEd](#)
[California Department of Education](#)
[CSBA](#)
[Moving Leadership Standards into Everyday Work: Descriptions of Practice, 2015](#)

Cross References

0200
 0410
 0420.4
 0420.4
 0420.41
 0420.41-E PDF(1)
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Description

[Goals For The School District](#)
[Nondiscrimination In District Programs And Activities](#)
[Charter School Authorization](#)
[Charter School Authorization](#)
[Charter School Oversight](#)
[Charter School Oversight](#)
[Comprehensive Safety Plan](#)

Cross References**Description**

0450	Comprehensive Safety Plan
1113	District And School Websites
1113	District And School Websites
1114	District-Sponsored Social Media
1114	District-Sponsored Social Media
1312.1	Complaints Concerning District Employees
1312.1	Complaints Concerning District Employees
1312.1-E PDF(1)	Complaints Concerning District Employees - Complaint Concerning District Employee
1312.2	Complaints Concerning Instructional Materials
1312.2	Complaints Concerning Instructional Materials
1312.2-E PDF(1)	Complaints Concerning Instructional Materials
1313	Civility
2111	Superintendent Governance Standards
3513.3	Tobacco-Free Schools
3513.3	Tobacco-Free Schools
3513.4	Drug And Alcohol Free Schools
3515.2	Disruptions
3515.2	Disruptions
3515.7	Firearms On School Grounds
3580	District Records
3580	District Records
4020	Drug And Alcohol-Free Workplace
4040	Employee Use Of Technology
4040	Employee Use Of Technology
4040-E PDF(1)	Employee Use Of Technology
4111	Recruitment And Selection
4112.2	Certification
4112.2	Certification
4112.41	Employee Drug Testing
4112.41	Employee Drug Testing
4112.42	Drug And Alcohol Testing For School Bus Drivers
4112.42	Drug And Alcohol Testing For School Bus Drivers
4113.5	Working Remotely
4115	Evaluation/Supervision
4115	Evaluation/Supervision
4116	Probationary/Permanent Status
4116	Probationary/Permanent Status
4117.7	Employment Status Reports
4118	Dismissal/Suspension/Disciplinary Action

Cross References**Description**

4118	Dismissal/Suspension/Disciplinary Action
4119.1	Civil And Legal Rights
4119.11	Sexual Harassment
4119.11	Sexual Harassment
4119.22	Dress And Grooming
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.24	Maintaining Appropriate Adult-Student Interactions
4119.25	Political Activities Of Employees
4119.25	Political Activities Of Employees
4121	Temporary/Substitute Personnel
4121	Temporary/Substitute Personnel
4131	Staff Development
4131	Staff Development
4132	Publication Or Creation Of Materials
4136	Nonschool Employment
4158	Employee Security
4158	Employee Security
4211	Recruitment And Selection
4212.41	Employee Drug Testing
4212.41	Employee Drug Testing
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.42	Drug And Alcohol Testing For School Bus Drivers
4213.5	Working Remotely
4215	Evaluation/Supervision
4216	Probationary/Permanent Status
4218	Dismissal/Suspension/Disciplinary Action
4219.1	Civil And Legal Rights
4219.11	Sexual Harassment
4219.11	Sexual Harassment
4219.22	Dress And Grooming
4219.23	Unauthorized Release Of Confidential/Privileged Information
4219.25	Political Activities Of Employees
4219.25	Political Activities Of Employees
4231	Staff Development
4231	Staff Development
4232	Publication Or Creation Of Materials
4236	Nonschool Employment
4258	Employee Security
4258	Employee Security

Cross References**Description**

4311	Recruitment And Selection
4312.41	Employee Drug Testing
4312.41	Employee Drug Testing
4312.42	Drug And Alcohol Testing For School Bus Drivers
4313.5	Working Remotely
4315	Evaluation/Supervision
4317.7	Employment Status Reports
4319.1	Civil And Legal Rights
4319.11	Sexual Harassment
4319.11	Sexual Harassment
4319.22	Dress And Grooming
4319.23	Unauthorized Release Of Confidential/Privileged Information
4319.25	Political Activities Of Employees
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4331	Staff Development
4332	Publication Or Creation Of Materials
4336	Nonschool Employment
4358	Employee Security
4358	Employee Security
5141.4	Child Abuse Prevention And Reporting
5141.4	Child Abuse Prevention And Reporting
5142	Safety
5142	Safety
5145.3	Nondiscrimination/Harassment
5145.3	Nondiscrimination/Harassment
5145.6	Parent/Guardian Notifications
5145.6-E PDF(1)	Parent/Guardian Notifications
6162.54	Test Integrity/Test Preparation
6162.6	Use Of Copyrighted Materials
6162.6	Use Of Copyrighted Materials

Regulation 4161: Leaves

Status: DRAFT

Original Adopted Date: Pending | Last Reviewed Date: 08/18/2026

Failure to Return to Service After Leave

The district may terminate the employment of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year if all of the following circumstances exist: (Education Code 44842)

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the Governing Board of the intention to remain in service with the district in accordance with Education Code 44842
2. The district had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work
3. The employee continues to be absent from work for 20 consecutive working days, beginning from the date the employee was to report to work.
4. The employee did not request or was not granted a leave of absence authorized by the Board

Use of Leaves by Classified Employees

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination. (Education Code 45200)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 22850-22856

Ed. Code 44018

Ed. Code 44036-44037

Ed. Code 44043.5

Ed. Code 44800

Ed. Code 44842

Ed. Code 44940

Ed. Code 44962-44988

Ed. Code 45059

Ed. Code 45190-45210

Fam. Code 297-297.5

Gov. Code 12945.1-12945.21

Gov. Code 20990-21013

Gov. Code 3543.1

Gov. Code 3543.2

Lab. Code 230-230.2

Lab. Code 230.3

Description

[Pension benefits; STRS members on military leave](#)

[Compensation for employees on active military duty](#)

[Leaves of absence for judicial and official appearances](#)

[Catastrophic leave](#)

[Effect of active military service on status of employees](#)

[Reemployment notices; certificated employees](#)

[Compulsory leave of absence for certificated persons](#)

[Leave of absence; certificated](#)

[Employee ordered to active military/naval duty; computation of salary](#)

[Leaves of absence; classified](#)

[Rights, protections, benefits under the law; registered domestic partners](#)

[California Family Rights Act](#)

[Pension benefits; PERS members on military leave](#)

[Rights of employee organizations](#)

[Scope of representation](#)

[Leaves for victims of domestic violence, sexual assault or specified felonies](#)

[Leave for emergency personnel](#)

State

Lab. Code 230.4
 Lab. Code 230.8
 Lab. Code 233
 M&V Code 395-395.9
 M&V Code 395.10

Federal

29 USC 2601-2654
 38 USC 4301-4334

Management Resources

Website

Cross References

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Description

[Leave for volunteer firefighters](#)
[Time off to visit child's school](#)
[Leave to attend to family illness](#)
[Military leave](#)
[Leave when spouse on leave from military deployment](#)

Description

[Family Care and Medical Leave Act](#)
 Uniformed Services Employment and Reemployment Rights Act of 1994

Description

[CSBA District and County Office of Education Legal Services](#)

Description

[Superintendent's Contract](#)
[Contracts](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Dismissal/Suspension/Disciplinary Action](#)
[Staff Development](#)
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[Collective Bargaining Agreement](#)
[Health And Welfare Benefits](#)
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[Employee Security](#)
[Employee Security](#)
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[Personal Illness/Injury Leave](#)
[Industrial Accident/Illness Leave](#)
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[Drug And Alcohol Testing For School Bus Drivers](#)
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[Staff Development](#)
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[Collective Bargaining Agreement](#)
[Health And Welfare Benefits](#)
[Health And Welfare Benefits](#)
[Employee Security](#)
[Employee Security](#)
[Employee Assistance Programs](#)

Cross References

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Description

[Personal Illness/Injury Leave](#)
[Industrial Accident/Illness Leave](#)
[Administrative And Supervisory Personnel](#)
[Administrative And Supervisory Personnel](#)
[Contracts](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
[Staff Development](#)
[Health And Welfare Benefits](#)
[Health And Welfare Benefits](#)
[Employee Security](#)
[Employee Security](#)
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[Personal Illness/Injury Leave](#)
[Industrial Accident/Illness Leave](#)

Policy 4161: Leaves

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

The Governing Board shall provide for paid and unpaid leaves of absence for employees in accordance with law, Board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

1. Personal illness or injury
2. Industrial accident or illness
3. Family care and medical leave
4. Military service
5. Personal necessity and personal emergencies
6. Disability leave for certificated employees in accordance with Education Code 44986
7. Vacations for classified staff and certificated management staff, as applicable
8. Sabbaticals for purposes of study or training related to the employee's job duties
9. Attendance at work-related meetings and staff development opportunities
10. Compulsory leave
11. Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law
12. Bereavement

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

At the end of a long-term leave, the employee shall be reinstated to a similar position as that employee held at the time leave was granted, unless otherwise agreed upon.

The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

Certificated administrative and supervisory employees who are not subject to the district's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

Classified administrative and supervisory employees who are not subject to the district's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 22850-22856

Ed. Code 44018

Ed. Code 44036-44037

Ed. Code 44043.5

Ed. Code 44800

Ed. Code 44842

Ed. Code 44940

Ed. Code 44962-44988

Ed. Code 45059

Ed. Code 45190-45210

Fam. Code 297-297.5

Gov. Code 12945.1-12945.21

Gov. Code 20990-21013

Gov. Code 3543.1

Gov. Code 3543.2

Lab. Code 230-230.2

Lab. Code 230.3

Lab. Code 230.4

Lab. Code 230.8

Lab. Code 233

M&V Code 395-395.9

M&V Code 395.10

Description

[Pension benefits; STRS members on military leave](#)

[Compensation for employees on active military duty](#)

[Leaves of absence for judicial and official appearances](#)

[Catastrophic leave](#)

[Effect of active military service on status of employees](#)

[Reemployment notices; certificated employees](#)

[Compulsory leave of absence for certificated persons](#)

[Leave of absence; certificated](#)

[Employee ordered to active military/naval duty; computation of salary](#)

[Leaves of absence; classified](#)

[Rights, protections, benefits under the law; registered domestic partners](#)

[California Family Rights Act](#)

[Pension benefits; PERS members on military leave](#)

[Rights of employee organizations](#)

[Scope of representation](#)

[Leaves for victims of domestic violence, sexual assault or specified felonies](#)

[Leave for emergency personnel](#)

[Leave for volunteer firefighters](#)

[Time off to visit child's school](#)

[Leave to attend to family illness](#)

[Military leave](#)

[Leave when spouse on leave from military deployment](#)

Federal

29 USC 2601-2654

38 USC 4301-4334

Description

[Family Care and Medical Leave Act](#)

Uniformed Services Employment and Reemployment Rights Act of 1994

Management Resources

Website

Description

[CSBA District and County Office of Education Legal Services](#)

Cross References

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4112.42

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Description

[Superintendent's Contract](#)

[Contracts](#)

[Drug And Alcohol Testing For School Bus Drivers](#)

[Drug And Alcohol Testing For School Bus Drivers](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Dismissal/Suspension/Disciplinary Action](#)

[Staff Development](#)

[Staff Development](#)

Cross References**Description**

4141	Collective Bargaining Agreement
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4158	Employee Security
4158	Employee Security
4159	Employee Assistance Programs
4161.1	Personal Illness/Injury Leave
4161.11	Industrial Accident/Illness Leave
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.42	Drug And Alcohol Testing For School Bus Drivers
4218	Dismissal/Suspension/Disciplinary Action
4231	Staff Development
4231	Staff Development
4241	Collective Bargaining Agreement
4254	Health And Welfare Benefits
4254	Health And Welfare Benefits
4258	Employee Security
4258	Employee Security
4259	Employee Assistance Programs
4261.1	Personal Illness/Injury Leave
4261.11	Industrial Accident/Illness Leave
4300	Administrative And Supervisory Personnel
4300	Administrative And Supervisory Personnel
4312.1	Contracts
4312.42	Drug And Alcohol Testing For School Bus Drivers
4331	Staff Development
4354	Health And Welfare Benefits
4354	Health And Welfare Benefits
4358	Employee Security
4358	Employee Security
4359	Employee Assistance Programs
4361.1	Personal Illness/Injury Leave
4361.11	Industrial Accident/Illness Leave

Regulation 4261: Leaves

Status: DRAFT

Original Adopted Date: Pending | Last Reviewed Date: 08/18/2026

Failure to Return to Service After Leave

The district may terminate the employment of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year if all of the following circumstances exist: (Education Code 44842)

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the Governing Board of the intention to remain in service with the district in accordance with Education Code 44842
2. The district had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work
3. The employee continues to be absent from work for 20 consecutive working days, beginning from the date the employee was to report to work.
4. The employee did not request or was not granted a leave of absence authorized by the Board

Use of Leaves by Classified Employees

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination. (Education Code 45200)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	Pension benefits; STRS members on military leave
Ed. Code 44018	Compensation for employees on active military duty
Ed. Code 44036-44037	Leaves of absence for judicial and official appearances
Ed. Code 44043.5	Catastrophic leave
Ed. Code 44800	Effect of active military service on status of employees
Ed. Code 44842	Reemployment notices; certificated employees
Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 44962-44988	Leave of absence; certificated
Ed. Code 45059	Employee ordered to active military/naval duty; computation of salary
Ed. Code 45190-45210	Leaves of absence; classified
Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners
Gov. Code 12945.1-12945.21	California Family Rights Act
Gov. Code 20990-21013	Pension benefits; PERS members on military leave
Gov. Code 3543.1	Rights of employee organizations
Gov. Code 3543.2	Scope of representation
Lab. Code 230-230.2	Leaves for victims of domestic violence, sexual assault or specified felonies
Lab. Code 230.3	Leave for emergency personnel
Lab. Code 230.4	Leave for volunteer firefighters
Lab. Code 230.8	Time off to visit child's school

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M&V Code 395-395.9
M&V Code 395.10

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38 USC 4301-4334

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Policy 4261: Leaves

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

The Governing Board shall provide for paid and unpaid leaves of absence for employees in accordance with law, Board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

1. Personal illness or injury
2. Industrial accident or illness
3. Family care and medical leave
4. Military service
5. Personal necessity and personal emergencies
6. Disability leave for certificated employees in accordance with Education Code 44986
7. Vacations for classified staff and certificated management staff, as applicable
8. Sabbaticals for purposes of study or training related to the employee's job duties
9. Attendance at work-related meetings and staff development opportunities
10. Compulsory leave
11. Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law
12. Bereavement

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

At the end of a long-term leave, the employee shall be reinstated to a similar position as that employee held at the time leave was granted, unless otherwise agreed upon.

The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

Certificated administrative and supervisory employees who are not subject to the district's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

Classified administrative and supervisory employees who are not subject to the district's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 22850-22856

Ed. Code 44018

Ed. Code 44036-44037

Ed. Code 44043.5

Ed. Code 44800

Ed. Code 44842

Ed. Code 44940

Ed. Code 44962-44988

Ed. Code 45059

Ed. Code 45190-45210

Fam. Code 297-297.5

Gov. Code 12945.1-12945.21

Gov. Code 20990-21013

Gov. Code 3543.1

Gov. Code 3543.2

Lab. Code 230-230.2

Lab. Code 230.3

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Lab. Code 230.8

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M&V Code 395-395.9

M&V Code 395.10

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29 USC 2601-2654

38 USC 4301-4334

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Regulation 4361: Leaves

Status: DRAFT

Original Adopted Date: Pending | Last Reviewed Date: 08/18/2026

Failure to Return to Service After Leave

The district may terminate the employment of a certificated employee who was on leave of absence for 20 or more consecutive working days after April 30 of the previous school year if all of the following circumstances exist: (Education Code 44842)

1. The employee fails to report for duty, without good cause, at the beginning of the school year after having notified the Governing Board of the intention to remain in service with the district in accordance with Education Code 44842
2. The district had specifically notified the employee, at least five days in advance, of the time and place at which the employee was to report to work
3. The employee continues to be absent from work for 20 consecutive working days, beginning from the date the employee was to report to work.
4. The employee did not request or was not granted a leave of absence authorized by the Board

Use of Leaves by Classified Employees

A classified employee may interrupt or terminate vacation leave in order to begin another type of paid leave without a return to active service, as long as the employee provides adequate notice and relevant supporting information regarding the basis for such interruption or termination. (Education Code 45200)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	Pension benefits; STRS members on military leave
Ed. Code 44018	Compensation for employees on active military duty
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Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners
Gov. Code 12945.1-12945.21	California Family Rights Act
Gov. Code 20990-21013	Pension benefits; PERS members on military leave
Gov. Code 3543.1	Rights of employee organizations
Gov. Code 3543.2	Scope of representation
Lab. Code 230-230.2	Leaves for victims of domestic violence, sexual assault or specified felonies
Lab. Code 230.3	Leave for emergency personnel

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Lab. Code 230.4
 Lab. Code 230.8
 Lab. Code 233
 M&V Code 395-395.9
 M&V Code 395.10

Federal

29 USC 2601-2654
 38 USC 4301-4334

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Policy 4361: Leaves

Status: DRAFT

Original Adopted Date: 09/01/2004 | **Last Reviewed Date:** 08/18/2026

The Governing Board shall provide for paid and unpaid leaves of absence for employees in accordance with law, Board policy, administrative regulation, collective bargaining agreements, and merit system rules, as applicable.

Employees have the right to take leaves as authorized by law and/or collective bargaining agreements, including, but not limited to:

Personal illness or injury

Industrial accident or illness

Family care and medical leave

Military service

Personal necessity and personal emergencies

Disability leave for certificated employees in accordance with Education Code 44986

Vacations for classified staff and certificated management staff, as applicable

Sabbaticals for purposes of study or training related to the employee's job duties

Attendance at work-related meetings and staff development opportunities

Compulsory leave

Maternity, parental leave, and reproductive loss leave for both certificated and classified staff, as applicable under state law

Bereavement

Long-Term Leaves

With Board approval, an employee may receive a leave of absence, without pay and without accruing seniority or service credit, for a period of up to one school year. Applications for long-term leave shall be made in writing and shall state the purpose for which leave is requested. All long-term leave agreements shall be in writing and shall state the terms and conditions of the leave, including the conditions governing the employee's return.

At the end of a long-term leave, the employee shall be reinstated to a similar position as that employee held at the time leave was granted, unless otherwise agreed upon.

The Board shall consider any written request by an employee to return to work prior to the expiration date of the leave.

Administrative and Supervisory Personnel

Certificated administrative and supervisory employees who are not subject to the district's bargaining agreement for certificated employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other certificated employees unless otherwise specified in individual contract, memorandums of understanding, Board policy, administrative regulation, or law.

Classified administrative and supervisory employees who are not subject to the district's bargaining agreement for classified employees shall generally be entitled to those leave provisions provided in the bargaining agreement for other classified employees unless otherwise specified in individual contract, memoranda of understanding, Board policy, administrative regulation, or law.

The Governing Board recognizes the need to provide for leaves which management and confidential personnel may take for justifiable reasons. Such leaves shall be authorized pursuant to Board policies and/or administrative regulations:

Certificated management and supervisory employees shall be entitled to those leave provisions provided in the certificated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

Classified management, supervisory and confidential employees shall be entitled to those leave provisions provided in the classified negotiated agreement unless otherwise specified in Board policy, administrative regulations or individual contract.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 22850-22856	Pension benefits; STRS members on military leave
Ed. Code 44018	Compensation for employees on active military duty
Ed. Code 44036-44037	Leaves of absence for judicial and official appearances
Ed. Code 44043.5	Catastrophic leave
Ed. Code 44800	Effect of active military service on status of employees
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Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 44962-44988	Leave of absence; certificated
Ed. Code 45059	Employee ordered to active military/naval duty; computation of salary
Ed. Code 45190-45210	Leaves of absence; classified
Fam. Code 297-297.5	Rights, protections, benefits under the law; registered domestic partners
Gov. Code 12945.1-12945.21	California Family Rights Act
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Lab. Code 233	Leave to attend to family illness
M&V Code 395-395.9	Military leave
M&V Code 395.10	Leave when spouse on leave from military deployment
Federal	Description
29 USC 2601-2654	Family Care and Medical Leave Act
38 USC 4301-4334	Uniformed Services Employment and Reemployment Rights Act of 1994
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4361.1	Personal Illness/Injury Leave

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Description

[Industrial Accident/Illness Leave](#)

Regulation 4161.1: Personal Illness/Injury Leave

Status: DRAFT

Original Adopted Date: 02/10/2009 | **Last Revised Date:** 10/08/2019 | **Last Reviewed Date:** 08/18/2026

The following administrative regulation applies to certificated employees, including certificated management. For classified employees, including classified management, see Administrative Regulation 4261.1 – Personal Illness/Injury Leave.

Certificated employees employed five school days per week are entitled to 10 days leave of absence with full pay for personal illness or injury (sick leave) per school year of service. Employees who work less than five school days per week (part-time employees) shall be granted sick leave in proportion to the time they work. However, any part-time employees who are entitled to less than three days of paid sick leave per year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 44978; Labor Code 245-249)

Use of Sick Leave

A certificated employee may use sick leave for absences as authorized by law and/or collective bargaining agreement, including, but not limited to:

Accident or illness, whether or not the absence arises out of and in the course of employment; quarantine which results from contact in the course of employment with other persons having a contagious disease; or temporary inability to perform assigned duties because of illness, accident, or quarantine (Education Code 44964)

Pregnancy, miscarriage, childbirth, and related recovery, as well as reproductive loss (Education Code 44965, 44978; Government Code 12945.6)

Personal necessity (Education Code 44981)

Medical and dental appointments, in increments of not less than one hour

Industrial accidents or illnesses when leave granted specifically for that purpose has been exhausted (Education Code 44984)

Need of the employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 44977.5; Government Code 12945.2; 29 USC 2612; 29 CFR 825.112)

Need of the employee or employee's family member, including a designated person, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Government Code 12945.2; Labor Code 233, 246.5)

Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

Bereavement leave, as specified in Administrative Regulation 4161.2/4261.2/4361.2 - Personal Leaves (Education Code 44985; Government Code 12945.7)

For the purposes specified in Items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take sick leave at any time during the school year, even if credit for sick leave has not yet been accrued. (Education Code 44978)

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 44978)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination, in accordance with Education Code 44042.5.

At the beginning of each school year, employees shall be notified of the amount of sick leave they have accumulated.

The district shall not require new employees to waive leave accumulated in a previous district. (Education Code

44979, 44980)

The Superintendent or designee shall notify any certificated employee who leaves the district after at least one school year of employment that if the employee accepts a certificated position in another district, county office of education, or community college district within one year, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 44979, 44980)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a certificated employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 10 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or more by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 44978.2)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 10-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 44978.2)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 44978.2)

Notification of Absence

An employee shall notify the Superintendent or designee of the need to be absent as soon as such need is known, so that substitute services may be secured. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Continued Absence After Available Sick Leave Is Exhausted/Differential Pay

OPTION 1: (Differential pay: regular salary minus cost of substitute)

During each school year, when a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five school months, the district shall deduct from the employee's regular salary for that period the actual cost of a substitute to fill the position. If the district has made every reasonable effort to secure the services of a substitute and has been unable to do so, the amount that would have been paid to a substitute shall be deducted from the employee's salary. (Education Code 44977)

An employee shall not be provided more than one five-month period per illness or accident. However, if the school year ends before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year. (Education Code 44977)

OPTION 1 ENDS HERE

OPTION 2: (50 percent of employee's regular salary)

After a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five months, the employee shall receive at least 50 percent of the employee's regular salary during the additional period of absence. (Education Code 44983)

OPTION 2 ENDS HERE

Absence Beyond Five-Month Period/Reemployment List

If a certificated employee is not medically able to return to work after the five-month period provided pursuant to Education Code 44977, the employee shall be placed either in another position or on a reemployment list. Placement on the reemployment list shall be for 24 months for probationary employees or 39 months for permanent employees and shall begin at the expiration of the five-month period. If during this time the employee becomes medically able, the employee shall be returned to employment in a position for which the employee is credentialed and qualified. (Education Code 44978.1)

Parental Leave

During each school year, a certificated employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 44977.5)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 44977.5)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 44977.5)

Parental leave taken pursuant to Education Code 44977.5 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 44977.5; Government Code 12945.2, 12945.6)

Verification Requirements

After any absence due to illness or injury, the employee shall verify the absence by submitting a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the employee's need for further leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny further leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to duty and stipulating any necessary restrictions or limitations.

Healthy Workplaces, Healthy Families Act Requirements

No employee shall be denied the right to use accrued sick days, and the district shall not in any manner discriminate

or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:
At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:

That an employee is entitled to accrue, request, and use paid sick days

The number of sick days provided by Labor Code 245-249

The terms of use of paid sick days

That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and that an employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee

Provide at least 40 hours or five days of paid sick leave to each eligible employee to use per year and allow eligible employees to use accrued sick leave upon reasonable request

Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick leave they have available

Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee for three years

Certificated employees employed five school days per week are entitled to 10 days' leave of absence with full pay for personal illness or injury (sick leave) per school year of service. Employees who work less than five school days per week (part-time employees) shall be granted sick leave in proportion to the time they work. However, any part-time employees who are entitled to less than three days of paid sick leave per year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 44978; Labor Code 245-249)

Use of Sick Leave

Certificated employees may use sick leave for absences due to:

1. Accident or illness, whether or not the absence arises out of and in the course of employment; quarantine which results from contact in the course of employment with other persons having a contagious disease; or temporary inability to perform assigned duties because of illness, accident, or quarantine (Education Code 44964)
2. Pregnancy, miscarriage, childbirth, and related recovery (Education Code 44965, 44978)
3. Personal necessity (Education Code 44981)
4. Medical and dental appointments, in half day or whole day increments.
5. Industrial accidents or illnesses when leave granted specifically for that purpose has been exhausted (Education Code 44984)
6. Need of the employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 44977.5; Government Code 12945.2, 12945.6; 29 USC 2612; 29 CFR 825.112)
7. Need of the employee or employee's family member, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Labor Code 233, 246.5)
8. Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and/or

230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

For the purposes specified in items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take sick leave at any time during the school year, even if credit for sick leave has not yet been accrued. (Education Code 44978)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination.

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 44978)

At the beginning of each school year, employees shall be notified of the amount of sick leave they have accumulated.

The district shall not require new employees to waive leave accumulated in a previous district. (Education Code 44979, 44980)

The Superintendent or designee shall notify any certificated employee who leaves the district after at least one school year of employment that if the employee accepts a certificated position in another district, county office of education, or community college district within one year, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 44979, 44980)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a certificated employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 10 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or more by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 44978.2)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 10-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 44978.2)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service-connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 44978.2)

Notification of Absence

An employee shall notify the district of the need to be absent as soon as such need is known, so that substitute services may be secured. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Continued Absence After Available Sick Leave Is Exhausted/Differential Pay

During each school year, when a certificated employee has exhausted all available sick leave, including all

accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five school months, the district shall deduct from the employee's regular salary for that period the actual cost of a substitute to fill the position. If the district has made every reasonable effort to secure the services of a substitute and has been unable to do so, the amount that would have been paid to a substitute shall be deducted from the employee's salary. (Education Code 44977)

An employee shall not be provided more than one five-month period per illness or accident. However, if the school year ends before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year. (Education Code 44977)

Absence Beyond Five-Month Period/Reemployment List

If a certificated employee is not medically able to return to work after the five-month period provided pursuant to Education Code 44977, the employee shall be placed either in another position or on a reemployment list. Placement on the reemployment list shall be for 24 months for probationary employees or 39 months for permanent employees and shall begin at the expiration of the five-month period. If during this time the employee becomes medically able, the employee shall be returned to employment in a position for which the employee is credentialed and qualified. (Education Code 44978.1)

Parental Leave

During each school year, a certificated employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 44977.5)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 44977.5)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 44977.5)

Parental leave taken pursuant to Education Code 44977.5 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 44977.5; Government Code 12945.2, 12945.6)

Verification Requirements

After any absence due to illness or injury, the employee shall verify the absence by submitting a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the employee's need for further leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny further leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to duty and stipulating any necessary restrictions or limitations.

Healthy Workplaces, Healthy Families Act Requirements

No employee shall be denied the right to use accrued sick days, and the district shall not in any manner discriminate or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:

1. At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:
 - a. That an employee is entitled to accrue, request, and use paid sick days
 - b. The number of sick days provided by Labor Code 245-249
 - c. The terms of use of paid sick days
 - d. That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and that an employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee
2. Provide at least 24 hours or three days of paid sick leave to each eligible employee to use per year and allow eligible employees to use accrued sick leave upon reasonable request
3. Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick leave they have available
4. Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee for three years

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 5601	Transfer of accumulated sick leave
Ed. Code 44042.5	Wage overpayment
Ed. Code 44964	Power to grant leaves of absence for accident, illness, or quarantine
Ed. Code 44965	Granting of leaves of absence for pregnancy and childbirth
Ed. Code 44976	Transfer of leave rights when school is transferred to another district
Ed. Code 44977	Salary schedule for substitute employees
Ed. Code 44977.5	Differential pay during parental leave up to 12 weeks after sick leave is exhausted
Ed. Code 44978	Sick leave; certificated employees
Ed. Code 44978.1	Inability to return to duty; placement in another position or on reemployment list
Ed. Code 44978.2	Leave for military service-connected disability
Ed. Code 44979	Transfer of accumulated sick leave to another district
Ed. Code 44980	Transfer of accumulated sick leave to a county office of education
Ed. Code 44981	Leave of absence for personal necessity
Ed. Code 44983	Compensation during leave; certificated employees
Ed. Code 44984	Required rules for industrial accident and illness leave

State

Ed. Code 44985
 Ed. Code 44986
 Ed. Code 45194
 Gov. Code 12945.1-12945.21
 Gov. Code 12945.6
 Lab. Code 220
 Lab. Code 230
 Lab. Code 230.1
 Lab. Code 233
 Lab. Code 234
 Lab. Code 245-249

Description

[Leave of absence due to death in immediate family; certificated](#)
[Leave of absence; state disability benefits](#)
[Bereavement leave of absence; classified](#)
[California Family Rights Act](#)
[Reproductive loss leave](#)
[Sections inapplicable to public employees](#)
[Accommodations and leave for victims of domestic violence](#)
[Employers with 25 or more employees; domestic violence, sexual assault, and stalking victims; right to time off](#)
[Leave to attend to family illness](#)
[Absence control policy](#)
[Healthy Workplaces, Healthy Families Act of 2014](#)

Federal

20 USC 1681-1688
 29 CFR 1635.1-1635.12
 29 CFR 825.100-825.702
 29 USC 2601-2654
 34 CFR 106.1-106.82
 42 USC 2000ff-2000ff-11

Description

[Title IX of the Education Amendments of 1972; discrimination based on sex](#)
[Genetic Information Nondiscrimination Act of 2008](#)
 Family and Medical Leave Act of 1993
[Family Care and Medical Leave Act](#)
[Discrimination on the basis of sex; effectuating Title IX](#)
[Genetic Information Nondiscrimination Act of 2008](#)

Management Resources

Court Decision
 Website

Description

[Veguez v. Governing Board of Long Beach Unified School District \(2005\) 127 Cal.App.4th 406](#)
[CSBA District and County Office of Education Legal Services](#)

Cross References

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 4032
 4112.2
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Description

[Superintendent's Contract](#)
[Reasonable Accommodation](#)
[Certification](#)
[Certification](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
[Employee Notifications](#)
[Employee Notifications](#)
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[Working Remotely](#)
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[Probationary/Permanent Status](#)
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[Preretirement Part-Time Employment](#)

Cross References**Description**

4119.41	Employees With Infectious Disease
4121	Temporary/Substitute Personnel
4121	Temporary/Substitute Personnel
4141.6	Concerted Action/Work Stoppage
4141.6	Concerted Action/Work Stoppage
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4157.1	Work-Related Injuries
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4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.9	Employee Notifications
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4213.4	Temporary Modified/Light-Duty Assignment
4213.5	Working Remotely
4219.41	Employees With Infectious Disease
4241.6	Concerted Action/Work Stoppage
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4254	Health And Welfare Benefits
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4317.11	Preretirement Part-Time Employment
4317.11	Preretirement Part-Time Employment
4319.41	Employees With Infectious Disease
4354	Health And Welfare Benefits
4354	Health And Welfare Benefits
4357.1	Work-Related Injuries

Cross References

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Description[Employee Security](#)[Employee Security](#)[Employee Assistance Programs](#)[Leaves](#)[Industrial Accident/Illness Leave](#)

Regulation 4261.1: Personal Illness/Injury Leave

Status: DRAFT

Original Adopted Date: 04/14/2009 | Last Revised Date: 10/08/2019 | Last Reviewed Date: 08/18/2026

The following administrative regulation applies to classified employees, including classified management. For certificated employees, including certificated management, see Administrative Regulation 4161.1/4361.1 - Personal Illness/Injury Leave.

Classified employees employed five days a week are entitled to 12 days leave of absence with full pay for personal illness or injury (sick leave) per fiscal year. Employees who work less than a full fiscal year or fewer than five days a week (part-time employees) shall be granted sick leave in proportion to the time they work. However, part-time employees who are entitled to less than 24 hours of paid sick leave per fiscal year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 45191; Labor Code 245-249)

Use of Sick Leave

A classified employee may use sick leave for absences as authorized by law and/or collective bargaining agreement, including, but not limited to:

Accident or illness, whether or not the absence arises out of or in the course of employment, or by quarantine which results from contact in the course of employment with other persons having a contagious disease (Education Code 45199)

Pregnancy, miscarriage, childbirth, and related recovery, as well as reproductive loss (Education Code 45193; Government Code 12945.6)

Personal necessity (Education Code 45207)

Medical and dental appointments, in increments of not less than one hour

Industrial accident or illness when leave granted specifically for that purpose has been exhausted (Education Code 45192)

Need of an employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 45196.1; Government Code 12945.2; 29 USC 2612; 29 CFR 825.112)

Need of the employee or the employee's family member, including a designated person, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Government Code 12945.2; Labor Code 233, 246.5)

Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

Bereavement leave, as specified in Administrative Regulation 4161.2/4261.2/4361.2 - Personal Leaves (Education Code 45194; Government Code 12945.7)

For the purposes specified in Items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take leave for personal illness or injury at any time during the year, even if credit for such leave has not yet been accrued. However, a new full-time classified employee shall not be entitled to more than six days of sick leave, or the proportionate amount to which the employee may be entitled, until the first day of the month after the employee has completed six months of active service with the district. (Education Code 45191)

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 45191)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination, in accordance with Education Code 44042.5.

At the beginning of each school year, employees shall be notified of the amount of sick leave they have accumulated.

The district shall not require newly employed classified employees to waive leave accumulated in a previous district. However, if the employee's previous employment was terminated for cause, the transfer of the accumulated leave shall be made only if approved by the Governing Board. (Education Code 45202)

The Superintendent or designee shall notify any classified employee whose employment with the district is terminated after at least one calendar year for reasons other than for cause that, if the employee accepts employment in another district, county office of education, or community college district within one year of the termination of employment, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 45202)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a classified employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 12 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or higher by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 45191.5)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 12-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 45191.5)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 45191.5)

Notification of Absence

An employee shall notify the Superintendent or the designated manager or supervisor of the need to be absent as soon as such need is known so that the services of a substitute may be secured as necessary. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Differential Pay: A regular classified employee shall once a year be credited with a total of not less than 100 working days of paid long-term illness leave, including days to which they are entitled under Ed Code 45191. Such days of long term illness leave in addition to those required by this Ed Code shall be compensated at 50 percent of the employee's regular salary. The long term illness leave authorized under such a rule shall be exclusive of any other paid leave, holidays, vacation, or compensating time to which the employee may be entitled. This long term illness leave does not accrue from year to year. Long term illness leave is only for employee illnesses, however Family and Medical Leave (FMLA) may be requested for long term family illness.

Parental Leave

During each school year, a classified employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 45196.1)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 45196.1)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 45196.1)

Parental leave taken pursuant to Education Code 45196.1 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 45196.1; Government Code 12945.2, 12945.6)

Extension of Leave

A permanent employee who is absent because of a personal illness or injury and who has exhausted all available sick leave, vacation, compensatory overtime, and any other paid leave shall be so notified, in writing, and offered an opportunity to request additional leave. The Board may grant the employee additional leave, paid or unpaid, for a period not to exceed six months and may renew this leave for two additional six-month periods or for lesser periods. The total additional leave granted shall not exceed 18 months. (Education Code 45195)

If the employee is still unable to return to work after all available paid and unpaid leaves have been exhausted, the employee shall be placed on a reemployment list for a period of 39 months. If during this time the employee becomes medically able, the employee shall be offered reemployment in the first vacancy in the classification of the employee's previous assignment. During the 39 months, the employee's reemployment shall take preference over all other applicants except those laid off for lack of work or lack of funds, in which case the employee shall be ranked according to seniority. (Education Code 45195)

Verification Requirements

After any absence due to illness or injury, the employee shall submit a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the medical condition of the employee. The report shall include a statement as to the employee's need for additional leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny the request for additional leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and shall not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to work and stipulating any necessary restrictions or limitations.

Short-Term and Substitute Employees

Except for a retired annuitant who is not reinstated to the retirement system, short-term or substitute employees who work for 30 or more days within a year of their employment shall be credited with 40 hours or five days of paid sick leave for that year. Unused sick leave shall not carry over to the following year of employment. (Labor Code 246)

Short-term or substitute employees may begin to use accrued paid sick days on the 90th day of their employment, after which they may use the sick days as they are accrued. (Labor Code 246)

A short-term or substitute employee may use accrued sick leave for absences due to: (Labor Code 246.5)
The employee's own need or the need of a family member, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care

Need of the employee to obtain or seek any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee, or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking
Healthy Workplaces, Healthy Families Act Requirements

No employee, including a short-term or substitute employee, shall be denied the right to use accrued sick days and the district shall not in any manner discriminate or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:
At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:

That an employee is entitled to accrue, request, and use paid sick days

The number of sick days provided by Labor Code 245-249

The terms of use of paid sick days

That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and that an employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee

Provide at least 40 hours or five days of paid sick leave to each eligible employee to use per year and allow eligible employees to use accrued sick leave upon reasonable request

Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick leave they have available

Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee for three years

Classified employees employed five days a week are entitled to 12 days' leave of absence with full pay for personal illness or injury (sick leave) per fiscal year. Employees who work less than a full fiscal year or fewer than five days a week (part-time employees) shall be granted sick leave in proportion to the time they work. However, part-time employees who are entitled to less than 24 hours of paid sick leave per fiscal year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 45191; Labor Code 245-249)

Use of Sick Leave

A classified employee may use sick leave for absences due to:

1. Accident or illness, whether or not the absence arises out of or in the course of employment, or by quarantine which results from contact in the course of employment with other persons having a contagious disease (Education Code 45199)
2. Pregnancy, childbirth, and recovery (Education Code 45193)
3. Personal necessity as specified in Education Code 45207
4. Medical and dental appointments, in increments of not less than one hour
5. Industrial accident or illness when leave granted specifically for that purpose has been exhausted (Education Code 45192)

6. Need of an employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 45196.1; Government Code 12945.2, 12945.6; 29 USC 2612; 29 CFR 825.112)
7. Need of the employee or the employee's family member, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Labor Code 233, 246.5)
8. Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

For the purposes specified in items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take leave for personal illness or injury at any time during the year, even if credit for such leave has not yet been accrued. However, a new full-time classified employee shall not be entitled to more than six days of sick leave, or the proportionate amount to which the employee may be entitled, until the first day of the month after the employee has completed six months of active service with the district. (Education Code 45191)

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 45191)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination.

The district shall not require newly employed classified employees to waive leave accumulated in a previous district. However, if the employee's previous employment was terminated for cause, the transfer of the accumulated leave shall be made only if approved by the Governing Board. (Education Code 45202)

The Superintendent or designee shall notify any classified employee whose employment with the district is terminated after at least one calendar year for reasons other than for cause that, if the employee accepts employment in another district, county office of education, or community college district within one year of the termination of employment, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 45202)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a classified employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 12 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or higher by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 45191.5)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 12-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 45191.5)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 45191.5)

Notification of Absence

An employee shall notify the Superintendent or the designated manager or supervisor of the need to be absent as

soon as such need is known so that the services of a substitute may be secured as necessary. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Continued Absence After Available Sick Leave Is Exhausted/Differential Pay

When a classified employee has exhausted all paid leaves, including sick leave, and continues to be absent on account of illness or injury for a period of five months or less, the district shall deduct from the employee's regular salary for that period an amount that does not exceed the actual cost of a substitute to fill the position. (Education Code 45196)

The five-month period shall commence on the first day of the leave of absence and shall run concurrently with any other paid leave.

Parental Leave

During each school year, a classified employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 45196.1)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 45196.1)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 45196.1)

Parental leave taken pursuant to Education Code 45196.1 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 45196.1; Government Code 12945.2, 12945.6)

Extension of Leave

A permanent employee who is absent because of a personal illness or injury and who has exhausted all available sick leave, vacation, compensatory overtime, and any other paid leave shall be so notified, in writing, and offered an opportunity to request additional leave. The Board may grant the employee additional leave, paid or unpaid, for a period not to exceed six months and may renew this leave for two additional six-month periods or for lesser periods. The total additional leave granted shall not exceed 18 months. (Education Code 45195)

If the employee is still unable to return to work after all available paid and unpaid leaves have been exhausted, the employee shall be placed on a reemployment list for a period of 39 months. If during this time the employee becomes medically able, the employee shall be offered reemployment in the first vacancy in the classification of the employee's previous assignment. During the 39 months, the employee's reemployment shall take preference over all other applicants except those laid off for lack of work or lack of funds, in which case the employee shall be ranked according to seniority. (Education Code 45195)

Verification Requirements

After any absence due to illness or injury, the employee shall submit a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the medical condition of the employee. The report shall include a

statement as to the employee's need for additional leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny the request for additional leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and shall not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to work and stipulating any necessary restrictions or limitations.

Short-Term and Substitute Employees

Except for a retired annuitant who is not reinstated to the retirement system, short-term or substitute employees who work for 30 or more days within a year of their employment shall be entitled to one hour of paid sick leave for every 30 hours worked. Accrued paid sick days shall carry over to the following year of employment, up to a maximum of 48 hours. (Labor Code 246)

Short-term or substitute employees may begin to use accrued paid sick days on the 90th day of their employment, after which they may use the sick days as they are accrued. (Labor Code 246)

A short-term or substitute employee may use accrued sick leave for absences due to: (Labor Code 246.5)

1. The employee's own need or the need of a family member, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care
2. Need of the employee to obtain or seek any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee, or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking

Healthy Workplaces, Healthy Families Act Requirements

No employee, including a short-term or substitute employee, shall be denied the right to use accrued sick days and the district shall not in any manner discriminate or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:

1. At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:
 - a. That an employee is entitled to accrue, request, and use paid sick days
 - b. The number of sick days provided by Labor Code 245-249
 - c. The terms of use of paid sick days
 - d. That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and that an employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee
2. Provide at least 24 hours or three days of paid sick leave to each eligible employee to use per year and allow eligible employees to use accrued sick leave upon reasonable request
3. Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick leave they have available
4. Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee

for three years

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
Ed. Code 44042.5	Wage overpayment
Ed. Code 45103	Classified service in districts not incorporating the merit system
Ed. Code 45190	Resignation and leaves of absence
Ed. Code 45191	Personal illness and injury leave; classified employees
Ed. Code 45191.5	Leave for military service-connected disability
Ed. Code 45193	Leave of absence for pregnancy; use of sick leave under certain circumstance
Ed. Code 45195	Additional leave
Ed. Code 45196	Salary deductions during sick leave; classified employees
Ed. Code 45196.1	Differential pay during parental leave up to 12 weeks after sick leave is exhausted
Ed. Code 45202	Transfer of accumulated sick leave and other benefits
Gov. Code 12945.1-12945.21	California Family Rights Act
Gov. Code 12945.6	Reproductive loss leave
Lab. Code 230	Accommodations and leave for victims of domestic violence
Lab. Code 230.1	Employers with 25 or more employees; domestic violence, sexual assault, and stalking victims; right to time off
Lab. Code 233	Leave to attend to family illness
Lab. Code 245-249	Healthy Workplaces, Healthy Families Act of 2014
Federal	Description
20 USC 1681-1688	Title IX of the Education Amendments of 1972; discrimination based on sex
29 CFR 1635.1-1635.12	Genetic Information Nondiscrimination Act of 2008
29 CFR 825.100-825.702	Family and Medical Leave Act of 1993
29 USC 2601-2654	Family Care and Medical Leave Act
34 CFR 106.1-106.82	Discrimination on the basis of sex; effectuating Title IX
42 USC 2000ff-2000ff-11	Genetic Information Nondiscrimination Act of 2008
Management Resources	Description
Court Decision	California School Employees Association v. Colton Joint Unified School District (2009) 170 Cal.App.4th 957
Court Decision	California School Employees Association v. Tustin Unified School District (2007) 148 Cal.App.4th 510
Website	CSBA District and County Office of Education Legal Services
Cross References	Description
4032	Reasonable Accommodation
4112.42	Drug And Alcohol Testing For School Bus Drivers
4112.42	Drug And Alcohol Testing For School Bus Drivers

Cross References**Description**

4112.9	Employee Notifications
4112.9-E PDF(1)	Employee Notifications
4113.4	Temporary Modified/Light-Duty Assignment
4113.5	Working Remotely
4119.41	Employees With Infectious Disease
4141.6	Concerted Action/Work Stoppage
4141.6	Concerted Action/Work Stoppage
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4158	Employee Security
4158	Employee Security
4159	Employee Assistance Programs
4161.11	Industrial Accident/Illness Leave
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.42	Drug And Alcohol Testing For School Bus Drivers
4212.9	Employee Notifications
4212.9-E PDF(1)	Employee Notifications
4213.4	Temporary Modified/Light-Duty Assignment
4213.5	Working Remotely
4216	Probationary/Permanent Status
4219.41	Employees With Infectious Disease
4241.6	Concerted Action/Work Stoppage
4241.6	Concerted Action/Work Stoppage
4254	Health And Welfare Benefits
4254	Health And Welfare Benefits
4258	Employee Security
4258	Employee Security
4259	Employee Assistance Programs
4261.11	Industrial Accident/Illness Leave
4312.42	Drug And Alcohol Testing For School Bus Drivers
4312.9	Employee Notifications
4312.9-E PDF(1)	Employee Notifications
4313.4	Temporary Modified/Light-Duty Assignment
4313.5	Working Remotely
4319.41	Employees With Infectious Disease
4354	Health And Welfare Benefits
4354	Health And Welfare Benefits
4358	Employee Security
4358	Employee Security

Cross References

4359

4361

4361.11

Description[Employee Assistance Programs](#)[Leaves](#)[Industrial Accident/Illness Leave](#)

Regulation 4361.1: Personal Illness/Injury Leave

Status: DRAFT

Original Adopted Date: 02/10/2009 | **Last Revised Date:** 10/08/2009 | **Last Reviewed Date:** 08/18/2026

The following administrative regulation applies to certificated employees, including certificated management. For classified employees, including classified management, see Administrative Regulation 4261.1 – Personal Illness/Injury Leave.

Certificated employees employed five school days per week are entitled to 10 days leave of absence with full pay for personal illness or injury (sick leave) per school year of service. Employees who work less than five school days per week (part-time employees) shall be granted sick leave in proportion to the time they work. However, any part-time employees who are entitled to less than three days of paid sick leave per year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 44978; Labor Code 245-249)

Use of Sick Leave

A certificated employee may use sick leave for absences as authorized by law and/or collective bargaining agreement, including, but not limited to:

Accident or illness, whether or not the absence arises out of and in the course of employment; quarantine which results from contact in the course of employment with other persons having a contagious disease; or temporary inability to perform assigned duties because of illness, accident, or quarantine (Education Code 44964)

Pregnancy, miscarriage, childbirth, and related recovery, as well as reproductive loss (Education Code 44965, 44978; Government Code 12945.6)

Personal necessity (Education Code 44981)

Medical and dental appointments, in increments of not less than one hour

Industrial accidents or illnesses when leave granted specifically for that purpose has been exhausted (Education Code 44984)

Need of the employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 44977.5; Government Code 12945.2; 29 USC 2612; 29 CFR 825.112)

Need of the employee or employee's family member, including a designated person, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Government Code 12945.2; Labor Code 233, 246.5)

Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and 230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

Bereavement leave, as specified in Administrative Regulation 4161.2/4261.2/4361.2 - Personal Leaves (Education Code 44985; Government Code 12945.7)

For the purposes specified in Items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take sick leave at any time during the school year, even if credit for sick leave has not yet been accrued. (Education Code 44978)

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 44978)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination, in accordance with Education Code 44042.5.

At the beginning of each school year, employees shall be notified of the amount of sick leave they have accumulated.

The district shall not require new employees to waive leave accumulated in a previous district. (Education Code

44979, 44980)

The Superintendent or designee shall notify any certificated employee who leaves the district after at least one school year of employment that if the employee accepts a certificated position in another district, county office of education, or community college district within one year, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 44979, 44980)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a certificated employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 10 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or more by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 44978.2)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 10-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 44978.2)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 44978.2)

Notification of Absence

An employee shall notify the Superintendent or designee of the need to be absent as soon as such need is known, so that substitute services may be secured. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Continued Absence After Available Sick Leave Is Exhausted/Differential Pay

OPTION 1: (Differential pay: regular salary minus cost of substitute)

During each school year, when a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five school months, the district shall deduct from the employee's regular salary for that period the actual cost of a substitute to fill the position. If the district has made every reasonable effort to secure the services of a substitute and has been unable to do so, the amount that would have been paid to a substitute shall be deducted from the employee's salary. (Education Code 44977)

An employee shall not be provided more than one five-month period per illness or accident. However, if the school year ends before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year. (Education Code 44977)

OPTION 1 ENDS HERE

OPTION 2: (50 percent of employee's regular salary)

After a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five months, the employee shall receive at least 50 percent of the employee's regular salary during the additional period of absence. (Education Code 44983)

OPTION 2 ENDS HERE

Absence Beyond Five-Month Period/Reemployment List

If a certificated employee is not medically able to return to work after the five-month period provided pursuant to Education Code 44977, the employee shall be placed either in another position or on a reemployment list. Placement on the reemployment list shall be for 24 months for probationary employees or 39 months for permanent employees and shall begin at the expiration of the five-month period. If during this time the employee becomes medically able, the employee shall be returned to employment in a position for which the employee is credentialed and qualified. (Education Code 44978.1)

Parental Leave

During each school year, a certificated employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 44977.5)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 44977.5)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 44977.5)

Parental leave taken pursuant to Education Code 44977.5 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 44977.5; Government Code 12945.2, 12945.6)

Verification Requirements

After any absence due to illness or injury, the employee shall verify the absence by submitting a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the employee's need for further leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny further leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to duty and stipulating any necessary restrictions or limitations.

Healthy Workplaces, Healthy Families Act Requirements

No employee shall be denied the right to use accrued sick days, and the district shall not in any manner discriminate

or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:
At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:

That an employee is entitled to accrue, request, and use paid sick days

The number of sick days provided by Labor Code 245-249

The terms of use of paid sick days

That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and that an employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee

Provide at least 40 hours or five days of paid sick leave to each eligible employee to use per year and allow eligible employees to use accrued sick leave upon reasonable request

Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick leave they have available

Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee for three years

Certificated employees employed five school days per week are entitled to 10 days' leave of absence with full pay for personal illness or injury (sick leave) per school year of service. Employees who work less than five school days per week (part-time employees) shall be granted sick leave in proportion to the time they work. However, any part-time employees who are entitled to less than three days of paid sick leave per year due to the amount of time worked shall be granted sick leave pursuant to Labor Code 246, if they are eligible. (Education Code 44978; Labor Code 245-249)

Use of Sick Leave

Certificated employees may use sick leave for absences due to:

1. Accident or illness, whether or not the absence arises out of and in the course of employment; quarantine which results from contact in the course of employment with other persons having a contagious disease; or temporary inability to perform assigned duties because of illness, accident, or quarantine (Education Code 44964)
2. Pregnancy, miscarriage, childbirth, and related recovery (Education Code 44965, 44978)
3. Personal necessity (Education Code 44981)
4. Medical and dental appointments, in half day or whole day increments.
5. Industrial accidents or illnesses when leave granted specifically for that purpose has been exhausted (Education Code 44984)
6. Need of the employee to bond with a child within one year of the child's birth, adoption, or foster care placement (parental leave) (Education Code 44977.5; Government Code 12945.2, 12945.6; 29 USC 2612; 29 CFR 825.112)
7. Need of the employee or employee's family member, as defined in Labor Code 245.5, for the diagnosis, care, or treatment of an existing health condition or for preventive care (Labor Code 233, 246.5)
8. Need of the employee to seek or obtain any relief or medical attention specified in Labor Code 230(c) and/or 230.1(a) for the health, safety, or welfare of the employee or the employee's child, when the employee has

been a victim of domestic violence, sexual assault, or stalking (Labor Code 233, 246.5)

For the purposes specified in items #7-8, an employee may use, in any calendar year, the amount of sick leave that would be accrued during six months at the employee's then current rate of entitlement. (Labor Code 233)

An employee may take sick leave at any time during the school year, even if credit for sick leave has not yet been accrued. (Education Code 44978)

An employee shall reimburse the district for any unearned sick leave used as of the date of termination.

Unused days of sick leave shall be accumulated from year to year without limitation. (Education Code 44978)

At the beginning of each school year, employees shall be notified of the amount of sick leave they have accumulated.

The district shall not require new employees to waive leave accumulated in a previous district. (Education Code 44979, 44980)

The Superintendent or designee shall notify any certificated employee who leaves the district after at least one school year of employment that if the employee accepts a certificated position in another district, county office of education, or community college district within one year, the employee may request that the district transfer any accumulated sick leave to the new employer. (Education Code 44979, 44980)

Additional Leave for Disabled Military Veterans

In addition to any other entitlement for sick leave with pay, a certificated employee who is a former active duty member of the U.S. Armed Forces or a former or current member of the California National Guard or a federal reserve component shall be entitled to sick leave with pay of up to 10 days for the purpose of undergoing medical treatment, including mental health treatment, for a military service-connected disability rated at 30 percent or more by the U.S. Department of Veterans Affairs. An eligible employee who works less than five days per week shall be entitled to such leave in proportion to the time worked. (Education Code 44978.2)

The amount of leave shall be credited to the employee either on the date the employee receives confirmation of the submission of the disability application to the U.S. Department of Veterans Affairs or on the first day the employee begins or returns to employment after active duty, whichever is later. When the employee receives the disability rating decision, the employee shall report that information to the Superintendent or designee. If the disability rating decision makes the employee eligible for the leave, the time used before the decision shall be counted toward the 10-day maximum leave. If the disability rating decision makes the employee ineligible for the leave, the district may change the sick leave time used before the disability rating decision to an alternative leave balance. (Education Code 44978.2)

The Superintendent or designee may require verification, in accordance with the section "Verification Requirements" below, that the employee used the leave to obtain treatment of a military service-connected disability.

Leave for military-service-connected disability shall be available for 12 months following the first date that the leave was credited. Leave not used during the 12-month period shall not be carried over and shall be forfeited. (Education Code 44978.2)

Notification of Absence

An employee shall notify the district of the need to be absent as soon as such need is known, so that substitute services may be secured. This notification shall include an estimate of the expected duration of absence. If the absence becomes longer than estimated, the employee shall so notify the district. If the duration of absence becomes shorter than estimated, the employee shall notify the district not later than three o'clock in the afternoon of the day preceding the day on which the employee intends to return to work. If the employee fails to notify the district and the failure results in a substitute being secured, the cost of the substitute shall be deducted from the employee's pay.

Continued Absence After Available Sick Leave Is Exhausted/Differential Pay

During each school year, when a certificated employee has exhausted all available sick leave, including all accumulated sick leave, and, due to illness or accident, continues to be absent for an additional period of up to five

school months, the district shall deduct from the employee's regular salary for that period the actual cost of a substitute to fill the position. If the district has made every reasonable effort to secure the services of a substitute and has been unable to do so, the amount that would have been paid to a substitute shall be deducted from the employee's salary. (Education Code 44977)

An employee shall not be provided more than one five-month period per illness or accident. However, if the school year ends before the five-month period is exhausted, the employee may take the balance of the five-month period in a subsequent school year. (Education Code 44977)

Absence Beyond Five-Month Period/Reemployment List

If a certificated employee is not medically able to return to work after the five-month period provided pursuant to Education Code 44977, the employee shall be placed either in another position or on a reemployment list. Placement on the reemployment list shall be for 24 months for probationary employees or 39 months for permanent employees and shall begin at the expiration of the five-month period. If during this time the employee becomes medically able, the employee shall be returned to employment in a position for which the employee is credentialed and qualified. (Education Code 44978.1)

Parental Leave

During each school year, a certificated employee may use all available sick leave, including accumulated sick leave, for the purpose of parental leave for a period of up to 12 work weeks. The 12-week period shall be reduced by any period of sick leave, including accumulated sick leave, taken during a period of such parental leave. (Education Code 44977.5)

Eligibility for such leave shall not require 1,250 hours of service with the district during the previous 12 months. (Education Code 44977.5)

An employee who has exhausted all available sick leave, including accumulated sick leave, and continues to be absent on account of parental leave shall receive differential pay of at least 50 percent of the employee's regular salary for the remainder of the 12 work weeks. (Education Code 44977.5)

Parental leave taken pursuant to Education Code 44977.5 shall run concurrently with the parental leave taken pursuant to Government Code 12945.2 or 12945.6, and the aggregate amount of parental leave shall not exceed 12 work weeks in a 12-month period. (Education Code 44977.5; Government Code 12945.2, 12945.6)

Verification Requirements

After any absence due to illness or injury, the employee shall verify the absence by submitting a completed and signed district absence form to the employee's immediate supervisor.

The Superintendent or designee may require verification whenever an employee's absence record shows chronic absenteeism or a pattern of absences immediately before or after weekends and/or holidays or whenever available evidence clearly indicates that an absence is not related to illness or injury.

In addition, the Superintendent or designee may require an employee to visit a physician selected by the district, at district expense, in order to receive a report on the employee's need for further leave of absence and a prognosis as to when the employee will be able to return to work. If the report concludes that the employee's condition does not warrant continued absence, the Superintendent or designee may, after giving notice to the employee, deny further leave.

Any district request for additional verification by an employee's physician or a district-selected physician shall be in writing and shall specify that the report to be submitted to the district should not contain the employee's genetic information. Any genetic information received by the district on behalf of an employee shall be treated as a confidential medical record, maintained in a file separate from the employee's personnel file, and not be disclosed except in accordance with 29 CFR 1635.9.

Before returning to work, an employee who has been absent for surgery, hospitalization, or extended medical treatment may be asked to submit a letter from a physician stating that the employee is able to return to duty and stipulating any necessary restrictions or limitations.

Healthy Workplaces, Healthy Families Act Requirements

No employee shall be denied the right to use accrued sick days, and the district shall not in any manner discriminate or retaliate against an employee for using or attempting to use sick leave, filing a complaint with the Labor Commissioner, or alleging district violation of Labor Code 245-249.

To ensure the district's compliance with Labor Code 245-249, the Superintendent or designee shall:

1. At a conspicuous location in each workplace, display a poster on paid sick leave that includes the following information:
 - a. That an employee is entitled to accrue, request, and use paid sick days
 - b. The number of sick days provided by Labor Code 245-249
 - c. The terms of use of paid sick days
 - d. That discrimination or retaliation against an employee for requesting and/or using sick leave is prohibited by law and employee has the right to file a complaint with the Labor Commissioner if the district discriminates or retaliates against the employee
2. Provide at least 24 hours or three days of paid sick leave to each eligible employee to use per year and allow eligible employee accrued sick leave upon reasonable request
3. Provide eligible employees written notice, on their pay stub or other document issued with their pay check, of the amount of paid sick they have available
4. Keep a record documenting the hours worked and paid sick days accrued and used by each eligible employee for three years

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 5601	Transfer of accumulated sick leave
Ed. Code 44042.5	Wage overpayment
Ed. Code 44964	Power to grant leaves of absence for accident, illness, or quarantine
Ed. Code 44965	Granting of leaves of absence for pregnancy and childbirth
Ed. Code 44976	Transfer of leave rights when school is transferred to another district
Ed. Code 44977	Salary schedule for substitute employees
Ed. Code 44977.5	Differential pay during parental leave up to 12 weeks after sick leave is exhausted
Ed. Code 44978	Sick leave; certificated employees
Ed. Code 44978.1	Inability to return to duty; placement in another position or on reemployment list
Ed. Code 44978.2	Leave for military service-connected disability
Ed. Code 44979	Transfer of accumulated sick leave to another district
Ed. Code 44980	Transfer of accumulated sick leave to a county office of education
Ed. Code 44981	Leave of absence for personal necessity
Ed. Code 44983	Compensation during leave; certificated employees

State

Ed. Code 44984
 Ed. Code 44985
 Ed. Code 44986
 Ed. Code 45194
 Gov. Code 12945.1-12945.21
 Gov. Code 12945.6
 Lab. Code 220
 Lab. Code 230
 Lab. Code 230.1
 Lab. Code 233
 Lab. Code 234
 Lab. Code 245-249

Federal

20 USC 1681-1688
 29 CFR 1635.1-1635.12
 29 CFR 825.100-825.702
 29 USC 2601-2654
 34 CFR 106.1-106.82
 42 USC 2000ff-2000ff-11

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[Reproductive loss leave](#)
[Sections inapplicable to public employees](#)
[Accommodations and leave for victims of domestic violence](#)
[Employers with 25 or more employees; domestic violence, sexual assault, and stalking victims; right to time off](#)
[Leave to attend to family illness](#)
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[Healthy Workplaces, Healthy Families Act of 2014](#)

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[Title IX of the Education Amendments of 1972; discrimination based on sex](#)
[Genetic Information Nondiscrimination Act of 2008](#)
 Family and Medical Leave Act of 1993
[Family Care and Medical Leave Act](#)
[Discrimination on the basis of sex; effectuating Title IX](#)
[Genetic Information Nondiscrimination Act of 2008](#)

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[Veguez v. Governing Board of Long Beach Unified School District \(2005\) 127 Cal.App.4th 406](#)
[CSBA District and County Office of Education Legal Services](#)

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[Superintendent's Contract](#)
[Reasonable Accommodation](#)
[Certification](#)
[Certification](#)
[Drug And Alcohol Testing For School Bus Drivers](#)
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[Preretirement Part-Time Employment](#)

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4121	Temporary/Substitute Personnel
4141.6	Concerted Action/Work Stoppage
4141.6	Concerted Action/Work Stoppage
4154	Health And Welfare Benefits
4154	Health And Welfare Benefits
4157.1	Work-Related Injuries
4158	Employee Security
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Policy 4219.24: Maintaining Appropriate Adult-Student Interactions

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

For purposes of this policy employees include interns, volunteers, contractors, and other persons with an employment relationship with the district.

The Governing Board desires to provide a safe and positive school environment that promotes the learning, engagement, safety, and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting, in accordance with this policy and Board Policy 4119.21/4219.21/4319.21 - Professional Standards. Such adults shall not engage in threatening, unsafe, unlawful, or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

Adults shall not intrude on a student's physical or emotional boundaries unless necessary in an emergency or to serve a legitimate purpose related to instruction, counseling, student health, or student or staff safety.

The district's employee code of conduct addressing interactions with students shall be provided to parents/guardians at the beginning of each school year and shall be posted on school and/or district websites. (Education Code 44050)

Inappropriate Conduct

Employees shall remain vigilant of their position of authority and not abuse it when relating with students.

The Board prohibits inappropriate conduct between employees and students. (Education Code 32100)

Inappropriate employee conduct includes, but is not limited to:

1. Initiating inappropriate physical contact
2. Attempting to form a romantic or sexual relationship with any student or engaging in sexual harassment of a student, including sexual advances, flirtations, requests for sexual favors, inappropriate comments about a student's body or appearance, or other verbal, visual, or physical conduct of a sexual nature
3. Engaging in inappropriate socialization or fraternization with a student or soliciting, encouraging, or maintaining an inappropriate written, verbal, or physical relationship with a student
4. Being alone with a student outside of the view of others
5. Visiting a student's home or inviting a student to visit the employee's home without parent/guardian consent
6. Maintaining personal contact with a student during or outside the school day that has no legitimate educational purpose, by phone, letter, text message, social media internet platforms, electronic communications, or other means of communication, without including the student's parent/guardian

In accordance with Board Policy/Administrative Regulation 4040 - Employee Use of Technology, employees shall use district equipment or technological resources, when available, when communicating electronically with students. Employees shall not communicate with students through any medium that is designed to eliminate records of the communications. The Superintendent or designee may monitor employee usage of district technology at any time without advance notice or consent.

7. Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee
8. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business

9. Singling out a particular student for personal attention and friendship, including giving gifts and/or nicknames to individual students
10. Addressing a student in an overly familiar manner, such as by using a term of endearment
11. Socializing or spending time with students outside of school-sponsored events, except as participants in community activities
12. Sending or accompanying students on personal errands unrelated to any legitimate educational purpose
13. Transporting a student in a personal vehicle without prior authorization
14. Encouraging students to confide personal or family problems and/or relationships
15. Disclosing personal, family, or other private matters to students or sharing personal secrets with students
16. Engaging in any conduct that endangers or threatens to endanger students, including, but not limited to, physical violence or threats of violence
17. Engaging in harassing or discriminatory behavior towards students, or failing or refusing to intervene when an act of discrimination, harassment, intimidation, or bullying against a student is observed
18. Physically abusing, sexually abusing, neglecting, or otherwise willfully harming or injuring a child
19. Using profane, obscene, or abusive language against students

Violations of Policy

Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. The Board prohibits retaliation against anyone who reports a violation of this policy. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. Additionally, the Superintendent or designee may also notify law enforcement as appropriate.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 80303	Reports of change in employment status; alleged misconduct
5 CCR 80304	Notice of sexual misconduct
Ed. Code 32100	Professional boundaries between adults and students and the safety of learning environments
Ed. Code 44030.5	Reporting change in employment status due to alleged misconduct
Ed. Code 44050	Employee code of conduct; interaction with students
Ed. Code 44242.5	Reports and review of alleged misconduct
Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 48980	Parent/Guardian notifications
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act

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Policy 4319.24: Maintaining Appropriate Adult-Student Interactions

Status: DRAFT

Original Adopted Date: Pending | **Last Reviewed Date:** 08/18/2026

For purposes of this policy employees include interns, volunteers, contractors, and other persons with an employment relationship with the district.

The Governing Board desires to provide a safe and positive school environment that promotes the learning, engagement, safety, and well-being of district students. The Board expects all adults with whom students may interact at school or in school-related activities, to maintain the highest professional and ethical standards in their interactions with students both within and outside the educational setting, in accordance with this policy and Board Policy 4119.21/4219.21/4319.21 - Professional Standards. Such adults shall not engage in threatening, unsafe, unlawful, or inappropriate interactions with students and shall avoid boundary-blurring behaviors that undermine trust in the adult-student relationship and lead to the appearance of impropriety.

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7. Creating or participating in social networking sites for communication with students, other than those created by the district, without the prior written approval of the principal or designee
8. Inviting or accepting requests from students, or former students who are minors, to connect on personal social networking sites (e.g., "friending" or "following" on social media), unless the site is dedicated to school business
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Any employee who observes or has knowledge of another employee's violation of this policy shall report the information to the Superintendent or designee or appropriate agency for investigation pursuant to the applicable complaint procedures. Other adults with knowledge of any violation of this policy are encouraged to report the violation to the Superintendent or designee. The Board prohibits retaliation against anyone who reports a violation of this policy. Immediate intervention shall be implemented when necessary to protect student safety or the integrity of the investigation.

Employees who engage in any conduct in violation of this policy, including retaliation against a person who reports the violation or participates in the complaint process, shall be subject to discipline, up to and including dismissal. Any other adult who violates this policy may be barred from school grounds and activities in accordance with law. Additionally, the Superintendent or designee may also notify law enforcement as appropriate.

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Ed. Code 44940	Compulsory leave of absence for certificated persons
Ed. Code 48980	Parent/Guardian notifications
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act

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Regulation 5141.4: Child Abuse Prevention And Reporting

Status: DRAFT

Original Adopted Date: 09/01/2004 | **Last Revised Date:** 10/10/2017 | **Last Reviewed Date:** 08/18/2026

Definitions

Child abuse or neglect includes the following: (Penal Code 11165.5, 11165.6)

A physical injury or death inflicted by other than accidental means on a child by another person

Sexual abuse of a child, including sexual assault or sexual exploitation, as defined in Penal Code 11165.1

Neglect of a child as defined in Penal Code 11165.2

Willful harming or injuring of a child or the endangering of the person or health of a child as defined in Penal Code 11165.3

Unlawful corporal punishment or injury as defined in Penal Code 11165.4

Child abuse or neglect does not include:

A mutual affray between minors (Penal Code 11165.6)

An injury caused by reasonable and necessary force used by a peace officer acting within the course and scope of employment as a peace officer (Penal Code 11165.5, 11165.6)

CSBA NOTE: Education Code 44807 provides that physical control of a student under the conditions specified in Item #3 below is not subject to criminal prosecution or penalties.

An injury resulting from the exercise by a teacher, vice principal, principal, or other certificated employee of the same degree of physical control over a student that a parent/guardian would be legally privileged to exercise, not exceeding the amount of physical control reasonably necessary to maintain order, protect property, protect the health and safety of students, or maintain proper and appropriate conditions conducive to learning (Education Code 44807)

An injury caused by a district employee's use of force that is reasonable and necessary to quell a disturbance threatening physical injury to persons or damage to property, for purposes of self-defense, or to obtain weapons or other dangerous objects within the control of a student (Education Code 49001)

Physical pain or discomfort caused by athletic competition or other such recreational activity voluntarily engaged in by a student (Education Code 49001)

Additionally, general neglect does not include: (Penal Code 11165.2)

A parent/guardian's economic disadvantage

A child receiving treatment by spiritual means pursuant to Welfare and Institutions Code 16509.1, or not receiving specified medical treatment for religious reasons

Mandated reporters include, but are not limited to, Governing Board members; teachers; instructional aides; teacher's aides or assistants; classified employees; certificated pupil personnel employees; administrative officers or supervisors of child attendance; athletic coaches, administrators, and directors; licensees, administrators, and employees of a licensed child day care facility; Head Start program teachers; district police or security officers; licensed nurses or health care providers; administrators, presenters, and counselors of a child abuse prevention program; and volunteers who are over 18 years of age and who interact with students outside of the immediate supervision and control of the student's parent/guardian or a school employee. (Penal Code 11165.7)

Reasonable suspicion means that it is objectively reasonable for a person to entertain a suspicion, based upon facts that could cause a reasonable person in a like position, drawing when appropriate on the person's training and experience, to suspect child abuse or neglect. However, reasonable suspicion does not require certainty that child abuse or neglect has occurred nor does it require a specific medical indication of child abuse or neglect. (Penal Code 11166)

Reportable Offenses

Using the procedures provided below, a mandated reporter shall make a report whenever the mandated reporter,

while acting in a professional capacity or within the scope of employment, has knowledge of or observes a child whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect. (Penal Code 11166)

Any mandated reporter who has knowledge of or who reasonably suspects that a child is suffering serious emotional damage or is at a substantial risk of suffering serious emotional damage, based on evidence of severe anxiety, depression, withdrawal, or untoward aggressive behavior toward self or others, may make a report to the appropriate agency. (Penal Code 11165.9, 11166.05, 11167)

Any district employee who reasonably believes to have observed the commission of a murder, rape, or lewd or lascivious act by use of force, violence, duress, menace, or fear of immediate and unlawful bodily injury against a victim who is a child under 14 years of age shall notify a peace officer. (Penal Code 152.3)

The fact that a child is experiencing homelessness or is classified as an unaccompanied minor, as defined in the federal McKinney-Vento Homeless Assistance Act (42 USC 11434a), is not, in and of itself, a sufficient basis for reporting child abuse or neglect. (Penal Code 11165.15)

Responsibility for Reporting

The reporting duties of mandated reporters are individual and cannot be delegated to another person. (Penal Code 11166)

When two or more mandated reporters jointly have knowledge of a known or suspected instance of child abuse or neglect, the report may be made by a member of the team selected by mutual agreement and a single report may be made and signed by the selected member of the reporting team. Any member who has knowledge that the member designated to report has failed to do so shall thereafter make the report. (Penal Code 11166)

No supervisor or administrator shall impede or inhibit a mandated reporter from making a report. (Penal Code 11166)

Any person not identified as a mandated reporter who has knowledge of or observes a child whom the person knows or reasonably suspects has been a victim of child abuse or neglect may report the known or suspected instance of child abuse or neglect to the appropriate agency. (Penal Code 11166)

Reporting Procedures

Initial Telephone Report

Immediately or as soon as practicable after knowing or observing suspected child abuse or neglect, a mandated reporter shall make an initial report by telephone to any police department (excluding a district police/security department), sheriff's department, county probation department if designated by the county to receive such reports, or county welfare department. (Penal Code 11165.9, 11166)

Such reports shall be made to the following agency(ies):

El Dorado County Child Protective Services
Department of Human Services - Social Services Division
3057 Briw Road, Suite A
Placerville, CA 95667
Hotline (24 Hour) 844-756-3699

When the initial telephone report is made, the mandated reporter shall note the name of the official contacted, the date and time contacted, and any instructions or advice received.

Written Report

Within 36 hours of knowing or observing the information concerning the incident, the mandated reporter shall prepare and either send, fax, or electronically transmit to the appropriate agency a written follow-up report, which includes a completed California Department of Justice (DOJ) form (BCIA 8572). (Penal Code 11166, 11168)

The DOJ form may be obtained from the district office or other appropriate agencies, such as the police department, sheriff's department, or county probation or welfare department.

Reports of suspected child abuse or neglect shall include, if known: (Penal Code 11167)

The name, business address, and telephone number of the person making the report and the capacity that makes the person a mandated reporter

The child's name and address, present location, and, where applicable, school, grade, and class

The names, addresses, and telephone numbers of the child's parents/guardians

The name, address, telephone number, and other relevant personal information about the person(s) who might have abused or neglected the child

The information that gave rise to the reasonable suspicion of child abuse or neglect and the source(s) of that information

The mandated reporter shall make a report even if some of this information is not known or is uncertain to the mandated reporter. (Penal Code 11167)

The mandated reporter may give to an investigator from an agency investigating the case, including a licensing agency, any information relevant to an incident of child abuse or neglect or to a report made for serious emotional damage pursuant to Penal Code 11166.05. (Penal Code 11167)

Internal Reporting

The mandated reporter shall not be required to disclose the mandated reporter's identity to a supervisor, the principal, or the Superintendent or designee. (Penal Code 11166)

However, employees reporting child abuse or neglect to an appropriate agency are encouraged, but not required, to notify the principal as soon as possible after the initial telephone report to the appropriate agency. When so notified, the principal shall inform the Superintendent or designee.

The principal so notified shall provide the mandated reporter with any assistance necessary to ensure that reporting procedures are carried out in accordance with law, Board policy, and administrative regulation. At the mandated reporter's request, the principal may assist in completing and filing the necessary forms.

Reporting the information to an employer, supervisor, principal, school counselor, co-worker, or other person shall not be a substitute for making a mandated report to the appropriate agency. (Penal Code 11166)

Training

Within the first six weeks of each school year, within the first six weeks of employment if hired during the school year, or within six weeks of commencing volunteer services, the Superintendent or designee shall provide training on mandated reporting requirements to district employees, persons working on their behalf, and volunteers who are mandated reporters. (Education Code 44691; Penal Code 11165.7)

The Superintendent or designee shall use the online training module provided by the California Department of Social Services (CDSS). (Education Code 44691)

The training shall include, but not necessarily be limited to, training in identification and reporting of child abuse and neglect. Additionally, the training shall include information that failure to report an incident of known or reasonably suspected child abuse or neglect as required by law is a misdemeanor punishable by imprisonment and/or a fine as specified. (Education Code 44691; Penal Code 11165.7)

In addition, the Superintendent or designee shall provide annual training on the prevention of abuse, including sexual abuse and assault, of children on district property, by district staff and volunteers, or in district-sponsored programs. (Education Code 44691)

The Superintendent or designee shall obtain and retain proof of each mandated reporter's completion of the training. (Education Code 44691)

A person who has completed the mandated reporter training provided by CDSS and received a certificate of

completion within the previous 12 months shall be deemed to satisfy the mandated reporter training requirements specified in Education Code 44691.

The Superintendent or designee shall periodically provide continuing education that enables district personnel to learn about new developments in the understanding of abuse, including sexual abuse and assault, and human trafficking, and current prevention efforts and methods. Such education may include early identification of abuse, including sexual abuse, and human trafficking of students and minors. (Education Code 51950)

Victim Interviews by Social Services

Whenever CDSS or another government agency is investigating suspected child abuse or neglect that occurred within the child's home or out-of-home care facility, the student may be interviewed by an agency representative during school hours, on school premises. The Superintendent or designee shall give the student the choice of being interviewed in private or in the presence of any adult school employee or volunteer aide selected by the student. (Penal Code 11174.3)

A staff member or volunteer aide selected by a child may decline to be present at the interview. If the selected person accepts, the principal or designee shall inform the person of the following requirements prior to the interview: (Penal Code 11174.3)

The purpose of the selected person's presence at the interview is to lend support to the child and enable the child to be as comfortable as possible

The selected person shall not participate in the interview

The selected person shall not discuss the facts or circumstances of the case with the child

The selected person is subject to the confidentiality requirements of the Child Abuse and Neglect Reporting Act, a violation of which is punishable as specified in Penal Code 11167.5

If a staff member agrees to be present, the interview shall be held at a time during school hours when it does not involve an expense to the school. (Penal Code 11174.3)

Release of Child to Peace Officer

When a child is released to a peace officer and taken into custody as a victim of suspected child abuse or neglect, the Superintendent or designee and/or principal shall not notify the parent/guardian, but rather shall provide the peace officer with the address and telephone number of the child's parent/guardian. (Education Code 48906)

Parent/Guardian Complaints

Upon request, the Superintendent or designee shall provide parents/guardians with procedures for reporting suspected child abuse occurring on district property to appropriate agencies. For parents/guardians whose primary language is not English, such procedures shall be in their primary language and, when communicating orally regarding those guidelines and/or procedures, an interpreter shall be provided.

To file a complaint against a district employee or other person suspected of child abuse or neglect on district property, parents/guardians may file a report by telephone, in person, or in writing with any appropriate agency identified above under "Reporting Procedures." If a parent/guardian makes a complaint about an employee to any other employee, the employee receiving the information shall notify the parent/guardian of procedures for filing a complaint with the appropriate agency. Additionally, the employee shall file a report when obligated to do so pursuant to Penal Code 11166 using the procedures described above for mandated reporters.

Additionally, if the child is enrolled in special education, a separate complaint may be filed with the California Department of Education pursuant to 5 CCR 3200-3205.

Notifications

The Superintendent or designee shall provide to all new employees and volunteers who are mandated reporters a statement that informs them of their status as mandated reporters, their reporting obligations under Penal Code 11166, and their confidentiality rights under Penal Code 11167. Additionally, the district shall provide these new employees with a copy of Penal Code 11165.7, 11166, and 11167. (Penal Code 11165.7, 11166.5)

Before beginning employment or volunteering, any person who will be a mandated reporter by virtue of the person's position shall sign a statement indicating knowledge of the reporting obligations under Penal Code 11166 and compliance with such provisions. The signed statement shall be retained by the Superintendent or designee. (Penal Code 11166.5)

Employees who work with dependent adults shall be notified of legal responsibilities and reporting procedures pursuant to Welfare and Institutions Code 15630-15637.

Additionally, the Superintendent or designee shall notify all employees that:

A mandated reporter who reports a known or suspected instance of child abuse or neglect shall not be held civilly or criminally liable for making a report and this immunity shall apply even if the mandated reporter acquired the knowledge or reasonable suspicion of child abuse or neglect outside of the mandated reporter's professional capacity or outside the scope of employment (Penal Code 11172)

Any other person making a report shall not incur civil or criminal liability unless it can be proven that the person knowingly made a false report or made a report with reckless disregard of the truth or falsity of the report. (Penal Code 11172)

If a mandated reporter fails to timely report an incident of known or reasonably suspected child abuse or neglect, the mandated reporter may be guilty of a crime punishable by a fine and/or imprisonment (Penal Code 11166) No employee shall be subject to any sanction by the district for making a report unless it can be shown that the employee knowingly made a false report or made a report with reckless disregard of the truth or falsity of the report. (Penal Code 11166, 11172)

Definitions

Child abuse or neglect includes the following: (Penal Code 11165.5, 11165.6)

1. A physical injury or death inflicted by other than accidental means on a child by another person
2. Sexual abuse of a child, including sexual assault or sexual exploitation, as defined in Penal Code 11165.1
3. Neglect of a child as defined in Penal Code 11165.2
4. Willful harming or injuring of a child or the endangering of the person or health of a child as defined in Penal Code 11165.3
5. Unlawful corporal punishment or injury as defined in Penal Code 11165.4

Child abuse or neglect does not include:

1. A mutual affray between minors (Penal Code 11165.6)
2. An injury caused by reasonable and necessary force used by a peace officer acting within the course and scope of his/her employment (Penal Code 11165.6)
3. An injury resulting from the exercise by a teacher, vice principal, principal, or other certificated employee of the same degree of physical control over a student that a parent/guardian would be privileged to exercise, not exceeding the amount of physical control reasonably necessary to maintain order, protect property, protect the health and safety of students, or maintain proper and appropriate conditions conducive to learning (Education Code 44807)
4. An injury caused by a school employee's use of force that is reasonable and necessary to quell a disturbance threatening physical injury to persons or damage to property, to protect himself/herself, or to obtain weapons or other dangerous objects within the control of a student (Education Code 49001)
5. Physical pain or discomfort caused by athletic competition or other such recreational activity voluntarily engaged in by a student (Education Code 49001)
6. Homelessness or classification as an unaccompanied minor (Penal Code 11165.15)

Mandated reporters include, but are not limited to, teachers; instructional aides; teacher's aides or assistants; classified employees; certificated pupil personnel employees; administrative officers or supervisors of child attendance; athletic coaches, administrators, and directors; administrators and employees of a licensed child day care facility; Head Start teachers; district police or security officers; licensed nurses or health care providers; and administrators, presenters, and counselors of a child abuse prevention program. (Penal Code 11165.7)

Reasonable suspicion means that it is objectively reasonable for a person to entertain a suspicion, based upon facts that could cause a reasonable person in a like position, drawing when appropriate on his/her training and experience, to suspect child abuse or neglect. However, reasonable suspicion does not require certainty that child abuse or neglect has occurred nor does it require a specific medical indication of child abuse or neglect. (Penal Code 11166)

Reportable Offenses

A mandated reporter shall make a report using the procedures provided below whenever, in his/her professional capacity or within the scope of his/her employment, he/she has knowledge of or observes a child whom the mandated reporter knows or reasonably suspects has been the victim of child abuse or neglect. (Penal Code 11166)

Any mandated reporter who has knowledge of or who reasonably suspects that a child is suffering serious emotional damage or is at a substantial risk of suffering serious emotional damage, based on evidence of severe anxiety, depression, withdrawal, or untoward aggressive behavior toward self or others, may make a report to the appropriate agency. (Penal Code 11166.05, 11167)

Any district employee who reasonably believes that he/she has observed the commission of a murder, rape, or lewd or lascivious act by use of force, violence, duress, menace, or fear of immediate and unlawful bodily injury against a victim who is a child under age 14 shall notify a peace officer. (Penal Code 152.3, 288)

Responsibility for Reporting

The reporting duties of mandated reporters are individual and cannot be delegated to another person. (Penal Code 11166)

When two or more mandated reporters jointly have knowledge of a known or suspected instance of child abuse or neglect, the report may be made by a member of the team selected by mutual agreement and a single report may be made and signed by the selected member of the reporting team. Any member who has knowledge that the member designated to report has failed to do so shall thereafter make the report. (Penal Code 11166)

No supervisor or administrator shall impede or inhibit a mandated reporter from making a report. (Penal Code 11166)

Any person not identified as a mandated reporter who has knowledge of or observes a child whom he/she knows or reasonably suspects has been a victim of child abuse or neglect may report the known or suspected instance of child abuse or neglect to the appropriate agency. (Penal Code 11166)

Reporting Procedures

1. Initial Telephone Report

Immediately or as soon as practicable after knowing or observing suspected child abuse or neglect, a mandated reporter shall make an initial report by telephone to any police department (excluding a school district police/security department), sheriff's department, county probation department if designated by the county to receive such reports, or county welfare department. (Penal Code 11165.9, 11166)

El Dorado County Child Protective Services
Department of Human Services – Social Services Division
3057 Briw Road, Suite A
Placerville, CA 95667
Hotline (24 Hour) 530-642-7100

When the initial telephone report is made, the mandated reporter shall note the name of the official contacted, the date and time contacted, and any instructions or advice received.

2. Written Report

Within 36 hours of knowing or observing the information concerning the incident, the mandated reporter shall then prepare and either send, fax, or electronically submit to the appropriate agency a written follow-up report, which includes a completed Department of Justice form (SS 8572). (Penal Code 11166, 11168)

The Department of Justice form may be obtained from the district office or other appropriate agencies, such as the county probation or welfare department or the police or sheriff's department.

Reports of suspected child abuse or neglect shall include, if known: (Penal Code 11167)

- a. The name, business address, and telephone number of the person making the report and the capacity that makes the person a mandated reporter
- b. The child's name and address, present location, and, where applicable, school, grade, and class
- c. The names, addresses, and telephone numbers of the child's parents/guardians
- d. The name, address, telephone number, and other relevant personal information about the person who might have abused or neglected the child
- e. The information that gave rise to the reasonable suspicion of child abuse or neglect and the source(s) of that information

The mandated reporter shall make a report even if some of this information is not known or is uncertain to him/her. (Penal Code 11167)

The mandated reporter may give to an investigator from an agency investigating the case, including a licensing agency, any information relevant to an incident of child abuse or neglect or to a report made for serious emotional damage pursuant to Penal Code 11166.05. (Penal Code 11167)

3. Internal Reporting

The mandated reporter shall not be required to disclose his/her identity to his/her supervisor, the principal, or the Superintendent or designee. (Penal Code 11166)

However, employees reporting child abuse or neglect to an appropriate agency are encouraged, but not required, to notify the principal as soon as possible after the initial telephone report to the appropriate agency. When so notified, the principal shall inform the Superintendent or designee.

The principal so notified shall provide the mandated reporter with any assistance necessary to ensure that reporting procedures are carried out in accordance with law, Board policy, and administrative regulation. At the mandated reporter's request, the principal may assist in completing and filing the necessary forms.

Reporting the information to an employer, supervisor, principal, school counselor, co-worker, or other person shall not be a substitute for making a mandated report to the appropriate agency. (Penal Code 11166)

Training

Within the first six weeks of each school year, the Superintendent or designee shall provide training on mandated reporting requirements to district employees and persons working on their behalf who are mandated reporters. Any school personnel hired during the school year shall receive such training within the first six weeks of employment. (Education Code 44691; Penal Code 11165.7)

In addition, at least once every three years, school personnel may receive training in the prevention of child abuse, including sexual abuse, on school grounds by school personnel, or in school-sponsored programs. (Education Code 44691)

The Superintendent or designee shall use the online training module provided by the California Department of Social Services. (Education Code 44691)

The training shall include, but not necessarily be limited to, training in identification and reporting of child abuse and

neglect. In addition, the training shall include information that failure to report an incident of known or reasonably suspected child abuse or neglect as required by law is a misdemeanor punishable by imprisonment and/or a fine as specified. (Education Code 44691; Penal Code 11165.7)

The Superintendent or designee shall obtain and retain proof of each mandated reporter's completion of the training. (Education Code 44691)

Victim Interviews by Social Services

Whenever the Department of Social Services or another government agency is investigating suspected child abuse or neglect that occurred within the child's home or out-of-home care facility, the student may be interviewed by an agency representative during school hours, on school premises. The Superintendent or designee shall give the student the choice of being interviewed in private or in the presence of any adult school employee or volunteer aide selected by the student. (Penal Code 11174.3)

A staff member or volunteer aide selected by a child may decline to be present at the interview. If the selected person accepts, the principal or designee shall inform him/her of the following requirements: (Penal Code 11174.3)

1. The purpose of the selected person's presence at the interview is to lend support to the child and enable him/her to be as comfortable as possible.
2. The selected person shall not participate in the interview.
3. The selected person shall not discuss the facts or circumstances of the case with the child.
4. The selected person is subject to the confidentiality requirements of the Child Abuse and Neglect Reporting Act, a violation of which is punishable as specified in Penal Code 11167.5.

If a staff member agrees to be present, the interview shall be held at a time during school hours when it does not involve an expense to the school. (Penal Code 11174.3)

Release of Child to Peace Officer

When a child is released to a peace officer and taken into custody as a victim of suspected child abuse or neglect, the Superintendent or designee and/or principal shall not notify the parent/guardian, but rather shall provide the peace officer with the address and telephone number of the child's parent/guardian. (Education Code 48906)

Parent/Guardian Complaints

Upon request, the Superintendent or designee shall provide parents/guardians with procedures for reporting suspected child abuse occurring at a school site to appropriate agencies. For parents/guardians whose primary language is not English, such procedures shall be in their primary language and, when communicating orally regarding those procedures, an interpreter shall be provided.

To file a complaint against a district employee or other person suspected of child abuse or neglect at a school site, parents/guardians may file a report by telephone, in person, or in writing with any appropriate agency identified above under "Reporting Procedures." If a parent/guardian makes a complaint about an employee to any other employee, the employee receiving the information shall notify the parent/guardian of procedures for filing a complaint with the appropriate agency. The employee also is obligated pursuant to Penal Code 11166 to file a report himself/herself using the procedures described above for mandated reporters.

In addition, if the child is enrolled in special education, a separate complaint may be filed with the California Department of Education pursuant to 5 CCR 4650.

Notifications

The Superintendent or designee shall provide to all new employees who are mandated reporters a statement that informs them of their status as mandated reporters, their reporting obligations under Penal Code 11166, and their confidentiality rights under Penal Code 11167. The district also shall provide these new employees with a copy of Penal Code 11165.7, 11166, and 11167. (Penal Code 11165.7, 11166.5)

Before beginning employment, any person who will be a mandated reporter by virtue of his/her position shall sign a statement indicating that he/she has knowledge of the reporting obligations under Penal Code 11166 and will

comply with those provisions. The signed statement shall be retained by the Superintendent or designee. (Penal Code 11166.5)

Employees who work with dependent adults shall be notified of legal responsibilities and reporting procedures pursuant to Welfare and Institutions Code 15630-15637.

The Superintendent or designee also shall notify all employees that:

1. A mandated reporter who reports a known or suspected instance of child abuse or neglect shall not be held civilly or criminally liable for making a report and this immunity shall apply even if the mandated reporter acquired the knowledge or reasonable suspicion of child abuse or neglect outside of his/her professional capacity or outside the scope of his/her employment. Any other person making a report shall not incur civil or criminal liability unless it can be proven that he/she knowingly made a false report or made a report with reckless disregard of the truth or falsity of the report. (Penal Code 11172)
2. If a mandated reporter fails to timely report an incident of known or reasonably suspected child abuse or neglect, he/she may be guilty of a crime punishable by a fine and/or imprisonment. (Penal Code 11166)
3. No employee shall be subject to any sanction by the district for making a report unless it can be shown that he/she knowingly made a false report or made a report with reckless disregard of the truth or falsity of the report. (Penal Code 11166)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 3200-3205	Special education compliance complaints
Code of Civil Procedure 340.1	Damages suffered as result of childhood sexual abuse
Ed. Code 215.5	Student identification cards; inclusion of safety hotlines
Ed. Code 32280-32289.5	School safety plans
Ed. Code 33133.5	Posters of telephone number for students to report child abuse or neglect
Ed. Code 33195	Heritage schools; mandated reporters
Ed. Code 33308.1	Guidelines on procedure for filing child abuse complaints
Ed. Code 33546.2	Health framework for California public schools; sextortion
Ed. Code 44252	Teacher credentialing
Ed. Code 44691	Staff development in the detection of child abuse and neglect
Ed. Code 44807	Teachers' duty concerning conduct of students
Ed. Code 48906	Notification when student released to peace officer
Ed. Code 48987	Dissemination of reporting guidelines to parents/guardians
Ed. Code 49001	Prohibition of corporal punishment
Ed. Code 51220.5	Parent/guardian skills education
Ed. Code 51900.6	Sexual abuse and sexual assault awareness and prevention instruction
Ed. Code 51950	Abuse, sexual abuse, and human trafficking prevention education
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act
Pen. Code 152.3	Duty to report murder, rape, or lewd or lascivious act
Pen. Code 273a	Willfully causing unjustifiable pain or mental suffering of child; endangering life or health
Pen. Code 286	Crime of sodomy
Pen. Code 288	Crime of oral copulation

State

Pen. Code 288

Pen. Code 289

Pen. Code 311-312.7

Pen. Code 801.8

W&I Code 15630-15637

W&I Code 16509.1

Description

[Definition of lewd or lascivious act requiring reporting](#)

[Crime of sexual penetration](#)

Obscene matter

Failure to report an incident known or reasonably suspected by a mandated reporter to be sexual assault, child abuse, or severe neglect

[Dependent adult abuse reporting](#)

Treatment of children by spiritual means through prayer; neglect

Federal

42 USC 11434a

Description

[McKinney-Vento Homeless Assistance Act; definitions](#)

Management Resources

CA Office of the Attorney General Publication

California Department of Education Publication

California Department of Education Publication

Court Decision

CSBA Publication

Website

Website

Website

Website

Website

Website

Description

[School District Legal Obligations to Prevent and Respond to Sexual Harassment, Assault, and Abuse, April 2026](#)

[Health Education Framework for California Public Schools, Kindergarten Through Grade Twelve, May 2019](#)

[Health Education Content Standards for California Public Schools: Kindergarten Through Grade Twelve, 2008](#)

[Camreta v. Greene \(2011\) 131 S.Ct. 2020](#)

[Why Schools Hold the Promise for Adolescent Mental Health, Governance Brief, May 2019](#)

[SchoolSafety.gov, Child Exploitation](#)

[CSBA District and County Office of Education Legal Services](#)

[California Department of Social Services, Information Resources Guide](#)

[California Department of Education, Child Abuse Prevention Training and Resources](#)

[U.S. Department of Health and Human Services, Child Welfare Information Gateway](#)

[California Attorney General's Office, Suspected Child Abuse Report Form](#)

Cross References

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[Comprehensive Safety Plan](#)

[Comprehensive Safety Plan](#)

[Volunteer Assistance](#)

[Volunteer Assistance](#)

[Complaints Concerning District Employees](#)

[Complaints Concerning District Employees](#)

[Complaints Concerning District Employees - Complaint Concerning District Employee](#)

[Uniform Complaint Procedures](#)

[Uniform Complaint Procedures](#)

[Relations Between Other Governmental Agencies And The Schools](#)

[Response To Immigration Enforcement](#)

[Response To Immigration Enforcement](#)

Cross References**Description**

3320	Claims And Actions Against The District
3320	Claims And Actions Against The District
3320-E PDF(1)	Claims And Actions Against The District
4112.6	Personnel Files
4112.9	Employee Notifications
4112.9-E PDF(1)	Employee Notifications
4119.21	Professional Standards
4119.21-E PDF(1)	Professional Standards
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.24	Maintaining Appropriate Adult-Student Interactions
4127	Temporary Athletic Team Coaches
4127	Temporary Athletic Team Coaches
4131	Staff Development
4131	Staff Development
4212.6	Personnel Files
4212.9	Employee Notifications
4212.9-E PDF(1)	Employee Notifications
4219.21	Professional Standards
4219.21-E PDF(1)	Professional Standards
4219.23	Unauthorized Release Of Confidential/Privileged Information
4227	Temporary Athletic Team Coaches
4227	Temporary Athletic Team Coaches
4231	Staff Development
4231	Staff Development
4312.6	Personnel Files
4312.9	Employee Notifications
4312.9-E PDF(1)	Employee Notifications
4317.7	Employment Status Reports
4319.21	Professional Standards
4319.21-E PDF(1)	Professional Standards
4319.23	Unauthorized Release Of Confidential/Privileged Information
4327	Temporary Athletic Team Coaches
4327	Temporary Athletic Team Coaches
4331	Staff Development
5131	Conduct
5131.7	Weapons And Dangerous Instruments
5131.7	Weapons And Dangerous Instruments
5141.5	Mental Health
5141.52	Suicide Prevention

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5141.52

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Policy 5141.4: Child Abuse Prevention And Reporting

Status: DRAFT

Original Adopted Date: 03/01/2003 | **Last Revised Date:** 10/10/2017 | **Last Reviewed Date:** 08/18/2026

The Governing Board is committed to supporting the safety and well-being of district students and desires to facilitate the prevention of and response to child abuse, assault, and neglect. The Superintendent or designee shall develop and implement strategies for preventing, recognizing, and promptly reporting known or suspected child abuse, assault, and neglect.

The Superintendent or designee may provide a student who is a victim of abuse with school-based mental health services or other support services and/or may refer the student to resources available within the community as needed.

The Superintendent or designee may collaborate with the county's child welfare, probation, mental health, public health, and sheriff's departments; juvenile court; and office of education, on intervention programs for students.

Child Abuse Prevention

The district's instructional program may provide age-appropriate and culturally sensitive child abuse prevention curriculum which explains students' right to live free of abuse, includes instruction in the skills and techniques needed to identify unsafe situations and react appropriately and promptly, informs students of available support resources, and teaches students how to obtain help and disclose incidents of abuse.

Any instructional program on child abuse may include annual instruction on sexual abuse and assault, and human trafficking prevention, including instruction on the prevalence and nature of abuse, including sexual abuse and assault and human trafficking, strategies to reduce risk, techniques to set healthy boundaries, and how to safely seek assistance. (Education Code 51950)

Additionally, the district's program may include age-appropriate instruction in sexual abuse and sexual assault awareness and prevention. (Education Code 51900.6, 51950)

Parent(s)/guardian(s) shall have the right to excuse their child from all or part of instruction regarding abuse, including sexual abuse, and human trafficking prevention education, and assessments related to that education, in accordance with law and Board policy. (Education Code 51950)

The Superintendent or designee may display posters, in areas on campus where students frequently congregate, notifying students of the appropriate telephone number to call to report child abuse or neglect. (Education Code 33133.5)

Additionally, student identification cards for students in grades 7-12 shall have printed on them the 988 Suicide and Crisis Lifeline, the National Domestic Violence Hotline (1-800-799-7233), and The Trevor Project's hotline (1-866-488-7386, or by texting START to 678-678). In addition, student identification cards of students in grades 7-12 may have printed on them a quick response (QR) code that links to the county's mental health resources website. (Education Code 215.5)

The Superintendent or designee shall, to the extent feasible, seek to incorporate community resources into the district's child abuse prevention programs and may use these resources to provide parents/guardians with instruction in parenting skills and child abuse prevention.

Child Abuse Reporting

The Superintendent or designee shall establish procedures for the identification and reporting of known and suspected child abuse and neglect in accordance with law.

Procedures for reporting child abuse, as specified in Penal Code 11164-11174.3, shall be included in the district and/or school comprehensive safety plan. (Education Code 32282)

District employees who are mandated reporters, as defined by law and administrative regulation, are obligated to report all known or suspected incidents of child abuse and neglect.

The Superintendent or designee shall provide training regarding the duties of mandated reporters as required by law and as specified in the accompanying administrative regulation. (Education Code 44691; Penal Code 11165.7)

Child Abuse Reporting Procedures

The Governing Board is committed to supporting the safety and well-being of district students and desires to facilitate the prevention of and response to child abuse and neglect. The Superintendent or designee shall develop and implement strategies for preventing, recognizing, and promptly reporting known or suspected child abuse and neglect.

The Superintendent or designee may provide a student who is a victim of abuse with school-based mental health services or other support services and/or may refer the student to resources available within the community as needed.

Child Abuse Prevention

The district's instructional program shall include age-appropriate and culturally sensitive child abuse prevention curriculum. This curriculum shall explain students' right to live free of abuse, include instruction in the skills and techniques needed to identify unsafe situations and react appropriately and promptly, inform students of available support resources, and teach students how to obtain help and disclose incidents of abuse.

The district's program also may include age-appropriate curriculum in sexual abuse and sexual assault awareness and prevention. Upon written request of a student's parent/guardian, the student shall be excused from taking such instruction. (Education Code 51900.6)

The Superintendent or designee shall, to the extent feasible, seek to incorporate community resources into the district's child abuse prevention programs and may use these resources to provide parents/guardians with instruction in parenting skills and child abuse prevention.

Child Abuse Reporting

The Superintendent or designee shall establish procedures for the identification and reporting of known and suspected child abuse and neglect in accordance with law.

Procedures for reporting child abuse shall be included in the district and/or school comprehensive safety plan. (Education Code 32282)

District employees who are mandated reporters, as defined by law and administrative regulation, are obligated to report all known or suspected incidents of child abuse and neglect.

The Superintendent or designee shall provide training regarding the duties of mandated reporters.

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State	Description
5 CCR 3200-3205	Special education compliance complaints
Code of Civil Procedure 340.1	Damages suffered as result of childhood sexual abuse
Ed. Code 215.5	Student identification cards; inclusion of safety hotlines
Ed. Code 32280-32289.5	School safety plans
Ed. Code 33133.5	Posters of telephone number for students to report child abuse or neglect
Ed. Code 33195	Heritage schools; mandated reporters
Ed. Code 33308.1	Guidelines on procedure for filing child abuse complaints
Ed. Code 33546.2	Health framework for California public schools; sextortion
Ed. Code 44252	Teacher credentialing

State

Ed. Code 44691	Staff development in the detection of child abuse and neglect
Ed. Code 44807	Teachers' duty concerning conduct of students
Ed. Code 48906	Notification when student released to peace officer
Ed. Code 48987	Dissemination of reporting guidelines to parents/guardians
Ed. Code 49001	Prohibition of corporal punishment
Ed. Code 51220.5	Parent/guardian skills education
Ed. Code 51900.6	Sexual abuse and sexual assault awareness and prevention instruction
Ed. Code 51950	Abuse, sexual abuse, and human trafficking prevention education
Pen. Code 11164-11174.3	Child Abuse and Neglect Reporting Act
Pen. Code 152.3	Duty to report murder, rape, or lewd or lascivious act
Pen. Code 273a	Willfully causing unjustifiable pain or mental suffering of child; endangering life or health
Pen. Code 286	Crime of sodomy
Pen. Code 288	Crime of oral copulation
Pen. Code 288	Definition of lewd or lascivious act requiring reporting
Pen. Code 289	Crime of sexual penetration
Pen. Code 311-312.7	Obscene matter
Pen. Code 801.8	Failure to report an incident known or reasonably suspected by a mandated reporter to be sexual assault, child abuse, or severe neglect
W&I Code 15630-15637	Dependent adult abuse reporting
W&I Code 16509.1	Treatment of children by spiritual means through prayer; neglect

Federal

42 USC 11434a	McKinney-Vento Homeless Assistance Act; definitions
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Management Resources

CA Office of the Attorney General Publication	School District Legal Obligations to Prevent and Respond to Sexual Harassment, Assault, and Abuse, April 2026
California Department of Education Publication	Health Education Framework for California Public Schools, Kindergarten Through Grade Twelve, May 2019
California Department of Education Publication	Health Education Content Standards for California Public Schools: Kindergarten Through Grade Twelve, 2008
Court Decision	Camreta v. Greene (2011) 131 S.Ct. 2020
CSBA Publication	Why Schools Hold the Promise for Adolescent Mental Health, Governance Brief, May 2019
Website	SchoolSafety.gov, Child Exploitation
Website	CSBA District and County Office of Education Legal Services
Website	California Department of Social Services, Information Resources Guide
Website	California Department of Education, Child Abuse Prevention Training and Resources
Website	U.S. Department of Health and Human Services, Child Welfare Information Gateway
Website	California Attorney General's Office, Suspected Child Abuse Report Form

Cross References**Description**

0450	Comprehensive Safety Plan
0450	Comprehensive Safety Plan
1240	Volunteer Assistance
1240	Volunteer Assistance
1312.1	Complaints Concerning District Employees
1312.1	Complaints Concerning District Employees
1312.1-E PDF(1)	Complaints Concerning District Employees - Complaint Concerning District Employee
1312.3	Uniform Complaint Procedures
1312.3	Uniform Complaint Procedures
1400	Relations Between Other Governmental Agencies And The Schools
1445	Response To Immigration Enforcement
1445	Response To Immigration Enforcement
3320	Claims And Actions Against The District
3320	Claims And Actions Against The District
3320-E PDF(1)	Claims And Actions Against The District
4112.6	Personnel Files
4112.9	Employee Notifications
4112.9-E PDF(1)	Employee Notifications
4119.21	Professional Standards
4119.21-E PDF(1)	Professional Standards
4119.23	Unauthorized Release Of Confidential/Privileged Information
4119.24	Maintaining Appropriate Adult-Student Interactions
4127	Temporary Athletic Team Coaches
4127	Temporary Athletic Team Coaches
4131	Staff Development
4131	Staff Development
4212.6	Personnel Files
4212.9	Employee Notifications
4212.9-E PDF(1)	Employee Notifications
4219.21	Professional Standards
4219.21-E PDF(1)	Professional Standards
4219.23	Unauthorized Release Of Confidential/Privileged Information
4227	Temporary Athletic Team Coaches
4227	Temporary Athletic Team Coaches
4231	Staff Development
4231	Staff Development
4312.6	Personnel Files
4312.9	Employee Notifications
4312.9-E PDF(1)	Employee Notifications

Cross References**Description**

4317.7	Employment Status Reports
4319.21	Professional Standards
4319.21-E PDF(1)	Professional Standards
4319.23	Unauthorized Release Of Confidential/Privileged Information
4327	Temporary Athletic Team Coaches
4327	Temporary Athletic Team Coaches
4331	Staff Development
5131	Conduct
5131.7	Weapons And Dangerous Instruments
5131.7	Weapons And Dangerous Instruments
5141.5	Mental Health
5141.52	Suicide Prevention
5141.52	Suicide Prevention
5141.6	School Health Services
5141.6	School Health Services
5142	Safety
5142	Safety
5144	Discipline
5144	Discipline
5145.11	Questioning And Apprehension By Law Enforcement
5145.3	Nondiscrimination/Harassment
5145.3	Nondiscrimination/Harassment
5145.7	Sexual Harassment
5145.7	Sexual Harassment
6142.7	Physical Education And Activity
6142.7	Physical Education And Activity
6142.8	Comprehensive Health Education
6142.8	Comprehensive Health Education
6143	Courses Of Study
6145.2	Athletic Competition
6145.2	Athletic Competition
6159.4	Behavioral Interventions For Special Education Students
6164.2	Guidance/Counseling Services
6164.5	Student Success Teams
6164.5	Student Success Teams
9240	Board Training

Regulation 6170.2: ^Transitional Kindergarten Policy

Status: DRAFT

Original Adopted Date: Pending | Last Reviewed Date: 08/18/2026

Transitional Kindergarten

Teacher Qualifications – Equivalency Determination

Equivalency of Early Childhood Education or Child Development Units

In accordance with Education Code 48000(g)(4)(B), the Governing Board authorizes the Superintendent or designee to determine whether a credentialed teacher possesses professional experience that is comparable to the 24 semester units of education or child development required by Education Code 48000(g).

The Superintendent or designee shall use the following criteria when determining equivalency.

Criteria for Equivalency

Professional experience may be determined to be comparable to the required coursework when the teacher demonstrates knowledge and competencies in early childhood education through one or more of the following:

1. Successful teaching experience in one or more of the following settings serving children from birth through kindergarten:

California State Preschool Program (CSPP)

Transitional Kindergarten

Preschool

Head Start

Private preschool

Other licensed early childhood education programs

2. Experience implementing developmentally appropriate instructional practices that:

Support the cognitive, language, literacy, mathematical, physical, social-emotional, and creative development of young children;

Utilize play-based and inquiry-based learning experiences;

Foster oral language development and early literacy; and

Promote inclusive practices for all learners.

3. Experience using observation, authentic assessment, and developmental progress monitoring to plan instruction appropriate for young learners.

4. Experience collaborating with families and multidisciplinary teams to support children's learning and development.

5. Completion of professional learning related to early childhood education, child development, Transitional Kindergarten, Universal Prekindergarten (UPK), preschool curriculum, or related instructional practices.

Evidence Considered

In determining equivalency, the Superintendent or designee may consider documentation including, but not limited to:

Employment history and position descriptions;

Performance evaluations;

Professional development records;

Certificates of completion;

Instructional assignments;

Supervisor recommendations; and

Other evidence demonstrating knowledge and competencies comparable to the required coursework.

Determination

The Superintendent or designee shall document the basis for each equivalency determination and maintain appropriate records in accordance with district procedures.

Nothing in this regulation shall supersede any credentialing or assignment requirements established by the California

Commission on Teacher Credentialing or applicable provisions of state or federal law.

Legal Reference:

Education Code 48000

Education Code 48000(g)(4)(B)

5 CCR 6100-6125 (as applicable)

Commission on Teacher Credentialing Assignment Monitoring Requirements

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

Notice

Unique Policy

Description

This policy is unique to the district/COE and is not connected to an existing CSBA sample policy or included in regular quarterly updates from CSBA.

Bylaw 9223: Filling Vacancies

Status: DRAFT

Original Adopted Date: 09/01/2004 | **Last Reviewed Date:** 08/18/2026

Events Causing a Vacancy

A vacancy on the Governing Board may arise from any of the following events:

The death of an incumbent (Government Code 1770)

The adjudication pursuant to a quo warranto proceeding declaring that an incumbent is physically or mentally incapacitated due to disease, illness, or accident and that there is reasonable cause to believe that the incumbent will not be able to perform the duties of the office for the remainder of the term (Government Code 1770)

A Board member's resignation in accordance with Board Bylaw 9222 - Resignation (Government Code 1770)

A Board member's removal from office by recall (Elections Code 11000-11386; Government Code 1770)

A Board member's ceasing to be a resident of the district (Government Code 1770)

A Board member's ceasing to inhabit the trustee area represented by the Board member (Government Code 1770)

A Board member's absence from the state for more than 60 days, except in the following situations: (Government Code 1064, 1770)

Upon district business with the approval of the Board

With the consent of the Board for an additional period not to exceed a total absence of 90 days or, in the case of illness or other urgent necessity and upon a proper showing thereof, for more than 90 days

For federal military deployment, not to exceed an absence of a total of six months, as a member of the armed forces of the United States or the California National Guard

If the absence of the Board member for this purpose exceeds six months, the Board may approve an additional six-month absence upon a showing that there is a reasonable expectation that the member will return within the second six-month period, and the Board may appoint an interim member to serve during the absence. If two or more Board members are absent by reason of these circumstances, and those absences result in the inability to establish a quorum at a regular meeting, the Board may immediately appoint one or more interim members as necessary to enable the Board to conduct business and discharge its responsibilities. The term of an interim member appointed in these circumstances shall not extend beyond the return of the absent Board member or beyond the next regularly scheduled election for that office, whichever occurs first.

A Board member's ceasing to discharge the duties of the office for the period of three consecutive months, except when prevented by sickness or when absent from the state with the permission required by law (Government Code 1770)

A Board member's conviction of a felony or any offense involving a violation of official duties or conviction of a designated crime resulting in a forfeiture of office (Government Code 1770, 3000-3003)

A Board member's refusal or neglect to file the required oath within the time prescribed (Government Code 1770)

The decision of a competent tribunal declaring void a Board member's election or appointment (Government Code 1770)

A Board member's commitment to a hospital or sanitarium as a drug addict, dipsomaniac, inebriate, or stimulant addict by a court of competent jurisdiction, in which case the office shall not be deemed vacant until the order of commitment has become final (Government Code 1770)

A "failure to elect" in which no candidate or an insufficient number of candidates have filed to run for a Board seat(s) (Education Code 5090, 5326, 5328)

Timelines for Filling a Vacancy

When a vacancy occurs, the Board shall take the following action, as appropriate:

When a vacancy occurs within four months of the end of a Board member's term, the Board shall take no action. (Education Code 5093)

When a vacancy occurs between six months and 130 days before a regularly scheduled Board election at which the vacant position is not scheduled to be filled, the vacancy shall be filled by a special election consolidated with the regular election. The person so elected shall take office at the first regularly scheduled Board meeting following the certification of the election and shall serve only until the end of the term of the position which the person was elected to fill. (Education Code 5093)

When a vacancy occurs any time outside of the statutory time windows identified in Items #1 and #2 above, the Board shall either order an election or make a provisional appointment within 60 days of the date of the vacancy or the filing of the member's deferred resignation, whichever is sooner. (Education Code 5091, 5093)

Eligibility for Appointment

In order to be appointed to fill a vacancy on the Board, a person must meet the eligibility requirements specified in law and Board Bylaw 9220 - Governing Board Elections.

Provisional Appointments

When, as authorized by law, the Board has opted to make a provisional appointment to fill a vacancy, the Board, by resolution, may approve the procedures for selecting the person to be provisionally appointed to fill the vacancy. These procedures may, but are not required to, include the following:

Advertising in the local media to solicit candidate applications

Establishing a committee consisting of less than a quorum of the Board to ensure that applicants are eligible for Board membership and announce the names of the eligible candidates

Interviewing the candidates at a public meeting

Within 10 days after the Board makes a provisional appointment to fill a Board vacancy, the Superintendent or designee, on behalf of the Board, shall post a notice of the actual vacancy, or the filing of a deferred resignation, and the provisional appointment. The Superintendent or designee shall post the notice as follows: (Education Code 5092)

In three public places in the district or, if applicable, trustee area

On the district's website

In a newspaper of general circulation published in the district, if such a newspaper exists

The notice shall contain: (Education Code 5092)

The fact of the vacancy or resignation

The date of the occurrence of the vacancy or the date of the filing of, and the effective date of, the resignation

The full name of the provisional appointee to the Board and the date of the provisional appointee's appointment

A statement notifying the voters that unless a petition calling for a special election pursuant to Education Code 5091 is filed in the office of the County Superintendent of Schools within 30 days of the provisional appointment, the appointment shall become effective

The person appointed shall only hold office until the next regularly scheduled election for district Board members. (Education Code 5091)

If within 30 days of the Board's appointment, registered voters of the district or, where elections are by trustee areas, of the trustee area, submit a petition for special election that the County Superintendent determines to be legally sufficient, the provisional appointment is terminated, and a special election shall be held in accordance with Education Code 5091 to fill the vacancy.

Appointment Due to Failure to Elect

When a vacancy occurs because no candidate or an insufficient number of candidates have been nominated and a district election will not be held, the Board shall appoint a qualified person to the office. This appointment shall be

made at a meeting prior to the day fixed for the election and the appointee shall be seated at the organizational meeting as if elected at the district election. (Education Code 5328)

When an appointment is being made because of a failure to elect, the district shall publish a notice once in a newspaper of general circulation published in the district, or if no such newspaper exists, in a newspaper having general circulation within the district. This notice shall state that the Board intends to make an appointment and shall inform persons of the procedure available for applying for the appointment. (Education Code 5328.5)

When, as authorized by law, the Board seeks to make an appointment because of a failure to elect, the Board, by resolution, may approve any additional the procedures for selecting the person to be appointed to fill the vacancy.

A vacancy on the Governing Board may occur for any of the events specified in Government Code 1770 or by a failure to elect. (Education Code 5090) Removal by recall election shall also create a vacancy on the Board. (Elections Code 11384)

If a vacancy occurs less than four months before the end of a Board member's term, the Board shall take no action. (Education Code 5093)

If a vacancy occurs four or more months before the end of a Board member's term, the Board shall, within 60 days of the date of the vacancy or the filing of the member's deferred resignation, either order an election or make a provisional appointment, unless a special election is mandated as described below. (Education Code 5091)

Mandated Special Election

If a vacancy occurs from six months to 130 days before a regularly scheduled Board election at which the position is not scheduled to be filled, a special election to fill the position shall be consolidated with the regular election. The person so elected shall take office at the first regularly scheduled Board meeting following the certification of the election and shall serve only until the end of the term of the position which he/she was elected to fill. (Education Code 5093)

Provisional Appointments

When the special election described above is not required, the Board may make a provisional appointment. (Education Code 5091, 5093)

In order to draw from the largest possible number of candidates, the Board shall advertise in the local media to solicit candidate applications or nominations. A committee consisting of less than a quorum of the Board shall ensure that applicants are eligible for Board membership and announce the names of the eligible candidates. The Board shall interview the candidates at a public meeting, accept oral or written public input, and select the provisional appointee by a majority vote.

Notice and Duration of Provisional Appointment

Within 10 days after the appointment is made, the Board shall post notices of the vacancy or resignation and the provisional appointment. The notice shall be published in the local newspaper and posted in at least three public places within the district. (Education Code 5092)

The notice shall contain: (Education Code 5092)

1. The date of the occurrence of the vacancy or the date of the filing of, and the effective date of, the resignation
2. The full name of the appointee
3. The date of appointment
4. A statement notifying the voters that unless a petition calling for a special election pursuant to Education Code 5091 is filed in the office of the County Superintendent of Schools within 30 days of the provisional appointment, it shall become an effective appointment

The person appointed shall hold office until the next regularly scheduled election for district Board members and shall be afforded all the powers and duties of a Board member upon appointment. (Education Code 5091)

Policy Reference Disclaimer: These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the Governing Board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

Ed. Code 35107

Description

[School district employees](#)

Ed. Code 35178

[Resignation with deferred effective date](#)

Ed. Code 5000-5033

[Election of school district board members](#)

Ed. Code 5090-5095

[Vacancies on the board](#)

Ed. Code 5200-5208

[Districts governed by boards of education](#)

Ed. Code 5300-5304

[General provisions; conduct of elections](#)

Ed. Code 5320-5329

[Order and call of elections](#)

Ed. Code 5340-5345

[Consolidation of elections](#)

Ed. Code 5360-5363

[Election notice](#)

Ed. Code 5420-5426

[Cost of elections](#)

Ed. Code 5440-5442

[Miscellaneous provisions](#)

Elec. Code 10600-10604

[School district elections](#)

Elec. Code 11000-11386

[Candidates for recall](#)

Gov. Code 1064

[Absence from state](#)

Gov. Code 1770

[Vacancy of office](#)

Gov. Code 3000-3003

[Forfeiture of office](#)

Gov. Code 3060-3075

[Removal other than by impeachment](#)

Gov. Code 54950-54963

[The Ralph M. Brown Act](#)

Gov. Code 6061

[Manner of notice as prescribed in designated section](#)

Pen. Code 88

[Crimes against legislative power](#)

Federal

18 USC 704

Description

[Military medals or decorations](#)

Management Resources

Attorney General Opinion

[105 Ops.Cal.Atty.Gen. 182 \(2022\)](#)

Attorney General Opinion

[58 Ops.Cal.Atty.Gen. 888 \(1975\)](#)

CSBA Publication

[Filling a Board Vacancy, rev. 2022](#)

Website

[CSBA District and County Office of Education Legal Services](#)

Website

[California State Attorney General's Office, Quo Warranto Applications](#)

Website

[CSBA](#)

Cross References

1113

[District And School Websites](#)

1113

[District And School Websites](#)

1340

[Access To District Records](#)

1340

[Access To District Records](#)

9100

[Organization](#)

Cross References

9110

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9220

9222

9224

9230

9323.2

9323.2-E PDF(1)

Description[Terms Of Office](#)[Board Committees](#)[Governing Board Elections](#)[Resignation](#)[Oath Or Affirmation](#)[Orientation](#)[Actions By The Board](#)[Actions By The Board](#)

**Standard Agreement
between the
El Dorado County Office of Education
and the
Rescue Union School District**

This agreement is made and entered into by and between the El Dorado County Office of Education, hereinafter referred to as “EDCOE,” having its principal office at 6767 Green Valley Road, Placerville, California 95667 and **Rescue Union School District** hereinafter referred to as “RUSD”, having its principal office at **2390 Bass Lake Road, Rescue, CA 95672** each being a “Party” and collectively the “Parties”.

RECITALS

Whereas, the terms “El Dorado County Office of Education”, “County Office”, or “EDCOE” shall mean both the Superintendent and the El Dorado County Board of Education, their officers, employees, representatives, and agents in their respective employment and oversight capacities of the El Dorado County Office of Education.

Whereas, RUSD is qualified and desires to provide the use of facilities for an Extended Day Program.

Whereas, EDCOE desires to RUSD to provide such services.

Whereas, the Parties warrant that they have had the opportunity to obtain advice of counsel throughout the negotiations leading to the preparations and execution of this Agreement, and have read it carefully and understand its terms and consequences.

AGREEMENT

NOW, THEREFORE, in consideration of the acts and promises contained herein the Parties agree as follows:

A. SCOPE OF WORK:

EDCOE will provide an Extended Day Program at **Green Valley School, Jackson School, Lake Forest School, Lakeview School, and Rescue School** for the communities served by RUSD through the cooperative efforts of both RUSD and EDCOE. EDCOE offers to initiate and, when requested, to operate Extended Day Programs for and on behalf of RUSD. The Extended Day program generally includes, but is not limited to the following components: homework support, enrichment activities, recreation, and enhanced learning opportunities. EDCOE shall provide for registering of students for the Extended Day program. EDCOE shall be responsible for providing any specialized and/or recreational equipment and supplies for

the Extended Day program at the site specified, as determined by EDCOE. The Extended Day program shall provide appropriate supervision of Extended Day students during normal program hours.

RUSD shall work in partnership with EDCOE and based on the guidance of EDCOE to fulfill the deliverables and benchmarks identified within the Scope of Work, any referenced appendices, and provide the following:

- i. Authorizing EDCOE to use school sites/facilities as noted in Scope of Work.
- ii. Remove any physical obstructions at sites that, based on EDCOE's determination, may prevent or impede EDCOE from provided Extended Day and related services;
- iii. Provide RUSD facilities to EDCOE based upon space available, in accordance with the needs identified jointly by RUSD and EDCOE, and in a manner that does not interfere with the regular education program. Both RUSD and EDCOE will make all reasonable efforts to plan for facility use and growth, as well as to provide timely information to parents of students in the Extended Day program. It is the intent of both parties to keep each other informed of facility needs and any other matters affecting the other party with respect to the operation of the program.
- iv. Continued provisions of utilities, custodial and maintenance services, as appropriate, as well as payment for any other costs associated with the Extended Day program operation as a result of EDCOE operating the Extended Day program at any of the RUSD schools. Custodial services will include daily trash removal and cleaning of floors and restrooms, as well as annual deep cleaning per RUSD's schedule.
- v. Provide phone access to the Extended Day employees during program hours each day of operation.

EDCOE shall be responsible for the following:

- i. Assuring that Extended Day employees leave the facilities in the same condition in which they were found, with the exception of reasonable wear and tear.

RUSD and EDCOE shall be responsible for the following:

- i. Working together to promote and share information about the Extended Day program, including issues related to safety, emergency communications, and protocols.

B. CONTRACT PERIOD:

The contract period will be **July 1, 2026** through **June 30, 2029** or upon the completion of obligations stated herein whichever occurs first. EDCOE may terminate the program at any time if EDCOE determines that there is insufficient enrollment. This contract can be terminated by either party with 30 days written notice. EDCOE and RUSD may extend or amend this contract by mutual written consent.

C. FEE SCHEDULE:

In the event that the fees collected by EDCOE for Extended Day services outlined in this agreement, exceed EDCOE's costs for providing the program, EDCOE shall provide RUSD up to 75% of the program's net position income, based on a proration to RUSD equal to their share of the proceeds as calculated by EDCOE. These monies are intended to assist RUSD in defraying the costs of use of facilities, including custodial, utilities, maintenance, administrative costs, or other expenses deemed appropriate by RUSD. This shall constitute the total payment made by EDCOE. This payment will be made following the closing of all books for the current fiscal year.

D. EXPENSES/INCIDENTALS/TRAVEL REIMBURSEMENTS:

Expenses/incidentals/travel reimbursements are not included in this contract.

E. OWNERSHIP:

EDCOE shall own all rights, title, and interest to all information, documents, data, content, software, or other intellectual property developed in accordance with this Agreement. All materials and publications developed under this Agreement will be attributed to EDCOE and will include EDCOE's logo and other identification as agreed upon by the parties.

F. INDEMNIFICATION:

RUSD shall, to the fullest extent permitted by law, indemnify, protect, defend, and hold harmless EDCOE and any and all of its officials, employees and agents from and against any and all losses, liabilities, damages, costs, and expenses, including legal. RUSD's fees and costs but only to the extent RUSD is responsible for such damages, liabilities and costs on a comparative basis of fault between RUSD and EDCOE in the performance of professional services under this agreement.

G. INSURANCE:

Professional Liability Insurance

RUSD shall maintain professional liability insurance that insures against professional errors and omissions that may be made in performing the Services to be rendered in connection with this Agreement, in the minimum amount of two million dollars (\$2,000,000) per claim and in the aggregate. Any policy inception date, continuity date, or retroactive date must be before the effective date of this agreement, and RUSD agrees to maintain continuous coverage through a period no less than three years after completion of the services required by this agreement.

General Liability

RUSD shall maintain commercial general liability insurance with coverage at least as broad as Insurance Services Office form CG 00 01, in an amount not less than two million dollars (\$2,000,000) per occurrence for bodily injury, personal injury, and property damage. RUSD's general liability policies shall be primary and shall not seek contribution from EDCOE's coverage and be endorsed using Insurance Services Office form CG 20 10 or CG 20 26 (or equivalent) to provide that EDCOE and its officers, officials, employees, and agents shall be additional insureds under such policies.

RUSD's indemnity and coverage obligations shall survive the termination of this agreement with respect to any claim arising from RUSD's actual or alleged performance or non-performance of or their respective rights, privileges, or obligations existing under this Agreement.

H. CERTIFICATIONS

- a) EDCOE certifies that pursuant to Education Code section 45125.1, it has conducted criminal background checks, through the California Department of Justice, of all employees providing services to RUSD, and that none have been convicted of serious or violent felonies, as specified in Penal Code sections 1192.7(c) and 667.5(c), respectively.
- b) EDCOE further certifies that if an employee providing services to RUSD is subsequently convicted of a serious or violent felony, as specified, that employee will immediately cease performing services for RUSD, and that EDCOE will immediately provide notice to RUSD of the conviction.

- c) EDCOE hereby agrees to annually train all staff members, including volunteers, so that they are familiar with and agree to adhere to its own child and dependent adult abuse reporting obligations and procedures as specified in California Penal Code section 11164 et seq.
- d) EDCOE certifies that it follows the provisions under California Education Code 49406 Examination for Tuberculosis, including requiring new employees to submit an examination within 60 days of hire date to determine that he or she is free of active tuberculosis and testing thereafter at least once every four years.

I. DISCRIMINATION:

With respect to all issues associated with this Agreement, the parties and their directors, officers, employees, agents, volunteers, and guests shall not discriminate on the basis of race, color, national origin, religion, sex, physical or mental disability, medical condition (cancer related or genetic characteristics), ancestry, marital status, age, sexual orientation, citizenship, or status as a covered veteran.

J. SEVERABILITY:

The provisions of this Agreement are divisible. If any such provision shall be deemed invalid or unenforceable, such provision shall be deemed limited to the extent necessary to render it valid and enforceable and the remaining provisions of this Agreement shall continue in full force and effect without being impaired or invalidated in any way.

K. WAIVER:

No delay or omission by EDCOE or RUSD in exercising any right under this Agreement shall operate as a waiver of that or any other right. No waiver of any provision of this Agreement, or consent to any departure by either party from any provision of this Agreement, shall be effective in any event unless it is in writing, designated a waiver, and signed by the party waiving the breach. Such a waiver shall be effective only in the specific instance and for the purpose for which it is given.

L. GOVERNING LAW:

This Agreement shall be construed in accordance with, and the rights and duties of the parties hereto shall be governed in all respects by, the laws of the State of California.

M. ENTIRE AGREEMENT:

This Agreement supersedes all prior agreements, understandings, and communications between the EDCOE and RUSD, whether written or oral, express or implied, relating to the subject matter of this Agreement and is intended as a complete and final expression of the terms of the agreement between EDCOE and RUSD and shall not be changed or subject to change orally. The parties further agree and acknowledge that neither of them, nor anyone acting on their behalf, made any inducements, agreements, promises, or representations other than those set forth in this Agreement.

N. CONFLICT:

In the event of a dispute arising under this Agreement, RUSD and EDCOE Superintendents, or their jointly agreed representatives, shall meet to resolve the conflict. If they are unsuccessful in their attempt to resolve the dispute, the matter shall be submitted to binding arbitrator, of the parties' choosing or upon appointment by a Court, with the arbitrator directed to resolve the dispute in the most efficient and cost-effective manner. In addition to any damages properly awarded to the prevailing party, attorneys' fees and costs shall also be awarded upon a finding by the arbitrator that the losing party's position was not made or continued in good faith and with reasonable cause or justification.

O. WORKPLACE VIOLENCE PREVENTION:

Consistent with SB 553 as incorporated into Section 527.8 of the California Code of Civil Procedure, the District and RUSD shall comply with existing law that authorizes any employer, whose employee has suffered unlawful violence or a credible threat of violence from any individual that can reasonably be construed to be carried out or to have been carried out at the workplace, to seek a temporary restraining order and an order after hearing on behalf of the employee and other employees at the workplace. An employer is required to include a Workplace Violence Prevention Plan as part of their effective Injury and Illness Prevention Program (IIPP). Without fear of reprisal, District employees, other employers (RUSD) and their employees are to report violent incidents, threats or other workplace violence concerns to the District or law enforcement. When applicable, the District will share information with RUSD and their employees. RUSD and their employees' respective roles may include participation in the Workplace Violence Prevention Plan for reporting, investigation and recording incidents.

P. NOTICES:

Any notice required or permitted to be given under this Agreement shall be in writing and delivered to the other party at the following respective addresses:

For EDCOE:

Wendy Frederickson

Deputy Superintendent

wfrederickson@edcoe.org

El Dorado County Office of Education

6767 Green Valley Road

Placerville, CA 95667

For Rescue Union School District:

Jim Shoemaker

Superintendent

jshoemaker@rescueusd.org

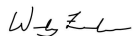
Rescue Union School District

2390 Bass Lake Road

Rescue, CA 95762

The parties hereby agree to the terms of this agreement.

El Dorado County Office of Education:



Jul 23, 2026

Wendy Frederickson
Deputy Superintendent
El Dorado County Office of Education

Date

Rescue Union School District:



Jim Shoemaker
Superintendent
Rescue Union School District



Date

REQ 275661 - Rescue USD (26-29)

Final Audit Report

2026-07-23

Created:	2026-07-23
By:	Katherine Stidham (kstidham@edcoe.org)
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"REQ 275661 - Rescue USD (26-29)" History

-  Document created by Katherine Stidham (kstidham@edcoe.org)
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2026–27 Certification of Assurances

Submission of Certification of Assurances is required every fiscal year. A complete list of legal and program assurances for the fiscal year can be found at <https://www.cde.ca.gov/fg/aa/co/ca26assurancestoc.asp>.

CDE Program Contact:

Consolidated Application Support Desk, Education Data Office, ConAppSupport@cde.ca.gov, 916-319-0297

Consolidated Application Certification Statement

I hereby certify that all of the applicable state and federal rules and regulations will be observed by this applicant; that to the best of my knowledge the information contained in this application is correct and complete; and I agree to participate in the monitoring process regarding the use of these funds according to the standards and criteria set forth by the California Department of Education Federal Program Monitoring (FPM) Office. Legal assurances for all programs are accepted as the basic legal condition for the operation of selected projects and programs and copies of assurances are retained on site. I certify that we accept all assurances except for those for which a waiver has been obtained or requested. A copy of all waivers or requests is on file. I certify that actual ink signatures for this form are on file.

Authorized Representative's Full Name	Lisa Donaldson
Authorized Representative's Signature	
Authorized Representative's Title	Assist Superintendent, Business Srvs
Authorized Representative's Signature Date	06/30/2026

*****Warning*****

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2026–27 Protected Prayer Certification

Every Student Succeeds Act (ESSA) Section 8524 specifies federal requirements regarding constitutionally protected prayer in public elementary and secondary schools. This form meets the annual requirement and provides written certification.

CDE Program Contact:

Carrie Lopes, Title I Policy, Program, and Support Office, CLopes@cde.ca.gov, 916-319-0126

Protected Prayer Certification Statement

The local educational agency (LEA) hereby assures and certifies to the California State Board of Education that the LEA has no policy that prevents, or otherwise denies participation in, constitutionally protected prayer in public schools as set forth in the "Guidance on Constitutionally Protected Prayer in Public Elementary and Secondary Schools."

The LEA hereby assures that this page has been printed and contains an ink signature. The ink signature copy shall be made available to the California Department of Education upon request or as part of an audit, a compliance review, or a complaint investigation.

The authorized representative agrees to the above statement	Yes
Authorized Representative's Full Name	Lisa Donaldson
Authorized Representative's Title	Assistant Superintendent, Business Srvs
Authorized Representative's Signature Date	06/30/2026
Comment If the LEA is not able to certify at this time, then an explanation must be provided in the comment field. (Maximum 500 characters)	

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2026–27 LCAP Federal Addendum Certification**CDE Program Contact:**Local Agency Systems Support Office, LCAPAddendum@cde.ca.gov, 916-323-5233**Initial Application**

To receive initial funding under the Every Student Succeeds Act (ESSA), a local educational agency (LEA) must have a plan approved by the State Educational Agency on file with the State. Within California, LEAs that apply for ESSA funds for the first time are required to complete the Local Control and Accountability Plan (LCAP), the LCAP Federal Addendum Template (Addendum), and the Consolidated Application (ConApp). The LCAP, in conjunction with the Addendum and the ConApp, serve to meet the requirements of the ESSA LEA Plan.

In order to initially apply for funds, the LEA must certify that the current LCAP has been approved by the local governing board or governing body of the LEA. As part of this certification, the LEA agrees to submit the LCAP Federal Addendum, that has been approved by the local governing board or governing body of the LEA, to the California Department of Education (CDE) and acknowledges that the LEA agrees to work with the CDE to ensure that the Addendum addresses all required provisions of the ESSA programs for which they are applying for federal education funds.

Returning Application

If the LEA certified a prior year LCAP Federal Addendum Certification data collection form in the Consolidated Application and Reporting System, then the LEA may use in this form the same original approval or adoption date used in the prior year form.

County Office of Education (COE) or District For a COE, enter the original approval date as the day the CDE approved the current LCAP. For a district, enter the original approval date as the day the COE approved the current LCAP	06/16/2026
Direct Funded Charter Enter the adoption date of the current LCAP	
Authorized Representative's Full Name	Lisa Donaldson
Authorized Representative's Title	Assist Superintendent, Business Srvs

*****Warning*****

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2026–27 Application for Funding**CDE Program Contact:**Consolidated Application Support Desk, Education Data Office, ConAppSupport@cde.ca.gov, 916-319-0297**Local Governing Board Approval**

The local educational agency (LEA) is required to review and receive approval of their Application for Funding selections with their local governing board.

By checking this box the LEA certifies that the Local Board has approved the Application for Funding for the listed fiscal year	Yes
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District English Learner Advisory Committee Review

Per Title 5 of the California Code of Regulations Section 11308, if your LEA has more than 50 English learners, then the LEA must establish a District English Learner Advisory Committee (DELAC) which shall review and advise on the development of the application for funding programs that serve English learners.

By checking this box the LEA certifies that parent input has been received from the District English Learner Committee (if applicable) regarding the spending of Title III funds for the listed fiscal year	Yes
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Application for Categorical Programs

To receive specific categorical funds for a school year, the LEA must apply for the funds by selecting Yes below. Only the categorical funds that the LEA is eligible to receive are displayed.

Title I, Part A (Basic Grant) ESSA Sec. 1111 et seq. SACS 3010	Yes
Title II, Part A (Supporting Effective Instruction) ESEA Sec. 2104 SACS 4035	Yes
Title III English Learner ESEA Sec. 3102 SACS 4203	Yes
Title III Immigrant ESEA Sec. 3102 SACS 4201	Yes
Title IV, Part A (Student and School Support) ESSA Sec. 4101 SACS 4127	Yes

*****Warning*****

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2026–27 Title III English Learner Student Program Subgrant Budget

The purpose of this data collection form is to provide a proposed budget for English learner (EL) Student Program Subgrant funds only per the Title III English Learner Students Program requirements (ESSA, Sections 3114, 3115, & 3116).

CDE Program Contact:

Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620
Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Estimated Allocation Calculation

Estimated English learner per student allocation	\$135.70
Estimated English learner student count	85
Estimated English learner student program allocation	\$11,535

Note: \$10,000 minimum program eligibility criteria

If the local educational agency's estimated English learner student program allocation is less than \$10,000, then it does not meet the minimum program eligibility criteria for direct funding status and requires further action. To receive instructions regarding the consortium application process, please go to the California Department of Education Title III EL Student Program Consortium Details web page located at <https://www.cde.ca.gov/sp/ml/elconsortium.asp>.

Budget

Professional development activities	\$0
Program and other authorized activities	\$0
English Proficiency and Academic Achievement	\$9,035
Parent, family, and community engagement	\$2,500
Direct administrative costs (Amount cannot exceed 2% of the estimated English learner student program allocation)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$0
Total budget	\$11,535

*****Warning*****

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2026–27 Title III Immigrant Student Program Subgrant Budget

The purpose of this data collection form is to provide a proposed budget for Immigrant Student Program Subgrant funds only per the Title III Immigrant Student Program requirements (ESSA, Sections 3114, 3115, & 3116).

CDE Program Contact:

Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620
Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Estimated Allocation Calculation

Estimated immigrant per student allocation	\$126.40
Estimated immigrant student count	32
Estimated immigrant student program allocation	\$4,045

Note: Eligibility criteria

A local educational agency which has 5 or more eligible immigrant students and has experienced a significant increase of one half of 1 percent or more in eligible immigrant students enrollment in the current year, compared with the average of the two preceding fiscal years, is eligible to apply.

Budget

Authorized activities	\$3,178
Direct administrative costs (Amount should not exceed 2% of the estimated immigrant student program allocation)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$867
Total budget	\$4,045

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2026–27 Substitute System for Time Accounting

This certification may be used by auditors and by California Department of Education (CDE) oversight personnel when conducting audits and sub-recipient monitoring of the substitute time-and-effort system. Approval is automatically granted when the local educational agency (LEA) submits and certifies this data collection.

CDE Program Contact:

Hilary Thomson, Fiscal Oversight and Support Office, HThomson@cde.ca.gov, 916-323-0765

The LEA certifies that only eligible employees will participate in the substitute system and that the system used to document employee work schedules includes sufficient controls to ensure that the schedules are accurate.

Detailed information on documenting salaries and wages, including both substitute systems of time accounting, are described in Procedure 905 of the California School Accounting Manual posted on the CDE web site at <https://www.cde.ca.gov/fg/ac/sa/>.

2026–27 Request for authorization	Yes
LEA certifies that the following is a full disclosure of any known deficiencies with the substitute system or known challenges with implementing the system (Maximum 500 characters)	No known deficiencies have been identified.

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2026–27 Nonprofit Private School Consultation

The local educational agency shall provide, on an equitable basis, special education services or other benefits to address the needs of eligible children and staff enrolled in nonprofit private elementary and secondary schools under the programs listed below.

CDE Program Contact:

Sylvia Hanna, Title I Policy, Program, and Support Office, SHanna@cde.ca.gov, 916-319-0948
Rina DeRose, Title I Policy, Program, and Support Office, RDeRose@cde.ca.gov, 916-323-0472

In accordance with the Every Student Succeeds Act (ESSA) sections 1117 and 8501, a local educational agency shall consult annually with appropriate private school officials and both shall have the goal of reaching agreement on how to provide equitable and effective programs for eligible private school children, teachers, and families. This applies to programs under Title I, Part A; Title I, Part C; Title II, Part A; Title III, English Learner; Title III, Immigrant; Title IV, Part A; Title IV, Part B; and section 4631, with regard to the Project School Emergency Response to Violence Program (Project SERV).

The enrollment numbers are reported under penalty of perjury by each private school on its annual Private School Affidavit. The information in the Private School Affidavit is not verified, and the California Department of Education takes no position as to its accuracy. It is expected that districts engaged in private school consultation verify the accuracy of student enrollment data and the tax exempt status if it is being used for the purpose of providing equitable services.

Private School's Believed Results of Consultation Allowable Codes

Y1: meaningful consultation occurred
Y2: timely and meaningful consultation did not occur
Y3: the program design is not equitable with respect to eligible private school children

Y4: timely and meaningful consultation did not occur and the program design is not equitable with respect to eligible private school children

Add non-attendance area school(s) No

The local educational agency is electing to add nonprofit private schools outside of the district's attendance area.

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2026–27 Nonprofit Private School Consultation

The local educational agency shall provide, on an equitable basis, special education services or other benefits to address the needs of eligible children and staff enrolled in nonprofit private elementary and secondary schools under the programs listed below.

School Name	School Code	Enrollment	Consultation Occurred	Was Consultation Agreement Met	Signed Written Affirmation on File	Consultation Code	School Added
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2025–26 Title II, Part A Fiscal Year Expenditure Report, 12 Months

A report of year-to-date expenditures by activity. Activity period covered is July 1, 2025 through June 30, 2026.

CDE Program Contact:

Alice Ng (Fiscal), Division Support Office, ANg@cde.ca.gov, 916-323-4636

Lisa Fassett (Program), Professional Learning Support & Monitoring Office, LFassett@cde.ca.gov, 916-323-4963

2025–26 Title II, Part A allocation	\$63,652
Transferred–in amount	\$0
Transferred–out amount	\$0
2025–26 Total allocation	\$63,652

Professional Development Expenditures

Professional development for teachers	\$0
Professional development for administrators	\$0
Consulting/Professional services	\$0
Induction programs	\$48,259
Books and other supplies	\$0
Dues and membership	\$0
Travel and conferences	\$0

Personnel and Other Authorized Activities

Certificated personnel salaries	\$0
Classified personnel salaries	\$0
Employee benefits	\$0
Developing or improving an evaluation system	\$0
Recruitment activities	\$12,000
Retention activities	\$0
Class size reduction	\$0

Program Expenditures

Direct administrative costs	\$0
Indirect costs	\$3,393
Equitable services for nonprofit private schools	\$0
Total expenditures	\$63,652
2025–26 Unspent funds	\$0

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2025–26 Title III English Learner YTD Expenditure Report, 12 Months

A report of year-to-date (YTD) expenditures by activity. Activity period covered is July 1, 2025 through June 30, 2026.

CDE Program Contact:

Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620

Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Required and authorized Title III English Learner (EL) student program activities

An eligible entity receiving funds under the Every Student Succeeds Act section 3115 (c)-(d) shall use the funds for the supplementary services as part of the language instruction program for EL students.

Refer to the Program Information link above for required and authorized EL student program activities.

Refer to the Data Entry Instructions link above for Expenditure Report Instructions.

2025–26 Title III EL student program allocation	\$13,473
Transferred-in amount	\$0
2025–26 Total allocation	\$13,473
Object Code - Activity	
1000–1999 Certificated personnel salaries	\$10,651
2000–2999 Classified personnel salaries	\$0
3000–3999 Employee benefits	\$2,613
4000–4999 Books and supplies	\$172
5000–5999 Services and other operating expenditures	\$37
Direct administrative costs (amount cannot exceed 2% of the student program allocation plus transferred-in amount)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$0
Total year-to-date expenditures	\$13,473
2025–26 Unspent funds	\$0

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2025–26 Title III Immigrant YTD Expenditure Report, 12 Months

A report of year-to-date (YTD) expenditures by activity. Activity period covered is July 1, 2025 through June 30, 2026.

CDE Program Contact:

Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620

Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Authorized Title III Immigrant student program activities

An eligible entity receiving funds under the Every Student Succeeds Act section 3114(d)(1) shall use the funds to pay for supplemental activities that provide enhanced instructional opportunities for immigrant children and youth.

Refer to the Program Information link above for authorized Immigrant student program activities.

Refer to the Data Entry Instructions link above for Expenditure Report Instructions.

2025–26 Title III immigrant student program allocation	\$2,883
Transferred-in amount	\$0
2025–26 Total allocation	\$2,883
Object Code - Activity	
1000–1999 Certificated personnel salaries	\$2,299
2000–2999 Classified personnel salaries	\$0
3000–3999 Employee benefits	\$584
4000–4999 Books and supplies	\$0
5000–5999 Services and other operating expenditures	\$0
Direct administrative costs (amount should not exceed 2% of the student program allocation plus transferred-in amount)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$0
Total year-to-date expenditures	\$2,883
2025–26 Unspent funds	\$0

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2025–26 Homeless Education Policy, Requirements, and Implementation

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

CDE Program Contact:

Karina Barrales, Integrated Student Support and Programs Office, KBarrales@cde.ca.gov, 916-327-9692
Deborah Avalos, Integrated Student Support and Programs Office, DAvalos@cde.ca.gov, 916-319-0599

Homeless Education Certification

The LEA hereby assures that the LEA has met the following requirements:

1. Designated a staff person as the liaison for homeless children and youths;
2. Developed a written policy that supports the enrollment and retention of homeless children and youths in schools of the LEA which:
 - a) Includes policies and practices to ensure that homeless children and youths are not stigmatized or segregated on the basis of their status as homeless;
 - b) Includes a dispute resolution process;
 - c) Ensures that transportation is provided for a homeless child or youth to and from the school of origin if requested by the parent, guardian or homeless liaison;
3. Disseminated public notice of the educational rights of homeless children and youths where such children and youths receive services under the provisions of the Education for Homeless Children and Youths Act.

Homeless Liaison Contact Information

Homeless liaison first name	Marisol
Homeless liaison last name	Plasencia
Homeless liaison title	Community Liaison
Homeless liaison email address (Format: abc@xyz.zyx)	mplasencia@my.rescueusd.org
Homeless liaison telephone number (Format: 999-999-9999)	530-677-4461
Homeless liaison telephone extension	
Enter the full-time equivalent (FTE) for all personnel directly responsible for the implementation of homeless education (Format: 0.00)	0.38

Homeless Liaison Training Information

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2025–26 Homeless Education Policy, Requirements, and Implementation

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

CDE Program Contact:

Karina Barrales, Integrated Student Support and Programs Office, KBarrales@cde.ca.gov, 916-327-9692
Deborah Avalos, Integrated Student Support and Programs Office, DAvalos@cde.ca.gov, 916-319-0599

Has the homeless liaison attended and/or participated in a homeless education liaison training within the last two years	Yes
Has the homeless liaison provided training to the following personnel:	
Principals and other school leaders	Yes
Attendance officers and registrars	Yes
Teachers and instructional assistants	Yes
School counselors	Yes

Homeless Education Policy and Requirements

Does the LEA have a written homeless education policy	Yes
No policy comment	
Provide an explanation why the LEA does not have a homeless education policy. (Maximum 500 characters)	
Date LEA's board approved the homeless education policy	04/19/2019
Does the LEA meet the above federal requirements	Yes
Compliance comment	
Provide an explanation why the LEA does not comply with federal requirements. (Maximum 500 characters)	

Housing Questionnaire Identifying Homeless Children

Does your LEA use a housing questionnaire to assist with the identification of homeless children and youth	Yes
Does the housing questionnaire include best practices, rights, and protections afforded to homeless children and youth	Yes
Is the housing questionnaire made available in paper form	Yes
Did your LEA administer the housing questionnaire to all student body during the school year	Yes

Title I, Part A Homeless Expenditures

2025–26 Title I, Part A LEA allocation	\$147,566
2025–26 Title I, Part A direct or indirect services to homeless children reservation	\$6,000

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2025–26 Homeless Education Policy, Requirements, and Implementation

The purpose of this data collection is to meet federal requirements specified in 42 United States Code 11431 et seq. (Education for Homeless Children and Youths Act) and some federal requirements in Title I, Part A of the Elementary and Secondary Education Act (ESEA). This collection includes monitoring local educational agencies (LEAs) and their compliance with key provisions of the Education for Homeless Children and Youths Act including the collection of contact information for each required designated LEA's homeless liaison.

CDE Program Contact:

Karina Barrales, Integrated Student Support and Programs Office, KBarrales@cde.ca.gov, 916-327-9692
Deborah Avalos, Integrated Student Support and Programs Office, DAvalos@cde.ca.gov, 916-319-0599

Amount of 2025–26 Title I, Part A funds expended or encumbered for direct or indirect services for homeless children	\$5,000
Homeless services provided (Maximum 500 characters)	Transportation, social service support from community liaison to assist with community agency resources and internal RUSD documentation.
No expenditures or encumbrances comment Provide an explanation why there are no Title I, Part A expenditures or encumbrances for homeless services. (Maximum 500 characters)	

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2024–25 Title II, Part A Fiscal Year Expenditure Report, 24 Months

A report of year-to-date expenditures by activity. Activity period covered is July 1, 2024 through June 30, 2026.

CDE Program Contact:

Alice Ng (Fiscal), Division Support Office, ANg@cde.ca.gov, 916-323-4636

Lisa Fassett (Program), Professional Learning Support & Monitoring Office, LFassett@cde.ca.gov, 916-323-4963

2024–25 Title II, Part A allocation	\$57,314
Transferred–in amount	\$0
Transferred–out amount	\$0
2024–25 Total allocation	\$57,314

Professional Development Expenditures

Professional development for teachers	\$0
Professional development for administrators	\$0
Consulting/Professional services	\$0
Induction programs	\$39,317
Books and other supplies	\$1,400
Dues and membership	\$0
Travel and conferences	\$0

Personnel and Other Authorized Activities

Certificated personnel salaries	\$0
Classified personnel salaries	\$0
Employee benefits	\$0
Developing or improving an evaluation system	\$0
Recruitment activities	\$8,000
Retention activities	\$0
Class size reduction	\$0

Program Expenditures

Direct administrative costs	\$6,000
Indirect costs	\$2,597
Equitable services for nonprofit private schools	\$0
Total expenditures	\$57,314
2024–25 Unspent funds	\$0

*****Warning*****

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2024–25 Title III English Learner YTD Expenditure Report, 24 Months

A report of year-to-date (YTD) expenditures by activity. Activity period covered is July 1, 2024 through June 30, 2026.

CDE Program Contact:

Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620

Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Required and authorized Title III English Learner (EL) student program activities

An eligible entity receiving funds under the Every Student Succeeds Act section 3115 (c)-(d) shall use the funds for the supplementary services as part of the language instruction program for EL students.

Refer to the Program Information link above for required and authorized EL student program activities.

Refer to the Data Entry Instructions link above for Expenditure Report Instructions.

2024–25 Title III EL student program allocation	\$18,255
Transferred-in amount	\$0
2024–25 Total allocation	\$18,255
Object Code - Activity	
1000–1999 Certificated personnel salaries	\$13,842
2000–2999 Classified personnel salaries	\$0
3000–3999 Employee benefits	\$3,851
4000–4999 Books and supplies	\$174
5000–5999 Services and other operating expenditures	\$49
Direct administrative costs (amount cannot exceed 2% of the student program allocation plus transferred-in amount)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$339
Total year-to-date expenditures	\$18,255
2024–25 Unspent funds	\$0

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2024–25 Title III Immigrant YTD Expenditure Report, 24 Months

A report of year-to-date (YTD) expenditures by activity. Activity period covered is July 1, 2024 through June 30, 2026.

CDE Program Contact:
Annie Park, Language Policy and Leadership Office, APark@cde.ca.gov, 916-319-9620
Geoffrey Ndirangu, Language Policy and Leadership Office, GNdirang@cde.ca.gov, 916-323-5831

Authorized Title III Immigrant student program activities

An eligible entity receiving funds under the Every Student Succeeds Act section 3114(d)(1) shall use the funds to pay for supplemental activities that provide enhanced instructional opportunities for immigrant children and youth.

Refer to the Program Information link above for authorized Immigrant student program activities.

Refer to the Data Entry Instructions link above for Expenditure Report Instructions.

2024–25 Title III immigrant student program allocation	\$3,777
Transferred-in amount	\$0
2024–25 Total allocation	\$3,777
Object Code - Activity	
1000–1999 Certificated personnel salaries	\$2,908
2000–2999 Classified personnel salaries	\$0
3000–3999 Employee benefits	\$869
4000–4999 Books and supplies	\$0
5000–5999 Services and other operating expenditures	\$0
Direct administrative costs (amount should not exceed 2% of the student program allocation plus transferred-in amount)	\$0
Indirect costs (LEA can apply its approved indirect rate to the portion of the subgrant that is not reserved for direct administrative costs)	\$0
Total year-to-date expenditures	\$3,777
2024–25 Unspent funds	\$0

Date: 6/4/2026

District Use Only

Type of Disposition:Board Approval Date:Carrie Cash, Library CoordinatorDisposition Contact:GV Library

DO NOT USE ONLY

Principal / Supervisor Signature

Code	Description
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Fair Equipment that is usable without repairs, but is somewhat worn or deteriorated and soon may require repair.

Poor Equipment that is usable but is considerably worn or deteriorated. The remaining utility is limited or major repairs will be required.

* If there is no inventory number on the equipment, please record the serial number or model number in its place.

Date: 6/24/2024

Rescue Union School District

Report of Surplus Equipment

School / Department Data	District Use Only
Name of School / Department:	Type of Disposition:
Name / Title of Person to Contact for Further Information:	Board Approval Date:
Building / Room Number Which Equipment Was Assigned:	Disposition Contact:

[illegible]


Principal / Supervisor Signature

Code	Description
A	Fair Equipment that is usable without repairs, but is somewhat worn or deteriorated and soon may require repair.
B	Poor Equipment that is usable but is considerably worn or deteriorated. The remaining utility is limited or major repairs will be required.
C	Unusable, cannot be repaired.

* If there is no inventory number on the equipment, please record the serial number or model number in its place.

Date: 6/3/25

School / Department Data	District Use Only
Name of School / Department: <i>Lake Forest School Library</i>	Type of Disposition:
Name / Title of Person to Contact for Further Information: <i>Debrae Shedd</i>	Board Approval Date:
Building / Room Number Which Equipment Was Assigned: <i>Library</i>	Disposition Contact:

[illegible]


Principal / Supervisor Signature

Code	Description
A	Fair Equipment that is usable without repairs, but is somewhat worn or deteriorated and soon may require repair.
B	Poor Equipment that is usable but is considerably worn or deteriorated. The remaining utility is limited or major repairs will be required.
C	Unusable, cannot be repaired.

Date: 6-3-26

Vibrant

Principal / Supervisor Signature

* If there is no inventory number on the equipment, please record the serial number or model number in its place.

Date: 5.2.20

School / Department Data	District Use Only
Name of School / Department JESSE	Type of Disposition: DISCARD
Name / Title of Person to Contact for Further Information: V. Kinney	Board Approval Date:
Building / Room Number Which Equipment Was Assigned: Library	Disposition Contact:

[illegible]

Principal / Supervisor Signature

Code	Description
A	Fair Equipment that is usable without repairs, but is somewhat worn or deteriorated and soon may require repair.
B	Poor Equipment that is usable but is considerably worn or deteriorated. The remaining utility is limited or major repairs will be required.
C	Unusable, cannot be repaired.

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Mountain Democrat

PROOF OF PUBLICATION
(2015.5. C.C.P.)

STATE OF CALIFORNIA
County of El Dorado

I am a citizen of the United States and a resident of the County aforesaid; I'm over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am principal clerk of the printer at the Mountain Democrat, 2889 Ray Lawyer Drive, a newspaper of general circulation, printed and published Wednesday and Friday, in the City of Placerville, County of El Dorado, and which newspaper has been adjudged a newspaper of general circulation by the Superior Court to the County of El Dorado, State of California, under the date of March 7, 1952, Case Number 7258; that the notice, of which the annexed is a printed copy (set in type no smaller than non-pareil), has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to-wit:

6/12

ALL IN THE YEAR 2026

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated at Placerville, California, this 12th day of
JUNE, 2026

Allison Rains

Signature

Allison Rains
Legals Clerk

Proof of Publication PUBLIC NOTICE

PUBLIC NOTICE

Please take notice that on Tuesday, August 18, 2026 the Rescue Union School District Board of Trustees will declare specified instructional materials, textbooks, and library titles as surplus. The Board meeting will be held at 6:30 p.m. at the Rescue Union School District Board Room, 2390 Bass Lake Road, Rescue, Ca. 95672. Individuals or organizations may view a copy of the instructional materials to be declared as surplus at the Rescue Union School District Office, 2390 Bass Lake Road, Rescue, Ca. 95672, during the hours of 8:00 a.m. and 4:30 p.m. Monday through Friday.
6/12 16289

Date: 6/16/2026

District Use Only

Principal / Supervisor Signature

Code	Description
A	Fair Equipment that is usable without repairs, but is somewhat worn or deteriorated and soon may require repair.
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C	Unusable, cannot be repaired.

* If there is no inventory number on the equipment, please record the serial number or model number in its place.



RESCUE UNION SCHOOL DISTRICT

"Educating for the Future, Together"

2026 Board Meeting Calendar

	Holiday
	Board Meeting
	Board Study Session
	Special Board Meeting

Board Approved 10.7.25 / Revised, Pending Approval 8.18.26

Regular Meeting: 5:30 p.m. Closed Session: 6:30 p.m. Open Session ~ Study Session 5:30 p.m.

JAN					FEB					MAR					APR					MAY					
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	
			1	2		2	3	4	5	6	2	3	4	5	6			1	2	3					1
5	6	7	8	9	9	10	11	12	13	9	10	11	12	13	6	7	8	9	10	4	5	6	7	8	
12	13	14	15	16	16	17	18	19	20	16	17	18	19	20	13	14	15	16	17	11	12	13	14	15	
19	20	21	22	23	23	24	25	26	27		24	25	26	27	20	21	22	23	24	18	19	20	21	22	
26	27	28	29	30						30	31				27	28	29	30		25	26	27	28	29	
Jan 16 - Board Items Due					Jan 30 - Board Items Due					Feb 27 - Board Items Due					Mar 27 - Board Items Due					Apr 24 - Board Items Due					
1 New Year's Day					13 Lincoln's Day (observed)					24 Potential Emergency					6 Spring Break Ends					25 Memorial Day (observed)					
2 Winter Break Ends					16 President's Day					School Closure Make-Up Day															
13 Study Session Cancelled					(Washington's Day)					30 Spring Break Begins															
19 Martin Luther King Jr. Day																									

JUNE					JULY					AUG					SEPT					OCT				
M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F
1	2	3	4	5			1	2	3	3	4	5	6	7		1	2	3	4				1	2
8	9	10	11	12	6	7	8	9	10	10	11	12	13	14	7	8	9	10	11	5	6	7	8	9
15	16	17	18	19	13	14	15	16	17	17	18	19	20	21	14	15	16	17	18	12	13	14	15	16
22	23	24	25	26	20	21	22	23	24	24	25	26	27	28	21	22	23	24	25	19	20	21	22	23
29	30				27	28	29	30	31	31					28	29	30			26	27	28	29	30
May 29 - Board Items Due					Board Meeting Date					Jul 31 - Board Items Due					Aug 28 - Board Items Due					Sept 25 - Board Items Due				
Jun 11 - Board Items Due					TBA, as Needed										7 Labor Day (observed)									
					3 Independence Day (observed)																			

NOV					DEC				
M	T	W	T	F	M	T	W	T	F
2	3	4	5	6		1	2	3	4
9	10	11	12	13	7	8	9	10	11
16	17	18	19	20	14	15	16	17	18
23	24	25	26	27	21	22	23	24	25
30					28	29	30	31	
Nov 6 - Board Items Due					Dec 1 - Board Items Due				
11 Veterans Day (observed)					21 Winter Break Begins				
23-27 Thanksgiving Break									

**PROCLAMATION OF
THE RESCUE UNION SCHOOL DISTRICT
REGARDING
INFORMATION TECHNOLOGY (I.T.) PROFESSIONALS DAY**

WHEREAS, National I.T. Professionals Day is observed on the third Tuesday of every September to recognize technical experts – network engineers, system administrators, support specialists, and many more types of I.T. Professionals that make sure our school district computer systems run smoothly; and

WHEREAS, National I.T. Professionals Day was created in 2015 in an effort to show appreciation for the technology team who take care of all aspects of our technology infrastructure to ensure that employees' and students' devices stay connected to the district network and operate flawlessly; and

WHEREAS, I.T. professionals are essential to modern life, providing the technology and support that enables communication, innovation, and daily operations in all walks of life; and

WHEREAS, this day provides a platform to appreciate their efforts in keeping all of our systems functional, secure, and available; and

WHEREAS, I.T. professionals work long hours and adapt to new laws and changes to help their organizations remain current and efficient; and

WHEREAS, in our interconnected work environments, dependency upon IT teams has become all the more significant; and

WHEREAS, I.T. professionals help teach students about technology and tools; and

WHEREAS, the most important part of this day is taking the time to thank the I.T. professionals who make modern life easier for all of us;

NOW, THEREFORE, BE IT RESOLVED that the Board of Education hereby recognizes and wishes to honor the contributions of our I.T. staff to quality education in the Rescue Union School District and declares the third Tuesday of every September as I.T. Professionals Day.